

OPERATION IDENTIFICATION SHEET

FOSTERING SOCIAL INCLUSION

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

3. Measure

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- Measure 3.1: Fostering social inclusion of people and areas at disadvantage
- Measure 3.2: Integration of ethnic communities
- Measure 3.3: Empowering relevant actors

4. Description of the Operation

4.1. Synthetic description

The operation as a grant scheme will support activities targeted at individuals in a weakest position in the labour market. Most of these people are not only facing problems of acquiring a job due to lack of education, skills or experience, but also psychological, social, health, family or other type of difficulties such as living in remote areas and discrimination. Therefore, while on an employment path, these individuals may need more support than others in terms of broad range of activities and individualized services to help them develop opportunities for employment.

Effective promotion of social inclusion requires not only financing activities directly targeted at the most disadvantaged persons but also activities for increasing the capacities for active participation of a wide range of relevant social actors in the area of social inclusion such as: local self-governments, civil society, public bodies (Centres for Social Work, the Employment Service Agency and other relevant institutions), private sector, academic sector, social partners, etc¹. Hence, the operation will additionally support capacity building activities, networking, and creating partnerships among social actors in the area of social inclusion to improve and develop social inclusion services and thus facilitate integration in labour market of the most disadvantaged groups.

The grant scheme consists of three components (lots):

Component 1: Fostering social inclusion of the disadvantaged persons into the labour market;

Component 2: Integration of minority ethnic communities in the labour market;

Component 3: Empowering relevant actors in the field of social inclusion.

¹ Apart from the central government and its bodies, the local-self government units, public schools, private social services providers and NGOs have a key role for social inclusion of the disadvantaged groups on the labour market. According to the Law on Local Self-government (The Official Gazette of the Republic of Macedonia, No 5/2002) in the frame of the process of decentralization, the local self-government units have been entrusted with the implementation of programmes in the fields of social protection, education, culture, health, etc. either from their own revenues or from other financial sources. Moreover, the Law on Social Protection (The Official Gazette of the Republic of Macedonia, No 79/2009) gives the possibility of delivering social services through the usage of non-state participation as NGOs, private providers and local self-government units could provide social inclusion services in a more timely and innovative manner.

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The component 1 corresponds to the measure 3.1, component 2 to the measure 3.2 and component 3 to the measure 3.3 of the priority axis 3 "Social inclusion – Promoting an inclusive labour market".

The grant scheme will complement the activities under implementation within Priority 3 - Fostering Social inclusion of the OPHRD by financing actions directly targeted at the disadvantaged people. The operation is related with the Technical assistance projects "Fostering social inclusion and inclusive labour market" (Measure 3.1), "Strengthening the capacities for integration of disadvantaged women in the labour market, with special focus on ethnic minority women" (Measure 3.2) and "Empowering relevant actors for social inclusion at local level" (Measure 3.3). The on-going projects focus on strengthening the capacities and skills of relevant stakeholders in the field of delivery of social services to be able to help beneficiaries (from different disadvantaged groups) to get successful access to the labour market. More specifically, the current project under Measure 3.3 will train the NGOs and municipalities to prepare and implement social inclusion projects.

Component 1: Fostering social inclusion of the disadvantaged persons into the labour market

The objective of the first component is to increase the involvement and activation of persons at risk of social exclusion with the aim to recover and/or improve their skills, education, qualification and facilitate their access to the mainstream activities.

The actions must be tailored to the specific needs of the individuals from the target group in their path to employment.

Projects covering the following activities will be supported:

- Development and implementation of specific employment services tailored to the needs of individuals at disadvantage such as assessment and development of skills and abilities, qualification and trainings, assistance in finding employment and integration in the labour market, consultation, job-matching, work trial and accompanying activities, community and care services that improve employment opportunities for the disadvantaged people;
- Identifying and transferring good practices of social services which promote integration of disadvantaged groups in the labour market.

Component 2: Integration of minority ethnic communities in the labour market with special focus on women

The objective of the second component is to facilitate integration of individuals, **especially women** from ethnic minority communities into the labour market through enhancement of their employment potentials.

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The actions must be tailored to the specific needs of representatives from target groups in field of labour market, education and training.

Projects covering the following activities will be supported:

- Alternative employment services (elaboration and implementation of personal development plans, assistance in finding employment and integration in the labour market, counselling, job-matching, work trial);
- Development and delivery of trainings tailored to specific target groups;
- Actions for tackling obstacles that hinder women's participation in the labour force.

Component 3: Empowering relevant actors in the field of social inclusion

The objective of the third component is to strengthen the role of relevant stakeholders (local self-government units, governmental institutions, non-governmental organizations and other relevant stakeholders) in the development, implementation and monitoring of social inclusion programs with special focus on building partnerships, networking and cooperation.

Projects covering the following activities will be supported:

- Building cooperation and networking among relevant stakeholders on central and local level concerning planning, implementation and monitoring of social inclusion;
- Supporting the development and implementation of local plans for social inclusion and projects related to enhancing social inclusion, fight against poverty and discrimination at local level.

4.2 End recipient (s):

The grant scheme will be open to the following organisations:

- Units of local self-government;
- Non-governmental organizations;
- Social partners;
- Educational institutions and training bodies;
- Other relevant stakeholders.

