

EFFAT project

“Strengthen Gender Equality in the Agriculture, Food and Drinks, Tourism and Domestic Work sectors throughout Europe”

Call for Proposals SOCPL-2022-INFO-WK

Information and training measures for workers' organisations

Proposal number: 101101389

Call for tenders for subcontracting expert studies

This is a call for a subcontractor to provide expertise in the framework of the implementation of the EFFAT Gender Equality project. EFFAT will publish the call on its website. The deadline for submission of bids is Friday 14 April.

1. Background

EFFAT defends the interest of around 30 million workers in Agriculture, Food, Drink and Tobacco, Tourism, and Domestic Work, and more than half of these workers are women. Women have an important role across the agri-food value chain, from farm to fork, in agriculture, food production & processing, hospitality & food services, and as consumers. Equality between women and men is a founding principle of the European Union and a longstanding commitment of EFFAT.

Gender inequality is still prevalent in the European Union and within EFFAT sectors. The **gender pay gap** in the EU has only been reduced by 1% in the last eight years and is currently 14.1%. Women in the EU earn on average almost 15% less per hour than men, and this even though almost 60% of EU higher education graduates are women. This contributes to women's in-work poverty and lower pensions. Overrepresentation of women in low-paying sectors, unequal sharing of unpaid work (such as care and household tasks), career choices influenced by family responsibilities, lack of access to positions of responsibility, and absence of pay transparency contribute to widening the gender pay gap. The legislative procedure on the proposed Gender Pay Transparency Directive and its transposition into national legislation will be monitored throughout this project.

The under-representation of women in the labour market due to an unbalanced gender approach to leave, insufficient incentives for men to take time off to care for children and/or dependent relatives, limited opportunities to use flexible work arrangements, and economic disincentives are addressed in the **Work-Life Balance** Directive. The transposition of this Directive and the involvement of trade unions in its implementation at national, sectoral and company levels is therefore a key priority for EFFAT that will be addressed throughout this project.

Gender-based violence and harassment in the workplace are unfortunately still common in the EU and is considered both as a cause and a consequence of gender inequality. Over the last years, EFFAT has placed the fight against gender-based violence and sexual harassment high on its political agenda, by carrying out the EU co-funded project “Fighting sexual harassment and violence at work in the agriculture, food, tourism and domestic work sectors”, and by addressing the prevention of sexual harassment in Transnational Companies. International Labour Convention 190 (C190) will be used as a tool throughout the project to both assess its current implementation and feed into recommendations.

EFFAT sectors

EFFAT deals with extremely challenging and precarious sectors of the economy: agriculture, food processing, tourism, and domestic work. Evidence shows that the conditions of a vast proportion of women workers in these sectors are particularly arduous.

Below a brief description of the main challenges faced by women workers in our sector.

Agriculture

The number of women in farming has been slowly increasing in recent years. The most recent data (Eurostat 2016) suggest that, on average, 29% of farms across the EU are managed by a woman, but these figures mask some considerable differences between countries.

However, when it comes to dependent female workers, solid and consistent data in the EU are lacking. This also depends on the very high level of informal employment in the EU agriculture sector (61,2 % according to ILO).

Evidence reported by EFFAT affiliates shows that women farm workers are often given the lowest-paying jobs, receive fewer opportunities to advance in their career, and face discrimination and sexism in the workplace. Sexual harassment and abuse is becoming an increasing phenomenon. Migrant farm workers are more exposed to it as a consequence of the sub-standard and exploitative working conditions many of them face (see European Parliament study). Labour exploitation seems to be often accompanied by request for sexual favours and other abuses towards female workers by their employers.

Food & Drinks

In the food sector, 43 % are women. The transformation of food systems must prioritise the social dimension and ensure equal opportunities. Taking a broader perspective: gender inequality is highly impacting the issues of a sustainable food system and healthy diets.

A key challenge of the food and drink sector is gender equality, the gender pay gap is as well existing in these sectors. Special attention is needed to overcome the persistent gender inequalities that undermine women's potential and increase their vulnerability to the social, economic and environmental challenges facing the sectors.

The majority of food workers are men (57%) although the gender distribution varies with the activities: fishing and aquaculture recorded 88% of men while retail sale of food, beverages and tobacco registered 63% of women in 2019. In fact, Germany is the only EU Member State where women were predominant in the food supply (52% of women and 48% of men) while Ireland recorded the highest share of men (78%), followed by Malta (72%) and Luxembourg (69%). Eurostat ([Link](#))

Tourism

The tourism industry is a major employer for women.

