

Call for tenders for subcontracting  
**Updating of the website Digital Platform Observatory**

This is a call for a subcontractor to provide expertise for the updating of the website Digital Platform Observatory in the framework of the implementation of the ETUC Fair Platforms project.

The ETUC will publish the call on its website on 15 April 2025. The **deadline for submission of bids is 12 May 2025 at noon (12:00)**.

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## 1. Context of the expert study: the ETUC Fair Platforms project

### 1.1 Summary and objectives of the project

This project aims at improving the working conditions of workers in digital labour platforms by creating knowledge and strengthening collective bargaining capacities of workers representatives.

The specific objectives of the project are the following:

- Address the identified challenges to workers' involvement by providing **studies** and organising **thematic events**;
- Allow workers reps to **meet** to exchange experiences and learn from each other;
- **Anticipate change** in the world of work;
- Address the **mismatch in dialogue** between workers and platforms;
- Provide **information and training** to the TU movement.

In dialogue with members, ETUC identified a series of challenges, then developed a thematic approach to tackle them. The project will thus address four thematic focuses:

- Negotiating the algorithm and accessing information
- Foresight exercise on the platformisation of the economy
- Health and safety challenges in platform work
- Addressing the mismatch in dialogue – implementing the Directive on improving the working conditions for platform workers

In order to address these four thematic focuses, the Fair Platforms Project foresees the organisation of four thematic events - workshops and seminars - (one per topic), and the drafting of four thematic reports.

Other activities that will take place in the framework of the project are the organisation of two editions of the Platform, the Trade union forum on platform work, as well as communication activities including the **updating of the Website Digital Platform Observatory** (<https://digitalplatformobservatory.org/>).

### 1.2 Context of the project

#### Platform work as a past and future priority for ETUC

Over the past few years, protecting the rights of workers in digital labour platforms has been a priority for ETUC, and it will continue to be one for the next years. ETUC has engaged in the legislative process on the Directive to improve the working conditions of Platform Workers from the very beginning, first with a preliminary ETUC resolution that paved the way for ETUC's replies in the two-stage consultation, and then by working with the co-legislators through all the following steps to achieve a Directive that provides the recognition of all labour rights to workers through digital labour platforms.

In parallel and complementarily with its policy work, ETUC has also implemented two European projects dealing with the topic of platform work. The project "Establishing workers

representation and social dialogue in the platform and app economy” laid the basis for the organisation at national level of workers through digital labour platforms, and the project “Platform Reps” built on those premises, while also allowing the trade union movement to contribute to the Directive to improve the working conditions of Platform Workers.

Platform work will remain a priority for ETUC also in the next years. Indeed, the Action Programme 2023 – 2027 “[Together for a fair deal for workers](#)”, approved at ETUC’s Congress in Berlin (May 2023), included pursuing the organisation’s engagement on the Directive, also for the aspects concerning its implementation.

### **Beyond the Directive: existing practices of workers’ representation and collective bargaining**

While the co-legislators were engaged to deliver a Directive with strong protections for workers and the self-employed in the platform economy, practices of workers representation and collective bargaining in the field of platform work have become increasingly widespread over the EU territory. Existing examples of social dialogue and collective agreements in the platform economy are increasing and can be found in a growing number of countries (Germany and Austria, Spain, Italy, France...). These examples of workers’ representation, social dialogue and collective agreements in the platform economy are bound to further increase following the adoption and implementation of the Directive to improve the working conditions of Platform Workers. Indeed, the Directive will provide solid basis to further develop workers’ representation in digital labour platforms.

### **2. Tasks to be performed by the subcontractor**

This call for tenders concerns the **updating of the website Digital Platform Observatory**. The website is a unique and important tool for established and emerging actors in the platform economy to be aware of developments taking place in the EU in the field of platform work.

The website collects examples of:

- **Initiatives** to organise platform workers, strengthen their voice and extend rights and protections to them;
- **Legal cases** that take place all over Europe, concerning any topics including social protection, employment status, or illegal practices;
- **National developments and collective agreements**, collecting relevant developments and agreements at national level in the field of platform work. ETUC will initially use this section of the website to follow developments on the transposition and implementation of the Directive. It will be decided later whether to add a section to the website that is dedicated to the Directive.

Updates are collected through dedicated templates that are already available at ETUC. They can be updated if needed. All updates will be sent to ETUC, that will facilitate contacts with concerned members for comments and/or validation.

Given the context outlined above, the subcontractor is required to:

- **Collect** initiatives, legal cases, national developments and collective agreements that are not present on the website, giving priority to the most significant and recent ones.

ETUC cannot establish a priori a minimum or maximum number of examples to be collected, expectations are for the website to be reasonably and satisfactorily updated with main examples.

