

TECHNICAL ASSISTANCE

A. Introduction

1. **Background.** The Government of Mongolia requested the Asian Development Bank (ADB) for additional financing to the Food and Nutrition Social Welfare Project¹ to (i) update the information and technology systems of the Ministry of Population Development and Social Protection (MPDSP) and its two agencies for social insurance (Social Insurance General Office [SIGO]) and social welfare (Government Office for Social Welfare Services [GOSWS]); and (ii) provide support for policy reforms on social protection. Activities financed under the policy reforms will (i) provide extensive training of staff of the MPDSP, SIGO, and GOSWS; (ii) promote participatory approaches and communication activities to facilitate social protection policy reforms; and (iii) support the validation and grievance mechanism of the poverty and vulnerability database and its application in various ministries.

2. **Objectives.** The technical assistance (TA) aims to support the strategic reorientation of the social protection system to better target and deliver more effective social insurance and welfare services in Mongolia. The project will (i) prepare various background studies on the effectiveness of social protection, (ii) make recommendations to rationalize the social welfare cash transfers and services, (iii) assist the government in updating its 2003 social protection strategy in a participatory manner, and (iv) enhance the content of capacity development activities financed under the additional financing.

B. Components and Outputs

3. The TA has five components, the rationale and scope of which are described below.

4. **Rationalization of social welfare.** Mongolia's social protection system is comprehensive, but is not targeted enough towards the poor and vulnerable, and its fiscal implications are important. It is also highly cash-oriented and most of the benefits are believed to be not effective enough in protecting the poor and vulnerable against social risks. The TA will facilitate the preparation of background studies on the impact and effectiveness of social welfare benefits extended by government agencies (beyond the MPDSP). The studies will be carried out in a participatory manner and the results will be communicated to respective stakeholders in society and at policy level.² All studies will include impact assessments of the current social protection systems, make references to best international practices, and conclude with strategic policy recommendations for the government. All studies will be closely coordinated with the government and refer to prior work carried out in Mongolia (e.g., work supported by ADB on social welfare and health insurance reform, the World Bank on social welfare and pension reform, and United Nations agencies on the social protection floor). While most of the social protection entitlements are provided by the MPDSP, some benefits are also provided by other ministries (such as the Ministry of Education providing student funds); those social protection activities will be part of the assessments. Below is a list of study topics which will be adjusted during project implementation:

¹ ADB. 2008. *Report and Recommendation of the President to the Board of Directors on Proposed Asian Development Fund Grants to Mongolia for the Food and Nutrition Social Welfare Program and Project*. Manila.

² The consulting firm implementing the TA (the TA consultant) will work with two local companies separately engaged through loan financing to (i) organize participatory activities (such as workshops, conferences, focus group discussions, and surveys); and (ii) promote communication activities on the knowledge products (such as through TV and radio spots and publications).

- (i) Study 1: participatory impact assessment of the child and mother-related benefits;
- (ii) Study 2: participatory impact assessment of the health insurance and disability benefits;
- (iii) Study 3: participatory impact assessment of the old age benefits delivered to employees in the informal and rural (herders) sectors;
- (iv) Study 4: participatory impact assessment on employment benefits under unemployment insurance and social welfare;
- (v) Study 5: options for conditional welfare services in Mongolia, with reference to international programs;
- (vi) Study 6: effectiveness of social welfare delivered through cash transfers versus services; and
- (vii) Study 7: the results of the studies will be summarized in a separate policy paper on further rationalizing social protection in Mongolia.

5. **Better targeting social welfare.** The country's social welfare system follows categorical targeting and does not take household actual income and consumption or actual needs into account. As a result, the social protection system does not promote equality in the country. It is expensive, highly politicized, and provides insufficient or inadequate benefits for many of those who truly need support. On the other hand, some benefits (for example for families with children) are of national priority and there is a strong political consensus to make them universal. The 2012 amended Social Welfare Law included the proxy means test (PMT) that classifies all households in the country based on their socioeconomic status. The resulting database of poor households identified through PMT was initially used to target beneficiaries of the food stamp program (5% poorest households). The government intends to make the database of poor households available to other ministries to target their welfare programs (intersectoral database). The TA will support these activities to better target social welfare benefits. To this end the TA will

- (i) facilitate a participatory impact assessment (Study 8) on specific poverty reduction programs for the poor. The study will also discuss social protection needs of specific groups (such as people with alcohol problems) which are increasingly excluded from the economic opportunities the country is providing; and
- (ii) in addition the TA will prepare a policy paper (Study 9) on targeting the poor and vulnerable in Mongolia. This paper will including the results of poverty-oriented social protection programs such as food stamps and community-based programs.

