

**REPUBLIC OF SERBIA  
COMPETITIVENESS AND JOBS PROJECT  
Loan No. 8528 YF**

**REQUEST FOR EXPRESSIONS OF INTEREST FOR  
INDIVIDUAL CONSULTANCY SERVICES**

**IMPACT EVALUATION EXPERT  
ON ACTIVE LABOR MARKET PROGRAMS (ALMPs)**

Republic of Serbia was granted a loan from the International Bank for Reconstruction and Development to improve the competitiveness and employment toward the cost of the Competitiveness and Jobs Project (Project) and intends to apply part of the proceeds to payments for individual consultancy services under this Project.

Public Policy Secretariat of the Republic of Serbia (PPS) needs to engage (contract) one Impact Evaluation Expert on Active Labor Market Programs (ALMPs).

**Background**

The main goal of the Project is to improve the efficiency and coordination of selected public programs to mitigate the constraints for competitiveness and job creation, including investment and export promotion, innovation, active labor market programs, employment mediation and activation of users of social assistance. The Project incorporates three ministries — the Ministry of Economy (plus its development agencies), Ministry of Education, Science and Technological Development and Ministry of Labour, Employment, Veteran and Social Affairs — and the Public Policy Secretariat in the implementation and piloting of the policy planning, monitoring and coordination (PPMC) framework. The Project is expected to lead to better designed and better coordinated policies, since it is anticipated that, through piloting the PPMC system, they will become part of a clear, strategic framework with a robust monitoring and evaluation system. The central institution responsible for coordination of the project is the PPS, with the assistance of Project Implementation Unit established in the PPS, as a technical coordination unit of the Project.

This assignment is related to the activities performed under the Component A.4: Labor which is implemented by Ministry of Labour, Employment, Veteran and Social Affairs (MoLEVSA) and A1: Policy planning, monitoring and coordination implemented by the Public Policy Secretariat (PPS), in which following should be achieved: improvement of the effectiveness of labor intermediation services and active labor market programs and facilitation of social assistance beneficiaries' transitioning into formal jobs. This Component supports the implementation of the program of the Republic of Serbia in the area of labor and employment, i.e. enhancement of the National Employment Service (NES) services, of the effectiveness of the Active Labour Market Programs (ALMPs) and transition of social assistance beneficiaries into formal jobs.

**Objective of the Assignment**

The Impact evaluation expert on ALMPs is a fundamental position required for assisting Ministry of Labour, Employment, Veteran and Social Affairs (MoLEVSA) and National Employment Service (NES) in building the capacity necessary to assess the way ALMPs are piloted, monitored, and evaluated. The Impact evaluation expert on ALMPs will work closely with the Impact Evaluation Lead engaged in Component A1 of the Project in Public Policy Secretariat. Additionally, Impact Evaluation Expert on AMPLs will closely cooperate with consultant for Evidence Based Program Design of ALMPs, engaged in Component A4 of the MoLEVSA and NES.

The aim of the Improvement of the effectiveness of ALMPs is to increase employment, investment and exports with created impact of increased placements for jobseekers through improved labour intermediation services, ALMPs and labour market participation incentives.

As such, the Impact evaluation expert on ALMPs is expected to take part in:

- 1) Implementation of a new methodology for profiling of the unemployed according to the long-term unemployment risk;
- 2) Implementation of the action plan for monitoring, evaluation and redesign of the ALMPs;
- 3) Piloting of the new/redesigned ALMPs, and
- 4) Piloting of the engagement of a training provider (service provider for labor market trainings) based on a performance-based contract.

While focusing primarily on the Competitiveness and Jobs Project Component A4, the Impact evaluation expert on ALMPs is also expected to take part in expert team of Evaluation Experts created in Component A1 in order to justify their inclusion or exclusion, and produce reports as necessary. As a general guideline, impacts shall be evaluated in comparison to the Project Development Objectives - the overall goals of the Project, and any other indicators deemed relevant. In identifying additional indicators, and where overlap is present, the Impact evaluation expert on ALMPs will assist the Impact Evaluation Lead. As such, the Impact evaluation expert on ALMPs will assist the Impact Evaluation Lead in making recommendation while taking into account the findings from the other experts engaged in the Project, and communicating these recommendations to the MoLEVSA and PPS, participating ministries, and public administration bodies with the aim of bettering the impact of the Project, and improving the overall policy planning process.

The Impact evaluation expert on ALMPs is expected to assess and evaluate the Project elements on criteria grounded in international best-practice standards, and should rely on the Project indicators and reporting tools, as well as other evaluation tools identified as relevant.

