

CALL FOR APPLICATIONS – SEARCH FOR EXPERTS

Publication Reference: [17-38/ARM/4/1](#)

Action title : Introduction of a human-rights approach to disability assessment and eligibility rules in line with WHO International Classification of Functioning, Disability and Health (ICF)

Action code and partner country : **SOCIEUX+ 2017-38 Armenia**

Partner Institution: Ministry of Labour and Social Affairs (MLSA)

Activity 4 – Change management and communication of policy changes relating to disability assessment and eligibility rules

Implementation date: **December 10 to 14, 2018**

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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

Armenia has ratified the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD) in 2010. The draft Law on the Protection of the Rights of People with Disabilities (PWDs) and Their Social Inclusion and the Government's Strategy Paper for Social Inclusion of PWDs for 2017-2021 should allow the Country to implement the CRPD's stipulations and enhance the social inclusion (which is laboral, educational, cultural) of PWDs. These texts – the latter being adopted very recently, in April 2017 - are based on social inclusion rather than on social assistance, thus bringing Armenian legislation into greater compliance with the CRPD.

In spite of constitutional and legislative protections, barriers to equal rights and opportunities for PWDs persist. Article 30 of the Armenian Constitution ensures the right of every individual to an education, as a guarantee of personal development and future employment. In reality, however, few schools are accessible for children with disabilities. Universities are also nearly universally inaccessible. The 2003 Law of Urban Development states that all public buildings, new or renovated, should be accessible. Yet, lack of enforcement mechanisms has prevented implementation. Restricted access to education, compounded by inaccessible infrastructure, contributes to a bare 9% employment rate for Armenians with disabilities. Indeed, the estimated 194,000 PWDs living in Armenia (6/7% of the population) do not have the opportunity to take active part in the socio-economic life of the country due to the inaccessible environment, discriminatory attitudes, stereotypes, lack of proper social, medical and other services, legislative gaps, lack of accessible public transportation, and other issues.

In the spirit of the above-mentioned legislative texts, Armenia is in the process of transforming the way in which disability is assessed. The objective is to shift from a medical to a bio-psychological model of disability assessment, based on the WHO International Classification of Functioning, Disability and Health (ICF). In 2013 the Government of Armenia has adopted the WHO/ICF as standard to apply for designing, implementing and providing services to PWDs. Relevant Ministries are revising their policies and legislation to be into a greater compliance with the CRPD and with the holistic approach embodied in the ICF standard, which considers disability as depending on the interaction between individual and environmental factors. However, the work is still in progress for ensuring greater compliance between sectoral policy formulation and implementation.

1.1 General Objective

The MLSA will have a strengthened capacity to introduce new policy and methodology for disability assessment and eligibility determination based on WHO ICF approach and in line with UNCRPD requirements by having clearer understanding of its practical implications and mechanisms for proper budget spending on and services provision to people with disabilities.

1.2 Specific Objectives

>To enhance knowledge of ICF-based disability assessment and eligibility rules among MLSA's policy makers and staff. >To improve the disability assessment and the information collection mechanisms, based on ICF standard and best international practices. >To create awareness on the necessity to adopt a change management approach in order to prepare the information of both the professionals and the public about the newly adopted ICF approach to disability assessment and eligibility rules.

1.3 Expected Results

>MLSA policy-makers and relevant staff gain a clear understanding of the practical implications of the transition towards the ICF-based approach to disability assessment and eligibility rules, particularly by getting to know the experience of Greece and Cyprus. >The process and tools pertaining to disability assessment, and the rules that apply to elect candidates to services and support, are revised according to the newly adopted ICF standards. >MLSA gains a clear understanding of the EU cases and practices relevant to change management and communication of policy changes relating to disability assessment and eligibility rules.

2. EXPERT MISSION

Number of mobilized experts and workload

2 experts will be mobilized

Each expert will be expected to work 13 days

Tasks

The minimum tasks expected from the experts shall include:

General tasks

- Preliminary contacts with the PI in view of the definition of the TA methodology and agenda, to be transmitted ahead of mission to SOCIEUX+ team;
- Taking part to the pre-departure briefing with SOCIEUX+ team;
- 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 express its views;
- Timely submission of the Activity's final deliverables (10 working days after the mission's conclusion).

Specific tasks

- Review of relevant documentation (policy papers, legislation reports of national bodies and DPs) on the disability sector in Armenia. Review of relevant documents and deliverables of Activities 1 to 3;
- Organize and present materials over disability-related change management experiences and cases;
- Involve relevant stakeholders beyond MLSA, in view of creating a conducive environment for the future development of a change management and communication strategy on the full transition toward the ICF model.

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:

- D6: A workshop and its materials, presenting cases and practices relevant to change management and communication of policy changes relating to disability assessment and eligibility rules. Experts shall focus on change with regards to the sector at large (change affecting rules, administrative and technical process, needed professional capacities, competencies), as well as the target population; communication strategies for raising awareness on the practical implications of the transition shall be also studied.
- Expert mission report (ExMR), based on a SOCIEUX+ template.

NB: Expert 1 is responsible for the overall preparation and transmission of the activity's deliverable.

3. EXPERT PROFILE

Expert n°1:

Area of expertise: CHANGE MANAGEMENT

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 health-related and/or disability policies;
- Relevant experience in managing change within a public sector institution, including normative, technical and organizational change due to reform of public policies;
- Fluent in English, written and oral;
- Acute sense of diplomacy and institutional relations.

Additional assets (advantageous in selection):

- Professional knowledge of Armenian and/or Russian language;
- Sensitiveness for capacity building and/or institutional development;
- A previous experience in delivering short-term TA in international cooperation;
- A previous professional experience in Armenia or former Soviet Republics.

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 **17-38/ARM/4/1** 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 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.