

25 May 2016

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

Component 1 Macro-Activities

**Monitoring interaction between employment promotion
and social protection policies**

1 Short-Term Chinese Expert

(Annual Work Plan 2016 – Macro-Activities 1.1.3)

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:

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” and, together with NDRC and MoF, the “Chinese Ministries”),

This ToR falls 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 4 topics of Component 1 to be considered for deep study this year according to the Plan Activities 2016:

1.1.3 Monitoring the interaction between employment promotion and social protection policies;

1.2.3 Sustainability of pension schemes (contributions and government subsidies);

1.3.7 Challenges for pension schemes of aging population and possible strategy of dealing with this situation;

1.4.2 Relationship between social-economic development and redistribution function of social security;

This ToR is only for the topic 1.1.3

2.1.2 Specific Objective:

Employment and social security policy issues are at the core of the XIIIth Five-years Plan of China. Since the late seventies China has progressively introduced a « modern » social protection system¹ as a key element for China's transition to a market economy and the Chinese leadership intends to further expand it as part of a transition to an internal consumption centred economic model. At the same time it is clear that the « new normal » economy and the desirable shift from a two-digit, export-oriented basis to a more modest, internal consumption centred economic model is a challenge for both the labour market, and the social security system. As China implements reforms under the “new normal,” maintaining stability in the labour market is a priority. Thus, the Chinese leadership is looking for an approach that balances the needs and limitations of a restructuring labour market, with the need to provide its citizens a better access to social protection and social services.

It was decided to recruit one short-term Chinese expert (hereafter referred to as “the Expert”) to conduct a study and analysis of the current situation of the interaction between employment and social protection policies in China and to formulate some policy recommendations conducive to a better synergy between these two sets of policies.

2.2 Requested Services

The Expert will perform this assignment under supervision of the EU C1 Resident Expert and NDRC, in close collaboration with the main Chinese Expert for research. He/she will take part in briefing and peer review sessions organized in the course of his/her assignment and submit a mid term draft for comments and amendment suggestions by the project team.

The Expert will produce in English a detailed study and thorough analysis of interaction between China's employment and social security policies as regards:

- The scale of employment, its structure, the challenge of unemployment, and the social security coverage of persons on the labour market;
- The possible role of social security policies and measures in addressing issues related to the quality of the labour force and the structural employment problems confronting the labour market;
- The coordination between economic, employment and social protection policies including their reciprocal influences;
- The suggested policies for reaching the basic objectives of employment and social security policies supporting each other according to the current situation in China and the international experiences;

2.3. Expected Results

The result of the assignment will provide useful top level ideas on issues, challenges and options in the context of interrelations between employment and social security policies in China.

The outputs of the assignment will be:

- a research report of 50 pages in English.

The expert will also, as requested, present the main contents of his work during the High level event on the relation between social security and employment to be organized in Beijing during the Fall of the year 2016.

¹ A system not based on employers' liability but with collective financing and risk sharing.

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, and Economics Study;

Experience

- 10 years experience of working in areas related to Social Protection and/or Employment policies at the domestic and/or international levels
- Excellent organizational, communication, writing and interpersonal skills

Working Languages

The incumbent should be fluent in English and in Chinese both verbally and in writing.

4. Location, Duration and Budget

Location: Beijing
Timing: 01 to 31 July 2016
Working days: maximum 20 w/days

Fees will be paid at the end of the assignment completed at the satisfaction of the project authorities.

5. Applications

Applications (CV in English language) have to be sent to the Mr Laurent de L'Espinay laurent.de-lespinay@expertisefrance.fr with copy to Mr. Jean-Victor Gruat jvgruatsprp@orange.fr within the established deadline of 8 June 2016.