

Brussels, 13 July 2023

CALL FOR EXTERNAL EXPERTISE

DELIVERING FAIR TRANSPORT FOR ALL (DFT4A)
Project 101101584 — DFT4A

Work package 3: WOMEN TRANSPORT WORKERS

1. General background of the project

Under the title “DELIVERING FAIR TRANSPORT FOR ALL (DFT4A)” the ETF is organising an EU funded project comprising of 4 pillars.

The European Transport Workers' Federation's (ETF) central vision is the guarantee of Fair Transport - an inclusive vision for social, just and environmentally sustainable transport that maximises quality of life, accessibility, safety, social justice, equality and social and economic cohesion across Europe. Transport, and access to transport, is essential to the functioning and future of our continent - providing access to food, medicine, employment, education, and leisure. The European Transport Workers' Federation's (ETF) central vision is the guarantee of Fair Transport - an inclusive vision for social, just and environmentally sustainable transport that maximises quality of life, accessibility, safety, social justice, equality and social and economic cohesion across Europe.

- **This call for external expertise is focussing on the pillar “WOMEN TRANSPORT WORKERS” (WP 3)**

Background of Work Package 3: Women Transport Workers

Sub-title: Making the transport sector fit for women to work in - how to use the twin transition for the benefit of women in transport through gender mainstreaming?

The transport sector is characterized by occupational segregation. Only 22% of transport workers are women. Occupational segregation (systemic exclusion of women) occurs across all transport modes. In the light of increasing lack of personnel in the transport sector this is an unacceptable neglect of expertise and talent and it harms the sector.

ETF own analysis¹ has revealed the five main barriers for women in transport:

- Dominant masculine work culture and stereotyping of women
- Discrimination and unequal treatment of women at work
- Lack of work-life balance in transport, resulting for women “falling in the care trap”

¹ <https://www.etf-europe.org/activity/yes-more-women-in-transport-make-transport-fit-for-women-to-work-in/>

- Insufficient consideration of women's health & safety at work including lack of sanitary facilities for many in particular mobile professions
- high level of violence and harassment at the work place.

Within the “Yes! More women in transport” campaign the ETF has identified 5 priority areas to act. One priority area is “Mainstreaming gender-responsive policy”. Part of the systemic exclusion of women from the transport sector is the lack of a gender responsive approach (gender mainstreaming) to transport policy, funding and programs.

On the other hand, the transport sector is undergoing fundamental changes in the coming decades, that can create further challenges for women employment in transport but also opportunities.

The green transition of the transport sector as outlined in the ‘European Green Deal’ and the ‘Smart and Sustainable Mobility Strategy’ with the aim to achieve climate neutrality by 2050 will impact all transport modes and requires - beside technological changes - a different approach to mobility. There is a gender dimension in this. To guarantee a just transition it must include the needs and the vision of women transport workers.

The same is relevant for the digital transition. It can provide new opportunities for women in transport but there is no gender-neutral technology. The experiences with Covid 19 have demonstrated this effect. The specific needs of women have to be included in the definition of policies and in the design of technologies.

This so-called twin transition includes challenges and opportunities for women. Despite an EC internal policy in favor of gender mainstreaming in legislating and budgeting, it is not implemented in reality.

Objectives

1. Understanding the gender specific dimension of the green and digital transformation of the transport sector from the women workers' point of view: what is the impact on women employment, what are the potential opportunities for women?
2. Better define gender responsive transport policies (gender mainstreaming) and transport social policies with the aim to make the transport sector more attractive for women and develop policy recommendations.
3. Develop together with the ETF Women Section representatives, sector specific recommendations to feed into politics and in the sectoral social dialogue.

2. Purpose of the Contract

The external expert is needed due to specific expertise required on the topic **‘women in transport and gender mainstreaming of transport policies and programs related to the green and digital transformation of the sector’** and due to organisational constraints within the ETF.



3. Tasks to be performed by the expert

In support of the ETF to develop expertise and policy recommendations on ‘gender mainstreaming in transport policies related to the green and digital transition to the benefit of women employment in the sector’, the expert has to perform own research, draft a report, provide practical support in the organisation of the workshop activities and draft the deliverables.

3.1 Description of tasks

The expert has to perform the following tasks:

Carrying out a study and drafting a report including the following elements:

- Anticipating the impact of the green and digital transformation of transport on quantitative and qualitative women employment: identifying challenges and opportunities for women;
- Defining gender mainstreaming of transport policies from a woman trade union’s point of view (e.g. a methodology and/or approach, specific – good and bad – examples, others ...): Do the current policies and instruments (e.g. legislation, programs, funds) take into account the gender dimension in transport and the occupational segregation? What is missing? What/how to do? All transport modes have to be considered knowing that most research on this topic has been done so far in the context of urban mobility.
- Define and identifying good practice examples.

Developing draft policy recommendations

- to policy and decision makers on gender mainstreaming transport policies to the benefit of women employment;
- to the sectoral social dialogue to give the twin transition a gender dimension and use it for attracting more women to transport.

