

TERMS OF REFERENCE FOR EXPERTS

Terms of reference for on-site activities and missions

Action code and partner country: SOCIEUX+ 2021-18 THAILAND

Action title: *International Guest Expert lectures at Mahidol University: Health Financing and Social Health Protection in Europe*

Partner institution: ASEAN Institute for Health Development (AIHD)

Activity number and title: *Activity 1 – International Guest Expert lecture at Mahidol University, Thailand on Health Financing and Social Health Protection in Europe*

Date of implementation of activity/ies: from May 3rd to May 31st of 2021 (with May 18th as the date of the guest lecture)

Expert positions and responsibilities (by activity):

Activity 1 : Expert 1 (*principal*) – *Social Health Protection expert*

Activity 1 : Expert 2 – *Social Health Financing Expert*

Workload:

Activity 1 - Expert 1 : 7 days

Activity 1 - Expert 2 : 7 days

Call for experts' reference: 21-18/THA/1

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Partnership led by:



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1 BACKGROUND INFORMATION

1.1 Country overview

Thailand, formerly known as Siam, is an upper-income country and the only country in south-east Asia to have escaped colonial rule. Thailand covers an area of 514,000 square kilometres. It is bordered by Laos to the Northeast, Myanmar to the North and West, Cambodia to the East, and Malaysia to the South.

Thailand's population is approximately 70 million (in 2019). A large export economy, in 2017 the GDP of Thailand was \$455B and its GDP per capita was \$17.9k. Over the last four decades, Thailand has made remarkable progress in social and economic development. In less than one generation, the country moved from a low income to an upper-income country. From 1960 to 1996, Thailand's economy grew at an average annual rate of 7.5%, pulling millions of people out of poverty. Poverty rate declined from 67 % in 1986 to 7,8 % in 2017. But the period from 2015 to 2017 experienced slower growth, with declining levels of employment in agriculture and manufacturing sectors. Consequently, poor population has increased by half a million people between 2015 and 2017, as well as the Gini coefficient during the same period.

Thailand's 20-year National Strategy (2018–2037) heavily emphasizes human resource development. The strategy aims at driving Thailand toward the status of a developed country in terms of security, prosperity, and sustainability. The Strategy consists of axes: (1) national security; (2) competitiveness enhancement; (3) development and empowerment of human capital; (4) broadening opportunity and equality in society; (5) environmental - friendly development and growth; and (6) reforming and improving government administration. The framework focuses on addressing current concerns on human resource development, as well as on promoting Social Cohesion and Equity through creating fair and equal economic and social systems.

1.2 Sector situation

Thailand is internationally recognized for its successful implementation of universal health coverage (UHC) in 2002, with a favourable pro-poor outcome. As a result of the UHC implementation, the entire population has been covered by three public health insurance schemes - civil servants and their dependents by the Civil Servant Medical Benefit Scheme (CSMBS), private sector employees by the Social Health Insurance Scheme (SHI) and the rest of the population by the Universal Coverage Scheme (UCS). This resulted in three main public purchasers where purchaser-provider split has been fully implemented; and supply-side financing through annual budget allocation to health facilities was fully replaced by demand side financing.

Assessments of the Thailand health systems performance against financial risk protection, responsiveness, health outcomes, and efficiency have found favourable outcomes. Financing health care is dominated by general tax revenue and is progressive with respect to population incomes. Direct payment by households has consistently declined since 2002, while the Government significantly increased spending from tax revenues on public insurance schemes.

Nevertheless, a few challenges remain. In recognition of the demographic and epidemiological transitions, health and social welfare systems should prepare for a long-term care policies, in particular adapting the source of financing and modality of care, (including training of and support to home care). A second key challenge relates to the rural/urban split. While rural health services are well established and have shown a significant contribution to UHC goals of equitable access and financial risk protection, by comparison urban health systems are dominated by hospital-oriented care, private clinics and hospitals, and lack of effective primary health care systems (PHC) catering chronic non-communicable diseases. There is a large room for strengthening urban PHC systems. Finally, heavy reliance on general tax as a main source of financing health services for UCS and CSMBS, as well as the mandatory one third contribution to SHI by the government, runs the risk of incurring shortfalls especially during the cyclical economic crunch. Key policy choices include devising new sources of funding or reduction of nonessential benefit package such as outpatient care, while safeguarding continuity of treatment of chronic conditions and admission services.

In conclusion, one of the key success factors of health reforms in Thailand is the capacity to generate knowledge supporting policy formulation; equally important is the implementation capacity and government effectiveness.

