



ANNEX C1: Twinning Fiche

Project title:

Strengthening Institutional Capacity for Recognition of Qualifications in Higher Education

Beneficiary administration:

Centre for Information and Recognition of Qualifications in Higher Education

Twining Reference: BA 16 IPA OT 01 18

Publication notice reference: EuropeAid/158924/ID/ACT/BA

EU funded project

TWINNING INSTRUMENT

GLOSSARY OF ACRONYMS

BQF	Baseline Qualifications Framework
BiH	Bosnia and Herzegovina
CIP	Centre for Information and Recognition of Qualifications in Higher Education
CoM	Council of Ministers
FBiH	Federation of Bosnia and Herzegovina
FLHE	Framework Law on Higher Education in BiH
HEIs	Higher Education Institutions
LLL	Life Long Learning
LRC	Lisbon Recognition Convention LRC
MERIC	Mediterranean Network of ENIC/NARIC centres
MoCA	Ministry of Civil Affairs
PESs	Public Employment Services
RS	Republika Srpska
VET	Vocational Education and Training
TVET	Technical Vocational Education and Training
TNA	Training Needs Analysis

1. Basic Information

1.1 Programme: **National Programme for Bosnia and Herzegovina under the IPA –2016 Programme– Direct Management mode - Decision number - IPA/2016/37889**

1.2 Twinning Sector: **Other (Education)**

1.3 EU funded budget: €600,000

2. Objectives

2.1 Overall Objective(s):

To improve student, academic staff and labour mobility in Bosnia and Herzegovina (BiH) through recognition of foreign higher education qualifications in line with the provisions of the Lisbon Recognition Convention (LRC) and its subsidiary documents.

2.2 Project purpose:

To improve and develop human resources and institutional capacities for recognition of foreign higher education qualifications in BiH.

2.3 Contribution to National Development Plan/Cooperation agreement/Association Agreement/ Action Plan

-The **Indicative Strategy Paper for BiH** identifies a need for the education sector to be better adapted to respond to the needs of the labour market. This implies further development of the qualifications framework, development of qualifications and occupational standards primarily in the areas of VET, TVET, adult and higher education and recognition of all forms of education. EU support will be provided for the further development of the qualifications framework at all levels of education.

-In the EU **Country Report for BiH 2016** it is noted that the relevance of education to the labour market needs remains weak. On the mutual recognition of professional qualifications, a roadmap for implementing the EU acquis on regulated professions, adopted in February 2016, sets out the obligations of relevant authorities involved in implementing the acquis for doctors, dentists, pharmacists, nurses, midwives, veterinary surgeons and architects. The Report recommends to BiH authorities to **strengthen the capacity of state-level education institutions** to develop EU standards and increase the level of quality assurance in education.

- **Reform Agenda:** Reforms of the education system will be undertaken over the medium term with the aim of enhancing its connection to the demands of the labour market.

- **Economic Reform Programme BiH 2017-2019:** At the state level as well as at the level of both entities improving policies in the field of preschool education, vocational education and lifelong learning and improving links between education and labour market are identified as priorities.

-The **Baseline Qualifications Framework (BQF)** was adopted by Council of Ministers (CoM) in 2011 (Official Gazette of BiH, No. 31/11, 39/12) with the **Action Plan 2014-2020** adopted by CoM in 2015 (Official Gazette of BiH, No. 28/15). Activity package 3: "Improving the system of recognition of foreign qualifications in BiH and national qualifications abroad using the BQF in accordance with the principles of the LRC and its subsidiary documents: a) improve legislation related to the recognition of foreign qualifications in BiH b) adapt the existing bodies for recognition of foreign qualifications in

BiH; c) education and training of staff working in bodies for recognition of foreign qualifications in BiH." Implementation of the Action Plan for the BQF has not started yet due to the lack of the state-level intersectorial commission responsible for implementing the Action Plan.

-Strategic Platform for the Development of Adult Education in Context of Life Long Learning (LLL) in BiH for the Period 2014-2020 (Official Gazette of BiH, No. 96/14). The reform process in this area should contribute to bigger competitiveness on the labour market, a bigger mobility and professional flexibility of an individual. Legislation for adult education in the context of LLL should be updated and harmonised with the reference framework of the EU.

