



Bilbao, 21 May 2018

Our ref: **PRU**(2018) D/909

EVALUATION REPORT

1 Contract references

Title of contract: ESENER 3

Reference: EUOSHA/2017/OP/F/SE/0048

Contracting authority: EUOSHA

Type of procedure: Open

2 Working method

The evaluation was performed by an evaluation committee appointed by the responsible authorising officer.

The members of the evaluation committee have held meetings according to the following schedule:

Date	Place	Topic discussed
11/04/2018	EUOSHA premises	Evaluation of the exclusion and selection criteria
26/04/2018	EUOSHA premises	Evaluation of award criteria

3 Access to market

The evaluation committee examined whether the tenderers have access to the market of the European Union pursuant to Articles 119 and 120 of the Financial Regulation.

All of them were found to have access to EU public procurement contracts. The results of the verification are as follows:

No	Name	Place of establishment or domicile	Access to market	Comments
1	[REDACTED] Registry(2018)A/981	[REDACTED]	Yes	No comments
2	[REDACTED] Registry(2018)A/982	[REDACTED]	Yes	No comments
3	[REDACTED] (Registry(2018)A/983	[REDACTED]	Yes	No comments
4	[REDACTED] (Registry(2018)A/991	[REDACTED]	Yes	No comments
5	[REDACTED] (Registry(2018)A/1050)	[REDACTED]	Yes	No comments

4 Verification of exclusion criteria (declaration)



The provision of declarations on honour, dated and signed, stating that the tenderers and subcontractors as provided in the tender specifications are not in one of the exclusion or rejection situations referred to in Articles 106 and 107 of the Financial Regulation, has been verified.

The results of the verification of exclusion criteria are as follows:

No	Name	Declaration received in due form	Further request (date + ARES reference)	Accepted, rejected or excluded	Comments
1	[REDACTED] Registry(2018)A/981	No	13 April 2018 PRU(2018)D/685	Accepted	The declaration of honour from one of the consortium partners [REDACTED] had not been duly filled in. It was provided filled in, signed and stamped via email on 18 April 2018, REG(2018)A/1177
2	[REDACTED] (Registry(2018)A/982	Yes			
3	[REDACTED] (Registry(2018)A/983	Yes			
4	[REDACTED] Registry(2018)A/991	Yes			
5	[REDACTED] (Registry(2018)A/1050)	Yes			

5 Verification of selection criteria (declaration)

The provision of declarations on honour, signed and dated, stating that the tenderers and subcontractors as provided in the tender specifications fulfil the selection criteria has been verified.

As requested in the procurement documents, the following tenderers were asked to provide the following documents for the purpose of verification of selection criteria:

- No 1 PRU(2018)D/685 request to [REDACTED] on 13 April 2018 to provide the duly signed declaration on honour on exclusion and selection criteria for consortium partner [REDACTED]

The document has been requested by e-mail with the above Adonis number. Tenderers were asked to provide the document within 7 days.

The following tenderers provided the documents requested in the procurement documents:

- No 1 REG(2018)A/1177 from [REDACTED] on 18 April 2018.

The results of the verification of selection criteria are as follows:



No	Name	Declaration received in due form [and documents required in the tender specifications]	Further request	Accepted or rejected	Comments
1	[REDACTED] (Registry(2018)A/981	No	13 April 2018 PRU(2018) D/685	Accepted	
2	[REDACTED] (Registry(2018)A/982	Yes			
3	[REDACTED] (Registry(2018)A/983	Yes			
4	[REDACTED] (Registry(2018)A/991	Yes			
5	[REDACTED] (Registry(2018)A/1050)	Yes			

6 Compliance with technical specifications

Compliance of tenders with the tender specifications was checked.

All tenders were found to be compliant with the minimum requirements of the tender specifications. The results of the compliance check are as follows:

Tender No	Name	Compliant	Comments
1	[REDACTED] (Registry(2018)A/981	Yes	
2	[REDACTED] Registry(2018)A/982	Yes	
3	[REDACTED] (Registry(2018)A/983	Yes	
4	[REDACTED] Registry(2018)A/991	Yes	
5	[REDACTED] (Registry(2018)A/1050)	Yes	

7 Evaluation of award criteria

Requests for correction of obvious clerical errors have been sent on 30 April 2018 by email PRU(2018)D/786 in accordance with Article 96(2) of the Financial Regulation to each concerned tenderer with a time limit of 7 days to provide a reply.

The following tenderers provided the requested corrections:

- No 3 [REDACTED] on 4 May 2018 REG(2018)A/1345

The final tenders were evaluated and ranked on the basis of the announced award criteria without modification. Detailed evaluations are attached as an Annex.

8 Abnormally low tender(s)



Not applicable

9 Score and ranking

Detailed marks per tender:

Tender No	Name	Criterion 1 Max 30 Min 15	Criterion 2 Max 35 Min 18	Criterion 3 Max 35 Min 18	Total score for quality criteria	Reaches or not minimum scores
1	[REDACTED] (Registry(2018)A/981)	16	20	24	60	Yes
2	[REDACTED] (Registry(2018)A/982)	18	24	25	67	Yes
3	[REDACTED] (Registry(2018)A/983)	21	29	31	81	Yes
4	[REDACTED] (Registry(2018)A/991)	22	25	27	74	Yes
5	[REDACTED] (Registry(2018)A/1050)	27	33	34	94	Yes

The tenders that passed all minimum quality levels are ranked following the formula indicated in the tender specifications:

Score for tender = Quality score of the tender*0.70 + (lowest price offer/price offer of tender)*100*0.30

Tender No	Name	Total score for quality criteria (Quality score*0.70)	Price of the tender	Score for price (Financial score*100*0.30)	Final score	Ranking
1	[REDACTED] (Registry(2018)A/981)	42.00	€3,646,440.00	28.81	70.81	5
2	[REDACTED] (Registry(2018)A/982)	46.90	€4,229,612.00	24.84	71.74	4
3	[REDACTED] (Registry(2018)A/983)	56.70	€3,501,654.80	30.00	86.70	2
4	[REDACTED] (Registry(2018)A/991)	51.80	€4,277,630.00	24.56	76.36	3
5	[REDACTED] (Registry(2018)A/1050)	65.80	€4,329,100.00	24.27	90.07	1



10 Award

Considering the results of the evaluation as described above, the Evaluation Committee proposes to award the contract to the following tenderer:

Tender No 5

Kantar Public

Kantar Deutschland GmbH

Landsberger Strasse 284

80687 Munich

Germany

Price: EUR 3,060,700

The proportion of the contract to be subcontracted is estimated to be 70% of the contract value.

The above-mentioned tender is compliant with the tender specifications and offers the best price quality ratio.

The Early Detection and Exclusion System has been checked.



