

CALL FOR APPLICATIONS – SEARCH FOR EXPERTS

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Action title: Support for the Implementation of an employment injury insurance system in Malawi

Action code and partner country: [SOCIEUX+ 2018-02 Malawi](#)

Partner Institution: Ministry of Labour, Youth, Sports and Manpower Development; Workers Compensation Department

Activity 2 - Training of the Ministry's Workers Compensation Department

- Implementation date: [February/March 2019](#)

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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

Malawi is one of the few countries in the SADC region (Southern Africa Development Community) without a social insurance-based workers compensation fund in place to compensate workers who die, sustain injuries or contract diseases in the course of their employment. Currently, Malawi implements a workers' compensation system on the basis of employer liability, which has a number of weaknesses that put an injured worker at a disadvantage.

Recognizing the inefficiencies and ineffectiveness of the current employer liability system, the Government of Malawi, with support from the International Labour Organization (ILO), has embarked on the process of establishing a social insurance-based employment injury insurance system through the Workers Compensation Fund (WCF), as mandated by the Workers' Compensation Act of 2000.

The Government of Malawi considers the establishment of such employment injury insurance system as the foundation for the progressive development of a comprehensive social security system for Malawi.

The SOCIEUX+ contribution is mainly directed to uphold the current, joint Government of Malawi – ILO efforts towards the "Establishment of the Workers Compensation System for Malawi". In the framework of Activity 1, experts mobilized by SOCIEUX+ will embed and contribute to the deployment of the consultation process among relevant stakeholders to the reform. Experts shall take in account the terms of reference and methodological approaches of the current processes, in order to ensure relevancy; they might employ some of the documents and tools already developed by the Malawi/ILO project for these specific purposes. Experts shall agree with the Partner and the ILO the suitable methodological approach to ensure that their contribution to the parties' dialogue be coherent with the joint efforts deployed so far. The fruitful contribution of the experts to the dialogue, as well as their final assessment of it, might require experts to foresee separate meetings with the various stakeholders that take part to the process. It will also be given a particular attention to the implications of the reform and the necessary change management strategies for each single stakeholder.

1.1 General Objective

The establishment of an effective workers compensation system that is based on social insurance principles, gradually provides comprehensive coverage of contingencies faced by Malawi's employers and provides the basis for the eventual development of a comprehensive social security system.

1.2 Specific Objectives

Employers, workers and other relevant stakeholders understand and support the Government's reform efforts towards the establishment of the WCF.

To ensure the effective and efficient implementation of the WCF through the development of new skills and a sound understanding of social security-based employment injury schemes, and the WCF's rules and procedures at the Workers Compensation Department.

1.3 Expected Results

The ILO-supported and Government-led consultation process that focusses on regulation, benefits and obligations under the proposed WCF and aims to the required understanding and buy-in by relevant stakeholders, especially employers and workers, is fed with international and regional expertise and best practices.

Relevant WCF staff have increased their capacities on the implementation of social insurance-based workers compensation systems through tailored trainings on areas such as contributions, compliance and collections, ICT and the WCF operations manual.

2. EXPERT MISSION

Number of mobilized experts and workload

2 experts will be mobilized

Each expert will be expected to work 18 days

Tasks

The minimum tasks expected from the experts shall include:

General tasks

- Preliminary contacts with the Partner and the ILO 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 (1 week before the mission);
- Facilitate, wherever possible, a cooperation dynamic that aims to individual and institutional capacity development;
- Present to the Partner the mission's outcomes and a first outline of the deliverables at the end of the mission, thus allowing the Partner to feed the experts' preparation of final deliverables;
- Timely submission of the Activity's final deliverables (10 working days after the mission).

Specific tasks

- Review of relevant documentation (policy papers, legislation, reports of national bodies and DPs, background documents provided by SOCIEUX+) on the workers compensation system in Malawi and the actual joint Government of Malawi-ILO efforts (training manuals, engagement presentations, technical documents for the establishment of the fund, etc.);
- Co-participate to the design of the given session of the training to the WC Department;
- Prepare materials in view of the training;
- Facilitate the assigned training' sessions.

Deliverables

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

- A methodological note (max. 3 pages), detailing the working approach, tools and methods to be employed and a risks analysis;
- An agenda of the mission agreed with the Partner detailing the meetings and working sessions to be held and persons involved.

Final deliverables (to be transmitted to SOCIEUX+ FMT no later than ten days after the activity's completion):

- D3: Presentations and materials to the attention of the participants to the training on the introduction of a workers' compensation system. The deliverable may be composed of brief notes, ppt presentations or other visuals/materials, as well as other documents relating to the session's display. Experts shall take into account and build on existing training materials and documents issued from the current joint Malawi – ILO efforts.
- D4: A brief analysis of capacity gaps of key stakeholders to the process and involved in the training. It shall also consider how training may address those gaps and include perspectives on further training options. Separate meetings with key stakeholders may be needed to formulate such analysis.
- A joint Expert mission report (ExMR) based on a SOCIEUX+ template.

3. EXPERT PROFILE

Expert n° 2 -

Area of expertise: CHANGE MANAGEMENT IN THE PUBLIC SECTOR

Requirements (essential/required):

- *Education: university level (Masters or PhD relating to the subject are considered a plus);*
- *Relevant experience in managing, accompanying, advising decision-makers on change and policy reforms in the public sector (particularly work-related);*
- *Fluent in English, written and oral;*
- *Acute sense of diplomacy and institutional relations.*

Additional assets (advantageous in selection):

- *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 Malawi or the SADC region.*

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 **18-02/MLWI/2/2** 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. 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. Interested candidates may download the Guide for Experts with detailed information on contracting with SOCIEUX+ at www.socieux.eu.

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.