-Priorities for Higher Education Development in BiH for the Period 2016-2026 ("Official Gazette of BiH", No 35/16) Under Priority package P3. improve connection between labour market and higher education; modernise and increase the number of existing study programmes for qualifications that are in demand in the labour market; define goals clearly that higher education institutions (HEIs) should realise in relation to the labour market, as well as indicators of achievement; harmonise new professions to make them usable throughout in BiH.

- A Roadmap for the Implementation of EU Directives 2005/36/EC and 2013/55/EU in the Field of Regulated Professions (Official Gazette of BiH, No. 10/16). In the Article 51 of the Road Map, Procedure for the mutual recognition of professional qualifications, Conclusion 53: "The CIP does not carry out recognition but it provides information, opinions and recommendations to the authorities responsible for recognition of foreign higher education qualifications". A contact point for a common implementation of the Directive in BiH as well as a coordinator and subcoordinators in entities, cantons and the Brcko District of BiH should be appointed.

3 Description

3.1 Background and justification

BiH signed and ratified the LRC in 2003 and as all other signatory states, took over an obligation to establish a national information centre. The Framework Law on Higher Education in BiH (FLHE) (Official Gazette of BiH, No. 59/07, 59/09), provided legal preconditions for establishment of CIP and it became operational in December 2008.

CIP is an independent administrative institution placed in Mostar in charge of the following:

- providing information on recognition in higher education,
- coordination and international exchange of members of academia, students and programmes in higher education,
- representing BiH in international higher education projects within its competence,
- through the international network of centers for information (the ENIC/NARIC network), it provides information to higher education institutions in BiH about foreign higher education institutions and programmes, as the grounds for recognition of degrees and diplomas for continuation of education at the higher education institutions in BiH, and represents BiH in those networks,
- gives information and opinion about foreign degrees and diplomas in BiH for the purpose of continuation of education at higher education institutions in BiH,
- provides advice and information on issues from its scope of activities to parties with lawful interest,
- Pursuant to the LRC and its subsidiary documents, it makes recommendations to the Ministry of Education and Culture of the Republika Srpska (RS), cantonal ministries,

and the Brčko District of BiH of diplomas acquired outside BiH for the purpose of finding employment, continuing education, and obtaining other rights pertaining to the acquired qualification.

CIP cooperates with the above mentioned competent education authorities in BiH and Agency for Development of Higher Education and Quality Assurance and HEIs. In accordance with the Article 3 of the Decision on Adoption of the Road Map for Implementation of the EU Directive on Regulated Professions 2005/36 EC and 2013/55/EU the CIP was appointed in 2016 to be a Contact Point in BiH for implementation of the Directive.

The CIP consists of three sectors: 1 Office of the Director, 2. Sector for Information, Cooperation, and Recognition of Documents; and 3. Sector for Legal, Personnel, Financial, and General Affairs. There are 16 employees out of whom only 4 employees are in the Sector for Information, Cooperation, and Recognition of Documents responsible for activities related to recognition and mobility, in full capacity 11 employees are required. In 2017, the Medium-Term Plan for the period 2018-2020 for CIP with all activities was adopted.

Self-evaluation Report was done in 2015, within the Quality Assurance System for the ENIC-NARIC networks (SQUARE) project. The conclusion of the Panel (the representative of the ENIC/NARIC centre of the Czech Republic) was the following: *“The CIP very much aligns its practices with the LRC and other subsidiary texts, the difficulties are mainly caused by the complexity of the structure of the education system in the country that reflects the overall complexity of the administrative structure of the country. The CIP is aware of these difficulties that are facing due to the missing harmonization of the legislations. The CIP however tries to transmit unified policies concerning the recognitions of qualifications and plays an important role in transmitting up to date information to different institutions and entities that are in charge of recognition of qualifications and diplomas and by this tries to unify the system.”*

There is an internal data base developed to deal with all requests of competent recognition bodies which ask for assistance of the CIP in the recognition procedures. Since the CIP is dealing with many requests (1500 per year) in order to be able to handle data properly, more modern software is required. This data base will inter alia include: all requests of recognition bodies to CIP for an evaluation in recognition procedures; all information concerning inquires of stakeholders, asking assistance related to recognition of foreign higher education qualifications in BiH and qualifications obtained in BiH abroad etc. It will be enable statistical reporting and effective data management. This database is planned to be purchased through EUIF under IPA 2015 National Programme for BiH, decision no. 37-888 and the procurement procedure is in its initial stage.