Name, date and signature of the evaluation committee members:

Name	Department	Date	Signature
	PRU	21/05/2018	
	NET	21/05/2018	
	PRU	21/5/2018	
	PRU	21/5/2018	
	PRU	21/05/2018	

Open tender procedure EUOSHA/2017/OP/F/SE/0048– Technical evaluation:

CRITERION	COMMENTS
CRITERION 1 EFFICIENCY AND QUALITY OF THE PROJECT MANAGEMENT: - SCORE: 16 OUT OF 30 POINTS	
The approach to project management and work organisation, including the resource allocation, the feasibility of the proposed timetable and the contingency plan for unforeseen events or complications, including procedures for quality control an assurance. (10 points) 5	Strengths The overall approach to project management and work organisation are properly described also in terms of roles and responsibilities across partners. The proposed team is allocated to specific tasks (questionnaire, design and translation; sampling and weighting; scripting and data processing), under the direction of a Project Director supported by a Project Leader. Both Project Director and Project Leader are also responsible for Quality Control procedures. A comprehensive quality assurance plan is reported, including responsibilities and quality indicators and risks. Weaknesses The evaluation would have welcomed more clarity concerning the resource allocation, which is only presented for the core team. In addition to this, the number of days allocated to each core team member seems inconsistent with the type and number of tasks to be carried out and the overall duration of the project. While the roles and responsibilities of the core team are listed, the evaluation committee would have appreciated a description of the relationships between the task-based teams. Concerning the proposed timetable, the evaluation committee would have welcomed further details concerning the time between the pilot and main fieldwork (three months) as it may probably lead to fieldwork taking place in summer. The evaluation committee would have welcomed more details on the contingency plan. While the quality assurance is well explained, it was found to be a bit standard and not developed in view of the needs of ESENER-3.
Extent and quality of the core team, including the composition in terms of expertise and skills, allocation or roles and responsibilities of all team members as well as resource back-up (10 points) 5	Strengths The offer presents a good mix of skills in terms of project management, reporting and technical expertise in terms of CATI/CAWI implementation and management, as well as OSH expertise.

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	Weaknesses More clarity would have been welcomed as to the roles of the core team members and the relationships between them. Concerning the composition of the core team, greater expertise would have been expected specifically in the management of large, international surveys. The evaluation committee expressed concern over the limited number of days allocated to the project director and the project manager, which do not seem appropriate for the specificities of ESENER-3. More expertise on sampling and weighting would have been expected and a greater allocation in terms of number of days of the appointed team members. The evaluation committee would have welcomed details on the allocation of number days for the non-core team members. The proposal does not include a resource back-up plan.
Quality of the proposed network of fieldwork research centres, the national project managers and the fieldwork supervisors (10 points) 6	Strengths The proposal covers all the countries as required in the tender specifications through the subcontracting to fieldwork provider [REDACTED] which operates from four hubs ([REDACTED], [REDACTED] and [REDACTED]), and for each hub a Project manager and a Fieldwork supervisor are appointed. The interviewers are native speakers and for each country there is a native evaluator for quality control purposes. The number of CATI workstations (350) is deemed to be enough for the requirements of the survey. Weaknesses Division of responsibilities between the hubs needs to be clear. The split of interviewers covering the same country across different locations can result in lack of coordination and the evaluation committee expressed some doubts about it. The involvement of interviewers with two months of experience is not deemed to be sufficient for the requirements of this project.
Quality of the proposal to the questionnaire revision, including the suggested approach to new topics, the strategy to gather information from non-respondents and the pre-test (10 points) 4	CRITERION 2 WORK PACKAGE A: QUESTIONNAIRE AND SAMPLING : - SCORE: 20 OUT OF 35 POINTS Strengths The proposal looks into marginal improvements in the introduction and contact phase of the survey as well as on the instructions for the interviewers. The offer considers oversampling of micro establishments in the pre-test, 15 out of the 25

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	proposed. Weaknesses The proposal to the questionnaire revision was deemed to be weak by the evaluation committee, with few details given beyond the criteria for the literature review for new topics and outcome questions. On comparability, the evaluation committee would have expected more details, particularly regarding MSEs. Similarly, more would have been welcomed on gathering information from non-respondents. The approach to the pre-test was not sufficient. The evaluation committee expressed concerns over carrying out the interviews in English only, as this prevents from testing the cultural components and the specific language nuances.
Quality of the adaptation of the national questionnaires –while ensuring international comparability-, including the national ad-hoc modules, as well as the proposed approach to translation and the pilot test (10 points) 6	Strengths The overall approach to the translation, led by [REDACTED] an applying the TRAPD approach, is deemed to be very sound and relevant, in line with the technical specifications. The description of the proposal to the national ad-hoc modules meets the requirements of the technical specifications. For the pilot test, at least 10 micro establishments (out of 30) are proposed to be interviewed in each of the countries. Most of the interviewers involved in the pilot will be in [REDACTED] in order to minimize the number of trainings and to let the core team listen to the pilot questionnaires. Weaknesses The approach to the national ad-hoc modules is in line with the technical specifications but additional details would have been welcomed by the evaluation committee. The overall approach to the pilot was very succinct and more details would have been appreciated by the evaluation committee.
Quality of the sampling strategy, including the proposed business registers, the sampling design in view of minimising selection bias and the potential impacts on comparability with ESENER-2 (15 points) 10	Strengths The evaluation committee valued positively the general approach to the sampling strategy, building on the experience from ESENER-2. There is a relevant discussion on reliability, which affects the stratification of national samples across sector and size classes. The tenderer appears to propose a disproportionate stratification by size and to have it too by sector in the countries with less than 750 interviews, in view of increasing the reliability of the findings for small sectors. There is a sound round up of the required data sources, including an estimation of the

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	missing data to estimate the number of establishments, combining the SBS and the LFS. A relevant point is made on the type of distribution function of establishments across size classes. There is a relevant approach to the sample plans per country, aiming to minimise the variance of design weights. The offer argues that the minimum sample size per country should at least be 672 (96 x 7). Further to this, the offer proposes to include the age of the establishments in the weighting. The proposed sample frames are provided by Sample Solutions and are at the establishment level – which is positive – and the approach is centralised, together with [REDACTED] There is a proper description of the comparability of the proposed approach, arguing that the changes – sample frames, screening for non-existing numbers, improvements in contact phase – will increase the reliability of the findings and hence, there will be an effect on comparability. Weaknesses While the proposal is relevant, the evaluation committee would have welcomed more clarity regarding the final sample design proposed. In line with this, more information would have been welcomed about the establishment level sample frames provided by [REDACTED]
Quality of the strategy for fieldwork preparation, particularly the approach to training and the contact strategy for reducing non-response, including the online module (10 points) 7	CRITERION 3 WORK PACKAGE B: TRAINING , IMPLEMENTATION AND DELIVERY: - SCORE: 24 OUT OF 35 POINTS Strengths The evaluation committee valued positively the use of a centralised data collection platform [REDACTED], both CATI and CAPI, which enables the 'real-time' tracking of the sample, recording information on contacts and non-contacts. Similarly, the proposed approach to the programming of the master questionnaire is sound. There is a training seminar proposed with the core project team, the director of operations and the quality control manager of [REDACTED] plus site managers and two supervisors from each hub. Also, two fieldwork briefings are envisaged (for the pilot and the main fieldwork), held by a member of the core team, site manager and native supervisor. The evaluation committee appreciated the proposed approach to improving the contact strategy. Offering 15 call attempts, over different times and days and targeted to sector practices, sending the introduction letter while on the phone with the gatekeeper or respondent, are relevant proposals. For the online questionnaire, the monitoring of invitations sent out during fieldwork is well

