

# TERMS OF REFERENCE FOR EXPERTS

Terms of reference for on-site activities and missions

**Action code and partner country:** SOCIEUX 2023-16 KOSOVO\*

**Action title:** Support to the disability sector in Kosovo

**Partner institution:** Office of Good Governance (Prime Minister's Office)

**Activity number and title:**

- Activity 1 – the National Strategy on the Rights of Persons with Disabilities

**Tentative dates of implementation and location:**

- Activity 1 – 3 July 2023 (on site 17-28 July 2023) until 11 August 2023

**Expert positions and responsibilities (by activity):**

- Activity 1 : Expert 1 (principal) – Rights of Disabled People, P&S making and development
- Activity 1 : Expert 2 – Disability Benefits, Governance, transparency & accountability

**Workload:**

Activity 1 - Expert 1 : Total 18 days (8 days at distance; and 10 days onsite)

Activity 1 - Expert 2 : Total 17 days (7 days at distance; and 10 days onsite)

**Call for experts' reference:** 23-16/KSV/1

**Version - #:** \_\_\_\_

☐ Draft

☒ Final

Date: 16 May 2023

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\* This designation is without prejudice to positions on status and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.

## **1 BACKGROUND INFORMATION**

### **1.1 Country overview**

Kosovo<sup>2</sup> is located in the Western Balkans in south-eastern Europe. It has a land area of 10 908 km<sup>2</sup> and a population density of 177 habitants/km<sup>2</sup>. It is administratively divided into 38 municipalities. According to the World Bank estimations, the resident population is approximately 1.78 million, 28% of the population is under 14 years old and 10% are over 65. Life expectancy at birth in 2020 was 77.

In 1999, following a conflict between Serbia and Kosovo, the UN Security Council Resolution 1244 placed Kosovo under a transitional administration, the UN Interim Administration Mission in Kosovo, pending a determination of Kosovo's future status. An UN-led process began in late 2005 to determine Kosovo's final status. The 2006-07 negotiations ended without agreement between Belgrade and Pristina, though the UN issued a comprehensive report on Kosovo's final status that endorsed independence. On 17 February 2008, the Kosovo Assembly declared Kosovo independent. Demonstrating Kosovo's development into a sovereign, multi-ethnic, democratic country, the international community ended the period of Supervised Independence in 2012. Kosovo held its most recent national and municipal elections in 2021, ushering in a government led by the Self-Determination Movement's (VV) Albin KURTI, a former political prisoner who did not fight in the 1998-99 war. Serbia continues to reject Kosovo's independence, but the two countries agreed in April 2013 to normalize their relations through EU-facilitated talks, which produced several subsequent agreements the parties are implementing to varying degrees, though they have not yet reached a comprehensive normalization of relations. Kosovo has pursued bilateral recognitions and memberships in international organizations, moves that Serbia strongly opposes. Kosovo signed a Stabilization and Association Agreement with the EU in 2015, and the EU named Kosovo as among the six Western Balkan countries that will be able to join the organization once it meets the criteria to accede. The Stabilisation and Association Process (SAP) is the European policy framework for relations between the EU and the Western Balkan countries, all the way to their eventual accession to the Union. The EU-Kosovo Stabilisation and Association Agreement (SAA) has been in force since April 2016. A second phase of the European Reform Agenda was adopted in October 2021 to further guide the implementation of EU-related reforms under the SAA framework.

According to the World Bank (2022), Kosovo's economic growth in the past decade has outperformed its neighbours and has largely been inclusive. However, it has not been sufficient to provide enough formal jobs, particularly for women and youth, or to significantly reduce the country's high rates of unemployment. Kosovo's growth model relies heavily on remittances to fuel domestic consumption but has recently shifted to more investment- and export-driven growth. Kosovo's young population needs to be equipped with the skills demanded by a modern economy, and the most vulnerable of its citizens protected by well-targeted and effective social programs. Gender gaps in access to economic opportunities are another key challenge. Further actions are also needed to promote environmental sustainability, including the fulfilment of the EU's environmental acquis.

Kosovo's economy experienced a strong recovery in 2021, but global inflationary pressures interrupted Kosovo's boisterous recovery path. Real GDP growth is expected to decelerate to 3.1 percent in 2022, following a slowdown in investment and private consumption.

