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ANNEX 5

to the Commission Implementing Decision on the financing of the multiannual action plan for the thematic programme on Global Challenges (Prosperity) for 2022-2023 part 1

Action Document for EU Expert Facility on Employment, Labour and Social Protection, SOCIEUX+ - phase 4

MULTIANNUAL PLAN

This document constitutes the multiannual work programme within the meaning of Article 110(2) of the Financial Regulation, within the meaning of Article 23 of the NDICI-Global Europe Regulation.

1 SYNOPSIS

1.1 Action Summary Table

<p>1. Title CRIS/OPSYS business reference Basic Act</p>	<p>EU Expert Facility on Employment, Labour and Social Protection, SOCIEUX+ - phase 4 OPSYS number: ACT-60949 Financed under the Neighbourhood, Development and International Cooperation Instrument (NDICI-Global Europe)</p>
<p>2. Team Europe Initiative</p>	<p>No</p>
<p>3. Zone benefiting from the action</p>	<p>Global action</p>
<p>4. Programming document</p>	<p>NDICI-Global Europe Global Challenges Multi-annual Indicative Programme 2021-2027</p>
<p>5. Link with relevant MIP(s) objectives / expected results</p>	<p>Specific objective 1 ‘Investment climate, private sector, decent work, employment and trade’ and 4 ‘Global action to eradicate child labour’ under the priority area Prosperity and specific objective 6 ‘Social protection, inequality and inclusion’ under priority area People. Expected results: promotion of decent employment, improved occupational safety and health, freedom of association, strengthened public – private and social dialogue, higher compliance with labour standards, enabling legal and public governance environment for the implementation of due diligence requirements, reinforced capacity of partner countries in addressing child labour and forced labour, improved standards on social protection, enhanced interoperability between social protection and other social policies, crosscutting approach to address inequalities, increased capacity of partner countries to implement the Convention of the Rights of Persons with Disabilities.</p>
<p>PRIORITY AREAS AND SECTOR INFORMATION</p>	
<p>6. Priority Area(s), sectors</p>	<p>Priority area: Prosperity, sector: Investment climate, private sector, decent work, employment and trade</p>

	Priority area: People, sector: Decent work, social protection, inequality and inclusion			
7. Sustainable Development Goals (SDGs)	Main SDG (1 only): 8 (sustainable growth and decent work for all) Other significant SDGs (up to 9) and where appropriate, targets: 1 (no poverty), 5 (gender equality), 10 (reduction of inequalities), 17 (partnerships)			
8 a) DAC code(s)	16010 (Social protection) – 50% 16020 (Employment creation) – 30% 16070 (Labour rights) – 10% 16080 (social dialogue) – 10%			
8 b) Main Delivery Channel	10000 – Public sector institution			
9. Targets	<input type="checkbox"/> Migration <input type="checkbox"/> Climate <input checked="" type="checkbox"/> Social inclusion and Human Development <input checked="" type="checkbox"/> Gender <input type="checkbox"/> Biodiversity <input type="checkbox"/> Education <input checked="" type="checkbox"/> Human Rights, Democracy and Governance			
10. Markers (from DAC form)	General policy objective @	Not targeted	Significant objective	Principal objective
	Participation development/good governance	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Aid to environment @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Gender equality and women's and girl's empowerment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Trade development	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Reproductive, maternal, new-born and child health	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Disaster Risk Reduction @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Inclusion of persons with Disabilities @	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Nutrition @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	RIO Convention markers	Not targeted	Significant objective	Principal objective
	Biological diversity @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Combat desertification @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Climate change mitigation @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Climate change adaptation @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Internal markers and Tags:	Policy objectives	Not targeted	Significant objective	Principal objective
	Digitalisation @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	digital connectivity	YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>	

	digital governance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	/
	digital entrepreneurship	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
	digital skills/literacy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
	digital services	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	Connectivity @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	digital connectivity	YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>	/
	energy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
	transport	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	health	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
	education and research	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
	Migration @ (methodology for tagging under development)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Reduction of Inequalities @ (methodology for marker and tagging under development)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Covid-19	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

BUDGET INFORMATION

12. Amounts concerned	<p>Budget line: 14 02 02 42</p> <p>Total estimated cost for 2022: EUR 10 million</p> <p>Total amount of EU budget contribution for 2022: EUR 10 million</p> <p>This action is co-financed in joint co-financing by:</p> <ul style="list-style-type: none"> - Agence Française d'Expertise Technique Internationale (AFETI - Expertise France) - Belgium Technical Cooperation ENABEL - Fundación Internacional y para Iberoamérica de Administración y Políticas Públicas (FIIAPP) - Service Public Fédéral Sécurité Sociale (FPS SS - Belgium) <p>The amounts of the cofinancing to be determined during the contracting phase.</p>
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MANAGEMENT AND IMPLEMENTATION

13. Type of financing	Indirect management with the entity(ies) to be selected in accordance with the criteria set out in section 4.3.1
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1.2 Summary of the Action

Action ‘EU Expert Facility on Employment, Labour and Social Protection, SOCIEUX+’ is being implemented since 2013. Third phase of the action is under implementation between 2020 and 2024 by the partnership led by Agence Française d’Expertise Technique Internationale (AFETI – Expertise France) including Enabel (Belgium), Fundación Internacional y para Iberoamérica de Administración y Políticas Públicas (FIIAPP) (Spain) as well as Service Public Fédéral Sécurité Sociale (Belgium) as sub-grantee. This action aims at extending the Facility to its fourth phase. Technical assistance facility SOCIEUX+ has helped public institutions in partner countries to set up effective employment, labour and social protection strategies by offering on demand short-term expertise from European peers working in European public institutions. As a flexible tool, it complements EU bilateral and regional cooperation programmes and helps disseminate European values, expertise and knowledge in the areas of employment and social protection. The fourth phase will allow accepting new support requests beyond 2022. In addition it can play a role as accompanying measure offering valuable support to public institutions seeking to address the challenges related to the Commission’s Proposal for a Directive on Corporate Sustainability Due Diligence (CSDD)¹. The scope of the action is global and encompasses a large range of areas: labour and employment policies, social inclusion, social dialogue and labour rights, social protection, health, pension and welfare-systems and access to social services. It builds partner countries institutional, organisational and human capacity, generates, and shares knowledge on global challenges on employment and social protection.

