



ANNEX C1: Twinning Fiche¹

Project title: Support to improving working conditions and preparing the Republic of Serbia to participate in EURES

Beneficiary administration: Ministry of Labour, Employment, Veteran and Social Affairs

Twining Reference: SR 22 IPA SO 01 24

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EU funded project

TWINNING TOOL

(It is recommended that the complete Twinning Fiche should not exceed 10 pages, excluding annexes)

Acronyms and Abbreviations

¹ In case of different language versions of the Twinning Fiche it must be clearly indicated which language, version prevails.

ALMPs	Active labour market policies
BC	Beneficiary Country
BMZ	Federal Ministry for Economic Cooperation and Development
CL	Component Leader
DIMAK	German Information Center for Migration
EU	European Union
EUD	European Delegation to the Republic of Serbia
EURES	European Network of Employment Services
ESAP	Platform for Employment and Social Affairs
GSM	Global Compact on Migration
GIZ	German Agency for International Cooperation
IBFM	Department for Contracting and Financing of EU Funded Programs
ILO	International Labour Organization
IOM	International Organization for Migration
IPA	Instrument for Pre-Accession Assistance
MoLEVSA	Ministry of Labour, Employment, Veterans and Social Affairs
MS	Member State
MSC	Migration Service Center
NES	National Employment Service
NPAA	National Programme for the Adoption of the Acquis
NGO	Non-governmental organization
PES	Public Employment Service
PL	Project Leader
PMD	The Global Programme Migration & Diaspora
PME	The Global Programme Migration for Development
PSC	Project Steering Committee
RTA	Resident Twinning Advisor
SEC	Social and Economic Council of the Republic of Serbia
SDG	Sustainable Development Goals
STE	Short Term Expert

1. Basic Information

1.1 **Programme:** *EU for Inclusive Growth through Improved Social Service Provision and Quality Systems for Labour and Education, Annual Action Plan in favour of the Republic of Serbia for 2022, indirect management, with ex-ante control*

1.2 **Twinning Sector:** Social affairs and Employment, SO

1.3 **EU funded budget:** 2.000.000 EUR

1.4 **Sustainable Development Goals (SDGs):**

The proposed intervention is in line with the 2030 Agenda for sustainable development and the Sustainable Developing Goals (SDGs), being especially relevant for **Goal 8**. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. The intervention will contribute to the following targets: **8.2** Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors; **8.5** By 2030, achieve full and productive employment and decent work for all women and men, including for young; **8.6** By 2020, substantially reduce the proportion of youth not in employment, education or training; **8.8** (Protect labour rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants, and those in precarious employment) as an aspect of Decent Work and Economic Growth. In addition, this intervention substantially aids progress towards the fulfilment of **Goals 10.4** (Adopt policies especially fiscal, wage, and social protection policies and progressively achieve greater equality), **16.6** (Develop effective, accountable and transparent institutions at all levels), and **16.7** (Ensure responsive, inclusive, participatory and representative decision-making at all levels).

2. Objectives

2.1 Overall Objective(s):

Contributing to improved legislative and institutional framework for a more efficient and inclusive labour system

2.2 Specific objective:

Aligned labour legislation with the Union acquis and established preconditions for participation in EURES

2.3 The elements targeted in strategic documents i.e. National Development Plan/Cooperation agreement/Association Agreement/Sector reform strategy and related Action Plans.

National Programme for Adoption of the Union Acquis 2022-2025 (NPAA) envisages adoption or amendments of approximately 30 legal acts for complete legal alignment with the Union acquis in the areas of labour law, equal opportunities, working conditions, work-life balance and social dialogue. In addition to the NPAA, two other important documents for the negotiation process foresee the full harmonization of the labour legislation of the Republic of Serbia with the EU legislation: the Action Plan for Chapter 19, adopted in May 2020, which contains a detailed overview of all laws and by-laws in the area of labour legislation that should be adopted and the overview of all EU regulations with which they need to be harmonized, as well as the Negotiating Position for Chapter 19, which was adopted by the Government of the Republic of Serbia in May 2021 and submitted to the European Commission. The need for enhancement of administrative, technical capacities and IT support for the National Employment Service (NES) to be able to implement business processes related to EURES has been also recognised. The same was stipulated in the adopted **Negotiating Position for Chapter 2**.

The **Employment Strategy in the Republic of Serbia for the period 2021-2026** as one of the specific goals recognises the need for enhancement of institutional framework through amendment of the existing, and adoption of new legislation in the area of employment and labour market. Improvement of the legislative framework is recognised as necessary to reflect and address the needs of the changing

labour market but also to ensure further alignment with applicable international framework, standards and recommendations. This also implies strengthening capacities of all relevant actors in the labour market, primarily of the Ministry of Labour, Employment, Veteran and Social Policy (MoLEVSA) and the NES as well as a stable financial framework for employment policy. The Strategy is operationalised through the Action Plan covering a three-year period, with the 2021-2023 plan currently in implementation and the new plan for 2024-2026 period in the process of preparation and adoption.

In order to regulate the area of economic migration and address increasing outflow of population from Serbia that has negative impact on the economy and the entire society, the Government adopted **Strategy for Economic Migration** for the period from 2021-2027. The goals are to create favourable economic and social environment to slow down the departure of the working population, strengthen ties with the diaspora, encourage return of highly qualified Serbian diaspora and circular migration, as well as attract foreigners of different educational profiles. This Strategy also envisages strengthening of Migration Service Center that operate within NES. The Strategy is operationalised through the Action Plan covering the period 2021-2023.

3. Description

3.1 Background and justification:

The labour market outcomes in Serbia have been improving in the last few years, but still remain below the average recorded in the European Union, with employment rate reaching 50.47%² and unemployment remaining below 10%. A set of challenges still remain including low allocations for active labour market policies (ALMPs), impeded integration of hard-to-employ groups into labour market, high rates of informal employment, wage disparities and in-work poverty, discrimination in the labour market, precarious employment. The total of EUR 56 million (RSD 6.8 billion) has been provided in 2023 for ALMPs, which is an increase compared to 2022 (RSD 6 billion dinars or EUR 50 million). Allocations for ALMPs, as a proportion of the GDP, accounted to 0.1% in 2021 and 2022 respectively, while allocations for unemployment benefits accounted to 0.18 to 0.20% of GDP (totalling to 0.26% all together). On the other hand, total expenditures in EU Member States ranged from 0.088% of the GDP in Romania to 2.8% of the GDP in Denmark in 2018. The **informal employment rate** remains high, but there is a downward trend recorded with numbers showing 12.3% in II quarter 2023³ still with highest rates present in agriculture and construction. Together with innovative/new forms of work comes abuse of atypical contracts, non-standard workers, temporary employment, part-time and on-call work, increased job insecurity and high risk of underemployment. Poverty and social inequality survey data show that self-employed persons were at the higher risk-of-poverty rate – 14.5%, compared to employees working for employers – 5.4%⁴.

Some of these challenges could be tackled with adoption of new legal framework, especially in the fields of employment relations, gender equality and prohibition of discrimination, prevention of mobbing (abuse at work), securing equal conditions for service provision to workers posted temporarily abroad and employees in agencies for temporary employment, collective bargaining and strikes, which is **not aligned with international and EU standards**.

