

IPA National Programme 2009 Part II – Bosnia and Herzegovina

Fiche 9 “Labour and Education”

1. Basic information

1.1 CRIS Number: 2009 / 021-650

1.2 Title: Promoting labour market competitiveness

1.3 ELARG Statistical code: 02.19 Economic criteria / Social policy and employment

1.4 Location: Bosnia and Herzegovina

Implementing arrangements

1.5 Contracting Authority: European Commission

1.6 Implementing Agency: European Commission

1.7 Beneficiary:

Ministry of Civil Affairs in BiH

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Other beneficiaries:

The Agency for Labour and Employment BiH, as well as relevant entity Labour Ministries, Entity Employment Offices and Employment Office of Brcko District of BiH, sub-entity bureaus, employers, education and training actors, social partners, NGOs. Entity and Cantonal Ministries of Education and of BiH, education department of the Government of Brcko District of BiH, Statistics Institutes (Agency for Statistics of BiH, Institute for Statistics of FBiH, Institute for Statistics of RS)

Financing:

1.8 Overall cost (VAT excluded): EUR 5 167 491

1.9 EU contribution: EUR 5 000 000

1.10 Final date for contracting: Two years following the date of the conclusion of the Financing Agreement

1.11 Final date for execution of contracts: Two years following the end date of contracting

1.12 Final date for disbursements: One year following the end date for the execution of contracts

2. Overall Objective and Project Purpose

2.1 Overall objective

Strengthening the human resource capacities and making labour market work effectively, thus contributing to the overall development of society and to the promotion of economic and social cohesion.

2.2 Project purpose

Support the institutional development in the sectors of Education, Labour Market and Employment.

The project purpose is two-fold and shall in a synergetic way contribute to the ultimate goal to improve the quality of the workforce and to reduce the unemployment rate, by:

- improving the institutional capacity of labour market management and employment service delivery at national, entity- and sub-entity levels, and
- setting up the conditions and the preliminary steps for a successful implementation of the adult learning strategy.

2.3 Links with AP/NPAA / EP/ SAA

European Partnership with BiH for 2008:

3.1 Short –term key priorities: Reduce structural rigidities that distort the functioning of the labour market, in particular the taxation of labour, levels of social transfers and wage-setting mechanisms in order to increase the participation and employment rates.

3.1. Short-term priorities- Education and Research: Resolve fragmentation of the educational system and the overlap of functions between different levels of organisation. Strengthen policy development and strategic planning to improve the quality of education. “...Strengthen policy development and strategic planning to improve the quality of education”.

3.2. Medium term priorities- Education and Research “Take measures to improve the education system ... and to create a modern vocational education and training system.”

3.2 Medium term priorities- Statistics Develop reliable economic statistics and build up institutional capacity to produce and publish basic statistical data harmonised with European standards, in particular in the areas of national accounts, agricultural, macroeconomic and business statistics, and social statistics, including education, labour and health statistics.

The national Action Plan for implementation of the priorities from European Partnership document for the period 2008-2012”:

EP3.KP.070 - To develop a social dialogue mechanism: To implement the training activities, including employment strategy.

EP3.SP.147 - To take measures in order to improve the education system, including primary education and to create a modern system of vocational education and training.

The national Action Plan for implementation of the terms of Interim Agreement and SAA:

No 99 - “...facilitate the development of the employment policy in BiH, in the context of strengthened economic reform and integration ...concerning working conditions and equal

opportunities for women, for people with disabilities and for people belonging to minority groups...”

No 100 – “...The Parties shall co-operate to raise the level of general and vocational education and training in BiH, as well as youth policy and youth work, including non-formal education”.

2.4 Link with MIPD

3.2. Strategic objectives for IPA assistance over the period 2009-2011: “Education reform and developing a national strategy on research will promote the development of economy and society and active labour market measures shall assist in combating unemployment.

The challenges for Bosnia and Herzegovina are ...to reform the education system, to adopt active labour market measures and to reduce structural rigidities which distort the function of the labour market.”

3.4.1.2 Employment and Education: “Support the reform of the **education** system and support active **labour market** measures.”

A coordinated employment strategy is adopted, corresponding action plans are developed and implementation started throughout the country. EU requirements on free movement of labour and minimum social standards are implemented

2.5 Link with National Development Plan

Mid-term Development Strategy of PRSP (2004-2007):

Item 231 of Chapter I 7.4: Increase employment and improve links between human resources and Labour market

Chapter II 2.7: Measures for improving active labour markets in BiH

MTDS Action Plan encompasses several measures and activities for reform, namely:

(i) a detailed analysis of labour market demand as a part of ongoing education reform; (ii) harmonising legislation on adult education and appropriate legislation and instruments for lifelong learning, (iii) improving the specialized training of secondary school graduates according to labour market needs, including adults (particularly unemployed and disabled people) and (iv) increasing the mobility of labour force through retraining.

Draft National Development Strategy 2008-2013 is currently in its final phase of preparation.

2.6. Link with national/ sectoral investment plans

Strategy of Vocational Education and Training 2007-2013 relate to the following:

“...raise awareness of the importance of lifelong learning; develop and support institutions for adults education and training....create a knowledge society, set standards of competent institutions.”

Strategic Directions of Education Development 2008-2015 includes several short-term, mid-term and long-term goals that are related to education and training of adults.

Strategic directions of education development in BiH with the implementation plan 2008-2015 envisages the establishment of adequate statistics of education in BiH.

The Roma Education Action Plan (prepared in 2004 and will be revised in 2009) includes, in addition to employment segment, education and training of Roma adults as well and obliges the competent institutions to plan the needs of unemployed Roma, providing them with basic education, vocational education and career guidance.

The Gender Action Plan for BiH includes a chapter on life-long education obliging relevant government institutions to create equal opportunities and access to education for girls and boys, women and men.

3. Description of the project

3.1 Background and justification

BiH has made progress in macroeconomic stabilisation and structural reforms, as shown by annual economic growth figures (6.0% in 2007¹ and estimated 5.5² % in 2008)³, improved fiscal discipline moving in both entities towards more balanced budgets.

However, current socio-economic situation of the country requires financial support to combat high unemployment. According to the Labour Force Survey data (2008) both, the labour force activity rate of 43.9% (31.6% for women) and the employment rate of 33.6 % (23, 1 % for women) are low. Less than half of the total numbers of persons in employment worked (47%) in services, 32, 5% in industry and 20, 6% in agriculture. One of the major challenges for the BiH labour market is the lack of job creation in the formal economy, whereas the informal sector's share of employment is high (39.5% of total employment in 2004).

Although the unemployment rate shows a trend of decline from 31.1% in 2006 to 23.4% in 2008, yet it is still the highest rate in the region. It is especially alarming unemployment rate of women and young people, especially as it is expressed as a long-term and lasting problem.⁴ The employment rate of young people 15–24 years old (12.6%) remains much lower than the EU average. The informal economy is estimated to account for 37% of GDP in FBiH and 21% in RS⁵.

Component I: Labour and Employment

In order to make the labour market work more effectively, the institutional capacities of labour market management needs to be improved. This includes adopting the agreed employment strategy, programming active labour market measures in consultation with the Social and Economic Councils at entity level, and improving employment service delivery at the local level. Previous projects (see linked activities in 3.6) have assessed the core problems of the labour market in BiH and revealed needs for the improvement in many areas, of which the strengthening of capacities of employment service to implement active labour market policies shall be addressed in this component.

