



Call for tenders

A study evaluating the impacts and costs of violence against women on businesses in Europe

Opening date of the call for tenders: August 14th, 2018

Deadline for submission:

Before September 4th, 2018 midnight CET by e-mail to:

n.lharaig@fondationface.org & with copy a.goullard@fondationface.org

Final selection: September 11th, 2018

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1. Networks of companies united to end violence against women

Since the end of 2017, FACE has been coordinating the European project CEASE, co-financed by the Rights, Equality and Citizenship program of the European Union. It aims at creating the first European network of companies united to end violence against women, produce training and awareness raising tools for companies (e-learning, awareness raising kit, training animation) in France, Greece and Belgium.

Thanks to this project, a network of 7 French multinational companies has been created: Kering Foundation, L'Oréal, BNP Paribas, Carrefour, SNCF, Korian, Elle Foundation*. The Kering Foundation cofounded the network with FACE and L'Oréal joined them as a third member of the Executive Committee. This network will produce additional HR tools, produce studies on the subject and experiment pilot projects inside of companies.

The objectives of these two networks are to:

- Communicate about gender- based violence and violence against women in numbers and quality
- Raise awareness on this issue inside companies and among employees
- Create an egalitarian culture within companies
- Promote a caring work environment for victims of violence
- Build synergies between companies, specialized NGOs and public organizations at a European level
- Produce human resources tools and processes to help victims

FACE, coordinator of the CEASE project and the French network of companies, will also coordinate this proposed service.

Created in 1993, at the initiative of 15 major companies, the FACE Foundation (Act Against Exclusion) is a Recognized Foundation of Public Utility. Its vocation is to promote and facilitate the social and societal engagement of companies in the territories in order to contribute to the prevention and fight against all forms of exclusion, discrimination and poverty, from companies. FACE now mobilizes around 5650 companies in 88 local structures. In this context, the foundation assumes a "federal" role as head of the network. FACE's mode of intervention aims to promote social innovation from economic actors.

**To have more details about the project, consult the annex CEASE_Presentation_EN.*

2. Service presentation

2.1 Context

As explained before, the requested service is part of the French network of companies united to end violence against women. FACE has produced a benchmark of studies on the impacts and costs of violence against women happening outside of the workplace and having an impact on work*.

The benchmark demonstrated that there are still holes in the research regarding violence against women and its impacts on businesses. Costing methodologies are not yet perfect. Access to data is still insufficient to enable serious and effective study in every state of the European Union.



The Kering Foundation and L'Oréal, network members of the Executive Committee, have decided to order a study to evaluate the impacts and costs of violence against women on businesses in Europe.

** To have more details on the benchmark, consult annex 2 StudyVAW_benchmark_VF*

2.2 Objectives

This study aims at showing that gender-based violence occurring in the private life of the victims has an impact at their workplace, with concrete qualitative and quantitative data. The companies' members of the network have chosen to focus on violence occurring in the private sphere, as most of them already deal with violence against women at work (such as sexual harassment). Thus, the study will not focus on this latter type of violence.

Another goal is to use the study and its results to raise awareness on this issue on a big scale and to drive more and more companies to get involved and implement actions to support their employee's victims of intimate violence. The results of the study may enable to raise awareness on a larger scale and specifically to the following targets:

- Employers (public and private)
- Employees
- Employers stakeholders such as unions, specialized NGOs, social workers and medical services...
- Public institutions
- Citizens
- Media

2.3 Subjects of the study

From the benchmark, two research topics have been identified that have not yet been covered:

- Assessing the impact on the workplace of violence against women occurring in the private sphere:
 - The impact on the victims
 - The impact on companies (costs, impact on colleagues and other employees)
- Comparing the cost of preventive measures (such as trainings or sensitization actions) and the cost of compensation measures for companies (replacement, loss of productivity...)

The tenderer can choose to work on both topics or to choose one of these two and propose additional options. The choice must be justified.

For this study, the tenderer will focus on the following countries: France, Belgium, Greece, Italy, Spain, UK and Germany.

Upon their individual approval, the companies' members of the network pre-cited could participate in gathering data from their own employees, through surveys for instance.

The study will be written in English.

2.4 Study deliverables

The selected tenderer will produce the following deliverables*:

- Proposed methodology (attached with the response to the call for tenders)
- Research tools (for example: standardized forms)



- Results analysis (for example: interviews' transcripts, quantitative charts and tables...)
- An edited study

** The deliverables could be subject to modification based on the final subject chosen and will be determined together with FACE at the beginning of the service.*

2.5 Other terms and conditions

The selected tenderer will have to indicate the name of the project on all invoices that will be presented for payment to FACE as part of this service.

It is specified that this service is part of a project implemented by the FACE Foundation and funded by several companies (to date: Kering Foundation, L'Oréal, Carrefour, BNP Paribas, SNCF, Korian, Elle Foundation).

The service provider will also have to meet FACE's institutional, organizational and communication expectations, in order to meet the expectations of funders and project partners, as well as the Foundation's coordination and management requirements (for example: participate in meetings with partners face-to-face or remote, comply to reporting requirements etc.). These expectations will be detailed at the beginning of the service.

3. Timeline

Your service will start in September 2018 and will last between 3 and 6 months depending on the precise definition of the subject.

Several follow-up meetings between FACE and the service provider will be set up at the beginning of the service.

If possible, guidelines, preliminary trends or results should be given, by the end of October 2018 in order to be presented at the network launch event November 9th, 2018.

A restitution event may be organized in 2019.

4. Budget related to the mission

The available budget is 30,000 euros, all taxes included.

5. Intellectual property of the results of the service

The industrial and intellectual property rights of the results of the service, the reports and other documents related to it, will be transferred to FACE.

6. Response to the call of tenders

6.1 Calendar

Deadline for submitting an offer: **September 4th before midnight (CET)*.**

All offers should be sent by email to Nadège Lharaig, Gender Equality and Diversity Project Manager at FACE: n.lharaig@fondationface.org with copy Auriane Goullard, CSR European Project Officer, a.goullard@fondationface.org.



Before the closing date, a phone call can be organized with FACE to better understand the subject and the perimeter of the study.

A shortlisting of proposals will be made upon reception and presented to the Executive Committee for **final selection on September 11th, 2018**. The final selection may be on hearing (possible by Skype).

In the event that the proposals received do not meet expectations, FACE reserves the right to extend the opening dates of the call for tenders.

6.2 Criteria

The proposal will be evaluated regarding the following criteria:

- Quality of the proposal: innovative aspect, feasibility, access to data, proposed work calendar...
- Tenderer expertise on gender-based violence and gender equality
- Cost

6.3 Documents to be submitted to answer the call for proposals

Your offer should be written in English and include the following pieces:

- **A presentation of the service provider** with specifications about your position and your references in studies on violence against women, as well as your customer references
- **A detailed technical proposal:**
 - a. specifying if one subject or the two subjects have been chosen between those pre-identified and if any additional have been made (see section 2.3). A brief argumentation regarding this choice must be made.
 - b. presenting the service provider's proposal for each phase of the project
- **A financial offer**, presenting the provisional budget by stage, specifying the number of days provided. The service provider will set a provisional budget including an all-inclusive fixed price including travel expenses (at least 2 round trips to Paris for the launch event in November 2018 and a restitution event that may be organized in 2019) as well as payments terms (schedule, method of payment, payment term).