31 January 2018

DCI-ASIE/2014/350-601
EU-China Social Protection Reform Project

Component 2 macro-activities

(Annual Work Plan 2018 – Macro-Activity 2.4; 2.6)

Long term care – Occupational profiles, gender segmentation and training programs

STUDIES AND RESEARCH

TERMS OF REFERENCE (ToR)

1. Background

1.1 General

The purpose of the EU-China Social protection reform project ("the Project") is to contribute to the improvement and inclusiveness of China's social protection system through strengthening the institutional capability for developing policies, for implementing legal and regulatory frameworks and for supervising systems of social insurances, social assistance and financial management in the area of social security. In particular, the Project's purpose will be pursued through the following three components in relation to which specific Chinese government entities playing the role of partner of the consortium have been identified:

i. Component 1: Consolidation of institutional capacity for social protection policy development and reforms in collaboration with the National Development and Reform Commission ("NDRC");

ii. Component 2: Enhancing of institutional capacity for financial management and supervision concerning social security funds in collaboration with the Ministry of Finance ("MoF"); and

iii. Component 3: Improving of legal framework and policy for social assistance in collaboration with the Ministry of Civil Affairs ("MoCA" and, together with NDRC and MoF, the "Chinese Ministries"),

These ToR fall under Component 2 of the project.

2. Description of the Assignment

2.1. Overall and Specific Objectives

2.1.1 Overall Project Objectives

The overall scope of the SPRP project is to further develop social equity and inclusiveness of economic development throughout Chinese society. For the Component 2, the main target is to enhance the institutional capacity for financial management and supervision concerning social security funds.

In 2018, Component 2 plans to use the provisions contained in the project budget (Studies and Research, line 6.2) to conduct three comprehensive academic studies.

This ToR is for the following research:

- **Long term care – Occupational profiles, gender segmentation and training programs.**

2.1.2 Specific Objectives

A key element in the implementation of a Long-Term Care system is the availability of a work force with the required skills and competences. An overview of this problem and connected issues appears of extreme importance in today China since:

- The aging process is at its beginning, but it will proceed at an extremely high speed: the number of people above 70 is by now of around 83 million, it will almost double in the next

15 years and is expected to double again in the following 30, so that by 2060 the number of very elderly people is forecast to reach 305 million;

- Little or no work has been done to estimate the future labour demand of the sector, to identify the occupational profiles that will be needed, to design and implement the educational and training programs to make the "production" of the educational and vocational training system coherent with the demand;

- Data suggest that Chinese labour supply could be largely insufficient, while the shortage of labour of the LTC sector will depend on the organizational structure that will be adopted and on the technological innovations that will be introduced;

- Women live longer and, therefore, they account for the majority of beneficiaries of the LTC system, while they tend to be over-represented among caregivers, paid and unpaid. This raises serious concerns about gender equity in the labour market as well as within household, concerns that China should tackle immediately.

By now the aging process in EU Member Countries is much more advanced and the number of very elderly people is expected to triple by 2060. This has generated numerous research activities dealing with the problems we have just outlined and brought to the collection of relevant statistics. Therefore, the research aims, on the one hand, to collect relevant information from EU and OECD Countries and, on the other, to use this information to discuss the future of the LTC system in China.

More specifically the first part of the research will:
- survey the existing statistical information, in order to identify the main occupations and their quantitative evolutions in OECD countries;
- analyse such data on the base of the organizational structure of LTC and the relevant labor market laws and regulations;
- survey the occupational profiles of the main occupations
- provide estimates of the number of people by occupation required to provide elderly care for 1000 recipients
- discuss the gender issue of the LTC sector both from the labor demand and labor supply side

The second part of the research will aim to analyse the trend of the labor demand of the LTC sector in terms of occupations, and on the basis of the projected demographic and morbidity trends. The study should take into consideration that the LTC is a sector not only labor intensive but also relationally intensive, and that the system should deal with the problem in a systemic way, that is considering not only the needs of the elderly, but also of their families.

In this context the study should also discuss which role the robotics could have in the different activities connected with the LTC industry and its psychological implications on the elderly.

Finally, the study should consider the coherence of labor demand and labor supply in the countries affected by a decline in working age population, and especially in China.

2.3 Requested Services

The Grant application form indicates that "Comparative studies of EU Member states, specific insights

and detailed studies will be conducted to investigate on issues related to the options selected ….
This Term of Reference provide for the completion of an in-depth study on the Long term care – Occupational profiles, gender segmentation and training programs, as indicated above.

