



Policy and Legal Advice Centre (PLAC IV)

Terms of Reference (ToR) for a Short-Term assignment No. 31

Technical assistance requested:	One (1) Senior Non-Key Expert in the area of waste management
Project Title:	Policy and Legal Advice Centre (PLAC IV)
Ref:	NEAR/BEG/2023/EA-RP/0175
Service Contract No:	(CRIS) 2024/453-315
Main project beneficiary:	Ministry of European Integration (MEI)
Direct beneficiary of the assignment:	Ministry of Environmental Protection (MEP)
Content of the assignment:	Technical assistance in drafting legislation to comply with the Regulation on packaging and packaging waste of the European Parliament and of the Council, amending Regulation (EU) 2019/1020 and Directive (EU) 2019/904, and repealing Directive 94/62/EC
Budget Line/Expert category	Non-Key Short-Term Senior Expert
Duration of the assignment	Senior NKE 20 working days, to be spent in the period from March 2025 – September 2025

1. Background information in relation to PLAC IV project

The overall objective of the PLAC IV is for the Serbian administration to effectively conduct accession negotiations and successfully manage overall EU integration and pre-accession assistance geared towards EU membership.

The purpose of the project is: "to achieve a high level of effective alignment of national legislation with the Union acquis and its implementation".

PLAC IV should achieve two results:

- R1: Enhanced compatibility of national legislation with EU legislation and its effective implementation.
- R2: Enhanced capacities of relevant national structures for successful carrying out of accession negotiations

Regulation on packaging and packaging waste, amending Regulation (EU) 2019/1020 and Directive (EU) 2019/904, and repealing Directive 94/62/EC, adopted on December 16, 2024,



(hereinafter: Regulation on PPW) has as main objectives:

- Minimising packaging weight and volume while maintaining functionality.
- Reducing excessive and unnecessary packaging to prevent waste generation.
- Achieving 100% recyclable or reusable packaging by 2030.
- Ensuring efficient use of materials and minimizing the use of virgin raw materials.
- Meeting specific targets for plastic packaging:
 - By 2030: Meet minimum thresholds for recycled content.
- Introducing recyclability performance grades (A, B, C) to classify packaging based on recycling feasibility:
 - From 2030: Packaging below Grade C will be banned;
 - From 2038: Only packaging graded A or B will be permitted on the market.
- Restricting harmful materials such as PFAS, BPA, and heavy metals.
- Enhancing the safety of packaging for consumers and the environment.
- Introducing harmonized EU-wide labels for recycling, reusability, and disposal guidance by 2030.

Regulation on PPW addresses two key domains:

- 1) the economic sphere, by defining the characteristics and requirements for packaging that can be placed on the market to ensure functionality, sustainability, and market harmonisation;
- 2) environmental protection, by establishing comprehensive measures for the management of packaging waste, including reduction, recycling, and reusability targets, aimed at minimising environmental impact and supporting the transition to a circular economy.

Considering the aforementioned, the Ministry of Environmental Protection – MEP needs to draw the rules for complying with Regulation on PPW Chapter VIII – Management of packaging and packaging waste. The Chapter VIII outlines the governance, implementation, and enforcement framework designed to ensure Member States achieve ambitious packaging waste reduction, recycling, and reusability goals in alignment with the EU Green Deal and Circular Economy Action Plan.

The chapter begins by mandating the designation of competent authorities within Member States (Article 40). These authorities are tasked with overseeing the implementation of the Regulation, monitoring producer compliance with extended producer responsibility (EPR) obligations, and ensuring accurate reporting on packaging waste data. This centralized approach ensures consistency across Member States and creates clear accountability mechanisms.

Articles 42–44 emphasize waste management and prevention strategies. Member States must include specific packaging-focused chapters in their national waste management and prevention programs. These chapters are designed to reduce overall packaging waste, promote sustainable practices, and prevent littering. Reduction targets are introduced relative to 2018 levels, including a 5% reduction by 2030, 10% by 2035, and 15% by 2040. These targets reflect the Regulation's commitment to minimizing environmental impacts while transitioning to more efficient resource use.

The chapter also establishes comprehensive extended producer responsibilities -EPR obligations (Articles 45–47). Producers are required to manage the entire lifecycle of their packaging, including collection, recycling, and appropriate disposal. To ensure transparency and accountability, producers must register with national authorities and report data on their packaging and waste management efforts. By making producers financially and operationally responsible for their packaging waste, the Regulation incentivizes sustainable design and material choices.



Articles 48–49 set details for a return and collection systems that shall cover the whole territory of the Member State and all packaging waste from all types of packaging and activities, and consider population size, expected volume and composition of packaging waste, as well as accessibility and proximity to end users.

Articles 50-57 come with recycling and collection targets for various packaging materials, such as plastic, paper, glass, and metal. These targets are calibrated to ensure steady progress over time, with interim goals for 2030 and stricter requirements by 2040. Clear benchmarks provide a roadmap for Member States and producers to collectively enhance recycling rates and reduce landfill dependency.

To complement these technical measures, the Regulation is also focused on public engagement, reporting obligations and awareness. The Regulation calls for consumer education campaigns and clear labelling of packaging to facilitate proper disposal and recycling. This approach ensures that citizens are empowered to contribute to achieving the Regulation's objectives by participating in well-informed waste management practices.

