



In the framework of a call for proposals for the Twinning Project

**Strengthening the institutional capacities of the State Labour Inspectorate to enforce the labour standards in the Republic of Moldova in line with the EU best practices
(MD 23 NDICI SO 01 24)**

Expertise France is looking for a

Resident Twinning Advisor

Duration : Full time position based in Moldova for 30 months.

Focus : Legislation on the labour market, labour inspection and European directives.

Start : End of fourth quarter of 2024 or first quarter of 2025 (depending on the time required for instruction).

Context:

During the European Council on 23 June 2022, Moldova was granted EU candidate status. Ahead of this decision, the country submitted the 'Information requested by the European Commission to the Government of the Republic of Moldova for the preparation of the Opinion on the application of the Republic of Moldova for membership of the European Union'. However, in the 2023 Enlargement Package, the European Commission concluded that 'the country has some level of preparation in the area of social policy and employment.

In the coming year, the country should in particular: further develop, adopt and implement the measures set out in the concept paper on reforming the National Employment Agency, ensuring adequate capacity and setting up a monitoring and evaluation system; reform social assistance, with stronger links to employment and take concrete steps to strengthen the mandate and administrative and institutional capacity of the State Labour Inspectorate (SLI).

Over the past year, the Ministry of Labour and Social Protection in Moldova has begun to undertake reforms of the SLI with the aim to improve its effectiveness and productivity and bring it in compliance with the ILO Labour Inspection Convention and the EU standards. But further efforts are required to strengthen their position, particularly in the field of health and safety at work, where there have been no legislative developments in recent years.

The quality of employment and job security is a matter of great concern in Moldova. In 2022, one in four workers had an informal job. Moreover, 6.9 % of waged workers receive (partial) salaries "in envelope". The unreported wages are estimated at more than 7 % of GDP. The prevalence of undeclared work entails significant losses of state revenues and leaves workers out of the umbrella of health and social protection systems. Moldova encounters also severe decent work deficits related to high incidence of work accidents and occupational diseases. As many as 550 work accidents were reported in Moldova in 2022, an increasing trend when compared with 460 cases reported in 2021.

Based on these figures, reforming important institutions (the National Employment Agency and the State Labour Inspectorate) is essential for the government to be able to pursue coherent labour, employment and social protection policies, ensure labour market inclusiveness, safe working

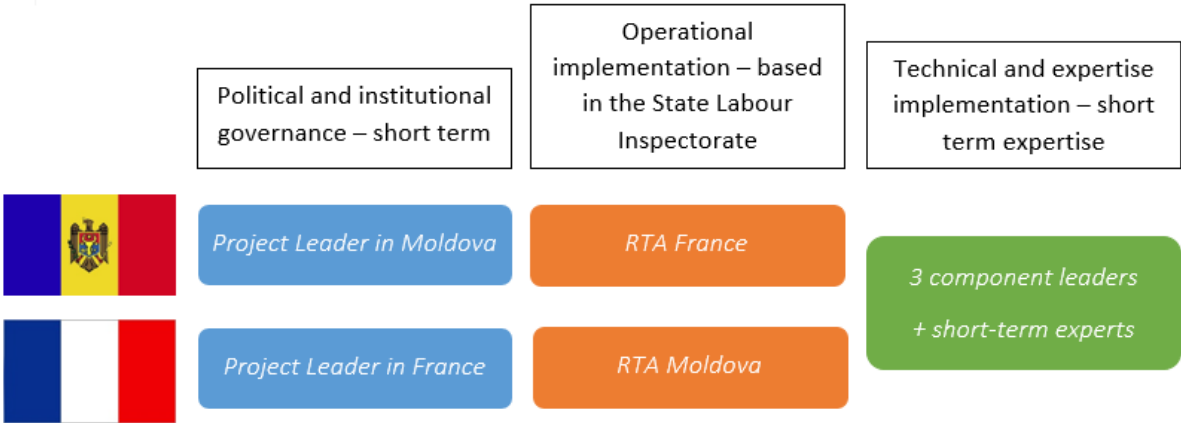
conditions, productive employment and therefore ensure compliance with the EU and the International Labour Organisation standards.

Twinning Project

To contribute to this objective, the twinning project has 3 components

- **Component 1: Strengthened institutional and administrative capacity of the State Labour Inspectorate to implement the ILO standards and the EU acquis and best practice**
 This component shall focus on improving the internal organisation and operations of the SLI, so that the SLI implements the relevant labour legislation using the methods and tools like national labour inspectorates in the EU.
- **Component 2: Improved compliance with EU and ILO occupational safety and health regulations**
 This second component shall focus on streamlining the work in the areas of occupational safety and health by developing institutional capacities of the State Labour Inspectorate, in particular the implementation of actions geared towards the implementation of the EU acquis and ILO standards.
- **Component 3: Improved legal framework and SLI capacities on fighting undeclared work, child labour, labour exploitation**
 Twinning support under component 3 is aimed at further strengthening the capacities of the SLI on monitoring and conducting inspections targeting undeclared work (registries, complaints management, data and information, risk assessment), tackling undeclared work in specific domains: construction, agriculture, hospitality, services.

Project team and set-up



Position: Resident Twinning Advisor (RTA) in Moldova

The Resident Twinning Advisor will provide full-time input and advice to the project for the entire duration of the project, as main liaison partner for the Beneficiary Project leader. She/he will be responsible for the coordination in the field and on a day-to-day basis all the activities planned in the Twinning. The RTA will be responsible for the selection and supervision of a RTA Assistant and RTA language assistant/secretary and the management of the short-term experts' input. She/he will brief, guide and support the STEs seconded to the project and participants of study visits. She/he will provide guidance and support in the organisation of workshops and roundtable discussion.

Profile:

- University degree in a relevant field for this Twinning Project (i.e. law, economics), or at least eight years of equivalent professional experience
- At least 3 years of specific professional experience in the labour inspection sector related to the implementation of the Union acquis and labour objectives. Having at least six years of experience is an asset;
- At least 2 years of experience in project management; in the labour sector will be an asset;
- Good knowledge of labour related EU legislation and regulations is desirable;
- Professional work experience in EU accession countries, the western Balkans or neighbourhood east is an asset;
- Excellent communication skills in written and spoken English (verbal and written, minimum C1 level);
- Excellent analytical and report writing skills;
- Cultural and interpersonal sensitivity in working with diverse stakeholders and interest groups;
- Computer literacy;
- Knowledge of Romanian or Russian language is an asset;
- Proven contractual relation to a public administration or mandated body, as defined under Twinning Manual 4.1.6.

Tasks:

- Coordination of all Twinning project activities and experts' inputs in the country.
- Ensuring smooth correlation between the activities, deadlines and the envisaged results in the Work Plan.
- Provision of technical advice and assistance to the administration or other public sector bodies in the BC in the context of a predetermined work plan to ensure timely completion of project outputs.
- Guiding and coordinating assistants to the RTA.
- Coordination, facilitation and monitoring of the STEs work during their missions (organize briefings and debriefings, sharing of mission report and recommendations).
- Document and knowledge management allowing an appropriate record of the delivered outputs.
- Liaison with MS, BC Project Leaders, EU Delegation Sector/Programme manager; daily contact with the RTA counterpart.

- Monitor and follow up on implementation of expert mission findings.
- (co-)Drafting of project progress reports with the Project Leader.
- Ensure visibility of EU support provided through the Twinning and establish the communication strategy.