



Warsaw, 30.11.2022

## REQUEST FOR OFFERS

for conducting research in Spain and preparation of the country-level research report within the project implementation

### “EWepCe: Effective and well-functioning EWCs in post – Covid era”

#### Section I: Contracting party

Name of Beneficiary: Federacja Związków Zawodowych Metalowców i Hutników w Polsce

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#### Section II Description and scope of services. Obligations of service provider.

The subject of this procedure is the conducting of national-level research in Spain within Work Package 3 – *Mapping the problems: How the Covid-19 pandemic affected worker-participation mechanisms in MNCs?*

The research shall be conducted in accordance with the common methodological framework prepared by the Lead expert of Institute of Public Affairs (IPA), partner of the above-mentioned project, and shall contribute to the preparation of the comparative and summative analysis at EU level.

#### The service shall include:

##### 1. Desk Research

- Analysis of the transposition of Directive 2009/38/CE into Spanish legislation;
- Review of national legal framework regarding European Works Councils (EWCs);
- Analysis of the Spanish industrial relations system and social dialogue mechanisms;
- Identification of national specificities relevant to worker participation in multinational companies.

##### 2. Field Research

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Implementation of research tools as defined in the common methodology, including:

- Distribution of a structured survey among workers and/or EWC members in the metal sector;
- Organisation of at least one focus group with representatives of workers and employers;
- Conducting in-depth interviews with EWC members and/or HR representatives of multinational companies operating in Spain.

The target groups shall include:

- EWC practitioners;
- Trade union representatives;
- Employer representatives;
- Representatives of multinational companies operating in Spain.

### **3. Preparation of the Country-Level Report (Spain)**

Preparation of a structured analytical report following the common template provided by Lead Expert from IPA.

The report shall include, inter alia:

- Contextualisation of Spanish labour relations;
- Legal framework of EWCs in Spain;
- Empirical findings from surveys, interviews and focus groups;
- Identification of challenges related to COVID-19;
- Assessment of effectiveness of EWCs during the pandemic;
- Conclusions and recommendations.

The report shall be delivered in editable format (Word) and shall be suitable for integration into the Summative Report prepared at EU level.

### **Section III Term of services**

The service provider is expected to respect the following deadlines:

- The offer shall not require a prepayment
- The invoice for the services should be issued up to 14 days from the date of the submission and acceptance of the final country-level report.



- The time limit for payment of the invoice must not be shorter than 30 days.

#### **Section IV Submission of proposals**

The proposal should be submitted using this Google Form link <https://forms.gle/iqhbQtS8hU9yjuCz8> until 15.12.2022. Late proposals will not be accepted.

Service provider will be chosen until 16.12.2022.

#### **Section V Criteria of assessment of proposals**

The contract will be awarded to the best proposal taking into account the best price-quality ratio.

#### **Section VI Other information**

Conflict of interest

In order to avoid conflict of interest the following persons and/or entities are excluded from this procedure:

- Beneficiary's personnel and staff,
- family members and relatives of beneficiary and its key personnel,
- affiliated persons, companies and institutions,
- any persons, companies and institutions with shared economic interest and/or personal or equity relationship with Beneficiary.

After signing the contract any major changes to the contract shall be excluded. A draft contract may be delivered via e-mail on request.

The service provides shall respect all rules and obligations required by the European Union, in particular those with regards to confidentiality, conflict of interests, liability, intellectual property rights, ownership of materials, checks, audits and evaluation.

Full and partial proposals are allowed.