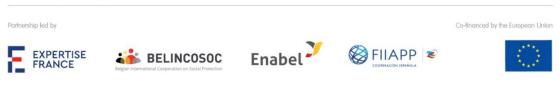# TERMS OF REFERENCE FOR EXPERTS

Terms of reference for on-site activities and missions

Action code and partner country: *SOCIEUX 2022-15 MONGOLIA*

Action title: *Capacity Building for Information Technology Staffs for social security system*

Partner institution: *General authority for Social Insurance (GASI)*

Activity number and title:

- *Activity #1. Training of trainers on backend and frontend software development (Spring Boot and AngularJS frameworks), including elements of information security and on management of Oracle database administration*

New dates of implementation of activities:

- *Activity #1* Indicative dates from October 10th to December 2nd, 2022 (November 6th to 19th in Ulaanbaatar)

Expert positions and responsibilities (by activity):
- Activity *#1.:* Expert *#1 (principal)* – Access to other Basic Social Services - 5.2. Information management systems

- Activity *#1.:* Expert *#2 –* Access to other Basic Social Services - 5.3. Information & communication technology

Workload:
*Activity #1***:** Expert #1 (principal): 23 days
　　　　　Expert #2:　　　　22 days

Call for experts' reference: 22-15/MNG/1/1 and 22-15/MNG/1/2

Version - #: 5_ 　　☐ Draft 　☒ Final 　Date: *August 30th, 2022*

SOCIEUX+ is implemented by

Partnership led by

Co-financed by the European Union

EXPERTISE FRANCE 　BELINCOSOC Belgian International Cooperation on Social Protection 　Enabel 　FIIAPP COOPERACIÓN ESPAÑOLA

1   BACKGROUND INFORMATION

1.1   Country overview

Mongolia is a landlocked country located between China and Russia. It is a middle-income country.

Over the past 30 years, Mongolia has transformed into a vibrant democracy, tripling its GDP per capita since 1991. Primary school enrolments are at 97%, coupled with impressive declines in maternal and child mortality (45 per 100,000 live births in 2017 and 15.6 per 1,000 live births in 2019 respectively). In 2015, 4 per cent of the economically active population worked in mining and quarrying; 28 per cent in agriculture; and 30 per cent in construction, retail trade and manufacturing.

Mongolia holds vast quantities of untapped mineral wealth. Mongolia's economic growth rebounded in the first half of 2021 on the back of robust exports and a surge in private investment, mainly in the mining sector. With vast agricultural, livestock and mineral resources, and an educated population, Mongolia's development prospects look promising in the long-term assuming the continuation of structural reforms.

However, past economic growth has not yielded social and economic benefits for all. Poverty (as formally defined) remains a significant concern despite its continued decline - from a national average of 27.4 per cent in 2012 to 21.6 per cent in 2014. Large portions of the population have fragile livelihoods and incomes, and thus remain vulnerable to poverty. The extremely, moderately and near poor populations, estimated around 10 per cent of the economically active population in 2016, still rely on social insurance to be able to work themselves away from poverty. Growing gender disparities have also marked Mongolia's economic growth. The youth unemployment rate of 2015 (national estimates) is at 16.9 per cent but with 16.84 per cent for male youths and 19.41 per cent for female youths.

The Mongolia Sustainable Development Vision 2030, includes raising Mongolia to upper middle-income country status, increasing annual economic growth, reducing income inequality, improving health and educational outcomes, protecting the environment and dealing with the challenges of climate change, and ensuring good governance and global competitiveness.

The Mongolian Government aims also to improve public service delivery to citizens through technological renewal and digitalisation, in order to achieve its Vision 2050 – Mongolia's long term development policy.

1.2   Sector situation

The current social insurance system could be further strengthened through improvements in the social security system. Reform of the pension system is needed to effectively extend pension coverage to some of the most vulnerable groups in society – herders, self-employed people and workers in the informal economy. Although most elderly people in 2014 received old age benefits from the Pension Insurance Scheme, only about half of the labour force makes mandatory contributions to the scheme – with herders, self-employed people and informal economy workers able to participate voluntarily, but hardly contributing in practice (23.4 per cent participation in 2014). As a result, future income support coverage of the elderly population will decrease substantially. A mind-set that favours the establishment of an effective social protection floor and progressive extension towards a more comprehensive social security system, embracing all groups, to protect against individual want as well as societal inequality is needed.