The CIP still needs further strengthening. Involvement of different sectors, ministries and recognition bodies as well as complexity of constitutional structure of the country requires strengthening the capacity of its staff and all stakeholders such as HEIs, ministries, Public Employment Services (PESs), employers. Transfer of experience from a similar agency from a European Union Member State will be very useful.

3.2 Ongoing reforms

The activities of CIP towards institutional strengthening and promotion, as well as promotion and implementation of provisions of the LRC include: becoming part of the ENIC/NARIC networks, setting up and regular updating of its webpage and the webpage of the ENIC/NARIC networks for BiH, daily contact with recognition bodies in BiH as well as all other parties with legal interest, preparation and publishing of documents aimed at facilitating the recognition practice in BiH, regular trainings and professional development of CIP's staff, regular participation at international conferences, participation in international projects, etc. The Centre has developed and published, pursuant to the FLHE, the following recommendations:

- Recommendations on the Criteria for Assessment of Foreign Higher Education Qualifications in the Procedure of Recognition Aimed at Finding Employment and Continuing Education (Official Gazette of BiH, No 10/13);
- Recommendations on the Use of Qualifications Frameworks in the Procedure of Recognition of Foreign Higher Education Qualifications (Official Gazette of BiH, No 81/14);
- Recommendations on Recognition of Foreign Higher Education Qualifications in BiH to Persons with Insufficient Documentation or without Documentation (Official Gazette of BiH, No 81/14);
- Recommendations on Recognition of Foreign Higher Education Qualifications Acquired through Joint Programmes (Official Gazette of BiH, No 80/15);
- Recommendations on Recognition of Foreign Higher Education Qualifications Acquired through Cross-border Education (Official Gazette of BiH, No 80/15),
- Recommendations on Recognition Non-formal Education and Informal Learning (Official Gazette of BiH, No 94/16).

These recommendations can be found on the official web page of the Centre, www.cip.gov.ba, in all three official languages of BiH, and in English.

However, legislation related to recognition of foreign higher education qualifications in BiH has not been fully harmonized with the provisions of the LRC and competent recognition bodies carry out expired procedures of nostrification and equivalence. Recognition of foreign higher education qualifications for the purpose of an access to the labor market in the RS is carried out by the Commission for Information and Recognition of Qualifications in Higher Education, by HEIs and cantonal ministries of education in the FBiH (it depends on the canton which is concerned), while in the Brcko District of BiH recognition is carried out by the Commission for Recognition of Qualifications in Higher Education. Concerning further education, recognition of foreign higher education qualifications is carried out by HEIs in the RS and the Brcko District of BiH and HEIs and cantonal ministries of education in the FBiH. Since within the STINT project (see below) a Model for academic recognition has been developed, this twinning project should assist to develop a Model for professional recognition.

Educational reform in BiH has not been followed with the reform and harmonisation of legislation related to labour market so that employers still use outdated rulebooks of internal organizations not harmonized with the requirements of Bologna qualifications (bachelor, master, PhD). This means that pre-Bologna qualifications are often required by the employers. In addition, after receiving qualification or recognition decision, if a person is registered at employment service, many employees of PESs are not familiar with the Bologna

qualifications and they do not know how to interpret the qualification and register person in system.

Under the twinning project new procedures, rule books and laws are expected to be developed in an inclusive and evidence based way and put in place; however systematic implementation can be expected after this project. Therefore, a road map for systematic implementation of LRC in BiH should be drafted.

In order to improve cooperation and coordination of recognition bodies an external integrated/interlinked data base is required to facilitate collecting information about recognition issues in BiH. However, relevant recognition bodies should agree to contribute to this data base and sign protocols on cooperation. The data base will avoid application fraud, enable getting information about results of applications submitted to different recognition bodies, contribute to shorten duration of recognition procedures and enable more accurate statistical data.