In the framework of labour legislation alignment with the Union acquis, up to 30 legal acts (laws and bylaws) are expected to be changed, amended or adopted in the upcoming period for complete legal alignment with the Union acquis in the areas of labour law, equal opportunities, working conditions, work-life balance comprising around 30 directives and regulations. **The Labour Law**, adopted in 2005, underwent several amendments over the years (last amendment adopted in 2017) and is still not completely aligned with the EU regulations. The Law is to be harmonized in the upcoming period, namely in parts related to organization of working hours, redundant workers, discrimination, wages, new/flexible form of labour (freelancers), protection of pregnant and young workers, seasonal work, employment through agencies, posting of workers in the framework of the provision of services, protecting employment rights when business ownership is transferred and collective redundancies,

² Statistical Office of the Republic of Serbia, Labour Force Survey, II Quarter 2023

³ Labour Force Survey in The Republic of Serbia, 2023, <https://publikacije.stat.gov.rs/G2023/Pdf/G20231236.pdf>

⁴ Statistical Office of the Republic of Serbia, Poverty and Social Inequality, 2021, <https://publikacije.stat.gov.rs/G2022/HtmlE/G20221287.html>

Directive on transparent and predictable working etc. Furthermore, several important laws are due to be aligned with the Union acquis, including Law on Conditions for Posting of Employees to Temporary Work Abroad and their Protection, Law on Agency Employment, Law on the Prevention of Harassment at the Workplace, the Law on Records in the Field of Labour, etc. Especially relevant for social dialogue are improvements in the Labour Law, Specifically, since the Labour Law is the legislative framework upon which trade unions and employers' associations are organized and legally recognised.

In order to ensure quality preparation of the above listed laws, active participation of many stakeholders, including other ministries and state institutions, social partners and NGOs needs to be ensured. Wider participation of public is relevant at the later stage as well during the consultation process prior to finalisation and adoption of the laws for the purpose of reaching a wide consensus over principal issues such as working conditions. In addition to the above mentioned laws there is a plan to finalize the Strategy for the development and promotion of socially responsible business in the Republic of Serbia.

Both alignment process and enforcement of the new legislation is putting additional requirements on the national authorities, institutions and social partners in terms of knowledge, work organisation and human and IT capacities. Within that context, the Twinning should improve legislative capacities of the state administration for transposing of EU Directives and regulations in national legislation, other regulation and collective agreements through continuous training and workshops related to understanding of EU regulations, court practice and comparative legislation. Additionally, it should simultaneously support the increase in the Union acquis related knowledge of social partners and other interested parties necessary for their active involvement in the analysis and drafting of laws which will have a long-lasting effect on the working conditions affecting all employees.

In accordance with the Law on Employment and Unemployment Insurance NES and employment agencies are performing tasks related to employment mediation abroad, both for the unemployed and those seeking to change their jobs. This includes provision of information on opportunities and conditions for employment abroad, work and life conditions, labour related rights and responsibilities, forms and manner of protection in line with the employment contract abroad, same as on the rights upon return from the work abroad. In addition to this, Serbian accession to the EU means that the NES, employment agencies and other stakeholders who are interested and meet the requirements stipulated by relevant EU regulations will become member of the **EURES** which will allow Serbian citizens to have available employment brokerage services in other EU member states. This is directly linked to progress in relation to Chapter 2 - Freedom of movement for workers, and capacity to implement **Regulation (EU) 2016/589 of the European Parliament and of the Council of 13 April 2016 on a European Network of Employment Services (EURES)** and adhere to required EURES standards and strategies.

Preparation of the Serbian Employment Agency for joining EURES started back in 2008 when first Migration Service Center (MSC) was established through one of the donor funded project. By 2012 a network of MSC has expanded and now includes offices in Belgrade, Novi Sad, Bor, Nis, Kraljevo, Krusevac and Novi Pazar. The MSC were subsequently integrated into NES structure and can serve as a starting point for preparation of Serbia for EURES. As of March 2023, two new MSCs were established at the NES branches in Subotica and Vranje, which makes it 9 offices in total. In May 2023, an internal procedure was developed that regulates the advisors work in MSCs. The new Systematization act was also adopted this year to define the Unemployment Benefit and Legal Affairs Department, situated at the NES Head Office and employing seven (7) legal personnel analysts, in charge of coordinating the MSCs.

Pursuant to the Organisation and Job Classification Act of the NES, the MSC perform tasks of professional information and counselling of the unemployed, migrants and potential migrants, employers, researchers and other interested parties on employment opportunities within legal migration, they are referred to relevant local institutions for the purpose of developing their individual knowledge and skills, improving employability and employment opportunities in the country and abroad. Over the years, a support to NES was provided for the development of the IT base and their mutual networking and a one-time training on EURES was organised for NES advisors. The re-engineering of the information system has been completed recently, which should be able to provide access to the EURES network. In addition, the NES has implemented the ISO 9001:2015 quality standard in its business

system in 2019, and the ISO 37000 standard - fight against corruption - was introduced. Currently, the most developed MSC capacity is in the area of labour migration. These capacities represent a good foundation for further progress of NES in meeting technical preconditions to join the EURES network.

At the moment a clear **Roadmap** outlining the organisation of the work, specific activities, milestones and targets to be achieved including framework for mobilising resources is missing. The **existing capacities are insufficient** to assess the context fully and identify legal, institutional, administrative, infrastructural and technical gaps. The Twinning will help conduct detailed preparations to adapt business processes in the NES in line with EURES requirements and to strengthen the capacity of the MoLEVSA and NES (as EURES National Coordination Office) employees to implement business processes and to promote activities related to the EURES among stakeholders. That should include assessing and analysing gaps, needs and situations related to legal, institutional, administrative, infrastructural and technical capacities of MoLEVSA, NES, employment agencies and the other social partners and mapping criteria and conditions to participate in EURES network. Furthermore, the Twinning will support building capacities of MoLEVSA, NES and employment agencies to participate in EURES through various trainings related to standard procedures and working methods of the EURES advisors in EU countries, administrative and technical preparation for social security systems coordination in the field of unemployment insurance, etc.

3.2 Ongoing reforms:

The fundamental legal framework for all strategic planning, monitoring and reporting at central, provincial and local levels is the Law on the Planning System⁵. The Law introduced a system of accountability for public policy achievements and efficiency of public administration in delivering public policy. The Law establishes a strong link between policy planning and budget planning to secure rational use of resources. It assures quality standards for strategic planning, introduces compulsory impact assessment and adequate consultations, and puts focus on monitoring and reporting.

The Employment Strategy for the period 2021-2026 was prepared and adopted in accordance with the Law on the Planning System. It provides relevant strategic framework for the actions to be implemented within this Twinning project.

In the process of harmonization with the Union *acquis*, the Law on Simplified Work Engagement on Seasonal Jobs in Certain Activities was adopted on 29 June 2018, and the Law on Agency Employment on 12 December 2019, while the Law on the Conditions for Posting Employees to Temporary Work Abroad and their Protection was amended on 29 June 2018.

At the moment, drafting of the Law on Traineeship is in progress, which for the first time introduced the traineeship contract into the legal system of the Republic of Serbia, in accordance with the Council Recommendation (EU) on a Quality Framework for Implementation of Traineeship and the relevant EU directives. In the period between 17 August and 18 September 2023, a public debate regarding the Draft Law on Traineeship was conducted, and on 10 October 2023, the Report on the conducted public debate was published. Work on the draft Law could be continued soon, bearing in mind that it is planned to be adopted by the end of Q4th 2027.

As of December 2020, the work to expand the application of the Law on Simplified Work Engagement on Seasonal Jobs in Certain Activities is in process, including tourism, hospitality, construction, assistance in domestic households and cleaning services of residential building. In February 2022, the International Labour Organization submitted its comments via memorandum on the text of the Draft Law after the public debate held in 2021. The Draft Law should be aligned not only with the *acquis*, but also with the submitted ILO memorandum, on which the European Commission particularly insisted.

⁵ „Official Gazette”, No. 30/18.

During 2023, the Working Group prepared a Draft Law on Volunteering on which the work will be continued in accordance with the strategic documents of the Government of the Republic of Serbia. This new Law is supposed to replace the current 2010 Law.

In addition to the Labour Law, it is necessary to harmonize other relevant laws in force in the Republic of Serbia with the *acquis*, above all the Law on Conditions for Posting of Employees to Temporary Work Abroad and their Protection, Law on Agency Employment, Law on the Prevention of Harassment at the Workplace, and the Law on Records in the Field of Labour.