As of 2021, 1.2 million Mongolians enrolled in the social insurance programme, while 49.3 thousand employers participate in the programme. On average, the social insurance organisation (GASI) provides more than 30 social insurance services including pensions, benefits, unemployment and insurance against occupational injuries and diseases per year to its 5.5 millions insurers.

1.3   Role of partner institution in the sector

The General Authority for Social Insurance (GASI) Mongolia's mission is to be an insurer with a comprehensive social insurance service that will have a capacity to provide lifelong social security by 2030.

GASI has committed to upgrade its current information system of social insurance, so to provide more efficient services to the public. The current core systems in use at the Information technology

centre make use of desktop programming, and run-on separate servers across the country, resulting in delays, duplicated data and syncing issues, as well as security risks, at a time of dramatic increase of insurers' access to online services.

GASI has developed through the assistance of the Asian Development Bank a new web-based information system for social insurance employing cutting edge technology. As the new information is successfully implemented and open for the public in 2022, GASI ITC staff face a knowledge gap between the current system and the newly developed system for IT staff to charge, manage and maintain the new structure and features.

2   ACTION DESCRIPTION

2.1   Overall objective

Institutional capacities of employment, labour and social protection institutions are strengthened and reinforced

2.2   Specific objective (s) (purpose)

S1: To better manage and deliver applications and services within the newly developed information system

2.3   Expected results

R1: The social insurance IT staff is trained on the use of database management and software development adopted at GASI

2.4   Final deliverables

D1.1: Training materials, exercises and evaluation tools on backend and frontend development (Spring Boot and AngularJS frameworks), including elements of information security

D1.2: Training materials, exercises and evaluation tools on management of systems infrastructure, including database management (Oracle)

3   METHODOLOGY

3.1   General methodology (of the action)

GASI has requested the technical cooperation of SOCIEUX+ to support the transformation of its current IT system and improve the competencies of its personnel at the IT Centre on the use of the new database and software programming. This would enable GASI to provide full online social insurance services for its clients without delays, while the social insurance organisation will be able to better protect the insurers' data.

The Information Technology Center under the General Department of Social Insurance has a staff of 13 people, including **4 software developers**. These 4 programmers use their own resources to update software used throughout the sector.

The current applications in the social insurance sector were first introduced in 2006 and **have a decentralized system** with separate servers in 21 provinces and 9 districts. There are also IT specialists in 21 provinces and 9 district units across the sector. There are currently over 60 software applications in the industry, and the database is Mssql.

Funded by the Asian Development Bank (ADB), a software upgrade project has been underway since 2016, and plans to develop a number of separate, decentralized systems **into one integrated web-based system**, which will be launched in the third quarter of 2022. The new system is written in Java, and the database is based on Oracle.

The programmers have not received any training for the past years. A training to study Java and Oracle in Germany in 2020 was planned, but then canceled due to Covid-19. As the center plans to make changes and upgrades to the new system based on its own resources, there is a need to train existing IT professionals in the new system. Trainings have the advantage of being officially certified, and the **preference is to receive international standard training**.

3.2 Planned activities (work plan of the action)

The following activity is currently planned for the action:

- Activity 1 – Training of trainers on backend and frontend software development (Spring Boot and AngularJS frameworks), including elements of information security and on management of Oracle database administration

The present terms of reference cover the services expected for the activity of the above work plan:

- **Activity 1 - Training of trainers on backend and frontend software development (Spring Boot and AngularJS frameworks), including elements of information security and on management of Oracle database administration**

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 present terms of reference refer to one single activity with two training sessions, each addressing a specific training component within the identified needs. Both training sessions are aimed at software developers in the data centre, as well as other key decentralised staff, as specified in the methodology and agenda.

- Both training sessions are carried out on site in Ulaanbaatar, with the support of the SOCIEUX+'s e-learning platform (Moodle-like).

- To ensure mutual understanding during implementation, translation and interpretation from Mongolian to English and vice versa would also be necessary throughout the trainings.

- At the end of each module, the participants shall fill in the participants' feedback questionnaire ([PAF](#)), upon completion of which they may access an attendance certificate.

> **Learning objectives**

The training aims to reinforce the capacity of the ITC software engineers staff to smoothly transition from the old system based on desktop programming to a new one based on online-based technology. In particular, trainees shall:

- Understand the role and functions of web servers and server frameworks.
- Understand and apply javascript and Java framework backend and frontend web languages for configuring social insurance website and servers.
- Understand basic Security concepts, threats and mitigation techniques for web developers.
- Learn to use and simplify transition to an agile Oracle integration platform
- Implement DevOps methodology and improve collaboration.

