

Project: Enabling Quality Employment through Inclusive Social Dialogue in CEE (GoodWorks4ALL)

CALL FOR OFFERS: NATIONAL RESEARCH ON PERCEPTIONS OF QUALITY JOBS

1. PROJECT OVERVIEW

GoodWorks4ALL is a project funded by the European Commission. The consortium is coordinated by Concordia Employers' Confederation – CPC (RO) and brings together the Bulgarian Industrial Association – BIA (BG), MGYOSZ–BusinessHungary (HU), the Confederation of Independent Trade Unions in Bulgaria – CITUB (BG) and the Hungarian Trade Union Confederation – MASZSZ (HU), alongside CNSLR-Frăția (RO Trade Union) and BusinessEurope as associated partners.

The project responds directly to the European agenda on the Quality Jobs Roadmap, which the European Commission has placed at the centre of the current political cycle in the social field. Although the notion of a “quality job” is intensely debated at European level, the definitions promoted by the European social partners differ substantially, while the realities of Romania, Bulgaria and Hungary remain insufficiently documented empirically. GoodWorks4ALL seeks to close this gap through parallel national research in the three countries, designed so that the results are directly comparable and can be consolidated into a regional comparative report and a transnational policy paper.

This call concerns the national research component in Bulgaria/Hungary. Equivalent calls are being published in parallel by the partner employers' organisations in Bulgaria/Hungary and Romania, with the Romanian research provider leading the consortium of research teams, establishing the methodology in accordance with the other entities involved, and being responsible for drafting a comparative report based on the results of each national research.

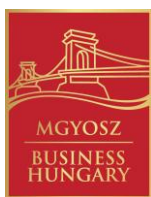
2. RESEARCH OBJECTIVES

The objectives of the research component are:

- To explore the perspective of employees and employers in Bulgaria/Hungary on the concept of a “quality job”.
- To identify and rank the elements associated with job quality, with reference to the specific realities of the Bulgarian/Hungarian context.
- To understand and explain the extent to which the concept of a “quality job” is objective or subjective in nature, and the reasons behind this.
- To examine the national economy from the perspective of job quality and to identify the extent to which the common elements differ from one economic sector to another.



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- To generate a dataset and conclusions comparable with those produced in the other two participating countries, feeding into the regional comparative report and the transnational policy paper.
- To formulate evidence-based recommendations supporting social partners in negotiation and advocacy related to the implementation of the Quality Jobs Roadmap at national and EU level.

3. SCOPE OF THE ASSIGNMENT

The research team is responsible for conducting the national research in Bulgaria/Hungary in accordance with the research objectives, suggested methodology, deliverables, and deadline, while also cooperating with the other national researcher from Romania and Bulgaria/Hungary.

The organisation of the national validation and co-creation workshops is the responsibility of the consortium partners, the selected provider is expected to contribute substantively to both workshops as described in section 4.

4. KEY RESPONSIBILITIES

The selected provider will be responsible for:

4.1 Desk research

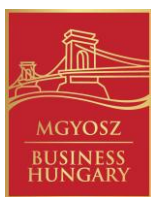
- An extensive review of the literature, conceptual frameworks and existing statistical data on job quality at national and European level, including the European Working Conditions Survey (Eurofound), the EU Labour Force Survey (Eurostat), the ILO Decent Work Agenda and the European Commission's Background Note for the Quality Jobs Roadmap.
- A mapping of the national evidence base: national statistical sources, existing national studies, and the state of collective bargaining and social dialogue in Bulgaria/Hungary.
- Identification of knowledge gaps, so that the research instruments address both the elements common to the three countries and the country-specific realities.

4.2 Quantitative data collection

- Implementation of the common cross-national survey addressed to employees, in the national language, on the basis of the core questionnaire agreed at consortium level. The provider may propose additional country-specific items, provided that the core module remains unchanged.
- Sample size of the employers and workers consulted: a minimum of 200 respondents, ensuring sectoral diversity (at least 5 economic sectors) and balance in terms of gender, age group, skill level and region.



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- Documentation of the sampling approach, the response rate and any deviations from the intended sample structure.

4.3 Qualitative data collection

- Semi-structured interviews with employers and management representatives: a minimum of 12 interviews, distributed across sectors.
- Focus groups with employees: a minimum of 3 focus groups, covering different economic sectors.
- Use of the common interview and focus group guides agreed at consortium level, so that the qualitative material can be analysed comparatively across the three countries.

4.4 Data analysis

- Integrated analysis of quantitative and qualitative data, in order to identify the defining elements of job quality, cross-sectoral differences and the relationship between objective indicators and subjective perception.
- Sectoral deep dives, where the data allow.
- Presentation of results in a format that permits direct comparison with the findings of the other two national teams.

4.5 Participation in the national workshops

- Presentation of preliminary findings at the national validation workshop, and integration of the feedback received into the final conclusions of the research.
- Participation in the national co-creation workshop (scenario-building) alongside social partners, government representatives and labour market specialists, in order to identify roadblocks and refine the recommendations.

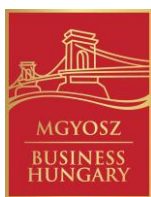
4.6 Reporting and coordination

Drafting of the national report in Hungarian/Bulgarian and provision of its translation into English.