### **1.2 Sector situation**

The human rights, equality and non-discrimination legislation in Kosovo implies that persons with disabilities are equal members of the society, they can claim their rights and must not be discriminated in any field of social life.

Aiming to ensure the respect of the rights and improving the status and life quality of persons with disabilities in Kosovo, the OGG has been mandated from the Government to draft the National Strategy and respective Action Plan on Disability. The same mandate requires that this two

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documents should be drafted in close cooperation with the representatives of Disabled People Organizations (DPO's) and the relevant ministries.

The working group consisted from the DPO's representing all categories of disability and the representatives of the relevant Ministries (Ministry of Education; Ministry of Health; Ministry of Justice; Ministry of Labor and Social Welfare; Ministry of Environment, Spatial planning and infrastructure; Ministry of Agriculture Forestry and Rural Development) with the support/facilitation of the OGG designed the National Strategy on Disability 2013 – 2023 and the three years National Action Plans. The Action Plan describes the objectives, activities, responsible bodies and the costs for the three years period and it's approved from the Government of Kosovo, including allocation of the budget to cover the costs for implementation of the action plan. The Office on Good Governance, and since 2020, the Council of Persons with Disabilities are responsible to monitor and report on implementation of the strategy and action plan.

### **Drafting the National Strategy and Action Plan on the Rights of Persons with Disabilities.**

The National Strategy on the Rights of Persons with Disabilities is the main document of the disability sector in Kosovo that should lead to the respect of Human rights, fundamental freedoms and improve situation of persons with disabilities.

The actual National Strategy on the Rights of Persons with Disability (2013-2023) including the 3 years National Action Plan (2021-2023) will end on 31 December 2023, subsequently the DPO's and the Ministries should draft a new strategy covering the period 2024 – 2029 and the National Action Plan 2024-2026. It's very important for disability sector that the new strategy 2024-2029 and the action plan 2024-2026 is finalized during 2023 so that the government have enough time to analyze and approve it, including the budget by the end of 2023 so that the new national strategy starts with the implementation on January 2024.

## **1.3 Role of partner institution in the sector**

Office on Good Governance, human rights, equal opportunities and non-discrimination, (Office on Good Governance) has the following duties and responsibilities:

Provide advice to the Prime Minister and OPM respective units in the areas of good governance, human rights, equal opportunities and anti-discrimination issues;

Oversee and provide advice to Ministries in the areas of good governance, human rights, equal opportunities and anti-discrimination issues;

Draw up policies in the areas of good governance, human rights, equal opportunities and anti-discrimination issues;

Review action policies, draft legislation prepared by Government bodies in compliance with human rights' standards in force and practices of good governance in cooperation with the Legal Office and provide advice and recommendation to the Prime Minister and respective Ministries in compliance with circumstances;

Assist in the development and implementation of public communication campaigns and other promotional projects to raise the awareness of the population on international standards on human rights, transparency, ethics and accountability of public administration, good governance, equal opportunities, anti-discrimination and other principles of democratic governance;

Consult with representatives of various groups of interest and if needed establish advisory bodies to review issues of good governance, human rights, equal opportunities and anti-discrimination issues;

Coordinate the process of policy-making for the involvement of civil society in policy-making and decision-making and support the Government-civil society cooperation;

Coordinates the process of establishing of supervision and reporting system for inclusion of civil society.

Ensures strengthening of cooperation, partnership, coordination of activities and inclusion through government institutions and civil society with the aim of drafting and implementing public policies for the benefit of citizens;

Education and awareness increase for civil workers and public for active citizenship and participating democracy.

Monitoring of drafting and implementation of strategic documents against corruption, overseeing anti-fraud activities and corruption in the executive branch and awareness increase of workers on prevention and fighting corruption.

Office of Good Governance shall serve as a Secretariat and a Coordination Unit for various Government bodies and mechanisms and shall serve as a Secretariat to few national committees and councils in the area of human rights and good governance.

Perform other duties and responsibilities provided for by legislation in force and duties assigned by the Prime Minister and OPM General Secretary.

