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Draft
OPERATIONAL PROGRAMME FOR
HUMAN RESOURCES DEVELOPMENT

2012 - 2013

Instrument for Pre-accession Assistance
Component IV

ANNEXES

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ANNEX A: Glossary of IPA terms

Accreditation	Confirmation by the National Authorising Officer (NAO) and subsequently by the European Commission (EC), that the established structures are eligible and ready to manage and use EU funds, in such a way that the country itself can assess if the programming and programme implementation can be carried out independently in accordance with defined procedures and manuals. In the process of decentralised management of pre-accession funds (DIS) it represents the process of assessing the readiness of certain structures (e.g. National Fund and Operational Structures) for the initiation of management and use of EU funds in accordance with clearly defined criteria.
Acquis communautaire	Term used in EU law to refer to the total body of EU legislation accumulated thus far, including all the treaties, regulations, directives passed by EU institutions and all court decisions by the European Court of Justice. The term is French: <i>acquis</i> meaning "that which has been acquired", and <i>communautaire</i> , "of the community". During the process of the enlargement of the EU, the <i>acquis</i> is divided into chapters for the purpose of negotiation between the EU and the candidate country.
Audit trail	A chronological sequence of paper or electronic records, which provides a step-by-step history of a transaction or event, from start to completion. Information obtained from an audit trail enables the examiner to review all relevant documentation and trace the actions in any process, including the individual responsibilities of staff. Audit trails can be very straightforward or extremely complicated, depending on the number of steps involved.
Candidate country	A country wishing to become an EU member state, which has been awarded the "candidate" status by the European Council on the basis of an opinion from the European Commission, drawn up following an application for membership by the country concerned. However, candidate country status does not give a right to join the EU automatically. The Commission scrutinises the application in the light of the accession criteria (Copenhagen criteria), while the accession process starts with the European Council decision to open accession negotiations. Depending on their circumstances, candidate countries may be required to institute a reform process in order to bring their legislation into line with the Community <i>acquis</i> and to strengthen their infrastructure and administration if necessary. The accession process is based on the pre-accession strategy, which provides instruments such as financial aid. Accession depends on the progress made by the candidate countries, which is regularly assessed and monitored by the Commission.
Cohesion Fund	Funds allocated by the European Union as part of its cohesion policy, that contributes to interventions in the field of the environment and trans-European transport networks. It applies to Member States with a Gross National Income (GNI) of less than 90% of the Community average. In the programme period 2007 – 2013, the Fund contributes alongside the ERDF to multi-annual investment programmes managed in a decentralised way, rather than being subject to individual project approval by the Commission.
Conferral of management	The decision by the EC to confer powers of funds management to the national bodies of a beneficiary country under decentralised management, after it has established effective functioning of the management and control system. The EC may withdraw or suspend the conferral of management powers at any time, in the event that any of the requirements for the effective functioning of the system are no longer fulfilled.
Co-financing	All operations receiving assistance under IPA shall require national and Community contributions which is referred to as "co-financing" and is defined in percentages of the overall value of the project's eligible expenses. The maximum Community co-financing rate for IPA components III and IV is 85%, although this may vary depending on the costs of individual projects and decisions by the Serbian Government and/or IFIs and other potential donors, as well as on the results of the financial analysis.
Decentralised Implementation System (DIS)	A system that provides the appropriate legal and administrative framework for the transfer of responsibilities for the implementation of the EU funded programmes from the European Commission to the partner countries. In essence, the DIS involves the transfer of project management responsibility (i.e. tendering, contracting and payment) to the authorities in the partner countries under the supervision of the European Commission.

End recipient	The body which will ultimately own the outcome of the operation (funded under IPA) and it responsible for the ongoing use and maintenance of the asset created (whether tangible in the case of works or supplies, or intangible in the case of services), beyond the period of the IPA assistance.
End recipient agreement	The agreement between on the one side, the Head of Operating Structure and Head of Contracting Authority (CFCU), and the end recipient on the other (if different), which sets out the obligations and rights of both parties relating to the operation; it entrusts the end recipient with all technical and legal aspects of an operation's implementation, transfers specific day-to-day management responsibilities (e.g. provision of staff, acceptance of works, monitoring requirements etc) and stipulates conditions for future hand-over of assets and transferring The end recipient agreement must be signed prior to the EU Delegation's endorsement of any works, supplies, services or grant contract relating to the implementation of the operation.
Final beneficiary	In accordance with the IPA Implementing Regulation (IR), the final beneficiary is any body or firm, whether public or private, responsible for initiating or initiating and implementing operations. The draft Financing Agreement (Article 15) provides further clarification: the final beneficiary can <u>also</u> be the Operating Structure, or any body specifically designated in the decision of conferral of management, if it retains direct responsibility for the implementation of the operations under the programme, namely for all contracting arrangements and associated financial transactions. On this basis, the CFCU is considered the final beneficiary for non-grant operations involving service, supplies and/or works contracts. In the case of grant schemes , the grant recipient is considered the 'final beneficiary', under both the IR and FA definitions – "in the context of aid schemes, final beneficiaries are public or private firms carrying out an individual project and receiving public aid" and given that it is responsible for implementation (secondary procurement and payments) under its own project. Please note, the PRAG uses a different definition of 'final beneficiary' (" <i>those who will benefit from the project in the long term at the level of the society or sector at large</i> "), but it is the IR and FA definitions that take precedent within this OP.
Financing Agreement	Agreement by which the beneficiary country accepts the assistance of the Community and agrees to the rules and procedures concerning disbursement related to such assistance. It sets the terms on which the assistance is managed, including the relevant methods and responsibilities for implementing the annual or multi-annual programme and/or operations, as well as provisions relating to the establishment and regular updating, by the beneficiary country, of a roadmap with indicative benchmarks and time limits to achieve decentralisation without ex-ante controls by the Commission.
Framework Agreement	The general rules and conditions governing the cooperation of the EU with the beneficiary country concerned. It is the legal basis for the implementation of all EU assistance operations in a country. A Framework Agreement is made specifically for the IPA Programme in a country.
Grant	A direct financial contribution, by way of donation, from the EU budget, in order to finance either an action intended to help achieve an objective forming part of a European Union policy; or the functioning of a body which pursues an aim of general European interest or has an objective forming part of a European Union policy. In other words, it is a payment of a non-commercial nature by the Contracting Authority to a specific beneficiary to implement an action intended to help achieve an objective forming part of a European Union policy, and covered by a written agreement.
Implementing Agreement	Agreement signed between the National Authorising Officer (NAO) and the Head of Operating Structure (HOS), setting out the obligations on the HOS for executing the functions in Article 28 of the IPA Implementing Regulation, and in accordance with decentralised management of IPA funds.

Indicator	<p>Variable used to measure the inputs and outcomes from a programme, whether an objective has been met, a resource mobilised, an effect obtained, a gauge of quality or a context variable, and the basis for monitoring and evaluation of programme performance. Each indicator should be specific, measurable, achievable, realistic and time-limited (SMART) and should comprise a definition, a measurement unit, a source of verification, and agreement on the frequency of monitoring. For the purposes of this OP, indicators can be categorised as follows:</p> <ul style="list-style-type: none"> • Input indicators refer to the budget allocated to each level of the assistance (operation, measure, priority axis, OP) and are used to monitor progress in terms of the (annual) commitment and payment of the funds.. • Output indicators relate to activity. They are measured in physical units (e.g. numbers of SMEs assisted, people trained, kilometres of track built, etc). • Result indicators relate to the direct and immediate effect on beneficiaries brought about by changes to their behaviour, capacity or performance, as a consequence of the activity. The result arises from the achievement of the output. Such indicators can be of a physical (number of jobs created, qualifications gained, etc.) or financial (cost reduced, time saved) nature. <p>For programmes financed by the Structural Funds and Cohesion Fund, there are also impact indicators, which refer to the consequences of the OP beyond the immediate effects. Two concepts of impact can be defined: <u>specific</u> impacts, which are those effects occurring after a certain lapse of time but which can, nonetheless, be directly linked to the action taken and the beneficiaries; and <u>global</u> impacts, which are longer-term effects affecting a wider population.</p> <p>While impact indicators are not appropriate for IPA programmes, as the level of resources are relatively small and hence it is not feasible to correlate inputs at this scale of resources with the outcomes at this level (two steps removed from the activity), such indicators can often be used as context indicators, which can be tracked during the programme period to assess and understand better the environment within which outputs and results are occurring.</p>
Internal audit	Audit carried out by an independent unit in the body responsible for the management of EU funds, with the aim of ensuring that the internal management and control system operates effectively.
IPA	The main financial tool of the Commission's pre-accession assistance strategy. The purpose of IPA is to support countries in their transition from potential candidates to candidate countries and through to membership of the European Union. IPA will help these countries meet the Accession Criteria (fulfil the political, economic and <i>acquis</i> -related criteria for membership, building up their administrative and judicial capacity), preparing them for the programming, management and implementation of EU Cohesion, Structural and Rural development Funds after accession.
IPA component I	IPA component for 'Transition Assistance and Institution Building' (TAIB), which is designed to support the administrative and judicial capacity building of the public institutions, support economic development and social cohesion and ability to assume obligations of accession process.
IPA component II	IPA component for 'Cross-Border Co-operation', which operates on the local level in the border areas. CBC programmes support regions and populations on both sides of borders, promoting sustainable economic and social development, working together to address common challenges (e.g. environment, natural and cultural heritage, public health, prevention of and fight against organised crime, etc.). CBC also supports efficient and secure borders and promotes joint small scale actions involving local participants from the border regions. Actions funded under this component are generally implemented through grant schemes.

