

## Call for Tenders

# Research “Implications of the Working Time Directive on working conditions in the social care sector: Cases from EU countries”

EASPD is the European Association of Service providers for Persons with Disabilities. We are a European not-for-profit organisation and represent over 12,000 social service provider organisations across both Europe and disability. The main objective of EASPD is to promote equal opportunities for people with disabilities through effective and high-quality service systems.

## 1. Tender specification

EASPD is looking for a Researcher to investigate the implications of the EU Working Time Directive on working conditions in the social care sector (including case studies from several EU countries).

## 2. Background and main elements of research

The European Union adopted the Working Time Directive (WTD), 2003/88/EC<sup>1</sup> with an aim to protect workers' health and safety by guaranteeing minimum standards on working hours. The WTD aims to fight excessive working hours, impose protection for night work, etc. It does not address how small amounts of working time might be offered to workers and the restrictions which might unfairly be placed on that worker. The current nature of work in social care and support, however, requires more flexibility. This potential conflict between legal labour requirements and the needs of the sector may have negative implications on workforce, services and working conditions. This research aims to provide scientific evidence on the implications of the Directive on working conditions in the social care sector.

As such, EASPD wishes to commission a study that would:

### Part I – General framework

- Analyse how the WTD impacts on working practices in the social care sector and select a limited number of key elements of the WTD that will serve as a framework for the study;

<sup>1</sup> <http://eur-lex.europa.eu/legal-content/EN/ALL/?uri=CELEX:32003L0088>



- Analyse the implications of the key elements of the WTD on relevant local national labour laws and on working conditions in the social care sector, taking into account workforce practices in the social care sector which have developed since the WTD was created; such as casualisation, zero hours contracts, single worker companies/ agencies/ sole traders, direct employment by one disabled person dependent on state support, etc.
- Examine the needs of the social care sector are and the kind of workforce it requires now and in the future. Does the WTD meet the present and future needs of the sector?

#### Part II – Country and type of welfare model reports

- Using the key elements of the WTD, examine how selected EU Member states (see below for the five different types of welfare model identified) have adapted to and worked with the WTD, noting both models of good practice and also examples of failure/disregarding the WTD.
- Examine whether national labour laws meet the present and future needs of the sector? The report should provide practical examples of any mismatches that are identified.

#### Part III – General Conclusion

- Provide recommendations on new labour law provisions that will promote a fairer way of working in the social care sector, which cover *both* the need to protect against excessive hours (i.e. the WTD) and excessive casualization (e.g. calling a worker on demand on a restricted zero hours contract 24/7 for small periods of work) and yet still meet the needs of the people needing support.

Geographical coverage for country and type of welfare model: one or two European countries per each European welfare model (i) Continental, ii) Anglo-Saxon, iii) Mediterranean, iv) Nordic, and v) Central European).

### 3. Timeframe

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Structure: The study will be carried out in two parts: Part I in the second half of 2016 and Part II + Part III in the first part of 2017.

Deadline for application: 25 September 2016

Response to application: 30 September 2016

Intermediary Report (Part I): 31 December 2016

Final Report (Part II and Part III): 31 May 2017



## 4. Expertise required

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The researcher(s) will be expected to demonstrate that they have:

- Knowledge of European labour regulations and of mechanisms of EU law transposition by Member States
- Knowledge of academic debates with regards to human resources development, recruitment and retention in the social service sectors.
- Experience of writing accessible reports for an NGO and/or EU/national organisation readership.
- Experience in drafting academic studies in English.
- Knowledge of multiple European languages is an asset (to conduct collect data at national level).

## 5. Selection and award criteria

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The researcher(s) will be to submit the following documents:

- CV
- A motivation letter describing your expertise and explaining why you are the right candidate(-s) for the assignment (not more than 1 page).
- A research proposal explaining how you plan to conduct the research, including a review of what has already been done, an outline, a proposed methodology, a work plan (including a timeframe), resources needed, budget, etc. (not more than 2-3 pages).
- Proposals concerning how in particular it is proposed to find out information in the countries representing the different welfare models of care in the EU (i.e. subcontracting researchers in selected countries).

The contract will be awarded to the candidate(s) whose offer represents the best value for money, taking into account the quality of submitted document and individual expertise. The contract will only be awarded to a tenderer who clearly proves that they have knowledge, experience and expertise which match at least 70% of the selection criteria.

## 6. Content of the bids

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The tenderer will ensure that their bid clearly identifies how they meet the selection criteria. It would also be useful to see examples of previous work demonstrating their ability to write and present in English to a primarily NGO audience.

## 7. Payments and standard contract

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Payment will be made on receipt and approval of the intermediary and final reports, 40% and 60% respectively.

The Contract will be drawn up between EASPD and the contractor.

## 8. Price

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The estimated price for the study will be max. EUR 7,000. This amount covers the work on the General Framework (Part I), at least one country report (at least one section of Part II), and General conclusions and recommendations (Part III). Please note that the main contractor is expected to prepare at least one of the five reports covering different European models of care provision within this €7,000 sum.

It will be clear from the above that there is a need for the successful main contractor to source research covering the four remaining types of welfare model not covered in Part II. It is not expected that the main contractor will be able to cover all of these. Additional fees of max. EUR 2,000 per model is available for the main contractor to find subcontracted researchers to prepare reports covering the remaining four European models of care provision, using data from one or two countries. The main contractor will be responsible for the content and quality of all the research produced.

All contract sums (i.e. 1 x €7,000 and 4 x €2,000) are inclusive of all taxes.

## 9. Contact Details

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Please send bids to Ms Asel Kadyrbaeva, Research & Development Officer, European Association of Service providers for Persons with Disabilities (EASPD): [asel.kadyrbaeva@easpd.eu](mailto:asel.kadyrbaeva@easpd.eu)

