



## Technical Assistance for Capacity Building in Employment Policy

EuropeAid/135639/IH/SER/RS

### Requirement for a Short-Term Senior Expert

Senior NKE	Component 4
SNKE09	<p>Position: <b>SNKE 09</b> for Activity 4.6 Conduct training for at least 50 managers of enterprises for vocational rehabilitation and employment of PWDs in duration of at least 3 days in health and safety at work - C4 Expert in Health and Safety at Work</p> <p>Duration: Up to 26 working days</p> <p>Estimated period: November 2019 – January 2020</p> <p>Location: Belgrade and others regions of Serbia</p>

### 1. Background information

#### Overall objective of the project:

The overall objective is to contribute to smart, sustainable and inclusive growth for the Republic of Serbia by building a more knowledgeable and skilled labour force, promoting social inclusion of vulnerable populations and enabling greater opportunities for a better standard of living in alignment with the targets set forth by the Europe 2020 Strategy.

#### Challenges and needs addressed by the project

The overall developments on the Serbian labour market are not substantially different from the pattern observed in most transition countries. Most employment and unemployment problems are structural rather than cyclical. Low level of employment, high level of unemployment, especially among the young and the old, and high rate of inactivity are all connected with the structural changes in the economy that is related to the transition from mainly public to private sector employment and to the rising emphasis on productivity and efficiency.



'Serbia needs to address structural rigidities on the labour market, including the mismatch between demand for and supply of skilled workforce.

### Purposes of the project

Purpose 1- To reduce labour market skills mismatches by improving NES<sup>1</sup> existing training system

Purpose 2- To improve impact of employment measures and services tailored to the needs of persons with disabilities

### Results to be achieved

**Result 1:** Skills gaps identified/tackled and quality of NES training programs improved

**Result 2:** Process of training organization in NES improved

**Result 3:** Improved employment services and measures to the PWDs delivered by NES

**Result 4:** Improved quality of vocational rehabilitation and training in enterprises for vocational rehabilitation and employment of PWDs

**Result 5:** Technical assistance to NES and MoLEVSA<sup>2</sup> in the effective management and monitoring of IPA 2013 Direct grant to NES provided

### Activities & Time frame.

#### DIRECT INVOLVEMENT OF THE EXPERT:

C4	Result 4: Improved quality of vocational rehabilitation and training in enterprises for vocational rehabilitation and employment of PWDs		
4.6	Conduct training for at least 50 managers of enterprises for vocational rehabilitation and employment of PWDs	1/11/2019	31/1/2020

<sup>1</sup> National Employment Service

<sup>2</sup> Ministry of Labour, Employment, Veterans and Social Affairs



	<b>in duration of at least 3 days in health and safety at work</b>		
4.6.1	Task 4.6.1 Elaboration of training programme on health and safety		
4.6.2	Task 4.6.2 Implementation of training on Health & Safety at work		

### Project Expected outputs of Activities

- At least 50 managers of enterprises for vocational rehabilitation and employment of PWDs received training in health and safety at work
- Training Programme (50 participants x 3 days) 150 man/days
- Training Material
- Training Report

#### Indicators:

- Number of training modules (3 at least)
- Number of Managers trained
- Number of training days per trainee
- Positive assessment of training received by trainees

## **2. Need for advice**

Managers of enterprises for vocational rehabilitation and employment of PWDs have not enough knowledge and capacities on health and safety issues pertaining to the employment of Persons with Disabilities, taking into account their specific needs. The aim of the Activity 4.6 "Training for managers of enterprises on health and safety" is to enhance the knowledge and skills of managers at enterprises for vocational rehabilitation and employment of PWDs on health and safety issues, in line with the provisions of the national legal framework. Individual employment plans for PWDs.

### **Direct beneficiaries**

The direct beneficiaries of the work requested are managers at enterprises for vocational rehabilitation and employment of PWDs and representatives of the relevant departments of MoLEVSA.



### **3. Tasks of the expert**

- Elaborate training programme on health and safety
- Implement training programme

### **4. Deliverables expected from the expert**

The expert will be responsible for production of the following deliverables:

- Training Programme (50 participants x 3 days) 150 Man/days with at least 3 training modules
- Training Material
- 3 days training provided to at least 50 managers of enterprises for vocational rehabilitation and employment of PWDs
- Training Material
- Training Report incl. Evaluation

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### **Reporting**

In addition to the deliverable mentioned above, the expert will produce an activity report within 10 days of the end of each visit or fixed term mission (or at the end of each month in the case of a continuous work). The report shall outlines activities and outputs produced during the concerned period and an outlook on the subsequent mission including anticipated outputs, activities and duration.

### **6. Management & Cooperation**

The expert will work under the responsibility of the Team Leader.

### **7. Profile of the Expert**

Qualification and skills:

- Completed university studies of at least three years in the relevant field;
- Certified Occupational Health and Safety Professional with completed professional licensure program;
- Good command of English and Serbian language

General professional experience



- Proven minimum of 7 years of experience in the areas of Occupational Health and Safety

#### Specific experience

- At least 2 years of experience in providing guidance in Health and Safety at workplaces with particular focus on special needs of persons with disabilities
- Experience in the design, implementation and evaluation trainings (at least 3)
- Experience in developing teaching materials on health and safety issues
- Previous experience in the region
- Experience in designing occupational health and safety measures for enterprises, organisations or institutions working with persons with disabilities

#### Monthly Mobilisation Table (indicative)



<b>C4</b>	<b>Result 4: Improved quality of vocational rehabilitation and training in enterprises for vocational rehabilitation and employment of PWDs</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>T</b>
<b>4.6</b>	<b>Conduct training for at least 50 managers of enterprises for vocational rehabilitation and employment of PWDs in duration of at least 3 days in health and safety at work</b>				
4.6.1	Task 4.6.1 Elaboration of training programme on health and safety	3	10		<b>13</b>
4.6.2	Task 4.6.2 Implementation of training on Health & Safety at work			13	<b>13</b>