1.3 Role of partner institution in the sector

The ASEAN Institute for Health Development (AIHD) at Mahidol University incorporates the following Mission:

- Provide transformative education for graduates in order for them to become proficient leaders in health system management and sustainability;
- Enhance the health workforce's capacity to promote sustainable Health Development; and
- Develop and support innovative research for sustainable Health Development.

In order to achieve its mission, the AIHD further invests in the following strategies:

- Conduct research to support Health Policy Development related to Primary Health Care Management, Global Health, and Active Aging;
- Invest in education to support the development of future leaders in Primary Health Care Management, Health Policy, Health Development, Global Health, and Active Aging;
- Provide long-term capacity building of quality in order become a leader in Primary Health Care Management, Social Health Protection, Health Policy, Health Development, and Active Aging.

Mahidol University also contributes to the project "Support to the extension of social health protection in Southeast Asia", set up by ILO with funding from the Grand Duchy of Luxembourg. The ultimate objective of the project is that more women and men in South-East Asia have access to adequate social health protection. Under this framework, Mahidol University contributes to strengthen individual and institutional capacities on social health protection (SHP).

The ASEAN Institute for Health Development (AIHD) at Mahidol University, Thailand, has been delivering a Master's programme in Primary Healthcare Management (MPHM) since 1978, training around 800 health leaders from over 37 countries to date. In collaboration with the ILO, the AIHD has revised and supplemented the longstanding programme with a component dedicated to Social Health Protection (SHP) and successfully launched the first edition of the new track in August 2020.

The integration of specialised SHP training into the MPHM, is intended to contribute to the promotion of UHC in the region by equipping health and social protection professionals with the necessary expertise and knowledge to reinforce SHP systems in their home countries. The special track is composed of four specialised modules:

1. Strategic Purchasing for Universal Health Coverage (UHC)
2. Health Providers in Health Systems
3. Health Financing for Social Health Protection
4. Health Economics

As integral part of Module on Health Financing for Social Health Protection, Mahidol University and the ILO are planning a series of three specialised virtual seminars on subjects related to health financing from the region and Europe. To that purpose, the AIHD at Mahidol University has requested SOCIEUX+ support to mobilise two specialists from Europe via a peer-to-peer technical cooperation request with SOCIEUX+.

2 ACTION DESCRIPTION

2.1 Overall objective

Strengthening of national capacity on social health protection (SHP), support evidence-based policy reforms and enhance coverage for the entire population, and particularly vulnerable groups.

2.2 Specific objective (s) (purpose)

- SO1. Acquire knowledge about the Social Health Protection system of at least two countries in Europe (suggested countries include: Sweden, France or Germany) in term of design and implementation.
- SO2. Cover how the different presented systems are financed, including challenges and reforms adopted.

2.3 Expected results

By the end of the peer-to-peer technical cooperation, one international e-lecture/e-conference of maximum 180 mins (3 hours) with the intervention of two (2) social health protection/ health financing experts on subjects related to health financing for social health protection in Europe has been organised.

2.4 Final deliverables

The materials and presentations employed by experts/lecturers during the remote guest lecture. (see §4.2 for a comprehensive list of expected deliverables).

3 METHODOLOGY

3.1 General methodology (of the action)

The action includes a single activity, namely the mobilization of two European public experts in view of the preparation and delivery of a remote guest lecture to the students of the Master programme in Primary Healthcare Management (MPHM). The lecture shall particularly refer to the design, implementation, and financing of health care systems, including challenges and reforms adopted. The lecture shall last around three hours and will be entirely conducted by remote. SOCIEUX+ and the Partner institutions will agree on the most suitable technological solutions for facilitating effective experts and participants' interaction and learning paths.

3.2 Planned activities (work plan of the action)

The following activities are currently planned for the action:

- Activity 1 – International Guest Expert lecture at Mahidol University, Thailand on Health Financing and Social Health Protection in Europe

The present terms of reference cover the services expected for:

- Activity 1 – International Guest Expert lecture at Mahidol University, Thailand on Health Financing and Social Health Protection in Europe

3.3 Inclusion of cross-cutting issues

SOCIEUX+ recognises the importance to include cross-cutting issues in social protection, labour and employment policies and systems. The following cross-cutting issues are duly taken into account:

- Gender equality;
- Good governance;
- Social and economic inclusion of vulnerable groups

4 ACTIVITIES DESCRIPTION

4.1 Tasks

The principal expert will lead the on-site mission. He/she will be responsible for the delivery of all deliverables of the activity (see below Section 4.2). He/she will be responsible for the preparation, coordination, implementation and reporting of the overall activity towards SOCIEUX+.