6. **Updating the strategy on social protection.** The TA will support a participatory process to update the 2003 social protection strategy. To this end the TA will prepare background work on

- (i) the role of social protection in the changing labor market and economic environment of Mongolia,
- (ii) social protection as a multisectoral approach (i.e., not limited to activities of the MPDSP but a broader system which includes, for instance, social welfare programs of the Ministry of Health, Ministry of Education, and Ministry of Justice, including the technological requirements of such a system);
- (iii) the role of the private sector, nongovernment organizations (NGOs), and community-based social protection support;

- (iv) the relevance of social protection services delivery versus cash transfers including the implications on infrastructure, staffing, capacity development, supervision, and budgets; and
- (v) a background study on gender implications of social protection in Mongolia.

7. These background studies, together with work from other donors and domestic research groups, and the work on rationalization and on poverty and vulnerability targeting, as well as the series of participatory workshops will be brought together in the updating of the government 2003 social protection strategy. The TA will facilitate most of the studies for this update while the additional financing will finance public awareness campaigns, participatory activities, capacity building, and the updates of the poverty targeting system.

8. **Capacity building.** The TA will complement capacity building activities funded under additional financing. The latter will provide substantial capacity development by designing training courses and funding participants' costs. The TA will enhance the content of capacity development activities financed under the additional financing and provide the resource persons for the training of the MPDSP. This will also include support for MPDSP in the form of mentoring through email from the home office of the international consultants. The topics of the training cover both social welfare and social insurance issues, and poverty analysis. The training courses will be designed separately by a training consultant engaged under the additional financing.

9. **Participatory consensus building and communication activities.** The experts, both national and international, will provide conceptual inputs to participatory consensus building (conferences and workshops) and communication activities (TV and radio spots, newspaper articles) on reforming social protection. The actual implementation of those activities will be financed under the additional financing.

C. Cost Estimates and Implementation Arrangements

10. **Implementation arrangements.** The MPDSP will be the executing agency for the additional financing and the TA. The project implementation unit will provide day-to-day administrative support to the MPDSP. A capacity assessment confirmed MPDSP's capacity to handle financial matters and recruitment of consultants. The experts will work particularly with the analytical unit under the policy department of the MPDSP. They will specifically support the strategic work of MPDSP decision-makers. The consultants will report to the MPDSP and ADB, and the output reports are specified below. The government will provide counterpart staff, office facilities, and other support services. The duration of the TA implementation period will be identical to the implementation period of the additional financing (30 June 2014–30 May 2017).

11. **Consultant selection.** An international firm will be recruited in accordance with ADB's Guidelines on the Use of Consultants (2013, as amended from time to time). The firm will have strong expertise in social protection reforms with specific country knowledge on Mongolia. It should have proven expertise on participatory impact assessment and strategic policy advisory work. A total of 13 person-months of international and 17 person-months of national expertise are required to support the activities outlined in the TA above. The terms of reference of the various positions are in section E. The consultant selection will be coordinated with the executing agency.

12. **Cost estimates and financing plan.** The total cost of the TA is estimated at \$770,000. The TA will be financed on a grant basis from ADB's TA Special Fund (TASF-V) in the amount

of \$500,000 to be administered by ADB. The TA will finance consulting services; training; contingencies; and miscellaneous administration and support costs. Proceeds of the TA will be disbursed in accordance with ADB's *Technical Assistance Disbursement Handbook* (2010 as amended from time to time). Government's counterpart contribution (in kind) is estimated at \$270,000 for office accommodation, remuneration and per diem of counterpart staff, and administrative support. The costs estimates and the financing plan are in Table 1.