IPA component III	<p>IPA component for ‘Regional Development’ which is based on 3 sub-components:</p> <ul style="list-style-type: none"> • Environment - serves to support the transposition, implementation and enforcement of the EU environmental legislation); • Transport - serves to support the provision of efficient, flexible and safe transport infrastructure vital for economic development as good transport networks boost opportunities for trade, while increasing efficiency, and more particularly transport infrastructure; • Competitiveness - serves to support the internal development which provides for a higher level of social and economic cohesion between regions, through high employment and productivity growth. <p>IPA component III is available only to candidate countries which have achieved conferral of decentralised management.</p>
IPA component IV	<p>IPA component for ‘Human Resources Development’, which is designed to contribute to strengthening economic and social cohesion as well as to the priorities of the European Employment Strategy in the field of employment, education and training and social inclusion. IPA component IV is available only for candidate countries which have achieved conferral of decentralised management.</p>
IPA Component V	<p>IPA Rural Development (IPARD) component, which serves as the framework for supporting sustainable agricultural and rural development in EU applicant countries during the pre-accession period. It aims to solve problems affecting the long-term adjustment of the agricultural sector and rural areas, to help implement the Community <i>acquis</i> in matters of the common agricultural policy (CAP) and related policies. IPA component V is available only for candidate countries which have achieved conferral of decentralised management.</p>
IPA Framework Regulation	<p>Council Regulation (EC) No 1085/2006 of 17 July 2006 establishing an Instrument for Pre-Accession Assistance (IPA), referred to as the IPA Framework Regulation. The purpose of this Regulation is to provide pre-accession assistance to beneficiary countries and support them in their transition from status of potential candidate counties to candidate countries, and through to membership of the European Union. The IPA Regulation applies from 1 January 2007.</p>
IPA Implementing Regulation (IPA IR)	<p>Commission Regulation (EC) No 718/2007 of 12 June 2007 implementing Council Regulation (EC) No 1085/2006 establishing an instrument for pre-accession assistance (IPA). This Regulation lays down the general principles for the implementation of the Community of pre-accession assistance established the IPA Framework Regulation. This Regulation clarifies the rules on granting and evaluating pre-accession assistance. Furthermore, it establishes Community rules for the five thematic IPA components. It also includes the potential for funding granted under cross-border cooperation. It has been amended by Commission Regulation (EU) No 80/2010 of 28 January 2010.</p>
Major project	<p>See definition of ‘project’. A major project is a project whose total cost exceeds € 10 million. It must be submitted directly to the European Commission for approval, leading to the signature of a bilateral project agreement with the beneficiary, which governs the project’s implementation. The concept of major projects only applies to infrastructure spending; in other words, works-based projects, not projects based on grant schemes, services and/or supplies only.</p>
Management and control system	<p>The whole system of financial and other controls, including the organisational structure, methods, management of daily tasks and activities, procedures and internal audit. It is established by management within its goals, to assist in conducting operations in a regular, economic, efficient and effective manner.</p>

Measure	The mechanism for implementation of a priority axis [under IPA components III and IV], and identifying and selecting operations. Each measure is defined by: a specific objective which is subordinate to the strategic objective at priority axis level; a clear rationale for the intervention, based on analysis (including the SWOT); a general description of the intervention itself; the specification of eligible actions which the measure can finance; the selection criteria which the operating structure will employ for choosing operations; the scope of the intended final beneficiaries and (optionally) the likely end recipients; and a table of monitoring indicators, at outputs level, including targets to be achieved. Funding is allocated at measure level on an indicative basis (it is only fixed at priority axis level), in the financial table (OP chapter 4). The aggregate effect of all the measures together should achieve the objective at priority axis level.
Monitoring	Ongoing analysis of project progress toward achieving planned results with the purpose of improving management and decision making. Systematic and continuous collection, analysis and utilisation of data for managing and decision-making purposes.
Multi-annual Indicative Planning Document (MIPD)	The strategic document for IPA developed by the Commission in consultation with the beneficiary country and adopted by the Commission. It presents indicative allocations for the main priorities within each component. It is multi-annual by nature (3 years), but is reviewed annually.
N+3	The rule in the EU's Financial Regulation which establishes spending deadlines. N+3 spending targets refer to Commission budget programme level commitments (one commitment per year, per programme), not to projects. The Commission shall automatically decommit any portion of a budget commitment for the programme by 31 December of the third year following year N being the one in which the budget commitment was made in the case that: 1) it has not been used for the purpose of pre-financing; 2) it has not been used for making intermediate (or interim) payments; 3) no declaration of expenditure has been presented in relation to it.
Operating Agreement	An agreement between the bodies of the Operating Structure to enable and ensure that the commitments made by the Head of Operating Structure (HOS) in the Implementing Agreement with the National Authorising Officer are fulfilled. The Head of the Operating Structure (HOS) signs an Operating Agreement jointly with the responsible individuals in each body within the OS), clearly setting out their roles and responsibilities, and corrective action which will be taken if designated tasks are not performed. The OA is subordinate to the IA and its signature is an important element of the DIS accreditation process.
Operating Structure (OS)	The body or collection of bodies within the administration of the beneficiary country (Serbia) which is established to deal with the management and implementation of the assistance under the IPA Regulation for each component or programme, in accordance with the principle of sound financial management. The heads of the bodies constituting the operating structure shall be clearly designated and shall be responsible for the tasks assigned to their respective bodies. In the case of this OP, the operating structure comprises a number of designated units within Government ministries, which are accountable for performing tasks set out in the Operating Agreement with the Head of Operating Structure (HOS), an Assistant Minister in the Ministry of Finance / Economy and Regional Development. (Further details of the operating structure are set out in chapter 5)
Operation	An operation comprise a project or a group of projects implemented by the Commission, or initiated or initiated and implemented by one or more final beneficiaries, whose implementation leads to the achievement of goals set in a measure and/or priority axis to which it relates. Each operation is aimed at bringing about a clearly specified objective and achieving an agreed output, within a defined time-period and with a defined budget.

Programming	<p>Programming of EU assistance is a process of identification and development of projects to be funded through EU funds based on the relevant strategic and programming documents. The programming process is a long-lasting process requiring a strategic approach, inter-ministerial consultations, coordination between institutions and appropriate capacities of the public administration to identify priorities for financing.</p> <p>Under IPA III and IV the programming is done multi-annually in a wide consultation process. The programming is based on analysis and strategy (priority axes and measures), monitoring indicators, financial tables, implementation provisions and (IPA III only) indicative list of major projects.</p>
Practical Guide to EC External Aid Contract Procedures (PRAG)	EC's guide on procurement and contracting procedures and rules which apply to EC external aid contracts. It is applicable to projects financed from IPA, instead of the public procurement rules of the beneficiary country.
Priority axis	The main sub-division of OPs, priority axes are major intervention areas or themes (e.g. transport, environment, competitiveness), each of which shall be implemented through a coherent group of measures, which are delivered in turn through operations. Each priority axis is defined by: a global aim; a description of the relevant Community legislation which applies to the priority axis, particularly where it supports transposition or implementation of the <i>acquis communautaire</i> ; the objective which the priority axis will serve; a clear rationale for intervention, based on analysis (including the SWOT); a general description of the intervention itself; the targeting of the intervention, in terms of sectors, geographical areas and/or groups, in order to concentrate resources to greatest effect; the listing of measures which fall under the priority axis; a description of envisaged delivery of the priority axis (including any eligibility criteria which apply to all measures); and a table of monitoring indicators at results level, including targets to be achieved. Funding is allocated at priority axis level in the financial table (OP chapter 4).
Procurement contract	Contract in which the Contracting Authority draws up the Terms of Reference/Specifications for a project it wants to be carried for the Contracting Authority's benefit and which owns the results of the project and closely supervises its implementation.
Project	A project is a series of activities, involving the performance of works, provision of supplies and/or provision of services, which is intended to accomplish a definite and indivisible task of a precise economic or technical nature, which has clearly identified goals. For the purposes of IPA, an operation may comprise one or more projects.
Stabilisation and association agreement (SAA)	SAAs are part of the EU Stabilisation and Association Process (SAP) and <u>European Neighbourhood Policy</u> (ENP). At present, Serbia, <u>Albania</u> , <u>Bosnia and Herzegovina</u> , Macedonia and <u>Montenegro</u> are the focus of the SAP. Specific SAAs have been implemented with each country which explicitly include provisions for future EU membership of the country involved. SAAs are based on the EU's <i>acquis communautaire</i> and predicated on its promulgation in the cooperating state's <u>legislation</u> . Association agreements must be <u>ratified</u> by the associating state and all EU member states.
Stabilisation and Association Process (SAP)	The European Union's policy towards the countries of the Western Balkans takes the form of the SAP launched at the Zagreb Summit in November 2000. The countries concerned are: Serbia, Albania, Bosnia-Herzegovina, Croatia, Macedonia and Montenegro. The process is intended to ensure peace and stability in the region by providing support for the strengthening of democracy and the rule of law and the development of a market economy.

Strategic Coordinator (SCO)	SCO is an entity within the state administration of the beneficiary country, placed under the responsibility of the national IPA coordinator, and with no direct involvement in the implementation of components concerned. The function of the SCO is to ensure the coordination of programming IPA components III and IV, including the drafting of the Strategic Coherence Framework. In Serbia, the Office of the Deputy Prime Minister for European Integration was appointed Strategic Coordinator by the Conclusion of the Government 119-214/2009-5 of February 13 th , 2009 and Mr Ognjen Miric as a responsible person for the functions of the SCO.
Strategic Coherence Framework (SCF)	SCF is a reference document within which the funding and overall management of several Operational Programmes takes place - including IPA III & IV. It is based on the Multi-Annual Planning Document (MIPD) and drafted by the Strategic Coordinator, under the overall responsibility of the NIPAC. SCF is a "prerequisite" for the approval of the Operational Programmes. It is submitted to the EC before - or (at the latest) with - first draft OPs.
Structural Funds	Funds allocated by the <u>EU</u> as part of its cohesion policy. They aim to reduce regional disparities in terms of income, wealth and opportunities. Europe's poorer regions receive most of the support, but all European regions are eligible for funding under the policy's various funds and programmes. The Structural Funds are made up of the <u>European Regional Development Fund (ERDF)</u> and the <u>European Social Fund (ESF)</u> . Together with the <u>Common Agricultural Policy</u> , the Structural Funds and the Cohesion Fund make up the great bulk of EU funding, and the majority of total EU spending.
SWOT analysis	A <u>strategic planning</u> tool which is used to analyse the Strengths, Weaknesses, Opportunities, and Threats affecting a programme or <u>project</u> . Strengths and weaknesses are assessed on the basis of factors which are internal to the programme or project (endogenous) and are evident already; opportunities and threats are factors which are external to the programme or project (exogenous) and may occur in the future.
Targets	These are indicators with a specific value which should be achieved at a specific time during or after the programme's implementation. In order to become a target, for the purposes of monitoring and evaluation, the indicator (see definition) must also include a baseline value (and point in time in which the measurement has occurred or will occur) and a target value (and point in time in which the final measurement will occur).
Target group	In accordance with the definition in the PRAG, these are groups (of individuals) or entities (institutions) that will be directly and positively affected by a project. In the context of the OP, the term takes a broader meaning (within each measure) to describe the wider set of people and bodies which will enjoy an indirect benefit from the measures than the 'end recipient' who will be the immediate and direct beneficiary, once the operation is completed.
Technical assistance	This has two meanings in the context of IPA components III and IV: <ul style="list-style-type: none"> • The most common use of the term technical assistance is at the level of the operation and refers to a specific type of service contract, whereby a service provider is called on to play an advisory role, to manage or supervise a project, or to provide the experts specified in the contract, in return for a fee calculated on the basis of the number of days (according to the PRAG). • Technical assistance is also the name of the priority axis within the OP, which enables the Operating Structure to finance preparatory, management, monitoring, evaluation, information and control activities and activities to reinforce the administrative capacity for implementing the assistance (according to IPA implementing regulation, relating to IPA components III and IV), and in the case of IPA component III, to finance preliminary studies and technical support related to eligible activities, including those necessary for their implementation IPA, and in the case of component IV, preparatory activities with a view to the future management of European Structural Funds. Under IPA components III and IV, this priority axis may reach a maximum allocation of 6% of the total value of the OP, or 10% in exceptional circumstances.

ANNEX B: Institutional and legal framework

Employment and labour market

Under the Law on Ministries, **the Ministry of Economy and Regional Development** assumes overall responsibility for employment. Within the Ministry, the Sector for Employment is in charge of employment-related policies including the development of the National Employment Strategy and accompanying Action Plans and the design of active labour market policies.

