

# Expression of Interest

# Title: Quantitative research on occupational downgrading

**Project reference: DFE RPPU 2018/039**

**Deadline for expressions of interest: 23rd May 2018**

## Summary

The Government Equalities Office (GEO) is seeking contractors (or a single contractor) to deliver three pieces of research relating to gender equality in the workplace. This EOI relates to one of those projects: quantitative research on occupational downgrading.

## Background

In April 2018, large employers reported on their gender pay gaps (GPGs) publicly for the first time, marking a pivotal moment in the Government’s efforts to tackle gender inequality in the workplace. Employers are now beginning to actively look for evidence-based advice on how to close their GPGs, and the Government are undertaking work to support this.

Over the next 2 years, GEO plans to focus on building the evidence base on key themes around what works to close the gender pay gap. To support this programme GEO are commissioning research on three employer-facing topics that will be key to further building our understanding of what employers can do to help reduce their gender pay gaps. These are:

* **Employer motivations for offering family friendly policies**. Understanding what leads employers to offer and promote family-friendly workplace policies, and which interventions are likely to be successful in encouraging this.
* **Women's progression in the workplace.** Establishing the extent of the gender divide in women’s progression in the workplace, the barriers that contribute to this, and which interventions are likely to be successful in overcoming them
* **Occupational downgrading.** Investigating the extent to which women limit their work ambitions after having children, and what drives them to do so.

This EOI relates to the project on **occupational downgrading.**

## Project aims

For the purposes of this project, we define “occupational downgrading” as any way in which a person opts (consciously or otherwise) to restrict their labour market participation and progression in order to accommodate other needs or requirements, in this instance focusing on the time after a person has children. This will involve the individual moving down the occupational hierarchy either immediately, or through curtailed progression.

The final project should respond to the following research questions:

* What evidence is there that women who have children occupationally downgrade?
* How does any occupational downgrading occur? E.g., in terms of the extent of downgrading, time period over which it occurs, sectors most impacted.
* What are the mechanisms by which any downgrading occurs, and how prevalent are they? E.g. staying in the same post but working fewer hours, switching posts, not pusruing progression opportunities?
* What evidence exists that women occupationally downgrade in order to access different working conditions, in particular those working conditions that are conducive to caring responsibilities (e.g., flexible working, part time working, working closer to home)?

As one objective of this project is to support employers to understand what works to increase gender equality in their organisations, we will ask bidders at the ITT state to offer a proposal as to how they would ensure effective dissemination of the work (note that full details of proposed approach are not required at the EOI stage). The successful contractor will be required to present findings both internally and externally. Along with a traditional research report, contractors will be required to produce summaries of outputs suitable for employers and other stakeholders. To fulfil GEO’s objective of ensuring work is effectively disseminated, we encourage bids from contractors who would intend to publish findings in academic journals.

## Methodology

We require that this research be conducted via longitudinal quantitative methods using a dataset such as Understanding Society, but are open to alternative proposals. Submitted EOIs should include a very high-level proposed methodology, along with details of the bidders’ expertise in working with the proposed methods and datasets. Please note that only brief details of the proposed approach need be provided at this stage, and bidders should feel free to suggest multiple options – further details of a final design will be sought at the ITT stage.

Contractors should work with GEO to produce at least one output that translates the key findings into a product that can be used with stakeholders to promote the use of family-friendly policies in the real world. The appropriate audience for this will be agreed as the project develops.

## Timing

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| EoI Issue | 10th May 2018 |
| EoI Deadline | 23rd May 2018 |
| EoI Assessment | 24th-25th May 2018 |
| ITT Issue | 28th May 2018 |
| ITT Deadline | 8th June 2018 |
| ITT Assessment | w/c 11th June 2018 |
| Contract Award | w/c 18th June 2018 |
| Delivery of Draft Report | October 2018 |
| Delivery of Final Report | December 2018 |
| Dissemination | January – March 2019 |

## Assessment criteria

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| **Criterion** | **Description** | **Weighting** |
| Evidence of relevant experience | Experience of having delivered high-quality quantitative research, particularly longitudinal work. Demonstration of expertise with methods and datasets appropriate to this project. We are particularly keen to see evidence of bidders having delivered academic research where findings have been successfully translated into outputs that suitable for use by other stakeholders (e.g., employers). | 50% |
| Understanding of subject matter | Demonstration of expertise in the field, including a track record of producing high-quality, relevant research, and familiarity with existing literature. Ideally, this will be demonstrated at both an institutional and individual level. | 30% |
| Value for money | Evidence of ability to deliver in a manner that is efficient, effective and economical. | 10% |
| Capacity to carry out work | Demonstrable ability to complete the required work, i.e., in employing or intending to recruit appropriately skilled staff. | 10% |

Submitted EoIs should be no more than 1,500 words in length.

| **Closing date for EOIs: 23rd May 2018**  **Send your EOI form to: Lauren Probert (lauren.probert@geo.gov.uk)** |
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## How to submit an expression of interest

You must submit an expression of interest (EOI) in order to be considered to be invited to tender. To do so, please complete the NEW EOI Form which can be found under attachments. A submission of an EOI does not guarantee an invitation to tender and the Department does not routinely advise organisations that they have not been successful in being invited to tender. Feedback is however available on request.

All contracts are let on the basis of the [Department’s Terms and Conditions](https://www.gov.uk/government/publications/eoi-guide). You are encouraged to check these before submitting your expression of interest, as these form part of your contractual obligations.

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