Table 1: Costs Estimates and Financing Plan
(\$ thousand)

Item	Amount
Asian Development Bank Financing	
1. Consultants	
a. Remuneration and per diem ^a	
i. International consultants (13 person-months)	300.2
ii. National consultants (17 person-months)	59.5
b. International and local travel	79.6
2. Translation, reports, communication	10.7
3. Miscellaneous administration and support costs ^b	9.1
4. Contingencies	40.9
Total	500.0

Note: The total cost of the technical assistance (TA) amounts to an equivalent of \$770,000, of which contributions from the Asian Development Bank's TA Special Fund are presented in the table above. The government will provide counterpart support in the form of office accommodation, remuneration and per diem of counterpart staff, and administrative support (in-kind), whose value is estimated to account for 35% of the total TA cost. In addition, costs for the participants of counterparts in the training sessions, for workshops and surveys, for public communication activities, and for the poverty survey updates are all essential additional inputs to the consultant's work financed through additional financing.

^a Estimated cost for the consulting firm.

^b Includes cost of translation and interpretation

Source: Asian Development Bank.

D. Reporting

13. In addition to the various technical reports and studies, the consulting firm will provide the following strategic and coordination reports:

- (i) Technical reports and background papers
 - (a) Impact of social protection on children and their mothers
 - (b) Social insurance to protect against risks on health, old age, and disability
 - (c) Poverty-related social protection programs in Mongolia
 - (d) Options for conditional welfare services in Mongolia, with reference to international experience
 - (e) Vulnerability and poverty targeting through social protection
 - (f) Labor market implications of social protection
 - (g) Effectiveness of social protection delivered through cash transfers versus services
 - (h) Gender impact of social protection
 - (i) Social protection entitlements from government ministries and agencies beyond the MPDSP
 - (j) Role of private sector and NGOs in delivering social protection services
- (ii) Strategic reports
- (iii) Rationalization of services

- (a) Draft
- (b) Final
- (iv) Strategy update
 - (a) Outline
 - (b) Draft
 - (c) Revised draft
 - (d) Final
- (v) Coordination reports
 - (a) Inception report
 - (b) Midterm report
 - (c) Final report

E. Outline Terms of Reference for Consultants

14. A consulting firm, recruited through quality- and cost-based selection with a ratio of 80:20 will be recruited to provide 13 person-months of international and 17 person-months of national expertise for the entire duration of the TA, including their travel and other costs. The outline terms of reference of the 5 international and 5 national experts is given below.³

1. International Experts

a. Social Protection Economist and Team Leader (5 person-months)

15. An international social protection economist with at least 15 years of related technical, 10 years of policy and strategy experience, and 5 years of management experience, will be hired as team leader for the project. S/he will have the following specific responsibilities:

- (i) do a study on cash versus services as a strategic option for Mongolia's future social protection system;
- (ii) coordinate a study (done by the local social protection expert) on social protection benefits of other ministries, and make it ready for publication;
- (iii) prepare a proposal and various inputs for the government's social protection rationalization plans, based on the impact studies done under this TA, as well as further background work supported by development agencies such as ADB, International Labour Organization, German development cooperation through GIZ, the United Nations system, and the World Bank;
- (iv) prepare various drafts and the final social protection strategy update with prior approval of the MPDSP;
- (v) coordinate with the firms hired under the investment project on the design features and the implementation of the communication, participation, training, and poverty survey activities;
- (vi) participate in workshops, conferences, and selected focus group discussions both in Ulaanbaatar as well as in the field (*aimag* [province] centers and districts).
- (vii) provide inputs to the consulting firm separately hired under the additional financing and be responsible for participatory activities to plan such events, and participate in selected events as resource person;

³ Recruitment of all personnel under the TA will be merit-based. However the consulting firm will ensure a good gender balance, especially between the team leader and the deputy team leader. Many social protection programs are related to women and children, and it is particularly important to include in the consultant team both men and women, as a balanced and merit based representation will strengthen gender equity.