There is an urgent need to combat long-term unemployment, which has reached high incidence and affects mainly unskilled and low skilled persons. This confirms the need to

¹ EC, DG Economic and Financial Affairs, CCEQ, July 2007

² Central Bank of BiH, May 2009.

³ EC, DG Economic and Financial Affairs, CCEQ, July 2007

⁴ Agency for Labour and employment BiH, <http://www.agenzrbh.gov.ba>

⁵ ETF: Labour market review of Bosnia and Herzegovina, 2008

effectively implement the Adult Learning strategy but also to expand and improve Active Labour Market measures, including counseling and placement services.

This project shall also draw on synergies from the IPA 2007 projects which are addressing Active Labour Market Policy and capacity building of Social Partners, and will focus on further strengthening the institutional capacity of the Employment Services.

The capacity building for labour market management will comprise tools and methodologies to carry out labour market analysis and to identify flows and transitions in the labour market, including cross border movements, approaches to identify key target groups for active labour market measures and to improve matching of supply and demand. A sustainable system of continuous capacity building of the staff of the Employment Agencies will be developed, based on a prior qualification needs assessment.

Furthermore, the 14 Governments (state, 2 entities, Brcko district and 10 cantons) have adopted a '10 Steps' budget planning and preparation framework which sets out a medium-term budget process with clearly defined responsibilities for relevant participants and a harmonised budget timetable. The '10 Steps' process requires each Budget User to submit detailed information at key stages of the budget process. The Medium Term Expenditure Framework process at entity and state level has improved steadily over the course of the last couple of years. New systems and procedures have been developed to enhance the quality of the budget planning process and to ensure that the high priority government programmes get adequate funding. Budget users at state, entity, canton and District of Brcko government levels have received training in strategic planning, programme budgeting and budget analysis. Therefore, the project will develop capacity at various government levels for budgetary planning and put in place above described "Ten steps" budgetary calendar.

Component II: Education

Current adult education is partly governed by the Framework Law on Primary and Secondary Education Article 3, promoting lifelong learning, and Article 20 that refers to adult education. The Framework Law on Vocational Education and Training refers to the organization of training for adults: Overall, the existing and under preparation legislative framework reveals that the vision about adult education and training is to a great extent influenced by the secondary VET provision. There is less attention to the necessity to meet the wider needs about literacy, personal development and social cohesion, and financing issues are not covered at all. All mentioned explain why the need for an overall strategy for the development of adult learning prepared through active participation of the relevant stakeholder. There is a huge need for immediate and greater investment in adult learning in BiH. Similar to the trends in EU countries also BiH starts to face the negative national increase of population. The huge unemployment still needs to be effectively addressed and special attention has to be given to vulnerable groups, particularly women (percentage of women with no education (17%) is almost triple than that for men (6)), long term unemployed, young unemployed and Roma who are in the most disadvantaged situation. In addition, the current unemployment among those lower educated and those with medium level skills needs to be addressed through employment policy.

However, there are some promising initiatives and projects related to adult learning developed by Ministries and/or by enterprises or NGOs. However, changes are needed in the ways adult learning will be provided and funded. It will be important to identify and implement the appropriate incentives aimed at priority groups and at the training providers, and to ensure efficient partnership among all actors including the providers (public and private), the labor market and educational authorities and the social partners.

As a first step, a financial support can be provided through grant schemes supporting projects well designed in close cooperation between beneficiaries and providers. This will need however a set of local actors well prepared to act autonomously in close reference to well designed policy guidelines and along clear and transparent procedures

Furthermore, the aim is to develop the Guidelines for the application to the grants in consultation with relevant institutions and sectors in the initial phase of the project activities for the purpose of practical application of educational activities in the field of adult education.

All activities in the project related to adult education will take on board from the initial phase of the project the recommendations of the ETF Feasibility Study, as the basis for drafting the Strategy for Adult Education and Training in BiH and the Framework Law on Adult Education and Training in BiH.

During 2007, the analysis of situation in the field of educational statistics was conducted. This revealed a huge gap in statistics on education in reference to requirements by OECD; ILO and EUROSTART. Recommendations provided in the Analysis report aimed at increasing cooperation between Agencies for Statistics in BiH and ministries of education on all levels.

Furthermore, there is a need to collect more information about the needs in regard to knowledge, skills and competences of both adults and companies. The latter means improve and diversify the methodologies for training needs analysis, to involve a wider range of stakeholders in it and to ensure systematic collection of information on a demand side; this requires improved communication, cooperation and coordination between institutions in education, employment, economy and social partners..

The newly formed Agency for Pre-Primary, Primary and Secondary Education (“Official Gazette BiH”, 88/07) is responsible for establishing standards of knowledge and assessment of knowledge results, and also for monitoring the quality of education, for monitoring the application of a common core curricula at all levels of education in accordance with the standards established by the Framework Law on Primary and Secondary Education in BiH. To support its full end effective involvement in adult learning, in reference to EU standards, it is necessary to set up close relationship through twinning activities between the Agency with similar institutions in European Union countries.

During project implementation priorities identified in the Strategy for VET 2007-2013 and Strategic Directions for BiH Education 2008-2015 related to adult education and statistical reporting should be addressed.

3.2 Assessment of project impact, catalytic effect, sustainability and cross border impact

Component I

The expected impact is a reduction of unemployment rates and the duration of unemployment and a more inclusive society. The improved labour market management shall reduce labour market rigidities and contribute to combating social exclusion of those who are in a difficult situation. Equal opportunities for women, for persons with disabilities and for minority groups shall be strengthened and assured.

The capacity building approach shall not only improve the efficiency of public spending for labour market measures, but also guarantee ownership for labour market policy.

An important impact on the demand side of the labour market can be achieved by improving the service orientation of the employment offices towards employers. Local networking shall enhance the development of local employment initiatives.

Component II

The project aimed at combining a top down and bottom approaches by setting up the appropriate policy and institutional framework for the development of adult learning in BiH, as well as launching the first activities at ground level aimed at mobilising a variety of providers on the basis of training needs well identified.

Its first impact will be at country level, as well as at entity and canton level by raising the importance of adult learning, giving to it a strong priority, and supporting it through strong evidence coming from relevant statistical information. In addition, the project will play a key role by making all relevant stakeholders working together in close partnership about the importance of adult learning and the identification of the needs. This will make a substantial contribution to the development of social partnership at state, entity and canton levels, and support the development of closer relationships among all layers.

It will be on the functioning of and the services provided by the Agency for pre-primary, primary and secondary education by exposing it to European institutions working with comparable role in the field of adult learning development. Twinning arrangements will contribute to the complete functioning of the Agency as a complex multifunctional institution covering multiple levels of education at different geographic locations

The impact will be also at provider level by implementing pilot activities based on the needs of well identified target groups, and by making use of an approach, the grant schemes, aimed at being implemented at a wider scale when making use of the IPA HRD and preparing all relevant partners for future involvement in the European Social Fund.

More, the Grant scheme will be beneficial for the enhancement of cooperation between demand and supply side, for the better efficiency and effectiveness of labor market training aimed at unemployed, for the support given to school networking.

The impact would be finally on the groups most in need of training by starting identifying their training needs and developing adequate answers.

Furthermore, the project would have a catalytic effect by demonstrating how relevant and well appreciated training activities would be identified, planned, implemented and assessed, and how this would give to other providers and target groups, through adequate dissemination campaigns implemented in particular by the Agency, relevant examples of good practices to be developed at a wider scale. Finally, the Agency will play also a key role in contributing to ensuring sustainability of the outcomes of the projects.