The Expert will take all necessary action to provide a study to the satisfaction of the Project, as represented by the Component 2 coordinator (INPS), on the above topic. The expert will perform his/her assignment in collaboration with the C2 Resident Expert. The expert will submit a midterm draft for comments and suggestions.

2.4. Outputs

- a Report of at least 50 pages, in English
- an abstract of the Report in English

3. Procedure and Selection criteria

This call for interest is primarily intended at research and other institutions located within one of the Consortium member countries.
Criteria for selection are summarized in the table below.

Requirements incumbent institution	Requirement/ Asset
Proven experience in conducting comparative research at European level in Social protection and Labour market fields	R
Publication/research record in English language	R
Previous participation in international research projects	R
Knowledge of Chinese labour market and social protection context	A
International network of labour market and social protection correspondents	A
Based in one of the Consortium members 'countries	A

Entities from the Consortium are as follows: from **Italy** INPS – National Social Security Institute; from **Belgium**, Federal Public Service Social Security; from **Poland**, Ministry of Family, Labour and Social Policy (MRPiPS); from **Romania**, Ministry of Labor, Family, Social Protection and Elderly (MoLFSPE); from **Spain**, Ministry of Employment and Social Security (MEySS) and International and Ibero-American Foundation for Administration and Public Policies (FIIAPP); from **France**, EXPERTISE FRANCE. Associates of the Applicant also participating in the action are Scuola Nazionale dell'Amministrazione (National School of Administration) from Italy and the Ministry of Labour and Social Affairs of the **Czech Republic.**

Requirements for Experts	Requirement/Asset
Qualifications and skills	
University Degree within the relevant sectors of Demography, Social Protection, Law, Political Science, and Economics	R
Excellent organizational, communication, writing and interpersonal skills	R
Strong analytical and drafting skills	R
Previous experience in execution tasks in other international projects	A
Fluent in English both verbally and writing	A
Ability to develop and maintain good professional relations with stakeholders, particularly counterparts and staff members in an international setting	R
General professional experience	
At least **10 years** of experience working in areas related to Social Protection and/or Employment policies	R
Public servant within one of the Applicant Entities of the Consortium or staff from public institutions cooperating with the Applicant Entities of	R

the Consortium or researcher from the research institution outside Consortium. Public servants and staff from public institutions cooperating with the Applicant Entities who fulfill the requirements take precedence over candidates outside Consortium.	
Previous working experience in international projects, preferably with EU funded projects	A
Previous working experience in China	A
Specific professional experience-related to action	
Possessing professional experience relevant to the ToR for his/her specific assignment	R
Previous experience in research or previous publications in the area of social sciences	R

A team of experts can also conduct the research study in a coordinated manner and submit just one application for all the members of the group, by clearly indicating the division of work among the experts.

4. **Location, Duration and Budget**

Location: Expert's country. If visits to other places are required, cost is to be covered by the honorarium.

Timing: The draft of the report to be delivered in June 30th 2018, finalized report by 30th August 2018.

Working days: ----

Budget Honorarium lump sum, 8.000 euros. The honorarium is for the outputs required (see 2.4 above). If a team of Experts will be selected, the sum above will be shared among them, according to the criteria that will be illustrated in the contract.

5. **How to apply**

Interested Expert(s) are requested to submit three documents:

1. Candidacy – Letter of intents
2. A CV in English (Europass format suggested), pdf. format
3. A copy of her/his Identification Document

Applications are to be sent to C2 Resident Expert, Mr. Michele Bruni: Michele.bruni@eucsprp.org and the C2 Coordinator, Ms. Valeria Bonavolontà: valeria.bonavolonta@inps.it by <u>February 11th</u>, 2018.

6. **Personal data protection**

INPS – Istituto Nazionale della Previdenza sociale, based in Rome (Italy), Via Ciro il Grande 21, is the Responsible of personal data processing, as EU-China SPR Project Leader and Component 2 Coordinator. INPS informs you that your personal data contained in the application for the present ToR will be processed by the Component 2 Resident Expert of the EU-China SPR Project, his assistant and INPS employees involved in the EU-China SPR Project – Component 2, in compliance with the Italian Legislative Decree no. 196 dated 30/06/2003 on personal data protection, in order to process your application to the selection. Your personal data will be processed also with electronical instruments. Your data will be communicated to other public or private Institutions only in cases provided by the Italian laws. INPS informs you that, in accordance to art. 7 of the above mentioned decree, you are entitled, in particular, to have access to your personal data, to request rectification, updating or deleting of information if data are incomplete or wrong. You should contact INPS at the e-mail address: Comp2.InpsProgettoCina@inps.it to exercise the rights provided in art. 7.