

## Call for Tender

### Specific research on the labor impact of new mobility concepts

IndustriALL Global Union, the International Transport Workers' Federation and UNI Global Union in collaboration with the Friedrich-Ebert Foundation would like to contract for the production of a research report on the labor impact of new mobility markets in the urban environment on traditional mobility providers (automotive, public transport, ...) and for new business actors.

#### 1. Background

- 1.1. The global passenger mobility market has been dominated for a long time by individual mobility, public transport, airline networks and different sorts of taxi services. On the manufacturing side, huge vehicle producers, mainly two airplane companies and a manageable number of train and tram manufacturers made up for most of that side of the market. A considerable portion of the workers in this market are unionized with decent pay and working conditions. This holds true particularly for larger parts of the public transport sector and the automotive industry.
- 1.2. A variety of technological developments, climate change and altering mobility trends have started to transform the mobility sector.
  - 1.2.1. Climate change and resulting emission regulations and traffic restrictions promote the introduction and use of shared mobility and intermodal mobility services. These new services are often offered by private companies, or in partnership with public transport companies.
  - 1.2.2. The growing world population and the continuing trend of rural depopulation lead to ever growing mega cities everywhere on the globe. New mobility concepts are indispensable to ensure both decent living standards (in particular air quality) and the avoidance of gridlocks.
  - 1.2.3. For many decades, individual mobility and therefore the share of cars per inhabitants was continuously growing. Today, younger generations set a new trend as they favor public transport and shared ride-hailing services over the ownership of a car.
- 1.3. New competitors from the technology and data industry have entered the mobility market and they significantly challenge the business models of the traditional market players. The increased connectivity of vehicles can lead to a situation where the bigger portion of value added and profitability shifts away from the traditional players to those new market entrants.
- 1.4. The automotive industry has implemented business strategies aiming at the transformation of their business model from vehicle manufacturing to comprehensive mobility providers.
- 1.5. The digitization of mobility systems is likely to further accelerate the process of privatization in the domain of public transport, which has already initiated a process where decent and permanent employment contracts are transformed into precarious jobs.
- 1.6. Transformation and digitization processes in other sectors (e.g. media, banking, insurance companies, IT, etc.) indicate that processes of broad restructuring, in particular related to digitization, have led to a decrease of unionized jobs covered by collective bargaining agreements and to an increase of precarious employment relations, including informal jobs. Young workers suffer from this trend the most as

they grow up in a labor market that offers no security, often coupled to an insufficient income.

- 1.7. While trade unions are rather experienced in defending traditional jobs and working conditions, e.g. through negotiation or even concessionary bargaining, they often find it difficult to develop concepts that fit non-traditional work environments and are attractive to workers in that segments of the labor market.
- 1.8. The transformation process leads to new skill requirements. Existing employees require either re-skilling or up-skilling, as they otherwise risk to lose their employment. In the latter case, they will then be either replaced by new hires who possess the required qualifications and/or by robots.

## 2. Objectives of the research

### 2.1. The research as part of the overall project

The ongoing and expected changes on the mobility markets (see above) have far reaching consequences for workers and trade unions:

Regarding the latter we will have to distinguish between three areas:

- 2.1.1. Areas where workers are (traditionally) highly organized in trade unions with significant bargaining power, such as the automotive industry and the public transport sector. Going forward, those unions have to face a double challenge: The challenge to protect their traditional members and the concurrent challenge of growing into the new business areas of the mobility sector.
- 2.1.2. Service-related areas where workers are organized to a lesser extent and where the main struggle (today and in the future) is about decent working conditions and pay.
- 2.1.3. New business areas (IT, IT infrastructure, sensor and radar technology etc.) where workers are mainly unorganized and where (new) unions will need to invent (new) strategies that speak to the needs and interests of these workers.

To support trade unions in their strategic preparations for a broad representation of workers' interests and the defense of their rights on the future mobility markets in the above mentioned areas, an analysis of the labor impact (consequences for workers and jobs) of the new mobility markets is required.

### 2.2. Guiding research questions/assumptions

- 2.2.1. In what areas will new jobs be created and about how many?
- 2.2.2. In what areas will old jobs be lost and to what extent?
- 2.2.3. Is there any correlation between the process of job creation and job losses?
  - 2.2.3.1. If so, what is the correlation?
  - 2.2.3.2. If so, how can the existing workforce be re- and upskilled to meet the requirements of the new jobs?

2.2.4. What are the main conclusions, hints for trade unions in their strategic adaptation to the needs of the new mobility markets?

