

TERMS OF REFERENCE FOR EXPERTS

Terms of reference for on-site activities and missions

Action code and partner country: SOCIEUX 2023-38 KOSOVO¹

Action title: *Advice on Integration of data on labour market demand for improved evidence-based policy making*

Partner institution: Ministry of Finance, Labour and Transfers, Kosovo*

Activity number and title:

A. 3: Study visit to Ireland: practical data collection and analysis of labour market demand data used to design, implement and evaluate employment policies

Tentative Date of implementation of activities:

Activity 3: 09/09/2024-25/10/2024 (on-site week of 30/09-04/10/2024)

Expert positions and responsibilities (by activity):

Expert 1: Labour market; Employment Policy; *Policy & strategy; Labour Statistics*

Workload:

Expert 1 : 13 days

Call for experts' reference: **23-38/KSV/3**

Version - #: Draft

Final

Date: **30 July 2024**

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Partnership led by



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¹ This designation is without prejudice to positions on status and is in line with UNSCR 1244 and the ICJ opinion on Kosovo Declaration of Independence.

1 BACKGROUND INFORMATION

1.1 Country overview

Kosovo* is a parliamentary republic and upper-middle-income country. It declared independence on February 17, 2008, and is recognized as an independent country by more than 100 United Nations members. Kosovo* is a potential candidate for European Union (EU) membership and signed a Stabilization Association Agreement with the EU that has been in force since April 2016. The last parliamentary elections in the country were held on February 14, 2021, and the current government was elected on March 22, 2021.

Kosovo* is a small economy in the Western Balkans that has seen its transition heavily influenced by complex political realities and uncertainty. This has complicated its economic development, leaving Kosovo* among the poorest economies in the region, with gross domestic product (GDP) per capita at about €4,250 as of 2021. Some of the key weaknesses common to the Western Balkans – weak rule of law, low public administration capacity, complex inter-ethnic relations and a shaky culture of political dialogue and consensus building – have been amplified in Kosovo*.

Though landlocked, it benefits from its location on the crossroads of the Western Balkans and the rest of Europe. It also has natural and mineral resources, not insignificant by regional standards. The economy of Kosovo* is dominated by family-owned micro companies, present mostly in the services sector. Mining only accounts for a small share of GDP today due to underinvestment over the past three decades, while the manufacturing base is narrow. Due to high unemployment, a very young population (the youngest in Europe) and relatively high poverty rates, a large share of the 1.8 million-strong population lives and works abroad. The resulting, significant remittance inflows and services revenue cushion poverty and help to finance a sizable trade deficit. Following a Covid-19 pandemic-induced recession in 2020, the economy is recovering thanks to a supportive external sector².

1.2 Sector situation

The overall activity rate stood at 38.6% in 2022, a slight decrease compared to 39.3% in 2021. Unemployment rates in 2022 were 12.6% (20.7% in 2021). The rates are higher among women, 16.5% (25% in 2021), than among men, 11% (19% in 2021). The indicators that still give rise to most concerns are the high inactivity rate, 61.4% (60.8% in 2021) and youth unemployment 21.4% (38% in 2021). Unemployment is even higher (over 90%) in the Roma and Ashkali communities. Members of these communities usually work in the informal sector, holding insecure, low-skilled and low-status jobs.

Youth unemployment remains high (21.4% in 2021), particularly among women (27%). Demographic pressures, joblessness growth pattern, a propensity towards emigration and poor education are key factors in the precarious position of young people. A recent mapping shows that since 2018 there have been remarkable shifts in the categories of young people not in employment, education or training. The rates for those with primary education had levelled at below 30%, the rates of secondary educated youth increased, at a moderate pace, to just over 40%, while the rates for university educated young people increased from around 30% to over 50%. Kosovo* has continued the preparations for the implementation the Youth Guarantee, in line with the implementation plan adopted in November 2022. As of 2023, authorities are working to ensure conditions for piloting the Youth Guarantee in two municipalities, and in amending relevant legislation, restructuring the key delivery mechanisms (public employment services), and fast-tracking some long-due reforms in vocational education training.

Kosovo* is restructuring the Employment Agency so as to deliver on the Youth Guarantee implementation plan. Management and operational procedures, and data management are still weak. The labour market information system to support evidence-based policy making and planning is outdated and lacks operational capacity in critical areas. The lack of human resources in public employment services is the greatest concern.

On employment policy, Kosovo* has continued drafting a new employment and labour market strategy 2023-2028, a new employment policy 2022-2024, and a concept document regulating the

² Kosovo* Country Diagnostic, EBRD, 2022

field of employment. The last sectoral strategy (2018-2020), albeit with modest targets, had a very low implementation rate³.