Additionally, the Impact evaluation expert on ALMPs will take part in building the capacities of the MoLEVSA and NES in developing and applying impact evaluation tools, with particular attention to the impact of measures over the medium and long-term.

### **Scope of work**

The team envisioned for the Impact Evaluation component of this Project will include one Impact Evaluation Lead, two Impact Evaluation Specialists in PPS that will support the efforts of the Impact Evaluation Lead and Impact evaluation expert on ALMPs. Having in mind specialization of Impact Evaluation Expert on ALMPs, it is expected that he or she will closely cooperate with and support consultant for Evidence Based Program Development of ALMPs, MoLEVSA and NES.

The Impact evaluation expert on ALMPs, will have the following scope of work:

- 1) Impact assessment and collection of data/qualitative information of achievement/performance of ALMPs currently implemented by NES
- 2) Impact assessment and collection of data/qualitative information of achievement/performance of piloted new/redesigned ALMPs to be implemented by NES
- 3) Conduct the analysis of the impact of the ALMPs, collect data and/or qualitative information, taking into account the views of the training/service providers, relevant institutions, family members of the clients and other stakeholders
- 4) Perform *as-is* analysis of the currently implemented ALMPs
- 5) Perform *as-is* analysis of readily available administrative data in regards to implemented ALMPs and use it as a base for monitoring of impact of ALMPs on regular basis (e.g. calculation of gross impact rates using statistical matching methodologies)
- 6) Compare and analyse in regards to the approach and methodology of the previously implemented evaluations of ALMPs (e.g. IPA 2011 EUNES, IPA 2012 direct grant to NES and respective Technical assistance Project, evaluations performed by SIPRU etc.)
- 7) Assist in monitoring and evaluation of ALMPs implemented by NES
- 8) Conduct on the spot analysis of the ALMPs being implemented
- 9) Organise focus groups with the representatives of the trainees/participants of the ALMPs
- 10) Assess each ALMPs' employability effectiveness
- 11) Develop analysis of ALMPs' users profiles

- 12) Perform analysis of the cost effectiveness of each ALMP in comparison to the created impact for individual user
- 13) Develop evaluation/impact assessment tools for each ALMP
- 14) Develop proposal for more comprehensive evaluation tools (e.g. randomized impact evaluation), taking into account possible data constraints.

## **Experience and Qualifications**

The Candidates will be evaluated with following criteria:

### General qualifications: 10

- Postgraduate academic or professional degree (master's degree, specialist academic degree, or specialist professional degree), or graduate degree awarded following the completion of a course of study of at least four years' duration;

### Adequacy for the project and experience: 75

- Academic knowledge in impact evaluation on ALMPs;
- Five years of relevant professional experience (preferable);
- Experience (gained in the capacity of Impact evaluation expert on ALMPs or in a similar position) in at least one project funded by the World Bank or other international organisation; (preferable);
- Knowledge and experience in applying academic impact evaluation techniques, tools and methodologies, preferred;
- Experience in performing impact evaluations of large-scale projects (preferable);

### Language and communication: 15

- Good spoken and written Serbian and English;
- Excellent communication, organisation, and teamwork skills.

## **Timing and Duration**

The Impact evaluation expert on ALMPs will be engaged part-time for 15 man days per month (if needed, more time effort could be expected per month). The Contract duration will be until December 21, 2018, subject to satisfactory performance after the first year.

**The Project Implementation Unit within the Public Policy Secretariat of the Republic of Serbia will administer the Contract with the selected consultant. The Public Policy Secretariat now invites eligible individual consultants to indicate their interest in providing the services.**

The individual consultants will be selected in accordance with the procedures set out in the World Bank's [Guidelines: Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by World Bank Borrowers January 2011 Revised July 2014](#)

**Interested and eligible individual consultants for this position should send Expression of Interest, together with information on relevant experience and CV, by e-mail (with the exact title of the position in the "Subject" of the e-mail) to the contact information listed below.**

Expressions of interest must be delivered by **October 31, 2016, 12:00 Noon, local time.**

**Contact:**

Milena Kostadinovic  
Procurement Specialist  
Project Implementation Unit  
Public Policy Secretariat  
10 Vojkoviće St  
11000 Belgrade  
Republic of Serbia  
Tel: +381 11 333 41 19  
E-mail: [piu@rsjp.gov.rs](mailto:piu@rsjp.gov.rs) (cc: [milena.kostadinovic@piu.rsjp.gov.rs](mailto:milena.kostadinovic@piu.rsjp.gov.rs))