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	explained, with a reminder after three days, and a follow-up to non-response on day 8. Subject to additional quality control measures, respondents may be called back.
Quality of the proposed fieldwork execution, describing the overall approach to guarantee high-quality interviews and minimise non-response bias including the monitoring, control and reporting of the fieldwork process (15 points) 10	Weaknesses The evaluation committee would have welcomed more details concerning the training. It was deemed to be general for the interviewer tasks. It is not entirely clear to the evaluation committee when CAWI is to be offered, only as a last resort or before – if the respondent has not enough time on the phone. Strengths Fieldwork is to be carried out from four main hubs, with native interviewers. In addition to this, native evaluators are appointed for each country, which is valued positively by the evaluation committee. There is a sound approach to sample monitoring – by cell – which is centralised and performed on a daily basis, and envisaging an assessment when 80% threshold has been reached. There is online access to real-time progress per country, plus weekly updated reports. There is a good, centralised approach to quality control, checking 11-12% of all interviews conducted and introduction conversations. Depending on the fieldwork phase control is to focus on different issues. For CAWI, a verification call is proposed for outliers – expected for 15-20% of CAWI interviews –, performing a check of four questions. Weaknesses The evaluation committee would have welcomed more clarity regarding the location of the national teams of interviewers and whether national teams are spread across different hubs. Strengths The approach to data coding is compatible with ESENER-2 and matches the requirements of the technical specifications. Where applicable, consistency checks will be programmed in the questionnaire. Data validation to be performed at variable and respondent level. The offer proposes validation rules to be integrated as part of the CATI programming plus an SPSS syntax to be agreed with EU-OSHA for post-hoc validation, which is sound. The evaluation committee valued positively the point on the data to be stored in [REDACTED] for two years. The approach to weighting follows the one adopted in ESENER-2, with the use of generalised regression estimation methods for post-stratification weights. The auxiliary
Quality of the approach to data processing, delivery and storage, including weighting and the impact on comparability with ESENER-2, as well as the reporting (10 points) 7	



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	variables are establishment age and region. The offer proposes to add answers related to the willingness to cooperate (perception of interviewer added at the end of each interview). A discussion of the comparability between weighting in ESENER-2 and ESENER-3 is provided too, which the evaluation committee appreciates.
	Weaknesses While the data validation, processing, storage and delivery are presented, additional details would have been appreciated by the evaluation committee, also for the weighting approach and the reporting.
TOTAL 60 OUT OF 100	

Signed by:

PRU

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CRITERION	COMMENTS
CRITERION 1 EFFICIENCY AND QUALITY OF THE PROJECT MANAGEMENT: - SCORE: 18 OUT OF 30 POINTS	
The approach to project management and work organisation, including the resource allocation, the feasibility of the proposed timetable and the contingency plan for unforeseen events or complications, including procedures for quality control and assurance. (10 points) 6	Strengths There is a detailed description of the approach to the work organisation and the project management, which is deemed sound by the evaluation committee. The proposed timetable seems feasible and in line with tender requirements The evaluation committee appreciates the contingency plan, with a description of the resource back-ups. There is a sound and detailed approach to quality control, including the appointment of a quality director, and along the criteria of the ESS, with a detailed quality assurance plan covering the risk assessment and mitigating action per task, including responsibilities for deliverables and quality indicators. Weaknesses While there is a clear description of the roles of the supporting partners/subcontractors ([REDACTED] and [REDACTED]), the evaluation committee would have appreciated more clearly as to the specific roles and responsibilities within the core team ([REDACTED] and [REDACTED]). Further to this, it would have been welcome to have more details on the relationship between the task-based sub teams and the rest. Concerning the resource allocation, the evaluation committee expressed some difficulties to assess the number of days allocated to each team member and whether they are consistent with the type and number of tasks to be carried out. The information is provided per task rather than individual team member. While the risk assessment is very detailed, the evaluation committee has expressed some concerns about its coverage of the specificities of ESENER-3.
Extent and quality of the core team, including the composition in terms of expertise and skills, allocation or roles and responsibilities of all team members as well as resource back-up (10 points) 6	Strengths The evaluation committee valued positively the extent and expertise of the core team, particularly in terms of project management, as well as the proposed resource back-up.

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	Weaknesses As pointed out above, more clarity would have been welcome by the evaluation committee regarding the allocation of days for each team member. Some concerns were expressed about the mix of skills in the proposed team, which was deemed very strong for the project management, the pre-test and the translation. However, higher expertise would have been appreciated in terms of survey design, management and analysis, as well as thematic knowledge of OSH.
Quality of the proposed network of fieldwork research centres, the national project managers and the fieldwork supervisors (10 points) 6	Strengths The evaluation committee appreciates the coverage of all the countries as required in the technical specifications from the four hubs and the appointment of a project manager and fieldwork supervisor in each of the hubs. Further to this, a country coordinator and an operations manager are appointed too, which is valued positively by the evaluation committee. The number of workstations is about 350, which is consistent with the number of interviews to be carried out and the timeline proposed. The evaluation committee values positively the C1 English level of the project managers and fieldwork supervisors, and the deployment of native speaking interviewers of all the languages covered.
	Weaknesses The evaluation committee would have appreciated more details to this specific criterion. More clarity would have been helpful regarding the location of the managers and supervisors and while their experience is very relevant, more details as to who will be covering what country would have been appreciated. Also, the approach to quality control at [REDACTED] is very thorough but more tailoring to the specificities of ESENER-3 would have been appreciated. The evaluation committee expressed some concerns as to the participation of interviewers with two-month experience.
	CRITERION 2 WORK PACKAGE A: QUESTIONNAIRE AND SAMPLING : - SCORE: 24 OUT OF 35 POINTS
Quality of the proposal to the questionnaire revision, including the suggested approach to new topics, the strategy to gather information from non-respondents and the pre-test (10 points) 7	Strengths The approach to revise the questionnaire, proposing the questionnaire appraisal system, seemed relevant to the evaluation committee. Suggestions to revise the questionnaire along the lines of the tender specifications are presented and extensively explained.

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	The evaluation committee appreciated the proposals to review the questionnaire in order to increase the response rate, particularly looking at the survey introduction text. Similarly, the questions to ask to non-respondents and the justification of the proposal to focus on OSH management questions (bearing in mind response levels in ESENER-2) was positively valued by the evaluation committee. There is also a good understanding of surveying smallest establishments, adapting the introductory text and suggesting some interviewer hints for some specific items. The evaluation committee valued the point on focusing the efforts in reaching the target respondent as soon as possible instead of providing many details to gatekeepers. The approach to the definition of new questions was deemed sound, with a clearly defined criteria, and to be validated in the cognitive pre-test. The evaluation committee considered relevant the considerations made concerning the inclusion of outcome questions, trying to gather as much information as possible over the phone, offering the possibility to complete the missing information online. The approach to the pre-test is deemed strong, including the translation by [REDACTED] as well as the suggested country coverage. Thorough description, including the analytical framework template, process carried out by experienced researchers trained by [REDACTED] via webinar. Weaknesses While the approach to the pre-test is considered to be strong, further details would have been welcome on who will be interviewed and how respondents will be approached. While the criteria to define new questions is relevant, the specific examples to the new questions, which are in line with the ones included in the technical specifications, are deemed a bit vague. The two additional topics on nanomaterials and green jobs are appreciated by the evaluation committee but some concern was expressed about the proposed formulation of the questions.
Quality of the adaptation of the national questionnaires –while ensuring international comparability-, including the national ad-hoc modules, as well as the proposed approach to translation and the pilot test (10 points) 9	Strengths The overall approach to the translation, led by subcontractor [REDACTED] and applying the TRAPD approach, is deemed to be very sound and relevant, in line with the technical specifications. The evaluation committee valued positively the proposal to the national ad-hoc modules, with a maximum duration of two minutes and a recommendation to have them at the end in order to avoid order effects, which would affect comparability. The point to introduce the