- (viii) provide inputs to the consulting firm separately hired under the additional financing and being responsible for communication activities to plan and implement such activities;
- (ix) take a leading technical role in capacity building activities by
 - (a) advising the consulting firm separately hired under the additional financing in the design of the various training courses;
 - (b) participating, as resource person, in the various training courses organized by the consulting firm hired under the additional financing;
 - (c) on demand mentoring and providing specific knowledge advice to high-level and management staff of the MPDSP on social protection reform issues, analytical tools, and state of the art social protection programs globally;
 - (d) providing backup support (from home office) on capacity building for the MPDSP through email and phone upon request; and
 - (e) coordinating capacity building inputs of other TA consultants;
- (x) coordinate closely with the executing agency, and particularly the analytical unit in the policy department, the State Secretary, the Deputy Minister, and the Minister;
- (xi) provide technical inputs to the government's Intersectoral Committee for PMT and social protection reforms and support, through technical advice, the Vice Minister in his role as chair of this working group;
- (xii) serve as team leader for the project, and coordinate and manage all TA consultants' inputs and reports; and
- (xiii) closely coordinate the findings and reports with the local consultant working on similar topics and integrate her/his inputs.

b. International Poverty Targeting Social Protection Expert (3.7 person-months)

16. An international poverty economist with at least 15 years of related technical, and 10 years of policy and strategy experience will carry out the following tasks:

- (i) do a study on the impact of children and mother-related social protection benefits in the country. The study will also include benefits provided by ministries other than the MPDSP such as scholarships;
- (ii) prepare a study on the impact of food stamps, community-based poverty programs, and other poverty relevant programs implemented by the government (the MPDSP and beyond);
- (iii) prepare a background desk study on "options for conditional welfare benefits/services in Mongolia" with reference to experiences of CCT and CDD programs in other countries;
- (iv) provide inputs to the interdepartmental working group on targeting social protection (currently chaired by the Deputy Minister for Social Protection), and coordinate closely with the Deputy Minister in cooperation with the team leader;
- (v) prepare a policy note on targeting the poor and vulnerable, with reference to good practices and experiences from other countries;
- (vi) participate in at least one poverty targeting related focus group discussion, workshop, and conference in both Ulaanbaatar and at *aimag* or district level;
- (vii) provide poverty related inputs to the separately hired firms that implement the communication, participation, training, and poverty survey activities;
- (viii) provide capacity building activities by:

- (a) advising the consulting firm separately hired under the additional financing in the design of the various training courses;
- (b) participating, as resource person, in the various training courses organized by the consulting firm separately hired under the additional financing;
- (c) providing capacity building activities to high-level and management staff of the MPDSP on social protection issues; and
- (d) providing backup support (from home office) on capacity building for the MPDSP through email and phone upon request;
- (ix) provide technical inputs on poverty targeting to the MPDSP and especially the GOSWS, as required;
- (x) coordinate closely with the team updating the PMT survey; and
- (xi) closely coordinate the findings and reports with the local consultant working on a similar topic and integrate her/his inputs.

c. International Social Insurance Expert (1.2 person-months)

17. An international social insurance expert with at least 15 years of related technical, and 10 years of policy and strategy experience, will be part of the consultant team. S/he will have the following tasks:

- (i) based on the ongoing work for health insurance reforms supported by ADB and German development cooperation through GIZ, carry out a study on health and disability related insurance benefits and their actual impact on the Mongolian people, with specific emphasis on the poor and vulnerable. Summarize the discussions in the country and make policy recommendations;
- (ii) based on the ongoing work for old age insurance reforms supported by the World Bank for both the formal and informal sector, prepare a paper on the impact of pension benefits for the poor and vulnerable in Mongolia. Summarize the discussions in the country and make policy recommendations;
- (iii) participate in at least one poverty targeting related focus group discussion, workshop, and conference in both Ulaanbaatar and at *aimag* or district level;
- (iv) provide social insurance related inputs to the separately hired firms that implement the communication, participation, training, and poverty survey activities;
- (v) provide capacity building activities by:
 - (a) advising the consulting firm separately hired under the additional financing in the design of the various training courses,
 - (b) participating, as resource person, in the various training courses organized by the consulting firm separately hired under the additional financing,
 - (c) mentoring on the spot high-level and management staff of the MPDSP on social protection issues, and
 - (d) providing backup support (from home office) on capacity building for the MPDSP through email and phone upon request, and
- (vi) provide technical inputs on social insurance to the MPDSP and especially the SIGO as required, and assist the agencies with technical expertise on proposals to better invest the insurance funds for higher returns (separate study under the investment project);
- (vii) work closely with the individual consultants hired under the additional financing to make recommendation on social insurance finance and fund management, and integrate their recommendations in the TA expert's report; and

- (viii) closely coordinate the findings and reports with the local consultant working on a similar topic and integrate her/his inputs.