The National Employment Service is the main institution in charge of implementation of active labour market policies (ALMPs). It is also mandated for the registration of the unemployed and administration of unemployment insurance, as well as issuance of work permits to foreigners and employment abroad. It has a well developed network of 34 branch offices covering the entire territory of the Republic of Serbia. Each year, NES prepares an Annual Activity Plan. NES receives ALMPs money from the Ministry of Economy and Regional Economic Development and transfers it to branch offices in line with the Annual Activity Plan.

NES can outsource the implementation of some employment policies and programmes defined in the National Employment Action Plan to private employment agencies.

The Law on Employment and Unemployment Insurance also provides incentives for more active involvement of local stakeholders in the employment policy creation. Namely, local self governments that adopted local employment action plans proposed by the **Local Employment Councils** can apply for 50% of co-financing from the national budget. However, the challenge to tackle existing regional employment gaps goes beyond the financial resources that the central and local governments can make available, especially in the current context of decreasing revenues and increasing budget deficits.

In order to promote employment of persons with disabilities as one of the most disadvantaged groups on the labour market the National Employment Service established the **Centre for Vocational Rehabilitation and Employment of Persons with Disabilities** in 2008 and appointed 31 employment counsellors whose role is to work exclusively with people with disabilities. However, NES counsellors require extensive in-service training and coaching to better match persons with disabilities with employment opportunities. In addition, the Law on Vocational Rehabilitation and Employment of Persons with Disabilities authorises **enterprises for vocational rehabilitation and employment of persons with disabilities** to perform vocational rehabilitation of people with disabilities and to promote labour and social integration of people with disabilities. There are 50 enterprises currently active in Serbia¹ employing 3,489 people, out of which 1,906 are people with disabilities. However, their capacity is still very weak and their experience limited.

The primary responsibility for addressing informal employment rests with **the Ministry of Labour and Social Policy**, within **the Labour Department** and **the Labour Inspectorate**. The Labour Department undertakes regular analyses and recommends measures to improve the situation and develop legislation and regulations in the field of: labour, labour relations and various forms of employment and work engagement, decent work, gender equality in employment and occupation, peaceful settlement of labour disputes and strikes. The Labour Department proposes measures for exercising and protecting employees' rights and for mitigating the negative effects of privatisation and companies' closures on the work and social status of employees. The Labour Department consults and advises employers, employees, trade unions and other parties on their rights and obligations arising from employment and at work in law and other regulations.

¹ MoERD (March 2010)

The Labour Inspectorate performs inspections in the area of occupational safety and health, labour relations and prevention of informal work aiming to enforce several laws i.e. Labour Law, Law on Occupational Safety and Health, Law on Prohibition of Smoking, Law on the Private Entrepreneurships, Law on Companies (part of the law relating to health and safety policies), Law on Strike, General Collective Employment Agreement, and other regulations and employment contracts in the legal entities. Labour Inspectorate has 263 inspectors or 285 employees in 28 branch offices located all over the country, and according to official data there are 332,116 legal entities and all need to be inspected. As part of the arrangement between the IMF and the government of Serbia on public expenditures reduction, the number of inspectors in the Labour Inspectorate was sized down by 39.

The Agency for Peaceful Settlement of Labour Disputes was set up by the Law on Peaceful Settlement of Labour Disputes (Official Gazette 125\04). Its role is to seek peaceful settlements of individual (such as termination of employment contract and payment of minimum wages) and collective disputes (conclusion, amendments or implementation of collective agreements, rights of associations into trade unions and strike).

The Socio-Economic Council (SEC) of the Republic of Serbia was established by the Law on Socio-Economic Council (Official Gazette No. 125/04) and began operations in April 2005. The SEC is composed of 18 representatives from the Serbian Government and social partners, trade unions and employer's associations. The main activities of the SEC are defined in the Law and cover:

- the development and promotion of collective bargaining;
- the impact of economic policies and measures for its implementation of social development and stability;
- employment policies , wage and price policies;
- competition and productivity;
- privatisation and other issues of structural adjustment;
- protection of working and living environment;
- education and vocational training;
- health and social care and security, demographic trends and other issues in accordance with the Law on Socio -Economic Council.

The Council also discusses and gives an opinion on draft laws and proposals of other regulations of importance for economic and social situation of employees and employers and. The Law on Socio-Economic Council allows the creation of local socio-economic councils. To date, eighteen local socio-economic councils have been created within local self-governments.

Legal framework

The following laws govern the area of employment and labour in the Republic of Serbia:

The Law on Employment and Unemployment Insurance

The Law on Employment and Unemployment Insurance puts emphasis on active rather than passive measures to solve unemployment issues and it is the first law in Serbia that has introduced affirmative actions for vulnerable categories and especially women. It also encourages a more active participation of provincial and local governments in creating and implementing active employment policy, in the context of regional development and decentralisation.

The law introduces the obligation for NES to conclude Individual Employment Plans with the unemployed. It introduces the principle of performance management of NES and monitoring and evaluation of active employment policies, as well as forecasts of future employers' needs.

The Law on Vocational Rehabilitation and Employment of People with Disabilities (PwD)

The Law on Vocational Rehabilitation and Employment of People with Disabilities introduces new concepts and completely redefines the relation between PwD as potential employees and their working environment and in particular their employers. It puts stress on the need to activate persons with disabilities on the labour market and to make them competitive and equal partners on the labour market. This Law focuses on the creation of a legal framework to promote the inclusion of PwD on the labour market. It introduces employment quotas for PwD and provides for occupational rehabilitation and vocational training and safety at work.

Labour Law

The Labour Law became effective in 2005. The Law regulates the following:

- general provisions on labour relations;
- employment contracts;
- rights and obligations of the employees and employers;
- education, training and additional training;
- prohibition of discrimination;
- working hours, holidays and leave;
- protection of employees;
- salaries, wages and other income²;
- claims of employees in the event of bankruptcy proceedings, the redundancy of employees;
- a clause prohibiting competition;
- compensation of damage;
- removal of employee from the workplace;
- termination of employment;
- organisation of employee and employers;
- collective agreements and supervision.

The Law governs the basic employment criteria (it prohibits discrimination on the grounds of age, gender, nationality, and religious affiliation) and states the basic rights and obligations of the contracting parties, while employers have the freedom to establish all other parameters of the contracts of employment. It also provides for different forms of flexible employment (employment of workers to work shorter hours, temporary employment, employment for work at home, work on contract).

Law on Peaceful Settlement of Labour Disputes

The Law on Peaceful Settlement of Labour Disputes lays down the principles for resolving collective and individual labour disputes peacefully through the mediation of the Agency for the Settlement of Labour Disputes, conciliators (for collective labour disputes) and arbiters (for individual labour disputes).

² The minimum wage is agreed between the government of the Republic of Serbia, representatives of labour unions and representatives of the association of employers. If a consensus cannot be reached, the minimum wage is determined by the government of the Republic of Serbia for the full working hours and an average performance for a period of at least six months. Other wages are subject to collective negotiation.

Law on the Socio-Economic Council

The Law on Socio-Economic Council regulates the Socio-Economic Council, a tripartite body promoting social dialogue on issues of importance for the realisation of economic and social freedom and human rights; material, social and economic position of employees and employers and the conditions of their life and work; development of collective bargaining; promotion of peaceful resolution to labour disputes and democracy development.

Law on the Prevention of Abuse at Work

Law on Prevention of Abuse at Work regulates the prohibition of abuse at work and in relation to work; measures to prevent abuse and improve relations at work; proceedings for the protection of persons exposed to abuse at work and in connection with work and other issues of importance to prevent and protect against harassment at work and in relation to work. This law establishes the obligation for the employer to ensure a healthy and safe work environment and to prevent harassment at work.

Law on Occupational Safety and Health

The Law on Occupational Safety and Health regulates implementation and improvement of occupational safety and health of persons involved in work processes and persons present in the working environment, for the purpose of preventing injuries at work, professional diseases and work-related illnesses.

Law on Volunteering

The Law on Volunteering provides a legal framework for volunteering work in Serbia. It includes general provisions related to volunteer agreement, the rights and responsibilities of volunteers and volunteer organisations and provisions for supervision.

Education & VET

Under the Law on Ministries, **the Ministry of Education and Science** assumes the overall responsibility for the education system in accordance with the principles and goals defined in the Law. The tasks of the Ministry include:

- 1) Planning and monitoring the development of education and assessing the achievement of education policy goals;
- 2) Monitoring the work of education institutions and bodies and organising professional development of their staff;
- 3) Developing international cooperation in the field of education and disseminating foreign experiences and best practices;
- 4) Setting up a universal system of information about education and ensuring the availability and exchange of information;
- 5) Maintaining the registry of teachers, educators, associates and directors and issues licenses for their work.

In performing these duties throughout the country, the Ministry relies on a network of **regional school administrations**.

Province Secretariat for Education of the Autonomous Province of Vojvodina assumes some specific responsibilities related to Vojvodina's education system in accordance with the Law, in particular

regarding the definition of standards and the preparation of textbooks in the languages of Vojvodina's minorities:

National Education Council, elected by the People's Assembly, has 43 members, including the president. It is responsible for pre-school, elementary and secondary general and artistic education. It monitors and analyses the state of education at those levels and their compliance with European principles and values. It defines standards, adopts the curricula, and defines the programme of final exams and the need for new textbooks.

National Council for Vocational and Adult Education, nominated by the Government, is composed of 21 members. It is in charge of secondary vocational education, specialist and "master" education, and adult education and training. It monitors and analyses developments of the VET and Adult education system in line with European principles and values. It assumes overall responsibility for the development of a National Qualifications Framework (levels 1 to 5).

National Council for Higher Education, elected by the Parliament, it has 16 members. The Council monitors and analyses developments of the higher education system and its compliance with European and international standards. It assumes overall responsibility for the development of a National Qualifications Framework NQF (levels 6 to 8).

For the purpose of monitoring and improving the quality of pre-school, elementary and secondary education, the Republic of Serbia has established two institutes:

- 1) **Institute for the Improvement of Education** performs expert tasks in the field of education and participates in the preparation of regulations within the scope of competences of the Ministry of Education and Science, National Educational Council and the Council for Vocational Training and Adult Education. The Institute consists of three centres:
 - *The Centre for Development of Programmes and Textbooks* has responsibilities in preparing standards, programmes, curricula, textbooks and exams for preschool, elementary and secondary general education.
 - *The Centre for Vocational Training and Adult Education* defines standards, programmes; curricula, textbooks and exams for secondary VET & adult education. It is responsible for the network of VET schools including the monitoring of its effectiveness. It also acts as the secretariat to the National Council for Vocational and Adult Education, which it assists in particular with the definition of educational profiles and the development of the NQF levels 1 to 5.
 - *The Centre for Professional Development of Educators* is responsible for defining standards of competencies for teachers, pre-service and in-service programmes, curricula and textbooks for teaching teachers at all levels of the education system.
- 2) **Institute for the Education Quality and Evaluation** defines and monitors standards of educational attainment and designs final exams for elementary and general secondary education. It also sets and monitors quality standards and performs evaluations of educational programmes.

Pedagogical Institute of Vojvodina, established by the Parliament of the Autonomous Province of Vojvodina, provides pedagogical advice and support in developing education in the languages of Vojvodina's national minorities.