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	module, particularly if there are repetitions with core questions, is appropriate. The aims and approach of the pilot test are relevant and positively valued by the evaluation committee. 30 interviews per country covering all sectors, sizes –oversampling of the micro establishments- with a view to test the functioning of CATI/CAWI, the questionnaire, non-response, the information from non-respondents, outcome questions, interviewers and quality control. Results to be used for any required changes to the questionnaire.
	Weaknesses The evaluation committee considered that inviting the Focal Points to the webinars, while being a reasonable idea, is probably not very realistic.
	Strengths The offers provides a list of sampling frames by country, updated from those used in ESENER-2, proposing some changes, which is positively valued by the evaluation committee. There is a sound introduction to sampling, based on the Total Error Model, accounting for some of the main issues. The offer proposes a multi stratified random sampling: 28 strata (4 size classes x 7 sector groups) as in ESENER-2 but provides an alternative, which would have benefited from more details and a critical assessment for a proper evaluation.
Quality of the sampling strategy, including the proposed business registers, the sampling design in view of minimising selection bias and the potential impacts on comparability with ESENER-2 (15 points) 8	Weaknesses As pointed out above, the sampling design was not entirely clear although the evaluation committee understood that the tenderer initially suggests to follow the same approach than the one in ESENER-2. The evaluation committee expressed concerns over the screening procedure to select one establishment in multi-unit companies. The suggested approach, snowballing, (asking companies to select the establishment to be interviewed), can lead to significant bias, as it is a non-random procedure. More details would have been welcome on the comparability with ESENER-2.
CRITERION 3 WORK PACKAGE B: TRAINING , IMPLEMENTATION AND DELIVERY: - SCORE: 25 OUT OF 35 POINTS	
Quality of the strategy for fieldwork preparation, particularly the approach to training and the contact strategy for reducing non-response, including the online module (10 points) 7	Strengths The overall approach to fieldwork preparation is positively valued by the evaluation committee. The use of a single software for managing the sample, contacting the units, programming the CATI and CAWI questionnaires and recording the data, across all

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	countries and for the whole survey is very relevant. There is a detailed description of the scripting of the master questionnaire and the translated versions (in CATI and CAWI), providing EU-OSHA the possibility to test the script, which is welcome by the evaluation committee. The data recording matrix template with all survey-related data and paradata is proposed to be the same as in ESENER-2. The evaluation committee appreciates the strategy to reduce non-response, specifically the management of the sample (sample releases by country, based on response rates) and focusing efforts on the harder to reach, which is sound. The contact strategy is relevant too, including the calling times, the 10 contact attempts per unit (with two exceptions, which are reasonable), plus the information email and the web page. Regarding the refusal conversion strategies, there is a fair point made on the limited information collected on the reasons for refusals in ESENER-2 and the possible reasons, with ways to overcome them, which is sound and relevant. The approach to training is presented with sufficient details and includes two seminars for managers and supervisors in English, plus group briefing for interviewers (one for each language). Interviewers are also trained to convert refusals and reduce non-response (contact strategy), which is valued positively by the evaluation committee.
	Weaknesses While the overall approach to training is sound, the evaluation committee found the proposed training seminars to be too short. The evaluation committee too expressed some doubts as to the option for respondents to visually follow the questionnaire on their screen during the interview, as it may be more confusing that clarifying. Concerning the offer of the online survey option, the evaluation committee was not entirely convinced about the proposal, suggesting to integrate it as a refusal conversion strategy rather than a last option for non-respondents.
Quality of the proposed fieldwork execution, describing the overall approach to guarantee high-quality interviews and minimise non-response bias including the monitoring, control and reporting of the fieldwork process (15 points) 10	Strengths Fieldwork is to be carried out by [redacted] from four hubs: [redacted] and [redacted]. The offer presents measures for fieldwork quality control, including the monitoring of interviewers –with the use of an integrated tool for fieldwork monitoring-, weekly reports, feedback sessions in case of negative results plus a series of measures to maximise response rates, which have been described too under 'Fieldwork preparation' and are deemed to be relevant.

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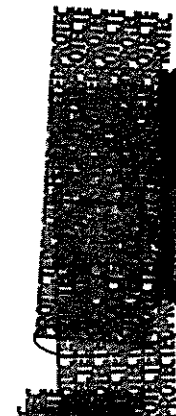
	Weaknesses The evaluation committee would have welcome further details to the proposed approach to fieldwork execution. The measures described to increase response rates, while reasonable, were deemed to be a bit standard. There is lack of clarity regarding the allocation of work and interviewers across the four hubs in terms of country coverage. There is also some confusion concerning the language coverage per country, which does not comply with the requirements set in the technical specifications.
Quality of the approach to data processing, delivery and storage, including weighting and the impact on comparability with ESENER-2, as well as the reporting (10 points) 8	Strengths The use of a single script and central data collection platform is positively valued by the evaluation committee as all interview data are accessible instantly. Concerning data validation, the use of a central script reduces part of data cleaning but the offer presents additional checks, such as interview duration (too short/long), double interviews, straight lining, consistency, item non-response (<40%), outliers, engagement,... which are deemed to be relevant by the evaluation committee. The approach to weighting is sound and well described, including the impact on comparability. Data processing process includes a screening phase, diagnostic phase and treatment phase, with the submission of a data file with all cases which failed the quality check procedures. A good point is made on the EU General Data Protection Regulation. The approach to the deliverables, the reporting and meetings is detailed and thorough, in line with tender requirements. Weaknesses The evaluation committee expressed some concerns as to the approach of the coding of the activity sector, which is automated using keywords after translation into English. The evaluation committee would have welcome details on the data storage.
	TOTAL 67 OUT OF 100

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Signed by:



PRU



NET



PRU



PRU

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CRITERION	COMMENTS
CRITERION 1 EFFICIENCY AND QUALITY OF THE PROJECT MANAGEMENT: - SCORE: 21 OUT OF 30 POINTS	Strengths There is a clear description of the organisations involved in the offer and the different teams that will be taking care of the tasks. There is a lead project manager appointed to contact with EU-OSHA and coordinate the core team and the national partners. Additionally there is a person in charge of quality control and risk assessment. Most of the units are located in Italy and the approach to project management is clear and quite centralised, which is valued positively by the evaluation committee. The proposed timetable is generally in line with the requirements set in the technical specifications. Weaknesses While the approach to project management is clear, more details would have been welcomed on how the different units will liaise among each other. The proposed timeline is feasible but the evaluation committee expressed concerns over carrying out fieldwork over the summer. The evaluation committee found the approach to quality control reasonable but it would have expected it to be more embedded in the proposal. More detail and tailoring to the specific needs and challenges of ESENER-3 would have been welcomed. Further to this, the approach to risk assessment and the contingency plan could have been expanded. The evaluation committee would have appreciated details on data protection. Strengths The evaluation committee values very positively the mix of skills and expertise of the core team. There is very high expertise on survey methodology, sampling and data analysis, as well as linguistics, with an appointed expert to read through the final reports. There is a reasonable allocation of resources (in terms of days) across all envisaged tasks, which is in line with the technical requirements.
The approach to project management and work organisation, including the resource allocation, the feasibility of the proposed timetable and the contingency plan for unforeseen events or complications, including procedures for quality control and assurance. (10 points) 7	Extent and quality of the core team, including the composition in terms of expertise and skills, allocation or roles and responsibilities of all team members as well as resource back-up (10 points) 7

