

## TOR

### Institutional translation, interpretation, printing, and catering services for SP project

**Duration: From March 20, 2023, to March 20, 2024.**

#### Background

The Government of Iraq and Kurdistan Regional Government have demonstrated their strong commitment towards reforming the social protection system in Iraq, to ensure adequate support to all those in need. This is exemplified not only in the priority position that social protection reform has in various government strategies and policies, but also in recent legal instruments with objectives related to social protection coverage extension, as well as the recent efforts to ratify ILO Convention 102 on Social Security (Minimum Standards).

This strong commitment emerges from the observation that the social protection landscape in Iraq is inherently fragmented. Social assistance takes largely two forms: the Public Distribution System, an almost universal programme providing food rations to some 96 percent of the population, and the Social Safety Net – implemented only in Federal Iraq, a poverty targeted programme providing income support to some 5.4 million people (or a seventh/12% of the country's population). The latter scheme is, however, ineffectively targeted, with only 20% of the poorest income quintile estimated to be in receipt of the support. And in spite of a seemingly large coverage, this is nevertheless insufficient in providing necessary support to the estimated 31.7% of the population living below the poverty line in 2021 (a substantial increase from the 20% estimated in 2018, driven largely by the COVID-19 pandemic).

The social security system is composed of one scheme for public sector workers and one for private sector workers. The public sector fund achieves high coverage, as almost all of the 38% of the labour force working in the sector (or 3.2 million workers) are covered, but the scheme is largely unsustainable. The fund for private sector workers covers less than 5% of the private-sector workforce and provides a limited range of benefits with employers remaining liable for maternity, and no unemployment benefit. As such, some 95% of private-sector workers (or 5.4 million workers) remain uncovered by social security and the protections provided thereunder. In turn, the almost 1.6 million unemployed workers receive no contributory income support, some of whom rely instead on the Social Safety Net with inadequate benefit levels and limited employment support.

#### How is the ILO working in support of the Governments' reform vision?

Under the EU funded Joint Programme on Social Protection Reform, and in line with the priorities of the Decent Work Country Programme for Iraq, the ILO Country Office is working in support of the government with the overarching objective of strengthening adequacy, coverage, sustainability and complementarity in the social protection system. The ILO's engagement on social protection reform revolves around four broad and complementary axes.

Evidence generation to inform policymaking: The ILO supporting the production of various pieces of research to inform decision-making processes. On the **labour market**, the ILO published the first Labour Force Survey in 10 years, updating key data on the status of the country's labour market. This was complemented by an Informality Diagnostic which aimed to present the condition and challenges of informal workers and businesses. Within the realm of social protection, the ILO led in the drafting of two pieces of work - on building a social protection floor in Iraq, and on adopting a Public Works Programme - which aim to support the Government in shaping its vision for the future of **social assistance**, building on international experience and standards. Available research on challenges and opportunities with regards to **social security** was also expanded, with a conference as well as a symposium on the topic bringing together a portfolio of research from a wide range of academics, and with the commission of policy papers specifically on coverage extension, the findings of which are due

in 2023. This research agenda has opened doors for the ILO to be centrally engaged in substantive discussions with tripartite partners on the priorities and direction of reform, including with the Ministry of Labour and Social Affairs, the Ministry of Planning, the Prime Minister's Office in KRG, employer and worker organisations, and academic and civil society organisations across the country.

Tripartite legal reform: In addition to its engagement in policy-level discussions, the ILO has also been supporting both the Government of Iraq and the Kurdistan Regional Government in reforming its laws as pertain to social security and labour. The ILO has contributed to the social security legislative reform processes by bringing together legal as well as actuarial experts to assess the comprehensiveness, coherence, sustainability and alignment of draft social security laws in both regions, whilst also providing assessments of the KRG's draft labour law and migrant worker bylaws. Based on these assessments and on the ILO's commitment to tripartism, the ILO supported parliamentary committees in both regions to hold participatory discussions, together with representatives of worker and employer organisations, to deliberate and finalize the draft laws, and has continued to promote progress on the draft social security law in Federal Iraq when the composition of parliament and parliamentary committees changed mid-year. When passed, the draft social security laws will strengthen the sustainability of the schemes, expand the range of entitlements, significantly extend the sphere of coverage of the laws, and provide the Departments of Social Security with important tools to extend effective coverage to a wider set of the working population. The draft labour law and migrant worker bylaws in KRI will align more clearly with international standards in expanding the rights of workers and complement more clearly the social security law.

