



Valletta, 06/05/2026

REQUEST FOR OFFERS

for provision of expert services

within the project implementation

“Supporting Social Dialogue in the Age of Platform Work and Flexible Employment- SSD”

Section I: Contracting party

Name of Beneficiary: General Workers Union (GWU)

Address: Workers' Memorial Building, South Street, Valletta VLT 1103, Malta

Contact person: Kevin Camilleri

E-mail: projects@gwu.org.mt

Telephone number: +356 21237165

Section II Description and scope of services. Obligations of service provider.

The subject of this procedure is the provision of expert services supporting the implementation of Work Package 2 - Capacity Building and Digital Learning for Social Dialogue in Platform and Flexible Work, within the SSD project.

The service shall include:

- Delivering and facilitation of one face-to-face 2 days of national Training session on Platform and flexible work and social dialogue practices in Malta, involving representatives of target groups, in the period June – August 2026;
- The 2-day national training sessions should be tailored to country-specific legal and institutional contexts, focusing on key EU directives - including Directive (EU) 2024/2831 on Platform Work - and their implications for algorithmic management, information and consultation rights, and modern collective bargaining practices. More specifically the trainings shall focus on four key thematic areas designed to build practical knowledge and legal awareness among social partners:



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- (1) the implementation and impact of Directive (EU) 2024/2831 on Platform Work, including provisions on employment status, algorithmic management, and data transparency;
- (2) the evolving role of collective bargaining in remote and hybrid work environments, with a focus on adapting negotiation structures to digitally-mediated workplaces;
- (3) challenges in ensuring effective social dialogue in flexible work arrangements and strategies to promote transparency and fairness in algorithmically-managed systems, particularly regarding pay structures, workload distribution, and contract termination;
- (4) the application of Directives 2002/14/EC and 98/59/EC to enhance workers' rights to information and consultation, and to anticipate restructuring risks in non-standard and platform-based employment settings.

- Preparation and delivery of a National Training sessions' Report summarising key findings and conclusion (2–3 pages in English);
- Development of final content of e-learning platform (about 45 pages, approximately 67,500 characters, in English) in the period August – October 2026;
 - The content of the interactive online learning platform shall provide sustained access to legal knowledge, negotiation tools, practical case studies, and social dialogue resources.

Together, these actions aim to ensure that social partners are better equipped to represent workers and employers in digitally mediated work environments, anticipate regulatory changes, and contribute constructively to the governance of non-standard and platform-based work models across Europe.

The contractor shall ensure high-quality implementation of all activities, timely delivery of outputs, professional facilitation of meetings and compliance with the objectives and requirements of the SSD project.

The assignment is expected to be implemented between June 2026 and October 2026.

Section III Term of services

The service provider is expected to respect the following deadlines:

- The offer shall not require a prepayment
- The invoice shall be issued within 30 days from completion and delivery of the service.
- The time limit for payment of the invoice must not be shorter than 14 days



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Section IV Submission of proposals

The proposal should be submitted using this Google Form Link:

<https://forms.gle/qZA68PSigEaw2QTK6>

until 20/05/2026.

Late proposals will not be accepted.

Service provider will be chosen until 25/05/2026.

Section V Criteria of assessment of proposals

The contract will be awarded to the best proposal taking into account the best price-quality ratio.

Section VI Other information

Conflict of interest

In order to avoid conflict of interest the following persons and/or entities are excluded from this procedure:

- Beneficiary's personnel and staff,
- family members and relatives of beneficiary and its key personnel,
- affiliated persons, companies and institutions,
- any persons, companies and institutions with shared economic interest and/or personal or equity relationship with Beneficiary.

After signing the contract any major changes to the contract shall be excluded. A draft contract may be delivered via e-mail on request.

The service providers shall respect all rules and obligations required by the European Union, in particular those with regards to confidentiality, conflict of interests, liability, intellectual property rights, ownership of materials, checks, audits and evaluation.

Full and partial proposals are allowed.



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