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	Weaknesses The evaluation committee expressed concerns about the lack of resource back-ups. While the extent and quality of the core team was found to be very good, the evaluation committee would have welcomed a greater OSH expertise and involvement. The minimum English level required for those liaising with EU-OSHA is C1, which is not the case of the quality manager and the sample design and weighting leaders.
Quality of the proposed network of fieldwork research centres, the national project managers and the fieldwork supervisors (10 points) 7	Strengths The offer presents four hubs, covering all languages and countries. There are two [REDACTED] call centres in [REDACTED] and [REDACTED] plus two partner hubs in [REDACTED] and [REDACTED]. In each hub a project manager and a fieldwork supervisor manager are appointed. The latter report to the former and lead the country supervisors, who then liaise with the interviewers. The same software ([REDACTED]) is to be used for all interviews across all countries. The tenderer offers a centralised approach, explaining clearly its benefits in terms of consistency and harmonisation, which is deemed to be reasonable by the evaluation committee. The tenderer can offer 400 CATI workstations, appropriate for the technical requirements of ESENER-3. Weaknesses The evaluation committee expressed some concerns about the concentration of fieldwork in one of the hubs ([REDACTED]) covering up to 18 countries. Further to this, the same resources are allocated –in terms of local project manager and fieldwork supervisor manager days– across all four hubs, despite the different number of countries covered. More details on the coordination with the non-[REDACTED] hubs would have been welcomed. The evaluation committee expressed some doubts about the expertise of [REDACTED] which appears to concentrate more on telemarketing, direct marketing and market investigation.
Quality of the proposal to the questionnaire revision, including the suggested approach to new topics, the strategy to gather information from non-respondents and the pre-test (10 points) 7	Strengths The approach to the questionnaire revision is very thorough and well described in general. It consists of three consecutive steps: (1) in-depth literature review to identify potential new topics (2) inform the improvement of the current questions (modify/eliminate) (3) decide

CRITERION 2 WORK PACKAGE A: QUESTIONNAIRE AND SAMPLING : - SCORE: 29 OUT OF 35 POINTS

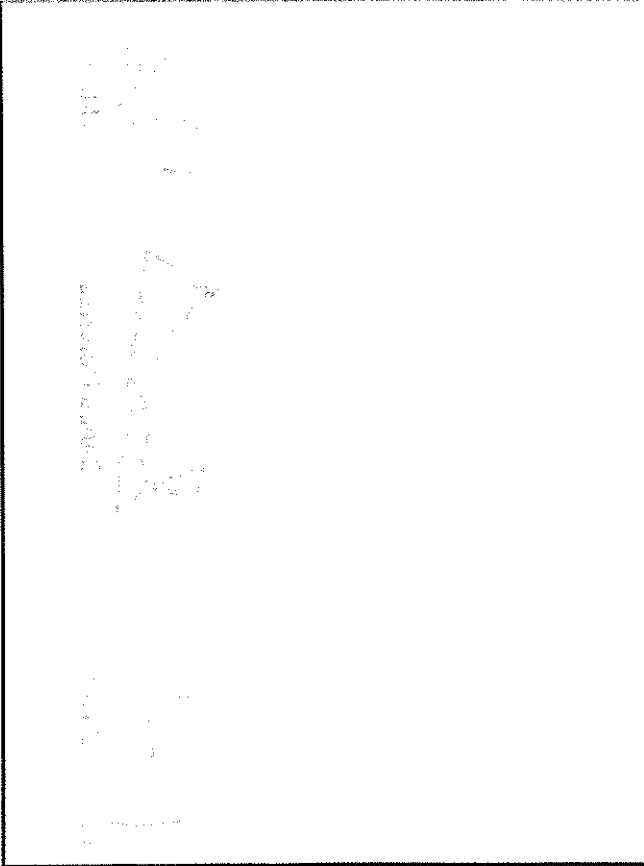
Open tender procedure EUOSHA/2017/OP/F/SE/0048– Technical evaluation:

Quality of the adaptation of the national questionnaires –while ensuring international comparability-, including the national ad-hoc modules, as well as the proposed approach to translation and the pilot test (10 points) 9	whether to add questions. While there are no proposals made, the offer includes some examples, which are relevant. There is a very sound approach to gathering information from non-respondents, arguing the need for a strong communication strategy, making an emphasis on the initial contact. There is a detailed description of the information to be obtained, either in the interview or via web searches, and how to use during the estimation phase or during the construction of the sample weights, in view of correcting the bias in the design weight induced by the missing responses. The evaluation committee valued this proposal very positively. The pre-test regards 16 in-depth face-to-face interviews, across four different sectors and three size classes. There is a good mix of countries proposed: Belgium, Estonia, France and Italy. Weaknesses While the approach to asking the outcome questions is explained in detail, with relevant considerations made, the evaluation committee expressed some concerns about asking these questions before the interview and the discouraging effect it may have on respondents. The evaluation committee was not entirely convinced about the demographic information about the establishment owner –who may not always be the respondent to the survey- and the use to be made of it. There was a detailed and sound discussion made on comparability but it focused on sampling and weighting issues and not so much on the challenges to the cognitive understanding of the questionnaire across different sectors and size classes. More details would have been welcomed about the methodology of the pre-test, including the issues to cover.
	Strengths There is a very sound and detailed proposal to translation (which will be carried out by Capstan), in line with the requirements set in the technical specifications and following the TRAPD approach. A three-step approach to the national ad-hoc modules is proposed, focusing mostly on the management of the process. The proposal is sound, raising relevant points. The pilot tests envisages 50 interviews per country, mainly in CATI, with a large enough number of micro establishments interviewed. CAWI to be tested too. The aims of the pilot are relevant and its organisation is well described.

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	Weaknesses While the approach to the national ad-hoc module was sound, more details would have been welcomed about the inclusion of the questions.
Quality of the sampling strategy, including the proposed business registers, the sampling design in view of minimising selection bias and the potential impacts on comparability with ESENER-2 (15 points) 13	Strengths There is a very good and detailed approach to sampling design. The process is to be managed centrally and presents a probability sample strategy to reduce self-selection bias, adopting specific estimators that exploit auxiliary variables (such as generalised regression estimators or calibrated estimators), while aiming to increase response rate, with use of high quality sample frames and strong communication phase. Stratification in 48 strata is proposed (four macro sectors x four size classes x three regions) in every country, next the allocation method is defined with six planned domains, three at country level and three at the EU level. Targets per stratum are to be defined in order to ensure the desired level of reliability in each of the six domains, and will be chosen in advance fixing a value for the coefficient of variation (CV). This is very relevant and interesting. There is the definition of inclusion probability and sample extraction, with a random selection of units with variable probability sampling (Probability Proportional to Size), followed by the estimation phase, which is very well described and explained. Estimates will be produced referring to all countries, the EU and each country, both for establishments and workers. Calculation of the sampling error for each estimate will be defined in the project, linked to calibrated estimators. The evaluation committee appreciates the discussion on comparability and the impact the proposed changes to the sampling strategy will have. Weaknesses The size of the initial sample release was deemed to be too high by the evaluation committee. More details would have been welcomed about the feasibility and challenges of using official registers. Further to this, the alternative proposal to opt for the same commercial business register across all countries, Bureau Van Dijk, was not convincing.
CRITERION 3 WORK PACKAGE B: TRAINING , IMPLEMENTATION AND DELIVERY: - SCORE: 31 OUT OF 35 POINTS Quality of the strategy for fieldwork preparation, particularly the approach to training and the contact strategy for reducing non-response, including the online module (10 points) 8	Strengths There is an integrated CATI/CAWI system - [REDACTED], which encompasses questionnaire programming, sample management and monitoring. This is valued positively by the

