



TENDER SPECIFICATIONS

External Expertise for a Research

for the project CLEARSITE

“Construction Legal Enforcement and Resources to
Support the Integration and Treatment of Third-Country Nationals in Europe”

Joint project of the European social partners of the construction sector

Brussels, July 2026



**Co-funded by
the European Union**

BACKGROUND

The increased presence of third-country national workers in the EU construction sector has exposed new and complex challenges related to recruitment, compliance, equal treatment and enforcement. Although the EU legal framework already includes provisions relevant to third-country nationals' employment and posting the application and enforcement of these rules vary significantly across Member States. This gap between legal standards and actual practice was highlighted in the March 2025 ELA study on "Posting of third-country nationals: contracting chains, recruitment patterns, and enforcement issues."

The project CLEARSITE will develop guidelines on fair recruitment and integration of third-country nationals in construction, rooted in existing EU legislation and good practices. While the legal framework is in place, there are persistent discrepancies in how third-country nationals are recruited, treated and integrated on construction sites across Member States.

The project is a joint social partners' activity of the European Federation of Building and Woodworkers (EFBWW) and the European Construction Industry Federation (FIEC). CLEARSITE will build on the outcomes of a previous joint project "[Better Functioning of the European Labour Market](#)" (FELM) which was carried out from June 2021 to April 2023. The project assessed the legal, social and economic challenges linked to the increased number of third country national companies and workers on the labour market in the construction industry. The project produced joint recommendations addressing competition conditions, public procurement, labour standards, subcontracting and the role of intermediaries. CLEARSITE, in a next step, will operationalise the FELM recommendations.

The project objective of CLEARSITE is to raise awareness among companies, trade unions and enforcement bodies about how to apply existing EU rules effectively and build mutual understanding between national and European actors. CLEARSITE will improve understanding among employers, labour intermediaries and national administrations. It will strengthen sectoral enforcement capacity and help prevent abuses linked to the recruitment and employment conditions of third-country nationals.

The project is financed under the SOCPL-2025-SOC-DIALOG call of the EU Commission programme "Social Prerogative and Specific Competencies Lines (SOCPL)"

TASKS OF THE EXTERNAL EXPERT

The external expert will carry out the following tasks:

- Based on the identification by the project steering committee of 4 case studies in different Member States for comparative analysis of third country recruitment and integration, the external expert will draft the case studies, including findings from the site visits/linked meetings and interviews. The case studies will be gathered in a written research report.
- The external expert will be responsible for carrying out desk research, participating in site visits, conducting interviews, drafting the report and contributing to developing the project.
- The external expert will report about research in progress meetings with the project managers of FIEC and EFBWW (frequency to be decided jointly).
- The external expert will participate in 4 site visits/linked meetings.
- The external expert will advise the members of the project steering committee and participate in the project steering committee meetings (4 meetings: 2 online, 2 in-person)

- The external expert will present the research outcomes at the final conference at the end of the project.

OBJECTIVES AND RESEARCH METHODOLOGY

The research will focus on different situations in which third-country nationals workers enter the EU construction labour market and will provide practical guidelines for their fair recruitment and effective integration. The approach will be based on case studies drawn from different Member States or companies, identifying best practices but also highlight possible shortcomings in legal and enforcement frameworks.

The research methodology will be based on the following four pillars:

1. Safe and fair recruitment practices

The aim is not to promote the attraction of more third-country nationals, but to address how recruitment should be conducted lawfully where and when it occurs. In this area, the research will analyse recruitment practices and related risks, covering different models from the case studies and will examine the role of labour intermediaries.

2. Training of third-country national workers

The research will explore how third-country nationals can better access training and upskilling, especially in occupational safety and health (OSH) as well as mechanisms for recognising qualifications obtained abroad. The role of paritarian institutions in delivering or coordinating such training will also be examined.

3. Cooperation with labour inspectorates and enforcement bodies

A key element will be improving collaboration between social partners and public authorities involved in enforcement. The research will identify where and how cooperation already works, and where it could be strengthened by looking into involvement of labour inspectorates and social partners.

4. Retention and integration of third-country nationals in the construction industry

It addresses how third-country nationals can be more effectively integrated into social dialogue at the local level and collective representation. Other areas of focus are equal pay, decent accommodation, access to social protection, enforcement of collective agreements and the consideration of third-country nationals' specific needs in the design of those agreements. This includes also language support and onboarding, equal and fair working conditions and the prevention of discrimination.

