



Terms of Reference

Support for drafting ILO technical note on multi-tier social security pensions in China

1. Background

The project “Improving China’s Institutional Capacity towards Universal Social Protection” aims at providing technical support to the Ministry of Human Resources and Social Security (MOHRSS) to promote the effective application of international standards in support to China’s pursuit of universal, adequate and sustainable social security coverage. An important objective is to contribute to the improvement of the adequacy and sustainability of old-age benefits.

In March 2021, China unveiled the final version of the 14th Five-Year Plan and the long-range goals for the year 2035. Chapter 49 clarified the objective to establish a multi-tier social security system that covers the whole population, balances urban and rural development, and is equitable, unified and sustainable. Specifically, the government of China aims to develop a multi-tier and multi-pillar pension insurance system, by promoting a unified national pooling system for the basic pension insurance, increasing enterprise annuity coverage, and standardizing the development of the third-pillar pension insurance. The EU is undertaking a policy dialogue with MOHRSS, which includes the topic of the construction of multi-tier social security systems. The Project’s Management Committee held in December 2021, decided to implement a policy dialogue in 2022, aimed at taking stock of existing policy and expert recommendations regarding the establishment of a multi-tier pensions system in China.

This concept note describes the scope and conditions of work of an external consultant to support the drafting.

2. Objective

The objective is to draft a background report to support the realization of the ILO technical note on multi-tier social security pensions in China.

3. Deliverables and timeline

Background report for ILO technical note on multi-tier social security pensions in China, by 31 July 2022 (20 pages, Arial 12, 1.5 lines)

The consultancy starts no later than 1 April 2022. The external consultant will carry out the following activities:

- Attend an online seminar taking stock of recent pension reforms internationally and in China, before 31 May 2022.



- Conduct 6 online interviews with pension policy experts from MOHRSS, ACFTU (All-China Federation of Trade Unions), China Enterprise Confederation (CEC) and 3 academics during the months of May and June 2022.
- Draft a Background Paper:
 - Produce a conceptual chapter summarizing the ILO approach to multi tier pensions
 - Summarize key trends in international pension reforms and illustrate with three case studies
 - Produce a review of current pension reforms in China
 - Summarize key options for reform
- Contribute to a writeshop online with ILO and MOHRSS on preliminary assessment and recommendations before 30 June 2022.
- Finalize the report, incorporating views and inputs from EU, ILO, MOHRSS, and Social Partners before 10 July 2022.

The international expert will be supported by a national consultant in China who will provide inputs on current pension policy framework and on options for multi tier pension reforms in China. An organising committee composed of representatives from EU, ILO and MOHRSS will provide the consultant with technical guidance throughout the report writing process.

4. Expertise

Eligible applicants for this call may be an individual that meets the following requirements of qualifications, experience, and competencies:

- Advanced degree in social security, public administration, economics, law, finance, or relevant social sciences
- Knowledge of social security pensions policies (internationally)
- Knowledge of multi-tier pension policy reforms in China preferred
- Ability to contribute to evidence-informed policy, demonstrated by a list of publications
- Proven track record of drafting clearly and concisely
- Good command of English preferred

5. Application

Applicants interested in this assignment are invited to submit a Curriculum Vitae and a budget proposal to Ms Luis Frota, frotal@ilo.org no later than 23 March 2022, 12.00 pm Beijing time.