Legal framework

The Constitution of the Republic of Serbia (Official Gazette of RS, No. 98/06) in Article 71 prescribes that everyone has the right to education, that elementary education is compulsory and free of charge, and that the secondary education is free of charge. It also prescribes that all, under equal conditions, have access to higher education. The republic of Serbia makes it possible for successful and gifted pupils from lower-income background to acquire higher education free of charge.

The following laws govern the area of education in the Republic of Serbia:

The Law on the Foundations of the Education System

The Law on the Foundations of the Education System ("Official Gazette RS", No. 72/09) was adopted by the National Assembly on August 31st 2009. The Law enshrines the principles of quality, justice and efficiency of the education system, which should prepare Serbia's citizens for an active and fulfilling participation in today's knowledge-based society. The Law sets new education objectives among which are:

- to achieve full intellectual, emotional, social, and physical capacities of each child in line with his/her age and developmental needs and interests;
- to facilitate acquisition of the key competences necessary for life in a modern society and enable people to work and pursue their profession by developing professional competences, in accordance with the requirements of professions;
- to help develop communication and dialogue skills, the sense of solidarity and efficient cooperation with others and acquire team-building skills and fostering friendship and camaraderie and ability to become responsible citizens;
- to facilitate the development and practicing of healthy life styles and raise awareness about health and safety;
- to raise awareness about sustainable development and the protection and preservation of nature and environment.

The Law also sets new education outcomes and standards.

The Law on Pre-school Education

The Law on Pre-school Education adopted in May 2010("Official Gazette RS", No. 18/10) regulates pre-school education, previously regulated by the Law on Social care of Children. The objectives of the Law is to increase the quality and availability of pre-school education and the coverage of children by pre-school education, especially children from disadvantaged and vulnerable groups (Roma, rural children, children from poor environments, children with development difficulties).

Law on Elementary School

Law on Elementary School ("Official Gazette RS", No. 50/92) – despite numerous amendments, the Law is not aligned with the Constitution and the Law on Foundations of Educational System. A new law is being prepared and is expected to be finalised by the end of 2010.

Law on Secondary School

Law on Secondary School ("Official Gazette RS", No. 50/92) - despite numerous amendments, the Law is not aligned with the Constitution and the Law on Foundations of Educational System. A new law is being prepared and is expected to be finalised by the end of 2010.

Law on Higher Education

Law on Higher Education (“Official Gazette RS”, No. 76/05), adopted in 2005, gives a legal basis for full implementation of the Bologna Declaration and the Lisbon Convention, which formally started in the 2008/2009 academic year. Changes and amendments to this law were adopted in June 2010.

Law on Pupils’ and Students’ Standard

Law on Pupils’ and Students’ Standard (“Official Gazette RS”, No. 18/10) regulates material, cultural, social, health and other preconditions for the acquisition of education, social inclusion and all-around development of pupils and students.

Law on Textbooks and Other Teaching Materials

Law on Textbooks and Other Teaching Materials (“Official Gazette RS”, No. 72/09) regulates the process of preparation, approval and issuing of textbooks and teaching materials in case when there are many private publishers and one state publisher.

Law on the National Councils of the National Minorities

Law on the National Councils of the National Minorities (“Official Gazette RS”, No. 72/09) regulates responsibilities of national councils of national minorities in the fields of culture, education, information and official use of language and writing. The education is regulated through several articles of this law, which prescribes the participation of representatives of national minorities in governing bodies of educational institutions, in creating the curricula, especially study plans, as well as the procedure for approval of textbooks for teaching in language of a national minority.

Law on Specific Responsibilities of Autonomous Province

Law on Specific Responsibilities of Autonomous Province (“Official Gazette RS”, No. 99/09) regulates issues of education at all levels in the Autonomous Province (AP) of Vojvodina. The Law on the Foundations of Education System transfers certain responsibilities to the AP Vojvodina, such as inspection tasks, financing, curricula on national minorities’ languages, school calendar, and network of institutions on the territory of the Province. Questions related to education are regulated by articles 33. to 38. of this law.

Law on Adult Education

Law on Adult Education is expected to be adopted by the end of 2010. It will establish and regulate several key elements related to establishment of a system of adult education, namely:

- Definition and recognition of non-formal education and training;
- Development of an accreditation and certification system;
- Establishment of an Accreditation Centre;
- Monitoring the system of recognition of prior learning;
- Defining standards for programmes, providers and implementers;
- Financing system for adult education.

Social inclusion

In Serbia, social inclusion policies are dealt within the mandate of several line ministries and their network. Key bodies and institutions are described in the following paragraphs. In addition, there are a number of Councils established at governmental level for coordinating the implementation of policies around specific issues. These include the National Council for Child's Rights, the Council for the Integration of Returnees, the Council for National Minorities, the Council for Improvement of the position of Roma, the Gender Equity Council.

Institutions responsible for social welfare

The Ministry of Labour and Social Policy (MLSP) is the highest regulatory authority for social welfare in accordance with the Law and accompanying by-laws. It operates through a well developed network of institutions across the country.

- *The Family Care and Social Welfare Department* performs task related to drafting legislation and regulations in the area of social welfare, family care, financial support to families with children and psychological activities; development of national social welfare development strategy, its implementation and follow-up; monitoring and inspection of the work of social welfare institutions and other service providers involved in the provision of social welfare; introduction of quality assurance system for social welfare (standards, accreditation and licensing); advancement of control management system and promotion of community-based social services.
- *Department for the Protection of People with Disabilities* is in charge for policy development, design and implementation of activities promoting and improving the rights of PwD in Serbia, monitoring the implementation of international conventions and comparative law in the field of PwD, providing financial and expert support to alternative services provided by NGOs and associations, monitoring, analysing and reporting about the position of vulnerable groups, monitoring the integration of IDPs, returnees, working migrants, Roma population and other marginalised groups.
- *The Disabled Veterans' Support Department* is in charge of policy in favour of disabled war veterans and civilians disabled in war and coordinates activities under the responsibility of other agencies (housing, employment, rehabilitation, social welfare and security and health care).
- *The Gender Equality Directorate* performs activities relating to the improvement of the positions of women and gender equality.

The **Province Secretariat for Social Policy and Demography** is the authority responsible for monitoring and inspecting the network of social institutions, monitoring the implementation of programmes and plans and licensing private welfare institutions on the territory of the Autonomous Province of Vojvodina.

The **Institutes for Social Protection (ISP)** are legal entities whose role is to monitor and steer developments in the field of social protection³. They were established to facilitate research and development in the context of social welfare reforms. ISP is also an accreditation body for

³ Republic Institute for Social Protection (for the whole of Serbia) and Province Institute for Social Protection (for the Province of Vojvodina)

training programmes and trainers of the social welfare sector. It performs research and helps formulate policies for the sector with the overall aim of improving the quality of services for social welfare beneficiaries. The ISPs have progressively taken over responsibilities relating to the development of a quality assurance system, the promotion of case management and other technical support to social welfare institutions as well as the dissemination of good practices.

The Fund for the Organisations for Persons with Disabilities (PwD), managed by MLSP-Department for the Protection of PwD, has a long tradition as a mechanism for supporting the development of community-based initiatives for PwD. The main objective of the Fund is to support activities improving the status and the quality of life of PwD, with special focus on stimulation, integration and reintegration, education and occupational and psychosocial programmes. Financial resources originate from the national budget and the national Lottery. The Fund has supported over 500 civil society organisations (associations, NGOs, socio-humanitarian organisations) since its creation. From October 2009 and the enforcement of the new Law on Civil Society Organisations⁴, the work of the Fund is exclusively managed through open calls for proposals/grants schemes.

Other relevant ministries and public bodies

The Ministry of Health is the highest authority in the country regarding health policy. It is responsible for drafting laws and regulation in the field of health and manages health care of citizens through the prevention and assessment of health needs and improvement of the overall state of health of the population. The provision of health services is organised through a country-wide network of health institutions. The MoH performs activities relating to quality assurance of health care provision and inspection of health institutions and private practice, health insurance of citizens, public health and issues related to drugs, medical devices, narcotics and pharmaceutical raw materials.

The Ministry for Human and Minority Rights, Public Administration and Local Self-Government is responsible for the improvement and protection of the rights of national minorities through drafting laws and regulations and coordinating the implementation of local actions. The Secretariat for the Roma national strategy is an integral part of the Ministry and its mandate is primarily to initiate, coordinate, implement and monitor actions aiming at the improvement of the status of Roma people. The Ministry is responsible for monitoring the implementation of international agreements in the area of human rights and the alignment of national legislation with international acts on human rights.

The Ministry of Youth and Sport is responsible for improving the quality of life of young people and promoting the development of sport in Serbia.

- *The Youth Department* is responsible for the development and implementation of youth policy and measures in the area of education and informal education, spare time, volunteering, culture, media and international cooperation. Its responsibilities cover the management of regional and local youth offices and the development of the local youth action plans in cooperation with LSGs, cooperation with youth organisations and support to youth programmes and participation of youth in social life and decision-making process. It also manages the Fund for Young Talents.
- *The Sport Department* promotes better conditions for professional sport and the development of recreation and sport in schools. It manages sport facilities and supports the organisation of sport competitions and manifestations.

⁴ RS Official Gazette, no. 51/9

The Commissariat for Refugees is in charge of providing durable solutions for refugees, including securing conditions for their return to their country or area of origin and for their integration in Serbia through support to housing and employment. The Commissariat has implemented numerous programmes with the assistance from UN agencies and EU. The Commissariat is also in charge of supporting the IDPs community residing in collective centres and coordinating and organising primary admittance of returnees in accordance with Readmission Agreement. Finally, the Commissariat works on the prevention of human trafficking and the promotion of the principle of positive discrimination.

Social Inclusion and Poverty Reduction Unit

In order to coordinate the work of all public institutions and bodies dealing with different segments of social inclusion policies and to create a stronger institutional framework for the development and implementation of social inclusion policy in Serbia, the Government established the Social Inclusion and Poverty Reduction Unit within the Office of the Deputy Prime Minister for European Integrations in 2009. Its mandate is to oversee and coordinate the implementation of social inclusion policies, build capacities and processes within all public administration agencies involved in social inclusion and encourage the exchange of knowledge and good practices in the field of social inclusion at national and EU levels. It will support the Government with the preparation of the first Joint Inclusion Memorandum (JIM) once Serbia obtains the candidate country status.

Social Inclusion Work Group (SIWG)

The Government established the Social Inclusion Work Group (SIWG) in early 2010 to improve policy-making in the field of social inclusion. The SIWG gathers representatives from all the main public bodies in charge of defining, implementing and monitoring social inclusion policies, and one CSO representative on behalf of Civil Society Focal Points for Poverty Reduction Network. Through its work, the SIWG maintains cooperation and runs consultations with individuals and organisations from other sectors and, as such, represents an important forum for enhancing dialogue between state and non-state actors. The main tasks of the SIWG are to provide recommendations for the active participation of Serbia in the social inclusion process in the context of European integration, as well as to coordinate the drafting of the annual report on social inclusion in Serbia and the development of the Joint Inclusion Memorandum (JIM) once Serbia obtains the candidate country status.

Legal framework

The social inclusion policy is regulated by several laws.