In accordance with LRC the academic title should not be translated and it should be in language of the country of origin. The court interpreters are translating diploma supplement and other documents however, in some cases the translation does not reflect level of qualification, there is no common interpretation of different documents coming from countries with different education systems and there is evident lack of knowledge related to qualifications and titles in BiH. CIP team will train some court interpreters in order to allow them to train other court interpreters in this matter. The cost of these trainings will be covered from CIP budget.

SIGMA 2017 Baseline measurement report on Public Administration Reform provides for a good analytical basis to understand the policy and legislative development process and its main shortcomings.

3.3 Linked activities (*other international and national initiatives*)

CIP participated in projects and activities which aimed at reforming education in BiH:

- “Support to Reform of Higher Education in BiH”, IPA 2007 (August 2009 - October 2011). Guidelines for Recognition of Foreign Higher Education Qualifications in BiH and Handbook for the CIP were drafted, CIP staff was trained on recognition matters and a study tour to Austria for its staff was organized.

- ENIC Capacity Building in BiH, Serbia and Croatia (February 2012 -January 2014) financed by the EU was directed towards understanding of recognition issues and practices in countries of former Yugoslavia as well as an exchange of best practices.

- Twinning project “Strengthening institutions and capacities for implementation of EU Directive on regulated professions” IPA 2011 (May 2014-September 2015) focused on implementation of EU legislation related to mutual recognition of qualifications as well as institutional capacity building through strengthening of competent ministries of education, health, veterinary and architecture for recognition of diplomas, certificates and other credentials on formal education (Directive 2005/36/EC).

- Erasmus+ SCAN D project (April 2014-September 2015) aimed at collecting the samples of qualifications of countries (Belarus, Belgium - Flemish Community, Bulgaria, Croatia, Czech Republic, Israel, Italy, Latvia, Lithuania, Netherlands, New Zealand, Portugal, Slovenia, Spain) which participated in the project. An online database of all qualifications was established.

- Erasmus+ SQUARE project (ongoing) - ENIC/NARIC centres are involved in this Project. Representatives of the CIP, as the external evaluators attended a review of self-evaluation report of the NARIC Ireland in Dublin while the representative of the Czech NARIC reviewed self-evaluation report of the CIP.

- Erasmus+ STINT project (October 2015-October 2018). The main objective of the Project is strengthening and improving process of internationalization of BiH universities. The CIP is a leader of one of the project packages dealing with creation of the model for academic recognition of foreign higher education qualifications at public universities in BiH. The main obstacle for implementation of this Model is legislation related to recognition of foreign higher education qualification in BiH.

CIP organized several important international meetings:

- The Second Meeting of MERIC network (Mediterranean Network of ENIC/NARIC centres), attended by 27 representatives (including UNESCO Department for Higher Education, CoE and Arab Network for Quality Assurance in Higher Education (ANQAHE)) from 12 countries signatories of the Mediterranean Convention, At the end of the meeting the Mostar Statment of the MERIC was adopted invitong minisisters of education to support concrete actions of MERIC network.

-The First and Second Regional Conference of the ENIC/NARIC centres, held in Mostar, attended by representatives from ex Yugoslavia countries.

3.4 List of applicable Union acquis/standards/norms

In the BiH Questionnaire for the accession process under Chapter 3 Mutual Recognition of Professional Qualifications, the authorities are invited to report on measures in connection with the review of legislation and mutual assessment process set out in **Article 39 of the Directive 2006/123 on services in the internal market ('Services Directive')**.

Rules concerning regulated professions to ensure the mutual recognition of qualifications between Member States; for certain regulated professions a common minimum training curriculum must be followed in order to have the qualification automatically recognized in an EU Member State. **Directive 2005/36/EC amended in 2013 (Directive 2013/55/EU)** is the key piece of legislation in this field.

The questions are also raised on any differentiation in BiH legislation between recognition of professional and academic qualifications; procedures in place for the validation of non-formal and informal learning, with regards to the qualifications of EU nationals and of third country nationals for the purposes of further education and employment.

Related to the administrative structures and procedures in the country the authorities should describe system and its efficiency for granting recognition of foreign professional qualifications and possibilities to complete administrative procedures electronically.

3.5. Results

The Member State(s) should provide support to BiH and contribute to the achievements of the following results.

