

## CALL FOR APPLICATIONS – SEARCH FOR EXPERTS

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**Action title :** Advice on Financial Regulation for Social Protection

**Action code and partner country :** **SOCIEUX+ 2018-04 Cambodia**

**Partner Institution:** Ministry of Economy and Finance (MEF)

**Activity 2** – *Outlining options for financial supervision of social protection adapted to the Cambodian context*

**Implementation date:** **December 2018/January 2019**

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**Application deadline :** **20/01/2019**

Partnership led by:

## ABOUT SOCIEUX+

The European Union (EU) promotes and maintains dialogue on social protection and inclusive employment policies with an increasing number of partner countries. This effort has been confirmed in the European Commission (EC) Communication COM (2016) 740 final - "Proposal for a new European Consensus on Development Our World, our Dignity, our Future". A significant number of cooperation activities in different countries related to these fields are funded by geographic or thematic instruments. However, a gap had been observed in the EU cooperation with third countries with regard to providing support to short-term measures and peer-to-peer cooperation to promote the development of social protection.

SOCIEUX+ - EU Expert Facility on Employment, Labour and Social Protection – (hereafter: "the Facility" or "SOCIEUX+") is a technical assistance facility set-up and co-funded by the EU (through the EC's Directorate for Development and Cooperation - EuropeAid), France, Spain and Belgium and implemented by a partnership composed of four partners: Expertise France, leader of the implementation Partnership (hereafter: "the Partnership"), the Fundación Internacional y para Iberoamérica de Administración y Políticas Públicas (FIIAPP), Belgian International Cooperation on Social Protection (BELINCOSOC) and Belgium Technical Cooperation (BTC).

The general objective of the facility is to expand and improve access to better employment opportunities and inclusive social protection systems in partner countries.

The specific objective is to enhance the capacities of partner countries to better design, manage and monitor inclusive, effective, and sustainable employment strategies and social protection systems through peer-to-peer short-term technical assistance and knowledge development.

SOCIEUX+ supports the efforts of Partner Countries (PCs) of the EU in the reform, development and extension of their social protection systems and the strengthening of labour & employment policies. The Facility aims at enhancing the capacities of partner countries to better design, manage and monitor inclusive, effective, and sustainable employment strategies and social protection systems through peer-to-peer short-term technical assistance and knowledge development. SOCIEUX+:

- Recognises the impact of social protection and employment in reducing poverty and vulnerability;
- Supports the efforts of partner governments in promoting inclusive and sustainable social protection and employment systems;
- Complements the efforts made through other European Union initiatives.

SOCIEUX+ makes European expertise quickly available with minimal transaction costs for partner institutions. It draws on the expertise of public or mandated bodies, non-governmental organisations, and relevant civil-society organisations of EU Member States and international specialised organisations. It can also support South-South and triangular cooperation through the mobilisation of practitioners from partner countries. SOCIEUX+ is operational since September 2016.

The Facility is an expansion of SOCIEUX - Social Protection European Union Expertise in Development Cooperation -, which was established in 2013 and progressively incorporated.

## 1. ACTION DESCRIPTION

In March 2017, the Government of Cambodia has adopted the National Social Protection Policy Framework (NSPPF), aiming to the expansion and reform of the social protection system at the horizon 2025. The SPPF covers both social assistance and social security.

The social assistance foresees interventions for the poor and most vulnerable people and subsidies from the national revenue such as taxes or ODA. The social assistance system is divided into 4 components: (i) emergency response, (ii) human capital development, (iii) vocational training, (iv) welfare provision to the most vulnerable people.

The social security includes programs and schemes that aim at protecting people from abrupt income declines due to illnesses, maternity, employment injury, unemployment, invalidity, old age and death of breadwinner. In Cambodia, the social security system is obligatory requiring its members or certain groups of citizens to pay contributions based on their level of income (with Government providing subsidies for those who cannot afford to pay). Social security in Cambodia consists of 5 components: (i) pensions, (ii) health insurance, (iii) work injury insurance, (iv) unemployment insurance, (v) disability insurance.

Based on the NSPPF, a significant expansion of social protection is ongoing. According to MEF, health insurance and pensions for formal sector workers, as well as occupational health and safety, are the primarily interested domains.

Social protection policies are set forth by many ministries and institutions in accordance with their own mandate. MoSAVY is responsible for policies related to both social assistance and social security schemes, including those for civil servants, veterans and for people with disabilities. MoLVT focuses on social security for workers and employees under the provisions of the Labor Law. MoH provides health protection to poor and vulnerable people and promotes the health of mothers and children. MoEYS focuses on supporting school feeding programs and providing scholarships. MEF is in charge of the food security programs. CARD, in addition, acts as a coordinator for setting up social assistance policies.