In summary, Chapter VIII establishes a comprehensive framework for managing packaging and packaging waste, balancing regulatory oversight, producer responsibility, and public engagement. By setting clear targets and providing tools for monitoring and adjustment, it ensures that Member States are well-positioned to meet the ambitious goals of this Regulation while fostering sustainability across the European Union.

There is no overlapping between this project or any on-going and/or planned assistance projects for the activities covered by this ToR.

2. Description of the assignment

a. Specific objectives

The specific objective of this assignment is to assist the Ministry of Environmental Protection in drafting a legal act and regulations (if the case) necessary for implementing Chapter VIII of the Regulation on Packaging and Packaging Waste (PPW). This includes the establishment of a national regulatory framework that ensures compliance with EU standards, particularly addressing the governance, monitoring, and management of packaging waste.

b. Requested services

The requested Senior NKE is expected to provide the following services:

- 1) Legal and Technical Assistance:
 - a. Perform a screening of the Regulation to identify other articles that could be implemented by the Ministry of Environmental Protection and include these measures in the proposed draft of a national legal act.
 - b. Develop legal act and regulations (if the case) to implement Chapter VIII of the Regulation on PPW, focusing on establishing the national regulatory system in order to implement Chapter VIII from the Regulation on PPW.
- 2) Capacity Building and Coordination:
 - a. Work closely with the Ministry of Environmental Protection to ensure the alignment of drafted legislation with the EU acquis.

c. Outputs

The outputs delivered by the NKE shall be, as follows:



- A report of the Regulation on PPW screening, with a specification and explanation of Regulation articles that need to be implemented by the Ministry of Environmental Protection;
- A draft legal act and bylaws (if the case) to put Chapter VIII from the Regulation on PPW into practice.

d. Reporting

The NKE shall provide the following reports by using the templates of the Project:

- Brief Mission Report with description of activities and outputs provided, at the end of each month, in which tasks under this assignment have been carried out,
- Final Mission Report, no later than 1 week after completion of tasks under this assignment. This report will include description of all activities and outputs provided by the NKE in the context of this assignment.

Submission of reports:

- All reports prepared in the relevant quality shall be submitted to the Project Team Leader for review, comments and final approval. The reports shall be signed by the NKE and the Team Leader, responsible for endorsing the reports.
- The reports and all prepared documents shall be submitted in hard copy and electronic version to the Team Leader of the project.

e. Specifics

The Senior NKE shall collaborate with the Project Technical Assistance Team during the whole assignment. The NKE's activities and outputs mentioned above may be adjusted by the Team Leader at any stage in the implementation of the Project, depending on the evolving needs of the Project and main beneficiary.

The Senior NKE shall ensure that drafting activities and are aligned with the Ministry of Environmental Protection. The Senior NKE shall closely coordinate the activities with assigned representatives of the institutions and other, as relevant, to ensure that aspects related to implications of EU integration for Serbia are incorporated into all activities carried out by the Project.



3. Expert's input

Total working days	20 Senior working days (WDs) have been planned for this assignment. Additional number of WDs may be allocated for this ToR, should the needs of the main beneficiary require an extension for the activity areas mentioned in this ToR.
Period of the assignment	March 2025 - September 2025
Starting day	It is expected that the work will be performed from March 2025 onwards. However, exact starting date will be agreed at the later stage.
Location/place of assignment	The base of operation will be in Belgrade, Serbia and office facilities will be provided by the Project.
Working language	English



4. Expert's profile

<p>Qualification and skills (25 points)</p>	<ul style="list-style-type: none"> • A level of education, which corresponds to completed university studies of at least 4 years attested by a diploma such as law, economy, natural sciences, environmental engineering, or technical sciences, relevant to the assignment, an advanced degree is preferable; or similar relevant to the assignment. • Computer literacy • Be proficient in report drafting • Excellent communication and analytical skills • Proficiency in English language • Be independent and free from conflicts of interest in the responsibilities they take on
<p>General professional experience (25 points)</p>	<ul style="list-style-type: none"> • At least 8 (eight) years of general postgraduate professional experience related to the Union acquis, gained in an EU member state, candidate or potential candidate country.
<p>Specific professional experience (50 points)</p>	<ul style="list-style-type: none"> • At least 5 (five) years of postgraduate professional experience in drafting and/or implementing legislation and/or strategies and policies in the waste management sector, in an EU member state or candidate country • Postgraduate professional experience in relation to Union acquis in the area of waste management of an EU member state or candidate country will be advantage. • Previous professional experience and/or knowledge of the Serbian legal system will be an advantage.

5. Applications

Applications (EU format CV and application letter, both in English) need to be submitted by e-mail to domi@ibf.be with a copy to bortolameazzi@ibf.be no later than 17:00 hrs, 19 February 2025, titled: "Application for the position – Senior Non-Key Expert in the area of Ch. 27 – waste management".

References must be available on request. Only short-listed candidates will be contacted.

The Project is an equal opportunity employer that encourages applications from women and minorities. All applications will be considered strictly confidential.

Advertised post is not available to civil servants or other officials of the public administration in the beneficiary country, Serbia.

For more information, please contact Project Director at IBF: bortolameazzi@ibf.be.