3.3 Results and measurable indicators:

Component I:

Results and measurable indicators

1.1 Effective labour market management system at national, entity, canton and Brcko District level established, including:

- Labour Market policy in line with EU standards adopted at all government levels with the participation of social partners
- Effective monitoring and evaluation procedures of labour market programmes. (An appropriate standard methodology for monitoring and controlling the implementation of programmes, in line with EU requirements, shall be developed. The evaluation

capacity to assess relevance, efficiency, effectiveness and sustainability of ALMPs will be developed.)

Indicators:

- Established system of indicators and analysis of key labour market trends;
- Employment policy with measurable goals and defined resources;
- Performance monitoring system for labour market programmes and services established at all government levels.

1.2 Strengthened budget preparation mechanism in institutions at all government levels (state, entity, canton, and Brcko District) responsible for LME policy

Indicators:

- Improved budget preparation process (including gender responsive budgeting);
- At least 30 institutions benefiting;
- At least 30 consultation plans available.

1.3 Improved employment service delivery at local employment offices level, including

- Effective counselling services and job-search assistance for unemployed persons and jobseekers is developed piloted and implemented. The services take account of the specific needs of target groups.
- Information and placement services for employers. Local employment offices establish regular communication with local employers; improve service orientation in line with the demands of employers.
- Concept for local job fairs is designed and piloted (in each entity), bringing together jobseekers, employers, training institutes and other local stakeholders.

Indicators:

- Documented and tested systems of improved service provision for unemployed persons and jobseekers at least at 15 locations;
- Documented and tested procedures of improved communication and services for employers at least at 15 locations;
- Documentation and assessment of job fair results at least at 15 locations.

1.4 Strengthened capacities of the staff of employment services at all levels

- Staff development programme is designed on the basis of training needs analysis (TNA) at all levels.
- The TNA uses a standard methodology, applicable for periodic reassessment of training needs.
- A curriculum for new entrants to the employment service is developed.
- Staff training in the field of identified priorities is carried out and the feedback of participants is analysed.

Indicators:

- Staff development programme designed on base of training needs analysis (TNA) at all levels;

- Training curricula, training carried out for at least 32⁶ staff members of Employment Institutions

Component 2:

Results and measurable indicators in relation

2.1 Strategy, Action Plan and the draft Framework Law on Adult Education and Training developed and a model of educational statistics in conformity with international standard requirements is set up

Indicators:

- Strategy for Adult Education and Training in BiH and the Action Plan are adopted by the relevant Ministries and actively supported by the social partners;
- Active and effective partnership set up between relevant Ministries and the social partners at country, entity, canton and local levels on adult learning;
- The new model for statistics on adult training is available;
- Good quality overview of the existing adult training supply and of the training needs of the priority groups provided;
- Adequate training activities provided for the Statistics Institutes for at least 30 staff members;
- At least 36 schools, training providers, institutions and ministries that participate in the statistical reporting;
- Relevant institutions use the appropriate computer software.

2.2 The Agency for Pre-Primary, Primary and Secondary Education operates efficiently and effectively.

Indicators:

- Action plan for the involvement of the Agency in the overall process of the reform of education, including adult learning is agreed with the main stakeholders;
- All relevant staff of the Agency trained planned number of staff to be trained 30;
- A study tour to an EU member state is organised for the main staff and stakeholders of the Agency;
- Visibility of the Agency in the media and responsible institutions;
- Publication by the Agency of a set of documents aimed at informing all institutions and the wider public about the developments of adult learning and contributing to awareness raising among the target groups.

2.3 Grants for strengthening the capacity of human resources development are allocated

Indicators:

- Public call is published;
- Number of applicants and eligible applications;
- The priority target groups of beneficiaries are identified;

⁶ Estimations are based on administrative structure of BiH including two persons per employment institution

- A minimum of 10 grants awarded to eligible applicants;
- A diversified set of training providers involved;
- Networks of schools/training centres/communities/social partners informally established through joint grant application.

3.4 Activities:

Component I

Activity 1- Technical Assistance project

Activities related to the Result 1.1

1.1.1 Definition of a set of labour market indicators, based on existing data- bases and information system; description of gaps (including gender gaps) and recommendations to improve the system ;

1.1.2 Development of employment policy at all levels, with close consultations with social partners;.

1.1.3 Design of a performance monitoring system of labour market services established at all government levels;

1.1.4 Mapping and summarising the qualitative and quantitative results of Active Labour Market Measures implemented to date and analysing lessons learnt;

1.1.5 Development of an appropriate methodology for effective monitoring and evaluation of labour market programmes at all government levels.

Activities related to the Result 1.2

1.2.1 Undertake an institutional mapping of all labour market programmes and functions including recommendations for savings at all levels (state, entity, canton and Brcko District)

1.2.2 Design and deliver training programme on strategic planning and programme budgeting policy within relevant institutions responsible for LME programmes

1.2.3 Draft Communication Plan for institutionalizing consultations between institutions responsible for LME policy and state Fiscal Council

Activities related to the Result 1.3

1.3.1 Service provision for clients of the employment offices is analysed;

1.3.2 Improved service layout models are designed and piloted;

1.3.3 Common standards for information, registration and placement of jobseekers are developed and documented;

1.3.4 Targeted approaches for long-term unemployed persons and specific target groups are developed;

1.3.5 Communication and services to employers is analysed and an action plan for improved services developed.

Activities related to the Result 1.4

1.4.1 Development of a methodology for training needs analysis, TNA carried out at all government levels;

1.4.2 Preparation of staff development plans at all government levels;

1.4.3 A pilot training is carried out, in line with the needs and priorities resulting from the TNA (number of participants to be defined).

Component II

Activity 2.1- Technical Assistance project

Activities related to the Result 2.1

2.1.1. Set-up the core group of stakeholders and organize it in such way that the leadership would be given to the demand side and that an effective involvement of the social partners would be ensured;

2.1.2. Set up effective relationship between the core group and all Ministries, relevant institutions including the Agency for pre-primary, primary and secondary education;

2.1.3. Draft the Strategy for Adult Education and Training in BiH and the related Action Plan and identify the priority target groups as well as the priority training needs to be answered;

2.1.4. Design the draft Framework Law on Adult Education and Training in BiH

2.1.5. With the support of the Agencies for statistics and the relevant ministries, design a model (in accordance with the EUROSTAT and other international requirements) for specific data collection, develop methodology and gender sensitive indicators related to adult learning);

2.1.6. Link and upgrade the existing computer software (in line with the previous analysis of EMIS system) and with the identified needs for data collection and reports generation at the level of educational institutions and at the level of ministries;

2.1.7. Define roles, responsibilities and tasks of all country relevant institutions in reporting on relevant adult education and training statistics;

2.1.8. Identify the type of beneficiaries of the grant scheme and draft Guidelines for Applicants for the Call for Proposals as well as criteria for the monitoring of the process.

Activity related to the result 2.2- Twinning project

2.2.1 Prepare an action plan for the development of the Agency for Pre-primary, primary and secondary education in relation to its role in adult education and training;

2.2.2 Assess the capacity building needs of the Agency in relation to the action plan;

2.2.3 Organize study visits/trainings for the staff and the stakeholders of the Agency (models of good practice) and facilitate inclusion in a network of similar institutions in the EU;

2.2.4 Make the Agency developing a set of information and training tools aimed at answering the information needs of a variety of users and potential users, and at focusing on the priority target groups identified within the strategy.