Law on Social Protection and the Provision of Social Safety of Citizens

The basic legal act for social policies in Serbia is the Law on Social Protection and the Provision of Social Security to Citizens. It has been amended many times since its adoption in 1991. The Law was drafted in a completely different context and before strategies for reforming the social welfare system were formulated. It puts the emphasis on centralisation and the use of state-funded social protection institutions, primarily the Centres for Social Work (CSW), to provide services and professional social work. It does not make any reference to regulatory systems and mechanisms used in open, democratic and participative contemporary social work, nor does it promote quality standards and pluralism of services and providers. The amendments to the Law have enabled some degree of decentralisation, a greater involvement of local self-governments in the development of

community-based services and a greater say of beneficiaries in the management of residential institutions.

Drafting of new Law on Social Welfare

The draft new Law on Social Welfare, currently in public consultation, is based on the experience and lessons drawn from the results of reforms carried out so far. It will create the conditions for further improvements in line with the following underlying principles:

- greater scope for the exercise of human rights and social inclusion;
- respect of the best interest of the beneficiary;
- active participation of beneficiaries;
- quality assurance system;
- development of community-based social services, NGO and public-private partnership.

The draft Law creates a framework for a modern regulatory system based on licensing and inspection according to national minimum standards of social services. This system will enable the growth and pooling of community-based social services and promote their integration into the system. The draft Law also foresees transfers from central level to support the development of community-based social services in underdeveloped LSGs and/or in LSGs where residential institutions are being transformed and for development of the innovative services. The Law will also contribute to a better coverage of social assistance benefit schemes and will promote the principle of active inclusion through better links between social benefits, social services and active labour market measures.

Other relevant laws

The Law on Financial Assistance to Families with Children, adopted in 2002, regulates centrally and locally funded cash benefits for children and families⁵. ***The Family Law***, passed in 2005, regulates family relations, relations between child and parents, adoption, guardianship, fostering and introduces special measures against family violence. For the first time in Serbia, child rights are legally regulated and special legal proceedings are foreseen to ensure the exercise of those rights.

The Law on the Prevention of Discrimination against People with Disabilities, adopted in 2006, regulates the prevention of discrimination based on disability as well as measures for social inclusion of persons with disabilities. ***The Law on the Prohibition of Discrimination***, adopted in 2009, bans discrimination on the grounds of race, religion, sexual orientation and gender in different areas of life such as employment and education. The law also provides for a special state representative to monitor possible discrimination, and propose sanctions. ***The Law on Refugees*** (1992) and ***the Gender Equality Law*** (2009) are fully in line with EU and international best practices. The Gender Equality Law provides equal opportunities in the exercise of rights and responsibilities, prevention and elimination of discrimination based on sex and gender in the political and public life, employment and work relations, social and health protection, family relations, education and culture, and legal protection procedures of persons exposed to discrimination.

⁵ See above section 1.1.7 *Social welfare system in Serbia*

ANNEX C: Administrative structures in Serbia

In accordance with the Law on Territorial Organisation in the Republic of Serbia, adopted in 2007, municipalities are the basic units of local self-government in Serbia. There are 150, each of which has an assembly, elected on local elections every four years, as well as a municipal president, public property and a budget. Municipalities should have more than 10,000 inhabitants (although some have fewer as they were formed prior to the adoption of the 2007 Law) and should encompass natural geographic areas which are connected through shared economic activity and have linked communities.

Most of the activities that come under the authority of municipalities relate to the design and implementation of development programmes, urban planning, issues regarding housing, utilities, property and land acquisition, in accordance with the Law on Local Self-Government, adopted in 2007.

There are also 23 cities, which are also a type of local self-government, each of which has an assembly, their own budget and a mayor. Territories that carry city status should have more than 100,000 inhabitants, but are generally similar to municipalities in terms of both administrative structure and competencies.

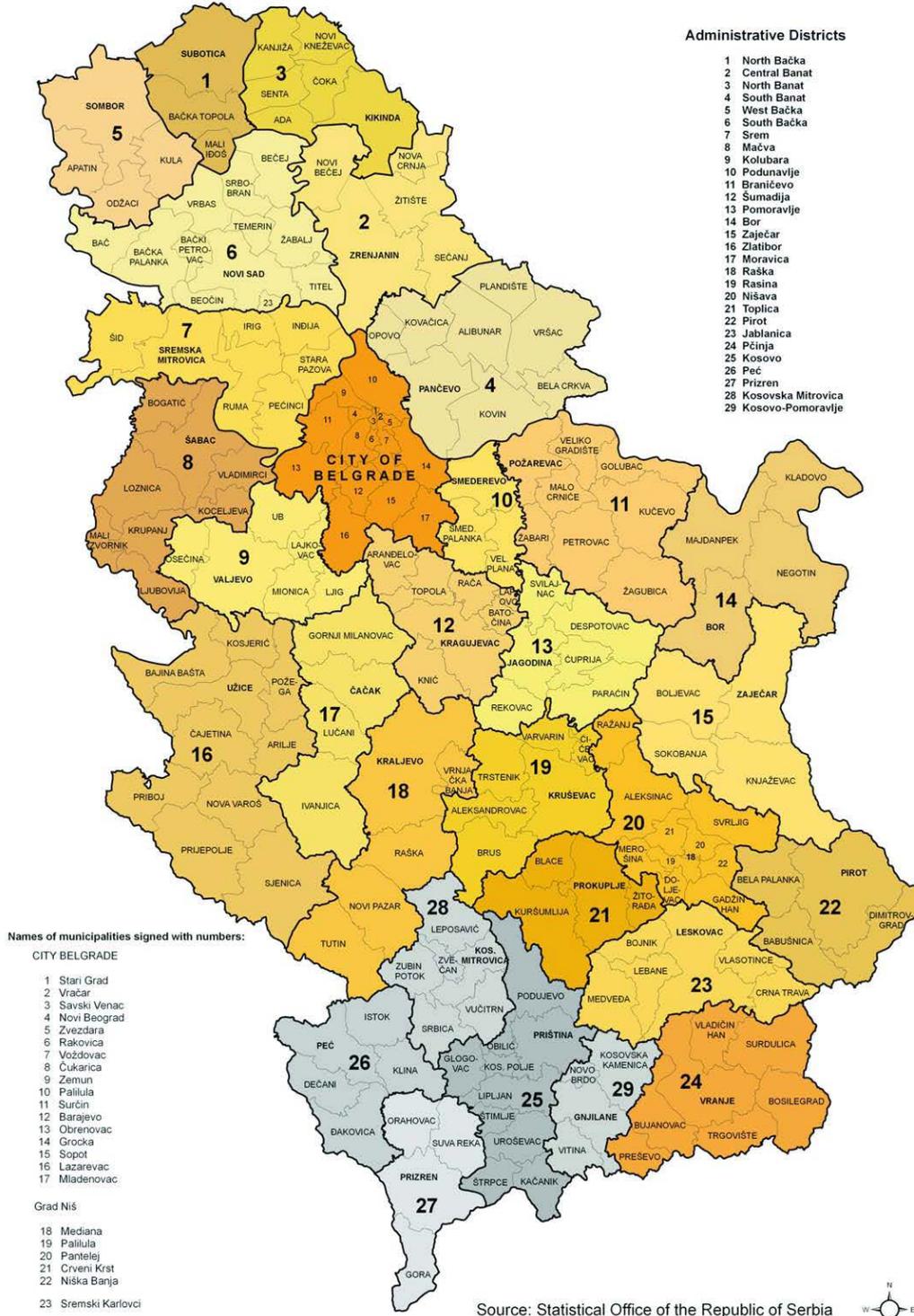
Autonomous provinces (APs) have their own assembly and executive council (government) and enjoy autonomy in some spheres, such as education and culture. AP Vojvodina, which lies in the north of Serbia, includes 39 municipalities and 6 cities. The Statute of Vojvodina, which sets out the province's jurisdictions, was approved by the [Parliament of Serbia](#) on 30 November 2009. AP Kosovo and Metohija is under the administration of UNMIK in accordance with the UN Security Council Resolution 1244 (1999).

In addition, there are 29 districts in Serbia - 17 in Central Serbia, 7 in Vojvodina and 5 in Kosovo and Metohija, while the City of Belgrade is a district on its own. These are made up of several municipalities and are administrative units, with no assemblies of their own, and host various state institutions such as funds, office branches and courts. Districts are not defined by the Law on Territorial Organisation, but are organised under Government Decree since January 1992.

The districts and municipalities of Serbia are shown in the figure overleaf.

REPUBLIC OF SERBIA - DISTRICTS AND MUNICIPALITIES

State as of 1 January 2008



ANNEX D: Inter-ministerial Agreement on the SCF Joint Body

Based on the Law on Ratification of the Framework Agreement between the Government of the Republic of Serbia and the Commission of the European Communities on the Rules for Cooperation concerning EC-financial assistance to the Republic of Serbia in the framework of the implementation of the assistance under the Instrument for Pre-accession Assistance (IPA) ("Official Gazette of the Republic of Serbia" № 124/07) and based on Article 27 of the Regulation on Principles of Internal Structuring and Systematisation of Jobs within Ministries, Special Organisations and Services of the Government ("Official Gazette of the Republic of Serbia" № 81/07, 69/08), the following is adopted:

AGREEMENT

ON ESTABLISHMENT OF THE JOINT BODY

FOR PREPARATION OF THE STRATEGIC COHERENCE FRAMEWORK

1. Joint Body for Preparation of the Strategic Coherence Framework (hereinafter: **Joint Body**) is established.
2. Goal of the Joint Body is to analyse drafts of the Strategic Coherence Framework, provides suggestions and recommendations, provides support to the activities during process of preparation of the Strategic Coherence Framework and monitors and coordinates preparation of Operational Programmes for IPA components of Regional Development and Human Resources Development. The enlisted documents shall be prepared in accordance with the existing national strategies adopted by the Government, as well as with the appropriate strategic framework of the European Union that is implemented upon IPA funds.
3. The Strategic Coherence Framework and Operational Programmes shall be introduced with decision made by the Government.
4. The Joint Body Consists of the following members:
 1. Ognjen Mirić, Strategic Coordinator for IPA components Regional Development and Human Resources Development, Office of the Deputy Prime Minister for European Integrations;
 2. Gordana Lazarević, Assistant Minister and Branislav Stipanović, independent Advisor within Sector for Preparation of the Budget of Treasury Department, Ministry of Finance;
 3. Rajko Perić, State Secretary, Ministry for Infrastructure;
 4. Nebojša Pokimica, Head of Department for Project Management, Ministry of Environment and Spatial Planning;
 5. Dragijana Radonjić Petrović, State Secretary and Ljiljana Džuver, Assistant Minister, Ministry of Economy and Regional Development;
 6. Tinde Kovač Cerović, State Secretary, Ministry of Education;
 7. Tatjana Matić, Secretary of the Ministry, Ministry of Labour and Social Policy;
 8. Goran Simunović, Department for Management of EU Funds, Ministry of Agriculture, Forestry and Water Management;
 9. Zoran Filipović, Assistant Minister, Ministry of Mining and Energy;
 10. Elizabet Paunović, Assistant Minister, Ministry of Health;
 11. Dušan Brajković, Advisor and Head of Group for Preparation of Projects, Ministry for Public Administration and Local Self Government;
 12. Petar Janjić, Advisor, Ministry of Telecommunications and Information Society;

13. Jadranka Đuričić, Senior Advisor, Ministry of Science and Technological Development;
 14. Zoran Cekić, State Secretary, Ministry for the National Investment Plan;
 15. Branko Budimir, Advisor, Serbian European Integration Office.
5. Representatives of other bodies and organisations and representatives of civil society organisations may participate, if needed, as experts and/or advisors in work of the Joint Body.
 6. Work of the Joint Body will be governed with Rules of Procedure that is an integral part of this Agreement.
 7. The Joint Body is headed by Ognjen Mirić, Deputy Director within the European Integration Office of the Government of Serbia.
 8. The Joint Body makes decisions with a consensus. The Government is responsible for solving of eventual disputes in work of the Joint Body.
 9. Implementation of this Agreement commences on the next day from accepting and signing of all institutions included in this Agreement.
 10. This Agreement is made in 15 originals, one for each of the institutions that has signed the Agreement.