Capacity strengthening: The ILO is also supporting the Government and tripartite partners to strengthen their capacity to implement the new provisions of the law and strengthen the efficiency in the delivery of social security and related employment services. Multiple trainings have been conducted for counterparts on themes ranging from accountability to social security principles, inspection, and pension reform. Building on these trainings, the ILO also organised an exposure visit to Jordan for tripartite partners to learn from their own experience in several of those themes. The ILO is supporting the government with the creation of a digital employment platform which aims to streamline access to and provision of employment services delivered by the Ministry of Labour and Social Security to the 1.6 million workers who are unemployed. Finally, the ILO has commissioned a comprehensive review of the capacity of the Department of Social Security – including in relation to IT, HR, business processes, etc... - the findings of which will inform a comprehensive capacity strengthening programme for the ministry.

Identifying solutions to reducing barriers to coverage extension: The information collected in some of the above-mentioned research, together with global evidence gathered by the ILO and others, point to some of the common barriers faced by workers and employers in accessing social security coverage for themselves or their employees respectively. On this basis, the ILO has been seeking to identify and implement practical options to support coverage extension. One such barrier relates to the limited awareness of workers and employers of their rights and responsibilities under social security laws, and the ILO has therefore conducted training with journalists from various media outlets to strengthen coverage of social security (reform) and thereby raise awareness through that medium. The ILO is also planning to engage with the Iraqi Federation of Industries (which represents a large share of employers in Iraq) to facilitate the implementation of a social security contribution subsidy, as envisaged in the draft law, recognizing the financial cost of coverage to be a considerable barrier for many SMEs and low-paid workers.

### **Description of Assignment:**

In the implementation of its activities in support of the Government of Iraq, including the Kurdistan Regional Government, the ILO regularly hosts and facilitates meetings, conferences, seminars and workshops with government officials, lawmakers, social and development partners, and academics. Under the supervision of the Chief Technical Advisor for Social Protection in Iraq, the institution will

support the ILO in these events through the provision of high-quality translation, interpretation, catering and printing services.

### **Deliverables**

The deliverables under the contract will be:

#### **1) Translation:**

- Translation of documents (totalling words) as below:

- 50,000-words in Arabic, 50,000 words in English and 50,000 words in Kurdish,

-Set up equipment and provide high-quality simultaneous interpretation for 40 hours at 20 events.

- #### **2) Catering:** Provide refreshments including hot and cold beverages as well as sweet and savoury pastries at 20 events each with 50 attendees.

- #### **3) Printing:** Print a total of 15,000 pages in colour with binding.

### **Contract duration and fees**

The contract will be for a period of twelve months, from March 15, 2023, to March 15, 2024. During the period, and in close consultation with the ILO, the institution will provide the above services in 20 events to be hosted or facilitated by the ILO, as well as translation of documents (reports, briefs, notes, etc...) as and when required.

Payments will be made upon the delivery of monthly reports detailing the work conducted and itemized costing (e.g. words translated, hours interpreted, pages printed and bound; refreshments provided) against the deliverables outlined above.

### **Requirements**

- Applicants should have strong demonstrated experience in performing translation and interpretation between English, Kurdish and Arabic, with strong knowledge of the key terminology of the thematic areas covered by the ILO (social protection, rights at work, informality, poverty and vulnerability, etc...)
- Applicants should have logistics and capacity to work across all governorates in Federal Iraq and KRI.
- Applicants should demonstrate a high degree of professionalism in the delivery of services to stakeholders, punctuality, and high organisational capacity.

### **Application process**

Interested institutions are invited to submit technical proposal detailing the institutions' services and experience, as well as a financial proposal outlining the itemized costs of each of the deliverables outlined above. Both documents are to be sent to [farman@ilo.org](mailto:farman@ilo.org) and [alkaram@ilo.org](mailto:alkaram@ilo.org) by COB on March.02. 2023, 1700 Baghdad time