Activity related to the result 2.3- Grant scheme

2.3.1 Allocate grants for Strengthening Capacity o for Human Resources Development

2.3.2 Monitor the whole process in efficient and effective manner.

2.3.3 Involve the Agency and the core group in the whole process.

3.5 Conditionality and sequencing

Conditionality already met. Namely: Political consensus about a need to address reform processes as described in the project was reached. A Feasibility Study on Adult Learning in BiH was conducted by ETF and recommendations widely accepted. The Agency for Pre-school, elementary, and secondary education is established and financing from the state budget provided. Preparatory activities for the educational statistics component completed in previous EU funded project. (Analysis report conducted).

In regards to employment component, there would be a need of intensive networking between various actors including: local employment offices, local municipalities, employers, social partners, training institutes and NGOs. Past assistance in this sector resulted with good cooperation between different stakeholders in the sector. This particular project will build up on results of previous assistance. Representatives of different parties from all levels of Government participated in development of this PF and are committed to implement it.

Implementation of the proposed action will be under responsibility of two sectors in Ministry for Civil Affairs namely: sector for Employment and Sector for Education. These two sectors will be directly involved in implementation of TA contracts, while the Agency for Pre-schools, Primary and Secondary Education is an independent institution and will be main partner in the Twinning project. Contracting and monitoring of implementation of the grant scheme will be conducted mainly by the EC Delegation in BiH.

There is no sequencing apart from the managerial aspects of the project.

3.6 Linked activities

Component I

- SOSAC I - Social Sector Structural Adjustment Credit; “Social Protection and Labour Markets” ; Project of the World Bank
- SOSAC II - Second Social Sector Structural Adjustment Credit, Project of The World Bank
- Twinning light project “Assistance to Ministry of Civil Affairs BiH in its internal organization and improvements on administrative capacity to undertake European integration tasks”
- Project: “Vertical Review of the Labour and Employment Sector in Bosnia and Herzegovina”, financed by European Commission under the framework contract AMS/451-LOT 8;
- Project of Agency for Labour and Employment BiH: “Employment Policy Reform and Establishment of Labour Market Information System” for IPA 2007-09
- Project on Making Active Labour Markets work IPA 2007
- Project on Improving the Development and Capacity of the Social Partners (IPA 2007)
- DFID Project on assistance to Budgetary Planning
- CARDS twinning project to strengthen the institutional capacity of the State Agency for Labour and Employment.
- ILO Employment Policy Review, 2008

Component II

- EU project of entrepreneurial learning that will be implemented in the coming period with the aim of supporting social and economic development of BiH through continued reforms in the direction of systematic introduction of entrepreneurial learning in the education sector
- In the previous period of EU VET 3 has its activities focused on the strengthening of vocational education and training and strengthening the capacity of the Agency for Pre-Primary, Primary and Secondary Education. IPA programme 2008 together with ETF activities Work Plan for 2009 will continue to support the further development of National Qualifications Framework, then the strengthening of adult education in the context of validation of non-formal and informal education and the strengthening of VET Agency Department for Pre-Primary, Primary and Secondary Education.
- Currently, the Regional Development Agencies, which were established in the Federation of BiH and Republic of Srpska, provide training to employed and unemployed persons in the form of retraining, and additional training. Their role in the coming period will adjust to the actual labour market needs and will be directed towards the promotion of service providers, networking, conducting analysis of training needs (TNA, as it already works NERDA e.g., Development Agency in Tuzla), support to the development of new training programs, raising funds for the implementation in order to support the development of human resources according to socioeconomic goals.
- U.S. Government through the U.S. Agency for International Development (USAID) seeks to promote economic development and job employment opportunities. LAMP Project (July 2003 - April 2009) is directed to linking agricultural markets with producers and manufacturers. Employment Project in Rural Sector (REGA) September 2006-September 2012 will enable the faster development of the private sector and greater employability.
- Loan of International Development Association (IDA, the World Bank Group) from which a part of the money is intended for employment or self-employment and training of unemployed persons older than 40 years through the Federal Employment Institute is being implemented in the Federation of BiH.

3.7. Lessons learned

Component I

Previous projects in this field have dealt with providing capacity-building to the state-level employment agency and to the employment section of the Ministry of Civil Affairs (twinning light). A vertical review of the employment sector in BiH was recently completed. It advocated a greater emphasis on the policy-making role of the relevant Ministries at the expense of the Employment Agencies, which should concentrate on their executive role as well as suggesting a change in the role of Cantonal Employment Offices to that of service-providers. The review also highlighted the need for the Offices to concentrate on their core functions rather than acting as intermediaries in maintaining social security rights for long-term unemployed.

The following projects on Employment Policy Reform and the Labour Market Information system provided further results and recommendations. Employment Strategies of the Federation of BiH and Brcko District of BiH were drafted in line with the EU Employment Guidelines. A draft assessment of the alignment of labour legislation with principles, standards and norms of the EU was carried out. The basis of an IT system for the Employment Agencies

was established, providing a minimal basis for the LMIS and for budgetary control. This does not apply to Republic of Srpska because this project was not implemented there.

In the process of development of the project methodology recommendations from the above documents should be incorporated in the plan of activities. The project will be defined as a follow up activity of the achievements of the above described reforms.

Component II

In line with EU perspective and as a consequence of results of the reform in the sector of education, future activities would be carried out on the basis of lesson learned during few past years. Reform can be successful only if there is a right policy and institutional framework in place; all actors and stakeholders must be mobilised; adequate state policy tools in reference to EU instruments developed and a good coordination and cooperation between all involved ministries ensured.

Main activities were carried out under the financial support of the European Community through PHARE and CARDS, with the following outcomes: Strategic documents in Higher education related to the Bologna process; The White and Green Paper; Strategy for VET 2007-2013; Strategic Directions for BiH Education 2008-2015; Framework law on Secondary VET; Law on Agency for Pre-primary, Primary and Secondary Education. In terms of support to teaching process and educational programmes 3000 teachers were trained; 4000 modules for VET were prepared; core curricula designed and new nomenclature was introduced. The above mentioned documents should be carefully analysed. Priorities identified in the strategic documents should be taken in consideration in development of the project methodology. The project will also support implementation of the above legislation.

4. Indicative Budget (amounts in EUR)

			SOURCES OF FUNDING									
			TOTAL EXP.RE		IPA COMMUNITY CONTRIBUTION		NATIONAL CONTRIBUTION					PRIVATE CONTRIBUTION
ACTIVITIES	IB (1)	INV (1)	EUR (a)=(b)+(c)+(d)	EUR (b)	%(2)	Total EUR (c)=(x)+(y)+(z)	% (2)	Central EUR (x)	Regional/ Local EUR (y)	IFIs EUR (z)	EUR (d)	% (2)
Activities Component 1	x		2 500 000	2 500 000	100							
contract 1.1 TA	X	-	2 500 000	2 500 000	100							-
Activity 1 Component 2	X		1 200 000	1 200 000	100							
contract 2.1 TA	X	-	1 200 000	1 200 000	100							-
Activity 2 Component 2	X		526 315	500 000	95	26 315	5					
contract 2.2 TW	X	-	526 315	500 000	95	26 315	5					
Activity 3 Component 2		X	941 176	800 000	85						141 176	15
contract 2.3 Grant scheme	-	X	941 176	800 000	85						141 176	15
TOTAL IB			4 226 315	4 200 000	99.38	26 315	0.62					
TOTAL INV			941 176	800 000	85						141 176	15
TOTAL PROJECT			5 167 491	5 000 000	96,76	26 315	0.51				141 176	2.73

Amounts net of VAT

(1) In the Activity row use "X" to identify whether IB or INV

(2) Expressed in % of the **Total** Expenditure (column (a))

5. Indicative Implementation Schedule (periods broken down per quarter)

Contracts	Start of Tendering	Signature of contract	Project Completion
Contract 1.1 (Service)	Q2/2010	Q1/2011	Q4/2012
Contract 2.1 (Service)	Q2/2010	Q1/2011	Q4/2012
Contract 2.2 (Twinning)	Q2/2010	Q1/2011	Q2/2013
Contract 2.3 (Grant Scheme)	Q1/2011	Q3/2011	Q4/2012

All projects should in principle be ready for tendering in the 1ST Quarter following the signature of the FA.