4.3 Duration:

The planned duration of an operation may not be lower than 15 months nor exceed 24 months.

4.4 Target group(s):

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<p>Component 1: Fostering social inclusion of the disadvantaged persons into the labour market</p>	<p>People at disadvantage:</p> <ul style="list-style-type: none"> - Persons with disabilities; - Former drug and alcohol addicts; - Victims of domestic violence; - Young offenders; - Young people who have left school early; - Young people without parents and parental care (18 – 26 years of age); - People living in remote and rural areas; - Parents of the street children; - Single parents; - Beneficiaries of social assistance; - Homeless.
<p>Component 2: Integration of minority ethnic communities in the labour market with special focus on women</p>	<p>Members of less represented ethnic communities, with special focus on women.</p>
<p>Component 3: Empowering relevant actors in the field of social inclusion</p>	<ul style="list-style-type: none"> - Professionals from governmental and non-governmental sector working in the field of social inclusion of the most vulnerable groups; - Vulnerable groups and individuals exposed to social risks.

4.5 Expected outputs, results and impact and indicators

	Baseline	Targets for 2007-2009 period	Revised targets under OPHRD 2007-2011 ²	Definitions and Assumptions	Source of data
<p>Component 1: Fostering social inclusion of the disadvantaged persons into the labour market</p>					
<p><i>Output indicators</i></p>					
<p>No of disadvantaged individuals supported</p>	0	/	300		Project promoters

² This column reflects the revised targets and accumulates the targets that have been determined under OPHRD 2007-2009 adjusted with the targets for the period of revision (2010-2011).

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	Baseline	Targets for 2007-2009 period	Revised targets under OPHRD 2007-2011 ²	Definitions and Assumptions	Source of data
No. of programs developed		2	5	Programs include training programs, programs for facilitation cooperation, and identification of good practices	Project promoters
No. of trained professionals	0	210	300		Project promoters
Results					
% of persons integrated into the labour market as a result of improved programme and services 12 months after benefiting from the actions	0	/	30%		Study
Component 2: Integration of minority ethnic communities in the labour market with special focus on women					
Output indicators					
No of training programmes and projects	0	3	15		Project promoters
No of trained professionals working on social inclusion of ethnic communities	0	30	150		Project promoters
No of women from ethnic communities assisted	0	120	400		Project promoters
No of persons supported from ethnic communities of which: <ul style="list-style-type: none"> Albanians 40% 	0	300	1000		Project promoters

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	Baseline	Targets for 2007-2009 period	Revised targets under OPHRD 2007-2011 ²	Definitions and Assumptions	Source of data
<ul style="list-style-type: none"> Roma 40% Other 20% 					
Results					
Economically inactive participants engaged in job search activity or further learning	0	/	50%		Follow-up survey of participants
Share of participants who gained general skills	0	/	50%		Follow-up survey of participants
Share of participants who gained basic work qualifications	0	/	30%		Follow-up survey of participants
Component 3: Empowering relevant actors in the field of social inclusion					
Outputs					
No. of implemented projects as support to local actions on social inclusion initiated by NGOs and self - local government units	0	/	8		Database, Project promoters
Number of networks established or strengthened	0	/	3		Database, Project promoters
Result					
Number of persons benefiting from the local social inclusion actions	0	/	300		Database, Project promoters

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 "Improvement of Employment Potentials of Women from Minority Ethnic Communities in the Labour Market" of Priority Axis 3 - Measure 3.2 and the operation "Empowering relevant actors for social inclusion at local level" of Priority Axis 3 - Measure 3.3. The present operation will complement the

previous ones by increasing the number and scope of the services targeted to people at risk of social exclusion as well as the number of individuals benefiting from those services. It should build on the experience accumulated during the implementation of the previous operations.

5. Implementation arrangements

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

This operation shall be implemented through a grant scheme. For the grant scheme Steering Committee 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)

This operation shall be implemented through a Grant scheme (Restricted Call for Proposals).

Contract Type	Deadline for Submitting Draft GfA to CFCF	Deadline for Completing the application package and Submission to EUD	Deadline for Call for Proposals Launch	Deadline for Concept Notes Submission	Evaluation Of Concept Notes	Invitations for submission of Full Application Form	Deadline for submission of Full Application Form	Evaluation Of Full Applications	Contract Approval Date	Deadline for Contract Signature	Date of Contract Start	Date of Contract End
Grant scheme	October 2012	November 2012	January-2013	April 2013	April - June 2013	July 2013	September 2013	September 2013-December 2013	January 2014	February 2014	March 2014	February 2016

5.3 Risks and assumptions

Risks:

- Insufficient number of quality project proposals;
- Usage of inappropriate methods to reach the target group;
- 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 the disadvantaged groups.

Assumptions:

- Sufficient number of quality project proposals;
- Sufficient financial capacity of the potential applicants;
- Relevant national and local authorities and key stakeholders committed to ensuring long-term sustainability of labour market integration and social inclusion of disadvantaged groups;

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- Close co-ordination with other initiatives in the sector in place;
- 10% drop out of project participants.