According to the upcoming revision of the National Programme for Adoption of the Union Acquis 2024-2027 (NPAA), within Chapter 19 - Social policy and employment, point 3.19. Social policy and employment, it is envisaged that labour legislation will be aligned with EU legislation by 2028, that is, that the Government will adopt proposals of the following laws within that period: the Labour Law, Law on Agency Employment and Law on Conditions for Posting and Protection of Employees Abroad, and by 4Q 2027 Law on Traineeships. In order to carry out the planned activities within the given deadlines, it is necessary for the implementation of this Twinning contract to start by the end of 2024.

Regarding the Programme for Tackling Informal Economy 2023 - 2025, within the framework of Special objective 3 - Fiscal and administrative ease relief of legal business operation business, under the special measure no. 6, the regulation of new forms of employment and their tax treatment and the expansion of the scope of simplified employment to new activities is envisaged.

3.3 Linked activities:

The Global Programmes „**Migration & Diaspora**” (PMD) and „**Migration for Development**” (PME), were implemented between MoLEVSA and the German Agency for International Cooperation (GIZ) as implementation partners, and financed by the Federal Ministry for Economic Cooperation and Development (BMZ) in the Republic of Serbia since 2016. The projects implementation results included adopting the Strategy and Action Plan for Economic Migration for the period 2021-2023. The PME project had three phases by now and also supported the migration counselling by establishing the DIMAK - German Information Center for Migration, Vocational Training and Career, which strengthened the capacities of the Migration Service Centers of the National Employment Service. Phase III of the PME programme as well as the PMD programme ended in Summer 2023, and new phases of the global programmes in the field of migration has started and is currently in operational planning phase. It will include activities in the area of policy and capacity development to MoLEVSA and NES in reaching the Goals of the Global Compact on Migration (GCM). In particular, the MSC advisors will undergo capacity building activities pertinent to providing target group- and gender-specific services for regular and safe labour and educational migration, regional migration and reintegration.

Global Program „**Mainstreaming Migration into National Development Strategies**” was implemented by the IOM and ILO in the period from 2014-2018. Activities within the project included familiarisation of the NES and MoLEVSA staff with EURES portal, as well as improvement of the capacities of staff working in MSC (development of guides and manuals, providing IT support and updating the MSC website etc.). Funding was provided by the Swiss Agency for Development and Cooperation.

Platform for Employment and Social Affairs – ESAP was implemented by Regional Cooperation Council and ILO through two phases, 2016-2019/2020-2023. This regional project aimed at strengthening regional cooperation and institutional capacities of state administrations, employers and workers' organizations for the design and effective implementation of labour market and social policy reforms during their EU accession process. In the first phase of the ESAP project, based on a benchmarking analysis conducted in the previous period between the public employment services of the Western Balkans, an analysis of EURES compatibility was conducted in the NES. Project is funded by the European Union.

IPA 2012 Twinning project „Promoting social dialogue”, implemented in the period 2014-2016 aimed at improving legislative framework for effective social dialogue, developing the capacity of public administration, the national SEC and the social partners to promote socio-economic reforms, as well as improving social dialogue at the local level. It resulted in, inter alia, amendments of the Labour Law in 2014 and 2017 (specifically of relevance for social dialogue, a deadline was prescribed during which the Government must decide on the minimum price of labour if the decision was not reached by SEC; amendments were also related to trade union rights, providing spatial and technical conditions for trade union work at employer’s premises, paid leave for trade union representative for performing trade union duties, provisions which regulate the procedure before the Committee for determining trade union and employer association representativeness were also amended, as well as the part of the Law which regulates collective bargaining and conclusion of collective agreements, which was mostly improved).

Project **„Capacity building, information and awareness raising for promotion of regular migration in the Western Balkans region”** funded by the EU, the Governments of Switzerland, Italy, Germany and Liechtenstein and implemented by IOM and ILO in the period 2008-2010 and **IPA 2009 „Migration for Development in the Western Balkans”** funded by the EU, the German government and the Development Fund and implemented by IOM in the period 2010-2012. As one of the outputs of the projects, the first MSC was established in Belgrade in 2008. In the second phase network of 7 MSC was created.

3.4 List of applicable *Union acquis*/standards/norms:

Applicable Union *acquis*/standards/norms are listed in Annex I attached to the Twinning Fiche.

3.5 Components and results per component

Component 1 Alignment of the Serbian labour legislation with the Union acquis

Result 1.1 Table of concordance of Serbian labour legislation with the Union *acquis* developed.

Result 1.2 Strengthened legislative and policy capacities in the field of labour.

Result 1.3 Inclusive consultative process conducted during the law-making process.

Result 1.4 A set of labour laws (including the Labour Law relevant and corresponding regulations, the Law on Volunteering, Law on Conditions for Temporary Posting Abroad, Law on Preventing Abuse at Work, Law on Seasonal Jobs, Law on Agency Employment, Law on Traineeships, Law on Records in the Field of Labour) drafted and aligned with the Union *acquis* and an ex-ante analysis of draft laws developed.

Component 2 Establishing preconditions for participating in EURES

Result 2.1 Situation, needs and gaps related to legal, institutional, administrative, infrastructural and technical capacities of MoLEVSA, NES, employment agencies to fully access EURES, assessed and analysed.

Result 2.2 Human capacities of the MoLEVSA (advisors on normative and supervisory tasks in the field of employment and economic migration), NES (employment advisors and IT employees) and employment agencies (employment advisors) built to implement EU Regulations⁶.

Result 2.3 NES and employment agencies supported in meeting conditions to participate in EURES.

⁶ Regulation (EU) 2016/589 of the European Parliament and of the Council of 13 April 2016 on a European network of employment services (EURES) and Regulation (EU) 2019/1149 of the European Parliament and of the Council of 20 June 2019 establishing a European Labour Authority, amending Regulations (EC) No 883/2004, (EU) No 492/2011, and (EU) 2016/589 and repealing Decision (EU) 2016/344

3.6 Means/input from the EU Member State Partner Administration(s)*:

The Project Leader (PL) and the Resident Twinning Adviser (RTA) shall provide support to the responsible Serbian authorities in strengthening their capacities as well as in the implementation of this project. During the implementation of this project, the RTA will be positioned in the premises of the Ministry of Labour, Employment, Veterans and Social Affairs.

The RTA will be provided with a full-time RTA assistant acting as an assistant for technical and organizational support. The assistant will be contracted in line with the Twinning Manual rules (see point 4.1.6.10) and paid from the Twinning budget. The assistant will be selected through an open call. The role of the RTA Assistant is to support the RTA in the project management. In addition, the assistant will be responsible for organization of meetings, seminars etc. and their logistics, as well as for providing translation and interpretation services on a daily basis.

The Twinning Partners shall ensure that the EU funded Twinning project has high and consistent level of visibility. A minimum of two visibility events will be organised during the implementation, namely a kick-off meeting on project commencement and a final event at the end of the implementation period. Moreover, as per EU Visibility rules, the distribution of the printed promotional material will be conducted and the public will be informed about the project implementation through calls for round tables/consultative processes that will be a part of the project activities.

The compliance with the provisions of the updated document "Communication and Visibility Requirements" (available at https://ec.europa.eu/europeaid/sites/devco/files/communication-visibility-requirements-2018_en.pdf) will be ensured.

3.6.1 Profile and tasks of the PL:

The Project Leader will be appointed by the Member State Lead Partner institution. The Member State Project Leader (PL) is expected to be an official or assimilated agent with a sufficient rank to ensure an operational dialogue at political level. The Member State PL will conceive, lead and supervise the implementation of the project and manage the project team of selected member state(s) experts and formally signs all work plan(s) and/or any updates of these (reports and supporting documentation regarding the implementation phase).