The Overall Objective of the action is to expand and improve access to better employment opportunities and inclusive social protection systems in partner countries, especially to women and youth. This will be achieved through the specific objective pursuing more inclusive (addressing in particular women, children, youth and vulnerable groups’ needs), effective and sustainable employment and social protection policies, strategies and systems in Partner countries. The 4 outputs will help to achieve those objectives: (i) strengthening institutional capacities of employment, labour and social protection institutions, (ii) extending and enhancing public capacities for improving access to employment and social protection to women, children, youth and vulnerable groups, (iii) increasing awareness and knowledge on social protection, decent work, labour rights and responsible business conduct; and (iv) enhancing capacities of public institutions to address requirements of the upcoming EU Corporate Sustainability Due Diligence legislation.

SOCIEUX+ support is based on demand coming from public mandated bodies working in the area of employment and social protection. Since 2013, SOCIEUX+ processed about 200 requests and implemented 122 actions in 48 different partner countries benefitting 80 different partner countries public institutions. Additional 25 actions were under implementation during the last reporting period and new requests come regularly. SOCIEUX+ has for example successfully assisted the Peruvian Ministry of Labour and Employment Promotion to strengthen the system of promoting the employment of people with disability. In Gabon, SOCIEUX+ has extensively supported the recently created ‘Caisse des Pensions et des Prestations Sociales’ through for instance developing a strategic planning, risk management, social assistance schemes, etc.

SOCIEUX+ is instrumental in advancing key European priorities including those of building an economy that works for people, strengthening the role of the EU of a global actor in the delivery of the United Nations 2030 Agenda and of a responsible global leader promoting decent work for all as explicitly mentioned in the Communication on decent work worldwide for a global just transition and a sustainable recovery². During the next phase of implementation, SOCIEUX+ is going to act as well as accompanying measure to set up public policies fostering responsible business conduct and corporate sustainability due diligence mechanisms. SOCIEUX+ implementation will be extended under the thematic programme Global Challenges of NDICI³. It will contribute to the Specific objectives 1 ‘Investment climate, private sector, decent work, employment and trade’ and 4 ‘Global action to eradicate child labour’ under the priority area Prosperity and to the Specific objective 6 ‘Social protection, inequality and inclusion’ under priority area People. The wide scope of the action will allow contributing to several expected results of the Global Challenges thematic programme such as: promotion of decent employment, improved occupational safety and health, freedom of association, strengthened public – private and social dialogue, higher compliance with labour standards, enabling legal and public governance environment for the implementation of due diligence requirements, reinforced capacity of partner countries in addressing child labour and forced labour, improved standards on social protection, enhanced interoperability between social protection

¹ COM(2022)71 of 23.02.2022

² COM(2022)66 of 23.02.2022

³ OJ L 209, 14.6.2021, p. 1–78

and other social policies, crosscutting approach to address inequalities, increased capacity of partner countries to implement the Convention of the Rights of Persons with Disabilities. SOCIEUX+ will as well contribute to Gender Action Plan (GAP) III⁴ and the promotion of human rights through the application of rights-based approach.

2 RATIONALE

2.1 Context

Fourth phase of SOCIEUX+ will be implemented under NDICI Thematic Programme Global Challenges that sets out the global and multilateral dimension of implementation of EU's political priorities and aims to strengthen the EU as a global actor, following the Commission's geopolitical ambition of a 'Stronger Europe in the World'. It is one of the EU's major tools for the delivery of the United Nations 2030 Agenda and the Paris Agreement to help eradicate poverty, reduce inequalities and achieve sustainable development with the implementation of the Sustainable Development Goals. It helps to put in place the Joint Communication on strengthening the EU's contribution to rules-based multilateralism⁵. The Global Challenges programme complements and strengthens the country and regional dimensions of EU action to pursue and project EU's interests and values in support of universal global agendas. Being a demand-driven technical assistance facility, SOCIEUX+ contributes to disseminating European expertise and values in the area of employment and social protection. It acts at global level while complementing and strengthening the bilateral and regional EU development cooperation programmes with an on demand and short term, quickly operational support specifically tailored to the needs of the partner countries. Through the peer to peer approach, it builds trust and mutual learning between employment and social protection experts all around the world and offers opportunities for institutional partnerships. SOCIEUX + contributes to several SDGs, including the SDG 8 (decent employment and economic growth), 1 (no poverty), 5 (gender equality), 10 (reduction of inequalities) and 17 (partnerships).