### 2.3. Research area

As '**Mobility as a Service (MaaS)**' and '**big data**' are expected to be the main game changers in the mobility sector the research should clearly focus on the consequences of these aspects and the related new business models.

In this context, the following parameters shall help to narrow down the research field:

2.3.1. Urban / mega city environment (based on one example from the global north and one from the global south?)

2.3.2. Analysis of MaaS in both areas of application

2.3.2.1. **Passenger mobility**

2.3.2.2. **Commercial services** (mainly delivery)

2.3.3. New jobs / old jobs

2.3.3.1. What types of jobs will be created due to growing MaaS in the following sub-sectors?

2.3.3.1.1. IT

2.3.3.1.2. Technicians

2.3.3.1.3. Services

2.3.3.1.4. ...

2.3.3.2. What impact will this have on existing jobs?

2.3.3.2.1. In the automotive industry

2.3.3.2.2. In public transport

2.3.3.2.3. In urban infrastructure services

2.3.3.2.4. In the service sector

2.3.3.2.5. ...

2.3.4. Power relations and business models

2.3.4.1. Will there be one business sector (e.g. IT providers) that will clearly dominate the future mobility markets? Or will there be rather balanced powers between IT, manufacturing industry, mobility providers, infrastructure providers etc. due to an extensive interrelationship and cooperation between the different business providers and market participants?

2.3.4.2. What role will the collection and usage of 'big data' play on future mobility markets and in how far will it decide on the market power of a certain (group of) provider(s)?

2.3.4.3. Is the mobility market expected to be dominated by a few powerful groups of undertakings or will a larger number of SMEs play a key role as well (combined with the related market power)?

## 3. Performance Specifications

3.1. The research report will be expected to fulfill the above-mentioned objectives with at least 50-70 pages.

3.2. The researcher shall be available for a minimum of three and maximum of five online events/workshops/webinars and present/discuss the research results based on PowerPoint presentations with the affiliates of the Global Trade Union Federations launching this research.

- 3.3. Language: The expression of interest, including related documents, shall be prepared in English. Applications in other languages will not be accepted. The language of the research report is English.
- 3.4. The research shall go beyond a pure desk study and therefore include a few interviews with relevant stakeholders. Due to COVID 19 all research and interviews will be done remotely.

#### 4. Eligibility criteria/profile of researcher

- 4.1. The researcher shall have a strong background in sciences related to transport systems, concepts, planning and mobility.
- 4.2. The researcher shall have profound knowledge of future urban transport concepts and the main (future) business providers (private and public).
- 4.3. Furthermore, the researcher shall have a deep understanding of the labor dimension on urban mobility markets.
- 4.4. The researcher shall have a positive attitude towards trade unions and a good knowledge of their structures, functioning, interests etc.
- 4.5. Interview skills
- 4.6. Ability to present concepts/ideas in accessible language and use of graphics/illustrations.

#### 5. Time plan

- 5.1. 24 September 2021: Publication of the call for tender
- 5.2. 29 October 2021: Deadline for applications
- 5.3. 08 November 2021: Contract will be awarded to the best applicant
- 5.4. 12 November: Discussion of research guidelines with the elected researcher
- 5.5. 28 February 2022 Submission of the first draft of the research
- 5.6. 18 March 2022: Feedback from the project steering group to the researcher based on review of the draft
- 5.7. 15 April 2022: Submission of the final research report

#### 6. Application procedure

- 6.1. Write a cover letter that provides a brief outline of your competencies and experiences in doing similar work / provide your CV.
- 6.2. Provide a proposed work plan and an indicative budget for doing the research - including the research methodology (please stick to the timeline outlined in the TORs).
- 6.3. Email the Cover letter, CV, proposed work plan and budget to undertake the research and submit to Georg Leutert at [gleutert@industrial-all-union.org](mailto:gleutert@industrial-all-union.org)

#### 7. Award Criteria

All applications that have submitted all required documents will be reviewed by IndustriALL.

- 7.1. Quality (70%).
- 7.2. Price (30%).
- 7.3. The offer with the highest value obtained using this formula will be regarded as the most economically advantageous tender.

Gender: IndustriAll Global Union strives to increase the number of female researchers/activist in academia, science, trade union education and activism. Applications from female researchers are therefore explicitly welcome. Applicants will be notified accordingly.

For further information, please contact Georg Leutert at [gleutert@industrial-all-union.org](mailto:gleutert@industrial-all-union.org)