1.3 Role of partner institution in the sector

The Ministry of Finance, Labour and Transfers bases its mandate under the Regulation (GRK) – No. 05/2020 on the areas of administrative responsibilities of the Office of the Prime Minister and Ministries. With regards to its application, the Ministry conducts its work in the following areas of responsibilities:

- Development and implementation of labour-related policies;
- Support and promote non-discriminatory labour relations and employment, taking into account applicable international standards;
- Monitoring employment trends and propose active and appropriate measures to promote employment opportunities;
- Set standards for occupational safety and health in all sectors of the economy and supervise their implementation;
- Promote and encourage social dialogue between the social partners (trade unions, government and employer representatives).

The Ministry of Finance, Labour and Transfers faces a number of challenges in the context of Kosovo*s labour market. Some of these challenges include:

- **High unemployment rates:** Kosovo* has one of the highest unemployment rates in Europe, particularly amongst young people. This puts significant pressure on the labor market and creates challenges in terms of providing adequate support for job seekers;
- **Skills mismatches:** many employers in Kosovo* report difficulties in finding workers with the right skills for their businesses. This reflects a broader challenge in terms of aligning education and training systems with the needs of the labor market;
- **Informality** in the labor market: a significant proportion of employment in Kosovo* is informal, which poses challenges in terms of ensuring adequate protection for workers and promoting decent work.
- **Limited data:** the Ministry of Finance, Labour and Transfers lacks adequate data on the labor demand side, which makes it difficult to plan and draft policies which reflect the needs of the labor market. The only stream of information concerning labour demands flows from the vacancies reported at the Public Employment Services. This however presents only a limited picture of the overall demand of the labor market.

Employment sector reform is categorized as one of the key priorities in the [Kosovo* Economic Reform Programme \(2023-2025\)](#). Furthermore, the Ministry of Finance, Labour and Tansfers is the process of drafting a new employment policy 2022-2024.

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)

Capacities of the department of labour and employment to use labour market data for evidence-based policy making are strengthened

³ EC Progress Report for Kosovo* 2023, [Kosovo Report 2023 \(europa.eu\)](#)

2.3 Expected results

Expected Result 1: Labour market data and gender-disaggregated data sources are identified

Expected Result 2: Principles and methods of data quality, compliance and governance are set

Expected Result 3: Labour market data is used to design, implement and evaluate employment policies

2.4 Final deliverables

D1 - A preliminary report mapping the present situation of labour market data demand

D2 - A preliminary data model identified to measure labour market demand

D3 - Data governance framework developed, describing the organisational structure and preliminary responsibilities of the data governance team

D4 – Study visit reports

3 METHODOLOGY

3.1 General methodology (of the action)

The Ministry of Finance Labour and Transfers lacks adequate data on the labor demand side, which makes it difficult to plan and draft sound employment policies which adequately reflect the needs of the labor market, with the country facing high unemployment rates, informality, and skills mismatches.

This Action intends to enhance the capacities of the Ministry of Finance, Labour and Transfers in mapping the present situation of labour market data demand; to develop a data governance framework; to establish the characteristics/responsibilities of the team in charge of data administration and management; and to build capacities of the selected staff of the Ministry on the data governance framework developed.

3.2 Planned activities (work plan of the action)

The following activities are currently planned for the action:

- Activity 1 – To carry out a preliminary diagnosis and a mapping of the present situation of labour market data demand
- Activity 2 – To develop a data governance framework, and to establish the characteristics/responsibilities of the team in charge of data administration and management
- Activity 3 – Study visit to Ireland: practical data collection and analysis of labour market demand data used to design, implement and evaluate employment policies

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

- **Activity 3.**

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 ACTIVITY DESCRIPTION

4.1 Tasks

This activity is a direct result of activities 1 and 2 and follows a specific request expressed from the partner institution in gaining from a practical example of data collection and analysis of labour market demand data used to design, implement and evaluate employment policies.

Three institutions from Ireland are confirmed to host the delegation, support the organisation of the study visit, show services and good practices:

- the Skills and Labour Market Research Unit (SLMRU) within SOLAS; and
- the Department of Social Protection (Labour Market Policy Division & Public Employment Service Unit); and
- the Central Statistics Office (CSO).

During the study visit the delegation will learn, amongst other aspects:

- The use of vacancy data in view of production of a comprehensive report (by the relevant public institution) on the pattern of job openings, that could cover the main types of job that were offered, typical salary offers in each occupation, location of the jobs, and information on skills and qualifications mentioned or required in vacancy notifications;
- The analysis of vacancy data in view of design of evidence-based employment policies;
- The communication methods in the production of a comprehensive report on the pattern of job openings;
- The articulation of different data sources on labour market data demand in view of policy analysis/policy-making.

This will contribute to the specific objectives and results of the action, and more specifically to Result 3: "Labour market data is used to design, implement and evaluate employment policies".

The agenda may include 5 days on site, with one day per hosting institution (being three targeted hosting institution), and sufficient time for group work and debriefings (last day of debriefings). The composition of the delegation from partner's side will be defined at later stage.

- **Responsibilities:**

One expert shall be mobilized for this activity. The expert shall be accompanied by a member of SOCIEUX+ team.

