

## CALL FOR APPLICATIONS – SEARCH FOR EXPERTS

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Publication Reference: [18-28/CAMB/1/2](#)

**Action title :** Advice on sustainability and investments of pension funds

**Action code and partner country :** [SOCIEUX+ 2018-28 Cambodia](#)

**Partner Institution:** Ministry of Economy and Finance (MEF) / National Social Protection Council (NSPC)

**Activity 1** – Sharing knowledge and practices on sustainability of pension schemes

**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

Cambodia's economy has witnessed a sustained expansion over the past two decades, with GDP per capita increasing two-folded between 2005 and 2013 and the country attaining the lower middle-income status as of 2015. Poverty continues to fall in Cambodia, albeit more slowly than in the past. In 2014, the poverty rate was 13.5% compared to 47.8% in 2007. While Cambodia has achieved the MDG of halving poverty in 2009, around 4.5 million people remain near-poor, vulnerable to falling back into poverty when exposed to economic and other external shocks. The fruits of economic growth have been increasingly, fairly distributed. The Gini coefficient declined from 0.41 in 2007 to 0.29 in 2012. At the same time, health conditions of the people significantly improved. The maternal mortality rate decreased from 206 (out of 100,000) in 2013 to 140 in 2015. The infant mortality rate declined from 27 (out of 1,000) in 2013 to 22 in 2015. Fiscal revenue collection has also improved; along with sustained economic expansion, new fiscal space is opening up, creating opportunities for new government projects, including those aiming at the expansion of the social protection system.

In March 2017, the Royal Government of Cambodia passed the National Social Protection Policy Framework (NSPPF) in view of the expansion and reform of the social protection system. As a consequence, there has been a significant expansion of social security. Starting in 2016, health insurance formal workers was introduced. Beginning of 2018, health and employment injury insurance commenced for government employees along with a further expansion of health insurance for workers. Pensions for formal sector workers and government employees and health insurance for the informal sector are supposed to be introduced in the two coming years. To develop the social protection system, a National Social Protection Council (NSPC) is established. NSPC holds the responsibility to coordinate and steer the development of social protection strategies and policies, and to ensure their coherence and sustainability. 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 a General Secretariat. The latter is organized into four Departments: social security, social assistance, legal, and general affairs.

### 1.1 General Objective

To develop the institutional and individual capacities of MEF / NSPC staff on the issue of financial sustainability of pension funds, in view of the projected introduction of a pension scheme in Cambodia in 2019.

### 1.2 Specific Objectives

S1. To familiarize relevant MEF / NSPC's members with the fundamental principles of financial sustainability of pension funds.

S2. To formulate concrete policy options on the management of pension funds in Cambodia in view of the introduction of a pension scheme in 2019.

### 1.3 Expected Results

R1. Relevant MEF / NSPC's members are aware of strategies, measures and regulations aimed to ensure the financial sustainability of pension funds.

R.2 Specific strategies, measures and regulations aimed to ensure the financial sustainability of pension funds in view of the introduction of a pension scheme in 2019 in Cambodia are identified.

## 2. EXPERT MISSION

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

*2 experts will be mobilized*

*Each expert will be expected to work 20 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 ahead of mission to the SOCIEUX+ team for approval;
- Taking part to the pre-departure briefing with SOCIEUX+ team (around 1 week before the mission);
- Facilitate, wherever possible, a cooperation dynamic that aims to individual and institutional capacity development;
- Timely submission to SOCIEUX+ of the Activity's final deliverables (10 working days after the mission);
- Review any 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, recent reforms, as well as institutional responsibilities;
- To timely involve the Partner in the organisation of the above-mentioned information sessions directed to a varied group of relevant stakeholders;
- To dialogue with GIZ Cambodia at the technical level, in consideration of its effort to support social protection in partnership with MEF;
- To contact the EU Delegation in Phnom Penh and be 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:

- D1: A compendium of international and EU experiences and best practices relating to sustainability of pension schemes.
- D2: An introductory information session (and its materials) on the issue of pension funds sustainability involving key staff of MEF / NSPC
- An Expert mission report (ExMR), based on a SOCIEUX+ template.

### 3. EXPERT PROFILE

#### **Expert n°2:**

**Area of expertise:** SOCIAL PROTECTION FINANCIAL GOVERNANCE AND ADMINISTRATION

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

- Education: university level (Masters or PhD relating to the subject are considered a plus)
- At least 15 years of international professional experience in a public EU administration dealing with financial regulation and supervision of social protection policies;
- Relevant experience in managing and/or administering financial resources of social protection schemes, policies, programs.
- 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 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 **18-28/CAMB/1/2** 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.