- **Fill in the templates**, drafting short descriptions of the initiative, legal case or national development and providing ETUC with sources and pertinent related materials. The descriptions should be drafted in English<sup>1</sup> and be translated in French.
- **Update information** following exchange with the unions concerned.
- **If considered necessary, participate in project's events**. Decision on the participation in events will be taken jointly with ETUC to provide the expert with the opportunity to meet ETUC members and collect examples to feed the website. Potentially relevant project events are:
  - The project's Steering Committee meetings and collect inputs and provide updates on the research undertaken. The Steering Committee meetings will take place online and the working language will be English;
  - The workshop on the implementation of the Directive, that will take place online in the Autumn;
  - If considered necessary/ relevant, the Platform.

### **3. Expertise, experience and skills required**

The updating of the website requires sound and proven expertise in the following fields:

- A wider expertise on EU labour legislation, with a focus on the situation of non-standard workers and workers in platform companies (including the self-employed);
- Expertise on collective bargaining practices and algorithmic management in the EU;
- Knowledge of relevant European level policies and legislation on non-standard workers and workers in platform companies (including the self-employed);
- Experience in working on European level projects;
- Experience in working with trade unions at both European and national level.

Skills required:

- Proven ability to carry out research on EU issues across different member states;
- Proven research skills, including identifying stakeholders;
- Capacity to adapt and interact with union members, making the most of the opportunities for exchange provided by the project;
- High proficiency in English: ability to draft documents;
- Ability to work within specified deadlines and to respect budgetary limits.

### **4. Time schedule and reporting**

The subcontractor will be asked to sign the contract in May 2025.

The subcontractor will be required to work and update the website regularly from the signature of the contract until the end of the project, in February 2026.

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<sup>1</sup> This means that the document should be finalised in English and require no further proofreading from ETUC.

## 5. Payment

The total maximum budget available for the fees of the subcontractor is as follows:

Contract with ETUC	
<b>Main activities and Meetings</b>	
<ul style="list-style-type: none"> <li>• Collecting examples of initiatives, legal cases and national developments</li> <li>• Filling in the templates</li> <li>• Updating information thanks to exchange with ETUC members</li> <li>• Liaising with the ETUC project team, the Steering Committee and national affiliates when necessary</li> </ul>	
<b>Total budget for the Expertise</b>	<b>8 000 € (VAT and all taxes included)</b>

The subcontractor will be remunerated in various instalments (advance and final payment). This amount covers all fees but does not include the travel and subsistence costs for possible physical meetings.

Ownership of the results and of the written outputs (including the study produced by the subcontractor) shall be vested in the ETUC, which shall have the right of first publication. The subcontractor may use the results and the written outputs after their publication by the ETUC, quoting the ETUC as contractor and the Fair Platforms project.

## 6. Selection criteria

Bids will be evaluated against the following criteria:

- Quality of the technical proposal submitted by the bidder;
- Verifiable expertise, experience and skills (including CV) as required and described in part 3 of this call;
- Proven track record of ensuring the quality of written materials produced, both in terms of content and format (i.e. previous publications) and in the relevant subjects specified in this call for tenders;
- Financial proposal within the prescribed budget.

## 7. Form, structure and content of the tender

Tenders must be written in English. They must be signed by the tenderer or his duly authorised representative and be perfectly legible so that there can be no doubt as to words and figures. Tenders must be clear and concise and assembled in a coherent fashion.

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:

- i) 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 key coordinator and of the other team members;
  - 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 listed in part 2.
- ii) Financial proposal

Prices of the financial proposal must be quoted in euros, including if the sub-contractor 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.

The maximum amount available for this contract is EUR 8,000 (VAT and all taxes included<sup>2</sup>).

Prices shall be fixed and not subject to revision during the performance of the contract.

## **8. Award Criteria**

The contract will be awarded to the tender offering the best value for money, taking into account the specific objectives, requirements and selection criteria of the tender. The principles of transparency and equal treatment will be respected with a view to avoiding any conflicts of interest.

## **9. Content and selection of the bids**

**This call for tenders will be published on the ETUC website on 15 April 2025. Offers must be sent at the latest on 12 May 2025 at noon (12:00).** Offers must be sent to ETUC, in electronic format (by e-mail to [lmartin@etuc.org](mailto:lmartin@etuc.org)) and refer to the “ETUC Fair Platforms Project”.

A committee will be formed comprising of 3 representatives of the ETUC. One or more members of this committee will initial the documents, confirming the date and time of each bid. The committee members will sign the report on the bids received, which will list the admissible bids and provide reasons for rejecting bids owing to their failure to comply with the stipulations of the tendering process.

This committee will also evaluate the tenders that have been deemed admissible. An evaluation report and classification of participation requests will be drawn up, dated and signed by all the members of the evaluation committee and kept for future reference.

This report will include:

1. The name and address of the contracting authority, the purpose and value of the contract;
2. The names of any excluded candidates and the reasons for their rejection;
3. The names of candidates selected for consideration and the justification for their selection;

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<sup>2</sup> Unless the subcontractor is exempt from VAT, VAT is always included in the total, also in case it's ETUC who has to pay it in case of reverse charge.

4. The names of candidates put forward and justification of their choice in terms of the selection or award criteria.