The main tasks of the mission team include:

- Ahead of the (distant) mission, to get substantial knowledge of the local context; review any relevant background documents provided by the SOCIEUX+ Team and/or the Partner.

- Preliminary contacts with the Partner in view of the preparation of the mission's methodology and agenda, to be transmitted ahead of mission to the SOCIEUX+ team for approval;
- Taking part to the preparatory briefing with SOCIEUX+ team;
- Develop the training material, according to the profile of the participants.
- During the activity, to conduct the planned remote consultations with the Partner's executives and staffs, as well as any other external actor that can support the positive deployment of the virtual seminar, including the EU Delegation in the country;
- The experts will invite the participants of the virtual seminar to complete the online evaluation forms (PAF) in English. The actual compilation of these reports by the participants is however not the responsibility of the expert.
- To present the outcomes of the peer-to-peer exchange to the partner in order to discuss and take into account comments on the contents of the deliverables before their finalization;
- Timely submission to SOCIEUX+ of the final deliverables (10 working days after the end of the period devoted to the remote cooperation), and availability to go through an eventual round of comments and adjustments in interaction with SOCIEUX+ and the Partner;
- 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).
- To employ the different templates and evaluation forms provided by the SOCIEUX+ Team.

4.2 Deliverables

4.2.1 Pre-mission deliverables

- P1: A methodological note, detailing the working approach, tools and methods to employ, a risks analysis, etc. The Methodological Note shall not exceed 3 pages (excluding cover page and annexes).
- P2: A activity/mission agenda, detailing the meetings and working sessions to be held, persons to meet, etc. The Activity/mission Agenda shall not exceed 2 pages.

4.2.2 Final deliverables

- D1: An individual Expert Mission Report (ExMR) in SOCIEUX+ format (template provided). This report is a confidential product intended solely for and use by SOCIEUX+. The expert team may also submit a single-joint ExMR report if they prefer to do so (see instructions on the template).
- D2: An individual completed Expert Feedback Form (ExF) completed online (see instructions and link on the ExMR template).
- D3: A collective Activity Report (AcR) in SOCIEUX+ format (template provided). This AcR is to be produced jointly by the mission team. It is intended for the Partner Institution, and will be shared, most probably, with key stakeholders of the action. The report will reflect the tasks conducted in during the activity. It shall provide a meaningful contribution towards the final deliverables of the action.
- D3 - Annex 1 of the AcR: The materials and presentations employed by experts/lecturers during the remote guest lecture.

5 REPORTING AND SUBMISSION OF DELIVERABLES

5.1 Formats

All deliverables and products of the activity (notes, reports, presentations, etc) shall comply with the formats and templates provided by the SOCIEUX+ Team.

All deliverables are to be submitted in electronic in electronic editable versions [Microsoft Word 97-2003 [doc], PowerPoint 97-2003 [ppt] and Excel 97-2003 [xls]; or in equivalent OpenDocument format). Non-editable electronic document such as in Portable Document Format (PDF) shall not be accepted.

Templates for electronic presentations during the activity/mission are provided by the SOCIEUX+ Team. These templates are in Microsoft PowerPoint format and comply with the SOCIEUX+ Corporate Image standards. These templates are to be used as a sole format by all members of the expert mission team. They are to be used for all presentations by the experts during and for the activity/mission. The use by the experts of their own, or their organisation(s), templates or formats are not allowed unless otherwise instructed in written [by email] to the experts by the SOCIEUX+ Team.

All versions of deliverables or other products used or produced during activity/mission by the experts shall include the following disclaimer:

“Disclaimer:

The responsibility of this publication sole lies with its authors. The European Union, the European Commission, the implementation partners of SOCIEUX+ and the SOCIEUX+ Staff are not responsible for any use that may be made of the information contained therein.”

Please refer to the expert information package for further guidance on communication and templates.

All deliverables are to be provided in English.

5.2 Submission and approval

All deliverables versions (drafts, final or other) shall be submitted directly and only to SOCIEUX+ Team, unless otherwise instructed in written [by email] to the experts by the SOCIEUX+ Team.

5.2.1 Pre-mission deliverables

- Pre-mission deliverables shall be submitted no later than 5 working days before the start of activity or departure of the mission of the experts, whichever is the earliest.
- Pre-mission deliverables will be shared and reviewed by the SOCIEUX+ and the Partner Institution. Feedback on the deliverables should be provided to the Principal Expert at latest 2 days before the start of activity or departure of the mission of the experts, whichever is the earliest. Comments and recommendation of this feedback shall be taken into account for the implementation of the activity/mission by the experts. Only the mission agenda shall be resubmitted with revision if requested by the SOCIEUX+ Team.

