

OPERATION IDENTIFICATION SHEET

Integration of Women from Minority Ethnic Communities in the Labour
Market

1. Operating Structure:

Operating Structure for Human Resources Development Component of IPA (OS), as per Article 16 of the Governmental Decree on DIS, shall comprise of CFCD and the respective structures for IPA implementation established within the Ministry of Education and Science (MES) and the Ministry of Labour and Social Policy (MLSP). The Operating Structure shall be responsible for managing and implementing the Operational Programme for Human Resources Development 2007-2013 (OP HRD) in accordance with the principle of sound financial management, as per Article 9 of the Governmental Decree on DIS, point 6 of Annex A of the Framework Agreement and Article 28 of the IPA IR.

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2. Title of the Operation:

Integration of Women from Minority Ethnic Communities in the Labour Market

3. Measure

Measure 3.2: Integration of Ethnic Communities

4. Description of the Operation

4.1. Synthetic description

Overall objective of the operation is enabling disadvantaged women, in particular ethnic minority women to improve their employment potentials in the labour market.

Two sub-operations are foreseen.

The first sub-operation (sub-operation A) “**Strengthening the capacities for integration of disadvantaged women in the labour market, with special focus on ethnic minority women**” will encompass the following activities:

- Collection of data and monitoring the situation with regard to achieved results concerning intensification of employment of disadvantaged women, in particular ethnic minority women;
- Development and introduction of teaching and training materials and methodologies tailored to specific target groups;
- Training of employees of relevant stakeholders who realize programs, incentives and strengthening their cooperation.

The second sub-operation (sub-operation B) will be implemented through a grant scheme. The grant scheme “**Improvement of employment potentials of women at the labour market**” will support implementation of the activities that are intended to help disadvantaged women, in particular ethnic minority women to improve their employment potentials through specialized trainings, tailored to their needs and potentials and aligned with the labour market needs. The following activities will be financed:

- Identification, involvement and motivation of the disadvantaged women, in particular ethnic minority women;
- Entry or re-entry into training and development schemes and/or assistance in finding employment;

- Alternative training coupled with employment;
- On-the-job training, skills training, and catching-up training;
- Basic skills development, ICT skills development;
- Alternative employment services (assessment and development of skills and abilities; assistance in finding employment and integration in the labour market; consultation, job-matching, work trial);
- Elaboration and implementation of personal development programs (including the improvement of physical and mental condition, reinforcement of motivation to learn and work, development of key competencies and basic knowledge);
- Strengthening capacities and joint cooperation among NGOs (and other providers of social services) with expertise on specific groups in the area of increasing employment potentials of disadvantaged women, in particular ethnic minority women.

4.2. End recipient(s)

Sub-operation A:

Ministry of Labour and Social Policy (Department for Equal Opportunities and Labour Department)

Sub-operation B:

Eligible applicants for a grant must be non profit making legal entities (individuals are not eligible, nor are informal alliances or initiatives without legal status) registered at least one year before the call is launched and be civil society organizations, including non-governmental organizations and community based organizations.

4.3. Duration

Sub-operation A: 15 months

Sub-operation B: 15 months

4.4. Target group(s)

The target groups for both sub-operations are women, especially Roma, Albanian and Turk women.

4.5. Expected output, results and impact and indicators

Indicators	Baseline	Target	Definitions and presumptions	Source of data
<i>Outputs</i>				
No of training programmes and projects	0	3	Development of programs that will enhance specifics of three main areas of intervention	Project promoters
No of trainees	0	30	People involved in trainings to work with Roma population	Project promoters
No of Albanian and Roma women assisted	0	120	Women involved within the projects in three regions	Project promoters
No of persons supported	0	300	Persons from Roma communities involved within the projects for support of employment	Project promoters
<i>Result</i>				
% of persons enhanced by gender and ethnicity	0	50%	% of persons participating in the programme	Evaluation by project promoters

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4.6. Links with other IPA component measures

This operation is linked with operation "Support to the employment of young unemployed people, women and long-term unemployed" of Priority Axis 1 – Measure 1.3, operation "Training of Teachers, School Directors and Parents of Roma Children" of Priority Axis 2 – Measure 2.2, and the operation "Partnership for Social Inclusion" of Priority Axis 3 – Measure 3.3.

5. Implementation arrangements

5.1. Institutional framework: operation coordination unit/steering committee/regional and/or provincial authorities/technical assistance team/other

The IPA Coordinator shall establish a Steering Committee (SC). The role of the SC shall entail provisions of strategic, political and technical guidance to the project, monitoring progress and assistance where possible in overcoming any obstacles to progress in any aspect of the contract.

The SC members will involve relevant stakeholders (as deemed appropriate), such as:

- Ministry of Labour and Social Policy (MSLP) and relevant departments and institutions within its scope of work;
- Ministry of Education and Science (MES)
- Ministry of Local Self-Government (MLSG);
- Cabinet of the Minister without portfolio, responsible for Implementation of the Strategy for Roma Decade;
- Central Financing and Contracting Department (as observer); and
- Other relevant bodies.

In addition, the EU Delegation in Skopje will participate in the SC as observers.

For the grant scheme SC is not needed.

5.2. Procedures for the implementation of the operation (call for proposals/direct implementation by national institutions without prior call for proposals/call for tenders)

Sub-operation A: Service Contract / International Restricted Procedure

Sub-operation B: Grant scheme/Open Call for Proposals

Any grant awarded under the grant scheme must fall between the following minimum and maximum amounts:

- Minimum amount: EUR 100.000,00
- Maximum amount: EUR 300.000,00

Contract Type	Deadline for Submitting Draft ToR/TS/ GfA to CFCF	Deadline for Completing TD/and Submission to EUD	Deadline for Publication of PN	Short List Phase	Deadline for Tender/ Call for Proposals Launch	Deadline for Tenders/ Applications Submission	Evaluation Date	Contract Approval Date	Deadline for Contract Signature	Date of Contract Start	Date of Contract End
Sub-operation A - Service Contract	06/2010	07/2010	09/2010	12/2010	/	04/2011	05/2011	06/2011	07/2011	08/2011	10/2012
Sub-operation B - Grant scheme	05/2010	06/2010	/	/	07/2010	10/2010	10/2010-02/2011	03/2011	04/2011	05/2011	07/2012

5.3. Risks and assumptions

Sub-operation A:

Risk:

- Insufficient involvement of the relevant stakeholders, especially local self government units in the project activities;
- Lack of participation and interest on the side of NGOs and/or local authorities to participate in the project activities.

Assumptions:

- Development of useful teaching materials and methodologies that could be used and adapted further-on by a wide range of providers in realizing their programs and incentives;
- Government maintains consistent policy for the social inclusion;
- Close co-ordination with other initiatives in the sector in place.

Sub-operation B:

Risk:

- Usage of inappropriate methods to reach women, especially from minority ethnic groups regarding cultural and religious factors;

- Low interest for joint cooperation among NGOs, local self-government units and other providers of social services with expertise on specific groups;
- Low interest of the local self-government units, business community and other stakeholders for supporting activities for labour market inclusion of women, especially from minority ethnic groups;
- Low interest of local offices of the Employment Service Agency (ESA) and Social Work Centres (SWCs) to cooperate within the frame of the project;
- Lack of expertise by NGOs and other providers of social services in providing services for women, especially from minority ethnic groups.

Assumptions:

- Sufficient financial capacity of the potential applicants;
- Sufficient number of quality project proposals;
- 10% drop out of project participants.