

TERMS OF REFERENCE FOR EXPERTS

Terms of reference for on-site activities and missions

Action code and partner country: *SOCIEUX 2022-12 MONGOLIA*

Action title: *Methodology for processing "Medium-term development program for people with disabilities and their families (2023-2025)"*

Partner institution: *General authority for development of persons with disabilities (GADPWD)*

Activity number and title: *Activity #1 – Comparative analysis of disability-related policies and systems between EU and Mongolia*

Date of implementation of activity (on-site):

tentative dates from October 31st to December 4th, 2022 (with on-site mission between November 19th and December 4th)

Expert positions and responsibilities (by activity):

Activity #1: Expert #1 (principal) – *Disability-inclusive social protection*

Activity #1: Expert #2 – *Legislative frameworks of Disability-inclusive social protection*

Workload:

Activity #1 - Expert #1: 23 days

Activity #1 - Expert #2: 22 days

Call for experts' reference: **22-12/MGN/1/1** and **22-12/MGN/1/2**

Version - #: _1_

☒ Draft

☐ Final

Date: *September 15th, 2022*

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Partnership led by

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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 2030¹, 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 Government of Mongolia ratified the Convention on the Rights of persons with Disabilities in 2009. Since then, the Government has strengthened its measures to ensure the right of persons with disabilities (PWDs) and their participation in society. The "Rights of Persons with Disabilities Act" was enacted in 2016 and recognized the rights of PWDs for the first time in Mongolia. In the same year, the "National Committee for PWDs" was established to monitor its implementation of the Rights Act, besides the "Deputy Committee to ensure rights for PWDs" was established under all the ministries, and the "Sub-Councils to ensure rights for PWDs" have been established in all districts in Ulaanbaatar City and in provinces, respectively.

According to the Common Country Analysis of 2021 published by the United Nations Mongolia in 2022, "**people with disabilities** estimated at 106,400 people (2020), out of which 55.4 percent are men and 44.6 percent are women, remain the **most marginalized and vulnerable group** of population". Even if there have been significant positive legislative changes in the last years with

¹ https://cabinet.gov.mn/wp-content/uploads/2050_VISION_LONG-TERM-DEVELOPMENT-POLICY.pdf and <https://www.globalpartnership.org/sites/default/files/document/file/2020-12-17-towards-mongolia-long-term-development-policy-vision-2050-advancing-education-equity-efficiency-outcomes.pdf>

the Mongolian Law on Human Rights of People with Disabilities² in February 2016, Mongolia still needs to adopt a human rights approach for disability and strengthen the implementation of social welfare services, in particular in the social protection sector.

1.3 Role of partner institution in the sector

In 2018 was established the "General Authority for Development of persons with disabilities" (GADPWD) to create a proper status for PwD in the society, to coordinate policies and programmes on rights for PwD and ensure their implementation as well as to facilitate communication and coordination with the relevant organizations in the field of disabilities. This new authority has been created with new staff that need to increase its knowledge and understanding about PwD and disability-inclusive social protection.

In order to strengthen and promote the activities of the government of Mongolia, the [DPUB project](#) with the fund of Japan International Cooperation Agency (JICA) has successfully implemented the "Project for Promoting Social Participation of PWDs in Ulaanbaatar City" from 2016 to 2020. As part of this project, wide range of activities has been successfully achieved such as evaluated statistical information on disability, published a White Paper on PWD issues, policies and activities, improve infrastructure and access to information, and disseminating the social model of PWDs through disability and equality training and increasing the social participation of PWDs.

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)

- **SO1:** Support the General authority for development of persons with disabilities (GADPWD) for the formulation of a medium-term policy for people with disabilities and their families.

2.3 Expected results

- **R1:** The GADPWD has a better understanding about disability-inclusive social protection
- **R2:** The GADPWD is better equipped to draft a medium-term policy for people with disabilities and their families

2.4 Final deliverables

- **D1.1:** A synthetic comparative analysis between EU and Mongolian disability-inclusive social protection policies and services (legislative framework, system's governance, articulation between public and private sector for the inclusion of PwD...), with recommendations.
- **D1.2:** A compendium of the presentation of the EU best practices in the area of Disability-inclusive social protection (PPT presentation, videos, studies...).

