



IN THIS ISSUE

Serbia to start EU accession negotiations in January 2014 **01**

Successful completion of the project 'VET Support for Serbian Detention Facilities' **01**

'Enhancing the administrative capacities of telecom and media authorities for efficient regulation of new digital and multiple play services' in Macedonia **02**

A modern approach in software development and the introduction of business processes in the Serbian Tax Administration **03**

The Serbian National Employment Action Plan Draft for 2014 **04**

ECG awarded with new projects **05**

ECG officially authorized for the opening of CEED Serbia Center **05**

The 11th Belgrade Dance Festival **06**

New Staff **06**

Serbia to start EU accession negotiations in January 2014

The European Consulting Group

supports Serbia's path towards European Union membership, a demanding journey which is now consolidated with the scheduling of the commencement for accession negotiations. On the 17th of December 2013, the EU Council discussed the EU enlargement and stabilization and association process, and adopted the general EU position on accession negotiations with Serbia. The general EU position on negotiations with Serbia includes the negotiating framework which sets out the principles governing the accession negotiations. The ministers agreed that the first intergovernmental conference with Serbia will take place in January 2014, while the EU Council also discussed progress in Montenegro, the Former Yugoslav Republic of Macedonia, Bosnia and Herzegovina and Kosovo.



Throughout 2013 the government of the Republic of Serbia has shown a clear commitment to the EU integration course and has been urged by the European Commission and the European Parliament to continue with the democratic and systematic socio-economic reforms. The Serbian government has also positively contributed to regional cooperation through numerous high-level meetings with neighboring countries, and this has been acknowledged by the European Commission. ■

Successful completion of the project 'VET Support for Serbian Detention Facilities'

A final conference was held in Belgrade on the 30th of October, to celebrate the successful completion of the EU-funded project 'Vocational Educational Training Support for Serbian Detention Facilities' (EuropeAid/130043/C/SER/RS) implemented by the ECG-led Consortium during the period of 2 years. The project resulted in successful VET training of more than 500 convicts and the initiation of the VET system in the three major prisons in Serbia – Nis, Pozarevac and Sremska Mitrovica. At the conference, the project participants and representatives of the various institutions involved shared positive remarks on the overall implementation and quality of trainings. A great emphasis was placed on the well-established cooperation amongst all the participants, in addition to the constructive approach and open communication of the entire project team. Besides the educational and correctional role, the vocational education and training of convicts is also important for the improved quality of time spent

The project resulted in successful VET training of more than 500 convicts and the initiation of the VET system in the three major prisons in Serbia

while serving of a prison sentence. The convicts have recognized their chance and it has resulted in high success – 95 % of trainees have successfully been trained for work.

Ms Yolanda San Jose, First Counselor of the Head of Operations in the Delegation of the European Union to the Republic of Serbia, expressed her contentment on the successful implementation of the project, adding that,



Ms Yolanda San Jose, First Counselor of the Head of Operations | Delegation of the European Union to the Republic of Serbia

for her personally, the “*VET project has been one of the favorites*”. She also stated that “*for the EU education is a high priority, demonstrated by the two-million euro donation, since the EU views education as an investment, not as a cost*”, pointing out further to the importance of education and training of convicted persons in particular.



Ms Vesna Janevski - Project Team Leader,
Mr Damir Joka - Prison Administration of Serbia's Ministry of Justice and Public Administration,
Mr Jovan Ničić - Project Training Expert,
Ms Yolanda San Jose - First Counselor of the Head of Operations | at the Delegation of the European Union to the Republic of Serbia

The project ‘VET Support for Serbian Detention Facilities’ was implemented by ECG in Consortium with BfW and AARHUS. The project was financed by the European Union and it is one more in a series of projects that harmonizes the Serbian judicial system, and more precisely, the penitentiary sanctions execution system, with the best European practice in that area.

For more information about the project, please view: www.vet-kpz.rs

‘Enhancing the administrative capacities of telecom and media authorities for efficient regulation of new digital and multiple play services’ in Macedonia

An opening conference marked the official launch of the EU-funded project ‘Enhancing the administrative capacities of telecom and media authorities for efficient regulation of new digital and multiple play services’ (EuropeAid/129857/D/SER/MK) held the 5th of November at the EU Info Centre of the Delegation of the European Union in Skopje, Macedonia. Participants were welcomed by **H.E. Mr Aivo Orav** – Head of Delegation of the European Union in Macedonia, **Mr Ivo Ivanovski** – Minister of Information Society and Administration, **Mr Robert Ordanovski** –



Mr Sándor Spakievs - Team Leader of the project, **H.E. Mr Aivo Orav** - Head of Delegation of the European Union in Macedonia, **Mr Ivo Ivanovski** - Minister of Information Society and Administration, and **Mr Robert Ordanovski** - Director of Agency for Electronic Communication

The project aims at enhancing the capacities of the independent regulators for telecommunications and broadcasting

Director of Agency for Electronic Communication, **Mr Zoran Trajcevski**, PhD – President of Broadcasting Council, and **Mr Sándor Spakievics** – Team Leader of the project.

