

Datum [

] 2020.

BRITISH COUNCIL

- i -

VLADA TUZLANSKOG KANTONA

MEMORANDUM O RAZUMIJEVANJU

MEMORANDUM O RAZUMIJEVANJU

OVAJ MEMORANDUM O RAZUMIJEVANJU je sačinjen **[UBACITI DATUM]** 2020., (Memorandum).

UČESNICI:

- (1) **BRITISH COUNCIL**, osnovan Kraljevskom poveljom i registrovan kao karitativna ustanova (pod brojem 209131 u Engleskoj i Velsu i pod brojem SC037733 u Škotskoj), sa glavnim uredom smještenim na adresi: 10 Spring Gardens, London, SW1A 2BN, koji djeluje putem svog lokalnog ureda na adresi: Ljubljanska 9, 71000 Sarajevo, Bosna i Hercegovina koga zastuplja Larisa Halilović (u daljem tekstu: „British Council“) i
- (2) **VLADA TUZLANSKOG KANTONA**, Rudarska 65, 75000 Tuzla, Bosna i Hercegovina, koju zastupa premijer Denijal Tulumović (u daljem tekstu: „Vlada“),

Zajedno, „Učesnici“

UVOD:

- (A) British Council je međunarodna organizacija iz Ujedinjenog Kraljevstva koja djeluje na polju obrazovanja i uspostavljanju kulturnih veza. Imamo više od 75 godina iskustva na području Zapadnog Balkana i šest ureda širom regiona.
- (B) British Councilu je dodijeljena implementacija projekta „Program EU za mlade državne službenike u Bosni i Hercegovini“ („Program“) kojeg finansira Evropska Unija. Riječ je o dvogodišnjem programu za izgradnju kapaciteta mladih državnih službenika koji se provodi od 1. februara 2020. do 1. februara 2022.

Glavni cilj ovog dvogodišnjeg programa jeste:

pomoći Bosni i Hercegovini (BiH) pri razvoju profesionalnog i depolitizovanog sistema javne uprave zasnovanog na zaslugama kroz omogućavanje stručnog usavršavanja i mobilnosti za novu generaciju državnih službenika koji će biti zaduženi za proces pristupanja EU i koji će voditi promjene tokom procesa proširenja.

Ovaj program ima dva specifična cilja:

1: izgraditi stručne kapacitete državnih službenika i usaditi im posvećenost državnoj službi usmjerenoj na EU kroz povećano znanje i razumijevanje procesa pridruživanja EU.

2: poticati međusobnu povezanost i mobilnost ovih pokretača promjene kroz omogućavanje programa razmjene unutar BiH i programa za mobilnost na Zapadnom Balkanu.

- (C) Od resornih ministarstava i javnih institucija na svim nivoima vlasti u BiH uključenih u proces pristupanja EU će se tražiti da se od početka projekta formalno obavežu na učešće u projektnim aktivnostima i širenje informacija o programu među državnim službenicima kroz sve

dostupne kanale. Od nadležnih institucija će se zatražiti da imenuju svoje predstavnike koji rade na pitanjima EU integracija, a koji će blisko saradivati sa projektnim timom kako bi se osigurala posvećenost svih korisničkih institucija projektnim aktivnostima. Učešće predstavnika svih nivoa vlasti bi projektu omogućilo da:

- ublaži sve potencijalno osjetljive probleme na koje se može naići tokom projekta
- osigura široku podršku za projekat i njegove rezultate
- omogući dijeljenje informacija i koordinaciju.

1 SVRHA

1.1 Svrha Memoranduma je da pruži dogovoreni okvir za blisku saradnju radi implementacije programa. Učesnici žele saradivati na Programu kako bi podržali sljedeće ishode u javnoj upravi u Bosni i Hercegovini:

- upravljanje i formulisanje javnih politika, te analiza kapaciteta u Bosni i Hercegovini za EU integracije će biti poboljšani putem jačanja kapaciteta 50 državnih službenika kroz potrebama prilagođen program obuke u akademskim institucijama u Evropi
- umrežavanje i prilika za mobilnost kroz različite administrativne nivoe u Bosni i Hercegovini i regiji za 50 državnih službenika (po 25 godišnje tokom dvogodišnjeg programa) će se osigurati kroz program za mobilnost na Zapadnom Balkanu u trajanju od jedne sedmice i program razmjene unutar BiH u trajanju od dvije sedmice.

2 ULOGE UČESNIKA

2.1 British Council će uložiti razumne napore da:

- 2.1.1 pruži tehničku pomoć pri implementaciji definisanih aktivnosti radi postizanja zadatih rezultata, kako je opisano u Aneksu 1
- 2.1.2 primijeni pristup prilagođen specifičnim potrebama BiH i kapacitetima uprave i državnih službenika, uključujući sadržaj obuke, odabir tema za radove koje će odabrani kandidati pisati nakon završetka obuke, kao i tokom programa za mobilnost na Zapadnom Balkanu i programa razmjene unutar BiH
- 2.1.3 tačno i na vrijeme obavještava Vladu o implementaciji projektnih aktivnosti – redovno izvještavanje o napretku uključujući rizike i izazove na koje se naiđe radi izrade strategije za njihovo ublažavanje
- 2.1.4 učini sve da u projektne aktivnosti uključi sve aktere na svim nivoima uprave u BiH