## **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)**

- To promote and protect the equal human rights of persons with disabilities

### **2.3 Expected results**

- The National Strategy on the Rights of Persons with Disabilities 2024-2029 is drafted
- The Action Plan on the Rights of Persons with Disabilities 2024-2026 and its M&E system is drafted

### **2.4 Final deliverables**

- the National Strategy on the Rights of Persons with Disabilities in the Republic of Kosovo 2024-2029 (plus gaps and needs assessment of the previous strategy)
- Action Plan on the Rights of Persons with Disabilities in the Republic of Kosovo 2024-2026 (plus gaps and needs assessment of the previous plan)
- Monitoring & Evaluation Mechanism for the Action Plan 2024-2026

## **3 METHODOLOGY**

### **3.1 General methodology (of the action)**

This action will unroll into four activities. The first activity will produce the National Strategy on the Rights of Persons with Disabilities for the period 2024-2029. Experts will provide a short assessment of the gaps and needs of the implementation of the previous National Strategy 2013-2023. The updated strategy would contain, verification of what results have been achieved, what new results will be introduced, what gaps still remain. It could contain objectives related to health, social welfare, education, legal protection, access information, communication and statistics. This is to be confirmed with the counter parts in the OGG.

Experts will interact with decision makers of the OGG, other relevant stakeholders including representatives of NGOs for persons with disabilities, working groups on disability in line Ministries, and "Inclusive Kosovo" project staff.

In drafting the strategy, experts will comply with the "Administrative Instruction (GRK) no. 07/2018 on planning and drafting strategic documents and action plans", which was approved on the 39th meeting of the Government of Kosovo, and with the decision No. 03/39 of 04.04.2018" (document to be provided at preparation phase, the document is in English language).

### **3.2 Planned activities (work plan of the action)**

The following activities are currently planned for the action:

- Activity 1 – The National Strategy on the Rights of Persons with Disabilities
- Activity 2 – Action Plan on the Rights of Persons with Disabilities
- Activity 3 – Monitoring & Evaluation Mechanism for the Action Plan 2024-2026

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

- Activity 1

### 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 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 **Erreur ! Source du renvoi introuvable.**). He/she will be responsible for the preparation, coordination, implementation and reporting of the overall activity towards SOCIEUX+.

#### **Tasks to be done by the partner institution**

##### **Preparation phase**

- Make themselves available for pre mission briefings
- Make themselves available by email and provide all necessary documentation requested by experts to do their desk research
- To identify key staff within the OGG who have technical skills to accompany experts during the mission

#### **Tasks to be done by the experts**

##### **Preparation phase**

- Ahead of the action to get substantial knowledge of the local context, particularly Kosovo's national policies and strategies for people with disabilities, previous National Strategy and Action Plan;
- Preliminary contacts with the Partner in view of the preparation of the mission's methodology and agenda, to be transmitted ahead of the mission to the SOCIEUX+ team for approval;
- Taking part to the pre-mission briefing with SOCIEUX+ team (around 1 week before the start of the action);
- To make themselves available for a briefing meeting with the EU Office in Pristina (SOCIEUX+ will introduce the experts to the focal point within the EUO);

##### **Implementation**

- During the mission, to conduct consultations with the Partner's key staff. The partner institution shall facilitate and arrange the meetings in Pristina;
- To draft the national strategy in consultation with the OGG staff and relevant stakeholders;
- 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;
- At the end of the mission, timely submission to SOCIEUX+ of the final deliverables (10 working days after the mission), 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 use 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.
- the updated National Strategy on the Rights of Persons with Disabilities in the Republic of Kosovo 2024-2029. This will be a document of roughly 20 pages, containing executive summary, introduction, vision and mission, principles, methodology, strategic objectives (plus gaps and needs assessment of the previous strategy)

## 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 writing [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:**

- *Rights of Disabled People*

##### **Specific skill(s) & competency(ies):**

- *P&S making and development*

##### **Requirements (essential/required):**

- a) The education type and level required:

"Master's" degree (or equivalent advanced academic degree or diploma requiring 4 years of formal education) in the areas of expertise (see above), or another directly related discipline. In its absence, the master's degree can be replaced by a combination of academic degree(s) with relevant years of work/professional experience combining the area of expertise and specific skills requested:

- An intermediate academic degree ("Bachelor", equivalent degree or diploma requiring three (3) years of formal education) with an additional three (3) years of working/professional experience; or,



- A first-level academic degree ("License", equivalent degree or diploma requiring two (2) years of formal education) with an additional five (5) years of working/professional experience.

The additional work experience used in calculating academic equivalence shall not count towards the minimum general professional experience.

- b) The number of years of relevant work/professional experience combining the area(s) of expertise and demonstrated specific skill(s) & competence(s):

Seven (7) years.