This action contributes to the post-COVID-19 recovery. Sustainable development has regressed, and social and economic inequalities have deepened during the pandemic. The negative social and economic effects on EU partner countries are deep and may last long. Overall, the progress towards the 2030 Agenda depends critically on strengthened global partnerships for a sustainable recovery from the COVID-19 pandemic, building back better and working better together worldwide. This calls for support to global cooperation and multilateral institutions and processes that help address these trends, and that put on track a recovery coherent with the vision of the EU Global Recovery Initiative. SOCIEUX+ upholds the EU response to COVID-19 crisis through the strengthening of social protection systems in partner countries and promoting decent employment, as announced in the Joint Communication on the Global EU response to COVID-19⁶. Regarding the multilateral dimension, SOCIEUX+ responds to the International Labour Organization (ILO)'s June 2021 Global Call to Action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient⁷ and to the UN and ILO's Global Accelerator on Jobs and Social Protection⁸ to create 400 million jobs and extend social protection to 4 billion people currently without coverage.

SOCIEUX+ is concentrated on supporting partner countries' institutional, organisational and human capacity to set up effective employment, labour and social protection strategies. SOCIEUX + helps to put into practice the commitments of the 2017 European Consensus on Development in the area of employment and social protection. Namely, SOCIEUX + contributes to promote adequate and sustainable social protection and decent work for all, a universal health coverage, social dialogue, effective implementation of labour standards to ensure decent employment conditions and decent wages for workers in both formal and informal sector and to combat child labour and forced labour.

⁴ JOIN(2020)17 of 25.11.2020

⁵ JOIN(2021)3 of 17.02.2021

⁶ JOIN(2020)11 of 08.04.2020

⁷ https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_806092.pdf [Accessed 2 June 2022].

⁸ https://www.ilo.org/global/topics/coronavirus/impacts-and-responses/un/WCMS_837839/lang-en/index.htm#:~:text=The%20Global%20Accelerator%20on%20Jobs%20and%20Social%20Protection%20for%20Just,green%2C%20digital%20and%20care%20economies%2C [Accessed 2 June 2022].

As indicated in President's von der Leyen Commission political guidelines 'I want Europe to strive for more by strengthening our unique brand of responsible global leadership', SOCIEUX + contributes to the EU priority to 'build an economy that works for people'. It is also instrumental in enabling the EU to play a role of global leader in promoting decent work and the European social model globally. The Communication on decent work worldwide for a global just transition and a sustainable recovery specifically mentions SOCIEUX+ as an important EU development and cooperation instrument that supports the implementation of the decent work agenda in partner countries. The action is also instrumental in providing the EU contribution to Global Partnership for Universal Social Protection 2030 (USP 2030).⁹ SOCIEUX+ can further provide support to help address requirements of the forthcoming Directive on CSDD. It can support partner countries' legal and policy systems in order to build enabling frameworks to assist local businesses in adopting socially sustainable production patterns.

The action contributes as well to the Gender Action Plan III with gender mainstreaming applied in all its actions. SOCIEUX+ applies Human Rights-Based Approach thus promoting the application of human and labour rights. It also plays its role in implementing the European Green Deal through the work on green jobs and supporting labour market shifts in line with societal transformations along a low-carbon and climate resilient pathway. The Facility can further be instrumental in achieving the ambition of the Global Gateway Initiative for its projects to achieve the highest labour standards.

2.2 Problem Analysis

Short problem analysis: SOCIEUX+ addresses persistent challenges in the area of employment and social protection in low and middle income countries.

Regarding the employment area, the main challenges comprise:

- Lack of capacities to formulate and implement comprehensive and inclusive employment strategies due to institutional weaknesses to coordinate and impose policy objectives and measures over other government services.
- Deficient Labour Market Information Systems (LMIS) and weaknesses in labour market (gender sensitive) analysis, scarce labour statistics, inexistent or inefficient labour observatories and gaps in administrative records.
- Difficulties in design and implementation of effective active and passive labour market policies, including areas such as training, labour intermediation and counselling, especially for youth and women and individuals in vulnerable situations.
- Weaknesses in compliance with international labour standards, including shortcomings in the regulatory system, in the design of specific policy/guidelines and in institutional capacity (of labour inspections for instance) to ensure the enforcement of labour standards (in particular as regards the most serious labour rights violations such as child labour or forced labour).
- Limited social dialogue at country level and lack of capacities of social partners to play their role in negotiation processes and advocacy.
- Poor regulatory and administrative systems to ensure local businesses apply responsible business conduct and corporate sustainability due diligence that also may affect their opportunities to access the European Market.

Those shortcomings result in various decent work deficits that include overspread informality (according to ILO estimates more than 6 workers among 10, and 4 enterprises among 5 in the world operate in the informal economy. Those figures are even higher in some parts of the world, especially in Sub-Saharan Africa), which leads to high levels of underemployment and very poor working conditions and low income and wages. Other challenges are related to low labour market participation of women, young people and vulnerable groups e.g. people with disability, migrants, indigenous peoples, or to serious violations of labour rights, especially linked to child labour, forced labour or persecution of labour rights activists. The COVID-19 pandemic aggravated those challenges.

⁹ The USP2030 is a multi-stakeholder Partnership, launched in 2016, that brings together governments, international and regional organisations, civil society organisations, social partners and other organisations. USP2030 is co-chaired by the International Labour Organization (ILO) and the World Bank.

