

PUBLICATION NOTICE

Publication Reference: 19-26/KHM/1

Action code and partner country: *SOCIEUX 2019-26 CAMBODIA*

Action title: Setting-up a regulation and supervision function on the National Social Security Fund

Activity number and title: *Activity 1 – Study-visit to Finland*

Date of implementation of activity: *October 21 to 25, 2019*

Partner institution: Ministry of Economy and Finance, General Secretariat of the National Social Protection Council

Position to be filled : **Expert in Institutional Capacity Building**

Requested publication dates: *05/09/2019 to 15/10/2019*

Deadline for submission of applications: *15/10/2019*

Responsible Coordinator : Gian Luca PORTACOLONE

SOCIEUX+ is implemented by

Leader:



Co-financed by the European Union:

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 Belgian development agency (ENABEL).

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 CONTEXTE

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| General objective | |
| <i>To build an efficient and financially sustainable social protection system for the country</i> | |
| Specific objectives | |
| S. 1: | To establish and take charge of an effective and transparent function of regulation and supervision of the National Social Security Fund |
| Expected results | |
| R. 1: | To define guidelines and legal documentation necessary to establish and take |
| R. 2: | To gain substantial knowledge and a clear understanding of the function of regulation and supervision of social security operators through exposure to EU models and good practices |
| Final deliverables | |
| D. 1: | <i>A study-visit report</i> |
| D. 2: | A draft legal text and regulations for setting-up a regulatory and supervisory function of the social security operator (NSSF) |
| D. 3: | <i>The draft guidelines to exert a regulatory and supervisory function of the social security operator (NSSF)</i> |
| D. 4: | <i>The final legal text and guidelines to steer the actual set-up of a regulatory and supervisory function of the social security operator (NSSF)</i> |
| Proposed activities: | |
| Act.1 | <i>Study-visit to Finland</i> |
| Act.2 | Legal classification of a regulatory and supervisory function of the social security operator (NSSF) |
| Act.3 | <i>Operational framework of a regulatory and supervisory function of the social security operator (NSSF)</i> |
| Act.4 | <i>Finalization of the legal and operation structure of a regulatory and supervisory function of the social security operator (NSSF)</i> |

2 JOB DESCRIPTION

2.1 Expected services:

Methodology:

The present Action follows-up on the achievements of previous Actions 2018-04 (on governance of the social protection system) and 2018-28 (on the introduction of pensions for private sector workers). The outcomes and deliverables of those Actions shall be taken into account in the preparation and conduct of the experts' missions. GS-NSPC now seeks peer experts guidance in view to play its role of regulator and supervisor of the NSSF, the entity that manages social security schemes in Cambodia ("social security operator"). Much of the design of such a regulatory and supervisory function shall be embedded in the draft Law on the National Social Security Fund, which is expected to pass before the end of 2019.

The study-visit to Finland is planned at the request of the Partner institution. It will have to meet specific learning objectives set by the GS-NSPC. The group of Cambodian officials (ie maximum participation of 6 people) will have the opportunity to visit Finnish social security institutions and interact with their counterparts. The issues already developed in the context of the cooperation with SOCIEUX+ - the governance of social protection systems, the pension system - and in particular that of the function of regulation and supervision of the social security operator (NSSF), will be at the centre of the peer-to-peer exchanges. It is important that study visit allows to feed the Partner's reflection in view of the next activities and the achievement of the Action's expected results.

The identification of Finland as a suitable EU host country takes into account different criteria, among which the main ones will be the actual relevance of the existing local practices with the reforms in progress in the Asian country, and the availability of an institutional system willing and capable to receive and guide the Cambodian delegation during a 4-5 days visit. Those criteria have been verified with experts involved in previous Actions in partnership with MEF, who will be in charge of accompanying the Cambodian delegation and facilitate contacts with local stakeholders.

A single expert or a team of two experts mobilized by SOCIEUX+ will be in charge of preparing, accompanying, and wrapping-up the study-visit in connection with the Cambodian partner and the local institutions. His/her/their responsibility will be primarily at the technical level: by designing the scope and contents of the exchanges in a way to achieve the learning objectives of the Partner. This shall include the choice of the local institutions to be met and a thorough preparation of the visits and exchanges, at all levels; and the provision of relevant written materials, including the intermediate and final deliverable, which shall be results-oriented in view of the visit's learning objectives and the achievement of the Action's expected results and final deliverables. The expert(s) shall also be in contact with SOCIEUX+ for any relevant issue relating to local logistics of the visit.

Tasks:

Minimum tasks expected from the experts shall include:

- 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);
- Timely submission to SOCIEUX+ of the Activity's final deliverables (10 working days after the mission);
- Ahead of the mission, to get substantial knowledge of the local context; review any relevant background documents provided by the SOCIEUX+ Team and/or the Partner.
- During the mission, to conduct consultations with the Partner's executives and staffs, as well as any other external actor that can support a context assessment (enterprises, employees, legal authorities, safety actors, health facilities, etc.)
- To present the outcomes of the mission during a participatory round-table that allows the partner to intervene on the contents of the deliverables before their finalization;
- To contact the EU Delegation in the country and envisage a meeting for the presentation of the mission and/or its outcomes;
- To channel to SOCIEUX+ Communication officer any material that can be useful to inform the public about the activity (pictures, interviews, brief notes or articles).

2.2 Outputs:

Deliverables:

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

- A *methodological note*, including an early outlook on the deliverable (max. 3 pages);
- An *agenda* of the training agreed with the Partner (meetings, persons involved).

Final deliverables:

- **D1:** A study-visit report. The report focusing on the actual achievement of the learning objectives of the study-visit of a Cambodian delegation to an EU member state' homologues
- *Expert mission report (ExMR)*, based on a SOCIEUX+ template and including an on-line survey.

2.3 Additional details:

Place: Helsinki

Duration of the assignment: 4 days for the preparation; 5 days on-site; 2 days travel (tbc); 2 day reporting and finalisation of deliverables.

3 EXPERTISE PROFILE

Principal expert (Expert 1):

Area of expertise: **Institutional capacity building**

Requirements (essential/required):

- Education: university level (Masters or PhD relating to the subject are considered a plus)
- At least 15 years of professional experience within a EU public administrations or, international organisations, academia, social partners, civil society;
- Relevant experience in designing, managing and/or evaluating social protection policies, particularly social security;
- Specific competence in coaching and/or capacity building of staff of public institutions;
- Fluent in English, written and oral;
- Acute sense of diplomacy and institutional relations.

Additional assets (advantageous in selection):

- A previous experience in delivering short-term technical assistance in international cooperation;
- A previous knowledge of the context of Cambodia and/or the South-East of Asia.

NB: a second expert will be appointed if required by the organizational conditions of the study visit

4 APPLICATION

4.1 Documentation:

Curriculum Vitae in *ENGLISH* and Europass format – available at:

<http://europass.cedefop.europa.eu/en/documents/curriculum-vitae/templates-instructions>

4.2 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 **19-26/KHM/1** position, and click on “Apply.”

If more information is needed, please contact SOCIEUX+ team by email to experts@socieux.eu with the application reference.

5 SELECTION PROCESS

If you do not receive a response within 30 days of the application deadline, please consider that your application has not been shortlisted.

Only short-listed applicants may be contacted. The selection process may include interviews by phone or other communication means.

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 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.