Deputy Prime Minister of The European
Integrations And Minister For Science And
Technological Development
Božidar Đelić

Minister of Finance
Diana Dragutinović

In Belgrade

In Belgrade

Minister of Economy and Regional
Development
Mlađan Dinkić

Minister of Education
Žarko Obradović

In Belgrade

In Belgrade

Minister of Environment and
Spatial Planning
Oliver Dulić

Minister of Agriculture, Forestry and Water
Management
Saša Dragin

In Belgrade

In Belgrade

Minister of Labour and
Social Policy
Rasim Ljajić

Minister of Infrastructure
Milutin Mrkonjić

In Belgrade

In Belgrade

Minister of Mining and Energy
Petar Škundrić

Minister of Health
Tomica Milosavljević

In Belgrade

In Belgrade

Minister of Public Administration and
Local Self Government
Milan Marković

Minister of Telecommunications and
Information Society
Jasna Matić

In Belgrade

In Belgrade

Minister of the
National Investment Plan
Verica Kalanović

Director of Office for
the European Integrations
Milica Delević

In Belgrade

In Belgrade

ANNEX E: Rules of Procedure of the SCF Joint Body

ARTICLE 1: LEGAL BASIS FOR ESTABLISHMENT OF THE JOINT BODY FOR PREPARATION OF THE STRATEGIC COHERENCE FRAMEWORK

Based on the Law on Ratification of the Framework Agreement between the Government of the Republic of Serbia and the Commission of the European Communities on the Rules for Cooperation concerning EC-financial assistance to the Republic of Serbia in the framework of the implementation of the assistance under the Instrument for Pre-accession Assistance (IPA) ("Official Gazette of the Republic of Serbia" № 124/07) and based on Article 27 of the Regulation on Principles of Internal Structuring and Systematisation of Jobs within Ministries, Special Organisations and Services of the Government ("Official Gazette of the Republic of Serbia" № 81/07, 69/08) the Joint Body for preparation of the Strategic Coherence Framework is established (hereinafter; the Joint Body).

The Joint Body consists of representatives of Office of the Deputy Prime Minister for European Integration, Ministry of Finance, Ministry of infrastructure, Ministry of Environment and Spatial Planning, Ministry of Economy and Regional Development, Ministry of Education, Ministry of Labour and Social Policy, Ministry of Agriculture, Forestry and Water Management, Ministry of Mining and Energy, Ministry of Health, Ministry of public Administration and Local Self Government, Ministry of Telecommunications and Information Society, Ministry of the National Investment Plan and Serbian European Integration Office.

ARTICLE 2: THE STRATEGIC COHERENCE FRAMEWORK AND OPERATIONAL PROGRAMMES

In accordance with the Annex A of the Law on Ratification IPA Framework Agreement and article 23 of IPA Implementing Regulation, the Strategic Coordinator is responsible for coordination of assistance within IPA components three [Regional Development] and four [Human Resources Development]; preparation of the Strategic Coherence Framework in accordance with Article 154 of the IPA Implementing Regulation and harmonisation of sectoral strategies and programmes.

The responsible ministries shall prepare, based on the Strategic Coherence Framework and in cooperation and under guidance from the National IPA Coordinator and Strategic Coordinator, appropriate Operational Programmes.

The Strategic Coherence Framework represents the strategic document that defines priorities within IPA component III [Regional Development] and IV [Human Resources Development], specifically in areas of infrastructural investments within environmental protection and transport; development of economy and competitiveness, and employment, social policy, education as well as within the necessary technical assistance. The priorities shall be elaborated in more detail on the level of sectoral documents, i.e. Operational Programmes. Activities of the Joint Body will be organised through work in appropriate sub-groups, during preparation of Operational Programmes. Priorities that will be defined within these documents shall be based on national strategies and strategic guidelines of the European Union.

The Strategic Coherence Framework consists of the following:

- Brief analysis of strengths, weaknesses, opportunities and threats [so called SWOT analysis] of enlisted sectors and priorities in which government of the Republic of Serbia plans to direct funds within IPA components III and IV;
- Description of objectives in accordance with national strategies and with strategic guidelines of the European Union;

- List of Operational Programmes with brief description of key priorities within each of programmes;
- The indicative distribution of funds among programmes during three-year period, in accordance with the Multi-annual Indicative Financial Framework and with Multi-annual Indicative Planning Document [both documents are prepared by the EC];
- Mechanism of coordination with other national programmes, international financial institutions and donors;
- Mechanism of coordination with other IPA components.

Operational Programmes are consisting of the following:

- Estimation of the mid-term needs and goals, with emphasis on strengths, weaknesses, opportunities and threats in appropriate sectors;
- Overview of consultations with the relevant partners and with the representatives of civil society, where necessary;
- Description of the strategic priorities, bearing in mind the Strategic Coherence Framework, measures for its realisation and the indicators for assessment for its accomplishment;
- Description of assistance of technical activities, if anticipated;
- Identification of the end-beneficiary for each of the measures;
- Table with the financial allocation, in accordance with the Multi-annual Financial Framework that determines investments for each of the priorities and measures for its implementation;
- Proposal for the system of evaluation and monitoring;
- Indicative list of Major Projects, with description of status of the project documentation, expected sources of financing and indicative implementation timetable;
- Description of the Operating Structures that will manage and control implementation of the Operational Programmes.

Support in preparation of the Strategic Coherence Framework and Operational Programmes is provided with implementation of “Project Preparation Facility II” that is funded out of IPA 2007 funds. Strategic Coordinator, line ministries responsible for Operational Programmes and the Joint Body will work closely with experts within this project on preparation of these documents as well as on preparation of the appropriate project documentation.

ARTICLE 3: TASKS OF THE JOINT BODY

Tasks of the Joint Body are as follows:

1. Analysing drafts of the Strategic Coherence Framework and assessment of its harmonisation with the priorities defined in national strategies adopted by the Government and with priorities defined in the European Partnership and in Multi-annual Indicative Planning Document;
2. Supervision and coordination of preparation of Operational Programmes that will be prepared by the line ministries;
3. Creation of conditions for the Strategic Coherence Framework and Operational Programmes to be prepared in anticipated timeframe.
4. Identification of weaknesses and problems during process of programming of IPA components III and IV and proposal of measures to the Strategic Coordinator and National IPA Coordinator for their elimination.

Activities of Secretariat of the Joint Body are performed by the “Project Preparation Facility II” that is responsible for operational activities within work of the Joint Body.

ARTICLE 4: DECISION MAKING

The Joint Body makes decisions with a consensus. In a case when consensus cannot be reached the Joint Body is obliged to consult the National IPA Coordinator. Disputes in work of the Joint Body will be settled by the Government.

ARTICLE 5: DOCUMENTATION

Work of the Joint Body is based on reports and documentation prepared by members of the Joint Body or any other party that is involved in work of the Joint Body. Institutions participating in work of the Joint Body are obliged to provide, upon timely request made by the Strategic Coordinator, necessary reports and documentation at least 10 days before the meeting. The Joint Body will take into consideration reports and documentation that is prepared by the European Commission.

ARTICLE 6: MEETINGS AND PRESIDENCY

A minimum of three meetings of the Joint Body will be organised, bearing in mind that the Strategic Coherence Framework and Operational Programmes will be prepared between 2009 and 2011. Irregular meetings may be organised upon request made by the Strategic Coordinator or upon request made by the institution that participates in work of the Joint Body, with approval by the Strategic Coordinator. Meetings of the Joint Body are headed by Ognjen Mirić, Coordinator for EU funds within Office of the Deputy Prime Minister for European Integration.

Representatives of other bodies and organisations and representatives of civil society organisations, as well as representatives of the European Commission may participate, if necessary, and may take expert and/or advising role, because of the specific areas of support.

Secretariat of the Joint Body is responsible for organisation of meetings of the Joint Body and preparation of minutes from those meetings.

ARTICLE 7: CHANGE IN STRUCTURE OF THE JOINT BODY

If change of member of the Joint Body occurs, institution participating in work of the Joint Body is obliged to inform in writing the National IPA Coordinator regarding the change and, in the same time, to appoint the new member.

ANNEX F: List of partners & stakeholders consulted

This will be added following the full partner consultation in December 2010.

ANNEX G: Results of partner consultation

This will be added following the full partner consultation in December 2010.

ANNEX H: Report of ex ante evaluation and strategic impact assessment

This will be added to the final draft of the OP.

ANNEX J: Recent and ongoing assistance to Serbia under EU funds (2003-2011)

Title	Programme	Timescale	Budget*	Main activities
VET reform programme	CARDS 2003	2003 – November 2005	€13.0m	<p>Activities included:</p> <ul style="list-style-type: none"> • Capacity-building to policy development in the field of VET Reform (covering both initial and adult training); • Development and implementation of new curricula in 50 pilot schools in five economic sectors; • Transformation of five VET schools into regional training centres; • Establishing an Innovation Fund for schools; and • Upgrading the school infrastructure (equipment and other teaching aids plus rehabilitation of buildings).
Social Innovation Fund	CARDS 2003	2003-2010	€7.5m	<p><i>The Social Innovation Fund (SIF)</i> is a UNDP-managed initiative operating since 2003 and supported by CARDS, Norway, UK and the Ministry of Labour and Social Policy. SIF is a grant facility supporting the development of community-based social services. In addition to grants, it also provides technical assistance, training and support for the implementation, monitoring and evaluation of local social services. Over 300 projects have been financed through calls for proposals and capacity building activities have been organised for over 500 professionals from more than 300 organisations. SIF strongly contributed to the meeting objectives of the social welfare reform by supporting the development of community initiatives as an alternative to institutional care towards different beneficiary groups (such Roma, children, persons with disabilities, victims of violence, elderly, etc).</p>
VET reform programme - Phase II	CARDS 2005	2005 – May 2008	€3.2m	<p>Activities included:</p> <ul style="list-style-type: none"> • Increasing the institutional capacity of the Ministry of Education and other national stakeholders to develop and implement appropriate strategy frameworks, including the development of a National Qualifications Framework; • Developing and implement new curricula in 22 pilot schools in three economic sectors; • Strengthening the operations of five regional training centres for adults; • Supporting implementation of the EIB Education Sector Loan; and • Supporting tendering of separate IT and specialist VET equipment supply contracts.

