



Standing Conference
of Towns and Municipalities

National Association of Local Authorities in Serbia

Information on the implementation of the EU-Council of Europe Joint Project on “Human Resource Management in Local Self-Government” in Serbia

Strasbourg, November 2018.



“Human Resources Management in Local Self - Government”

Phase 1 2016-2017

Phase 2 2018-2021

Projects implemented by Council of Europe in cooperation with the Standing Conference of Towns and Municipalities and Ministry of Public Administration and Local Self- Government

Strategic framework and legislation

- Public Administration Reform Strategy of the Republic of Serbia (2014) and Action Plan for implementation of the PAR Strategy of the Republic of Serbia 2015-2017
- Strategy for Professional Development of employees in LSGs (2015)
- Law on employees in Autonomous Provinces and Local Self-government units (2016)
- Law on National Training Academy for public servants (2017)
- Law on salaries in Autonomous Provinces and Local Self-government units (2017)

The Programme “Human Resources Management in Local Self-Government Phase 1

- Financed by the EU and the CoE 2.000.000 EUR
- Implementation: Council of Europe, Ministry of Public Administration and Local Self-government, Standing Conference of Towns and Municipalities
- Duration: March 2016 to December 2017

The purpose of the Programme:

The enhancement of effectiveness of LSGs administration through support to the establishment of a professional training system and an improved HRM function

Expected results

ER 1: Established / improved coherent legal, institutional and organizational framework for the enhancement of the human resource management system in local self-government units

ER 2: Institutional and organizational framework for LSG professional training system established and operational

Main activities and achievements of the Programme

- 32 regional workshops have been conducted with 867 participants as an introduction to the requirements of the Law on employees in Autonomous Provinces and Local Self-government units.
- 1548 participants from 90 LSGs participated in 2017 in trainings on the topics: Introduction to HRM policy and Institutional and Legal Framework, Performance appraisal and setting working objectives, Change management, Recruitment Procedure and HRM Database Management.
- 146 participants successfully partook in the SCTM 8-weeks long eLearning course on HRM and HRD
- 35 models of legal acts for an efficient implementation of modern principles of HRM in LSG were developed and being used in almost all municipalities in Serbia.
- Municipal Support Packages to improve the Human Resource Management function aligned with national and CoE standards have been developed and piloted in 20 selected towns and municipalities.
- Q&A SCTM webpage with more than 340 answers on the implementation of the Law on employees in APs and LSGs.

Almost all LSGs in Serbia harmonized with the regulatory framework and adopted new organizational models for the functioning and development of the HRM system.

Main activities and achievements of the Programme

- The Council for Professional Development of local self-government employees established. The programme has provided continuous support to the work of the Council.
- Mandatory elements for general and specific training programmes, were prescribed within the Rulebook adopted by the Minister in May 2017.
- The accreditation process of training providers was launched by the line ministry for the implementation of trainings for LSGs. By the end of 2017, the Ministry accredited more than 304 natural persons' and 48 legal entities
- Four priority general training programmes were developed
- Two programmes were implemented by the programme through 66 regional trainings covering all LGs on the topics of General Administrative Procedure as well as Preparation and implementation of projects. 1369 participants partook in the trainings.
- The Methodology for monitoring and evaluation of trainings was developed and implemented

Human Resources Management in Local Self-Government Phase 2

- Financed by the EU and the CoE 4.000.000 EUR
- Implementation: Council of Europe, Ministry of Public administration and Local Self-government, Standing Conference of Towns and Municipalities
- Duration: 3 years
- The purpose of the Programme:
- The purpose of the programme is to further strengthening human resources development and management in local government units in Serbia.

Expected results/Outputs

Expected Output 1: Strengthened HRM function at local level

SpecificTask 1: Improved legal and procedural HRM framework at national and local level in accordance with planned reforms.

SpecificTask 2: Increased effectiveness of the HRM system in local administrations.

Expected Output 2: Strengthened human resources development system at local level.

Specific task 1: Training Framework for professional development of local administration more effective and coordinated

Specifictask 2: Increased LSG capacities in selected priority areas of local competences and management capacities of local leaders

Main activities

- Support to Ministry and National Academy in development of HRM and professional training system in Serbia through technical assistance, development of methodologies, assessments, model of acts, etc.
- Implementation of 50 Municipal Support Packages
- Implementation of 15 Organisational Municipal Support Packages
- Organisation of 48 regional trainings and one e-learning course on HRM/HRD topics.
- Development and implementation of Special Training Programs in 50 municipalities
- Advisory assistance and technical assistance to LSGs in development of HRM/HRD system
- Organisation of “peer to peer” meetings, SCTM HRM Network, etc.

Thank you

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