PL tasks

- Attends to the selection meeting;
- Responsible for the overall coordination and implementation of the Twinning project in cooperation with the Beneficiary Country (BC) PL;
- Supervises the RTA;
- Ensures sound and timely implementation of the envisaged activities;
- Ensures that all team members are aware of their tasks and responsibilities;
- Ensures together with the RTA that the project remains within allocated budget;
- Prepares project reports;
- Ensures backstopping and financial management of the project in the Member State (MS);
- Ensuring timely, effective and efficient implementation of the project and achievement of results, through proposed activities;
- Coordinates deployment of short-term experts;
- Coordinates (with the MS RTA) the Project Steering Committee (PSC) meetings;
- Participates in quarterly meetings of the PSC and with the BC PL, co-chairs the PSC;

- Participates in some communication and visibility activities, including participation at the Kick off and Final Event meeting (is expected);
- Develop the work plan, updates and the communication and visibility plan.

PL profile

Requirements:

- University degree in the area of law, economics, management or equivalent professional experience of 8 years;
- Minimum 3 years of professional experience in the area of labour, and employment/EURES and related EU regulations;
- Experience in project management preferably in at least 2 projects;
- Proven experience in the implementation of at least 1 EU Twinning Project would be an asset;
- Excellent management and communication skills;
- Fluency in the English language, both written and spoken;
- Good computer literacy.

3.6.2 Profile and tasks of the RTA:

The Resident Twinning Advisor (RTA) is the backbone of a Twinning project and he/she works on a daily basis with the BC staff to implement project, support and coordinate activities in the beneficiary country.

The RTA should have adequate experience and knowledge related to the areas covered by this project (labour, employment/EURES). He/she should be a civil servant or other contractual staff of a Member State administration or a registered mandated body who are mobilised as an RTA to implement a Twinning project.

RTA tasks

- Coordinates and monitors project implementation, assessing risks that may arise, proposing corrective management actions if required;
- Coordinates project activities in BC in line with the agreed work programme, initial and subsequent work plans to enable timely and correct completion of project results and delivery of the outputs;
- Provides advice and technically assists the representatives of the Beneficiary administration on related EU policies and best practices, legislation and regulations;
- Establishes and maintains cooperation with all beneficiaries involved in the implementation of the project and other related projects (ensures the avoidance of overlapping) in close co-ordination with the Project Leader;
- Nominates, mobilize and supervises of the short-term experts, together with the Project Leader; Coordinates and briefs the Component Leaders;
- Facilitates of the contacts with peer institutions in EU member states in order to stimulate a proper exchange of information and data;
- Organizes Twinning visibility events (kick-off and final event) and ensures the consistent level of visibility throughout the project implementation;
- Prepares Initial work plan, prepares and updates the rolling work plan to be transmitted to the Project Steering Committee under the authority of the Member State PL;

- Organizes and participates at the Project Steering Committee meetings and reports on the progress achieved by the project in close cooperation with the Project leader;
- Identifies and reports the Contracting Authority, at early stage, all difficulties that may jeopardize the implementation of the project and the achievement of its results.

RTA profile

Requirements

- University degree in the area of law or equivalent professional experience of 8 years (professional experience from the relevant sector related to the implementation of the *European Union acquis* and/or policy objectives and mandatory projects results/outputs);
- Minimum three years of specific experience in the area relevant to this project;
- Senior civil servant or other contractual staff of a Member State administration or a registered mandated body with at least 3 years of general working experience in the field of labour, and employment/EURES;
- Good knowledge of Chapter 19 *acquis*;
- Excellent communication, coordination and reporting skills;
- Fluency in the English language, both written and spoken;
- Good computer literacy.

Assets

- Experience with Twinning rules and procedures;
- Experience in implementing at least one international or EU-funded project of a similar nature will be considered an asset;
- Experience in harmonization of national legislation with the Union *acquis*;
- Experience in capacity building of professionals working in public institutions;
- Knowledge of Serbian/Croatian/Slovenian desirable.

3.6.3. Profile and tasks of Component Leaders:

The Member State shall designate for two components a short-term expert who, besides contributing directly to individual activities, acts as Component Leader and coordinates the intervention of all other Member State experts mobilised for the same component, in close cooperation with the RTA.

Component Leaders will be responsible for the execution of following tasks in compliance with the requirements and scope of each individual component, under the RTA supervision.

Component Leaders (CL) tasks

- Responsible for coordinating the implementation of all activities implemented in the framework of the concerned component;
- Interact with the Beneficiary performing a detailed assessment of the needs for support within the Component under their respective responsibility;
- Plan the activities to be delivered;
- Brief and supervise the work of other short-term experts, in collaboration with the RTA;
- Arranging training activities in compliance with the requirements designated under activity purposes.

Component Leader CL 1 profile

- University degree in the area relevant to this project (law, economics) or equivalent professional experience of 8 years;
- Specific working experience of at least 3 years in the area for which the expert is mobilized, related to the component, especially in the field of the Union acquis, labour law.
- Specific knowledge in the field of labour law, equal opportunities, working conditions, work-life balance, the process of adopting a new legislation/amending and harmonizing the existing national legislation with the Union acquis, as well as the experience in conducting trainings for stakeholders participating in the process of law adoption;
- Experience in drafting primary and secondary legislation as well as harmonization of national legislation with the Union acquis;
- Strong communication capabilities and ability to work in different environments with local experts;
- Excellent presentation skills and previous experience as a trainer (only for training activities);
- Strong initiative, analytical and team working skills;
- Fluency in the English language, both written and spoken;
- Good computer literacy.

Component Leader CL 2 profile

- University degree in the area relevant to this project (law, economics, management) or equivalent professional experience of 8 years;
- Specific working experience of at least 3 years in the area for which the expert is mobilized, related to the component, especially in the field of employment and EURES
- Specific knowledge in the field of EU regulations, social security, employment and the EURES network, EU requirements regarding the EURES network accession process as well as the experience in conducting trainings for PES/EURES employees;
- Strong communication capabilities and ability to work in different environments with local experts;
- Excellent presentation skills and previous experience as a trainer (only for training activities);
- Strong initiative, analytical and team working skills;
- Fluency in the English language, both written and spoken;
- Good computer literacy.

3.6.4. Profile and tasks of other short-term experts:

Member State institutions are chosen as Twinning partners by the Beneficiary for their specific knowledge and administrative systems. Consequently, short term experts (STE) made available for the implementation of a Twinning project shall therefore be fully integrated within the Member State institutions involved in the delivery of the required expertise. Thus, short-term experts are officials or assimilated agents of a Member State public administration, or mandated body. They deliver their expertise under the overall responsibility of the Member State PL and the coordination and supervision of the RTA;

Twining project that support Beneficiaries with development of legislation, especially alignment of legislation with the Union acquis must ensure sufficient short-term expertise on impact assessments

and/or the conduct of stakeholder consultations to ensure an inclusive and evidence-based policy-making process;

STEs should be identified by the Project Leader/RTA and have to be agreed with the beneficiary institutions in the course of designing and delivery of the expected project outputs;

Main specific areas of expertise required by the team of short-term experts should cover the following fields (the list of fields is indicative and non-exhaustive): labour, employment relations, gender equality and prohibition of discrimination, volunteering, prevention of mobbing (abuse at work), securing equal conditions for service provision to workers posted temporarily abroad and employees in agencies for temporary employment, employment and the EURES network, the work of EURES National Coordination Offices, the work of private employment agencies, the EU requirements regarding the EURES network accession process and technical specifications for the information systems, social security and other according to the needs.

Depending on the nature of the assigned tasks, the STEs will be also required to comply with one or more of the following requirements:

- Experience in drafting primary and secondary legislation, guidelines and instructions in the field relevant to this project to ensure approximation with the EU legislation and other international acts/guidelines in the sector;
- Knowledge and in-depth understanding of the EU legislation and good practices in the field relevant to this project, with emphasis on their specific area of expertise;
- Experience in preparation and delivery of training or other educational activities;
- Hands-on experience in the respective field of expertise;
- Experience in design and delivery of communication events and campaigns in the field relevant to this project and experience to interact with media professionals.