H.E. Mr. Aivo Orav – Head of Delegation of the European Union in Macedonia, said at the conference: “The independence of regulators from politics, their financial viability and their impartial treatment of market operators are principles that should guide the progress of the operation of regulators. Improving the concreteness of the market and the strengthening of consumer protection means that the environment in which operators work in and in which the consumers use services, will gain a sense of fairness.”

The overall objective of the project is to introduce efficient regulation of new digital and multiple play services in order to create a competitive environment for business development and consumer protection. The two regulatory authorities, which regulate the broadcasting and the electronic-communications market, the Broadcasting Council (SRD) and the Agency for Electronic Communications (AEK) need additional capacity building in order to improve the implementation of the relevant broadcasting and electronic-communications legislation. The project aims at enhancing the capacities of the independent regulators for telecommunications and broadcasting to function according to the EU regulatory framework under the new market conditions that are developing, summarized as further digitalization and convergence of broadcasting and telecommunications. The project is funded by the European Union with an overall value of Eur 854.900 and implemented from September 2013 until February 2015, by ECG in Consortium with Human Dynamics, Regulaid, and SBR Juconomy Consulting.

A modern approach in software development and the introduction of business processes in the Serbian Tax Administration

The EU-funded project ‘Strengthening the Institutional Capacity of the Serbian Tax Administration by Technical Assistance to Design a Human Resources Management System’ (EuropeAid/131429/C/SER/RS) commenced in August of 2013 with the overall objective to support the modernization of the Serbian Tax Administration (STA) by establishing an efficient IT system aligned with the EU requirements for management of human resources and subsequent training of users in its use and maintenance. The purpose of the project is to implement an efficient and modern IT support system that meets EU standards and at the same time strengthens the institutional capacities in the area of human resources management. The following project results are expected: Business processes and requirements for human resource management in the STA analyzed, Software for personnel records designed and built, Software for file rooms designed and built, New human resource management system integrated into existing STA IT system, and staff trained in for use and maintenance of the system.



The Inaugural Steering Committee held at the Serbian Tax Administration in Belgrade with the Project Team and representatives from the EU Delegation in Serbia and the Beneficiary Institutions

The purpose of the project is to implement an efficient and modern IT support system that meets the EU standards

The approach towards the realization of the project results and purpose reflects a modern approach in software development and the introduction of business processes. Business needs analysis (needs and requirements identification), analysis of current and future system (and gaps identification), is integrated in

proposing solution scope and approach and accompanying requirement catalogue. Software development and delivery activities will be implemented through the following phases: Design, Development, Implementation (pilot and roll-out), and Data migration, Testing and Training (for both end-users at various levels and administrators). Software development and deployment will be accompanied by extensive technical documentation and post implementation support. In parallel, the management of STA will be supported in introducing changes to their business processes brought by the new HRM system.

The project is funded by the EU with an overall value of Eur 1.348.570 as part of the EU IPA 2011 programme, providing Technical Assistance to the Serbian Tax Administration within the Ministry of Finance of the Republic of Serbia. The project is implemented by ECG over a period of 21 months, in partnership with Human Dynamics, DMI, TeamNet, Asseco.

The Serbian National Employment Action Plan Draft for 2014

The project team of the EU-funded project implemented by the ECG-led Consortium in Serbia 'Support to Evidence-based Employment Policy Creation' has successfully initiated and finalized the Serbian National Employment Action Plan 'NEAP' Draft for 2014. The team took into consideration elements such as the analysis of the labor market situation, assessment of relevance of policy responses so far (previous NEAPs), results of evaluation of active measures for employment, international comparisons in terms of labor market interventions applied, etc. The Draft has been proposed by the Project Team to the National Employment Service - Ministry of Economy and Regional Development, and is currently pending approval by the Government of Serbia.



Workshop held in Belgrade, formally initiating the preparation of the National Employment Action Plan (NEAP)

The National Employment Action Plan for 2014 (NEAP) represents the main instrument for the implementation of the active employment policy in Serbia in 2014. According to the Law on Employment and Insurance for the Case of Unemployment, it defines the goals and priorities of the employment policy and determines the programmes and measures to be realized. The National Employment Action Plan presents also the operationalization of the National Employment Strategy for the period from 2011 until 2020 and the creation and definition of goals and priorities was done by social partners, relevant institutions and other stakeholders. The Draft outlines fundamental fields such as the following: Macroeconomic frame, Situation and Processes on the Labour Market, Employment Policy Goals and Priorities, Active Employment Policy Programmes and Measures, Financial Frame of the Employment Policy and Financing Sources, amongst others.

The project 'Support to Evidence-based Employment Policy Creation' (EuropeAid/131428/C/SER/RS) is funded by the EU with an overall value of EUR 1.200.500, and implemented from September 2012 until September 2014 by ECG in Consortium with Pole Emploi, EPRD and FREN. The objective of the project is to improve the impact of the Serbian employment policy, to embed forecasting, monitoring and evaluation in the design and implementation of active labour market policies.