In 2020, the labour force of the tourism industries included more female workers (58 %) than male workers, the highest proportions were seen in travel agencies and tour operators (64 %), followed by the accommodation sector (60 %). ([Link](#))

Statistics indicate that women have lower wages, more precarious employment and frequently hold part-time positions. Typically, male dominated occupation groups (i.e. cooks) have generally higher wages than those groups with predominantly female base (i.e. hotel housekeepers).

Women in tourism are over-represented in lower-skilled jobs, and they earn about 15% less than their male counterparts. ([Link](#))

On a global level, women remain substantially under-represented as leaders, and they make up only 21% of board members in tourism businesses. (Link)

Long and unpredictable working hours make it difficult to reconcile work, private and family life in the tourism sector.

Women in the tourism sector are more often subject to sexual harassment and other types of gender-based violence than men in this sector,

Domestic Work

Domestic work is one of the lowest paid jobs in the labour market. Most of them lack basic rights such as fixed hours, working in a context that makes them vulnerable, also significantly impacts their work-life balance needs. Several reasons have been identified which include low skills levels, high incidence of informality, lack of collective representation, weak bargaining power, lack of possibilities for income generation and vulnerable social status. Another factor is the structural undervaluation of domestic work, as these workers also perform the traditional role of care and household tasks (unpaid work) within their own households.

Evidence indicates that domestic workers face significant risks of violence and harassment, isolation, and lack of recourse to protection. The combination of factors such as the privacy of their place of work, the lack of effective protection and the presence of discriminatory social norms against them exposes domestic workers to violence at work including verbal abuse, insults, threats, sexual harassment, accusations of theft, insufficient provision of food, inhumane accommodation, and excessively long work hours with no rest (Link to ILO, 2018a).

2. General objectives of the project

Gender equality is a fundamental right and one of the founding principles of the European Union and is an integral part of EFFAT's European work, e.g., in the sectors, in the Sectoral Social Dialogues (SSDs), and in the work with Transnational Companies (TNC) and European Works Councils (EWC).

For this reason, EFFAT and its member organisations are committed to strengthening social dialogue and workers' capacity to address gender equality challenges through collective bargaining at national and transnational levels.

The project has 3 main objectives:

1. Having an up-to-date and comprehensive overview of gender inequalities in EFFAT sectors and develop strategies and recommendations that address Gender Inequalities with a focus on the gender pay gap, work life balance and gender-based violence and harassment in the workplace
2. Empowering women in trade union work at all levels of discussions and actions
3. Strengthening the gender dimension in collective bargaining at national, sectoral and European level

Content-wise, the project will deal with issues such as: gender equality, reconciliation of work and family life, quality of work, working conditions and health and safety at work, anti-discrimination, and the modernisation of social protection systems.

It will contribute to implementing the Action Plan of the European Pillar of Social Rights, touching several of its principles such as vocational education, training and lifelong learning, equality between men and women, equal opportunities, safe and flexible employment, fair wages, social dialogue and employee engagement, work-life balance.

The project wishes to **develop recommendations** that will contribute to policy discussions and a better implementation of existing and upcoming EU legal acts such as the Directives on trafficking in human beings and protecting its victims and on sanctions against employers, the proposed Directives on Gender Pay Transparency and on EU initiatives on combating violence against women and domestic violence, as well as the EU legal framework on health and safety regulations and the upcoming European Care Strategy.

Furthermore, the **project will promote and further strengthen discussions** on gender related issues in the Sectoral Social Dialogue Committees (SSDCs) EFFAT is involved: Agriculture, Food and Drinks, Sugar, Horeca and Contract Catering.

The deliverables of the project will be promoted with all EFFAT member organisations so that they could also be used at national level in national social dialogues and in sectoral collective bargaining.

Finally, the **project will support EFFAT and its affiliates in promoting gender equality within companies** operating in EFFAT sectors.

A **practical working tool** (action and advocacy guides) will be developed to help EFFAT affiliates to implement the outcome of the project (strategies and recommendations) at different levels. Thereby strengthening their capacity to deal with gender equality issues in our sectors and Transnational Companies. The aim of the tool is to place gender equality as a permanent item on the agenda of EFFAT affiliates and Transnational companies/European Works Councils (EWC).

The tool will support EFFAT members (Trade Union representatives, EFFAT Coordinators in Transnational Companies (TNCs) and European Works Councils, and EWC members) dealing with Transnational Companies in raising key questions to managements of TNCs and to be properly informed and consulted on gender equality related issues affecting their company/workplace.