Support for the development of national employment policy	CARDS 2006	2007-2009	€1.5m	<p>Twinning project with German Federal Ministry of Labour and Social Affairs), with following objectives:</p> <ul style="list-style-type: none"> • Providing support to Serbian Ministry of Economy and Regional Development in the area of developing, implementing and monitoring employment policy (especially National Employment Strategy and National Employment Action Plan); • Supporting gender-sensitive approach in the employment policy; • Strengthening the regional and local employment policy development and implementation of decentralisation process with special attention to the Local Employment Councils.
Modernisation of NES	CARDS 2006	2007-2009	€1.5m	<p>Twinning project with German Federal Employment Agency with following objectives:</p> <ul style="list-style-type: none"> • Strengthening the overall structure, institutional capacity, management and operation of NES, further development the competences of NES staff enabling them to design, implement, monitor and evaluate labour market and human resource development projects. • Modernisation and expansion of NES services offered to clients taking into account the needs of jobseekers and employers. • Implementation of operating models to ensure the provision of professional individual services, services for jobseekers and employers, and self-services.
VET reform programme - Phase III	CARDS 2006	May 2008 – June 2009	€0.8m	Supporting schools that already have pilot profiles, or have the opportunity to apply for one of the pilot profiles. In this phase, 74 further VET Schools were involved in the project.
Equipment for VET schools	CARDS 2006	2006	€3.0m	Supply of IT and specialist equipment to VET schools.
Support to the implementation of anti-discrimination legislation and mediation in Serbia	CARDS 2006	2008-2010	€2.0m	<p>Implemented by UNDP, activities include:</p> <ul style="list-style-type: none"> • Institutional support to the agencies and bodies involved in the implementation of current and future antidiscrimination legislation; • Enhancing and mainstreaming further legislative developments in the field of antidiscrimination; • Strengthening the role of alternative dispute resolution mechanisms in the overall implementation of antidiscrimination provisions; • Awareness raising within key groups and the society at large on the importance of equal treatment and the relevance of new antidiscrimination rules

Transforming residential institutions for children and developing sustainable alternatives	CARDS 2006	2008-2010	€1.39m	<p>Implemented by UNICEF, addresses the following areas of child care reform in line with the Social Welfare Development Strategy and the National Plan of Action for Children:</p> <ul style="list-style-type: none"> • Policy development and support to legislative reforms so as to ensure the fulfilment and respect of the rights of the child without parental care or with special needs; • Capacity-building and support to increasing the quality of care – through enhancing child-centred programs, increasing professional competencies, accountability and independent monitoring; • Up-grading and developing family and child support services – including foster care, day care services and home care assistance
Modernisation of the vocational education and training system in Serbia	IPA 2007	October 2009 – April 2012	€4.0m	<p>Activities include:</p> <ul style="list-style-type: none"> • Strengthening the institutional capacity and improving governance of the initial and continuing vocational education and training system through the establishment of a VET Council, creation of an executive Agency for VET and by strengthening social partnership at all levels; • Further improving the national qualification system and supporting the introduction of modernised VET programmes in all schools across at least two economic sectors; • Supporting the development and implementation of a Quality Assurance System for VET, identifying broad indicators and procedures for an efficient monitoring of the system; • Developing continuing vocational education and training (CVET); • Supporting procurement of VET reform related equipment – technical specifications, tender dossier preparation, evaluation and monitoring of contracts; • Supporting ongoing EIB works and procurement of new school infrastructure – tender and contract preparation and monitoring of works contracts for a potential future EIB Education Sector loan
Further support to refugees and internally-displaced persons (IDPs) in Serbia	IPA 2007	January 2010 – July 2011	€10.0m	<p>Activity 1 (grant scheme):</p> <ul style="list-style-type: none"> • Implementing durable solutions for IDPs and refugees - distribution of 296 construction material sets, 200 income generation units and purchase of 600 village houses and garden plots for persons from private accommodation that have not been involved in any type of assistance so far. Construction of 80 of apartment units for life in socially protected conditions <p>Activity 2 (service contract):</p> <ul style="list-style-type: none"> • Providing technical assistance to the institutions of the Government of Serbia dealing with refugees and IDPs; • Enhancing the capacity of the Government of Serbia with regard to providing legal assistance to refugees and IDPs - Implementation of free legal aid programme and provision of assistance to 1500 individuals and the establishment of a cross border/boundary framework of support with Croatia, Bosnia and Herzegovina and Kosovo and Metohija for return/integration.

National Employment Service's forecasting and data management	IPA 2008	March 2010 – October 2011	€1.5m	Activities include: <ul style="list-style-type: none"> Improving the performance of the National Employment Service (NES) in the areas of labour market trends forecasting and monitoring and evaluation of active labour market programmes; Increasing the efficiency and effectiveness of NES operations through implementation of software solutions covering the above areas; Introduction and implementation of appropriate methodologies for labour market trends analysis and monitoring and evaluation of labour market programmes and implementation of capacity building measures for relevant stakeholders.
Support for quality assurance within the national primary and secondary education examination system	IPA 2008	September 2010 – August 2012	€4.0m	Activities include: <ul style="list-style-type: none"> Developing and implementing the Quality Assurance System for general education and VET, giving priority to development of a national examination system and increasing the capacity of the MoE and other relevant institutions; Developing national models of the different final examinations in cooperation with the state institutions; Preparing materials for handbooks and instruments for four types of final examinations/matura in cooperation with state institutions; Training teachers, school principals and other relevant actors who will implement the different final examinations; Revising existing databases of the results of students' achievements; Analysing and evaluating the first run or pilot implementation of the different final examinations (support to pilot schools in using the results of the final examinations in their self-evaluation, NQF under development in two vocational education and training sectors linked to the proposed national examinations system).
Education for All - Increasing the availability and quality of education for children from marginalised groups	IPA 2008	February 2010 - February 2012	€3.0m	Activities include: <ul style="list-style-type: none"> Enhancing technical and administrative capacity of the Ministry of Education and other relevant institutions and partners which have a role in policy-making and implementation of the education sector action plan and more specifically the Action Plan for the Strategy for the Improvement of Roma Education; Preparing basic materials and operational tools (legal, administrative and financial frameworks) for the implementation of activities defined in the Action Plan for Strategy for the Improvement of Roma Education developed; Pedagogical, social-psychological and cultural empowerment of relevant pedagogical groups (school and kindergarten principals, pedagogical assistants, schools' and pre-school institutions' employees and pedagogical advisors) supported by the training for new pedagogical methods, development of adequate learning materials, and a catalogue on innovative ideas for extra-curricular activities.

"The Second Chance"— Systemic development of elementary, practice-based adult education in Serbia	IPA 2008	September 2010 - September 2013	€9.6m	<p>Supporting the development of a modern, Functional Elementary Education for Adults (FEEA), accessible and responsive to learners and labour market needs, in line with the lifelong learning concept and focusing of life skills and competences through:</p> <ul style="list-style-type: none"> • Developing the Functional Elementary Adult Education (FEAE) concept; • Designing and testing the FEAE curricula; • Providing technical equipment and didactic materials for implementation of the FEAE programme in 80 elementary schools; • Strengthening the capacity of the human resources of the Ministry of Education and other stakeholders; • Delivering an extensive public awareness action on FEAE.
Support to refugees and IDPs	IPA 2008	December 2009 – July 2012	€6.0m	<p>Activities include:</p> <ul style="list-style-type: none"> • Component 1: Housing and income-generation support <ul style="list-style-type: none"> ○ <u>Provision of housing solutions for refugees through distribution of</u> building material packages and delivery of material for prefabricated houses and their installation ○ <u>Enhancement of IDPs' housing conditions through distribution of</u> building material packages and provision of provide alternative accommodation in a socially protected environment ○ <u>Support to starting up or expanding income-generating activities for refugees and IDPs</u> • Component 2: Legal aid/assistance and information provision <ul style="list-style-type: none"> ○ <u>Legal Aid/Assistance Provision through established offices and mobile teams enabling adequate access</u> to legal aid/assistance in all regions with IDP and refugee population. Training of staff in international human rights law and domestic legislation procedures before the main judicial and non-judicial bodies. Legal database developed .for registering cases received and conducting regular case follow-up and designed and implemented advocacy strategy before the relevant institutions to address the specific legal problems faced by IDP and refugee populations ○ <u>Information Dissemination</u> included distribution of print media targeting the IDP and refugee population, radio programmes widely broadcasted, public information campaigns carried out in relation to the specific needs of IDPs and refugees and important policy shifts in the activities of the main stakeholders and call centre for IDPs and refugees established

Fostering social inclusion by strengthening institutions that provide community-based social protection services	IPA 2008	2010-2013	€5.5m	Activities include: <ul style="list-style-type: none"> • Strengthening the Ministry of Labour and Social Policy's capacity to monitor, evaluate and supervise decentralised and well-targeted community-based social protection services in the Republic of Serbia; • Clustering municipal authorities in at least 10 regions of Serbia to adopt shared Community-Based Social Service Protection Strategies, and develop targeted local level community-based social protection services to implement these strategies; • Sensitising public opinion in Serbia, particularly at local levels, to the needs of vulnerable groups in general, and children with disabilities in particular, leading to a change in models of acceptance and care for these groups in society; • Implementing one service contract and grant scheme through a direct award to UNICEF.
Improvement of pre-school education in Serbia (IMPRES project)	IPA 2009	January 2011 – January 2014	€5.0m	Activities will include: <ul style="list-style-type: none"> • Developing a tool-kit for local self-government (LSGs) to systematically organise their pre-school networks, to optimise pre-school capacity and increase access for vulnerable groups; • Improving access to pre-school education for children, especially those from vulnerable groups; • Improving the quality of pre-school programmes in targeted municipalities to better respond to the needs of children, families and the local communities, with particular attention to vulnerable groups.
Supporting access to rights, employment and livelihood enhancement of refugees and IDPs in Serbia	IPA 2009	Possible start date December 2010 – March 2015	€13.54m	Activities include: <ul style="list-style-type: none"> • Component 1– Commissariat for Refugees & the Ministry of KiM <ul style="list-style-type: none"> ○ Organisation of training/vocational training for jobs in high demand and jobs suitable for self-employment based on NES analysis ○ Residential facilities for the most vulnerable categories of refugees & IDPs ○ Encouragement and facilitation of sustainable return, including planning and implementation of outreach campaign, support pertaining to returnees' relocation administrative issues, and delivery of assistance kits to returnees • Component 2 - Ministry of Labour and Social Policy - Improving conditions for social inclusion of IDPs in 20 local communities in Serbia <ul style="list-style-type: none"> ○ Targeting at least 20 municipalities to sign contracts for the development of community based social services which will be run by IDP staff (home care services, day care centres and clubs); ○ Educating IDPs which are users of social assistance (family social allowance) as future care providers of social protection services; ○ Implementing public awareness activities to promote new services developed through the project; ○ Managing and implementing a grant scheme for social inclusion.