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	evaluation committee. A training seminar before fieldwork starts is envisaged, followed by specific training to interviewers in each country – by the national project manager and fieldwork supervisor manager in each of the hubs. Furthermore, briefings at country level will be held too. There is also a point of the translation of fieldwork materials, which goes a bit beyond the technical specifications. The overall approach is deemed to be reasonable by the evaluation committee. The approach to the reduction of non-response is relevant and thorough, with well-justified measures proposed, such as sending early letters -jointly signed by the respective national statistics institute-, using experienced interviewers to convert refusals, having good quality registers, increasing the number of potential contact attempts and drafting an appropriate communication strategy for contact, among others. On the contact strategy, there are up to 15 calls regarded (at different times) before discarding a company. The offer is critical of mixed modes and would only offer the online module in those countries with very low response rates plus to those establishments that were unreachable via phone. The evaluation committee found the proposal well justified and interesting. Weaknesses More details on the training would have been welcomed by the evaluation committee. It was unclear to the evaluation committee how many advance letters will be sent.
Quality of the proposed fieldwork execution, describing the overall approach to guarantee high-quality interviews and minimise non-response bias including the monitoring, control and reporting of the fieldwork process (15 points) 15	Strengths The four hubs are clearly defined in terms of their country coverage, with national teams in the same place, which is valued positively by the evaluation committee. Country supervisors are native speakers of the language. There is flexibility proposed in terms of interviewing times and good assessment of the minimum and maximum number of interviews per interviewer. The evaluation committee welcomes the strategies to reduce interview turnover, with a key initial selection and a definition of a type of contract granting continuity. A detailed list of quality checks, performed by the project manager and the fieldwork supervisor manager, is provided. Fieldwork weekly reports, with data broken down by country, are to be produced. EU-OSHA is welcome to visit the hubs and will be granted access to the fieldwork platform. Weaknesses No evident weaknesses were identified by the evaluation committee.



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Quality of the approach to data processing, delivery and storage, including weighting and the impact on comparability with ESENER-2, as well as the reporting (10 points) 8	Strengths The overall approach to data processing is sound. A good point is made on the importance of scripting, as a key stage of data validation, ensuring rules and conditions are the same across all fieldwork centres. Testing of the questionnaire scripting is envisaged, with examples of the types of tests usually performed by [REDACTED]. Data validation is to be completed with post-checking activities. The only open question is the description of the activity sector, for which coding agents will be used. There is a sound approach to weighting – use of calibration estimators-, which is very linked to the sampling strategy, with a detailed description of the procedure to define them in three steps. The evaluation committee values it very positively. When it comes to the comparability with ESENER-2, the offer argues that both procedures lead to unbiased results, the only difference being the reliability of estimates. Weaknesses The evaluation committee would have appreciated more information on the storage of the data. While the deliverables are in line with the requirements, more details would have been welcomed by the evaluation committee.
	TOTAL 81 OUT OF 100

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Open tender procedure EUOSHA/2017/OP/F/SE/0048 – Technical evaluation: [REDACTED]

CRITERION	COMMENTS
CRITERION 1 EFFICIENCY AND QUALITY OF THE PROJECT MANAGEMENT: - SCORE: 22 OUT OF 30 POINTS	
The approach to project management and work organisation, including the resource allocation, the feasibility of the proposed timetable and the contingency plan for unforeseen events or complications, including procedures for quality control an assurance. (10 points) 8	Strengths The offer presents a detailed and sound approach to project management, demonstrated to be effective in carrying out similar assignments in the past. The proposed team is organised in task-based sub-teams (project management; questionnaire, survey design and translations; sampling and weighting; scripting and data processing), under the direction of a Project Leader supported by a Deputy Project Leader, who are both supported by two Project Executives. A quality director, supported by a Delivery Manager are included in the team to enforce quality arrangements. The proposal is sufficiently clear and roles and responsibilities are explained satisfactorily. The number of days allocated to each team member are generally consistent with the type and number of tasks to be carried out. The proposed timetable seems feasible and in line with tender requirements, including a reflection on the tight schedule, which the evaluation committee values positively. Elements for a quality and assurance plan are extensively described, including responsibilities for deliverables and examples of quality indicators and risks. There is a very relevant point made on the need to meet the obligations under EGDTR and how the tenderer is currently reviewing their company processes and policies accordingly. Risk assessment and contingencies/remedial actions are reported. Weaknesses While the proposed timetable is reasonable, the evaluation committee expressed some doubts over carrying out fieldwork in July. Also, the resources and time devoted to translation appeared to be in excess of the requirements in the technical specifications, with a five-month duration of the translation phase and 145 days allocated to the translation manager (in addition of the work carried out by the subcontracted company, [REDACTED]). Strengths There is a very expert central coordination team, presenting a good mix of skills and experience, particularly in terms of management of similar projects, survey design, and statistics. The allocation of days is valued positively by the evaluation committee, generally consistent
Extent and quality of the core team, including the composition in terms of expertise and skills, allocation or roles and responsibilities of all team members as well as resource back-up (10 points) 7	

with the tasks to be carried out. There is a very extensive back-up plan, with allocated back-up staff. Weaknesses While there are two experts proposed for the questionnaire design, the evaluation committee would have welcomed additional expertise on OSH. More clarity would have been appreciated concerning the definition of management and executive roles within the central coordination team. In line with this, the communication between (1) the sampling and weighting team and (2) the data processing team could have been more detailed. Strengths There is a clear description of the network of fieldwork research centres, ensuring a coverage of all countries, as required in the technical specifications. For each local partner the name of the Project manager and of the Fieldwork supervisor are reported, with relevant experience. Weaknesses The evaluation committee would have welcomed details on the number of workstations. Some concerns were expressed about the project manager and fieldwork supervisor for Luxembourg not speaking any of the official languages of the country.	Quality of the proposed network of fieldwork research centres, the national project managers and the fieldwork supervisors (10 points) 7
CRITERION 2 WORK PACKAGE A: QUESTIONNAIRE AND SAMPLING : - SCORE: 25 OUT OF 35 POINTS Strengths The offer sets the general principles for the questionnaire revision, with suggestions along the lines of the technical requirements. There is a proposal to test the survey introductory text, which was positively valued by the evaluation committee. The evaluation committee appreciates the thematic areas presented for new topics and some suggestions provided on improved scales and the examples of where it would be relevant to review the questionnaire wording for MSEs. Good proposal to have a glossary for small employers. There is a relevant point made on the [REDACTED] and the information notice on the consent to participate. There is a sound approach to the inclusion of outcome questions, combining CATI and CAWI, which is well described, including relevant suggestions. Concerning non-respondents, the evaluation committee values positively the proposed	Quality of the proposal to the questionnaire revision, including the suggested approach to new topics, the strategy to gather information from non-respondents and the pre-test (10 points) 7

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	approach through the modification of the screener, aiming to capture the information immediately from the gatekeepers in case they are not participating in the survey. The pre-test is generally well explained, covering all the required areas and carried out by researchers not interviewers, including translation following the TRAPD approach. There is a proper sampling plan suggested and debriefing sessions with researchers are envisaged at country level after a small number of interviews have been completed, enabling ongoing and iterative feedback. There is a sound proposal to the reporting and use of results of the cognitive pre-test. Relevant considerations are given concerning the adaptation of the questionnaire for the online mode.
Quality of the adaptation of the national questionnaires –while ensuring international comparability–, including the national ad-hoc modules, as well as the proposed approach to translation and the pilot test (10 points) 9	Weaknesses While the evaluation committee appreciates the thematic areas presented for new topics, specific examples or more detailed question proposals would have been welcomed. Further to this, evaluation committee was not entirely convinced about the proposal to randomise or prioritise optional modules on OSH issues. There were some doubts by the evaluation committee concerning the country coverage of the pre-test as well as the use of monetary incentives. Strengths The offers presents a very sound proposal for the questionnaire translation, following the TRAPD approach and carried out by a specialised contractor (CAPSTAN). The approach to the national ad-hoc modules is in line with the technical specifications, the offer making a point on comparability issues and suggesting to place the module at the end of the questionnaire. The pilot test is well explained and in line with the technical requirements, carrying out 30 quota-controlled interviews per country and with a specific aim to test the screening, including information in case of non-response, which is very relevant. The evaluation committee appreciates the approach to the monitoring, the outlook of the pilot report and the description of how the pilot will be used to inform the development of the final questionnaire.

