

Brussels, 11/12/2025

CALL FOR EXTERNAL EXPERTISE

WTMS – Working Together Much Safer EU-Funded Project

1. Background

The *Working Together. Much Safer (WTMS)* project, co-funded by the European Union, aims to strengthen workplace safety for port workers across Europe by empowering workers' organisations, improving safety practices on board and in ports, and fostering stronger social dialogue between workers, employers, and policymakers.

A core component of the project is the development and delivery of **high-quality training packages** tailored to port workers, lashers, and workers' representatives, focusing on improving safety culture, strengthening prevention practices, and enhancing the capacity of unions to engage in collective bargaining and EU-level social dialogue.

The training activities are central to achieving the project's objectives of reducing work-related accidents, promoting cooperation between social partners, and building a sustainable European Network for Safety in Ports.

2. Purpose of the Contract

The ETF is launching this call to select an **external expert** responsible for developing and delivering an **ad-hoc training package** on *health and safety in the port sector*, aligned with the objectives, methodology, and outcomes defined in the WTMS project.

The expert will be responsible for:

- Designing and delivering modular training sessions for port workers, lashers, and workers' representatives;
- Creating training materials and guidance tools that can be used by unions across Europe;
- Supporting the development of best-practice content for the WTMS training work package;
- Contributing expertise to the wider safety-related activities within the project (e.g., conference inputs, workshops).

This call is specifically for a trainer with demonstrable expertise in health and safety issues in the port sector.

3. Tasks to be performed by the expert

3.1 Description of Task

The selected expert will be required to carry out the following tasks:

1. **Design a full training package** on health and safety in ports, including:

- Risk assessment and mitigation on board vessels and on the quay;
 - Safe lashing and securing operations;
 - Identification of unsafe vessels and unsafe practices;
 - Collaboration between workers, unions, and employers on safety;
 - EU-level safety standards and regulatory frameworks;
 - Practical tools for workers' representatives to advocate for safe working environments.
2. **Prepare training materials**, including:
 - Training presentation(s);
 - A written guidance document or handbook;
 - Practical exercises, case studies, and best-practice examples;
 - A final training package suitable for reuse by ETF affiliates.
 3. **Deliver 2 training sessions/workshops** (in-person), targeting port workers and trade-union representatives across Europe.
 4. **Contribute to the Dockers' Safety Conference** (e.g., by preparing input, moderating a workshop, or presenting findings if requested).
 5. **Coordinate with ETF staff** to refine training content, integrate union perspectives, and ensure alignment with project objectives.
 6. **Provide a final report** summarizing training delivery, participation, evaluation, and recommendations for future use.

3.2 Guidance and indications on task execution and methodology

- The expert will work under the guidance and supervision of the **ETF Senior Policy Officer for Dockers** and **WTMS Project Coordinator**.
- Regular coordination meetings (online) will be required to follow progress and ensure consistency with the overall project methodology.
- The methodology must be **participatory**, **practical**, and **worker-centred**, reflecting trade union principles.
- Training content must be inclusive, accessible to workers from diverse linguistic and cultural backgrounds, and applicable to real work situations in European ports.

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 they fulfil the following criteria:

- Excellent command of written and spoken English.
- Sound experience in training for workers.
- Sound knowledge of health and safety issues in the port sector.
- A deep understanding of the principles and values of trade unionism.
- Respect for budgetary constraints.

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

5. Payment and standard contract

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

- 30% upon signing the contract
- 35% after the delivery of the draft guidance material paper
- 35% after the completion of the contract

A standard contract template can be received upon request.

The maximum budget available (covering all taxes including VAT¹) is **60.000 EUR**. This amount does not include travel, hotel and subsistence costs that will be covered separately.

Similarly, the cost of any dissemination event that might be organised will be covered separately.

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

The offers will be examined against the following criteria:

Criterion	Description	Value
Price	Best value for money	30 per cent
Quality and expertise	Proven expertise as specified in point 4.	40 per cent
Approach	Structured and open approach	10 per cent
Ability to write and speak in clear and concise English		20 per cent
TOTAL:		100 per cent

6.1 Presentation of the offers

The offers, including a CV, must be sent to Berardina Tommasi, ETF Senior Policy Officer for Dockers, at b.tommasi@etf-europe.org.

6.2 Deadline

The deadline for offers is on **31th of January 2026**.

¹ Services delivered from outside of Belgium are subject to Belgian 21% VAT which must be considered as part of the total price.