

CALL OF CONSULTANT (S)

SOLIDAR'S SOCIAL RIGHTS MONITOR (SRM) HYBRID SCORING INDICATOR & METHODOLOGY

Organisation	SOLIDAR AISBL (Brussels, Belgium)
Programme	BRIDGE - Bridging the Gap for a Social and Sustainable Europe (2026–2029)
Funding	ESF+/EaSI Operating Grant (co-funded by the European Union)
Assignment title	Social Rights Monitor (SRM) – Hybrid Scoring Indicator & Methodology
Type of contract	Service contract (external consultancy)
Place of performance	Remote (online); on-site meetings in Brussels only if agreed in advance
Contract duration	From signature until final acceptance of deliverables (indicatively May–June 2026)
Application deadline	30 April 2026 (EOB, Brussels time)
Final delivery deadline	30 June 2026
Maximum contract value	EUR 5,000 (VAT and all costs included)

1. BACKGROUND

[SOLIDAR](#) is a European network of Civil Society Organisations (CSOs) with a global reach working to advance social justice and a just transition in Europe and worldwide.

Since 2019, SOLIDAR has monitored the implementation of the European Pillar of Social Rights (EPSR) at national level through our [Social Rights Monitor \(SRM\)](#) - our flagship publication that assesses the state of social rights, the progress towards a just transition and civic space in several European countries. This publication is based on a questionnaire composed of closed-ended and open-ended questions that is filled in by our member organisations and their partners on the ground, the so-called National Strategy Groups (NSGs).

Since 2023, the SRM also includes a scoring system that currently captures the assessment by the NSGs of the development of each of the dimensions monitored by the SRM at national level. It is based on the closed-ended questions of the SRM questionnaire. More precisely, the NSGs rate these developments for each country by replying to Linkert-scale questions. This means that the score of a

country's thematic area is given by adding up all the rates given to the questions concerning that thematic area and expressing the score out of 100. The overall score of a country is the average of the thematic areas' scores. [Here is the SRM questionnaire for reference, including the closed-ended questions and the categories and sub-categories assessed through it.](#)

This scoring system only reflects the opinion of civil society organisations with respect to the changes in the national context over the previous year. This may result in a final score that is inconsistent with the actual state of play of social rights in the analysed countries.

2. OBJECTIVES

In light of the limitations of the current SRM scoring system described above, SOLIDAR is looking for (a) consultant(s) who will develop - in close cooperation with the SOLIDAR Secretariat and with the involvement of SOLIDAR members, if necessary – a new scoring system for the SRM that combines:

- A **CSO assessment component** based on the SRM questionnaire inputs (NSGs).
- A **statistical baseline component** that stems from official data and statistics concerning social rights and civic space, for that country.

This way, the score can speak about both developments over the past year according to civil society experiences and the overall state of social rights and civic space of that country, based on statistics

The methodology must be:

- **operational** (usable annually by SOLIDAR's Secretariat).
- **transparent and replicable** (clear rules, thresholds, and QA).
- **communicable** (interpretable for advocacy and suitable for publication/visualisation).

3. SCOPE OF WORK (EXPECTED TASKS)

Working in close coordination with SOLIDAR (and involving members where relevant), the consultant (s) will:

Task 1: Baseline mapping

- **Identify and justify a coherent set of official statistical indicators** that are necessary to assess the state of play of social rights and civic space in the dimensions considered by the SRM for the



statistical baseline component, including sources, periodicity, comparability constraints and limitations.

Task 2: Hybrid scoring model design

- **Develop and justify the methodology of the scoring system** that merges such indicators with the data on the perception of developments of national civil society gathered by SOLIDAR through the existing questionnaire, including:
 - Scoring scale and normalisation
 - Thresholds and categories
 - Weighing scenarios and rationale
 - Rules for missing data and fallback options

Task 3: Operational toolkit

- **Translate the scoring system in an easy-to-use formula** that can be used by SOLIDAR's Secretariat to produce the score in the coming years. plus, a user guide (step-by-step).

Task 4: Questionnaire alignment

- **Produce an assessment of the data gathered by the existing questionnaire** and recommend future adjustments to the questionnaire, if need be.

Task 5: Visualisation and transparency recommendations

- **Recommend ways to visualise the new score**, (numeric scale, tiers/categories, confidence flags). and draft a short transparency note (how the score is built) for public-facing use.

Task 6: Member validation

- **Design and support a stakeholder involvement process** to develop and validate the methodology, including at least one online validation moment with SOLIDAR members.

Note: The final methodology package must be delivered and approved by SOLIDAR by 30 June 2026.

4. DELIVERABLES

4.1. The consultant(s) is/are expected to deliver the following outputs in English in editable formats (MS Word/Excel or equivalent) and are subject to SOLIDAR review and formal acceptance.

- **D1. Inception note** (max. 5 pages) :
Refined workplan, proposed outline, stakeholder involvement plan and detailed timeline.



Acceptance criteria: clear methodology outline, feasible timeline; explicit assumptions and risks.

- **D2. Draft SRM scoring methodology package**

Scoring methodology paper, quantitative indicators for the baseline part of the score, statistical formula, recommendations for visualization of the score and future improvements.

Acceptance criteria: internally consistent rules; calculator replicates methodology; documentation sufficient for non-technical use.