> ➢ **Content:**

This single activity will have **two deliverables and two distinct modules/training sessions**: one for programming/software development, the other one on database management. The specific content of the training and final structure shall be agreed upon in the preparation phase. This would include the following:

- • Module 1:
- Elements on how to set up, use and apply Java frameworks for backend and frontend development, such as SpringBoot, AngularJS as these are the languages in which the software is currently being developed for GASI within the parallel ADB project.
- elements of information security, ranging from reducing risks of attack to protecting the data, should also be included.

- • Module 2:
- Elements on how to set up, use and apply Oracle as an essential system for data management.
- Elements of DevOps agile culture, practices and tools to increase the IT teams' ability to deliver applications services at high velocity should also be included.

> ➢ **Methodology:**

This activity would be performed **on-site**, with the support of the e-learning platform of SOCIEUX+ and would consist in a series of hands-on sessions with the IT Centre software engineers at GASI. The hands-on sessions shall be a mix of online (face-to-face) and offline interactions, as relevant. At all times, the experts shall encourage interaction within the platform through use of quiz, forums, chat and other techniques.

The experts and partners shall conduct a preliminary assessment of previous knowledge and get familiar with the GASI IT current and new environment.

The activity will be organised as a training of trainers (ToT). The ToT shall include practical, on-the-job training elements and exchange of experiences based on the specificity of providing IT services applied to a social security administration.

The experts will add to the training materials some elements of adult pedagogy, including exercises and tests, and evaluation tools according to the initial proposal.

The final deliverables shall consist in the pedagogical materials developed for the training of trainers, including exercises and evaluation feedback for participants. The activity report shall include recommendations for GASI on further improvement needed and periodic review.

> ➢ **Responsibilities:**

Experts' team:

The mission shall be implemented on site, with the support of the SOCIEUX+ e-learning platform. The experts shall be introduced to the platform by SOCIEUX+ staff and shall be provided with all the necessary information and logistics to enable its use: account registration to trainers and users, practical guidance, creation of the course and setup of its basic features.

The experts will be responsible for creating the structure of the course, uploading its content and encouraging use of its interactive features such as forum, chat, glossaries, quizzes, online meetings.

The principal expert will lead the mission online. He/she is responsible for the production of all deliverables of the activity (see section 4.2). He/she will also be responsible for the preparation, coordination, implementation and reporting and/or coordination of the overall activity.

The experts shall co-develop a proposal for methodology and agenda together with the Partner institution, to be discussed and validated ahead of the mission.

Partner Institution:

The partner institution shall work in collaboration with experts supporting the preparation and implementation of the activity.

The partner institution shall facilitate the organisation of the activity with regards to the following aspects:

- nominating one or more internal resource-persons to support the experts in the material and technical organisation
- contributing to the technical organisation of the activity, including sharing relevant background documents, contacts and technical inputs with the experts
- convening participants to the trainings and ensuring their participation, including of external stakeholders
- the provision of a list of participants for setting up the online course and ensuring their participation to the various sessions and the completion of the feedback questionnaire (. Attendance may be different for the two modules, so two different lists of participants could be provided.

> **Minimum tasks expected from the experts shall include:**

Preparation:

- Get substantial knowledge of the local context, including the IT software environment; review relevant policy and institutional framework documents.
- Co-develop the mission's methodology and agenda (intermediate deliverables), in collaboration with the Partner Institution.
- Briefly assess prior knowledge and training needs of the IT teams
- Agree with the Partner on the content of the training, the exercises and evaluation tools, which shall be reflected in the intermediate deliverables.
- Transmit the intermediate deliverables to the SOCIEUX+ team for approval.
- Upload the relevant contents and set up the meetings on the e-learning platform; encourage use of interactive features; disseminate quizzes and evaluate results
- Take part to the pre-mission briefing with SOCIEUX+ team (around 1 week before the start of the mission).
- Contact the EU Delegation to organise a briefing and/or debriefing upon arrival (SOCIEUX+ will introduce the experts to the focal point within the EU Delegation).

