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TENDER SPECIFICATIONS FOR SUBCONTRACTING EXTERNAL EXPERTISE

to collaborate on the SGI Europe-led project “LABOUR-INT 3: A multi-stakeholder initiative for migrant integration into the labour market”

Background

SGI Europe is in the lead of the LABOUR-INT 3 project. Funded by DG HOME, the project will be implemented throughout a period of 36 months with the collaboration of 13 social and economic partners at local, national and international level representing employers, trade unions, public employment services, chambers of commerce and non-governmental organizations (NGOs).

The LABOUR-INT 3 project aims to promote employment as a key part of the integration process of third-country nationals (TCNs), and central to the participation of migrants in the society. In line with the [Action Plan on Integration and Inclusion 2021-2027](#) (the Action Plan) and the previous actions carried out in 2016-2019 ([Labour INT 1](#)) and 2019-2022 ([Labour INT 2](#)), the project aims to promote multi-layered and multi-stakeholder integration paths for migrants and refugees across the EU, from arrival up to the workplace, passing through education, training and job placement, building on the cooperation, commitment of and dialogue with the economic and social partners.

Context and objectives of the project

Integrating refugees and other migrants in the labour market at an early stage and at the appropriate skill level has proven to be beneficial for them and for host societies alike. Under the European Partnership for Integration, the European Commission and European Social and Economic Partners (including SGI Europe, ETUC, Eurochambers, BusinessEurope and SMEunited) have worked together since 2016 to create opportunities for integrating refugees and other migrants into the EU labour market, having renewed twice their commitment to reflect on changed circumstances (Covid-19 pandemic and war in Ukraine).

Despite the increasing commitment of the European Union (EU), member states and social and economic partners, persisting challenges in relation to employment, education, access to basic services and to the social inclusion of migrants demonstrate that additional action is needed. In line with this, and believing that the integration of migrants in the labour market is a challenge and all actors involved must work together to create the conditions for a quick, effective and long-term integration responsive to changing circumstances, this third edition will:

- promote the further rolling out of the multi-stakeholder approach in countries and regions new to applying it, namely Poland, Bulgaria, Slovenia and Italy;
- focus on three challenging thematic areas:
 - the performance of welcoming services,
 - the effectiveness of skills matching practices,

- the provision of decent employment and working conditions.

also considering the impact of the war in Ukraine on migration and asylum policies in general and labour market integration in particular.

The LABOUR-INT 3 project will aim to find solutions to the above mentioned three main challenges related to the integration of migrants and refugees to the European Union labour market and further promote the principles of European Partnership for Integration and the rolling out of the multi-stakeholder approach in countries that were not confronted with integration issues in the past and are now in the front line.

Similarly to its previous editions, LABOUR-INT 3 aims to make a direct impact on migrants and refugees by guiding them through their labour market integration. The project's short-term impact will be twofold: on the one hand, it will provide tangible support to at least 800 migrants and refugees, such as orientation, language training and skills development, that will help them overcome the challenges they face in accessing and succeeding in the labour market. On the other hand, by developing tools for and reaching out to 100 local stakeholders, building the capacity and network between local employers, public employment services, trade unions and other stakeholders, LABOUR-INT 3 will help relevant local stakeholders to perform better, leading to a more effective integration of migrants and refugees.

As a longer-term impact, through its multi-stakeholder approach, LABOUR-INT 3 will strengthen local partnerships and thus bring about a faster, more effective and long-term integration of migrants and refugees. While through communicating a positive message on migration, the project will further raise awareness and contributes to establishing a more inclusive and discrimination-free environment and promoting social cohesion.

Methodology

The key approach of the project is the multi-stakeholder approach in migrants' and refugees' labour market integration which involves engaging various stakeholders such as public services, civil society organizations, trade unions, employers, and migrant communities themselves. It recognizes that successful integration requires collaboration and coordination among different actors, each bringing their unique perspective, expertise, and resources to the table.

By working together, these stakeholders can develop more comprehensive and effective policies, programs, and practices to support the effective and long-term integration of migrants and refugees into the labour market. Over the past years, the multi-stakeholder approach has generated tangible results in terms of developing and disseminating good practices, building cooperation structures, and putting people into jobs through the LABOUR-INT projects and it is a recognized tool in the Action Plan and the Toolkit on the use of EU Funds for the integration of people with a migrant background. The project will facilitate the roll-out of this approach through its three objectives. First, it will explore and analyse European countries' integration practices, its challenges, and obstacles regarding:

- the welcoming essential services (housing, education, health, social services) and the potential improvement of its performance through systematizing,
- recognition of regulated and non-regulated qualifications; skills matching, using the EU Skills Profile Tool and the European Commission's report on comparing Ukrainian qualifications frameworks (NQF) with the European Qualification Framework (EQF)
- the provision and encouragement of decent and sustainable working conditions.

Based on the analyses, LABOUR-INT 3 will develop adaptable practical tools (guidelines, roadmaps) for the involved stakeholder sectors to facilitate a more effective and long-term integration of migrants and refugees through the multistakeholder approach. The tools will be put in test during the pilot projects and based on the results they will be further refined. Second, LABOUR-INT 3 will strengthen the capacity of key stakeholder social and economic partners, in particular trade unions and employers by offering networking and best practice exchange events to promote mutual learning, also reproducing, as much as possible, the multi-stakeholder dynamic nationally and transnationally. Lastly, the project will introduce the use of the multi-stakeholder approach directly through its pilot actions in Poland, Bulgaria, Italy (Puglia) and Slovenia, new to applying this approach. The pilot actions seek to leverage the involvement of local economic and social partners as well as other relevant local stakeholders to test the developed transnational tools and provide practical solutions to the challenges faced by the refugees in their host countries.