Mandatory results:

Component 1 – Strategic planning

1. Contribute to improvement of system of recognition in universities and employment sector

1.1 Report with assessment and recommendations for implementation of LRC in BiH developed in an inclusive and evidence based way, presented to the relevant stakeholders, and published on the CIP web site and shared to all partners involved in order to raise the awareness on the importance presented to the relevant stakeholders

- 1.2 Road map for systematic implementation of LRC in BiH developed in an inclusive and evidence based way;
- 1.3 Consultations on establishment of External integrated/interlinked Data Base on recognition procedures with relevant stakeholders conducted ;
- 1.4 Consensus of relevant recognition bodies to contribute to External integrated/ interlinked Data Base reached and protocols of collaboration signed;
- 1.5 External Data Base on recognition procedures designed;
- 1.6 External Data Base piloted and upgraded after piloting;

The project will ensure that the Road map for systematic implementation of LRC is drafted in an inclusive way, so that views by all relevant stakeholders which will have to implement it and which are likely to be affected by the implementation this policy are taken into consideration. The project will also support the beneficiary to estimate the costs of implementation and to secure sufficient funds in the budget.

Component 2 – Procedures for recongition of qualifications

2 Contribute to development of procedures for recognition of qualifications according to LRC;

- 1.2.1 Contribute to harmonisation of legal procedures with LRC for ministries, HEIs, PESs and employers from both entities and Brčko District involved
- 1.2.2 Model of rule book for professional recognition developed for relevant education authorities
- 1.2.3 Strategic plans of the CIP analysed and revised;

In supporting the development of administrative and legal procedures, the Twinning project will associate those institutions which are expected to apply them. In addition, procedures will be sufficiently simple to be regularly updated by the Beneficiary without need of further external assistance

Component 3- Capacity Building

3. Contribute to capacity building on recognition of qualifications and periods of study in sectors for education and employment;

- 3.1 Training Needs Analyses (TNA) conducted and staff in the relevant ministries, employment officies and institutions from both entities and Brčko District trained on recogniton issues and harmonisation of labour market and further education legislation with Bologna qualifications;
- 3.2 Employers from public and private sectors from both entities and Brčko District selected based on the agreed criteria and trained in harmonisation of internal documents with Bologna qualifications;
- 3.3 Evaluators of academic and professional recognition at HEIs and PESs trained;
- 3.4 Court interpreters from both entities and Brčko District trained on to translate the LRC terminology.
- 3.5 Self-evaluation and external evaluation of the CIP conducted and its internal quality system upgraded following recommendations;

Two study tour to twinning partner country should be organized. 1. Study tour is for the CIP staff and 2. Study tour for relevant stakeholders from recognition bodies.

It is expected that long lasting cooperation between twinning partners will be established.

The implementation of the program requires the full commitment and participation of the CIP, Ministry of Civil Affairs, Ministry of Education and Culture of RS, cantonal ministries of education, Department for Education in Brčko District BiH, all HEIs as well as institutions in the area of work and employment. They must be fully informed and consulted in the development and implementation of the project.

3. 6 Means/ Input from the MS Partner Administration

3.6.1 Profile and tasks of the Project Leader

Qualification:

- University degree and at least three years of working experience in the fields of recognition of higher education or, in the absence of a degree, a professional experience of at least ten years in fields of recognition of foreign higher education qualifications;
- Civil servant from an EU Member State Administration or fully mandated body;
- At least 3 years of working experience in a leading management position;
- Previous experience in international technical assistance projects or twinning projects;
- Good organisational skills;
- Very good command of English (oral and written);
- Computer skills;

Tasks:

- Overall coordination of the project, including reports in accordance with the project plan;
- Leading the project activities and implementation process.

3.6.2 Profile and tasks of the RTA

Qualifications:

- University degree and at least three years of working experience in fields of recognition of foreign higher education qualifications or, in the absence of a degree, a professional experience of at least ten years of experience in fields of recognition of foreign higher education qualifications;
- Civil servant from an EU Member State Administration in ENIC/NARIC centre or from a mandated body institution.
- Proven staff management experience, leadership skills, communication and coordination skills;
- Experience in international twinning/technical assistance projects in the field of recognition;
- Experience from the institutional set-up and implementation in the education sector;
- Very good command of spoken and written English.

Additional assets:

- Experience in the transposition and/or enforcement of higher education policies related to the LRC in similar agencies;
- Previous experience with the administrative structures of BiH;

- Knowledge of one of the local languages.