Support in the organisation of 4 workshops and drafting the WS reports

WS 1: Kick off - Getting prepared (**fixed date: 6 September 2023 in Brussels**)

WS 2: Topical workshop on the digital transformation of transport and women

WS 3: Topical workshop on green transition of transport and women

WS 4: Strategies and action plan

Drafting the deliverables of the project

- Report in English (about 50 pages);
- 3 fact sheets (women transport workers and greening, women transport workers and digitalisation plus 1 to be specified) as a tool for ETF affiliates for awareness rising and political lobbying purposes;



- draft recommendations for policy and decision makers (two pages);
- draft recommendations to feed into the Sectoral Social Dialogue Committees in transport (two pages).

3.2 Guidance and indications on tasks execution and methodology

The expert is expected to present a work plan and methodology.

The expert will work closely together with the ETF Secretariat and the Steering Committee of the ETF Women’s Committee. The ETF Sections and the ETF Youth Committee will be involved via the respective women representatives.

The expert has to report to the ETF Secretariat; policy recommendations will be endorsed by the Women’s Steering Committee and the ETF Secretariat.

The ETF Women’s Network can be used for gathering information if needed (e.g. simple survey, expert interviews).

4. Expertise required

The tenderer shall prove his/her expertise with examples of his/her work. The contract will only be awarded to tenderers that can prove that they fulfil the following criteria:

- fluent in English (both oral and written)
- expertise in gender policies [required]
- experiences regarding gender mainstreaming of policy areas [required]
- experiences on industrial relations and social dialogue topics [required]
- knowledge of transport policies [is an asset]
- capacity to present information in a structured and well-articulated manner;
- experience in writing in an easy and understandable style;
- respect of budgetary constraints

The expert can be an individual, an organization or a consortium made up of several entities.

5. Time schedule and reporting

PREPARATORY (month 1 is June 2023)	
Preparation of the 1 st workshop: general introduction in content (expert’s expertise), concept, work plan, information need	from signing of the contract to 1 st workshop on 6 September 2023
IMPLEMENTATION	



WS 1: kick-off	Brussels 1,5 days	Month 4: <u>6 September 2023 fixed</u>
Research, information collection, report drafting		Month 4 - 16
WS 2: digitalisation and women transport workers + interim reporting	Place to be defined 1,5 days	Month 9
WS 3: green transformation and women transport workers + interim reporting	Place to be defined 1,5 days	Month 12
Drafting of the 2 recommendation papers		Month 13- 14
WS 4: Strategies and action plan + 1 st draft report	Place to be defined 1,5 days	month 16
FOLLOW-UP		
Finalising report, 2 recommendation papers, 3 fact sheets		Month 17 - 18

6. Payments and standard contract

The expert will receive an advance and final payment following the EU rules and upon receipt of a correct invoice. Payments will be made in three phases:

- 30 per cent upon signing of the contract;
- 35 per cent after the organisation of the 3rd workshop;
- 35 per cent after the completion of the work.

A standard contract template can be received upon request.

7. Price

The maximum budget available (covering all taxes including VAT²) is **53.400 EUR**. This amount does not include travels, hotel and subsistence costs that will be covered by the ETF separately.

8. Selection criteria related to the financial and technical capacity of the bidders

² services delivered from outside of Belgium are subject to Belgian 21 per cent VAT which must be considered as included in the total price

A proof of sound finances can be requested by the bidder.

9. Award criteria related to the quality of the bids received

The contract will be awarded to the tenderer whose offer represents the best value for money - taking into account the following criteria:

Criterion	Description	Value
Price	Best value for money	30 per cent
Quality and expertise	Proven expertise in: <ul style="list-style-type: none"> • in gender policies • gender mainstreaming of policy areas • industrial relations and social dialogue topics • knowledge of transport policies • developing of didactical materials • communication 	40 per cent
Approach, clarity	Structured and open approach Clarity of the proposed work program, time schedule and method	20 per cent
Ability to write and speak in clear and concise English		10 per cent
TOTAL		100 per cent

It should be noted that the contract will not be awarded to a tenderer who receives less than 70% on the Award Criteria.

10. Content and presentation of the bids

a) Content of the offers

The offer must indicate how candidates meet the criteria listed above, as well as indicate the total price of the consultancy.

Individual candidates

In case of offers submitted by individual candidates, a CV should be attached.

Organisations

In case of offers submitted by organisations a list of the organisation's activities in fields relevant for the tasks to be performed should be attached as well as the CVs of the people who will be involved in the project.



References should also be provided.

Joint tenders

A joint tender is a situation where a tender is submitted by a group of economic operators (natural or legal persons). Joint tenders may include sub-contractors in addition to the members of the group. In case of joint tender, all members of the group assume joint and several liabilities towards ETF for the performance of the contract as a whole, i.e. both financial and operational liability. Nevertheless, tenderers must designate one of the economic operators as a single point of contact (the leader) for ETF for administrative and financial aspects as well as operational management of the contract.

After the award, ETF will sign the contract either with all members of the group, or with the leader on behalf of all members of the group, authorised by the other members via powers of attorney.

b) presentation of the offers

The offers, including a CV, must be sent by e-mail to: Sabine Trier at s.trier@etf-europe.org.

c) deadline

The deadline for offers is on **7 August 2023, 12h00**.