The expert will accompany the study visit on site. 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.

He/she shall co-develop a proposal for methodology and agenda together with the Partner institution, to be discussed and validated ahead of the study visit. They shall propose and select organisations to be visited during the mission, liaise with the host institution and other organizations, organize the agenda in terms of scheduling meetings and on-site visits, contribute to discussions during these meetings and to debriefing with the delegation at the end of the mission.

Partner Institution:

The partner institution shall work in collaboration with the expert 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
- identifying together with experts and SOCIEUX+ team the members of the delegation;
- contributing to the technical organisation of the activity, including sharing relevant background documents, contacts and technical inputs with the experts;
- contributing to the definition of learning objectives of the study visit;
- taking care of necessary logistical support to prepare the visit together with SOCIEUX+ team members.

The **partner institution** will be responsible for drafting a **study visit report** (as final deliverable) detailing the learning achieved throughout the study visit, as well as how this knowledge shall be applied and used in their own institution.

A **study visit report** will also have to be drafted **by the expert** as final deliverable of the activity. It may include executive summary, description of meetings and activities conducted on-site and discussions conducted, separate "profile" of each institution/structure visited, a list of services per type and per target group with a definition and specifications of each service, other possible good practices to be recommended to the *Partner Institution* and to other participants to the visit, recommendations, conclusions.

- **Minimum tasks expected from the expert shall include:**

Preparation:

- Get substantial knowledge of the local context; review relevant policy and institutional framework documents as well as deliverables from the previous activities;
- Co-develop the study visit methodology and agenda (intermediate deliverables), in collaboration with the Partner Institution.
- Liaise with the host institutions and other organization in host country to schedule meetings and visits;
- Agree with the Partner on logistical arrangements for the implementation of on-site activities.
- Transmit the intermediate deliverables to the SOCIEUX+ team for approval.
- Take part to the pre-mission briefing with SOCIEUX+ team (around 1 week before the start of the action).

Implementation:

- During the mission, accompany the delegation from the Partner Institution to meetings and visits as per methodology and agenda;
- Conduct a debriefing meeting with the members of the delegation at the end of the study visit;
- 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.
- At the end of the exchanges, ask the members of the delegation 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 (to be transmitted to SOCIEUX+ FMT at least three working days ahead of the activity):

- P1: A methodological note (max. 3 pages), detailing the working approach, tools and methods to employed, a risks analysis
- P2: A preliminary agenda (max. 2 pages), detailing the meetings and working sessions to be held during the study visit

4.2.2 Final deliverables (to be transmitted to SOCIEUX+ FMT no later than ten days after the activity's completion):

- [D. 4.1: Study visit report of the expert](#)
- [D.4.2: Study visit report of the partner institution \(Kosovo* delegation\)](#)
- [ExMR](#): An individual Expert Mission Report in SOCIEUX+ format (template provided). This report is a confidential product intended solely for and use by SOCIEUX+.
- [ExF](#): An individual completed Expert Feedback Form completed online (see instructions and link on the ExMR template).
- [AcR](#): An Activity Report in SOCIEUX+ format (template provided); short and synthetic.

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 or in Russian.

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 3 working days before the start of activity.
- 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

One expert shall be mobilized for this activity:

Area(s) of expertise: Work – Labour market; Employment Policy / Labour Statistics

Specific skill(s) of expertise: Policy & strategy (P&S) / 5.2 Information management systems

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 within EU public administrations or academia combining the area(s) of expertise and demonstrated specific skill(s) & competence(s):
Seven (7) years.
- c) Required language knowledge: fluency in English, written and oral;
- d) Other essential qualification(s):
 - Relevant experience in the area of labour market / employment policies / labour market indicators and statistics;
 - *Good knowledge, previous experience and personal connections amongst institutions in the area of employment policies in EU countries - including Ireland;*
 - Experience of drafting policy documents and/or sectoral strategies/of analysing labour market data for policy-making;
 - Acute sense of diplomacy and institutional relations.

Additional assets (advantageous in selection):

- Previous experience of technical assistance;
- Knowledge of Western Balkans;
- Computer fluency (Zoom, PowerPoint etc.) and good presentation skills.

6.2 Estimated workload

	Preparation	On-site work	Reporting & deliverables	Total
Principal expert (#1)	5	5	3	13

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*

⁴SOCIEUX+ 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 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).

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

8 COMMUNICATION & VISIBILITY

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

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

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

9 CODE OF CONDUCT

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

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

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

10 OTHER CONSIDERATIONS

11 ANNEXES

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ABOUT SOCIEUX+

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

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

The general objective of the Facility is to expand and improve access to better employment opportunities and inclusive social protection systems in partner countries. Its specific objective is to enhance the capacities of partner countries to better design, manage and monitor inclusive, effective, and sustainable employment strategies and social protection systems through short-term, peer-to-peer technical assistance and knowledge development.

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

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

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