² <https://dredf.org/wp-content/uploads/2018/10/The-Law-of-Mongolia-on-Human-Rights-of-Persons-with-Disabilities-02-05-16.pdf>

- **D2.1:** The materials and presentations employed by experts during the training sessions (agenda, videos, PPT presentations ...) and included into the e-learning platform.
- **D2.2:** The agenda and the final list of participants to the training sessions.
- **D2.3:** Online evaluation from the trainings' participants ([PAE](#)).
- **D3.1:** The materials and presentations employed by experts during the workshops (agenda, videos, PPT presentations ...).
- **D3.2:** The finalised version of the guidelines on the methodology to be used to elaborate a medium-term program for PwD and their families.

3 METHODOLOGY

3.1 General methodology (of the action)

In 2018 was established the "General Authority for Development of persons with disabilities" (GADPWD) to create a proper status for PwD in the society, to coordinate policies and programmes on rights for PwD and ensure their implementation as well as to facilitate communication and coordination with the relevant organizations in the field of disabilities. This new authority has been created with new staff that need to increase its knowledge and understanding about PwD and disability-inclusive social protection.

To this end, the technical assistance provided by SOCIEUX+ through mobilized EU public experts for this action 2022-12 shall unfold in three activities. The **first peer-to-peer on-site activity** shall focus on realizing a European Union/Mongolian comparative display of disability-related policies and systems while the **second one on-line** will strengthen the capacities of the GADPWD staff on disability-inclusive social protection principles, such as Human Rights-based approach, introduction to ICF methodology, digitalization, etc... while continuing showcasing EU best practices and cases with regards to social protection coverage of people with disabilities.

The **third activity implemented on-site** will conclude this technical cooperation with the development of Guidelines for a methodology that could be used for the elaboration of a medium-term program for PwD and their families in the field of social protection.

3.2 Planned activities (work plan of the action)

The following activities are currently planned for the action:

- Activity 1 – *Comparative analysis of disability-related policies and systems between EU and Mongolia*
- Activity 2 – *On-line training sessions on disability-inclusive social protection principles*
- Activity 3 – *Development of Guidelines for a methodology to elaborate a medium-term program for PwD and their families in the field of social protection*

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

- **Activity #1 – Comparative analysis of disability-related policies and systems between EU and Mongolia**

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;
- Human rights (including rights of children, people living with disabilities, vulnerable groups and minorities); and,
- Social and economic inclusion of vulnerable groups.

4 ACTIVITIES DESCRIPTION

4.1 Tasks

The action 2022-12 will start with an **onsite mission to realize a European Union/Mongolian comparative display of disability-related policies and systems**. This comparative analysis will showcase EU best practices in a way to upraise the reality and the existing gaps of the Mongolian system, covering broad areas of interest such as social protection coverage for the people with disabilities and their families and institutional background (legislative framework, system's governance and underlying capacities, articulation between public and private sector for the inclusion of PwD...).

This mission will be organized by the EU experts mobilized by SOCIEUX+ in collaboration with the General Authority for Development of persons with disabilities (GADPWD).

The idea would be for the mobilized European experts to make short presentations on social protection measures regarding policies of persons with disabilities and their families in the EU as examples of more comprehensive social protection measures. On the basis of these presentations, interactive and free discussion will take place about the concept of social protection for PwD and their families, giving a comparative analysis of the situation of PwD and their families in Mongolia (rights, governance, services and access to services...).