Tasks:

- Overall supervision of the project implementation and coordination of all activities, as well as management of the project administration;
- Advise on practices in the EU Member States;
- Preparation of the Terms of Reference for the Short/Medium Term Experts;
- Coordination of the activities of the team members in line with the agreed work programmes to enable timely completion of project outputs;
- In charge of planning and reporting;
- Where appropriate, participation in project's workshops;
- Permanent contact with the RTA counterpart and liaison with the EUD Programme Manager and with other relevant projects;
- Project newsletters published quarterly;
- Set up a Project website operational under the beneficiary's administration website.

The duration of the assignment of the Resident Twinning Advisor will be 15 calendar months.

3.6.3 Profile and tasks of Component Leaders

- University degree and at least three years of working experience in fields of recognition of foreign higher education qualifications or, in the absence of a degree, a professional experience of at least ten years of experience in fields of recognition of foreign higher education qualifications;
- Three years of professional experience in similar agencies;
- Three years of professional experience related to the tasks as described per component;
- Experienced in planning and delivering of training;
- Good computer skills.

3.6.4 Profile and tasks of Short-term Experts

- University degree and at least three years of working experience in fields of recognition of foreign higher education qualifications or, in absence of a degree, a professional experience of at least ten years in fields of recognition of foreign higher education qualifications;
- Three years of professional experience in similar agencies;
- Three years of professional experience related to the tasks for which they will be deployed;
- Experienced in planning and delivering of training;
- Good computer skills.

It is expected that short-term experts will provide inputs in the areas described in this Project Fiche such as: Review existing capacity level of the CIP and recognition bodies; drafting and/or implementing road map, policies or regulations; planning and delivering of training; advising of relevant EU legislations/Directives if needed:

The number, tasks and duration of short term experts will be defined in the work plan.

Private sector input

The external database should be developed. There is a need needed to implement a multi-user application which will allow CIP staff and other competent recognition bodies to enter data related to recognition decisions of foreign higher education qualifications in BiH. This data base will enable getting information about results of applications submitted to different recognition bodies, contribute to shorten duration of recognition procedures and enable more accurate statistical data. Appropriate software will be upgraded and developed to provide adequate management of information as a web portal system. Portal functionality requirements and architecture should be determined, installed to locations agreed with stakeholders, and accessibility through the web portal should be provided. The system should be tested and upgraded.

Input from the private sector is limited to €5,000.

4. Budget

Maximum Budget available for the twinning is €600,000.00

5. Implementing Arrangements

5.1 Implementing Agency responsible for tendering, contracting and accounting:

Delegation of the European Union to Bosnia and Herzegovina
Skenderija 3a
71000 Sarajevo

Programme Manager:
Ms Jadranka Mihic
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5.2 Institutional Framework

Pursuant to regulations in BiH, RS, cantons in the FBiH and Brčko District of BiH, the bodies in charge for recognition and assessment of foreign higher education qualifications are as follows: CIP, Commission for Information and Recognition of Qualifications in Higher Education in RS, competent ministries and their specially formed bodies for recognition and assessment (commissions and other bodies) HEIs. Except the CIP, these bodies are competent for issuing legally binding decisions, while the CIP provides opinion, recommendations and information in the procedure of recognition and assessment of foreign qualifications.

The competencies of the bodies in charge of recognition and assessment of foreign higher education qualifications are determined based on the type, or the purpose of qualification recognition. Recognition of foreign qualifications in order to pursue further higher education is carried out by HEIs (except Central Bosnia Canton, competent ministry is responsible), whereas recognition for the purpose of employment is carried out by ministries and higher education institutions, pursuant to legislation.

In the procedure of assessment and recognition of foreign qualifications, competent bodies at all decision-making levels cooperate with CIP, which, pursuant to the provisions of Article 45

of the FLHE, is the reference centre for provision and exchange of information at the international level, as well as assistance and support in the assessment and recognition of foreign higher education qualifications in BiH.