It should further contribute to encouraging companies to commit to developing, in consultation with trade union representatives, specific policies aimed at closing the gender pay gap, tackling sexual harassment, improve work life balance and, more in general, promoting gender equality at the workplace.

In addition, a **template Transnational Company Agreement** (TCA) on the promotion of gender equality will be developed, covering different aspects related to gender equality such as sexual harassment, the gender pay gap, and work life balance. The template can be adapted depending on the company and the context, with the objective of being signed by EFFAT with TNCs operating in the EFFAT sectors which are ready to engage on these important issues.

3. Tasks to be performed by the contractor

Research

The research will be conducted through desk research, review of literature, but also through interviews with the trade unions in max 10 EU countries per sector.

In the case of collective agreements, social partners will be interviewed, with the interviews to be mainly conducted by online means.

Since the research on gender pay gap and work-life balance will be tackling different competencies in EU Member States, external experts need to have knowledge of the social/economic/employment/gender equality legislation at EU and Member States level, and be familiar with the role and work of trade unions.

Gender pay gap & work life balance

External experts will be expected to carry out the following tasks:

- Assessment of the issues that affect the gender pay gap and work life balance in EFFAT sectors.
- Analysis and report of existing national legislation, political initiatives, or cross-cutting regulations that improve or encourage equal pay between men and women and work life balance in EU countries relevant to EFFAT sectors.
- Illustration of the collective bargaining agreement provisions in EFFAT sectors aiming at improving equal pay and work life balance as well as other social partners' initiatives that have led to effective and concrete improvements on these issues.
- Drafting proposals for strategies and recommendations on how to take up gender pay gap and work life balance in EFFAT sectors and TNCs/EWCs.
- Proposal for strategies and recommendations adapted to the functioning of European Works Councils.

Gender based violence

External experts will be expected to carry out the following tasks:

- Assessment of take up and implementation by EFFAT member organisations of the EFFAT Recommendations to protect workers from sexual harassment and violence.
- Collection of new trade union measures and practices on gender-based violence in EFFAT sectors.
- Examples of successful measures in sectoral or company collective bargaining agreements in EFFAT sectors
- Target/list priority elements of EFFAT's Zero Tolerance Recommendations by sector.
- Evaluation of the priority elements of the EFFAT Zero Tolerance Recommendations for each sector.
- Elaborate draft proposals for strategies and recommendations on how to take up sexual harassment and violence in EFFAT sectors and TNCs/EWCs.
- Proposal of a strategy adapted to the functioning of the European Works Councils.

Deliverables : Reports and Tools

- A comprehensive interim report and presentation containing the information collected in EFFAT sectors in respect of the above points that will be presented at the webinars and to the project steering committee. The interim report should facilitate discussion among affiliates and the development of strategies and recommendations that will feed into the final report.
- Comprehensive final report with the finding of the research and recommendations on how to address the issues of gender inequalities in our sectors.
- A practical working tool (action and advocacy guides) for EFFAT affiliates and TNC-EWC Coordinators, EWC members and trade union officers dealing with companies in EFFAT sectors to help with the implementation of the project outcomes (strategies and recommendations) in our sectors at different levels and in TNCs/EWCs.
- EFFAT template for a Transnational Company Agreement (TCA) on the promotion of gender equality, covering different aspects such as sexual harassment, gender pay gap, and work-life balance.
- A new EFFAT Gender Equality Policy at the next EFFAT Congress in 2024.

4. Expertise, experience and skills required

The work of the contract can be undertaken by one contractor or a consortium of contractors provided that one member of the potential consortium takes the lead and demonstrates it can work effectively with the other partners.

Contractors capable of carrying out all tasks will be privileged although the final decision will be made autonomously and in full independence by the EFFAT Secretariat.

The tenderer(s) must have a sound understanding of Gender Equality and/or industrial relation systems in EFFAT sectors in Europe. The tenderer should prove his/her expertise with examples of his/her work.