For social protection the problem is the lack of robust and flexible national social protection systems supported by strong registries and delivery mechanisms, which makes impossible to achieve universal social protection coverage. Main challenges are:

- Limited protection throughout life cycle: Establish universal social protection systems, including floors, that provide adequate protection, combining social insurance, social assistance and other means, anchored in national strategies and legislation;
- Lack of universal coverage: Provide universal access to social protection and ensure that social protection systems are rights-based, child- and gender-sensitive and inclusive, leaving no one behind;
- Weak national ownership: Develop social protection policies based on national priorities and legal and institutional frameworks in close cooperation with all relevant actors;
- Insufficiently sustainable and equitable financing: Ensure the sustainability and fairness of social protection systems by prioritizing reliable and equitable forms of domestic financing, complemented by international cooperation and support where necessary; strengthen link between social protection and public finance management;
- Insufficient participation and social dialogue: Strengthen governance of social protection systems through institutional leadership, multi-sector coordination and the participation of social partners and other relevant and representative organisations, to generate broad-based support and promote the effectiveness of services.
- Lack of capacities on implementation aspects (e.g. registries, management and information systems, costing and financing, monitoring and evaluation, etc.).
- Poor convergence of social protection policy and systems with other related areas of policy, in particular employment, child protection, education, occupational health and safety, health or agriculture, etc.

The COVID-19 pandemic highlighted how adequate social protection systems can be instrumental in mitigating the adverse impacts of social and economic crisis. Prior to the COVID-19 pandemic most countries had maintained a combination of social insurance for formal-sector workers and social protection schemes covering the very poor. The pandemic has prioritised the need to extend adequate social protection coverage to address the starkly revealed inadequacies and gaps endemic in national social protection systems which have also exacerbated pre-existing vulnerabilities and inequalities. Before the pandemic the demand for social protection in low and middle-income countries was already high and has increased since. According to the available estimates, only 45% of the world's population have access to at least one type of social protection benefit, while the remaining 55% – over 4 billion people – are left unprotected¹⁰.

Identification of main stakeholders and corresponding institutional and/or organisational issues (mandates, potential roles, and capacities) to be covered by the action:

The action will target public authorities and mandated bodies at national, regional and local levels in the beneficiary countries (covered by the NDICI – Global Europe, namely: Neighbourhood, Sub-Saharan Africa, Asia, Pacific, Americas and the Caribbean) with responsibilities in the fields of labour, employment and social protection. The following type of institutions are concerned: central and local governments, ministries, government bodies, mandated bodies implementing social policies, including social protection agencies, public employment services, labour inspectorates, etc. Local or regional authorities in charge of the provision of employment and social services will also be part of the main beneficiaries of the Action. The target groups of beneficiaries will consist of the staff of these institutions. Social partners (employers' and workers' organisations) involved in formal social dialogue will also be important stakeholders and the participation of CSOs/NGOs advocating for women's rights, youth and people with disabilities will be promoted.

¹⁰ https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_601903/lang--en/index.htm [Accessed 6 September 2022]

3 DESCRIPTION OF THE ACTION

3.1 Objectives and Expected Outputs

The Overall Objective (Impact) of this action is to expand and improve access to better employment opportunities and inclusive social protection systems in partner countries, especially for women and youth.

The Specific Objective (Outcome) of this action is to

1. Employment and social protection policies, strategies and systems in partner countries are more inclusive (addressing in particular women, children, youth and vulnerable groups needs), effective and sustainable.

The Outputs to be delivered by this action contributing to the corresponding Specific Objective (Outcome) are:

- 1.1 Institutional capacities of employment, labour and social protection institutions are strengthened.
- 1.2 Enhanced and extended public capacities for improving access to employment and social protection for women, youth and vulnerable groups.
- 1.3 Awareness and knowledge on social protection, decent work, labour rights and responsible business conduct are increased, including for women/girls, young people and vulnerable groups.
- 1.4 Capacities of public institutions to address requirements of the upcoming Directive on CSDD legislation is enhanced.

3.2 Indicative Activities

Activities relating to Output 1.1:

SOCIEUX+ is going to strengthen institutional capacities of partner countries' employment, labour and social protection institutions through supporting development and modernisation of public management tools such as public policies, strategies, action plans, feasibility studies, impact assessments, legislation as well as their implementation procedures and measures, including establishment and management of data basis, social services' delivery and analysis mechanisms, etc.

Activities relating to Output 1.2:

SOCIEUX+ is going to enhance and extend public capacities for improving access to employment and social protection for women, youth, poor and vulnerable groups through (1) advisory services (on site and online expert missions); (2) peer to peer cooperation with partner countries' officials on developing / modernising the public management tools indicated for the Output 1.1; (3) capacity development tools (training, training of trainers, workshops, webinars, study visits, etc.). The Facility will also assist the public institutions and the social partners in better applying the social dialogue instruments, through adequate support to human capacities necessary for it.

Activities relating to Output 1.3:

SOCIEUX+ is going to increase the awareness and the knowledge on social protection, decent work and labour standards among the stakeholders through (1) the development of knowledge tools (manuals, briefs, notes, (e-)learning tools, impact evaluation reports, etc.); (2) encouraging the networking among European and partner countries' experts involved in SOCIEUX+ activities and public institutions dealing with employment and social protection topics; (3) the implementation of awareness raising tools (events, conferences organised by SOCIEUX+, communication activities including website and social media, participation in events and conferences organised by other organisations, etc.).

Activities related to Output 1.4:

Given the high impact that the upcoming Directive on CSDD may have on partner countries businesses and their access to the European single market, SOCIEUX+ will extend its scope during the fourth phase to prepare partner countries to address those challenges by adapting and improving their public systems and institutions so to be able to assist the local businesses in meeting the requirements of this new legislation.

3.3 Mainstreaming

Environmental Protection & Climate Change

n/a

Outcomes of the EIA (Environmental Impact Assessment) screening (relevant for projects and/or specific interventions within a project)

The EIA (Environment Impact Assessment) screening classified the action as Category C (no need for further assessment).