d. International labor market and social protection economist (1.6 person-months)

18. An international labor market expert with at least 15 years of related technical, and 10 years of policy and strategy experience, will be part of the consultant team. S/he will have the following tasks, among others:

- (i) prepare a policy paper on employment related social protection benefits and their impact on low income people in Mongolia. The paper would emphasize a closer link of social protection entitlements to labor market needs and opportunities in the new economic environment of Mongolia;
- (ii) integrate in that study the findings of the local labor market expert on the impact of social protection benefits provided by ministries other than the MPDSP;
- (iii) build into the paper the recommendations of the labor market expert separately hired under the loan;
- (iv) coordinate closely with the International Labour Organization on recommendation related to an effective social protection floor in Mongolia;
- (v) participate, as resource person, in at least one poverty targeting related focus group discussion, workshop, and conference in both Ulaanbaatar and at *aimag* or district level;
- (vi) provide labor market inputs to the separately hired firms that implement the communication, participation, training, and poverty survey activities;
- (vii) provide capacity building activities by:
 - (a) advising the consulting firm separately hired under the additional financing in the design of the various training courses;
 - (b) participating, as resource person, in the various training courses organized by the consulting firm separately hired under the additional financing;
 - (c) mentoring on the spot high-level and management staff of the MPDSP on social protection issues; and
 - (d) providing backup support (from home office) on capacity building for the MPDSP through email and phone upon request;
- (viii) provide technical inputs to the MPDSP (and possibly also to the Ministry of Labor) on social protection-related issues; and
- (ix) closely coordinate the findings and reports with the local consultant working on a similar topic and integrate her/his inputs.

e. International Gender and Social Protection Economist (1.5 person-months)

19. An international gender expert (economist) with at least 15 years of related technical, and 10 years of policy and strategy experience, will be part of the consultant team. S/he will have the following tasks, among others:

- (i) prepare a study on the gender impact of Mongolia's social protection system, including policy recommendations for better targeting gender impacts for vulnerable women and men;
- (ii) incorporate findings of other experts financed under the TA related to gender impacts of social protection;

- (iii) coordinate closely with development partners such as the United Nations Population Fund, United Nations Children’s Fund, government agencies, and NGOs on the study and reflect findings of earlier studies on similar topics;
- (iv) prepare, together with the local consultant, a policy workshop on the topic, and participate, as resource person, in at least one related focus group discussion, workshop, or conference in both Ulaanbaatar and at *aimag* or district level;
- (v) document the findings for public awareness material and provide technical inputs to the consultant firm separately hired under the loan doing outreach activities;
- (vi) provide capacity building activities by:
 - (a) advising the consulting firm separately hired under the additional financing in the design of the various training courses,
 - (b) participating, as resource person, in the various training courses organized by the consulting firm separately hired under the additional financing,
 - (c) mentoring on the spot high-level and management staff of the MPDSP on social protection issues, and
 - (d) providing backup support (from home office) on capacity building for the MPDSP through email and phone upon request; and
- (vii) closely coordinate the findings and reports with the local consultant working on a similar topic and integrate her/his inputs.

2. Local Experts

a. Social Protection Economist and Deputy Team Leader (7.5 person-months)

20. A national social protection economist with at least 10 years of related technical, 8 years of policy and strategy experience, and 5 years of management experience, will be hired as deputy team leader for the project. S/he will have the following specific responsibilities:

- (i) support the international experts on the studies and prepare background materials and data;
- (ii) coordinate the communication with the MPDSP and other government agencies and ministries;
- (iii) act as focal point to high-level decision-makers in the MPDSP and support them with specific requirements related to social protection reforms and strategy;
- (iv) prepare—in cooperation with the local firm under the additional financing responsible for capacity building—the technical inputs for the capacity development and training activities, and participate in selected courses as resource person; also provide on-the-job training to staff from the MPDSP and their two agencies, especially in the analytical units and policy departments. The total time allocated for capacity building support is at least 1 person-month;
- (v) prepare a background paper on social protection benefits of other ministries (beyond the MPDSP) as background for the international team leader’s paper;
- (vi) prepare a background paper on the role of the private sector and NGO and community-based social protection support;
- (vii) coordinate with the consulting firm responsible for communication activities the contents for all public communication campaigns, and arrange with the consultant team (both local and international) the various inputs from the TA consultants for the public awareness campaigns;
- (viii) coordinate with the consulting firm responsible for participatory activities the contents for the various workshops, focus group discussions, and conferences.

