

Fostering social inclusion and inclusive 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 Human Resources Development (OPHRD) 2007-2013 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 IPA IR.

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2. Title of the Operation:

Fostering social inclusion and inclusive labour market

3. Measure

Measure 3.1.: Fostering social inclusion of people and areas at disadvantage

4. Description of the Operation

4.1 Synthetic description:

The objective of this Operation is to improve the efficiency and quality of existing social services in respect to provision of access and facilitating integration of vulnerable groups in the labour market.

The specific objective is institutional capacity building in respect to improving the design and delivery of existing social care and welfare policy as well as social inclusion of disadvantaged groups in the labour market by building up capacities and skills of relevant stakeholders and promoting multi-sectoral and inter-institutional cooperation.

This Operation will support the development and strengthening of capacities regarding the existing welfare policy and improving the provision of quality of social care services that will bring about appropriate social care delivery and job opportunities to disadvantaged people and to their family members. On the base of the in-depth analyses a strategic approach should be developed which will ensure that the strengthening of institutional capacity is framed within a coherent programme of reforms.

On the other hand, it will support integration of persons with disabilities in the labour market, increase their employability and facilitate their retention in the labour market, by meeting their specific needs and potentials. This will be achieved through trainings aimed at strengthening institutional capacity and cooperation between the stakeholders, such as the Ministry of Labour and Social Policy, the Centres for Social Work, the Employment Service Agency and other relevant institutions.

The activities within this Operation will improve the coherency of the existing system for social inclusion and employment of vulnerable groups with a view to supporting the country in its endeavours to meet the general requirements of the European Union in the area of social inclusion of people at disadvantage.

This Operation will consist of the following activities:

1. Analysis, requirement assessment, methodology creation and training programme development;
2. Training of professionals working in governmental and non-governmental institutions and organisations that provide care services and that promote professional and family life enhancement;
3. Training on enhancing professional knowledge and skills in order to facilitate adjustment to methods and approaches related to social services;
4. Training on psycho-social support, consultancy, supervision, conflict resolution;
5. Introduction of approaches and work methods for labour market integration of the disabled people;
6. Identifying and transferring good practices which promote integration of vulnerable groups in the labour market through support provided by social services;
7. Facilitating effective partnership among key stakeholders providing service in the area of employment, education and social protection;
8. Creating shared data base.

4.2 End recipient (s):

The Ministry of Labour and Social Policy

4.3 Duration:

20 months

4.4. Target group(s):

- Disadvantaged groups: Unemployed people particularly young unemployed people lacking working skills
- Professionals working with vulnerable groups (both governmental and NGOs)

4.5 Expected output, results and impact and indicators

Indicators	Baseline	Target	Definitions and presumptions	Source of data
Outputs				
No of trained professionals in relation to social and child care protection	0	120	Professionals working in the social area	Project promoters Database
No of programs developed for facilitation cooperation, and identification of good practices	0	1		Project promoters Database
Result				
Increased efficiency of social services providers	To be determined on the basis of study	To be determined on the basis of study		Studies/evaluation
Improvement of social service delivery to beneficiaries	To be determined on the basis of study	To be determined on the basis of study		Study

4.6 Links with other IPA measures or IPA programmes (if any):

This operation is linked with operation “Modernisation of the Employment Service Agency” of Priority Axis 1 – Measure 1.1, operation “Integration of Women from Ethnic Communities in the Labour Market” of Priority Axis 3 – Measure 3.2 and 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 provision of strategic, political and technical guidance to the

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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:

- The Ministry of Labour and Social Policy;
- The Ministry of Local Self-Government and Ministry of Education and Science;
- The Employment Service Agency;
- The NGO sector dealing with social protection issues;
- The Association of Local Self-Government Units;
- The Central Financing and Contracting Department within the Ministry of Finance;
- Other relevant bodies.

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

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)

This operation shall be implemented through an international restricted procedure for 1 service (fee-based) contract.

Contract Type	Deadline for Submitting Draft ToR/TS/GfA to CFCD	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
Service Contract	01/2010	02/2010	03/2010	06-07/2010	08/2010	10/2010	10-12/2010	01/2011	02/2011	03/2011	10/2012

5.3. Risks and assumptions

Risks:

- Lack of partnership among relevant stakeholders on national and local level;
- Low interest of the disadvantaged groups (target groups) for the operation;
- Insufficient level of commitment of relevant stakeholders necessary to guarantee the project sustainability;
- Changes in Government and consequential staff change hampers the successful implementation of the project;
- Lack of qualified and experienced beneficiary staff due to staff turnover;

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- The State Statistical Office and/or other relevant state institutions not prepared to provide timely necessary data.

Assumptions:

- Government maintains consistent social inclusion policy;
- Close co-ordination with other initiatives in the sector in place;
- Relevant national and local authorities and key stakeholders committed to ensuring long-term sustainability of labour market integration and social inclusion of disadvantaged groups.