The methodology is centred around:

- **Desk research** to map existing legal and policy frameworks and transnational agreements relevant for the case studies as well as national practices and recent findings (notably from ELA and the original FELM project);
- **Case studies and site visits** to document practices across Member States, covering different recruitment models, intermediaries and employer types. Based on the case studies, different recruitment pathways, integration and retention policies, best practices and potential shortcomings will be documented;

- **Interviews** ideally organised alongside the site visits, that bring together enforcement bodies, companies and trade unions to discuss and validate findings and support cross-country learning;
- Support FIEC and EFBWW **to develop joint guidelines**. The research team will advise and support this aspect throughout the process. The guidelines will target in particular employers and workers, while also being relevant for public authorities. And they will bring together observed good practices and offer practical tools that can ensure the correct application of existing rules.

DELIVERABLES

1. Written case study report, including desk research, context and four separate case study chapters (between 10-20 pages per case) in English
2. Written guidelines of approx. 10 pages in English

TIME SCHEDULE OF ACTIVITIES AND DELIVERABLES (tentative)

Beginning of October 2026	start of contract/research
13 October 2026	1 st Steering committee meeting
Between 7-11 December 2026	1 st visit of country/company case
January 2027 – February 2028	2 nd , 3 rd , 4 th visits of country/company cases
April 2028	Final draft case study report and guidelines
April-June 2028	Finalisation of the case study report and guidelines
June 2028	Final conference and end of contract

SELECTION AND AWARD CRITERIA

The contract will be awarded based on the best price-to-quality ratio.

Following criteria should be fulfilled by the expert(s):

- knowledge about European labour markets including working conditions in the construction sector
- knowledge of EU and national migration policies and labour mobility
- knowledge about the construction sector in Europe
- knowledge about industrial relations in general
- experience in conducting scientific research studies
- proficient English language skills in writing and spoken, additional EU languages are an asset

CONTENT OF THE TENDERS

We invite all interested parties to submit their tender which should include the following elements:

- The proposed structure and methodology for achieving the project objectives and carrying out the anticipated tasks.
- A detailed pricing structure or offer for the project.
- The curriculum vitae of the individual(s) who will be involved in the project, demonstrating relevant expertise and experience.
- Examples of similar projects or initiatives that the tenderer has undertaken previously, to illustrate their ability to deliver on the project requirements.

PRICE AND PAYMENT

The fee for the tasks requested is 80,000 EUR. The fee mentioned is a **gross rate and includes VAT and social security contributions** to the extent that these are due.

The payments to the selected service provider will be made by the EFBWW according to the following instalments:

- 30% at the signature of the contract
- 30% after finalisation of the case study report and guidelines
- 40% after finalisation of all project tasks.

Payments shall be made based on invoices. The final invoice will be paid once the tasks have been performed and the results of the work have been accepted by EFBWW.

The travel and accommodation costs for the expert(s) for participating in the workshops and progress meetings (if in-person), will be reimbursed by EFBWW separately on the basis of original proofs of expenses provided to the EFBWW. Such costs should therefore NOT be taken into account in the price submitted to this call for tenders.

CONTRACT

The selected service provider must not conclude any subcontract without the written prior consent of the EFBWW.

SUBMISSION OF TENDERS

Interested parties should send their bid:

- a) either by registered mail posted no later than 10 September 2026 (date as postmark), to the following address:
EFBWW, f.a.o. Slavica Uzelac, Rue Royale 45/1, B-1000 Brussels, Belgium
- b) or delivered by hand, i.e. by delivery in person or by an authorised representative (including private courier services) not later than 4 p.m. on 10 September 2026 to the same address.
- c) or via electronic mail to info@efbww.eu, not later than 4 p.m. on 10 September 2026.

For tenders submitted by private courier services and hand delivered requests, the EFBWW secretariat will sign a receipt stamped on the date of reception, which will serve as proof of delivery.

Any request for additional information must be sent in writing to the EFBWW at the following address:

fleus@efbww.eu

or

EFBWW, Rue Royale 45/1, B-1000 Brussels, Belgium

The response(s) to the request for additional information will be sent to all tenderers by electronic mail.