Profile of the short - term experts (STEs)

Requirements:

- University degree in the fields relevant to this project (law, economics, statistics, IT, management or equivalent) or other depending on the activity or equivalent professional experience of 8 years;
- At least 3 years of specific working experience in the field for which the expert is mobilized;
- Proven contractual relation to public administration or mandated body;
- Fluency in the English language, both written and spoken;
- Good computer literacy.

STEs tasks

Under the RTA coordination, the STEs will:

- Closely work with partners in implementing all Twinning Project activities;
- Provide specialized assistance and support to BC staff in the areas identified, and in the modalities envisaged, by this Twinning Fiche;
- Prepare the mission according to instructions from the RTA, familiarizing themselves with relevant documentation, and drafting supporting materials, if the mission requires (e.g. if delivering training);

- Diligently perform the mission, according to the RTA instructions and considering the requests by BC partners, and organise a debriefing for the Ministry of Labour, EUD and interested stakeholders;
- At the end of the mission, draft a brief mission report and handle all deliverables prepared.

4. Budget

The maximum budget allocated to this Twinning project is 2,000,000.00 EUR.

Support to improving working conditions and preparing the Republic of Serbia to participate in EURES	EU Contribution	National Co - Financing	TOTAL
Twinning contract	EUR 2,000,000	EUR 0	EUR 2,000,000

5. Implementation Arrangements

5.1 Implementing Agency responsible for tendering, contracting and accounting:

Ministry of Finance

Department for Contracting and Financing of EU Funded Programmes (IBFM)

Balkanska 5311000 Belgrade

Republic of Serbia

Mr Marko Jovanović

Head of Contracting Authority

Phone: +3817652625

E-mail: marko.jovanovic@mfin.gov.rs

Mr Darko Vasić

National Contact Point

Tel: +381 117652577

E-mail: twinning@mfin.gov.rs

5.2 Institutional framework

The Ministry of Labour, Employment, Veteran and Social Affairs of the Republic of Serbia (MoLEVSA) is responsible for policy development, implementation and monitoring in the areas of labour, employment, health and safety at work, social protection, pension and disability insurance, protection of persons with disabilities and veterans. **The Labour and Employment Department** performs activities related to, amongst others, preparation of laws and bylaws in the field of labour relations, employment on seasonal jobs and other forms of employment, volunteer work, protection from harassment at work; administrative work related to work and employment; policy making in the areas of labour, employment, and supervision over the work and acts of the National Employment Service and employment agencies; participation in the preparation of reports on international cooperation and harmonization of regulations within the competence of the Sector with the acquis communautaire. The organisational structure within the Labour and Employment Department is the following: Division for active employment policy (7 civil servants employed), Division for social dialogue, collective bargaining and wages (8 civil servants employed), Division for normative and study-analytical work in the field of work (7 civil servants employed) and Group for normative and study-analytical affairs in the field of employment and economic migration and supervision in the field of employment (5 workplaces).

The National Employment Service (NES) is the public employment service entrusted to provide a wide range of services to the unemployed in Serbia. The NES is the main implementation institution responsible for active labour market policies (ALMPs). It has a Headquarter based in Kragujevac, two Provincial Employment Services and operates through a network of **34 Branch Offices** nationwide. Branch offices have 3 types of organisational units: Services (13 in total), Outposts (124 in total) and Offices (18 in total). The National Employment Service comprises basic organizational units: the Head Office in Belgrade and the provincial employment services (according to the functional principle) and branch offices (according to the territorial principle).

Employment affairs are carried out by the National Employment Service and **private employment agencies**. In accordance with the Law on Employment and Unemployment Insurance, private employment agencies are equally competent for employment affairs as the NES. As of September 2023, 104 private employment agencies have got a license by the MoLEVSA to operate.

Coordination mechanism

Project Steering Committee (PSC) will be established for the direct control and supervision of the project implementation. The PSC will be responsible for the overall quality of project implementation, provide strategic direction and ensure that the project outputs and goals are met in time, approve work plans and reports, offer guidance and advise on project activities.

The composition of the PSC will be defined by the Twinning Contract. Nevertheless, the PSC will be composed of following members: MS Project Leader, the junior MS PL(s) (in case of consortium), BC Project Leader, RTA, RTA BC counterpart, representatives of the Ministry of Finance, Department for Contracting and Financing of EU Funded Programs (IBFM), representatives of the MoLEVSA/IPA Unit, representatives of the Ministry of European Integration (Managing Authority) and the representatives of other key institutions involved in the project. Representatives of the European Delegation to the Republic of Serbia (EUD) will be invited as observer(s). If deemed necessary, representatives of other institutions with relevant expertise or key experts who can enhance the quality of the project should be invited to join the Steering Committee Meetings as observers.

5.3 Counterparts in the Beneficiary administration:

The PL and RTA counterparts will be staff of the Beneficiary administration and will be actively involved in the management and coordination of the project.

5.3.1 PL counterpart

Specify the name, official position and postal address of its institution, (no contact details of the person)

The BC Project Leader will manage and lead a project team from the Serbian side and will ensure that the decision makers at the national level will be informed accordingly on the implementation and evolution of the project. He/she will ensure close cooperation and supervision of the project and he/she will also be responsible for drafting and signing reports and other documents related to project management from the Serbian side and will chair PSC meetings.

The Beneficiary PL is appointed by the Beneficiary administration and expected to operate at the appropriate political level to administer the project, and entrusted with the power and responsibility to guarantee ideal conditions for the implementation of the activities and full ownership of the results achieved. The Beneficiary PL acts as the main interlocutor of the Member State PL. The Beneficiary and Member State PLs work in close cooperation and ensure the overall steering and coordination of the project. The Beneficiary PL must devote part of his/her working time to supervise the project.

Head of the Department for Labour and Employment
Ministry of Labour, Employment, Veterans and Social Affairs (MoLEVSA)

Nemanjina St, No. 22-26, 11000 Belgrade
Republic of Serbia
Phone: +381 11 3616-128
E-mail: rad.zaposljavanje@minrzs.gov.rs

5.3.2 RTA counterpart

To facilitate communication and exchange of information between the implementing partners, for each Twinning project the Beneficiary should designate a member of its staff as the counterpart of RTA. The RTA counterpart should be fluent in the language used under the Twinning project and support the RTA whenever necessary for all contacts with the Beneficiary administration. He/she should therefore be familiar with the structure and competences of the Beneficiary administration and be able to act as a facilitator in view of the organisation and implementation of activities. The RTA counterpart shall also support the Beneficiary PL for the daily coordination of activities.

Mr Stefan Resimić

Independent advisor at Division for normative and study-analytical tasks in field of labour
in Department for labor and employment

Ministry of Labour, Employment, Veterans and Social Affairs (MoLEVSA)

Nemanjina St, No. 22-26, 11000 Belgrade

Republic of Serbia

Phone: +381 113616265; +381 645682578

E-mail: stefan.resimic@minrzs.gov.rs

6. Duration of the project

Duration of the project is 24 months of implementation + 3 months execution period.

7. Management and reporting⁷

7.1 Language

The official language of the project is the one used as contract language under the instrument (English). All formal communications regarding the project, including interim and final reports, shall be produced in the language of the contract.

7.2 Project Steering Committee

A project steering committee (PSC) shall oversee the implementation of the project. The main duties of the PSC include verification of the progress and achievements *via-à-vis* the mandatory results/outputs chain (from mandatory results/outputs per component to impact), ensuring good coordination among the actors, finalising the interim reports and discuss the updated work plan. Other details concerning the establishment and functioning of the PSC are described in the Twinning Manual.