Coordinate the technical inputs from the various experts under the TA and the loan. Arrange surveys for the background studies of the international and local experts and lead them. Participate in at least one of the various surveys. Provide own inputs to the participatory activities and participate as resource person;

- (ix) advise the international consultant team on policy and communication issues with the government and the Parliament, as well as the press; and
- (x) serve as deputy team leader, including being responsible for logistical arrangements of the whole expert team. Coordinate the local consultant team and steer—in the absence of the international team leader—the international consultants. Prepare background materials for the whole team. Arrange translation for meetings and key background documents and consultants' reports.

b. National Poverty Targeting Social Protection Expert (4 person-months)

21. A national poverty economist with at least 10 years of related technical, and 8 years of policy and strategy experience will be hired as poverty expert. S/he will have the following specific responsibilities:

- (i) support the international poverty expert on her/his topics and studies and prepare background materials and data;
- (ii) coordinate communication on assignment-related aspects with the MPDSP and other government agencies and ministries;
- (iii) arrange translation of key background documents and consultants' reports related to poverty targeting;
- (iv) prepare a background paper on "Options for conditional welfare services in Mongolia" and coordinate it with the international poverty expert and the international team leader;
- (v) prepare—in cooperation with the local firm responsible for the capacity building—the technical inputs for the capacity building and training activities related to poverty targeting. Participate in selected courses as resource person at national and local level. Provide on-the-job training to staff from the MPDSP and their two agencies, especially in the analytical units and policy departments. The time allocated for capacity building support totals at least 10 working days;
- (vi) prepare a policy paper on the opportunities and implications of using the PMT methodology for targeting vulnerable people under the various social protection schemes under GOSWS and other government ministries;
- (vii) coordinate with the consulting firm under the additional financing responsible for communication activities the contents for poverty targeting-related communication campaigns, and arrange the inputs with the international and local poverty consultant team;
- (viii) coordinate with the consulting firm under the additional financing responsible for participatory activities the contents for the various workshops, focus group discussions, and conferences related to poverty. Coordinate the technical inputs from the various experts under the TA and the loan. Arrange the surveys for the background studies done by the international and local experts and lead the surveys. Provide own inputs to the participatory activities and participate as resource person;
- (ix) coordinate closely with the international poverty expert, the deputy team leader, and the international team leader; and
- (x) provide other poverty targeting related support on request.

c. National Social Insurance Expert (2.3 person-months)

22. A national social insurance economist with at least 10 years of related technical, 8 years of policy and strategy experience, and familiar with ADB procedures will be hired as poverty expert. S/he will have the following specific responsibilities:

- (i) support the international social insurance expert on her/his topics and studies and prepare background materials and data;
- (ii) prepare a background paper on the impact of health insurance on the poor and vulnerable in the formal and informal sector. Summarize the findings of other studies (especially supported by ADB) and the recommendations for policy reforms. Give an opinion on the political acceptance of those recommendations;
- (iii) prepare a background paper on the impact of pension insurance on the poor and vulnerable in the formal and informal sector. Summarize the findings of other studies (especially supported by the World Bank) and the recommendations for policy reforms. Give an opinion on the political acceptance of those recommendations;
- (iv) coordinate the communication on insurance with the SIGO and the MPDSP;
- (v) arrange translation of key background documents and consultants' reports related to poverty targeting;
- (vi) prepare—in cooperation with the local firm responsible for the capacity building—the technical inputs for the capacity building and training activities related to social insurance. Participate in selected courses as resource person at national and local level. Provide on-the-job training to staff from SIGO (and the MPDSP), especially in the analytical units and policy departments. The total time allocated for capacity building support is 0.3 person month (for further discussion);
- (vii) coordinate with the consulting firm responsible for communication activities the contents for social insurance related communication campaigns, and arrange the inputs with the international and local poverty consultant team;
- (viii) coordinate with the consulting firm responsible for participatory activities the contents for the various workshops, focus group discussions, and conferences related to social insurance. Coordinate the technical inputs from the various experts under the TA and the additional financing. Arrange the surveys for the background studies done by the international and local experts and lead the surveys. Provide own inputs to the participatory activities and participate as resource person;
- (ix) coordinate closely with the international insurance expert, the deputy team leader and the international team leader; and
- (x) provide other relevant inputs and support on request.

