



OPERATION IDENTIFICATION SHEET

Бр. 13823/3
30-01-2014 20 год.
СКОПЈЕ IV

PROMOTING ALTERNATIVE CHILDCARE SERVICES

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 Central Financing and Contracting Department in the Ministry of Finance (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 (OP HRD) 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:

Promoting alternative childcare services

3. Measure

Measure 1.1: Promotion of employability and ability to adapt to labour market changes as per Amendments to the Financing Agreement concerning the Multi-Annual Operational Programme “Human Resources Development” for Community Assistance from the Instrument for Pre-Accession Assistance under the Human Resources Development Component – CCI 2007 MK 05 IPO 001, entered into force on 19th December 2012

4. Description of the Operation

4.1 Synthetic description

The National employment strategy 2015 states that the employment rate (20-64) in the Beneficiary country should be raised to 55% by 2015, and the percentage of women (15-64) in employment to 42% by 2015. The country still appears to be far from the set targets and further actions must be taken, in particular to remove obstacles for women’s participation in the labour market.

An unequal distribution of household and childcare responsibilities within the home has given women a weaker position in the labour market. Almost half of all women report to be inactive because of family reasons, compared to only a few percent of men.

However, household responsibilities and childcare are difficult to combine with employment if there are no sufficient and affordable care facilities and few options for flexible work arrangements of the parents. Therefore, apart from labor regulations, tax and benefit systems, an important policy determinant of female participation is family support like childcare. Additionally, childcare services themselves provide many jobs.

The **objective** of the operation is to promote implementation of alternative childcare services that ease the participation of parents, in particular women in the labour market.

The Operation will address the OP HRD's eligible activity:

Design, testing and dissemination of adaptable forms of work organization to take advantage of new technologies, increasing productivity, **promoting better reconciliation of work and family life**, improving health and safety at work, **reducing the grey economy and undeclared work**.

The project is divided into 3 components:

Component 1: Conducting analysis of the demand for childcare services

A national wide analysis of the demand for childcare (both formal and informal arrangements) among families with children will be carried out. Based on a representative sample of the target population, the following non-exhaustive list of aspects will be analysed:

- The factors which determine parents' decisions to use childcare, such as household's structure, employment status of parents, social background, family income.
- Accessibility (in terms of rural and urban areas, costs and affordability, flexibility, etc.) and quality.
- Unmet demand for childcare.
- The impact of childcare on parents' labour market behaviour.

The findings of the study will serve as a basis for further elaboration of family-friendly childcare services and other policy measures in the Component 2 of this operation.

Component 2: Developing and introducing a more flexible, affordable and quality childcare for reconciliation of work and caring of children

This Component will encompass the following:

- a. Developing options for improving the existing and introducing new forms of more flexible childcare.

Issues such as accessibility, affordability, child minders competences and quality assurance mechanisms should be addressed in the proposals.

In addition, measures for support and promotion of the alternative childcare services that could be financed by the national or EU funds will be developed.

- b. Testing, piloting and follow-up of the proposals of alternative childcare.

The piloting may be linked with self-employment grants implemented in the frame of the Operational Plan for active employment programme and measures.

Based on the experience from the test activity, the proposal will be fine-tuned and if necessary amendments to the child protection legislation and/or strategic and operational documents will be made.

- c. Building capacity of the relevant stakeholders to implement the improved/new form(s), including trainings for interested alternative childcare providers.

The proposed alternative childcare forms should be developed in close cooperation with the Ministry of Labour and Social Policy. Relevant stakeholders, such as Employment Service Agency, Agency for Support of Entrepreneurship, academies, local training providers, business consultants, existing childcare practitioners, local authorities, and associations will participate in project activities.

Component 3: Encouraging employers to help their employees to combine work and family life

Employers will be encouraged to help their employees to combine work and family life. Efforts to raise awareness of the working parent issue among managers, supervisors and human resources professionals will be supported.

Selected companies will be assisted in introducing work-related (leave, hours reduction or work flexibility) and care-related support (such as information, counselling and concrete support for costs of child care or in finding childcare services, etc.).

4.2 End recipient (s):

Ministry of Labour and Social Policy

4.3 Duration:

- 24 months

Target group(s):

- Relevant staff of the Ministry of Labour and Social Policy, Employment Service Agency, Agency for Support of Entrepreneurship, academics, local training providers, local authorities, business consultants, social partners, NGOs and other relevant stakeholders;
- Potential child minders, in particular unemployed including those with experience in the provision of social services.

4.5 Expected outputs, results and impact and indicators

Indicators	Baseline	Targets	Definitions and assumptions	Source of data
<i>Outputs</i>				
Number of experts trained	742 ¹	100	Experts from different organisations working on issues related to childcare/employment measured by their participation in seminars, trainings, workshops	Project implementation reports; documents on the attendance of persons participating in project activities; copies of certificates/diplomas (in case they are issued).
Number of supported organisations in the private or public sector	0	3	Organisations, including SMEs that received assistance either in form of trainings for their employees, or counselling, or assistance for introduction of flexible work arrangements, or other type of assistance, etc.	Project implementation reports.
Number of specific childcare market analysis/survey/study conducted	4	1	The indicator encompasses an analysis that improves the understanding of the alternative childcare market.	Project implementation reports;
Number of participants	7151 ²	30	The number of persons participating in test activities organised under the project as evidenced from the certificates received or other equivalent source.	ESA database; Project implementation reports; documents on the attendance of persons participating in project activities; resumes of participants; copies of certificates/diplomas (in case they are issued).
% of women of the total number of participants in the project (presented by ethnicity)	41% ³	60%	The share of women in the total number of persons participating in the pilot activities organised under the project as evidenced from the certificates received or other equivalent source.	ESA database; Project implementation reports; documents on the attendance of persons participating in project activities; resumes of participants; copies of certificates/diplomas (in case they are issued).