Implementation:

- During the mission, conduct the activity with the key staff and other stakeholders as per methodology and agenda. This could consist in a series of hands-on sessions (synchronous and asynchronous interactions). The partner institution shall facilitate the meetings.
- Present the preliminary outcomes of the mission to the partner in order to discuss and take into account comments on the contents of the deliverables before their finalisation.
- Participate in the briefing/debriefing with the EU Delegation.
- At the end of the exchanges, ask the interviewed actors to complete the participants' feedback questionnaire (link provided by SOCIEUX+).
- Share with SOCIEUX+ Communication officer any materials that can be useful to inform the public about the activity (pictures, interviews, brief notes or articles), in respect of SOCIEUX+ visibility policy

Reporting:

- Timely submit to SOCIEUX+ the final deliverables. Use the templates and evaluation forms provided by SOCIEUX+.
- Go through a round of comments and adjustments in interaction with SOCIEUX+ and the Partner.

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 agenda shall not exceed 2 pages.

4.2.2 Final deliverables

- **An 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 submit a single-joint ExMR report if they prefer to do so (see instructions on the template).

- **An individual completed Expert Feedback Form (ExF)** completed online (see instructions and link on the ExMR template).

- **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.

- **Annex 1 to AcR** - D1.1: Training materials, exercises and evaluation tools on backend and frontend development (Spring Boot and AngularJS frameworks), including elements of information security

- **Annex 2 to AcR** - D1.2: Training materials, exercises and evaluation tools on management of systems infrastructure, including database management (Oracle)

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):

Area(s) of expertise: Access to other Basic Social Services

Specific skill(s) of expertise: 5.2. Information management systems

Requirements (essential/required):

- *Education: university level (Masters or PhD relating to the subject are considered a plus)*

- *At least 5 years in setting up and using backend and frontend IT management information systems and tools for public social insurance organisations*

- *Practical experience in training on backend and frontend IT technologies and Java frameworks software (Spring Boot, Angular JS)*

- *Practical experience in training on database management (Oracle and DevOps culture)*

- *Experience in managing large volumes of data, developing SOPs for data classification, storage, cleaning, managing, and protecting social security data*
- *Learning by doing approach when communicating and sharing tools*
- *Familiar with e-learning training platforms (Moodle-like)*
- *Acute sense of diplomacy and institutional relations*
- *Discretion in handling sensitive information.*

Additional assets (advantageous in selection):
- *Fluent in English, written and oral.*
- *Professional experience within EU public administrations or, international organisations, academia, social partners would be considered as an asset*

Expert 2:

Area(s) of expertise: Access to other Basic Social Services

Specific skill(s) of expertise: 5.3.Information & communication technology

Requirements (essential/required):
- *Education: university level (Masters or PhD relating to the subject are considered a plus)*
- *At least 5 years in setting up and using backend and frontend IT management information systems and tools for public social insurance organisations*
- *Practical experience in training on backend and frontend IT technologies and Java frameworks software (Spring Boot, Angular JS)*
- *Practical experience in training on database management (Oracle and DevOps culture)*
- *Learning by doing approach when communicating and sharing tools*
- *Familiar with e-learning training platforms (Moodle-like)*
- *Acute sense of diplomacy and institutional relations*
- *Discretion in handling sensitive information.*

Additional assets (advantageous in selection):
- *Fluent in English, written and oral.*
- *Professional experience within EU public administrations or, international organisations, academia, social partners would be considered as an asset*

6.2 Estimated workload

Activity 1	Preparation	On-site	Travel	Reporting & deliverables	Total Working days
Principal expert (#1)	8	10	2	3	23

Expert (#2)	8	10	2	2	22
Total	**16**	**20**	**2**	**5**	**45**

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 by[1]:

    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.*

    c. Uploading of a curriculum vitae, preferably in Europass format[2].

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

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

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

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).

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

Conditions to enter to Mongolia

COVID-19 restrictions:

The Mongolian authorities have lifted some health restrictions on entry into Mongolia. However, barrier measures (wearing a mask and regular hand washing) are still strongly recommended.

Travellers arriving in Mongolia are no longer required to undergo a PCR or Covid-19 antigen test, nor are they required to have a complete Covid-19 vaccination schedule. Passengers are required to complete a medical form upon arrival at the border checkpoint.

Note that the land borders with China and Russia remain closed to travellers (with some exceptions). Only arrival via Chinghis Khaan Airport (UBN) is possible for travellers.

Visas:

Many different types of visas are available, depending on the conditions of stay. Multiple entry visas can also be issued. The visa affixed to a passport or the e-visa, granted in advance of travel, is necessary in order to be able to present oneself at the immigration control at the entrance to Mongolia.

Foreigners must register with the Immigration, Naturalization and Aliens Agency within 7 days of arrival in Mongolia.

11 ANNEXES

N/A

TABLE OF CONTENTS

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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