- Participation in the joint methodological harmonisation sessions and in the periodic coordination meetings with the research teams from the other two countries. The working language of these meetings is English.
- Provision of the anonymised dataset and of the analytical material required by the consortium for the regional comparative report.



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5. DELIVERABLES

- **National research plan and country-specific instruments** — sampling plan, national adaptation of the core questionnaire and of the qualitative guides, in the national language and in English (project month 9 — December 2026).
- **Dataset and transcripts** — the survey database in a processable, anonymised format (SPSS, Stata, R or documented .csv/.xlsx), together with the transcripts of the interviews and focus groups (month 15 — June 2027).
- **Preliminary findings report** — a working document in English, serving as input for the national validation and co-creation workshops (month 16 — July 2027).
- **National report on quality jobs** — in Bulgarian/Hungarian, minimum 40 pages, including but not limited to: assumptions and methodological limitations, sample description, data analysis and interpretation, sectoral analysis, conclusions and recommendations (month 19 — October 2027).
- **English version of the national report** — professional-quality translation, PDF format. This version constitutes the national contribution to deliverable D2.1 (month 20 — November 2027).

All deliverables carry a public dissemination level and will be uploaded to the European Commission portal as well as published on the project's communication channels.

All intellectual property rights over the research results, datasets, reports, analytical materials and other outputs produced under this assignment shall belong exclusively to the project consortium. The selected provider and any subcontractors shall not retain ownership rights over these outputs, except where otherwise expressly agreed in writing by the consortium.

6. BUDGET

The offer must not exceed the national currency equivalent of **EUR 25,000 (all taxes included)**.

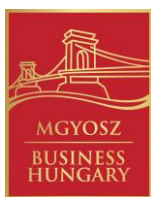
7. METHODOLOGY AND COMMON FRAMEWORK

The project methodology is built on triangulation, combining quantitative research, qualitative research and validation with social partners and stakeholders. The design aims to generate robust and actionable knowledge, to foster effective social dialogue and to underpin evidence-based policy recommendations at national, regional and European level.

Applicants are encouraged to propose a relevant methodology combining qualitative and quantitative methods. Whatever methodology is proposed, the research must meet the following requirements, which are binding in all three countries:



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- **Cross-country comparability** — the research is part of a three-country study. A core questionnaire and common qualitative guides are agreed at consortium level during project months 8–9 (November–December 2026), in technical sessions bringing together the three national research providers and the consortium partners. The selected provider must take part in these sessions and must implement the agreed core instruments without alteration. Country-specific additions are welcome, provided they are clearly separated from the core module.
- **Sectoral dimension** — the analysis must make it possible to identify differences between economic sectors as regards the defining elements of job quality.
- **Objective / subjective distinction** — the instruments must be designed so as to separate objective indicators of job quality, insofar as possible, from the subjective perception of those indicators, and to explain the gaps identified.
- **Anchoring in European reference frameworks** — the research must be related to the European Pillar of Social Rights (in particular Principles 5, 7 and 8), to the three pillars of the Quality Jobs Roadmap (fair working conditions, digitalisation, fair transitions) and to the horizontal enablers identified by the European Commission, among them social dialogue and collective bargaining.
- **Relevance for social dialogue** — the findings must be formulated so that they can be used directly by social partners in collective bargaining and in consultation processes at national and European level.

The contracting organisation will facilitate the management of communication between the selected provider and its member companies, as well as access to the networks of CITUB/MASZSZ, with a view to recruiting survey respondents and participants for interviews and focus groups.

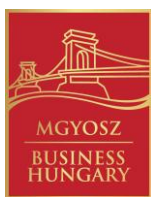
8. SELECTION CRITERIA

Offers will be assessed against the following criteria:

- Relevant experience of the research team and its members for implementing minimum two projects of similar budget and domains;
- Relevant experience in research activities related to the labour market, working conditions, employment quality or social dialogue.
- Demonstrated capacity to manage national-scale data collection and analysis projects and to meet their objectives.
- Strong expertise in quantitative and qualitative research methods.
- Experience in comparative or multi-country research is an asset.



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- Familiarity with European frameworks for measuring employment quality (European Working Conditions Survey – Eurofound, EU Labour Force Survey – Eurostat, European Pillar of Social Rights, Quality Jobs Roadmap) is an asset.
- Alignment of the proposal with the scope of the project and with the research objectives of WP2, including acceptance of the common methodological framework set out in section 7.
- Capacity to deliver high-quality reports and analysis that are relevant to social dialogue and policy-making.
- Availability to take part in the national validation and co-creation workshops, as well as in the joint harmonisation sessions and coordination meetings with the research teams from the other two countries.
- A financial proposal within the maximum budget specified in section 6.
- Command of English at academic level, including the ability to draft reports and to work in English within the consortium.
- The selection procedure will apply a specific scoring model based on the following weighting:
 - Technical proposal and methodology – 50%;
 - Team experience and portfolio – 40%;
 - Financial proposal (price) – 10%.

9. TIMELINE

- 27 September 2026 — application deadline.
- 5 October 2026 — announcement of the selected provider.
- Research calendar: October 2026 – January 2028.



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