



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

EVIDENCE BASED PROGRAM DESIGN OF ACTIVE LABOUR MARKET PROGRAMMES

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 Evidence Based Program Design of Active Labour Market Programmes.

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 Evidence Based Program Design of Active Labour Market Programmes 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

- To analyse Monitoring and Evaluation (M&E) methodologies developed within previous TAs and its usage in practice by National Employment Service (NES)
- To support NES in developing the Action Plan(s) on monitoring, evaluation and re-design of ALMPs to be approved by the NES management
- To perform an organisational analysis of NES in relation to the monitoring and evaluation system, as well as the re-design of Active Labour Market Policies (ALMPs), including the examination of internal procedures, human resources, process management and capacities related to the current methodology and recommendations for improvements
- To support NES and the development of a manual of internal procedures describing responsibilities, duties and tasks in the implementation of the M&E of ALMPs
- To develop and conduct training program for NES staff on 1) analysis of LM needs, 2) M&E and 3) development rates of success
- To monitor performance and delivery of training
- To develop indicators for monitoring of the implementation of the improved system (including the success rate)
- To develop a pilot for performance-based provider selection for training programs
- To develop recommendations for improvement of the system of sharing and usage of the information in the process of preparing relevant strategic and operational documents
- To design methodology for piloting the M&E of ALMP on the basis of the improved methodology
- To develop indicators for regular monitoring of implementation of ALMPs by NES
- To develop specific key performance indicators (KPI) for each branch office in order to measure the successful implementation of ALMPs and methodologies to hold branch offices accountable defining KPI targets for each branch office through the annual performance agreement
- To design methodology for in-depth evaluation of one ALMP (e.g. Public works) and its supervision of its implementation by the NES
- To recommend improvement of M&E system in NES
- To support NES in implementation and potential further improvements of the Action Plan(s) on monitoring, evaluation and re-design of ALMPs approved by the NES management.

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 150,000.00 EUR.

2) Professional capacity of Consultant

1. At least 5 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 150.000,00 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 April 2019.

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 05 September 2016, 13:00hrs, local time.

Contact:

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