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Quality of the sampling strategy, including the proposed business registers, the sampling design in view of minimising selection bias and the potential impacts on comparability with ESENER-2 (15 points) 9	Weaknesses The evaluation committee expressed some doubts about the use of a question bank for the national ad-hoc modules, which could then be tailored to the national needs. While the approach to the pilot is deemed to be very strong and well explained, the evaluation committee would have expected that it would test the CAWI questionnaire too. Strengths There is a sound round up of sampling issues in a survey like ESENER, raising some concerns about reaching the maximum sample size in the given timeline, particularly in small countries. The offer presents the sample frames by country and type of sampling unit (establishment vs company) that have been identified to be of better quality as compared to those used for ESENER-2. The evaluation committee valued positively the proposal to include cases with no phone and size class information. The approach to the reference statistics that will be used is presented and is similar to the one adopted in ESENER-2 The sampling strategy follows the ESENER-2 approach to a large extent and is informed by the technical assessment of the previous round of the survey. Relevant points are made on the stratum jumpers, and how the sampling will be based on the response rates in ESENER-2 in order to minimise use of stopping rule.
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	Weaknesses The evaluation committee would have welcomed additional details on the sampling approach. It is similar to the one adopted in ESENER-2, with a focus on the use of stopping rules and the stratum jumpers, which are very important, but more proposals adding to the sampling design would have been welcomed. Concerning the use of reference statistics, additional sources beyond the LFS or examples would have been welcomed by the evaluation committee. The evaluation committee expressed some doubts about not envisaging an open ended question for the right allocation of the activity sector. The evaluation committee would have expected more details on potential issues affecting comparability.
CRITERION 3 WORK PACKAGE B: TRAINING , IMPLEMENTATION AND DELIVERY: - SCORE: 27 OUT OF 35 POINTS Quality of the strategy for fieldwork preparation, particularly the approach to training and the contact strategy for reducing non-response, including the online module (10 points) 9	Strengths The approach to fieldwork preparation is valued positively by the evaluation committee. The integration between CATI and CAWI is well explained, with the proposal to use a single platform across all countries, SPSS Dimensions as scripting software. This enables applying consistency checks which later reduce the need for cleaning and editing. The approach to training is presented with sufficient detail and focuses on the training of trainers (training of country team leaders), who will be in charge of training the interviewers. The material to be used for the fieldwork and for the training will be provided by the tenderer in all the languages of the local partners. The evaluation committee valued positively the contact strategy proposed to reduce non-response, including the offering and follow up of the CAWI interview. The contact protocols include a minimum of seven phone calls in different times and days over a period of 14 days and dealing with the wrong numbers, aiming to increase the contact rate up to 90%. Weaknesses The evaluation committee expressed some concerns regarding the use of web link to the main survey platform in about 14 of the 36 CATI locations. Strengths The evaluation committee appreciates the involvement of highly skilled and well-trained interviewers. The monitoring, control and reporting are well presented. Weekly fieldwork progress reports to be delivered each Tuesday, followed up by a review meeting with EU-OSHA on
Quality of the proposed fieldwork execution, describing the overall approach to guarantee high-quality interviews and minimise non-response bias including the monitoring, control and reporting of the fieldwork process (15 points) 11	

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	Wednesday or Thursday. Access to survey and progress data is proposed too with a dashboard to monitor interviews and overall, there is a sound approach to checking quality issues. The evaluation committee valued positively the proposal to provide the interviewers with feedback on their performance.
Quality of the approach to data processing, delivery and storage, including weighting and the impact on comparability with ESENER-2, as well as the reporting (10 points) 7	Weaknesses The evaluation committee would have welcomed more details to the approach on fieldwork execution. Some subtasks under fieldwork preparation were presented under fieldwork execution and, beyond the approach to monitoring, control and reporting of the fieldwork process, the evaluation committee felt there was little detail given. Strengths The evaluation committee appreciates the appointment of a data manager as well as the point made on data security and the use of The approach to data validation, processing, delivery and storage are well presented and are generally in line with the tender requirements, as the reporting and deliverables foreseen in the proposal. The evaluation committee particularly valued the approach to data validation, with its proposed integration into the script and the involvement of the data manager throughout the different survey stages. The approach to weighting is similar to that in ESENER-2 and there is a relevant point on the comparison of samples and universes. Weaknesses The evaluation committee would have appreciated more clarity and details regarding the approach to weighting. The offer proposes calibration due to the inclusion of region and how calibration weights would be equivalent to one of the weighting factors used in ESENER-2 (estex) but more details would have been welcomed.
	TOTAL 74 OUT OF 100

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CRITERION	COMMENTS
CRITERION 1 EFFICIENCY AND QUALITY OF THE PROJECT MANAGEMENT: - SCORE: 27 OUT OF 30 POINTS	
The approach to project management and work organisation, including the resource allocation, the feasibility of the proposed timetable and the contingency plan for unforeseen events or complications, including procedures for quality control an assurance. (10 points) 9	Strengths The evaluation committee appreciates the clear description of the approach to the project management and work organisation, which is found to be very relevant and appropriate for the purpose of the survey. The resource allocation of the core team is deemed good and in line with the requirements of the technical specifications. The timetable presented is reasonable and takes account of the tight schedule of the survey, which is very relevant The approach to the quality control, mitigation measures and risk assessment is explained in detail and very thoroughly. The evaluation committee values it very positively as it is properly tailored to the needs of ESENER-3. Weaknesses The evaluation committee would have appreciated additional information regarding the resource allocation of the members outside the core team.
Extent and quality of the core team, including the composition in terms of expertise and skills, allocation or roles and responsibilities of all team members as well as resource back-up (10 points) 8	Strengths The roles and responsibilities of the core team members are clearly defined. The evaluation committee values positively the skills and expertise of the proposed core team members, with strong expertise in national and international OSH surveys. Further to this, the resource allocation to the proposed tasks is deemed to be very good. In line with this, the appointment of an internal advisory board to act as a quality control team is considered to be very relevant by the evaluation committee. Weaknesses The evaluation committee would have welcomed additional details on the participation of some core team members, as well as their respective back-ups.
Quality of the proposed network of fieldwork research centres, the national project managers and the fieldwork supervisors (10 points) 10	Strengths The evaluation committee appreciates the detailed information about the project managers and fieldwork supervisors across all fieldwork centres and welcomes their high expertise. Fieldwork is planned via a network of centres across all countries –except for Ireland and Montenegro, with a central infrastructure for sample management, monitoring and steering

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	of fieldwork. Further to this, the evaluation committee appreciates the changes implemented in the network of local partners, based on the experience of ESENER-2, among other factors. There is a good number of CATI workstations for the proposed tasks. Weaknesses No evident weaknesses were identified by the evaluation committee.
	CRITERION 2 WORK PACKAGE A: QUESTIONNAIRE AND SAMPLING : - SCORE: 33 OUT OF 35 POINTS
Quality of the proposal to the questionnaire revision, including the suggested approach to new topics, the strategy to gather information from non-respondents and the pre-test (10 points) 8	Strengths The approach to the questionnaire revision is deemed to be very strong by the evaluation committee. It is informed by the Total Survey Error (TSE) approach, aiming to focus on accuracy and reliability among the different quality dimensions. The proposal is to limit the number of changes to the questionnaire, which is very well justified and bearing in mind comparability. Further to this, there is a significant point on comparability of the findings by country, activity sector and size class which is very relevant. There is a good approach to the outcome questions and the collection of outcome indicators. There is a sound proposal to modify the screening part, following a two-step approach for sector and size identification, with automated coding during the interview. There is a very relevant approach to gathering information from non-respondents, acknowledging the sensitivity of the issue and the need for intensive pre-testing. The aim is to ask three questions, one on size and two on OSH (suggested questions included in the offer) plus the reasons for refusal. There is a very good point on the use of the findings and the impact they will have on weighting. The pre-test envisages 36 face to face interviews in three countries (Germany, Latvia and the Netherlands) and is to cover the whole questionnaire (need of context) but focus only on the new/modified items. There is a very detailed description of the process, which will be carried out by researchers involved in the questionnaire development, with a halt halfway through to implement changes if needed. The evaluation committee values the proposal positively. Weaknesses Additional details about how the cognitive pre-test will feed the questionnaire would have been welcomed.