7.3 Reporting

All reports shall have a harmonized narrative and financial section, signed by both Project Leaders. They shall include as a minimum the information detailed in section 5.5.2 (interim reports) and 5.5.3 (final report) of the Twinning Manual. Reports need to go beyond activities and inputs. Two types of reports are foreseen in the framework of Twinning: interim quarterly reports and final report. An interim quarterly report shall be presented for discussion at each meeting of the PSC. The narrative part shall primarily take stock of the progress and achievements *via-à-vis* the mandatory results and provide

⁷ Sections 7.1-7.3 are to be kept without changes in all Twinning fiches.

precise recommendations and corrective measures to be decided by in order to ensure the further progress.

8. Sustainability

Given that the project is in line with the Employment Strategy and is to support the institution of a new Labour Law and set of labour related laws, the project will pay special attention to help establish a legal and institutional framework so as to ensure the continuous support and funding for sustainable results. All aspects of the projects will be supported through an existing intent of the MoLEVSA to expand and sustain its administrative capacities so as to ensure optimal application and continued contribution of the results supported through this project. Furthermore, by including a wide range of stakeholders in the consultation process of law adoption, the project will ensure a wider consensus necessary for a sustainable and long-lasting legislative solution in the area as crucial as labour. Finally, by providing a detailed roadmap for the EURES accession as well as by encompassing all stakeholders relevant for employment affairs in reaching those criteria, the project will contribute to their compliance with the EU employment providers and preparedness to join the EU job mobility network when the time comes.

9. Crosscutting issues (*equal opportunity, environment, climate etc...*)

Equal Opportunity

Equal opportunity principles and practices in ensuring equitable gender participation in the project and information will be provided in the regular reports of the Twinning Partner regarding gender participation rates in the different trainings, workshops and seminars.

Based on the fundamental principles of promoting equality and combating discrimination, participation in the project will be guaranteed on the basis of equal access, regardless of sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation.

Environment

This Twinning Project is environmentally neutral. No negative impact on the environmental protection is envisaged.

10. Conditionality and sequencing

The successful implementation of this project is conditioned by an active commitment from the decision makers, senior Government officials and the staff of the respective institutions (primarily MoLEVSA, NES, national SEC and other relevant stakeholders, including their participation in the relevant capacity building activities (workshops, study visits and other). The implementation output is also conditioned by the decisions made by the Government.

11. Indicators for performance measurement

Component 1 Alignment of the Serbian labour legislation with the Union acquis

Result 1.1 Table of concordance of Serbian labour legislation with the Union acquis developed

Indicators for Result 1.1

1.1.1. Number of discrepancies between Serbian labour legislation and Union acquis identified (at least 15)

1.1.2. Number of recommendations to align Serbian labour legislation with the Union acquis (at least 15)

Result 1.2 Strengthened legislative and policy capacities in the field of labour

Indicators for Result 1.2

1.2.1. Number of public officials and social partners' representatives trained (at least 50)

1.2.2. Number of capacity building activities organised (trainings/workshops – approx. 20, study visit - 1 for 12 representatives of MoLEVSA and social partners)

Result 1.3 Inclusive consultative process conducted during the law-making process

Indicators for Result 1.3

1.3.1. Number of round tables/focus groups organised within the consultation process (approx. 10)

1.3.2. Number of organisations/social partners consulted during the consultation process (approx. 10)

Result 1.4 A set of labour laws (including the Labour Law, relevant and corresponding regulations, The Law on Volunteering, Law on Conditions for Temporary Posting Abroad, Law on Preventing Abuse at Work, Law on Seasonal Jobs, Law on Agency Employment, Law on Traineeships, Law on Records in the Field of Labour) drafted and aligned with the Union acquis and an ex-ante analysis of draft laws developed

Indicators for Result 1.4

1.4.1. Number of laws in the area of labour drafted and harmonized with the Union acquis (approx. 5)⁸

1.4.2. Number of ex-ante analysis for draft laws developed (approx. 8)

Component 2 Establishing the preconditions for participating in EURES

Result 2.1 Situation, needs and gaps related to legal, institutional, administrative, infrastructural and technical capacities of MoLEVSA, NES, employment agencies to fully access EURES, assessed and analysed

Indicators for Result 2.1

2.1.1. Number of identified deficiencies/gaps for access to EURES (at least 5)

2.1.2. Number of given recommendations/analysis for improvement of shortcomings and overall capacities for access to EURES (at least 6)

Result 2.2 Human capacities of the MoLEVSA (advisors on normative and supervisory tasks in the field of employment and economic migration), NES (employment advisors and IT employees) and employment agencies (employment advisors) built to implement EU Regulations⁹

⁸ The number of adopted acts may be lower, depending on whether the labour legislation would be codified

⁹ Regulation (EU) 2016/589 of the European Parliament and of the Council of 13 April 2016 on a European network of employment services (EURES) and Regulation (EU) 2019/1149 of the European Parliament and of the Council of 20 June 2019 establishing a European Labour Authority, amending Regulations (EC) No 883/2004, (EU) No 492/2011, and (EU) 2016/589 and repealing Decision (EU) 2016/344

Indicators for Result 2.2

- 2.2.1. Number of trained persons with obtained certificates (MoLEVSA, NES, employment agencies - approx. 150)
- 2.2.2. Number of trained IT employees with obtained certificates (approx. 10)
- 2.2.3. Number of MoLEVSA and NES staff participated in a study visit (approx. 10)

Result 2.3 NES and employment agencies supported in meeting conditions to participate in EURES

Indicators for Result 2.3

- 2.3.1. Number of developed methodologies for reporting within EURES (at least 2)
- 2.3.2. Number of guidelines developed for establishing access and quality of services (at least 3)
- 2.3.3. A roadmap to access EURES developed (1)

12. Facilities available

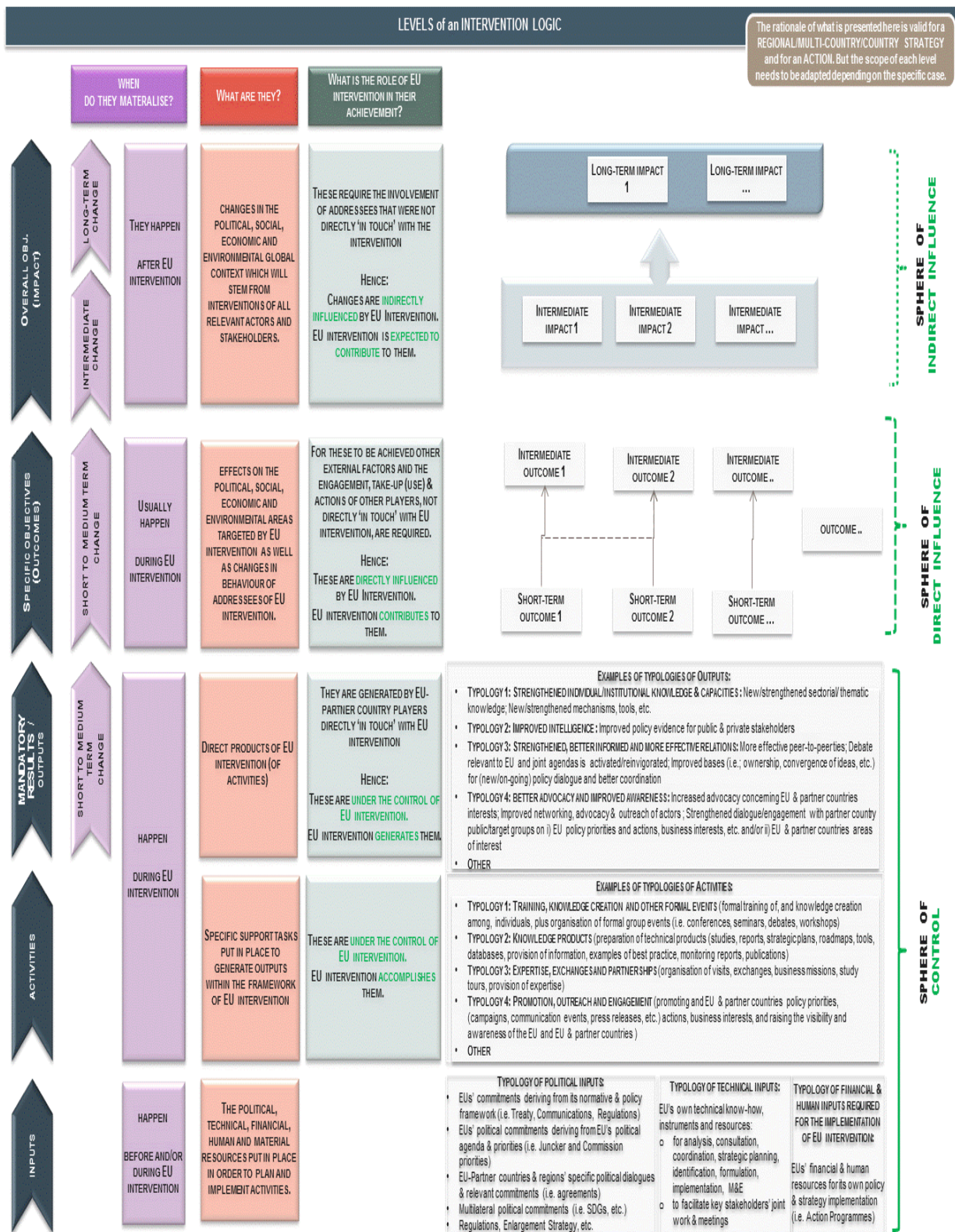
The Ministry of Labour, Employment, Veterans and Social Affairs will provide the twinning partner with adequate office space for RTA and experts, meeting rooms and equipment necessary for relevant everyday activities and training foreseen in twinning fiche.