To develop the social protection system, a National Social Protection Council (NSPC) is established. NSPC will hold the responsibility to coordinate and steer the development of social protection strategies and policies. It is composed by relevant ministries and institutions, such as MEF, MoSAVY, MoLVT, CARD, MoI, MoH, MoJ and MoCS. The NSPC is led by MEF and its work is steered by its General Secretariat. The latter is organized into four Departments: social security, social assistance, legal, and general affairs.

Finally, the National Social Security Fund (NSSF) has the mission to support the public administration policies and services in the social sector, under the technical leadership of the MoLVT and the financial administration of MEF.

### 1.1 General Objective

To acquire knowledge on the design, setup, and management of the function of financial supervision social protection (social insurance).

### 1.2 Specific Objectives

To get acquainted with international and EU experiences and best practices relating to the institutional setup of the function of financial supervision of social protection.

To discuss options for the setup of a function of financial supervision of social protection in Cambodia.

### 1.3 Expected Results

The Cambodian policy-makers get acquainted with the most relevant options for the design and setup of the function of financial supervision of social protection.

The Cambodian policy-makers are now able to engage into a national policy debate on the setup of the function of financial supervision of social protection and the required legislative basis.

## 2. EXPERT MISSION

### **Number of mobilized experts and workload**

*2 experts will be mobilized*

*Each expert will be expected to work 25 days*

### **Tasks**

The minimum tasks expected from the experts shall include:

#### General tasks

- Preliminary contacts with the Partner in view of the definition of the technical assistance methodology and agenda, to be transmitted to the SOCIEUX+ team for approval;
- Taking part to the pre-departure briefing with SOCIEUX+ team (1 week before the mission);
- Facilitate, wherever possible, a cooperation dynamic that aims to individual and institutional capacity development;
- Timely submission of the Activity's final deliverables (10 working days after the mission);
- Get knowledge of deliverables of Activity 1, and other relevant background documents provided by the SOCIEUX+ Team.

#### Specific tasks

- Ahead of the mission, to get substantial knowledge of the social protection architecture in Cambodia, including policies and programs, as well as institutional responsibilities;
- To dialogue with GIZ at the technical level, in consideration of its effort to support social protection in Cambodia in partnership with MEF, and based on the identification in the Request of GIZ Cambodia as "supportive institution";
- To contact the EU Delegation in Phnom Penh and make themselves available for a meeting for the presentation of the mission's outcomes;
- To channel to SOCIEUX+ any material that can be useful to inform the public about the activity (pictures, interviews, brief notes or articles).

### **Deliverables**

#### Intermediary deliverables (to be presented in the pre-departure briefing)

- A methodological note, including a risks analysis (max. 3 pages);
- An agenda of the mission agreed with the Partner (meetings, persons involved).

#### Final deliverables:

- D3: A technical report outlining options for the setup of the function of financial supervision of social protection applying to the Cambodian context.
- Expert mission report (ExMR), based on a SOCIEUX+ template.

### 3. EXPERT PROFILE

#### **Expert n°1: Management of Social Protection Systems**

##### **Requirements (essential/required):**

- *Education: university level (Masters or PhD relating to the subject are considered a plus)*
- *At least 15 years of professional experience in a public EU administration dealing with social protection policies;*
- *Relevant experience in contributing to policy formulation and reforms on social protection issues;*
- *Relevant experience in advising decision-makers on social protection issues;*
- *Fluent in English, written and oral;*
- *Acute sense of diplomacy and institutional relations.*

##### **Additional assets (advantageous in selection):**

- *Good communicator; a previous experience in animating information sessions/trainings*
- *Sensitiveness for capacity building and/or institutional development;*
- *A previous experience in delivering short-term technical assistance in international cooperation;*
- *A previous professional experience in South-East Asia or Cambodia.*

### 4. APPLICATION

#### **Submission of applications**

Interested experts submit their application on the website: <https://pmt.socieux.eu>.

The application process is the following:

1. If not already created, experts create their own personal SOCIEUX+ account (by clicking on "create an account"). To have access to all SOCIEUX+ Call for Applications, experts are required to fill out at least the fields marked with an asterisk.
2. Once their account is created and approved by the SOCIEUX+ team, experts sign in their personal account, click on the "Call for Applications" tab, identify the **18-04/CAMB/2/1** position, and click on "Apply."

## **5. SELECTION PROCESS**

Public civil servants or employees (active or retired) and private individual experts are eligible and preferred for this position. Private consultants may also apply.

Incomplete applications will not be considered. Only short-listed applicants may be contacted. The selection process may include interviews by phone or other communication means.

Contracted public civil servants or employees (active or retired) are entitled to standard fixed allowances of 250 Euro per working day. Fees for private consultants will be negotiated based on the number of years of relevant expertise of the selected applicant.

## **6. DISCLAIMER**

The proposed activity and mission is subject to the final review and approval of SOCIEUX+ Quality Assurance Committee. A confirmation of dates of missions and contracting of experts may only be confirmed upon the formal approval.

Short-listed candidates will be contacted and may be required to provide contact of employer or proof of their ability to be directly contracted under their status as civil servant or public employee.