

New employment: Promoting rights of digital workers in Serbia

Open Call for Proposals

Introduction

This Open Call for Proposals (further: OCP) invites organizations to apply for partnership funding within the Project: *New employment: Promoting rights of digital workers in Serbia*, led by the Public Policy Research Center, implemented in partnership with Confederation of Autonomous Trade Unions Of Serbia, Trade Union Confederation Nezavisnost, Digital Community and Association for Labour Law and Social Security Serbia. Project is co-financed by the European Union through the External Actions of the European Union ref no. 2022t441-433.

This OCP will be open from **May 15th to June 15th, 2023**.

The total available budget within this CFP is **20.000 EUR**, and the expected maximum grant awarded per selected applicant is up to **5,000 EUR**. **3 to 5 grants** will be awarded in total, for **project duration up to 12 months**. Anticipated starting date of the projects is the **July 15rd of 2023**.

The project can be implemented in any period from July 2023 to July 2024.

All applicants are asked to read this document thoroughly, and submit their questions before **May 26th 2023**, while the list of all the answers will be sent to all organizations by **May 31st 2023**.

Deadline for submission of applications is **June 15th 2023, 17.00 (CET)**. Applications received after the anticipated deadline will not be considered.

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1. Context

The rise of the digital economy has become a topic of broad debate among national and international actors, expert circles, legislators, and societies. The novelty of the phenomenon, its wide overspread during the COVID-19 pandemic, and the slow pace of creating regulatory responses, especially in the domain of new forms of work that have arisen with the emergence of the digital economy, have all created preconditions for often contradictory interpretations, controversy, and even stigma on platform workers. The inability of national governments to address the new situation and recognize the positives as well as challenges related to new forms of work often led to rigid, one-sided, and inadequate interpretation of the current legislation and subsequent protests like in the case of Serbian freelancers. The similar pattern unfolds when it comes to on-location platform workers whose above-average earnings often obscure the precarious conditions in which they work.

The action “New employment: Promoting rights of digital workers in Serbia” led by the Public Policy Research Center, implemented in partnership with the Confederation of Autonomous Trade Unions Of Serbia, Trade Union Confederation Nezavisnost, Digital Community, and Association for Labor Law and Social Security Serbia aims to create a systematic response to these challenges by promoting legal and political solutions that are adequate for the needs of Serbian platform workers and in line with the latest EU trends. The action seeks to facilitate coalition formation and demonstrate the strength of collective representation and, finally, reverse the public narrative towards the rights of digital workers, which have been neglected in the media and public discourse.

In line with these goals, the action seeks to expand the group of actors advocating for digital workers' rights by engaging various CSOs (including NGOs, media, artistic communities, and similar) interested in improving the general understanding of platform work and raising awareness of the challenges faced by platform workers through advocacy and awareness-raising campaigns, consultations and meetings with stakeholders, and capacity building activities.

The aim of this sub-granting scheme is to create a more favorable public narrative on digital workers' rights and obligations, leading to greater public pressure and support for their equal treatment.

2. Objectives of the Open Call for Proposals

The overall objective of the call of proposals is to broaden and strengthen the pool of actors and raise general understanding of rights of workers in digital economy in Serbia.

The specific objectives of the call for proposals are:

- To advocate for improved rights of digital workers in Serbia
- To improve general understanding and mobilize support to equal rights of digital workers in Serbia
- To support activities and facilitate establishment of workers’ associations and unions
- To raise general awareness of citizens on the issues relevant to digital labor rights

The expected outputs are:

- Improved understanding of the social and economic rights of digital workers
- Increased public pressure and support to equal treatment of digital workers in labor market
- More favorable public narrative on digital workers’ rights and obligations
- Increased number and capacities of digital workers’ associations and advocates

3. Supported activities

Types of actions that are eligible for funding (fixed list):



- a) Advocacy and awareness-raising campaigns;
- b) Production of media and/or artistic content;
- c) Consultations, roundtables and meetings with stakeholders;
- d) Facilitating policy dialogue (with political parties, public institutions, expert community, media)
- e) Capacity building (training, mentoring, expert advice, networking, communication).