ANNEXES TO PROJECT FICHE

1. The Simplified Logical framework matrix as per Annex C1a
2. List of applicable Union acquis/standards/norms Annex I
3. Action Plan for Chapter 19¹⁰

¹⁰ Please see the Revised NPAA for 3Q 2024-4Q 2027 for the deadlines (to be published on the Ministry of European Integration website during the summer 2024)

ANNEX C1a: Levels of an intervention logic



Annex C1a: Simplified Logical Framework

	Description	Indicators (with relevant baseline and target data)	Sources of verification	Risks	Assumptions (external to project)
Overall Objective	Contributing to improved legislative and institutional framework for a more efficient and inclusive labour system	Progress made toward meeting accession criteria in Chapter 2 (related to freedom of movement for workers) and Chapter 19 (sections related to working conditions)	EC Progress Report		
Specific (Project) Objective(s)	Aligned labour legislation with the Union acquis and established preconditions for participation in EURES	<ul style="list-style-type: none"> • Number of prepared draft laws regulating working conditions (baseline 0, target: 5¹) • Number of EU directives and regulations integrated/incorporated into national legislation (baseline 5 (2020), target: 20) • Methodology with accompanying procedures and roadmap to access to the EURES network developed (baseline No; target Yes) 	<ul style="list-style-type: none"> - Twinning Project Final Report - MoLEVSA reports - SEC reports - Official Gazette of the Republic of Serbia - NES reports 	<ul style="list-style-type: none"> - Lack of availability, inadequate commitment and motivation of all relevant stakeholders to take part in the process - Insufficient and/or inefficient cooperation and communication among all involved stakeholders 	The Government commitment to the EU integration process and meeting requirements under Ch. 19 and Ch. 2

¹ The number of adopted acts may be lower, depending on whether the labour legislation would be codified

<p>Mandatory results/outputs by components</p>	<p>Component 1 Alignment of the Serbian labour legislation with the Union acquis</p> <p>Result 1.1 Table of concordance of Serbian labour legislation with the Union acquis developed</p> <p>Result 1.2 Strengthened legislative and policy capacities in the field of labour</p> <p>Result 1.3 Inclusive consultative process conducted during the law-making process.</p> <p>Result 1.4 A set of labour laws (including the Labour Law, relevant and corresponding regulations, the Law on Volunteering, Law on Conditions for Temporary Posting Abroad, Law on Preventing Abuse at Work, Law on Seasonal Jobs, Law on Agency Employment, Law on Traineeships, Law on Records in the Field of Labour) drafted and aligned with the Union acquis and an ex-ante analysis of draft laws developed</p>	<p>Indicators for Result 1.1</p> <ul style="list-style-type: none"> - Number of discrepancies between Serbian labour legislation and the Union acquis identified (baseline 0; target 15) - Number of recommendations to align Serbian labour legislation (baseline 0; target 15) <p>Indicators for Result 1.2</p> <ul style="list-style-type: none"> - Number of public officials and social partners' representatives trained (baseline 0; target 50) - Number of capacity building activities organised (trainings, workshops, study visit) (baseline 0; target 21) <p>Indicators for Result 1.3</p> <ul style="list-style-type: none"> - Number of round tables/focus groups organised within the consultation process (baseline 0; target 10) - Number of organisations/social partners consulted during the consultation process (baseline 0; target 10) <p>Indicators for Result 1.4</p> <ul style="list-style-type: none"> - Number of laws in the area of labour drafted and harmonized with the Union acquis (baseline 0; target 5²) - Number of ex-ante analysis for draft laws developed (baseline 0; target 8) 	<ul style="list-style-type: none"> - TW project reports - Official Gazette of the Republic of Serbia - MoLEVSA Progress Reports - List of round tables/focus groups participants - Round tables/focus groups minutes - Trainings and workshops notes/materials - List of workshops and trainings participants - Study visit programme, list of participants and report 	<ul style="list-style-type: none"> - Inadequate/lack of involvement of responsible ministries, social partners and other stakeholders in working groups for drafting laws in the area of labour - Low interest/inactive involvement of relevant stakeholders in workshops, round tables/focus groups - Project activities are not given priority in relation to other obligations of employees - Insufficient administrative capacities 	<ul style="list-style-type: none"> - Active involvement of responsible ministries, social partners and other stakeholders in working groups for drafting laws in the area of labour - Sufficient administrative capacities of responsible ministry for drafting of regulations
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	<p>Component 2 Establishing preconditions for participating in EURES</p> <p>Result 2.1 Situation, needs and gaps related to legal, institutional, administrative, infrastructural and technical capacities of MoLEVSA, NES, employment agencies to fully access EURES, assessed and analysed</p> <p>Result 2.2 Human capacities of the MoLEVSA, (advisors on normative and supervisory tasks in the field of employment and economic migration), NES (employment advisors and IT employees) and employment agencies (employment advisors) built to implement the EU Regulations</p> <p>Result 2.3 NES and employment agencies supported in meeting conditions to participate in EURES</p>	<p>Indicators for Result 2.1</p> <ul style="list-style-type: none"> - Number of identified deficiencies/gaps for access to EURES (baseline 0; target 5) - Number of given recommendations/analysis for improvement of shortcomings and overall capacities for access to EURES (baseline 0; target 6) <p>Indicators for Result 2.2</p> <ul style="list-style-type: none"> - Number of trained persons with obtained certificates (MoLEVSA, NES, employment agencies) (baseline 0; target 150) - Number of trained IT employees with obtained certificates (baseline 0; target 10) - Number of MoLEVSA and NES staff participated in a study visit (baseline 0; target 10) <p>Indicators for Result 2.3</p> <ul style="list-style-type: none"> - Number of developed methodologies for reporting within EURES (baseline 0; target 2) - Number of guidelines developed for establishing access and quality of services (baseline 0; target 3) - A roadmap to access EURES developed (baseline No; target Yes) 	<ul style="list-style-type: none"> - TW project reports - MoLEVSA Progress Reports - NES Annual report - Trainings and workshops notes/materials - List of workshops and trainings participants - Study visit programme, list of participants and report 	<ul style="list-style-type: none"> - Lack of availability of relevant staff for project implementation 	
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² The number of adopted acts may be lower, depending on whether the labour legislation would be codified