Outcome of the CRA (Climate Risk Assessment) screening (relevant for projects and/or specific interventions within a project)

The Climate Risk Assessment (CRA) screening concluded that this action is no or low risk (no need for further assessment)

Gender equality and empowerment of women and girls

As per the OECD Gender DAC codes identified in section 1.1, this action is labelled as G1 . This implies that gender equality is addressed in each and every action implemented by SOCIEUX+ and will be mainstreamed across all results and activities. The final beneficiaries of the action are the rights holders who are at risk of social exclusion and poverty, as well as at risk of human rights violations, having limited or no access to social protection and to income generating activities or employment in the formal and informal economies. Since women are more at risk in terms of discriminations, decent work deficits, poor access to labour markets and poor social protection coverage, the inclusion of gender related issues is and will be promoted as a significant objective of the Action. This action is especially relevant to the GAP III's thematic area of engagement number 3 'Strengthening economic and social rights and empowering girls and women'.

Human Rights

SOCIEUX+ uses the human rights-based approach (HRBA) as a methodology, working towards strengthening the capacities of duty-bearers to meet their obligations and hence those of rights-holders to make their claims and, and applying its five principles: (1) all rights are applied; (2) participation and access to the decision-making process; (3) non-discrimination and equal access; (4) accountability and access to the rule of law; and (5) transparency and access to information.

In aligning to the EU Strategy on the rights of the child¹¹, SOCIEUX+ will promote and provide technical assistance to partners countries administrations to address children vulnerabilities and to protect and prevent children from all forms of child labour by strengthening labour inspection systems and monitoring. This assistance will also help enforce child labour legislation in line with the ILO Conventions and review policy frameworks to prevent and eradicate child labour. As social protection is an essential instrument contributing to the elimination of child labour, the technical assistance on social protection may specifically target children through child benefits or conditional social protection schemes.

Disability

As per OECD disability DAC codes identified in section 1.1, this action is labelled as D1. This implies that the promotion of the social and economic rights of persons with disability (PwD) is a significant objective of the Action. As the final beneficiaries of this action are the right holders who are at risk of social and economic exclusion and the PwD are those at higher risk of exclusion, a particular focus will be given to groups in vulnerable situations, and in particular to persons with disabilities. They will benefit from improved social security, protection against life-cycle vulnerabilities and risks, protection against human rights violations and increased access to employment and decent work.

¹¹ COM(2021)142 of 24.03.2021

Democracy

The action strengthens the democracy as it contributes to improving the public governance in the areas of employment and social protection.

Conflict sensitivity, peace and resilience

While contributing to an improved access to better employment opportunities and inclusive social protection systems in partner countries, this action participates in building solid ground for peace and resilience and strengthening the social contract.

Disaster Risk Reduction

While strengthening the social protection systems, this action contributes to disaster risk mitigation, however disaster risks reduction is not specifically targeted in this action.

Other considerations if relevant

In line with the UN 2030 Agenda for Sustainable Development and the 2017 European Consensus on Development, this action applies the ‘leave no one behind principle’, aiming to reduce vulnerabilities and addressing inequalities. Its result shall contribute to social and economic inclusion of vulnerable groups, such as workers in the informal economy, migrants or displaced workers, ethnic minorities, indigenous peoples and older persons.

3.4 Risks and Lessons Learnt

Category	Risks	Likelihood (High/ Medium/ Low)	Impact (High/ Medium/ Low)	Mitigating measures
3 – risks related to people and organisation	Risk 1 Difficulty to mobilise the adequate European expertise	Low	High	Intensive networking with public institutions relevant in the area of employment and social protection at EU as well as EU Member States levels by all members of the consortium implementing the Facility. Managing and extending the experts data basis, networking activities with the experts to seek their further cooperation with the Facility, triangular cooperation.
1 – risks related to external environment	Risk 2 Political instability and security threats	Medium	High	Flexibility in the management of the actions (possible extension of the actions, modification of its scope) and in adaptation to remote delivery of the services.
2 – risks related to planning, processes and systems	Risk 3 Lack of synergy and risk of overlapping with	Low	Low	Systematically involving the EU Delegations in the countries the request comes from in a thorough assessment of each request as well as during the

	<p>other EU actions on employment and social protection implemented through bilateral and regional programmes or through other technical assistance facilities (such as EUROsociAL+ or TAIEX)</p>		<p>implementation of each SOCIEUX+ action (namely through meetings with SOCIEUX experts). Coordination within the Commission on the implementation of SOCIEUX+: special attention is paid to the risk of overlapping with other technical assistance facilities (TAIEX, MIEUX, etc.) and with the regional programme EUROsociAL+ to mitigate this risk at the level of each SOCIEUX+ action. For the actions in Latin America and the Caribbean, the colleagues responsible for EUROsociAL+ and of the future regional programme on social cohesion in the Commission will be systematically invited to check the complementarity with this programme.</p>
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Lessons Learnt:

- As one of the few tools available to 155 countries and regions, SOCIEUX+ has allowed to set up fruitful peer-to-peer cooperation in countries that do not traditionally benefit from 'development cooperation' or where cooperation is changing when countries 'graduate' to higher income categories..
- SOCIEUX+ has undertaken steps to ensure **the sustainability of its results**, despite challenges given the short term and request-based specificity of the action.
- First, the **complementarity and synergy** of SOCIEUX+ with 'bigger' interventions at country or regional level is always double checked and sought while assessing the request and during action implementation. The Commission and the EU Delegations in a given country take part in the assessment of the request and in the action implementation. In addition, a specific attention is paid to complementarity with projects whose thematic area is similar, such as EUROsociAL, through a strengthened exchange of information and cooperation within the Commission services.
- Second, a partner institution is supported with only **one SOCIEUX + action at a time** and a new action for the same institution can be processed only after taking stock of the proper uptake of the results of the previous action. This measure aims at avoiding to unnecessarily mobilise resources for institutions unable or unwilling to apply in practice the results delivered by SOCIEUX+.
- Third, in-depth **ex-post evaluations** are undertaken that include on-site visits and interviews with partner countries stakeholders. Such ex-post evaluations help to check if the results delivered by SOCIEUX are/were effectively implemented/taken on board, analyse the reasons for a success or a failure in sustaining the results delivered and formulated the lessons learned. The conclusions are shared within SOCIEUX+ team and with the Commission and taken into consideration for assessing the next requests and for designing the specific actions.

3.5 The Intervention Logic

The underlying intervention logic for this action is the following. If we undertake activities such as 1) the development of policy tools (strategies, action plans, legislation, procedures, etc.), 2) the improvement of partner countries civil servants' capacity and knowledge (in particular on how to ensure a better access of women, youth and vulnerable groups to employment and social services) and 3) the raising of the overall awareness regarding social protection, decent work and responsible business conduct among policy makers and officials, then the following outputs will be achieved: 1) the institutional capacity of employment and social protection institutions will be strengthened, 2) their staff will build capacities to implement public policies in the targeted areas and 3) will be able to address the needs of women, children, youth and vulnerable groups. In addition, the overall awareness about the need to undertake such policies will then contribute to set up an enabling environment for employment and social protection policies to be developed and put in place. All those outputs will be delivered under the condition that SOCIEUX+ manages to mobilise on time adequate European experts. If the public institutions are equipped with the necessary tools, their staff has the necessary capacity and the overall awareness of the need for such public policies is raised, then the employment and social protection policies, strategies and systems in partner countries will be more inclusive (will address better the needs of women, youth, poor and vulnerable groups), effective (effectively implemented) and sustainable (bring long lasting results), under the condition that the political-economic and security situation is stable in the country (the institutions can function, their staff can work, the staff turnover is limited, etc.). If the developed policies are in place, they are inclusive, effectively implemented by a competent staff and about to bring sustainable results, then all groups in need in partner countries, but especially women, youth and vulnerable groups can effectively benefit of better employment opportunities and inclusive social protection systems. This will be achieved under the condition that the SOCIEUX+ actions, that are of limited scope and based on ad hoc requests contribute to and complement in a adequate way the EU actions supported through bilateral and regional development cooperation programmes.

3.6 Logical Framework Matrix

PROJECT MODALITY (3 levels of results / indicators / Source of Data / Assumptions - no activities)

Results	Results chain (@): Main expected results (maximum 10)	Indicators (@): (at least one indicator per expected result)	Baselines (values and years)	Targets (values and years)	Sources of data	Assumptions
Impact	Better employment opportunities and inclusive social protection systems in partner countries, especially for women and youth, are expanded and improved	I.1. SDG Indicator 1.3.1 Proportion of population covered by social protection floors/systems, distinguishing by sex and persons with disabilities, in targeted countries I.2. SDG Indicator 8.3.1: Proportion of informal employment in total employment, by gender, in targeted countries	I.1. 41,23% (2020) I.2. 67,37% (2020)	I.1. 42,66% (2027) I.2. TBD by end 2022	I.1. Global SDG Indicators Database (UNSTAT) I.2. ILOSTAT	<i>Not applicable</i>
Outcome 1	1 Employment and social protection policies, strategies and systems in partner countries are more inclusive (addressing in particular women, children, youth and vulnerable groups needs), effective and sustainable	OC.1. Number of institutions in the social protection and employment sectors strengthened (with internal plans/reorganisation implemented) with EU support OC.2. Number of laws/policies actually revised/adopted following the support of the EU-funded intervention	OC.1. 0 OC.2. 0	OC.1. TBD by end 2022 OC.2. TBD by end 2022	OC.1. Progress reports of the EU-funded intervention OC.2. Text of laws and regulations	Political-economic and security situation in partner country is stable allowing institutions to function and staff to work; Staff turnover stays limited
Output 1.1	1.1 Institutional capacities of employment, labour and social protection institutions are strengthened	OP.1.**GERF 2.31 Number of countries which have benefitted from EU support to strengthen their social protection systems OP.2. Number of countries which have benefitted from EU support to strengthen their labour/ employment mechanisms/policies	OP.1. 0 OP.2. 0	OP.1. TBD by end 2022 OP.2. TBD by end 2022	OP.1. Progress reports of the EU-funded intervention OP.2. Progress reports of the EU-funded intervention	Relevant expertise mobilised; Engagement of partner countries institutions in Socieux+ actions maintained