Indications on tasks execution and methodology

For the implementation of this project, external experts will be contracted to analyse the European arena and develop nationally and locally adaptable tools to promote effective inclusion and sustainable employment conditions for refugees and migrants. The winning bidder will be part of the Expert Group on Migration and will support SGI Europe in preparing and conducting the discussion of the three different sub-groups of the Expert Group:

- **The Expert Group on Migration on skills matching at the European Union level (EGSM)** will analyse how third country nationals' (TCNs) regulated and non-regulated qualifications can be better recognised in the EU, with a focus on Ukrainian qualifications. The group will assess the EU Talent Pool's adaptability and transferability to the European labour market based on the results of the EC's pilot and make recommendations for improvement. It will also conduct a comparative analysis between the EU Skills Profile Tool for TCNs.
- **The Expert Group on Migration on strengthening essential and welcoming services for refugees and migrants (EGWS)** will conduct a mapping and analysis of existing national approaches and practices to welcoming services for refugees and migrants. Based on the findings, the group will develop guidelines for political decision-makers and welcoming services on how to systematize and improve the performance of these services (adaptable to different countries).
- **The Expert Group on Migration on decent employment conditions (EGDEC)** will address challenges faced by migrants in achieving sustainable employment, including labour rights in certain sectors. EGDEC will do a research to identify the barriers and how cooperation between employers and trade unions can help overcome them. The group will consequently develop a roadmap to guide employers and trade unions in ensuring decent employment conditions for migrants. In addition, the group will develop guidelines and tools to help public employment services implement integration programs.

The Expert Group will also keep studying and analysing the potential of the EC Skills Profile Tool compared to local existing tools and models of skills assessment in pilot countries/regions, while it will complement this work with the assessment of the EU Talent Pool pilot project.

The Expert Group will be composed of experts of project's EU-level partners, international organisations, researchers in the field of migration and it will be complemented by subcontracted. Specifically, SGI Europe will chair the Expert Group on Migration and it's three sub-groups. ETUC will provide its expertise to the Expert Group, specifically the one on decent working conditions, and will act as the interface for those trade union either leading or being

involved in the different pilot actions. Eurochambers, SMEUnited and BusinessEurope will also provide their expertise to the Group taking part in the work on skills matching.

The majority of the meetings of the sub-groups will be held online, and the frequency of meetings will be decided together with the project partners.

Deliverables

The selected subcontracted expert(s) is expected to produce a variety of reports and documents, and to submit them to the review of the project Steering Committee composed of representatives of the project partners.

Specifically, the expert will provide:

- A report on the recognition of regulated and non-regulated qualifications in the European Union (30 pages electronic document to be written in English)
- An evaluation report of the EU Talent Pool's adaptability and transferability to the European labour market (25 pages electronic document to be written in English)
- Guidelines on how to systemize the services of welcoming services (5-10 pages electronic document to be written in English)
- Roadmap to ensure decent employment conditions for migrants (5-10 pages electronic document to be written in English)
- Guidelines for public employment services on developing programmes for integration of migrants (5-10 pages electronic document to be written in English)

During the whole period, SGI Europe and the affiliated entities will support the experts' work by publishing press releases, newsletters, and newsflash, and on social media channels to communicate on the results of the project in their network, encourage the replicability of the project and increase the interest around it.

Expertise required

To be able to contribute effectively to the success of this project, the expert(s) selected must have significant knowledge in the following:

- Experience in working with social partners at national and European levels
- Knowledge of the role of economic and social partners at EU level, and of public authorities, public and private employment services, training providers, civil society and migrant organizations at local and national levels across Europe
- Proven experience in working on EU-funded project, and ability to work within specified deadlines and to respect budgetary limits
- High proficiency in English: ability to draft documents and make presentations in English. Speaking other EU official languages is an added value, but not an exclusion criterion

Advantageous skills:

- In-depth knowledge of the results reached in the previous editions of the Labour-Int 3 project (Labour-Int 1 and Labour-Int 2) and the tools developed throughout their implementation.
- In depth knowledge of EU regulations, legislation and publications on the topic (e.g., the European Commission's report on comparing Ukrainian qualification frameworks (NQF) with the European Qualification Framework (EQF), and the Action Plan on Integration and Inclusion 2021-2027), as well as of tools developed (e.g., the EU Skills Profile Tool)

All tenders must include a financial (in euros) and a technical proposal in their bids. The latter must provide specific information covering the technical and professional experience and capacity of the bidder (including a description of relevant professional experience, detailed CV of key coordinator and/or possible other team members, a selection of the main works/articles published).

Offers must be sent to SGI Europe by email to cecilia.martin@sgieurope.org.

The contract will be awarded to the tenderer whose offer represents the best value for money.

Time schedule and reporting

The subcontractor will be asked to perform the above-mentioned tasks by the end of October 2026 following a specific timeline of the project activities' implementation. Please note that the timeline may be subjected to slight changes upon decisions by the Steering Committee, but the subcontracted expert will be informed in due time about them.

Payment

Total budget for the expertise is of **€30.000,00 (all taxes included)**.

This amount does not include the travel, accommodation and subsistence allowance costs for attending project meetings (when and if necessary for the scope of the project).

The subcontractor will be remunerated in various instalments: 30% of the total sum can be invoiced at the beginning of the work, 30% in the middle of the project and the balance after the receipt of the final instalment from the European Commission. A contract will be issued between the selected external expert(s) and the contracting authority (SGI Europe).