Other beneficiaries and partners are as follows: associations of translators and interpreters; employment agencies and services,

5.3 Counterparts in the Beneficiary administration:

Centre for Information and Recognition of Qualifications in Higher Education
Kneza Višeslava bb 88 000 Mostar, Tel: +387 36 333 980; Fax: +387 36 333 991

5.3.1 Contact person

Ms. Mirta Mandić Martinović, Head of Department for Recognition

5.3.2 PL Counterpart

Mr Damir Ljubić, Director

5.3.3 RTA counterpart

Ms. Dragana Dilber, Assistant Director

6. Duration of the project

Duration of the execution period is: 15 months (implementation period) + 3 months.

7. Sustainability

The project will contribute to facilitate the recognition of foreign higher education qualifications in BiH, recognition of periods of study and qualifications concerning further education, facilitating access to labour market, improvement of translation skills and support to the CIP.

It will contribute to coherency and harmonization of recognition of foreign higher education qualifications in BIH and strengthen links between higher education and labour market.

In order to increase sustainability of mandatory results/outputs, the project shall ensure that policy and legislative proposals are backed up by at least basic impact assessments (regulatory, fiscal) and they are consulted with both internal and external stakeholders (inter-ministerial and public consultations), as required by legislation applicable in the Beneficiary. Sufficient time should be allocated to this preparatory work during the project, and fast-track adoption procedures of legislation should be discouraged. Financial sustainability of the costs for regular maintenance and update of external and internal databases will be provided within annual budgets for the Agency.

8. Crosscutting issues

Equal Opportunities and non-discrimination

Equitable gender participation and non-discrimination will be guaranteed through enabling same rights concerning the access to labour market as well as further education for holder of foreign higher education qualifications. Projects goals will also contribute to shortening of duration of recognition procedures and harmonisation of the procedures thus giving equal rights to applicants all over the country.

Environment and climate change

The project is a technical intervention aimed at strengthening administrative capacities with a view to EU accession; it will not have a direct impact on environment.

Minorities and vulnerable groups

Participation in the project activities will be guaranteed on the basis of equal access regardless of racial or ethnic origin, religion or belief, disability, sex or sexual orientation.

Civil Society/Stakeholders involvement

Relevant partners were included in the preparation of project proposal and fully support the implementation of all listed activities, including consultation meetings with civil society and the donor community.

Conditionality and sequencing

N/A

10. Indicators of Performance

Number of procedures and laws (developed in an inclusive and evidence based way) in line with the LRC introduced or revised.

11. Facilities available

I. Office space: Sufficient office space shall be allocated by the CIP to the MS Twinning Partner for the RTA, the Project Assistant(s) and for the short-term experts on mission. The project office at the CIP will be furnished with the necessary number of telephones and PCs with e-mail and internet access. Free use of photocopying and fax machines will be provided.

II. Logistical support: The contribution should also include logistical support for the various training activities, as well as providing the EU experts with legislation and any other documents necessary for the implementation of the project.

The BIH twinning partner shall in addition provide all possible assistance to solve unforeseen problems that the EU MS twinning partner(s) may face.

ANNEXES TO PROJECT FICHE

1. Logical framework matrix in standard format

Annex 1: Logical framework matrix in standard format (compulsory)

Log frame planning matrix for project Project title: Strengthening Institutional Capacity for Recognition of Qualifications in Higher Education		Program name and number:	IPA 2016 National Programme Twinning Bosnia and Herzegovina
		Contracting period:	Implementation period:
		Total Budget: 600,000 Euro	Twinning budget: 600,000 Euro
Overall objective	Objectively verifiable indicators	Sources of Verification	
To improve student, academic staff and labour mobility in Bosnia and Herzegovina through recognition of foreign qualifications in higher education in line with the provisions of the Lisabon Recognition Convention (LRC) and its subsidiary documents.	Mobility of academic staff, students and labour force in the country and abroad increased ;	Erasmus + office; Reports of HEIs in BiH; Reports of Agency for Labour and employment in BiH; Public employment offices.	
Project purpose	Objectively verifiable indicators	Sources of Verification	Assumptions
To improve and develop human resources and institutional capacities for recognition of foreign higher education qualifications in Bosnia and Herzegovina	Improved performance of recognition institutions and bodies (duration of recognition procedures, number of positive recognition decisions , number of holders of foreign qualifications getting job)	Reports of HEIs in BiH; Annual PESS' reports; CIP reports.	<ul style="list-style-type: none"> •All parties (twinning implementing agency and beneficiary) mobilize appropriate human and financial resources • Stable political and economic climate • Relevant institutions committed to cooperate
Results	Objectively verifiable indicators	Sources of Verification	Assumptions
I Mandatory results Component 1 – Strategic planning 1. System of recognition in universities and employment sector improved 1.1.Report with assessment and recommendations for implementation of LRC developed in an inclusive and evidence based way and published on	Report published on CIP website at the end second quarter of project implementation	CIP reports Project reports	- Political commitment and follow-up by the relevant authorities and stakeholders to implement relevant legislation and introduce new procedures