6. Cross cutting issues

6.1 Equal Opportunity

The issue of access is mainstreamed into the project and the design at the territorial level allows for a more targeted equal opportunity framework for addressing working methods of the institutions, private/public sectors, as well as specific groups that can ensure that the demand for labour is met with a more equitably distributed supply, in particular encouraging opportunities for women.

Envisaged results to be achieved, specifically those related to institutional framework in adult education and training will contribute to create equal opportunities to all who want to be involved in the process of education and training in adjusting their skills and qualifications to the labour market demands.

6.2 Environment

The focus on territorial and localised assessment for labour supply and demand will address those aspects of job generation and creation that are available by mainstreaming environmental concerns in the assessments and problem resolution phases.

6.3 Minorities

The project will address localised problems and solutions across the whole country. It will be designed to “pick up” all access issues and will highlight these where they affect minorities and the disadvantaged and address them in a targeted way. It allows for more attenuated access to employers where there may be particular advantage to the access of specific minorities.

Considering that the project will contribute to the overall development of society in the fight against poverty, unemployment and the reduction of social exclusion through the strengthening of human resources, it is expected that access of disabled and minorities groups (including Roma) to education, training and labour market would be improved.

ANNEXES

- 1- Log frame in Standard Format
- 2- Amounts contracted and Disbursed per Quarter over the full duration of Programme
- 3- Description of Institutional Framework
- 4 - Reference to laws, regulations and strategic documents (EC and BiH)
- 5- Details per EU funded contracts:

ANNEX I: Logical framework matrix in standard format

LOGFRAME PLANNING MATRIX FOR Project Fiche		Programme name and number: <u>IPA National Programme 2009 part II – Bosnia and Herzegovina</u> <u>Fiche 9 “Labour and Education”</u> CRIS No: 2009 / 021-650	
Project 9: Promoting labour market competitiveness		Contracting period Two years following the date of the conclusion of the Financing Agreement Total budget : EUR 5 167 491	Disbursement period: One year following the end date for the execution of contracts IPA budget: EUR 5 000 000
Overall objective	Objectively verifiable indicators	Sources of Verification	
Strengthening the human resource capacities and making the labour markets work effectively thus contributing to the overall development of society and to the promotion of economic and social cohesion	Increased participation in Adult Learning, shorter unemployment spells, increased placement rate of job vacancies of women and men.	National and international annual development reports on BiH	
Project purpose	Objectively verifiable indicators	Sources of Verification	Assumptions
To improve the institutional capacity of labour market management and employment service delivery at national, entity- and sub-entity level. To set up the conditions and the preliminary steps for a successful implementation of the adult learning strategy in Bosnia and Herzegovina	The goals defined in employment strategies are achieved. Implementation of well targeted active employment measures with increased efficiency and effectiveness. Increased employability of people most affected by unemployment through the implementation of programmes and actions promoted by local communities, based on local and regional needs and in line with the adult learning priorities and strategies.	Government reports EC Progress report	Stable political and economic climate Relevant institutions committed to cooperate Absorption capacity in the Ministry of Civil Affairs (Sector for Education) is adequate in order to cope with project complexity.

Results	Objectively verifiable indicators	Sources of Verification	Assumptions
<p>Component I</p> <p>1.1 Effective labour market management system at national, entity and Brcko District level established, including:</p> <p>Labour market policy in line with European Standards adopted at all government levels with the participation of social partners</p> <p>Effective monitoring and evaluation procedures of labour market programmes</p> <p>1.2 Strengthened budget preparation mechanism in institutions at all government levels (state, entity, canton and Brcko District) responsible for LME policy</p> <p>1.3 Improved employment service delivery at local employment offices level, including</p> <p>Effective counselling services and job-search assistance for unemployed persons and jobseekers</p> <p>Information and placement services for employers</p> <p>Concept for local job fairs designed and piloted (in each entity)</p> <p>1.4 Strengthened capacities of the staff of</p>	<p>Established system of indicators and analysis of key labour market trends</p> <p>Performance monitoring system of labour market programmes and services established at all government levels</p> <p>Employment policy with measurable goals and defined resources</p> <p>Standard methodology for monitoring and evaluating labour market programmes developed</p> <p>Improved budget preparation process (including gender responsive budgeting)</p> <p>At least 30 institutions benefiting institutions benefiting</p> <p>At least 30 consultation plans available</p> <p>Documented and tested systems of improved service provision for unemployed persons and jobseekers, in line with the needs of specific target groups</p> <p>Documented and tested procedures of improved communication and services for employers at least at 15 locations;</p>	<p>Project implementation reports</p> <p>Government reports on gap analysis, situational analysis and gender analysis</p> <p>Relevant budgetary documents (including gender responsive budgeting statements)</p> <p>Training results feedback</p> <p>Feedback of Ministry of Finance and Parliamentary Budget Committee</p> <p>Various institutional reports</p>	<p>Relevant institutions willing to provide specific data;</p> <p>Stable regulatory system in place</p> <p>Relevant institutions willing to cooperate;</p> <p>Sufficient training feedback available</p> <p>Stable regulatory framework</p> <p>Relevant institutions willing to cooperate;</p> <p>Sufficient training feedback available</p>

<p>employment services at all levels</p>	<p>Documentation and assessment of job fair results at least at 15 locations;</p> <p>Staff development programme designed on base of training needs analysis (TNA) at all levels.</p> <p>Training curricula, training carried out for 32 staff members of Employment Institutions</p>	<p>TNA documents at all government levels</p> <p>Training reports</p>	<p>Relevant institutions willing to cooperate;</p> <p>Sufficient training feedback available</p>
<p>Component II:</p> <p>2.1 Strategy, Action Plan and the draft Framework Law on Adult Education and Training developed and a model of educational statistics in conformity with international standard requirements is set up</p>	<p>Strategy for Adult Education and Training in BiH and the Action Plan are adopted by the relevant Ministries and actively supported by the social partners</p> <p>Active and effective partnership set up between relevant Ministries and the social partners at country, entity, Brcko District , canton and local levels on adult learning</p> <p>The new model for statistics on adult training is available</p> <p>Good quality overview of the existing adult training supply and of the training needs of the priority groups provided</p> <p>Adequate training activities provided for the Statistics Institutes for at least 30 staff members;</p> <p>At least 36 schools, training providers, institutions and ministries that participate in the statistical reporting</p> <p>Relevant institutions use the appropriate</p>	<p>Reports by Ministry of Education and Statistics Institutes</p> <p>Gender analysis of Strategy and Action Plan</p> <p>EC progress Report</p> <p>Training feedback</p> <p>IT performance reports</p>	<p>All involved stakeholders willing to cooperate</p> <p>Resources are available</p>