Concrete examples shall be showcased to the staff belonging to the General authority for development of persons with disabilities (GADPWD) and other relevant stakeholders identified by the Partner in relation with services for PwD, such as:

- Examples of **EU legislation in favour of persons with disabilities and their families**, with a particular attention to the compliance with the United Nations Convention on the Rights for People with Disabilities (UNCRPD)³, and the Human Rights-based approach;
- Examples of **social protection services and benefits** to which persons with disabilities and their families are entitled in the EU, in comparison with Mongolia;
- Examples of **structures of governance and administration** that uphold the disability-related system of social protection: institutional responsibilities, decision-making process, monitoring and evaluation of policies and programmes, procedures, data management, coordination structures, collaboration between governmental organizations and civil society, participation of CSOs (civil society organizations), relations between Government and private sector organizations...;
- Examples of **raising awareness and changing attitudes** toward PwD.

Within these broad areas of interest, the specific topics for the comparative analysis will finally be listed into the mission's preliminary deliverables following an exchange and agreement between the experts' Team and the Partner Institution.

This comparative analysis will allow the EU public experts mobilized for this activity to provide some recommendations to the General authority for development of persons with disabilities (GADPWD) with regards to the possible gaps or inconsistencies identified. Those recommendations will be taken into consideration in the next activities of the action, as talking points for the training sessions and examples of how to build an action plan.

³ <https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html>

This first activity is foreseen to be implemented on site, with the possible support of SOCIEUX+'s e-learning platform. The use of SOCIEUX+'s platform could allow to compile additional material (PowerPoint presentations, videos...) and to allow online (face-to-face) and offline interactions, as relevant. The use of the platform could also make possible for not only people in Ulan Baatar to connect but also from the regions.

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

SOCIEUX+ will provide interpretation for the on-site mission while the GADPWD will provide interpretation for the on-line preparatory meetings.

Responsibilities:

➤ UE experts mobilized by SOCIEUX+:

The mission shall be implemented on site in Ulan Baatar, but the experts will be able to rely on the SOCIEUX+ e-learning platform as support for showcasing EU best practices on social protection coverage of people with disabilities.

If needed, 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 shall co-develop a proposal for methodology and agenda together with the Partner institution, to be discussed and validated ahead of the mission. For a smooth on-site implementation, it could be considered to alternate between formal meetings and gathering of information/discussions with the focal point designated by the GADPWD.

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

➤ Partner Institution (GADPWD):

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

The GADPWD 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
- actively contributing to the technical organisation of the activity, including sharing relevant background documents, contacts and technical inputs with the experts
- supporting the experts to finalize the agenda of their mission and convening relevant stakeholders for the meetings/workshops/focus group on site
- the GADPWD will support SOCIEUX+ in identifying interpreters/translators English/Mongolian/English
- the GADPWD will provide interpretation for the on-line preparatory meetings and debriefings with the experts mobilized by SOCIEUX+.

The main tasks of the mission team include:

Preparation phase – ON-LINE

- **Task #1** – 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. The experts will familiarise themselves with the different templates and evaluation forms provided by the SOCIEUX+ Team.
- **Task #2** - Preliminary contacts with the Partner in view of the preparation of the mission's methodology and agenda.
- **Task #3** - A briefing meeting will be organised between the experts and the SOCIEUX+ team prior to the mission. The purpose of this meeting will be to validate the intermediate deliverables, which will have to be approved by the SOCIEUX+ team, as well as to clarify any other aspects to be taken into account. This includes possibilities in terms of production of communication materials and knowledge management. A separate meeting could be

arranged with the SOCIEUX+ communications specialist and/or the knowledge development specialist, as appropriate.

- **Task #4** - contact the Delegation of the European Union in Mongolia to arrange a meeting (briefing and/or debriefing depending on the interest of the EUD).
- **Task #5** – Settle the logistical arrangements with SOCIEUX+ for the implementation of the activity (visa, travel arrangements, access to the e-learning platform...).