- c) Required language knowledge: English

N.B.: Translation and interpretation services may be commissioned by SOCIEUX+.

- d) Other essential qualification(s):

- Experience in designing normative frameworks for protecting and promoting the rights of persons with disabilities
- Relevant experience in drafting actions plans or strategies aimed to deploy disability-inclusive social protection policies
- Significant experience and proved capacities in individual and organizational capacity building of public administrations
- Knowledge and understanding of the UN Convention of the Rights of Persons with Disabilities (UNCRPD)

***Additional assets (advantageous in selection):***

- e) Language(s): Albanian, Serbian
- f) A previous work experience in the Western Balkans

**Expert 2:**

***Area(s) of expertise:*** Disability Benefits

***Specific skill(s) & competence(s):*** Governance, transparency & accountability

***Requirements (essential/required):***

- a) The education type and level required:

"Bachelor's" degree (or equivalent academic degree or diploma requiring three (3) years of formal education) in the areas of expertise (see above), or another directly related discipline. In its absence, the bachelor's degree can be replaced by a combination of:

- A first-level academic degree ("License" or equivalent) with an additional two (2) years of professional experience in one or more relevant fields.

The additional work experience used in calculating academic equivalence shall not count towards the minimum general professional experience.

- b) The number of years of relevant work/professional experience combining the area(s) of expertise and demonstrated specific skill(s) & competence(s):

Five (5) years.

- c) Required language knowledge: English

N.B.: Translation and interpretation services may be commissioned by SOCIEUX+.

- d) Other essential qualification(s):

- A sound understanding and familiarity with disability benefits and disability-related social protection schemes
- Knowledge and understanding of the UN Convention of the Rights of Persons with Disabilities (UNCRPD)

***Additional assets (advantageous in selection):***



- a) Language(s): Albanian, Serbian
- b) A previous work experience in the Western Balkans

## 6.2 Estimated workload<sup>3</sup>

	Preparation (at distance)	Onsite work	Distance work	Reporting & deliverables (at distance)	Total
Principal expert (#1)	4	10	/	4	18
Expert (#2)	3	10	/	4	17
<b>Total experts</b>	<b>7</b>	<b>10</b>	/	<b>8</b>	<b>35</b>

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<sup>3</sup> Please note that travel days are not considered as working days.

## 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+ online 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<sup>4</sup>:
  - a. Providing contact details
  - b. Providing information on the competencies, 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 competencies 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<sup>5</sup>.
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](mailto: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](mailto: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 if 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](http://www.socieux.eu)

### 7.3 Contracting of public experts

Public experts can be on 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+.

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

<sup>5</sup> Europass templates for CVs are available here: <http://europass.cedefop.europa.eu/en/documents/curriculum-vitae/templates-instructions>

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

Various options for contracting:

- **Active French Public Expert** (Contracted by Expertise France)

Engagement letter (+ Cumulation of activities form signed by the hierarchical superior)

- **Active Spanish Public Expert**

Spanish public servant will be contracted by FIIAPP according to its internal rules.

- **UE Public Expert** (including French and Spanish retired or private experts)

- Service contract with expert (+ Authorization document from employer indicating the dates of the activity + a tax identification number (TIN) to be able to issue an invoice; or
- Umbrella company: experts who do not have a tax identification number allowing them to invoice for services in their country, but they are authorized to sign temporary employment contracts according to local legislation, or
- Service contract with institution: experts who do not have a tax identification number that allows them to work in their country and cannot sign an employment contract according to local legislation.

## 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 into public employees for all intents and purposes, benefits and financial compensation are provided by SOCIEUX+.

National regulations on remuneration and compensation of public employees and civil servants apply 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 following the **Guide for Experts and Collaborative institutions** with detailed information on contracting with SOCIEUX+ (version as of the 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 preparing 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 the European Commission.

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 to 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 culturally-sensitive behaviour when dealing with their local counterparts.

## **10 OTHER CONSIDERATIONS**

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## ABOUT SOCIEUX+

The SOCIEUX+ Facility was established and funded by the EU through the European Commission's Directorate-General for International Partnerships (DG INTPA) and Directorate-General for Neighbourhood and Enlargement Negotiations (DG NEAR). 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 Facility's general objective is to expand and improve access to better employment opportunities and inclusive Social Protection systems in Partner Countries. Its specific objective is to enhance Partner Countries' capacity to 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 EU initiatives.

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



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