All actions must take place in Serbia. Duration must not exceed 12 months. All projects must foresee planning, human resources, budget and other appropriate measures for the monitoring of the proposed action.

All applicants must take steps to publicize the visibility of the EU in line with the Requirements for Visibility Communication for European Union External Actions laid down and published by the European Commission.

4. Technical Approach

Each CSO receiving financial support will sign a third-party agreement, prepared by CENTER, outlining their obligations and delivery schedule. The grantees will be provided with project monitoring assistance by CENTER throughout all stages of their individual local project implementation.

The awarded applicants will be invited to participate in other relevant activities within the project *New employment: Promoting rights of digital workers in Serbia*, especially in public events organized by the project.

5. Partnership Project Amount and Duration

The total available budget within this Open Call for proposals is **20,000 EUR**. The minimum expected grant awarded is **3,000 EUR** and a maximum expected grant awarded per selected applicant is **5,000 EUR**. 3 to 5 grants will be awarded in total.

Projects should last between **4 and 12 months**.

Anticipated starting date of the projects is the **July 15th of 2023**. The partnership consortium reserves the rights to postpone the anticipated starting date, although not further than **July 28th 2023**.

The project can be implemented in any period from July 2023 to July 2024

All applicants will be informed on the outcome of the selection process by the **July 3rd 2023**. The complaints might be submitted in 7 days after the results were announced i.e. **July 11th, 2023**.

6. Application Format

In order to apply for funding, all the applicants are obliged to submit the following documentation:

- **Application form** (narrative), as a signed PDF document;
- **Budget and budget justification**, as a signed PDF document;
- **Partner Vetting Form**, submitted in Word form
- **Proof of registration from the Serbian Business Registers Agency**
- **latest available financial statement**

If any of the documents are missing from the application, the Selection and Evaluation Committee will disregard the application.

All applicants are invited to submit their application documentation either in Serbian or in English. Applicants are asked to use font Calibri, pt. 11, line spacing – single.



УДРУЖЕЊЕ ЗА
РАДНО ПРАВО И
СОЦИЈАЛНО ОСИГУРАЊЕ
СРБИЈЕ



САВЕЗ САМОСТАЛНИХ
СИНДИКАТА СРБИЈЕ



Дигитална
Заједница



УЈЕДИЊЕНИ ГРАНСКИ СИНДИКАТИ
NEZAVISNOST

7. Evaluation Criteria

Applications will be evaluated in accordance with the following criteria:

| Criteria | Maximum Score |
|---|---------------|
| <ul style="list-style-type: none"> ● Relevance of the proposal to the objectives of the Call for Proposals and relevance of the proposal to meet the needs of the target groups | 30 points |
| <ul style="list-style-type: none"> ● Effectiveness and feasibility of the action - clear links and consistency between objectives, estimated results, proposed activities and strategy; | 20 points |
| <ul style="list-style-type: none"> ● Financial and operational capacity to autonomously undertake the proposed activities - an elementary level of organizational and managerial capacity will need to be demonstrated; | 20 points |
| <ul style="list-style-type: none"> ● Impact and stakeholders' involvement | 10 points |
| <ul style="list-style-type: none"> ● Involvement of vulnerable groups and gender-related issues - proposals need to take into consideration the needs of the vulnerable groups | 5 points |
| <ul style="list-style-type: none"> ● Sustainability - proposals clearly stating how they will be sustainable after the completion of the action | 5 points |
| <ul style="list-style-type: none"> ● Budget and cost effectiveness of the action – ratio between estimated cost and expected results must be satisfactory | 10 points |

The Evaluation Committee will pay attention to geographic and thematic diversity of the grants, while respecting the principals of equal opportunities and inclusiveness.