5.2.2 Final deliverables

- The first draft versions of the final deliverables are to be submitted no later than 10 working days upon completion of the activity or return of the experts.
- Feedback to the first draft version of the report should be provided 10 working days after its submission.
- Inclusion of the feedback on drafts versions is expected 5 working days upon reception of the comments by the principal expert. (In general, no more than one round of feedback and revision is required, unless the quality of the deliverables is considered unsatisfactory by the SOCIEUX+ Team or/and the Partner Institution.)
- Final versions of the deliverables should be approved or rejected no later than 10 working days upon their submission to the SOCIEUX+ Team.
- Final payments and reimbursement of travel costs to experts can only be authorised upon approval of the final version of the deliverables by SOCIEUX+.

6 REQUIRED EXPERTISE

6.1 Expertise profile

Principal expert (Expert #1): Social Health Protection Expert

Area(s) of expertise: Health insurance

Specific skill(s) of expertise: 1.2 Policy & Strategy making and development, 8. Individuals' capacity building/training

Requirements (essential/required):

- Education: university level (Masters or PhD relating to the subject are considered a plus)
- At least 10 years of professional experience within EU public administrations or, international organisations, academia, social partners, civil society organizations
- Specific experience and skills in health insurance policies and strategies;
- Specific knowledge of health systems' design, implementation, financing, challenges and reforms in at least one of the following EU countries: Germany, France, Sweden;
- Expertise on the institutional strengthening of universal health coverage;
- Knowledge and/or research on the investments needed for the development of comprehensive social protection systems
- Previous experience in designing, documenting and delivering academic courses to Master students, in the area of public health;
- Specific knowledge of health systems;
- 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 professional experience in South-East Asia.

Expert #2: Senior Health Financing Expert

Area(s) of expertise: Health insurance, Social Security financing

Specific skill(s) of expertise: 2.1 Legislation & Regulation making and development, 8. Individuals' capacity building/training

Requirements (essential/required):

- Education: university level (Masters or PhD relating to the subject are considered a plus)
- At least 10 years of professional experience within EU public administrations or, international organisations, academia, social partners, civil society organizations
- Specific experience and skills in health insurance policies and strategies;
- Specific knowledge of health systems' design, implementation, financing, challenges and reforms in at least one of the following EU countries: Germany, France, Sweden;
- Previous experience in designing, documenting and delivering academic courses to Master students, in the area of public health;

- Specific knowledge of health systems;
- 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 professional experience in South-East Asia.

OR/AND

Collaborative institution:

Area of expertise: Academic institutions (such as: University of Greifswald, Antwerp Institute of Tropical Medicine, Ecole des Hautes Etudes en Santé Publique...)

Geographic and institutional span: France, Germany, Sweden, ...

6.2 Estimated workload

	Preparation	On-line work	Travel	Reporting & deliverables	Total Working days
Principal expert (#1)	4	1	0	2	7
Expert (#2)	4	1	0	2	7
Total	8	2	0	4	14

7 APPLICATIONS

7.1 Call for experts

All calls for experts for SOCIEUX+ activities are published online on the SOCIEUX+ website. Interested experts should submit their application on the SOCIEUX+ on-line expert database: <https://pmt.socieux.eu> (currently only available in English). The application process is:

1. If they have not already, experts create their SOCIEUX+ account by clicking on “Create an account” using an email address.
2. Login details for their account will be sent to experts by email, experts should create and submit their profile for review by¹:
 - a. Providing contact details
 - b. Providing information on the competences, skills and working history of the expert. Experts are required to provide only limited information through fields marked with an asterisk. However, *experts are encouraged to complete in most detail de sections on skills and competences as the SOCIEUX+ Team also regularly reviews profiles in the roster to identify and contact potential experts for future missions.*

¹ SOCIEUX+ expert database and other management tools comply with the General Data Protection Regulation (GDPR) -Regulation (EU) 2016/679.

- c. Uploading of a curriculum vitae, preferably in Europass format².
3. Once their profile is approved by the SOCIEUX+ Team, they can apply to any available calls for experts accessible under the tab “Call for experts” and click on “Apply.”

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

Collaborative or interested institutions wishing to make expertise available for a specific call for application may directly contact the team of SOCIEUX+ at experts@socieux.eu.

7.2 Selection of experts

In principle, SOCIEUX+ mobilises experts from the public administrations and mandated bodies of EU member states, and practitioners working for social partners, including:

- Practitioners, civil servants and employees from publicly mandated bodies;
- Collaborators and employees of social partner institutions, such as trade unions and employer associations; and,
- Academic and research institutions.

Active public experts from collaborative institutions are given priority in the selection. Private consultants may also apply. Their application will be considered in case an appropriate public expert cannot be identified.