	computer software.		
2.2 The Agency for Pre-Primary, Primary and Secondary Education operate efficiently and effectively	<p>Action plan for the involvement of the Agency in the overall process of the reform of education, including adult learning is agreed with the main stakeholders;</p> <p>All relevant staff of the Agency trained planned number of staff to be trained 30;</p> <p>A study tour to an EU member state is organised for the main staff and stakeholders of the Agency;</p> <p>Visibility of the Agency in the media and responsible institutions;</p> <p>Publication by the Agency of a set of documents aimed at informing all institutions and the wider public about the developments of adult learning and contributing to awareness raising among the target groups</p>	<p>The agency reports (gender disaggregated data on participants)</p> <p>Reports by Ministries of education</p>	<p>Specific resources available</p> <p>Agency staff committed</p>
2.3 Grants for strengthening the capacity for human resources development are allocated	<p>Public call is published;</p> <p>Number of applicants and eligible applications;</p> <p>The priority target groups of beneficiaries are identified;</p> <p>A minimum of 10 grants awarded to eligible applicants;</p> <p>A diversified set of training providers involved;</p> <p>Networks of schools/training centres/communities/social partners informally established through joint</p>	<p>Grants allocations and monitoring reports</p> <p>Gender analysis of grant users' monitoring and evaluation plans for gender mainstreaming</p>	<p>Resources available;</p> <p>Stakeholders' interest</p>

	grant application.		
Activities	Means	Costs	Assumptions
<p>Component I</p> <p><u>Result 1.1</u></p> <p>1.1.1 Definition of a set of labour market indicators, based on existing data bases and information system; description of gaps and recommendations to improve the system.</p> <p>1.1.2 Development of employment policy at all levels, with close consultations with social partners.</p> <p>1.1.3 Design of a performance monitoring system of labour market services established at all government levels.</p> <p>1.1.4 Mapping and summarising the results of ALMM implemented to date in the entities and drawing lessons learned.</p> <p>1.1.5 Development of an appropriate methodology for effective monitoring and evaluation of labour market programmes at all government levels.</p> <p><u>Result 1.2</u></p> <p><u>1.2.1 Undertake an institutional mapping of all labour market programmes and functions including recommendations for savings at all levels (state, entity, canton and Brcko District)</u></p> <p><u>1.2.2 Design and deliver training programme on strategic planning and programme budgeting policy within relevant institutions responsible for LME programmes</u></p> <p><u>1.2.3 Draft Communication Plan for institutionalizing consultations between institutions responsible for LME policy and state Fiscal Council</u></p>	TA	EUR 2 500 000 (EU financed by 100%)	Relevant institutions willing to cooperate Specific project resources are available

<p><u>Result 1.3.</u></p> <p>1.3.1 Service provision for clients of the employment offices is analysed.</p> <p>1.3.2 Improved service layout models for local Employment offices are designed and piloted.</p> <p>1.3.3 Common standards for information, registration and placement of jobseekers are developed and documented.</p> <p>1.3.4 Targeted approaches for long-term unemployed persons and specific target groups are developed.</p> <p>1.3.5 Communication and services to employers are analysed, and an action plan for improved services developed .</p> <p><u>Result 1.4</u></p> <p>1.4.1 Development of a methodology for training needs analysis; TNA is carried out at all government levels.</p> <p>1.4.2 Preparation of staff development plans at all government levels</p> <p>1.4.3 Pilot staff training is carried out in line with needs and priorities resulting from TNA</p>			
<p>Component II:</p> <p><u>Result 2.1</u></p> <p>2.1.1 Set-up the core group of stakeholders and organize it in such way that the leadership would be given to the demand side and that an effective involvement of the social partners would be ensured;</p> <p>2.1.2 Set up effective relationship between the core group and all Ministries, relevant institutions including the Agency for pre-</p>	TA	EUR 1 200 000 (EU financed by 100%)	Relevant institutions willing to cooperate Specific project resources are available Co-financing resources available

<p>primary, primary and secondary education;</p> <p>2.1.3 Draft the Strategy for Adult Education and Training in BiH and the related Action Plan and identify the priority target groups as well as the priority training needs to be answered;</p> <p>2.1.4 Design the draft Framework Law on Adult Education and Training in BiH</p> <p>2.1.5 With the support of the Agencies for statistics and the relevant ministries, design a model (in accordance with the EUROSTAT and other international requirements) for specific data collection, develop methodology and indicators related to adult learning);</p> <p>2.1.6 Link and upgrade the existing computer software (in line with the previous analysis of EMIS system) and with the identified needs for data collection and reports generation at the level of educational institutions and at the level of ministries;</p> <p>2.1.7 Define roles, responsibilities and tasks of all country relevant institutions in reporting on relevant adult education and training statistics;</p> <p>2.1.8 Identify the type of beneficiaries of the grant scheme and draft Guidelines for Applicants for the Call for Proposals as well as criteria for the monitoring of the process;</p>			
<p><u>Result 2.2</u></p> <p>2.2.2 Prepare an action plan for the development of the Agency for Pre-primary, primary and secondary education in relation to its role in adult education and training;</p> <p>2.2.2 Assess the capacity building needs of the Agency in relation to the action plan;</p> <p>2.2.3 Organize study visits/trainings for the staff and the stakeholders of the Agency</p>	<p>Twinning project</p>	<p>EUR 526 315</p> <p>(EU contribution EUR 500 000)</p>	