d. National Labor Market and Social Protection Economist (1.4 person-months)

23. A national labor market economist with at least 10 years of related technical, 8 years of policy and strategy experience, and familiar with ADB procedures will be hired as poverty expert. S/he will have the following specific responsibilities:

- (i) support the international labor market expert on her/his topics and studies and prepare background materials and data;
- (ii) coordinate with the Ministry of Labor on labor-related social protection entitlements under ministries outside of the MPDSP and summarize them;
- (iii) prepare a background paper on the impact of changing labor markets in Mongolia on social protection. Emphasize increasing informality of labor markets

related to migration and the industrial policy focusing on a capital-intensive mining sector. Discuss social protection opportunities in the informal sector and the rural economy (herders). Also validate how social protection prevents what group of vulnerable people from engaging in the labor markets. Discuss the findings—in close cooperation with the international labor market experts under the TA and the loan, and the team leaders—with the management of the MPDSP (especially the Deputy Minister, then coordinate the findings also with the Ministry of Labor);

- (iv) coordinate the communication on labor market-related social protection closely with MPDSP management;
- (v) arrange translation of key background documents and consultants' reports related to labor markets and social protection;
- (vi) prepare—in cooperation with the local firm under the additional financing responsible for the capacity building—the technical inputs for the capacity building and training activities related to labor market inputs. Participate in selected courses as resource person at national and local level. Provide on-the-job training to staff from GOSWS (and the MPDSP), especially in the analytical units and policy departments. The total time allocated for capacity building support is 0.3 person-month (for further discussion);
- (vii) coordinate with the consulting firm responsible for communication activities the contents for labor market and social protection-related communication campaigns, and arrange with the international and local poverty consultant team the inputs;
- (viii) coordinate with the consulting firm responsible for participatory activities the contents for the various workshops, focus group discussions, and conferences related to social labor market social protection reforms. Arrange the surveys for the background studies done by the international and local experts and lead the surveys. Provide own inputs to the participatory activities and participate as resource person;
- (ix) coordinate closely with the international labor market expert, the deputy team leader, and the international team leader; and
- (x) provide other relevant inputs and support on request.

e. National Gender and Social Protection Economist (1.8 person-months)

24. A national gender economist with at least 10 years of related technical, 8 years of policy and strategy experience, and familiar with ADB procedures will be hired as poverty expert. S/he will have the following specific responsibilities, among others:

- (i) support the international gender expert on her topics and studies and prepare background materials and data;
- (ii) provide background information and data on which social protection entitlements of the MPDSP and other ministries are targeted towards women and which towards men;
- (iii) provide background information and data on labor market related social protection entitlement and employment policy implications on gender relations. Especially discuss the gender implications of the country's new emphasis on mining; prepare a separate policy note on this;
- (iv) prepare a policy note on the role of women in a social protection system that is more oriented towards services delivery rather than cash transfers;
- (v) provide other relevant inputs and support on request;

- (vi) coordinate the communication on labor market related social protection closely with MPDSP management and other government agencies and/or ministries;
- (vii) arrange translation of key background documents and consultants' reports related to gender and social protection;
- (viii) prepare—in cooperation with the local firm under the additional financing responsible for the capacity building—the technical inputs for the capacity building and training activities related to gender and social protection inputs. Participate in selected courses as resource person at national and local level. Provide on-the-job training to staff from GOSWS (and the MPDSP), especially in the analytical units and policy departments. The total time allocated for capacity building support is 0.3 person month (for further discussion);
- (ix) coordinate with the consulting firm responsible for communication activities the findings of the work on “gender implications of social protection in Mongolia.” Arrange inputs and advise the government on the communication activities;
- (x) coordinate with the consulting firm responsible for participatory activities the contents for the various workshops, focus group discussions, and conferences related to social labor market social protection reforms. Arrange the surveys for the background studies done by the international and local experts and lead the surveys. Provide own inputs to the participatory activities and participate as resource person;
- (xi) coordinate closely with the international gender expert, the deputy team leader and the international team leader; and
- (xii) provide other relevant inputs and support on request.