

**TENDER SPECIFICATION FOR THE EU CO-FUNDED ACTION**

***“Pillars of the sea 2: Project implementing part of the SSDC Work Programme”***  
**VS/2019/0013**

**External expert: Development of the guidelines on recruitment of migrant fishers**

**1. Background**

Sea fishing remains one of the most dangerous professional activity in the world. Yet, for many years the attention of the legislators and policy makers has been focused on the environmental side of the sector. The ratification level of international conventions dedicated to working conditions in fisheries is terribly low. Lack of coordination between different units of national administrations and international bodies dealing with fisheries seem to be one of the key reason behind the current state.

For instance, the overarching ILO Convention Work in Fishing (ILO C188) has been ratified by only 14 countries, out of which three EU Member States. The Social Partners have been promoting the ratification of the Convention for years. To that end, we concluded in 2012 the Agreement on implementing the ILO Work in Fishing Convention, transferred into the EU law by the Council Directive (EU) 2017/159. However, this Directive still has to be implemented by the Member States.

This negligence in promoting decent working conditions in the fisheries sector leads to reduced interest in joining the profession by the EU citizens. This in turn contributed to the increased employment in the EU waters of migrant fishers (from non-EEA countries) who often end up working in precarious conditions or even fall victim to forced labour. Due to the specificities of the fisheries sector (working offshore for long periods of time), it is often overseen by the regulatory and enforcement bodies, making migrant fishers especially vulnerable.

The Social Partners would like especially to draw attention to the issue of the international recruitment and placement of migrant fishers, as cases of abusive and fraudulent practices are still reality in the sector.

There is therefore need for practical guidelines for the vessels owners on how to ensure that the private employment agencies that they engage comply with human rights and international and EU labour regulations.

**2. Purpose of the contract**

The contract is aimed at providing social partners with the specific expertise on recruitment practices in fisheries sector, required to perform the above-mentioned action under Pillar 1.

**3. Tasks to be performed by the contractor**

**3.1 Description of tasks**

The contractor should perform the following task:

- Draft the guidelines for the vessel owners on the decent recruitment of migrant fishers. They need to include:

- preconditions for international recruitment;
- mapping of international conventions, EU and national (focus countries: DK, ES, FR, IE, IT, NL) legislation and other non-binding sources concerning the private employment services and recruitment;
- model contracts (between a fisher and a private employment agency, between a fishing vessel owner and a private employment agency, and fisher's work agreement).

The consultant will be called to attend 4 steering group meetings.

### **3.2 Guidance and indications on tasks execution and methodology**

The contractor will work under the guidance of the project's steering group and of the ETF and Europeche's Secretariats. The deadlines for deliverables will be set jointly by the contractor and the project partners according to the project's timeline.

### **4. Expertise required**

Candidates should meet the following criteria:

- Sound expertise on international and EU legal environment related to the scope of the task
- Knowledge of fisheries and maritime sector is highly desirable
- Excellent command of written and spoken English
- Sound experience in drafting documents and reports
- Respect of budgetary constraints

### **5. Time schedule and reporting**

The contractor will be required to work for a total of 70 days between May 2019 and June 2020, including the participation to steering group meetings (one in December 2020). The time schedule for deliverables and reports will be established jointly by the contractor and the project partners according to the project's timeline and will be indicated in the contract signed by the two parties.

### **6. Payments and standard contract**

The contractor will receive an advance and a final payment according to the time and modalities that will be indicated in the contract between the parties. The project promoter will draft a contract which will be submitted to the contractor.

### **7. Price**

The maximum budget available is EUR 35,000 VAT included (without travel, accommodation and subsistence expenses related to the attendance of meetings, which will be reimbursed upon the presentation of receipts if previously authorized by the project promoters).

### **8. Legal obligations**

The basis of the contract is the grant agreement between the European Commission and ETF. The terms of this grant agreement are also applicable to the Contractor.

## 9. Selection criteria

The offers will be examined by the SC 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

## 10. Award criteria

The contract will be awarded to the tenderer whose offer represents the best value for money – taking into account the evidence provided to prove their expertise in the fields indicated under point 4. The respect of the principles of transparency and equal treatment with a view to avoid any conflict of interest will be undertaken. It should be noted that the contract will not be awarded to a tenderer that receives less than 70 % of the award criteria.

## 11. Content and presentation of the bids

### 11.1 Content of the bids

The bids must indicate how candidates meet the criteria listed above, present a draft working plan, a draft schedule for the tasks to be performed and indicate the total price of the consultancy. In case of bids submitted by individual candidates, a CV should be attached. This should include a list of publications and works done by the applicant in the fields relevant for the tasks to be performed. References should also be provided.

In case of bids 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. Organisations should also indicate a contact person who will be responsible for the supervision of the tasks and who will report to the project promoters.

Only bids in English will be considered.

### 11.2 Presentation of the bids

Bids must be submitted by email to: [n.walczak@etf-europe.org](mailto:n.walczak@etf-europe.org) by 19<sup>th</sup> of April 2019.