- **D3. Validation session and summary note:**

Facilitation of at least one online validation moment with SOLIDAR members and a short note summarising feedback and proposed changes.

Acceptance criteria: evidence of consultation; clear response to key comments; updated approach where relevant.

- **D4. Final SRM scoring methodology package:**

Finalised methodology including SOLIDAR feedback, ready for use.

Acceptance criteria: replicable scoring; robust missing-data handling; ready for annual application; deliverables complete and usable.

Review and revisions: SOLIDAR may request up to two rounds of reasonable revisions per deliverable at no additional cost, provided requests fall within the agreed scope

5. TIMELINE OF DELIVERABLES AND IMPLEMENTATION

Deliverable	Indicative deadline
Inception note	29 May
Draft SRM Scoring methodology package	19 June
Validation session and summary note	19 June
Final SRM scoring methodology package	30 June

In addition to the timeline of the deliverables, the following indicative implementation timeline will apply:

- Selection of candidate: 6 May
- Signature of agreement and introductory meeting: 12 May
- Payment of first installment: 15 May
- Following check-in meeting(s): between 25 May to 30 June
- Payment of last installment: 30 June



6. PROFILE AND REQUIRED EXPERTISE

- Proven statistical experience, including in designing scoring methodologies for monitoring & advocacy tools.
- Strong methodological skills (scales, weighting, thresholds, missing data rules, QA)
- Ability to translate technical models into practical tools and guidance for non-technical users
- Sound knowledge of EU social policies and social indicators. Familiarity with the concept of a Just Transition, [as meant by SOLIDAR](#).
- Proven experience working with (progressive)NGOs/CSOs; good understanding of the role of a membership-based organisation is an asset.
- Alignment with SOLIDAR's values and a progressive, rights-based approach to social justice and inclusion.
- Excellent professional knowledge of English (written and spoken).

7. BUDGET, FEES AND PAYMENT TERMS

SOLIDAR will provide financial support of a maximum amount of EUR 5,000 (VAT included and any other costs included). The financial offer shall be a lump sum covering all costs (fees, overhead, communications, travel if any). Travel will only be reimbursed if pre-approved in writing by SOLIDAR.

The payment shall be made with the following instalments:

- 30% of the total financial support paid after the cooperation agreement between the consultant and SOLIDAR is signed.
- 70% of the total financial support paid after the submission of the final output approved by SOLIDAR team.

Payments are subject to receipt of a valid invoice and compliance with contractual obligations.

8. CONTRACTUAL CONDITIONS

8.1. Intellectual property and usage rights:

All outputs produced under this assignment (deliverables, methodologies, templates, calculators, documentation and related materials) shall become the exclusive property of SOLIDAR upon full payment. The consultant grants SOLIDAR a perpetual, worldwide, royalty-



free right to use, reproduce, adapt, translate and publish the outputs, including for future SRM cycles.

The consultant warrants **that deliverables are original or properly licensed and do not infringe third-party rights.**

8.2. Confidentiality

The consultant (s) shall treat as confidential all non-public information obtained during the assignment (including internal documents, member inputs, drafts and data shared by SOLIDAR). No external communication about the assignment or deliverables may occur without SOLIDAR's prior written approval.

8.3. GDPR/data protection: if personal data is processed, the consultant must comply with GDPR and follow SOLIDAR instructions; a data processing addendum may be requested.

8.4. Revisions: up to two rounds of reasonable revisions per deliverable within scope.

8.5. Conflict of interest: applicants must declare any potential conflict.

8.6. Termination: SOLIDAR may terminate for material breach, repeated delays, or insufficient quality after reasonable revision requests (payment pro-rata for accepted work).

9. HOW TO APPLY

Applications must be submitted electronically to **Martina Corti** at martina.corti@solidar.org and Carlos Roldan at carlos.roldan@solidar.org

Subject line: "SRM Scoring Methodology – Consultant Application"

Deadline: 30 April 2026 (EOB, Brussels time)

Application must include:

a. **Technical offer (PDF- Max 5 pages):**

1. A document that contains a description of the proposed approach to delivering this consultancy, which will include:

- Methodological approach and rationale.
- Proposed structure of the scoring methodology pack.
- Proposal on how to guarantee the involvement of key stakeholders (notably SOLIDAR's members) in the process, including at least one online validation moment.
- Detailed timeline to finalise the methodology by **30 June 2026** and an indicative number of working days.



2. A copy of the consultant(s)'s resume(s).
3. Evidence of at least 1 comparable assignment handled in the past (link/report/extract or short description with reference).

b. Financial offer (PDF)

- Total all-inclusive price (maximum EUR 5,000, VAT and any other costs included).
- Brief cost breakdown (e.g. personnel, travel, equipment, maintenance, other).

10. SELECTION AND AWARD CRITERIA

CRITERION	WEIGHT
Technical quality and relevance of the proposed approach (including operational usability, thematic alignment and coherence with SRM)	50%
Experience and expertise of the consultant/team (including comparable assignments with NGOs/CSOs and monitoring tools)	30%
Value for money (cost-effectiveness and feasibility of the proposed time allocation)	20%

Only shortlisted candidates will be contacted.

11. QUESTIONS AND CLARIFICATIONS

Questions may be sent to Martina Corti at martina.corti@solidar.org no later than 5 working days before the deadline. SOLIDAR may share clarifications with all applicants to ensure equal treatment.