The contract will only be awarded to tenderers that fulfil the following criteria:

- Experience with carrying out research in a European context
- Thorough and up-to-date theoretical and practical knowledge of Gender Equality
- Knowledge and experience in industrial relations in Europe
- Knowledge and experience with employment matters, labour relations and working conditions in EFFAT sectors
- A legal background, knowledge and experience to deliver on the legal parts of the reports
- Knowledge and experience to work with trade unions in Europe
- Ability to deliver pedagogic reports, solid conclusions and practical recommendations in a clear and concise English
- Capacity to coordinate the work in a multicultural and multi-language environment

5. Guidance and indications on tasks execution and methodology

Apart from attendance at a number of specified meetings (steering group, workshops, final conference) in Brussels and abroad, the tasks will take place at the contractor's offices. All reports must be submitted in an electronic version. Electronic files must be in Microsoft Word for Windows format. All reports must be written in clear and concise English. They should also be well structured and drafted in a style suitable for wider dissemination.

The final materials must be fit for publication and revised by a native English-speaker. The work of the contractor will be supervised and advised upon by the steering committee. The PSC will drive the project development by providing recommendations and guidance regarding the activities and tools for the methodology (interview guidelines content, sector specificities to be taken into consideration, speakers profiles, etc.). It will assess the quality of the project outcomes. Designated experts will attend the PSC meetings, which will meet 6 six times during the lifespan of the project, to follow up on the various phases of the project.

6. Selection criteria

The tenders will be assessed by the EFFAT Secretariat against the following criteria:

- Verifiable expertise, experience and skills, as required and described in this call.

Depending on the task to be performed:

- Necessary knowledge and experience concerning industrial relations, trade unions and EFFAT sectors
- Proven knowledge of Gender Equality in the EU according to the task description
- Necessary legal expertise for the studies described above
- Proven track record of ensuring the quality of written materials produced, both in terms of content and format (i.e. previous publications), in the relevant subjects specified in this call for tenders
- Price/quality ratio
- Previous research/work undertaken in the field

7. Award criteria

The contract will be awarded to the tenderer whose offer represents the best value for money, considering the following criteria:

- capacity to understand and achieve the objectives of the project;
- quality and coherence of the proposed research methodology;
- proof of compliance with required expertise and qualifications in the field of research (please attach references and similar studies carried out in the field);
- ability to deliver within project deadlines and budgetary limits.

The respect of the principles of transparency and equal treatment with a view to avoiding any conflict of interest will be undertaken.

8. Timeframe

The contractor appointed will be expected to work from April/May 2023 to December 2024 depending on the tasks, including attending steering group meetings, workshops and a midterm and final conference.

9. Payment

The maximum budget available for the expertise is € 50 000 (incl. VAT).

The Contractor will receive an advance and a final payment upon receipt of the requested material.

This amount covers the fees but does not include the travel and subsistence costs incurred for attending project meetings (such as Steering Committee meetings, workshops and conferences). These will be covered by EFFAT based on EU rules & thresholds.

10. Legal obligations

The basis of the contract is the grant agreement between the European Commission and EFFAT. The terms of this grant agreement are also applicable to the Contractor.

11. Form, structure and content of the tender

Tenders must be written in English. They must be signed by the tenderer or his/her duly authorized representative and be perfectly legible so that there can be no doubt as to words and figures. Since tenderers will be judged on the content of their written bids, they must make it clear that they are able to meet the requirements of the specifications.

All tenders must include at least two sections:

Technical proposal

The technical proposal must provide all the information needed for the purpose of awarding the contract, including:

- Specific information covering the technical and professional capacity, as required, in particular:
 - Description of relevant professional experience with emphasis on the specific fields covered by the invitation to tender;
 - Detailed curriculum vitae of tenderer and of the other team members if applicable;
 - A selection of the main works and/or articles published by all the experts involved, in relation to the relevant subjects specified in this tender.
 - Specific information concerning the proposed methodology for delivering the tasks of this call.

Financial proposal

The prices of the financial proposal must be quoted in Euros, including if the subcontractor is based in a country which is not in the Euro-area. As far as the tenderers of those countries are concerned, they cannot change the amount of the bid because of the evolution of the exchange rate. The tenderers choose the exchange rate and assume all risks or opportunities relating to the rate fluctuation.

Prices must be fixed amounts and shall not include travel expenses and daily allowances for the attendance to the Steering Committee meetings and other project events which will be covered by EFFAT based on EU rules & thresholds. The maximum amount available for this contract is EUR 50.000 (VAT and all taxes included).

12. Content and selection of the bids

This call for tenders will be published on the EFFAT website.

Offers must be sent at the latest by end of day Friday 14 April 2023.

Offers must be sent to EFFAT, in electronic format by e-mail to g.papa@effat.org, copy to o.martens@effat.org with the reference **EFFAT project “Strengthen Gender Equality in the Agriculture, Food and Drinks, Tourism and Domestic Work sectors”**.

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