¹ Experts from different organisations working on issues related to employment who participated in seminars, trainings, workshops organized within the OP HRD projects "Support to the national employment policy" and "Further modernization of ESA"

² During the implementation of the first direct grant to the ESA "Support to the employment of young people, long-term unemployed and women (I)", more than 8000 unemployed persons participated in the project activities, while 7151 successfully completed the trainings. According to the administrative data (ESA database), 41% of the participants were women and 93.5% were long-term unemployed. According to the "Report on the results of a cohort survey II "Component I Evaluation works of the OPHRD", March 2013, ESA's trainees in 3 components were mostly women (63%).

³ Idem.

Indicators	Baseline	Targets	Definitions and assumptions	Source of data
<i>Results</i>				
Number of new service(s) or measure(s) of alternative childcare developed	0	3	The indicator refers to the improved existing or developed new form(s) of alternative childcare service, developed training courses, information service, any measure that support the introduction of alternative childcare	Project implementation reports;
Number of organisations in the private or public sector which introduced action to adapt to changes	0	3	Organisations which during the project implementation or immediately after the project is closed have introduced work or care-related support that facilitates reconciliation of work and family life of their employees.	Follow-up survey of participants; Project implementation reports.

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

This operation is linked with the overall implementation of the Priority Axis 1 and with specific project of Priority Axis 2 and 3 of the OP HRD.

More specifically, the twinning project “Support to the Employment Service Agency for implementation of active labour market measures and services” will support the selected employment centers to design measure(s) tailored to the needs of customers including the need for work-family life balance in consultation with the local stakeholders (schools, employers, NGOs, care providers, etc.).

The grant “Support to the Employment of Young People, Long-term Unemployed and Women II” will co-finance: 1) Practical trainings for young persons and low skilled unemployed, 2) Trainings for general skills and 3) Trainings for skills demanded on the labour market. The project will target unemployed young people, long-term unemployed and women by increasing their competences (knowledge, skills and attitude).

Some of the grant projects that have been/will be financed under the grant schemes in Priority Axis 3 – Social inclusion dealt/will deal with the various obstacles that hinder the participation of disadvantaged women into the labour market, especially women from minority ethnic communities. Ad-hoc childcare for individuals participating in the project activities could be financed within the projects.

Furthermore, the project “Strengthening the Capacities for Integration of Disadvantaged Women in the Labour Market, with Special Focus on Ethnic

Minority Women” enhanced the capacities and mutual co-operation of the relevant stakeholders for integration of disadvantaged women in the labour market, with special focus on women from ethnic minority communities. It assessed the labour market situation of disadvantaged women and the effectiveness of the active employment programmes.

The operation “Achieving quality education through providing inclusiveness and intercultural learning environment” in Priority Axis 2 – Education will contribute for achieving equal access to quality Early Childhood Development and education for all children regardless of background and abilities.

5. Implementation arrangements, risks and assumption

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

The CFCD shall act as a Contracting Authority and shall be responsible for launching the tender, organising evaluations, preparing/signing the contract, payments, accounting, and shall have overall responsibility and supervision of contract's implementation.

The EUD in Skopje shall execute ex-ante control over the whole procedure and shall be kept fully informed on the progress by means of regular briefings during the course of Operation.

Steering Committee (SC) shall be established. The role of the SC shall entail provision 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:

- The Ministry of Labour and Social Policy/Children Protection Department, Labour Department, Equal Opportunity Department, IPA unit;
- Representatives of Trade Unions;
- Representatives of Employers' Organizations; and
- Other relevant stakeholders (Employment Service Agency, Agency for Support of Entrepreneurship, Center for Adult Education, etc);
- Representative of the Contracting Authority (CFCD), as observer;
- Representative of the Delegation of the EU, 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 should be implemented through 1 service following international restricted procedure. The service contract should be concluded as global price and fee-based.

Type of contract	Deadline for Submitting Draft ToR/TS/GfA to CFCD	Deadline for Completing TD/and Submission to ECD	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	03/2014	04/2014	05/2014	06-07/2014	07/2014	09/2014	9-10/2014	11/2014	11/2014	12/2014	12/2016

5.3 Risks and assumptions

Risks:

- Insufficient level of commitment of relevant stakeholders necessary to guarantee the project sustainability;
- Lack of initiative among competent institutions to undertake necessary activities that are essential for sustainability of the project results (e.g. ensuring of funding, changes in regulation, etc.);
- Lack of interest among employers to participate in the project;
- Lack of partnership among relevant stakeholders;
- Low interest of the target groups (family with children and potential child minders, in particular unemployed (women)) for the operation;
- Relevant state institutions not prepared to provide timely necessary data or low responsiveness by respondents of the survey.

Assumptions:

- Good coordination and commitment by all stakeholders at all levels to implement the alternative childcare forms;
- Close coordination with other initiatives and measures in the sector;
- Strong political will and long term commitment;
- Interest and positive attitude among the potential beneficiaries of alternative childcare, potential child minders and employers for the project activities.