Implementation phase – ON SITE (The details of this phase will follow the methodology and agenda prepared beforehand):

- **Task #1** – in collaboration with the GADPWD, prepare all relevant documents for the realization of the comparative analysis (small questionnaires for interviews, focus groups or any other documents that could be useful...)
- **Task #2** – to conduct consultations with the Partner's executives and staffs, as well as any other relevant actors who can support the comparative analysis.
- **Task #3** – To present the outcomes of the mission to the partner in order to discuss and take into account comments on the contents of the deliverables before their finalization.
- **Task #4** – The experts will be available for a briefing and/or debriefing meeting with the EU Delegation in Ulaan Baatar.
- **Task #5** – Depending on the visibility and/or knowledge development possibilities identified during the preparation with the SOCIEUX+ team, the experts will be able to transmit to SOCIEUX+ any useful material to inform the public about the activity (photos, interviews, notes or articles), as well as making short videos presenting the actors involved, the activity and the results, if necessary.

Reporting phase – ON-LINE

- **Task #1** - Finalisation of the deliverables of the activity; experts may be invited to make changes/additions to the deliverables, taking into account the Partner's feedback.
- **Task #2** - Experts will complete additionally an Expert Mission Report (ExMR) and a Feedback Form (ExF), to be shared only with SOCIEUX+.

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 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 during the activity. It shall provide a meaningful contribution towards the final deliverables of the action.

- **D4 - Annex 1 of the AcR:** A synthetic comparative analysis between EU and Mongolian with regards to a number of areas relevant to disability-inclusive social protection policies and services (legislative framework, system's governance, articulation between public and private sector for the inclusion of PwD...)
- **D5 - Annex 2 of the AcR:** A compendium of the presentation of the EU best practices in the area of Disability-inclusive social protection (PPT presentation, videos, studies...)

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): Disability-inclusive social protection

- **Area(s) of expertise:** Disability Benefits (E.10.01) / Social Protection (E.00) /Rights of Disabled People (L.40)
- **Specific skill(s) of expertise:** Policy & Strategy making and development (1.2); Monitoring & Evaluation - M&E (5.1)

Requirements (essential/required):

- 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;
- Relevant experience in designing, managing and/or evaluating Disability-inclusive social protection policies;
- Significant experience and proved capacities in individual and organizational capacity building of public administrations;
- Acute sense of diplomacy and institutional relations.

Additional assets (advantageous in selection):

- Fluent in English, written and oral;
- A previous experience in delivering short-term technical assistance in international cooperation;
- A previous professional experience in Asia

Expert #2: Legislative frameworks of Disability-inclusive social protection

- **Area(s) of expertise:** Disability Benefits (E.10.01) / Social Protection (E.00) /Rights of Disabled People (L.40)
- **Specific skill(s) of expertise:** Legislation & Regulation making and development (2.1)/ Policy & Strategy making and development (1.2)

Requirements (essential/required):

- Education: university level (Masters or PhD relating to the subject are considered a plus)
- At least 5 years of professional experience within EU public administrations or, international organisations, academia, social partners, civil society;

- Relevant experience in contributing to drafting legislative frameworks for Disability-inclusive social protection policies;
- Significant experience and proved capacities in individual and organizational capacity building of public administrations;
- Acute sense of diplomacy and institutional relations.

Additional assets (advantageous in selection):

- Fluent in English, written and oral;
- A previous experience in delivering short-term technical assistance in international cooperation;
- A previous professional experience in Asia.

OR

Collaborative institution:

Area of expertise: Disability-inclusive social protection

Geographic and institutional span: preference of the GADPWD for public experts with experiences in the following EU members States: Germany, Sweden, Czech Republic and Hungary

6.2 Estimated workload

	Preparation	On-site work	Travel	Reporting & deliverables	Total Working days
Principal expert (#1)	6	10	2	5	23
Expert (#2)	6	10	2	4	22
Total	12	20	4	9	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 by⁴:
 - 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*

⁴ SOCIEUX+ expert database and other management tools comply with the General Data Protection Regulation (GDPR) -Regulation (EU) 2016/679.

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 format⁵.
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 mobilized 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).

⁵ 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

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

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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 established and funded by the EU through the European Commission's Directorate for International Partnerships (DG INTPA). The Facility is co-funded by France, Spain, and Belgium. It is implemented by a partnership composed of 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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