Output 1.2	1.2 Enhanced public capacities for improving equitable access to employment and social protection is expanded to women, children, youth and vulnerable groups	<p>OP.3. Number of regulatory adjustments/policy reforms / action plans etc. revised/ developed with the support of the EU-funded intervention in the area of employment and social protection disaggregated by area</p> <p>OP.4. Number of participants trained by the EU-funded intervention in the area of employment and social protection disaggregated by gender and area (social protection or employment/labour)</p>	<p>OP.3. 0</p> <p>OP.4. 0</p>	<p>OP.3. TBD by end 2022</p> <p>OP.4. TBD by end 2022</p>	<p>OP.3. Text of laws, regulations, action plans, etc.</p> <p>OP.4. Expert mission reports</p>	<p>Relevant European expertise mobilised;</p> <p>Engagement of partner countries institutions in SOCIEUX+ actions maintained</p>
Output 1.3	1.3 Awareness and knowledge on social protection, decent work, labour rights and responsible business conduct are increased, including for women/girls, young people and vulnerable groups	<p>OP.5. Percentage of participants in EU-funded capacity building events who reported an enhancement of their knowledge on employment and social protection</p> <p>OP.6. Number of knowledge products developed by EU-funded intervention that contribute to raise awareness on social protection, decent work, labour rights etc.</p>	<p>OP.5. 95,1%</p> <p>OP.6. 95,1%</p>	<p>OP.5. TBD by end 2022</p> <p>OP.6. TBD by end 2022</p>	<p>OP.5. Feedback questionnaires</p> <p>OP.6. Knowledge products</p>	<p>Relevant European expertise mobilised;</p> <p>Engagement of partner countries institutions in SOCIEUX+ actions maintained</p>
Output 1.4	1.4 Capacities of public institutions to address requirement of upcoming Directive on CSDD is enhanced.	OP.7. Number of public mechanisms/tools (guidance, regulations, knowledge development materials etc.) for assisting local businesses in applying the responsible business conduct developed with support of the EU-funded intervention	OP.7. 0	OP.7. TBD by end 2022	OP.7. Progress reports of the EU-funded intervention	<p>Relevant European expertise mobilised;</p> <p>Engagement of partner countries institutions in Socieux+ actions maintained</p>

4 IMPLEMENTATION ARRANGEMENTS

4.1 Financing Agreement

In order to implement this action, it is not envisaged to conclude financing agreements with partner countries.

4.2 Indicative Implementation Period

The indicative operational implementation period of this action, during which the activities described in section 3 will be carried out and the corresponding contracts and agreements implemented, is 72 months from the date of adoption by the Commission of this Financing Decision.

Extensions of the implementation period may be agreed by the Commission's responsible authorising officer by amending this Financing Decision and the relevant contracts and agreements.

4.3 Implementation Modalities

The Commission will ensure that the EU appropriate rules and procedures for providing financing to third parties are respected, including review procedures, where appropriate, and compliance of the action with EU restrictive measures.¹²

4.3.1 Indirect Management with a pillar assessed entity

This action may be implemented in indirect management with the partnership of EU Member States organisations, including Agence Française d'Expertise Technique Internationale (AFETI - Expertise France), acting as Lead entity of the implementation Partnership, the Fundación Internacional y para Iberoamérica de Administración y Políticas Públicas (FIIAPP - Spain), Belgium Technical Cooperation (Enabel) as signatories of the contract and with the Service Public Fédéral Sécurité Sociale (FPS SS - Belgium) as sub-grantee. This implementation entails all the objectives and outputs of the action. The envisaged entity will be selected using the following criteria: extensive experience in designing and implementing development cooperation programmes and projects at multi-country and global level, proven experience in delivering technical assistance, solid experience and knowledge in the area of employment, labour and social protection, good experience in managing EU expertise data basis and networking. In case the envisaged entity would need to be replaced, the Commission's services may select a replacement entity using the same criteria. If the entity is replaced, the decision to replace it needs to be justified.

4.4 Indicative Budget

Indicative Budget components	EU contribution (amount in EUR)	Third-party contribution, in currency identified
Indirect management with pillar-assessed entities (including evaluation, communication and visibility)	10 000 000	TBD
Evaluation – cf. section 5.2 Audit – cf. section 5.3	May be covered by another Decision	N.A.
Totals	10 000 000	TBD

¹² www.sanctionsmap.eu. Please note that the sanctions map is an IT tool for identifying the sanctions regimes. The source of the sanctions stems from legal acts published in the Official Journal (OJ). In case of discrepancy between the published legal acts and the updates on the website it is the OJ version that prevails.

4.5 Organisational Set-up and Responsibilities

The Facility Management Team (FMT) is responsible for the daily management and implementation of SOCIEUX+.

The Programme Steering Committee (PSC) is the governing body of SOCIEUX+. The PSC areas of decision-making relate to the overall steering and strategic guidance. The PSC ensures close co-operation between the FMT, the Partnership members and European Commission relevant services. It provides a forum for discussion and decision-making on inputs and outputs of the Facility. Its contributions and decisions ascertain high-level commitment of all stakeholders for the achievement of SOCIEUX+ objectives and its smooth implementation. On the European Commission side, coordination between different services is envisaged.

The Quality Assurance Committee (QAC) is the independent technical body responsible for the quality control in the formulation of actions. It is composed of permanent members that review and provide recommendations on the formulation of actions authorised (non-objected) by Commission services.

In addition to the above-described governance and quality control structures, SOCIEUX+ also relies on the feedback of the Commission to assess the relevance of requests and possible actions. Based on the eligibility and recommendations for the implementation of an action from the FMT (through their own background assessment of the context of the request, eventually by means of fact-finding missions) the FMT seeks the feedback of the Commission for a ‘non-objection’ to proceed to the formulation of an action. The Commission consults for its decision with EU Delegations or other relevant stakeholders.

As part of its prerogative of budget implementation and to safeguard the financial interests of the Union, the Commission may participate in the above governance structures set up for governing the implementation of the action.