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	approach as in ESENER-2 but aiming to interview three units instead of two. There is an estimation of the sample needed, looking at the cooperation rate for the different strata, with some proposals made on cell targets. As long as the sample frame information allows, the tenderer proposes an even finer differentiation of the sampling matrix for the national sampling plans (85 NACE Rev 2.2 x 4 size classes= 340 strata). This matrix is to be used for sample orders from registers but not to steer fieldwork. For this, an 8 x 4 matrix is proposed, similar to ESENER-2, whereas for reaching targets, a 3 x 4 cell matrix is proposed. Some very sound points are made on the stratum jumpers and the use of the stopping rule, which is expected to be used less frequently than in ESENER-2 with the proposed changes. There is a point made on the comparability with ESENER-2 arguing that since the same processes will be applied, result should be comparable. The adjustment proposed should increase the precision of ESENER-3 (narrower confidence intervals). Weaknesses No evident weaknesses were identified by the evaluation committee.
CRITERION 3 WORK PACKAGE B: TRAINING , IMPLEMENTATION AND DELIVERY: - SCORE: 34 OUT OF 35 POINTS Quality of the strategy for fieldwork preparation, particularly the approach to training and the contact strategy for reducing non-response, including the online module (10 points) 9	Strengths The evaluation committee values the efforts made to change national partners that the contractor identified to have suffered from performance issues in the past. The experience of the interviewers is very good and relevant for the survey and the training proposed is sound. Two seminars are envisaged for the national project managers and fieldwork supervisors (at the launch of the project and fieldwork, respectively) in [REDACTED] with a realistic and relevant duration. Based on these seminars, written instructions will be prepared for the training of interviewers at the country level, in their national language. A single platform is proposed for CATI and CAWI [REDACTED] which facilitates standardised coding and the integration of consistency and plausibility checks in the CATI questionnaire. There is a thorough description of the scripting of the questionnaire (including the translated versions) using a software application for NIPO. There is a point made on the contact strategy and a support for the same approach in general as in ESENER-2, which is well justified. Weaknesses While the use of a single platform for CATI and CAWI is deemed to be relevant, the

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Quality of the adaptation of the national questionnaires –while ensuring international comparability-, including the national ad-hoc modules, as well as the proposed approach to translation and the pilot test (10 points) 10	Strengths The overall approach to the adaptation of the national questionnaires is very relevant. Concerning the national ad-hoc modules, there is a reasonable point made placing them at the end of the questionnaire but being aware of the impact on the general questionnaire flow. The proposal for the translation follows the TRAPD as requested in the technical specifications, which is well described, including the training for translators and the quality control plan for the translation. It will include a translatability assessment after the cognitive testing and before launching the translations for the pilot test. There is a sound approach to the pilot test, interviewing up to 40 establishments in those countries with more than one language and aiming to test the understanding of the survey – both by the respondents and the interviewers –, the technical functioning, the duration, the contact phase and the outcome questions as well as the questions to non-respondents. It was appreciated by the evaluation committee that the pilot test is considered to be an instrument for the main fieldwork in itself, aiming to have minimal changes afterwards. The organisation of the pilot is planned to be similar to that of the main fieldwork but with some differences, particularly the frequency of the listening-ins. Weaknesses No evident weaknesses were identified by the evaluation committee.
Quality of the sampling strategy, including the proposed business registers, the sampling design in view of minimising selection bias and the potential impacts on comparability with ESENER-2 (15 points) 15	Strengths The sampling strategy is well presented, following the same general approach to that in ESENER-2 but with some improvements. There is a good introduction to the sampling challenges of ESENER, focusing on the unit of enquiry and the availability of national statistics, as well as a relevant description of the business registers to be used. The offer proposes to use an anticipatory sample allocation design based on their experience with ESENER-2. The choice of the best available sampling frames is well explained. The tenderer proposes a disproportionate stratified sampling design, as in ESENER-2, but shifting the weight more to the establishments (vs. the employees). In order to inform the final decision – to be agreed with EU-OSHA –, the offer suggests identifying five central measures on which to carry out the analyses and use the results as a basis for the decision, which is very relevant. There is a very sound review of the screening process for multi-site companies, running through the approaches in ESENER-1 and ESENER-2 and justifying to follow the same

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Quality of the proposed fieldwork execution, describing the overall approach to guarantee high-quality interviews and minimise non-response bias including the monitoring, control and reporting of the fieldwork process (15 points) 15	evaluation committee would have appreciated more details on the definition of CAWI. Strengths There is a very detailed approach to monitoring of interviewers and fieldwork, which is considered to be very good by the evaluation committee. At the launch of the survey monitoring is expected to be more intense than the 10% offered throughout the rest of fieldwork, with a higher number of supervisors involved. The proposed country reports are very detailed and accurate. There is a very sound approach towards reducing non-response. Following a very relevant theoretical review on where to focus the efforts, the offer proposes to concentrate on close central monitoring, a limited initial sample and staggered additional releases, plus a series of additional measures which are all very well explained and that the evaluation committee values positively. There is a good approach to the offer of the CAWI option, only to CATI refusers. Specific training will be provided to interviewers in order to avoid using CAWI as an easy escape. Further to this, up to four reminders will be sent, the last over the phone, where CATI will be offered again. The evaluation committee values positively the approach to the online module. Weaknesses No evident weaknesses were identified by the evaluation committee.
Quality of the approach to data processing, delivery and storage, including weighting and the impact on comparability with ESENER-2, as well as the reporting (10 points) 10	Strengths The evaluation committee values positively the approach to data processing, delivery and storage, which is explained very clearly. The data checking syntax will be developed in SPSS for the pilot test and will be revised for the main fieldwork. The checking and validation will be carried out at variable and respondent level, with some short examples and suggestions provided, which are relevant. Interim data checks are envisaged after 5% of interviews have been carried out to ensure data are being collected as intended, weekly check thereafter. Additionally, cross-tabulations with interim data are to be performed after completion of 10% and 50% of interviews to check for response rates and content related data. This is considered to be very interesting by the evaluation committee. There is a sound description of the routine and plausibility checks after fieldwork completion, with the measures regarded, which in some cases include re-contacting establishments concerned. One open-ended question is considered, on the activity sector of the establishment, and

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	only to be used in case the information from the business register is wrong. The approach to weighting is very sound, detailed and accurate, with an interesting discussion of the use of the generalised regression estimation (GREG) approach, which they propose, vs. the iterative proportional fitting approach.
	Weaknesses No evident weaknesses were identified by the evaluation committee.
	TOTAL 94 OUT OF 100

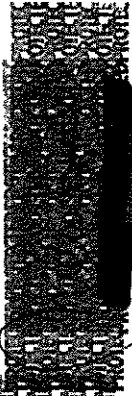
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