<p>Sub-results per component (optional and indicative)</p>	<p>Optional activities to achieve Result 1.1 (to be refined by the applicant)</p> <p>Development of existing legislative framework gap assessment in comparison with the Union acquis presented in the form of Table of concordance</p> <p>Development of overview of the current institutional setup and recommendations for their improvement</p> <p>Preparation of a comparative analysis in the form of the Table of concordance and simultaneous review done by the beneficiary. The comparative analysis should contain conclusions which should serve as inputs for laws amendments.</p> <p>Preparation of an overview of relevant EU court practice in the form of Table of concordance and simultaneously reviewed by the beneficiary.</p> <p>Optional activities to achieve Result 1.2 (to be refined by the applicant)</p> <p>Delivery of workshops and trainings to all relevant stakeholders (ministries, the Labour Inspectorate, Department for safety and health at work, social partners, judiciary, NGOs etc.) in parallel with the process of drafting laws as to add weight to the quality of dialogue, discussion and law-making process.</p>				<ul style="list-style-type: none"> - Prioritisation of project activities in relation to other obligations of employees - Relevant documentation available - Sufficient administrative capacities - Active involvement of responsible ministries, social partners and other stakeholders in working groups for drafting laws in the area of labour - Active involvement of all relevant stakeholders in workshops, round tables/focus groups
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	<p>Optional activities to achieve Result 1.3 (to be refined by the applicant)</p> <p>Support to the Serbian authorities in preparation of the initial consultation process with relevant stakeholders (ministries, national and local SECs, employers' associations, trade unions, NGO, etc.) for discussing relevant draft laws/topics related to working conditions</p> <p>Delivery of round tables/focus groups throughout Serbia in order to inform participants (ministries, national and local SECs, employers' associations, trade unions, NGO representatives) about the undergoing legislative reform and presenting draft laws solutions for the purpose of discussion, dialogue and receiving quality feedback in the early phase of law-making.</p> <p>Optional activities to achieve Result 1.4 (to be refined by the applicant)</p> <p>Development of the current and new regulations effects analysis in line with public policy regulations and based on previous activities, simultaneously reviewed by the beneficiary</p> <p>Support the Serbian authorities in their efforts to harmonize relevant draft by-laws and regulations accordingly.</p>				
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	<p>Optional activities to achieve Result 2.1 (to be refined by the applicant)</p> <p>Development of Gap analysis stating identified legislative, institutional, infrastructural, technical, organizational gaps and capacities of Republic Serbia to access the EURES</p> <p>Development of analysis of technical specifications and performance criteria of the NES Information system and required technical capacities of employment agencies to meet the criteria for accessing EURES network</p> <p>Development of comparative analysis of the EU private employment agencies' involvement in the EURES network with recommendations for Serbia</p> <p>Optional activities to achieve Result 2.2 (to be refined by the applicant)</p> <p>Delivery of workshops and trainings to all relevant stakeholders (MoLEVSA, NES job counsellors, employment agencies staff, etc.) on the topics related to the standard procedures and working methods of the EURES advisors in EU countries, administrative and technical preparation for social security systems coordination in the field of unemployment insurance, etc.</p> <p>Delivery of a training for NES ITC experts on adaptation of the NES network with the EURES network</p>				<ul style="list-style-type: none"> - Adequately developed information system that will support the EURES platform and the network of public institutes
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	<p>Optional activities to achieve Result 2.3 (to be refined by the applicant)</p> <p>Development of a Roadmap for Serbia to access the EURES</p> <p>Development of guidelines (e.g. for the advisors on the working procedure for the EURES platform, for using EURES services both for employers and unemployed, for admission of organizations to the EURES network)</p> <p>Development of methodologies (e.g. for statistical data processing and reporting to the EURES)</p>				
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Annex I List of applicable Union acquis/standards/norms

The relevant Union acquis in the area of labour law

Directive 2003/88/EC of the European Parliament and of the Council of 4 November 2003 concerning certain aspects of the organisation of working time, with amendments from 2007

Council **Directive 2001/23/EC** of 12 March 2001 on the approximation of the laws of the Member States relating to the safeguarding of employees' rights in the event of transfers of undertakings, businesses or parts of undertakings or businesses

Council **Directive 98/59/EC** of 20 July 1998 on the approximation of the laws of the Member States relating to collective redundancies, with amendments from 2015

Council **Directive 80/987/EEC** of 20 October 1980 on the approximation of the laws of the Member States relating to the protection of employees in the event of the insolvency of their employer, with the amendments contained in the Directive 2002/74/EC of the European Parliament and of the Council of 23 September 2002

Council **Directive 1999/70/EC** of 28 June 1999 concerning the Framework Agreement on fixed-term work concluded by ETUC, UNICE and CEEP

Council **Directive 97/81/EC** of 15 December 1997 concerning the Framework Agreement on part-time work concluded by UNICE, CEEP and the ETUC

Council **Directive 91/383/EEC** of 25 June 1991 supplementing the measures to encourage improvements in the safety and health at work of workers with a fixed-duration employment relationship or a temporary employment relationship

Council **Directive 97/81/EC concerning the Framework Agreement on part-time work concluded by UNICE, CEEP and the ETUC**

Directive 2008/104/EC of the European Parliament and of the Council of 19 November 2008 on temporary agency work

Directive (EU) 2018/957 of the European Parliament and of the Council of 28 June 2018 amending **Directive 96/71/EC** concerning the posting of workers in the framework of the provision of services

Directive 2014/67/EU of the European Parliament and of the Council of 15 May 2014 on the enforcement of **Directive 96/71/EC** concerning the posting of workers in the framework of the provision of services and amending Regulation (EU) No 1024/2012 on administrative cooperation through the Internal Market Information System ('the IMI Regulation')

Council **Directive 94/33/EC** of 22 June 1994 on the protection of young people at work, with amendments from 2014

Directive (EU) 2015/1794 of the European Parliament and of the Council of 6 October 2015 amending Council **Directive 2001/23/EC** of 12 March 2001 on the approximation of the laws of the Member States relating to the safeguarding of employees' rights in the event of transfers of undertakings, businesses or parts of undertakings or businesses

Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)

Directive (EU) 2019/1152 of the European Parliament and of the Council of 20 June 2019 on transparent and predictable working conditions in the European Union

Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU

Directive 2008/94/EC on the protection of employees in the event of the insolvency of their employer, with amendments from 2015

The relevant Union acquis in the area of employment and EURES

Regulation (EU) No **2016/589** of the European Parliament and of the Council of 13 April 2016 on a European network of employment services (EURES), workers' access to mobility services and the further integration of labour markets, and amending Regulations (EU) No 492/2011 and (EU) No 1296/2013

Regulation (EU) No **2019/1149** of the European Parliament and of the Council of 20 June 2019 establishing a European Labour Authority, amending Regulations (EC) No 883/2004, (EU) No 492/2011, and (EU) 2016/589 and repealing Decision (EU) 2016/344

Commission Implementing Decision (EU) No **2018/170** of 2 February 2018 on uniform detailed specifications for data collection and analysis to monitor and evaluate the functioning of the EURES network

Regulation (EU) No **492/2011** of the European Parliament and of the Council of 5 April 2011 on freedom of movement for workers within the Union

Regulation (EC) No **883/2004** of the European Parliament and of the European Parliament and of the Council of 29 April 2004 on the coordination of social security systems

Regulation (EC) No **987/2009** of the European Parliament and of the Council of 16 September 2009 laying down the procedure for implementing Regulation (EC) No 883/2004 on the coordination of social security systems