



REPUBLIC OF SERBIA
MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS
COMPETITIVENESS AND JOBS PROJECT
Loan No. 8528 YF

REQUEST FOR EXPRESSIONS OF INTEREST FOR CONSULTANCY SERVICES

IMPROVING WORK INCENTIVES FOR SOCIAL ASSISTANCE BENEFICIARIES

Republic of Serbia was granted a loan of the International Bank for Reconstruction and Development to improve the competitiveness and employment toward the cost of the Competitiveness and Jobs Project (Project) and intends to apply part of the proceeds to payments for individual consultancy services under this Project.

Ministry of Labour, Employment, Veteran and Social Affairs of the Republic of Serbia (MoLEVSA) needs to engage (contract) Consultant (in consortium or individual) for Improving Work Incentives for Social Assistance Beneficiaries.

BACKGROUND

The Project aims to improve the effectiveness and coordination of selected public programs to alleviate constraints to competitiveness and jobs, including investment and export promotion, innovation, active labour market programs, labor intermediation, and activation of social assistance beneficiaries. The Project implements 4 institutions — Public Policy Secretariat, the Ministry of Economy (plus its development agencies), Ministry of Education, Science and Technological Development, and **Ministry of Labor, Employment, Veteran and Social Affairs**. The central institution responsible for coordination of the Project is Public Policy Secretariat (PPS) with the assistance of Project Implementation Unit (PIU) established in PPS, as a technical coordination unit of the Project. PPS coordinates the gathering and processing of the results of monitoring, reporting, fiduciary functions and safeguard procedures in close cooperation with the institutions participating in the Project.

MoLEVSA is responsible for achieving results within Component 4 of the Project. This component supports implementation of the programme through:

- Enhancing the effectiveness of National Employment Service (NES) labor intermediation services,
- Improving the effectiveness of active labour market policies (ALMPs) through,
- **Facilitating transition of social assistance beneficiaries into formal jobs.**

OBJECTIVE OF THE ASSIGNMENT

The overall objective of this contract is to provide assistance and support on Improving Work Incentives for Social Assistance Beneficiaries to the Ministry of Labour, Employment, Social and Veteran Affairs of the Republic of Serbia in the smooth implementation of the Component 4 of the Loan.

SCOPE OF WORK

- Familiarisation with relevant strategic and legal documentation governing the field of social assistance

- To analyse actual tax burden on the earnings of low-paid jobs and a compare with the current load on the earnings of low-paid job with the current maximum amounts of social assistance for one-, two-, three-member, a four, a five- and six-member family with members of working age
- To compare the current load on the earnings of low-paid jobs with an average amount of social assistance for one-, two-, three-, four-, five- and six-member family with members of working age
- To analyse the maximum amount of social assistance for one-, two-, three-, four-, five- and six-member family with working age members in relation to the minimum wage(s) for low-paid job for the last three years
- To analyse average amount of social assistance for one-, two-, three-, four-, five and six-member family with members of working age in comparison to the amount of the minimum salary or wages for low-paid job for the last three years
- To provide recommendation based on a thorough analysis a desirable estimate of the amount of social assistance in order to reduce disincentives to employment and stimulation of employment
- To assess current legislation on social assistance with regards to allowing the possibility of having a formal job while also receiving social assistance
- Research the number of working-age beneficiaries of social assistance in which, due to their education, training and skills, is possible to gain employment in terms of the labour market needs
- To assessment implementation of current legislation on social assistance with regards to allowing the possibility of having a formal job while also receiving social assistance
- Assessment of labor demand for social assistance beneficiaries, through quantitative methods analysing how many social assistance beneficiaries have formal or informal labour income (using SILC data from Statistical Office of the Republic of Serbia), by analysing educational and skills profiles of social assistance beneficiaries and comparing them with job profiles on the Serbian labour market, and qualitative methods, like focus group interviews with social assistance beneficiaries and employers
- Assessment of barriers to formal employment for social assistance beneficiaries through qualitative methods, like focus group interviews with social assistance beneficiaries and employers
- Assess for which users or families out of the social protection system employment provides the best effects in the sense that it minimizes the risk to return to a system of social protection
- Perform visits to Centres for social work (minimum 1 CSR per municipality of different economic categorization according to the Serbian economic categorization of municipalities)
- Analyse the current situation of cooperation between the centres for social work and national employment services in terms of joint customers
- Present best practice examples of cooperation between CSRs and NES from other EU countries
- Recommend a Model of cooperation between CSRs and NES taking into account the common users and the legal obligation of social welfare centres to the National Employment Service delivered the decision on the grant of the right to financial social assistance, as well as the conditions for entitlement to cash benefits
- Propose the most functional system linking NES and CSRs in order to create a better individual plan of employment of persons who are registered as unemployed and are the beneficiaries of social assistance
- Draft regulations on measures of social inclusion within which will be given the layout and content of individual activation plan aligned with individual employment plan
- Provide basic training for employees charged with of social assistance in order to expand cooperation with NES, in order to assess the possibilities of working engagement of users of social assistance, earnings, activation and employment
- To develop a design for Pilot programme.

SHORTLISTING CRITERIA

1) Economic and financial capacity of Consultant

1. The average annual turnover of the Consultant over the last 3 years (2013, 2014, 2015) exceeded 60,000.00 EUR.

2) Professional capacity of Consultant

1. At least 4 permanent staff currently work for the candidate in fields related to this contract.

3) Technical capacity of Consultant

1. The Consultant has provided in the course of the past 3 years (starting from 1.1.2013. up to the deadline for receipt of proposals) at least 2 projects/contracts (the Consultant's proportion equal to or greater than 60.000,00 EUR for his services in each project) in the fields of expertise related to this Contract.

TIMING AND DURATION

The Consultant will be engaged tentatively until October 2017.

The Internal Working Group within the MoLEVSA will administer the Contract in cooperation with the Public Policy Secretariat of the Republic of Serbia. The MoLEVSA now invites eligible Consultants to indicate their interest in providing the services.

The Consultants will be selected in accordance with the procedures set out in the World Bank's *Guidelines: Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by World Bank Borrowers January 2011 Revised July 2014*

Interested and eligible Consultants for this contract should send expression of interest, together with information on relevant criteria, by e-mail (with the exact title of the contract in the "Subject" of the e-mail) to the contact information listed below.

Expressions of interest must be delivered by e-mail by 23 September 2016, 13:00hrs, local time.

Contact:

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