

30 March 2018

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

Component 1 macro-activities 1.4, 1.6, 1.7

**Gender considerations in Employment and Social security:
European experience**

One Short-Term European Expert

(Annual Work Plan 2018 – Activities 1.4.1 & 1.6.2)

TERMS OF REFERENCE (ToR)

1. Background

1.1 General

The purpose of the EU-China Social Protection Reform Project SPRP (“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:

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

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

Component 3: Improving of legal framework and policy for social assistance in collaboration with the Ministry of Civil Affairs (“MoCA”).

These ToR fall under Component 1 of the Project.

2. Description of the Assignment

2.1 Overall and Specific Objectives

2.1.1 Overall Objective:

The overall scope of the SPRP project is to further develop social equity and inclusiveness of economic development throughout Chinese society. Under the leadership of the NDRC, coordination of policy making among government agencies in areas related to social protection reform is strengthened.

There are 5 topics of Component 1 to be considered for research this year according to the Plan of Activities for 2018:

1.1.1 Methods and experiences of strengthening vocational training;

1.1.2 Tools for redistribution of primary income;

1.1.3 Employment and Social security issues under the background of population movement;

1.1.4 Gender considerations in employment and social security;

1.1.5 Prospects of using resident pensions as basic layer for universal pensions in China.

These ToR are for the topics 1.1.4

2.1.2 Specific Objective:

Gender considerations are to be pivotal to employment promotion and social protection reform considerations. However, there are few studies and analysis devoted to this topic, while the conditions of the “new normal” economy may specifically affect women in relation to their employment and social protection situation. There are also very few if any studies conducted in China on how proposed or envisaged reforms in social protection may specifically affect women in the realms of employment and social security.

As part of the project Component One programme of activities for 2017-2018, the project Chinese partner National Development and Reform Commission NDRC requested to include as a topic for research Gender issues in Social protection to be treated over two steps – in 2017, two Provincial reports (Guangdong and Sichuan provinces) would be prepared including recommendations on the situation of women in Employment and Social security areas in China. The preliminary version of these reports is to be found in the Component One document repository, <http://www.sprp-cn.eu/reports/Gender/> .

In 2018, an European overview focusing on the same areas will be prepared through contacts to be established by the project Secretariat, and an international seminar will be held in China – tentatively during the fall of the current year – with Chinese and European specialists confronting their views and recommendations concerning developments likely to improve Gender equality in the realm of employment and social protection in China.

2.2 Requested Services

The requested services are as follows:

Produce a report and make a presentation at a one-day seminar in China on four fronts, namely commenting on the two provincial analysis received (Guangdong and Sichuan), presenting the specifics of the gender situation in employment and social security in Europe, formulating the main principles for conducting useful gender analysis in these areas and helping in the formulation of policy recommendations in China.

The Expert will perform his/her assignment in close collaboration with the EU C1 Resident Expert. He/she will submit a mid term draft for comments and amendment suggestions by the project team.

2.3. Expected Results

The result of the assignment will provide an informed input into the State council considerations of Gender equality in the fields of employment and social protection in China.

The outputs of the assignment will be:

- a report of some 50 pages in English
- a power point corresponding to a 30 minutes presentation in English

3. Experts' Profile

The Expert's required qualifications are:

Professional qualification

Relevant University Degree within the relevant sectors of Demographic Analysis, Social Protection, Law, Political Science, Economics and other Social sciences and managerial areas.

Experience

- 10 years experience of working in areas related to Social Protection and/or Employment policies at the domestic and international levels with specific reference to the contents of these ToR
- A proven record of accomplishment in preparing and implementing EU or other donor technical cooperation funded projects.
- Excellent organizational, communication, writing and interpersonal skills

Working Languages

The incumbents should be fluent in English both verbally and in writing.

4. Location, Duration and Budget

Location: Experts' countries and China (Beijing and possibly another city)

Timing: 15 April to 31 October 2018. First draft of report by mid mid-June 2018, final document by November 2018. Power point presentation by early October 2018.

Working days: TBD

5. Proposed CVs:

Candidatures to be submitted to Expertise France before 15 April 2018 - laurent.de-lespinay@expertisefrance.fr copy contact@sprp-cn.eu