5 PERFORMANCE MEASUREMENT

5.1 Monitoring and Reporting

The day-to-day technical and financial monitoring of the implementation of this action will be a continuous process, and part of the implementing partner’s responsibilities. To this aim, the implementing partner shall establish a permanent internal, technical and financial monitoring system for the action and elaborate regular progress reports (not less than annual) and final reports. Every report shall provide an accurate account of implementation of the action, difficulties encountered, changes introduced, as well as the degree of achievement of its results (Outputs and direct Outcomes) as measured by corresponding indicators, using as reference the logframe matrix.

The Commission may undertake additional project monitoring visits both through its own staff and through independent consultants recruited directly by the Commission for independent monitoring reviews (or recruited by the responsible agent contracted by the Commission for implementing such reviews).

Gender equality and the human rights based approach will be maintreamed into the monitoring and evaluation of the project and that indicators will be sex-disaggregated and disaggregated by other relevant aspects whenever possible.

Roles and responsibilities for data collection, analysis and monitoring:

Under the fourth phase of the implementation of SOCIEUX+, a similar intervention logic and monitoring mechanisms will be applied as during the ongoing third phase. The day-to-day technical and financial monitoring of the implementation of this action is a continuous process, and part of the implementing partner’s responsibilities. To this aim, the implementing partner will keep a permanent internal, technical and financial monitoring system for the action and will elaborate regular progress reports (not less than annual) and the final report. For a daily monitoring of the action progress, the online Programme Management Tool is used¹³, where the data is provided on a daily basis along the implementation of each specific action. This tool helps to inform the indicator 1.1.1. The indicators 1.1, 1.2 as well as 1.2.1 and 1.4.1 are informed thanks to the expert missions reports that are analysed by the Facility Management Team. The last indicator 1.3.1 is based on results of a questionnaire with participants of capacity building activities (the stakeholders of the action).

¹³ <https://pmt.socieux.eu> [Accessed 6 September 2022]

5.2 Evaluation

Having regard to the nature of the action, a final evaluation may be carried out for this action or its components via an implementing partner.

It will be carried out for accountability and learning purposes at various levels (including for policy revision), taking into account in particular the fact that the action can provide valuable information and lessons learnt on the importance and complementarity of technical assistance facilities.

The evaluation reports may be shared with the partners and other key stakeholders following the best practice of evaluation dissemination¹⁴. The implementing partner and the Commission shall analyse the conclusions and recommendations of the evaluations and, where appropriate, apply the necessary adjustments.

The financing of the evaluation may be covered by another measure constituting a Financing Decision.

5.3 Audit and Verifications

Without prejudice to the obligations applicable to contracts concluded for the implementation of this action, the Commission may, on the basis of a risk assessment, contract independent audit or verification assignments for one or several contracts or agreements.

6 STRATEGIC COMMUNICATION AND PUBLIC DIPLOMACY

The 2021-2027 programming cycle has adopted a new approach to pooling, programming and deploying strategic communication and public diplomacy resources.

Action documents for specific sector programmes are no longer required to include a provision for communication and visibility actions promoting the programmes concerned.

However, in line with Article 46 and subject to Article 47 of the NDICI Regulation, all entities implementing EU-funded external actions shall take all reasonable measures to publicise the European Union support. This obligation will continue to apply equally, regardless of whether the actions concerned are implemented by the Commission, partner countries, service providers, grant beneficiaries or entrusted or delegated entities such as UN agencies, international financial institutions and agencies of EU member states.

SOCIEUX+ will provide visibility to EU financing of all its public activities in line with the relevant visibility guidelines.

In addition, taking into account the demand-driven nature of the Facility, SOCIEUX+ is going to keep a separate website¹⁵ and may use additional communication channels, such as¹⁶, Twitter, etc for the purpose of a functional communication that does not enter into the scope of the strategic communication and public diplomacy as defined by the Commission. The SOCIEUX+ functional communication aims at building a community of knowledge and practice in the area of employment and social protection. It is targeted to employment and/or social protection experts and practitioners to make them aware of the existence of the Facility and to invite them to engage with SOCIEUX+ by making a request or working as an expert. In particular, SOCIEUX+ website provides the necessary background information about the mandate of the Facility, the link to application forms, guidance on how to apply as well as calls for experts, and will contribute to higher quality requests that can be easier processed. Other functional communication channels mainly serve to attract the relevant audience to the Facility website where the concrete interaction with the Facility can be initiated.

¹⁴ See best [practice of evaluation dissemination](#)

¹⁵ <http://socieux.eu/> [Accessed 2 June 2022]

¹⁶ <https://www.linkedin.com/company/socieux>, <https://twitter.com/socieuxplus>, <https://www.youtube.com/channel/UCCoSGVSS5aizb3EVcYfy6HVA> [Accessed 21 June 2022]

Appendix: REPORTING IN OPSYS

An Intervention (also generally called project/programme) is the operational entity associated to a coherent set of activities and results structured in a logical framework aiming at delivering development change or progress. Interventions are the most effective (hence optimal) entities for the operational follow-up by the Commission of its external development operations. As such, Interventions constitute the base unit for managing operational implementations, assessing performance, monitoring, evaluation, internal and external communication, reporting and aggregation.

Primary Interventions are those contracts or groups of contracts bearing reportable results and respecting the following business rule: ‘a given contract can only contribute to one primary intervention and not more than one’. An individual contract that does not produce direct reportable results and cannot be logically grouped with other result reportable contracts is considered a ‘support entities’. The addition of all primary interventions and support entities is equivalent to the full development portfolio of the Institution.

The present action identifies as:

Action level		
<input checked="" type="checkbox"/>	Single action	Present action: all contracts in the present action