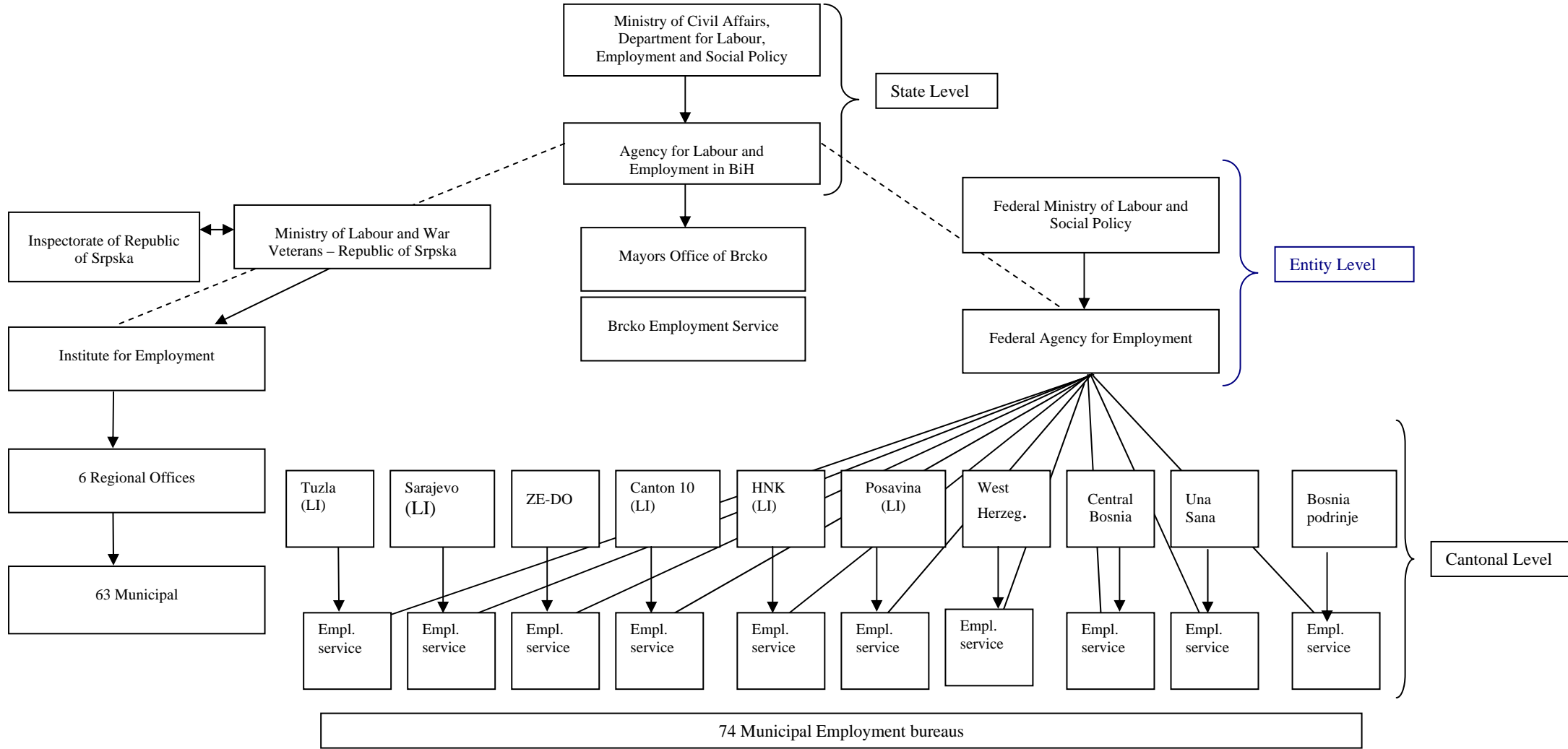
<p>(models of good practice) and facilitate inclusion in a network of similar institutions in the EU;</p> <p>2.2.4 Make the Agency developing a set of information and training tools aimed at answering the information needs of a variety of users and potential users, and at focusing on the priority target groups identified within the strategy</p>			
<p><u>Result 2.3</u></p> <p>2.3.1 Allocate grants for strengthening the capacity for human resources development</p> <p>2.3.2 Monitor the whole process in efficient and effective manner.</p> <p>2.3.3 Involve the Agency and the core group in the whole process.</p>	<p>Grant scheme</p>	<p>EUR 941 176 (EU contribution EUR 800 000)</p>	
			<p>Pre-conditions: Previous linked interventions to be completed</p>

ANNEX II: amounts (in EUR) Contracted and disbursed by quarter for the project

Contracted	Q1/2011	Q2/2011	Q3/2011	Q1/2012	Q4/2012	01/2013	Q2/2013
Contract 1.1	2 500 000						
Contract 1.2	1 200 000						
Contract 1.3	500 000						
Contract 1.4		800 000					
Cumulated	4 200 000	5 000 000	5 000 000	5 000 000	5 000 000	5 000 000	5 000 000
Disbursed							
Contract 1.1	750 000		750 000	750 000		250 000	
Contract 1.2	360 000		360 000	360 000		120 000	
Contract 1.3	400 000						100 000
Contract 1.4		640 000			160 000		
Cumulated	1 510 000	2 150 000	3 260 000	4 370 000	4 530 000	4 900 000	5 000 000

ANNEX III- Description of Institutional Framework

Institutional structure of the Labour and Employment sector in Bosnia and Herzegovina



Institutional structure of the Labour and Employment sector in Bosnia and Herzegovina

Canton Ministries in charge of labour and employment sector: Ministry of Labour and Social Policy – Tuzla Canton, Ministry of Labour, Social Policy, Refugees and Displaced Persons – Sarajevo Canton, Ministry of Labour, Social Policy and Refugees – Zenica-Doboj Canton, Ministry of Labour, Social Policy and Refugees – Canton 10, Ministry of Health, Labour and Social Protection – Hercegovacko – Neretvljanski Canton, Ministry of Health, Labour and Social Protection – Posavina Canton, Ministry of Health, Labour and Social Protection - West Herzegovina Canton, Ministry of Economy – Central Bosnia Canton, Ministry of Economy – Una – Sana Canton and Ministry of justice, public administration and labour – Bosnia-Podrinje Canton.

Institutional framework of education sector

Institutional framework of education sector in BiH is quite complex and fragmented. Full competences over the education are vested on 10 cantonal ministries of education in the Federation BiH, Republic of Srpska Ministry of Education and Culture and Brcko District Department for Education. BiH Ministry of Civil Affairs is a state level ministry with a mandate to coordinate education policies between entities and District Brcko and to participate in international education strategy development. At the Federal level there is Federal ministry of education and science with a mandate to coordinate education policies between cantons. Thus, 14 administrative institutions are in charge of education in BiH. Next to this there are eight pedagogical institutes (one in Republic of Srpska and seven in the Federation BiH). Their main responsibility is for professional monitoring of educational institutions. Also there is newly established Agency for pre-primary, primary and secondary education with competence for establishment of standards for evaluation of the results accomplished and for the development of the common core for curricula in preschool, primary and secondary education, and for other expert tasks in the area of knowledge standards and quality assurance; pursuant to the Law on Agency for pre-primary, primary and secondary education.

ANNEX IV - Reference to laws, regulations and strategic documents:

Reference list of relevant laws and regulations:

- Law on Labour F BiH (“Official Gazette of FBiH”, 1999)
- Law on Labour Republic of Srpska (“Official Gazette of RS”, 2000)
- Law on Employment Republic of Srpska (“Official Gazette of RS”, 2000)
- Law on Labour of Brcko District (“Official Gazette of BD”, 2000)
- Law on foreigners' employing F BiH (“Official Gazette of FBiH”, 1999)
- Law on employing foreigners and persons without citizenship RS (“Official Gazette of RS”, 2004)
- Law on foreigners' employing Brcko District (“Official Gazette of BD”, 2002)
- Law on employment and the right during unemployment Brcko District (“Official Gazette of BD”, 2004)
- Employment Strategy in Federation of BiH
- Employment Strategy in Brcko district of BiH
- Cantons' laws on labour and employment
- Framework Law on Primary and Secondary Education (“Official Gazette of BiH”, No. 18/03),
- Framework Law on Vocational Education and Training (“Official Gazette of BiH”, No. 63/08)
- Law on Agency for pre-primary, primary and secondary education (BiH Official Gazette, No 88/07)
- Draft Law on adult education and training in Republic of Srpska
- Long Life Learning in EU (Education and Training 2010, Brussels, COM 2003)
- Statistics Agency BiH,: “Labour Force survey”
- Gender Equality Law in BiH – provisions on education, work and employment (“Official Gazette of BiH”, No. 16/03)

Reference to strategic documents:

Recommendations from the *Strategy of Vocational Education and Training 2007-2013* relate to the following:

- to implement secondary vocational education and training for unemployed persons according to the needs of labour market
- to encourage employers who will allow certain groups additional training and practice on the job
- to design certification system; issued certificates should lead to verification of qualifications obtained; to solve the financing of lifelong learning, enhance mutual trust and transparency through information systems and networks, and thus raise awareness of the importance of lifelong learning; develop and support institutions for adults education and training, encourage sponsorship in education and provide equal access to

educational potential; create a knowledge society, set standards of competent institutions.