<p>CIP</p> <p>1.2 Road map for systematic implementation of LRC in BiH developed in an inclusive and evidence based way.</p> <p>1.3.Consultations on establishment of External Data Base on recognition procedures with relevant stakeholders conducted ;</p> <p>1.4 Consensus of relevant recognition bodies to contribute to External Data Base reached and protocols of collaboration signed;</p> <p>1.5 External Data Base on recognition procedures designed;</p> <p>1.6 External Data Base piloted and upgraded after piloting;</p> <p><u>Component 2</u> – Procedures for recognition of qualifications</p> <p>2. Contribute to capacity building on recognition of qualifications and periods of study in sectors for education and employment</p> <p>2.1. Procedures for recognition of qualifications according to LRC developed</p> <p>2.1.1 Ministries, HEIs, PESs and employers from both entities and Brčko District involved in project activities harmonized legal procedures with LRC requirements</p> <p>2.1.2 Model of rule book for professional recognition developed</p> <p>2.1.3 Strategic plans of the CIP analysed and revised</p> <p><u>Component 3-</u> Capacity Building</p>	<p>Road map for systematic implementation of LRC in BiH drafted in inclusive and evidence based way at the end first year of project</p> <p>Number of consultation meetings</p> <p>Agreements on establishment of Data Base signed</p> <p>External Data Base on recognition procedures designed at the end first year of project and upgraded at the end project</p> <p>Number of users of external database;</p> <p>Procedures for professional recognition harmonized with the LRC in 41% (out of 12 authorities) competent educational authorities</p> <p>5 bodies for professional recognition and 10 HEIs adopted new rule book and harmonized legal procedures on recognition with LRC</p> <p>15 PESs harmonized legal procedures with Bologna qualifications</p> <p>Model published at the official CIP web page at the end of second quarter of project implementation</p>	<p>Project reports</p> <p>Project reports</p> <p>Project reports</p> <p>Project reports</p> <p>CIP reports on the pilot project</p> <p>Project reports and reports of beneficiaries</p> <p>Project reports</p>	
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<p>3. Capacities on recognition of qualifications and periods study in sectors for education and employment strengthened</p> <p>3.1 TNA conducted and staff in the relevant ministries, employees of employment offices and institutions from both entities and Brčko district trained on recognition issues and harmonisation of labour market legislation with Bologna qualifications.</p> <p>3.2 Employers from public and private sectors from both entities and Brčko district trained to harmonize internal documents with Bologna qualifications</p> <p>3.3 Evaluators of academic and professional recognition at HEIs and PESs trained</p> <p>3.4 Court interpreters from both entities and Brčko district trained on to translate the LRC terminology</p> <p>3.5 Self-evaluation and external evaluation of the CIP conducted and internal quality system of the CIP upgraded following recommendations</p> <p>Two study tours to twinning partner country should be organized</p>	<ul style="list-style-type: none"> • Minimum of 50 evaluators of academic and professional recognition who finished recognition training • Minimum 50 of employees of employment offices and institutions who finished training; • Minimum 70 of employers who finished training on harmonization on legal procedures; • At least 50% of competent educational authorities, 60% HEIs, 20% PESs and 70 employers trained to harmonize legal procedures. • Minimum 70 of court interpreters who finish training; <p>Internal planning CIP documents updated at the end of second quarter, self-evaluation Report at the end of second quarter</p> <p>2 study visit organized and conducted</p>	<p>CIP reports and reports of beneficiaries</p> <p>CIP reports</p> <p>Project reports</p> <p>CIP reports</p> <p>Project reports</p>	
Activities	Means	Costs	Assumptions
	- Twinning contract		