Higher education teaching infrastructure programme (HETIP)	IPA 2010	2011 - 2014	€25.0m	<p>Activities will include:</p> <ul style="list-style-type: none"> • Supervising the implementation of projects under the Research & Development Infrastructure initiative, which will be funded through a €200m EIB loan agreement with the Republic of Serbia; • Improving the quality of education and training in Serbian higher education institutions which is demanded by the new knowledge-based society, modern learning processes, standards of industrial research and emerging labour market needs; • Selecting and implementing priority teaching infrastructure and supply projects, technical assistance to support implementation of teaching infrastructure projects, technical assistance to supervise implementation (project management unit) of €200m R&D Infrastructure Initiative (EIB)
Capacity building of institutions involved in migration management and reintegration of returnees in the Republic of Serbia	IPA 2010	<i>Start date not yet known – May 2014</i>	€13.54m	<p>Activities will include:</p> <ul style="list-style-type: none"> • Evaluating the Strategy for Migration Management and action planning; • Improving the mechanism for information exchange; • Improving institutional capacity; • Strengthening national and local authorities in order to plan monitoring and carry out reintegration process for returnees; • Public awareness-raising.
Provisional				
Preparation of Serbian labour market institutions for European Employment Policy	IPA 2011	<i>Not yet known</i>	€3.5m	<p>Activities will include:</p> <ul style="list-style-type: none"> • Preparing staff for EU employment strategy and other employment related regulations, and instruments used within open method of coordination, preparation of JAP, National Classification of Occupations adjusted to ISCO 08 standards; • Capacity-building of Local Employment Councils for interpreting data on labour market needs and developing coordinated responses to unemployment and for developing, and steering the implementation of Local Employment Action Plans in line with the local LM situation; • Disseminating methodologies for monitoring and evaluation of ALMPs and forecasting LM trends throughout NES branch offices, commencing establishment of the system of mid- and long-term forecasts and establishing evidence-based employment policy creation; • Designing, implementing and evaluating Annual NEAPs

General education and human capital development	IPA 2011	<i>Not yet known</i>	€9.1m	<p>The objective will be to improve human capital by enhancing quality and the effectiveness of the educational system. The project aims to reform compulsory (elementary) and general secondary education through:</p> <ul style="list-style-type: none"> • Curriculum development in primary and general secondary education; • Professional teachers' development focused on the establishment (development) of functional and transversal competencies of teachers; • Developing and equipping practice classrooms as teaching bases for professional development of teachers.
Enhancing the position of residents in residential care institutions for persons with mental disability and mental illness and creation of conditions for their social inclusion in the local community	IPA 2011	<i>Not yet known</i>	€4.7m	<p>The objectives will be:</p> <ul style="list-style-type: none"> • Supporting further deinstitutionalisation process as one of the key priorities in reforming residential care services provided in Serbia; • Assisting 13 institutions specialised in providing residential care to persons with intellectual disabilities and mental disorders • Improving living conditions and quality of life of residents in the respective residential care institutions and in parallel supporting their social inclusion into community. <p>This will be achieved through:</p> <ul style="list-style-type: none"> • Reconstruction works and procurement of the necessary equipment for the respective institutions; • Developing the integrated social-health care programme through joint work of the health and social sector professionals, and delivering training to professionals and careers to provide a mix of combined social and healthcare services; and • Developing the integrated community-based social and health services which will enable beneficiaries' life in the family and local community and their integration in society

* Total budget including national co-financing

ANNEX K: Recent and ongoing bilateral and multilateral assistance to Serbia

Title	Donors	Timescale	Budget	Main activities
Education improvement loan	World Bank loan	2002-2007	\$10.0m	Modernising the education system (including the development of an IT system) and establishment of the Centre for Assessment and Standards
Employment promotion project	World Bank loan and UK	2003-2006	\$4.5m	Opening 13 transition centres, preparation of business incubator, establishment of staff training centre for Ministry, establishment of clusters, opening 8 job clubs, carrying out 8 local economic development studies, data base on redundancies established in NES, manuals for delivery of active employment policy measures designed.
Serbian labour market institutional capacity-building	Sweden	2004-2007	€1.78m	Strengthening capacities of NES head office and three pilot NES branch offices (Belgrade, Šabac and Novi Sad) and raising the level of services rendered to employers and the unemployed through the development of self-service system, through access to NES data base (on vacancies, etc), call centre establishment, introduction of management by objectives system, development of social dialogue, improvement of internal and external communication.
Educator development programme	Canada	2004-2007	\$2.4m	Providing educational management training for key actors at different governance levels.
Serbia's consolidated collection and pension administration reform project	World Bank	2005-	\$25.0m	Increasing effectiveness and efficiency of the pension and disability insurance system in Serbia, through: <ul style="list-style-type: none"> • Modernising and streamline all procedures; • Setting up a unique database of insured persons and beneficiaries; • Building administrative capacity; • Raising awareness and inform the public about pension and disability insurance system and pension reform policies
Supporting the implementation of the Social Welfare Development Strategy (SWDS)	Norway and UK	September 2006 – December 2009	€4.19m	Building capacity of MoLSP, local self-governments and other central and local stakeholders in the social welfare system to effectively implement the Strategy and Action Plan, and the broader social inclusion reform process. The support included: <ul style="list-style-type: none"> • Developing coordination and implementation of SWDS, social policy planning at local level, regulatory system development, fiscal decentralisation, donor coordination, PR; • Involving ISPs, SIF, SCTM, other ministries, LSGs, CSWs, residential institution & the NGO sector etc with defined responsibilities for an effective implementation of the SWDS through the WGs; • Designing a model for the development of national minimum standards for 16 social services and designed service regulatory system; • Introducing case management method in all CSWs; • Developing local strategic documents on social policy in 31 cities & municipalities, with action plans and budgets for their implementation; • Supporting 37 new or existing community based social services through grant scheme; • Enhancing capacities in social policy strategic planning in 4 major cities; • Supporting work on drafting the new Law on Social Protection, etc.

TourReg and ECONET 3- 5 and Final	Austria	2005-2012	€2.56m	Funding and operation of VET reform projects in pilot business administration and tourism related schools
Functional education of adult Roma people	Open Society Institute	2006-2009	€0.37m	Roma Education Funds project on piloting models of training, monitoring and exams for the lowest qualification level (assistant bricklayer, assistant cook, etc.), and scholarship and mentoring in Vojvodina region piloted
Development & implementation of the accreditation system for social care professionals in Serbia	Norway	2007-2008	€0.52m	Developing the accreditation system in the Institute for Social Protection (ISP) for the training programmes for social care providers and professionals. The implementation of the accreditation system is one of the pillars of the quality assurance system in social welfare and provides a solid base for the implementation of licensing system for social service providers.
Severance to job	Austria	2007-2009	€2.05m	Piloting a new concept in employment and re-employing workers who were made redundant by means of investing their severance pay (or a part of it) in their new employment (implemented by UNDP).
Youth employment promotion	Italy	2007-2009	\$1.2m	Implemented by ILO, the main project objectives were: <ul style="list-style-type: none"> • Improving capacities of Serbian labour market institutions for designing and delivering youth employment policy and for creation, implementation and evaluation of targeted measures; • Successfully pilot-testing integrated package of active measures targeted at increase of youth employability and employment prospects; • Raising public awareness about youth employment challenge and possibilities for solving it.
VET reform programme	Germany	2007-2012	€5.5m	Funding for VET reform project in 35 pilot schools, in the fields of economy, law and administration in order to create better opportunities for employing young people: introduction of new educational profiles, professional education of teachers, practical exercises in virtual enterprises, new “matura” etc
Support to the establishment of a teacher training system, Phase III	Switzerland	2007-2010	CHF2.0m	Developing a decentralised system of professional development for education personnel which supports education reform and is receptive to the needs of the region, schools and those employed in education
Modernisation & integration of the labour inspection system in the Republic of Serbia in accordance with ILO and EU standards and practice	Norway	December 2008 - 2010	€0.2m	Activities include: <ul style="list-style-type: none"> • Designing labour inspection policy; • Designing a handbook for labour inspectors with the methods for enforcement of labour inspection policy and code of ethical behaviour for labour inspectors; • Carrying out training and informative campaigns enhancing training of social partners and stakeholders (employers and trade unions); • Conducting informative activities for promotion of compliance with laws and better understanding of the public on the objectives and effects of the activities of integrated labour inspection.

Combating sexual and gender-based violence	Norway	December 2008 - 2011	€3.0m	<p>Implemented by UNDP, aims to strengthen the capacity of the Gender Equality Directorate (MoLSP) and other relevant institutions, both at central and local level, who are dealing with issues related to sexual and gender based violence, through:</p> <ul style="list-style-type: none"> • Developing and implementing systematic solutions to address sexual and gender- based violence; • Developing standard procedures and protocols for relevant services for victims; • Developing a coherent data gathering system on gender based violence; • Supporting coordination among relevant institutions and raised public awareness activities; • Implementing a grant scheme to support local level actors.
Monitoring school quality in Serbia	Netherlands	2009-2010	€0.2m	<p>Aims to result in defined standards and instruments of external evaluation, as a useful instrument for development of responsible and quality work of schools. Manuals for external evaluation will be available for all directors and staff of primary and secondary schools.</p>
Support to national efforts for the promotion of youth employment and management of migration	Spain	2009-2011	\$8.04m	<p>Implemented by 4 UN agencies (ILO, UNDP, UNICEF, IOM), the main objectives are:</p> <ul style="list-style-type: none"> • Including youth employment and migration policy objectives into National Development Strategy; • National institutions to develop integrated labour market and social services that meet employment and migration policy objectives targeting disadvantaged young women and men; and • Implementing integrated employment programmes and social services targeting young returnees and other disadvantaged young women and men in three target districts (Beogradski, Južnobački and Pčinjski).
Strengthening capacity for inclusive local development in Southern Serbia	Norway, Sweden, Switzerland	2009-2011	\$5.42m	<p>Implemented by UNDP, the component on Economic Development will include a sub-component aimed at reducing discrepancies in wealth and employment between ethnic groups, and with other parts of the country in the two target districts: Jablanički and Južnobački</p>
Delivery of Improved Local Services (DILS)	World Bank	2009-2012	\$46.0m	<p>Assisting the Government to increase the capacity of institutional actors in order to improve access to and the efficiency, equity and quality of local delivery of health, education and social protection services, in a decentralising environment, by:</p> <ul style="list-style-type: none"> • Helping to implement systems to compensate for inequalities across municipalities; • Improving outreach and access through innovation in social service delivery; • Providing support for new regulatory, oversight and quality assurance roles for state level ministries; and • Capacity-building amongst local self governments and other local service providers.

School modernisation programme	EIB loan	June 2010 – December 2012	€100m	<p>The project will support the increase in supply and quality of pre-university education in the Republic of Serbia. The objectives of the project are:</p> <ul style="list-style-type: none"> • Improving quality of learning conditions for students at all levels of pre-university education; • Increasing equity in the education system and • More efficient allocation and investment in physical infrastructure. <p>The support will focus on assisting Serbia in:</p> <ul style="list-style-type: none"> • Developing a strategy for investments in educational facilities; and • Developing and improving education infrastructure, to be selected according to an investment prioritisation and decision support framework.
Creation and implementation of licensing system for social service providers across Serbia	Norway	2011-2013 (not yet approved)	€0.6m	Assisting the Ministry of Labour and Social Policy to design licensing model for social service providers and pilot it with an aim to create and implement licensing system in line with the new draft Law