The document *Strategic Directions of Education Development 2008-2015* includes several short-term, mid-term and long-term goals that are related to education and training of adults: "To develop criteria and standards at the state level; develop Qualifying Framework in line with European Classification Framework; build the infrastructure necessary for education and training of adults; to develop the system of accreditation for service providers in education and adopt a plan for reduction of illiteracy."

Reference to AP/NPAA/EP/SAA:

Article 99 of SAA (Social co-operation): "The Parties shall co-operate to facilitate the reform of the employment policy in Bosnia and Herzegovina, in the context of strengthened economic reform and integration. Co-operation will also seek to support the adaptation of the social security system of Bosnia and Herzegovina to the new economic and social requirements, and may involve the adjustment of the legislation in Bosnia and Herzegovina concerning working conditions and equal opportunities for women, for people with disabilities and for people belonging to minority groups as well as the improvement of the level of protection of the health and safety of workers, taking as a reference the level of protection existing in the Community. Co-operation will take due account of priority areas related to the Community *acquis* in this field."

The project refers to Article 88 and 100 of the SAA between the European Communities and their members and BiH, in which it says: "The statistical system should be in accordance with basic statistical principles of the UN, the Code of Statistical Practice of EU ... and should develop in the direction of the *acquis communautaire* ", and "The Parties shall cooperate with the aim of raising the level of general education and vocational education and training in BiH, as well as youth policy and youth work, including non-formal education."

Also refer to paragraph 2.3.3.2. Education, Training and Youth from *Integration Strategy of BiH in the EU*, where under the heading "Necessary Measures" states: "round off a legal framework for primary and secondary education at the state level ... Learning that lasts a whole life, and adult education ... Licensing of teachers and all the pedagogic-educational institutions ... Adoption of the European Reference Lists and Principles with regard to mandatory education, qualifications for teachers ... quality of vocational education ...".

EC Progress Report 2008:

Enrolment rates for secondary and higher education, including graduation rates, remain fairly low. The Law on Vocational Education Training has been adopted, but implementation of the Higher Education Law has been slow. Coordination between the 14 ministries of education has improved somewhat. In general, the education reform has been lagging behind. Active labour market programmes are being implemented, some of which focus on training and improving the skills of job-seekers. However, only limited progress has been made in removing structural rigidities and building up the productive capacity. Overall, the weak performance of the education system contributes to the skills mismatch that hampers the proper functioning of the labour market...No measures have been taken to improve the efficiency of public spending in education. There is no systematic approach to improving education outcomes.

Reference to MIPD (2009-2011):

3.4.1.2. Economic Criteria, Expected Results and Indicators:

“Employment: A State action plan on employment based on the agreed employment strategy is adopted and implementation started. EU requirements on free movement of labour and minimum social standards are implemented. Relevant institution building at state and entity level continues and the Social and Economic Council is established and functioning. The improved portability of rights in the pension and social insurance systems will contribute to improved labour market flexibility.”

3.2. Strategic Objectives for Assistance from the IPA in the period 2009-2011: “The challenges for Bosnia and Herzegovina are to stabilise the macro-economic environment, to reduce public spending and to improve its quality (i.e. to ensure that preference is given to public spending that stimulates economic growth), to create a favourable business climate, to reform the education system, to adopt active labour market measures and to reduce structural rigidities which distort the function of the labour market.”

MIPD for BiH under the mayor cross-cutting issues says: “As one of the cross-cutting issues – Equal opportunities and non-discrimination will be respected as regarding gender as well as minorities at the programming and implementation stage, particularly in relation to socio-economic support programmes. Furthermore, minority and vulnerable groups’ concerns will be reflected in all activities programmed under IPA, in particular when it concerns public services, legislative matters and socio-economic development.”

Reference to National Development Plan:

MTDS - Mid-Term Development Strategy of PRSP (2004-2007):

Items 230 and 231 of Medium Term Development Strategy requires the establishing and strengthening of the social and economic councils and the development of special employment programmes for those who are in a particularly difficult situation.

Reference to national / sectoral investment plans:

Strategic directions of education development in BiH with the implementation plan 2008-2015 envisages the establishment of adequate statistics of education in BiH, using official statistical data of the Republic of Srpska, the Federation of BiH and Brcko District. It is necessary, in cooperation with the Statistics Agency of BiH, the Statistics Institutes of Federation of BiH and Republic of Srpska, the Ministry of Civil Affairs and the competent entity and cantonal ministries, to develop software with the database according to EUROSTAT requirements and monitoring indicators / instruments of education and its financing (ISCED).

Strategic directions of preschool education development in BiH, where is stated: “Licensing, accreditation and certification of professional and other staff will be done by authorized institutions in accordance with prescribed criteria and procedures.”

Based on the Roma Decade Initiative, *the Roma Education Action Plan (prepared in 2004 and will be revised in 2009)* includes, in addition to employment segment, education and training of Roma adults as well and obliges the competent institutions to plan the needs of unemployed Roma, providing them with basic education, vocational education and career guidance.

Gender Action Plan as a 5-year gender mainstreaming strategy in BiH, includes a chapter on Life-long education that includes a goal for creation of equal opportunities and access to education for girls and boys and Chapter on Employment and labour market aiming at eliminating discrimination on the grounds of sex in the field of labour, employment and labour market.

ANNEX V- Details per EU funded contract

1) TA contracts:

Component I:

Key labour market groups for active labour market measures identified. Options for regulatory and legislative solutions considered with the objective of using a wide range of direct as well as soft law and contract based consensus

Benchmark report available for consultation on policy development. Personnel trained in the areas of – labour market assessment, management of flows in the labour market, problem identification and resolution, evidence based policy making, cost benefit and other costing methodologies in policy priority setting

A systematic approach to the communications consultations and promotions strategy developed with consensus of state and entity and Brcko District level players. Recommendations for core framework for labour market structures and processes and improvements in development.

Component II:

Contractor is obligated to set up expert group composed of relevant social partners that will prepare the analysis of labour market needs, identify priority areas and prepare initial report on the status with proposed methodology; Draft Framework Law, Strategy prepared with Action Plan and to be presented to all relevant institution and stakeholders. Each group will be led by expert in the field of adult education and training reform, legislation and statistics.

In cooperation with the Agency for Statistics and entity Statistics Institutes and respective ministries of education and the Agency for Pre-Primary, Primary and Secondary Education, the Agency for the Development of Higher Education and Quality Assurance to develop a unique form for collecting data, and define the type of data to be collected, methodology and indicators, all in accordance with the EUROSTAT, and other international requirements;

To select the company that will develop computer software, (with the previous analysis of EMIS system), with the identified needs for data collection and reports generation at the level of educational institutions and at the level of ministries, which will carry out the training of persons to use the same;

The contractor will provide an expert with experience of minimum 5 years in the field of adult learning and education reform process, as well as knowledge of EC guidelines and procedures.

2) Twinning covenants:

Three experts are to be engaged for execution of the contract:

- Expert: Expert in education reform (at least 10 years of experience in education reform)
- Short term expert: Expert for curricula development, standard in education, certification (at least 5 years of experience in development of curricula, standard in education, certification)
- Short term expert: Legal Expert in public administration reform (at least 5 years of experience in public administration reform)

3) Grants schemes:

Grants awards for strengthening capacity of training providers (school networks, institutions for adult training, NGOs and other non profit organizations)