8. Eligible Applicants

The applicants for sub-granting must:

- be registered or non-registered civil society organisation¹ (including non-governmental organisations) established in Serbia

¹ The broadest possible understanding about civil society organisations is applied under this call for proposals, as defined in 1999 by the European Economic and Social Committee (CES/1999/851) and further detailed by both the EESC (CES/1999/851, CES/2000/81) and the EC (COM/2002/0704 final, COM/2005/0290 final).

- Preferably have an annual turnover of less than 50,000 EUR but not restricted
- have proven experience in the area of labour, economic, social and/or human rights
- be directly responsible for the preparation and management of the action.

Co-applicants (if any) have to fulfill the same eligibility criteria.

The call for the applicants is made public through the project platform (website page of the CENTER); partner organizations' websites, civil society networking platforms and via project social networks and email lists.

All applicants should submit just 1 application. Multiple applications from one entity will not be considered.

Cost-share (match funding) is not required.

By applying for this call, applicants agree to:

- Engage with the CENTER in a collaborative process for the development of the final project;
- Participate in a vetting process, and a joint analysis of capacities to deliver the project.

9. Eligible and ineligible costs

The following costs are eligible:

- The cost of staff assigned to the project, corresponding to actual gross salaries including social security charges and other remuneration-related costs; salaries and costs shall not exceed those normally borne by the beneficiary, unless it is justified by showing that it is essential to carry out the project;
- Travel and subsistence costs for staff and other persons taking part in the project, according to its rules and regulations or the rates published by the European Commission at the time of such mission if reimbursed on the basis of simplified cost options;
- Purchase costs for supplies specifically for the purposes of the project;
- Costs of consumables;
- Costs entailed by contracts awarded by the Beneficiary(ies) for the purposes of the project;
- Costs deriving directly from the requirements of the Contract (dissemination of information, translation, reproduction, etc.) including financial service costs (in particular the cost of transfers and financial guarantees where required according to the Contract);

The following costs are not eligible:

- Debts and provisions for losses or debts;
- Interest owed;
- Items or activities already financed in another framework;
- Purchases of land or buildings;
- Currency exchange losses;
- Taxes, including VAT;
- Credit to third parties.

10. Questions, and Submission Instructions

All communication related to request for application should be sent to [\[office@publicpolicy.rs\]](mailto:office@publicpolicy.rs).

If you have **questions**, please submit those questions to [\[office@publicpolicy.rs\]](mailto:office@publicpolicy.rs) by **May 26th 2023**. The CENTER will provide all responses to all questions to all invited applicants by **May 31st**. In order to ensure that this Call for Proposals process is fair, questions asked outside this formal Q&A process will not be answered.

Please submit your application to [\[office@publicpolicy.rs\]](mailto:office@publicpolicy.rs) by **June 15th 2023, 17.00 (CET)**. Applications submitted after this time may not be considered.

11. Selection Process

The receipt of each application will be acknowledged via email within 24 hours of submission.

The application process will be completed electronically and results will be published on the project platform.

The selection of the application will be based on the evaluation criteria described in section 7 of this Call for Proposals. The Evaluation Committee, consisting out of 3 independent experts, 4 representatives of project partners and the CENTER will meet in person or on Zoom, evaluate all the applications based on the evaluation criteria. The CENTER will communicate the results to applicants on **July 3rd 2023**.

3 to 5 selected applicants will need to provide additional information, participate in CENTER due diligence procedures and necessary donor vetting and approvals.

Anticipated starting date of the projects is **July 15th 2023**. The partnership consortium deserves the rights to postpone the anticipated starting date, however not further than **July 28th, 2023**.

12.No Payment and Cofinancing

No payment is required to submit an application in response to this Open Call for Proposals.

13.Annexes

1. Application form (project narrative)
2. Budget and budget justification (narrative budget)
3. Partner Vetting Form



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