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

Interested candidates may download the **Guide for Experts and Collaborative Institutions** with detailed information on contracting with SOCIEUX+ at www.socieux.eu

7.3 Contracting of public experts

Public experts can be in active duty or retired. Retired employees from international specialised agencies or cooperation agencies can also be mobilised, without regard to their former employer's collaborating with SOCIEUX+ on a specific action. Retired experts are considered as public experts for all purposes, benefits, and financial compensation provided by SOCIEUX+.

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

7.4 Financial compensations

Contract officials or active-duty or retired employees are entitled to standard fixed allowances of 350 euros per working day worked. The fees of private consultants are negotiated according to their number of years of relevant expertise and the standard scale of SOCIEUX+.

Retired experts are assimilated to public employees for all intents and purposes, benefits and financial compensation provided by SOCIEUX+.

National regulations on remuneration and compensation of public employees and civil servants applies and may limit the payment of allowances by SOCIEUX+. The responsibility for compliance and verification lies with individual experts and their institutions of origin. The payment of income or other taxes is the sole responsibility of the mobilised experts and/or their organisations.

7.5 Travel costs

All travel expenses for the mobilised experts (public, private or international institutions) are covered by SOCIEUX in accordance with the **Guide for Experts and Collaborative institutions** with detailed information on contracting with SOCIEUX+ (version as on date of signature of the contract).

² Europass templates for CVs are available here:
<http://europass.cedefop.europa.eu/en/documents/curriculum-vitae/templates-instructions>

8 COMMUNICATION & VISIBILITY

SOCIEUX + can use its communication channels, such as the web, newsletter and other media, to share information about the implementation and results of the activities. For this, contributions of the experts mobilised are expected. The experts may be requested to provide such contributions in the field of communication as photographs, provide short texts, and interviews.

Short briefings, before and after the mission, with the Communication Officer of SOCIEUX+. These briefings will provide the opportunity to identify communication opportunities and strategies.

For specific activities, visibility products, such as brochures, USB sticks, notebooks and pens, can be made available to experts for on-site distribution.

9 CODE OF CONDUCT

The experts mobilised by SOCIEUX+ will provide technical assistance from the preparatory stages of each activity to the delivery of products. The SOCIEUX+ Team will assist experts to fulfil their assignments by supporting and advising on the preparation of background materials before meetings. The SOCIEUX+ team will collect feedback from partner institutions and relevant stakeholders to ensure that mission reports and recommendations are delivered to national authorities, the EU Delegations in the partner countries and EuropeAid.

The experts mobilised are not representing SOCIEUX+ or the EU. Technical opinions and recommendations expressed are their own. They shall not express negative opinions on the implementation of actions supported by SOCIEUX+ to third-parties. Nevertheless, they shall be aware of SOCIEUX+'s objectives and functioning, and promote its services at the best of their knowledge, whenever possible and feasible.

The experts shall perform their duties in the Partner Country in a way that is fully compliant with and respectful of the local institutions, policies and cultural behaviours. They shall particularly adopt a culturally-sensitive behaviour in their way to deal with the local counterparts.

10 OTHER CONSIDERATIONS

11 ANNEXES

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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 by the European Commission (EC) Communication COM (2016) 740 final - "Proposal for a new European Consensus on Development, entitled *Our world, our dignity, our future*. A significant number of cooperation initiatives in these fields are funded by geographic or thematic instruments of the EU in different countries. Those initiatives are highly structured and address the medium- to long-term needs of partner countries. However, short-term measures and peer-to-peer cooperation to promote the development of social protection systems are needed to complement the EU's cooperation with third countries. SOCIEUX+ - EU Expert Facility on Employment, Labour and Social Protection responds to this need.

The SOCIEUX+ facility was setup by the EU through co-funding from France, Spain and Belgium and the resources managed by the European Commission's Directorate for Development and Cooperation (EuropeAid). The facility is implemented by a partnership composed of development cooperation agencies from Member States: Expertise France (the partnership lead), Fundación Internacional y para Iberoamérica de Administración y Políticas Públicas (FIIAPP) from Spain, Belgian International Cooperation on Social Protection (BELINCOSOC), and the 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. Its 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 short-term, peer-to-peer technical assistance and knowledge development.

SOCIEUX+ recognises the impact of social protection and employment in reducing poverty and vulnerability. It supports the efforts of partner governments in promoting inclusive and sustainable social protection and employment systems. SOCIEUX+ also complements the efforts made through other European Union initiatives.

The Facility is an expansion of SOCIEUX Social Protection EU Expertise in Development Cooperation, established in 2013.

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