

## **Invitation to Tender**

The ITUC Just Transition Centre (JTC) in partnership with the European Federation of Building and Woodworkers (EFBWW) is calling for tenders for the following study.

### **Skills and quality jobs in construction in the framework of the European Green Deal and the post-Covid recovery**

#### **Background**

Bringing down emissions means profound and systemic transformation of all sectors, from energy, power, heavy industry, building and construction, to transport and agriculture. This will affect tens of millions of jobs as well as regional and national economies.

The construction industry has the potential to contribute significantly to emissions reductions and to the creation of jobs, but it is important these come with good working conditions.

The biggest challenge for this transformation is getting social support and political will. The technology, skills and investment capital exist to make it happen but working people need to be convinced that this is the case before they can fully support change.

With the impacts of the COVID-19 as well as the energy crisis, it is even more important for climate action to speak to the core concerns of working people and get their support. Working people are frightened and desperate. If they have jobs, they want to keep them; if they are unemployed, they want their old jobs back and a safe return to 'normal'.

Renovating both public and private buildings is an essential action and has been singled out in the European Green Deal as a key initiative to drive energy efficiency in the sector and deliver on climate objectives. But current energy prices, the high cost of raw materials and issues with supply chains affected by the sanction regime mean uncertainties that may slow down the construction sector initially forecast growth.

Given the labour-intensive nature of the construction sector, which is largely dominated by local businesses, building renovations can also play a crucial role in European economic recovery after the COVID-19 pandemic. To kick-start the recovery, the Commission's recovery plan further supports renovations for buildings throughout the EU.

Over €700 billion in loans and grants under the EU Recovery and Resilience Facility (RRF) are available to support reforms and investments undertaken by Member States. The aim is to mitigate the economic and social impact of the coronavirus pandemic and make Europe more sustainable, resilient and better prepared for the challenges and opportunities of the green and digital transitions. Member states must present national plans and the Commission will assess these plans against the target of 37% of expenditure for climate investments (and a similar one for digital transformation), with a strong encouragement to put forward investment and reform plans in flagship areas including clean technologies, renewables and energy efficiency of buildings.

Energy efficiency in buildings is the largest generator of jobs ([12-18 new local jobs](#)) per million euros invested, with retrofits having the greatest job creation potential worldwide, as well as contributing to combat energy poverty given that underperforming homes are disproportionately occupied by low-income households.

The union movement in Europe has called for all investments covered by the RRF to be financed under the condition that these lead to a net job creation and provide shelter to workers that are experiencing job transitions. Achieving these objectives requires EU policies that ensure social dialogue, produce concrete outcomes, and are rooted in real-world experiences that people can trust.

The Just Transition Centre was established in 2016 by the ITUC and partners. The Centre brings together workers and their unions, businesses and governments in social dialogue and stakeholder engagement with communities and civil society to ensure that labour has a seat at the table when planning for a Just Transition to a low-carbon world.

The European Federation of Building and Woodworkers (EFBWW) is the European Workers' Industry Federation for the following sectors: building, woodworking, forestry and allied industries and trades. The EFBWW has 76 affiliated unions in 35 countries and represents a total of 1,500,000 members. The EFBWW is a member organisation of the European Trade Union Confederation (ETUC).

### **Purpose of the study**

An ageing workforce, skills shortages, precarious work, fraud and a lack of gender diversity are among the biggest challenges in a sector that has been severely hit by the crisis. Trade unions are demanding a paradigm shift, not a return to business as usual. In particular, the EFBWW is calling for sustainable investment to create new jobs in the context of the Green Deal, a relaunch of the building industries based on social progress and direct employment, a plan for new European infrastructure and to update and maintain existing infrastructure, speeding up the Renovation Wave with specific attention to affordable housing, and initiatives to combat energy poverty.

The [EU estimates](#) that 160.000 new jobs will be created in Europe, but the EFBWW believes this grossly underestimates the actual need. [Unions claim that in Spain](#) alone, for instance, energy efficiency renovations can create work for nearly half a million people.

The outcome of the study will be used to empower EFBWW members with information that supports their advocacy for an overhaul of the business model, currently based on cheap unskilled labour in long subcontracting chains, with high levels of insecurity and dangerous working conditions. This business model is unlikely to deliver the number of workers and the skill level necessary to meet the climate targets because it is predicated on minimal investment in the labour force and in the quality of the work.

The new investments offer an opportunity to restore the attractiveness of the sector for young people and a more diverse workforce, through improving working conditions and the apprenticeship offer.

The objectives of the study are:

- to identify how many workers need to be upskilled and re-skilled, and how many new workers need to enter and remain in the sector to achieve Renovation Wave and other relevant EU climate law targets;
- to demonstrate how many jobs/workers will be sustained through EU funds, public investment and procurement contracts in the framework of the Resilience and Recovery Facility.

## Outline of the research

This study will include the following outline/ sections:

- Summary of the findings
- Research findings
- Case studies
- Conclusions
- Recommendations for labour, industry, EU

These sections are preliminary and should be seen as guidance and not as a pre-determined format. Elaboration on outline should be further developed in the tender.

## Methodology

The study will consist of a mix of desk research, quantitative analysis and comparisons with existing figures provided for instance by the European Commission. This will be complemented by interviews with key organisations such as EFBWW affiliates, the employer body FIEC, members of the Renovate Europe Alliance secretariat, European Commission officials, and others as relevant.

## Process

The study will be managed by a steering/working group comprising representatives from ITUC's Just Transition Centre, EFBWW, and key affiliates as identified by EFBWW.

Indicative Timeline:

- Kick off meeting between steering group and consultant(s) (*mid-May*)
- Phase 1: Inception report (*end May*)
- Phase 2: First draft (*mid-June*)
- Meeting with steering group (*end June*)
- Phase 3: Final report to steering group (*mid-July*)

The final report will be presented in English and with a format and quality ready for publishing.

## Qualifications and experience

Tenders shall be evaluated based on the following factors:

- Researcher (or research team's collective) experience, background, and qualifications
- Experience of research or other work related to trade union movement
- Experience with or provable understanding of Just Transition and the building and construction industry in Europe
- Excellent understanding of the role of trade unions in general and for worker's rights.

It will be considered an advantage if you are a researcher from/with a background in construction and its supply chain.

A CV for each team member shall be included in the tender response. It should contain a full description of relevant qualifications and professional work experience. It is important that

the competencies of the individual team members are complementary. The consultant will be expected to present reports on its findings at three stages.

## **Tender**

The Just Transition Centre welcomes responses to this Invitation to Tender by interested candidates, with a submission covering:

- A response to the study's aim, budget, and work plan outline
- A quote for the consulting fee in EURO inclusive VAT, all costs included
- One work sample relevant to the assignment
- Copies of all relevant Curriculum Vitae (CV)

The budget should reflect aspects of the methodology that will be applied. It shall not exceed 20,000 EUR including VAT.

Request for information and submission of tenders to Jacqui MacLeod  
[jacqui.macleod@justtransitioncentre.org](mailto:jacqui.macleod@justtransitioncentre.org) no later than close of business (CEST) 09 May 2022.