For more information about the project, please view:

www.podrskapoliticizaposljavanja.org/en/



The National Employment Action Plan for 2014 (NEAP) represents the main instrument for the implementation of the active employment policy in Serbia in 2014

ECG awarded with new projects

In **Bosnia & Herzegovina**, ECG has been awarded with the EU-funded project **'Strengthening Public Debt Management Capacity'** (EuropeAid/132985/C/SER/BA) and **'Training in Administrative Procedures'** (EuropeAid/132930/C/SER/BA) in partnership with Human Dynamics. 'Strengthening Public Debt Management Capacity' has the objective to improve the efficiency, effectiveness and transparency in the expenditure of public funds through improved public debt management and therefore the capacity of public financial management as a whole. 'Training in Administrative Procedures' has the objective to contribute to a reformed, efficient, transparent and service oriented public administration.

In **Serbia**, the ECG-led Consortium of Partners has been awarded with the EU-funded project **'Capacity building for development of the National Animal Disease Compensation fund and other services'** (EuropeAid/133858/C/SER/RS). The overall objective of the project is to strengthen the capacity of the Veterinary Directorate and veterinary services in the animal health area to protect, animal and public health, ensure safety of food and welfare of animals.

ECG officially authorized for the opening of CEED Serbia Center

CEED Serbia (Center for Entrepreneurship and Executive Development) is part of the international network of CEED centers in the region of South East Europe, created by USAID and **SEAF – Small Enterprise Assistance Funds**, an investment management group that provides growth capital and business assistance to small and medium enterprises (SMEs) in emerging and transition markets underserved by traditional sources of capital. The center has been officially launched by the **European Consulting Group** targeted towards the new generations of executives and entrepreneurs interested in developing their professional skills and becoming part of the CEED Global network. **CEED Global** is a Center for Entrepreneurship and Executive Development that supports entrepreneurs by providing the know-how and networks they need to accelerate the growth of their businesses. CEED was established by SEAF and USAID in 2005 and since then it has had a huge impact on development of SMEs.



Workshop organized by CEED Slovenia Center for entrepreneurs, managers and sales directors kicking off the 'CEED Sales Program' in Slovenia

CEED Serbia has developed different programs for entrepreneurs and managers, specially designed to reflect a company's stage of growth, and focusing on the knowledge and skills required to manage a growing company. All CEED programs are based on interactive workshops, organized once a month, in the afternoon, so as not to interfere with every day routine of our participants. Local and regional B2B events and networking sessions are a crucial part of CEED activities, as they are aimed to meet the needs of young entrepreneurs and managers, seeking to improve their leadership skills and successfully grow their businesses.

For more information on CEED Global, please view www.ceed-global.org



CEED Serbia is part of the international network of CEED centers in the region of South East Europe

ECG supports the 11th Belgrade Dance Festival

ECG has agreed to support the Belgrade Dance Festival, as part of its CSR initiative. An agreement was signed between **Mr Danijel Pantic**, Managing Director of the European Consulting Group, and **Ms Aja Jung**, President of the Belgrade Dance Festival. Through the agreement, ECG becomes the first Serbian 'Friend of the Festival' which officially opens on March 29th and lasts until April 14th 2014, comprising of around 15 dance performances. The festival was founded in 2003 as the initiative of the International Dance Council CID UNESCO from Paris, and the art director is the famous Serbian choreographer, Ms. Aja Jung. ■

For more information on the Belgrade Dance Festival, please view:

www.belgradedancefestival.com/2014/ 

New Staff

ECG welcomes **Mr Igor Markovski** to the team as a local representative for the Republic of Macedonia and Office Manager of the ongoing project "Enhancing the administrative capacities of telecom and media authorities for efficient regulation of new digital and multiple play services" in Skopje. Igor has over 15 years of professional experience in the public administration of Macedonia, specifically in project and programme management, including monitoring and evaluation in the areas of cross-border cooperation and rural development. He has vast experience in strategic planning and management of PHARE, CARDS, IPA, UNDP Programmes and other donors' initiatives in the Republic of Macedonia and Kosovo. Igor has acquired significant experience in regulatory work within the Ministry of Information Society and Administration, the implementation of Total Quality Management in the Public Administration of Macedonia, in addition to his work at the Secretariat for European Affairs of the Government of Macedonia, where he worked as Head of Unit for Public Administration Reform and for ICT. At the Secretariat for European Affairs of the Government of Macedonia, he had been in charge of the telecommunications, energy and transport chapters of the Acquis Communautaire. In addition, he acted as an Assistant director at the Sector for European Integration within the Government of Macedonia, where he was in charge of foreign assistance coordination. Mr Markovski is a certified PRINCE2 Practitioner, CAF certified consultant, and holds an MSc Degree in Public Administration Reform and the process of Public Procurement. ■



Mr Igor Markovski

LINKS



www.vet-kpz.rs/

www.podrska politicizaposljavanja.org/en/

www.ceed-global.org

www.belgradedancefestival.com/2014/

www.europa.rs

CONTACT

tel: +381 11 32 86 368

fax: + 381 61 82 08 487

mail: info@hd-ecg.com

web: www.hd-ecg.com

Find us on the World
Wide Web

