



CALL FOR TENDER: Subcontracting for external expertise – Reference Contract of the Commission VS/2021/0044

Background:

- The European Sectoral Social Dialogue for Gas was first established in 2008 with a reinforcement of actions in 2019 and is supported by the European Commission, DG Employment, Social Affairs, and Inclusion. The recognised European Sectoral Social Partners in the Social Dialogue Committee are industriAll European Trade Union (hereafter industriAll Europe) and EPSU representing the trade unions and Eurogas, representing the employers' organisations. Their priorities of work are:
 - A future-proof gas sector: getting a common understanding of the challenges and opportunities ahead
 - Just transition in the gas sector: anticipating the changes needed in the workforce
- In 2020, the European Sectoral Social Partners committed to carry out a joint project entitled *Challenges and opportunities for employment in the gas sector in the context of the European Energy Transition: Ensuring a Just Transition for workers*. The project is financially supported by the European Commission, Budget Line [VP/ 2020/001](#) – Support for Social Dialogue. It will run for 24 months starting on 1 March 2021.
- The objective of the project is to support the European Social Partners in getting a better understanding of the employment structure and challenges ahead in the context of the energy transition, the European Green Deal objectives, the - 55% emission reduction target by 2030 and the objective to achieve climate neutrality by 2050. It will address the uncertainties for the current and future workforce in the sectors and support the anticipation of change to support a Just Transition.
- In order to support the project, the European Sectoral Social Partners are seeking the external expertise to carry out the following actions:

Deliverables:

- A study carried out by an external consultant and supported by the European Sectoral Social Dialogue - Gas and the project steering committee on the current and future employment structure in the European gas sector, including a breakdown of employment per country to analyse the challenges at a more regional scale, and an identification of the major companies in the sector. The study will also identify the various skills needs and challenges the sector will face to secure career paths by developing future job profiles.
- An external expert will be hired to carry out the research and develop a study, based on desk research, but also through contact with experts from EPSU, IndustriAll Europe and Eurogas. This



research requires expertise, human resources, and capacities that the social partners do not have, therefore it is necessary to subcontract this task.

Phase 1: Kick off meeting of project steering committee

Phase 2: Research and compiling of data

Phase 3: Mid-term workshop and drafting of the study

Phase 4: Finalisation of the study and the roadmap

Phase 5: Dissemination and communication

The selected expert will:

- Carry out research on the current employment structure in the European gas sector: gathering detailed employment data for the sector in Europe, including infrastructure, technology providers and retail operations, providing with a breakdown of employment per country in order to analyse the challenges on a regional dimension and identifying the major companies in the sector;
- Based on existing studies on the future perspectives of the gas sector, map the future gas labour market, including its geographical distribution in Europe;
- Identify the future skills needs of the sector to achieve its transition;
- Based on an analysis of the best practices, assess the capacity of the sector to face the challenge of upskilling/reskilling of the existing workforce and securing career paths by developing future job profiles;
- Assess the need for additional support from the educational and training field (apprenticeship, VET) to develop programmes that will adequately train young professionals to take part in the new activities of the gas sector.

Method:

Research and develop a study, based on desk research, but also through contact with experts from EPSU, IndustriAll Europe, and Eurogas to provide a full analysis of future challenges, opportunities, skills needs and evolution of job profiles in the gas sector, throughout the transition phase. The final outputs will be a study, a roadmap along with a set of recommendations on how to mitigate the employment impacts of the transition in the sector.

In the long term, this project should lead to changes in the training/retraining offering within the sector as well as in the education sector.



Therefore, the social partners expect the results to be twofold: immediate results (the availability of data and the production of a roadmap to be used by all relevant stakeholders), and long-term results (the initiation of concrete actions to guarantee a just transition in this sector and others, changes in the educational and professional training offer, etc).

The selected experts will be expected to regularly report back to the project steering committee as well as to the SSDC in the gas sector. They will be also requested to present study results and conclusion at the mid-term workshop and at the final conference.

Payments and standard contracts:

The contract will be drawn up between EUROGAS and the contractor. Payments will be made in three instalments.

The first payment of 25% will be paid upon signing the contract. The second payment of 35% will be paid on presentation of the report at the Mid-term conference and a final payment will be made upon completion and presentation of the final report (and upon confirmation of the European Commission).

The travel and accommodation expenses for the contractor to attend the project meetings or meet with the social partners will be covered by the overall travel and accommodation budget of the project.

Please note, the accommodation and transfers will be under economy class and according to the travelling chart made by the European Commission which can be find in the Grant Agreement.

Duration of the contract:

The expert will be engaged to perform the above mentioned tasks for the main implementation phase of the project, starting in April 2021. The duration of the project is 24 months.

Expertise required:

The expert has knowledge of the European Gas sector and education & training in a broad sense. He/she should have good analytical, communication and organisational skills to carry out the tasks as specified above. Previous experience or familiarity with the work of (European) Social Partners is preferable.

He/she should have at least three (3) years of experience in the field.

He/she should perform the tasks in English. All official deliverables/outcomes/communications produced by the expert shall be made in excellent written English.



Price:

The maximum funding for this work is EUR 58 500 euros (all taxes and charges included).

Selection:

The selection of expert will be made on the basis of the following:

- As a basic principle the contract will be awarded to the tender offering best value for money
- CV of the tenderer that demonstrates relevant experience in the area of education & training
- Knowledge of the European gas sector
- Knowledge of EU Climate and Energy Policies
- Demonstration of expertise including a presentation of a study approach at the first Steering Group Meeting (date tbc)
- Previous experience and familiarity with the work of (European) Social Partners and European Social Dialogue Committees
- English language proficiency/proficiency to deliver the project outcomes in proficient English.

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 and no award will be made if the bidders fail to achieve 70% in the evaluation of the bids against the selection criteria.

Content and presentation of the bids:

The bids should set out clearly under specific headings how the contractor meets each of the five selection criteria.

Presentation of the bids:

The bids should be submitted to EUROGAS, Laura Bosetti within the 30-day deadline starting from the date the tender first appears on the EUROGAS website. The short-listed candidates will be invited to present their bids to the first project's steering committee (date tbc).