

Call for Tenders

Research “Third-country social and care service professionals: unlocking the job creation potential of Social Services”

[Social Services Europe](#) brings together 8 European networks representing not-for-profit social and healthcare providing organisations. Social Services Europe seeks to ensure that the specificity of not-for-profit social and healthcare service providers be recognised, and that economic, social and legal conditions exist for quality social and healthcare services.

1. Tender specification

Social Services Europe is looking for a Researcher to carry out a joint and independent research at European level on existing and effective interventions made at national and local levels on ways to unlock the potential of third-country social and care service professionals¹ to address staff shortages and meet the increasing demand of such services in Europe.

2. Background and main elements of research

Social Services are one of the biggest job creators in Europe today and play a key role in empowering all people to play an active role in society. The sector already employs over 10 million people and is fast growing to respond to demographic changes (ageing population), growing problems related to poverty and social exclusion, and evolving family patterns (ensuring work-life balance).

Over recent years there has been a growing interest in the role of migrant in the social care sector in European countries and foreign-born workers make up a growing proportion of the social care workforce². Over the long term, the demand for social services will expand considerably with the growth in number of older people and the social care sector will potentially continue to rely more and more on migrant workers. For these reasons, social services sector can play a crucial role for job creation and socio-economic integration of migrants

The aim of the research is to investigate specific and strategic policy frameworks (that take into account also migration/integration policies) and concrete promising practices that can unlock the job creation potential for migrants, and at the same time give a better answer to the fast-growing demand of social services and the overall need of guaranteeing high-quality, accessible and affordable social services.

More specifically, the research will have the goal to:

- a. Identify key policies and strategies that support a more effective engagement of migrant staff in the sector and explore implications on recruitment, training and skill needs;

¹ For the scope of the research, we refer to third country nationals legally residing in a EU Member State. The definition includes also asylum seekers who might have the right to work while their application is processed.

²See as an example the ILC report issued in November 2015 on UK https://independent-age-assets.s3.eu-west-1.amazonaws.com/s3fs-public/2016-05/IA%20Moved%20to%20care%20report_12%2011%2015.pdf

- b. Collect and analyse examples of existing practices that promote the integration of migrants by joining the workforce in the social services sector;
- c. Identify how these practices can be promoted as an additional strategy to drive the integration of migrants in Europe.

The research would look at studies and research on the integration of migrants into the labour market and recruitment and retention of staff in the social services sector as well as assess promising practices of social service provision and provide an in-depth analysis of the environment which enables the development of such services.

The research would also provide guidance and recommendations to policy-makers and social service providers.

It is expected that the researcher conducts desktop research and interviews with key stakeholders at national level in at least 5 EU Member States representing the different welfare models.

3. Timeframe

Deadline for application: 20th March 2017

Response to Applications: 1 April 2019 (with the possibility of interviews with short-listed candidates)

Initial outcome of desk-top research: Early-May 2018

Identification of promising public policies: Early-May 2018

End of interviews and initial illustrations of promising practices: Mid-July 2018

15th September: Full draft Study delivered

30th September: Final Study delivered

4. Expertise required

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

- Knowledge of social services sector in Europe
- Knowledge of academic and policy debates with regard to integration of migrants and labour market inclusion
- Experience in doing desktop research and interviews with a variety of stakeholders
- Experience writing reports for Civil Society Organisations and the European institutions (European Commission, European Parliament, etc.)
- Experience carrying out and drafting academic studies/research in English
- Knowledge of multiple European languages is an asset (to collect data and conduct interviews at national level)

5. Selection and award criteria

The researcher(s) will be asked 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 you propose to find relevant information in the countries relevant to the different welfare models of care in the EU (i.e. subcontracting researchers in selected countries, etc.).

The contract will be awarded to the candidate(s) whose offer represents the best value for money, taking into account the quality of submitted documents 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

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 CSO audience, as well as to representatives of public authorities (in particular the European institutions).

7. Payments and standard contract

Payment will be made upon receipt and approval of the intermediary and final reports, (after invoices are sent) in the amounts of 40% and 60% respectively.

The Contract will be drawn up between Social Services Europe and the contractor.

8. Price

The estimated price for the study will be max. EUR 10,500, all taxes and overheads included.

9. Contact Details

Please send bids to info@socialserviceseurope.eu by **22nd March 2019 at the latest**.