- 2.1.5 po potrebi organizuje sastanke sa akterima kako bi se razgovaralo o napretku, rizicima i strategijama za ublažavanje rizika po Program. Ovo će biti omogućeno osnivanjem Savjetodavnog tijela u kojem će biti zastupljeni svi akteri
- 2.1.6 organizuje kampanju informisanja i odabira kandidata u skladu sa Pravilnikom koji će biti objavljen na web stranici projekta, pruži logističku podršku za organizaciju razmjene unutar BiH i programa za mobilnost na Zapadnom Balkanu, uz pokriće svih troškova povezanih sa ovim aktivnostima kao što su troškovi školarina, viza, smještaja, putovanja, dnevnica, putnog i zdravstvenog osiguranja tokom boravka na razmjeni
- 2.1.7 omogući održavanje skupova radi umrežavanja, razmjene informacija o naučenim lekcijama i povećanja vidljivosti kako bi se razmjenjivale najbolje prakse i znanje stečeno kroz Program.

2.2 Vlada će uložiti razumne napore da:

- 2.2.1 odredi kontakt osobu/projektnog koordinatora u ime Vlade radi kontakta i koordinacije sa projektnim timom British Councila
- 2.2.2 promoviše i širi informacije o projektu među državnim službenicima, te da ih potiče da učestvuju u aktivnostima programa
- 2.2.3 osigura podršku rukovodioca relevantnih odjela kako bi uspješni kandidati mogli odsustvovati s posla radi stručnog usavršavanja
- 2.2.4 primi određeni broj učesnika iz drugih dijelova BiH na dvosedmični program prakse i razmjene, te da obezbijedi radne uslove tokom programa razmjene kao što su uredski prostor i prostorije za sastanke
- 2.2.5 učestvuje na sastancima sa predstavnicima drugih struktura vlasti radi razmjene iskustava i poboljšanja sadržaja projekta
- 2.2.6 učestvuje na godišnjoj konferenciji koju će organizovati British Council na kraju svake implementacijske godine.

3 **PRINCIPI**

- 3.1 Učesnici prepoznaju važnost jednakosti, različitosti, nediskriminacije i ljudskih prava prilikom provođenja Programa, te potvrđuju da svaki od učesnika ima odgovarajuće politike i procedure u skladu sa važećim zakonima.

3.2 Učesnici prepoznaju važnost zdravlja i sigurnosti, pa će poduzeti razumno neophodne korake kako bi zaštitili zdravlje i sigurnost osoba uključenih u aktivnosti koje se provode u skladu sa ovim Memorandumom (uključujući i procjenu rizika za uredski prostor), te će poštivati sve akte, naredbe, uredbе i kodekse ponašanja vezane za zdravlje i sigurnost koji će se primjenjivati prilikom izvršenja ovog Memoranduma.

3.3 Učesnici prihvataju da će tokom obavljanja navedenih aktivnosti razmjenjivati lične podatke i slažu se da će sporazum o dijeljenju podataka u kojem se utvrđuju detalji o dijeljenju i obradi podataka biti naknadno potpisan.

4 INTELEKTUALNO VLASNIŠTVO

4.1 Učesnici prihvataju da ni jedan od učesnika neće steći nikakva prava na intelektualno vlasništvo drugog učesnika u okviru ovog Memoranduma.

4.2 Uslovi pod kojima će svaki od učesnika imati pravo da koristi prava intelektualnog vlasništva drugog učesnika biće utvrđeni u posebnim pravno obavezujućim sporazumima, ukoliko se za tim ukaže potreba.

5 MARKETING I PROMOCIJA

5.1 Učesnici prihvataju upotrebu zvaničnog brendiranja Programa radi promovisanja aktivnosti i postignuća.

5.2 Za upotrebu brenda, logotipa ili imena jednog učesnika od strane drugog učesnika obavezno je traženje odobrenja u svim okolnostima. Učesnici prihvataju važnost promovisanja Programa ciljnoj publici i za to će i jedan i drugi koristiti relevantne kanale i mreže.

6 TRAJANJE I DATUM STUPANJA NA SNAGU

6.1 Učesnici prihvataju da će ovaj Memorandum trajati od dana njegovog potpisivanja (koji će također biti datum stupanja na snagu Memoranduma o razumijevanju) do 1. februara 2022. godine.

6.2 Ovaj Memorandum može biti produžen uz obostrano pismeno odobrenje Učesnika.

7 AMANDMANI

7.1 Amandmani na ovaj Memorandum o razumijevanju mogući su u svakom trenutku uz obostrano pismeno odobrenje Učesnika.

8 RASKID

- 8.1 Ovaj Memorandum o razumijevanju može biti raskinut od strane bilo kojeg učesnika uz dostavljanje pismene obavijesti šest mjeseci unaprijed. Učesnici će obaviti konsultacije kako bi utvrdili način rješavanja neriješenih pitanja.
- 8.2 Raskid neće uticati na valjanost bilo kojeg ugovora sklopljenog na osnovu ovog Memoranduma.

9 RJEŠAVANJE SPOROVA

- 9.1 Svi sporovi oko tumačenja ili primjene ovog Memoranduma o razumijevanju će se rješavati putem međusobnih konsultacija učesnika, i neće biti upućivani na rješavanje sudu bilo koje države, međunarodnom tribunalu ili trećoj strani.
- 9.2 U slučaju spora, učesnici će pokušati u dobroj namjeri pregovarati o postizanju mirnog rješenja. Ukoliko to ne bude moguće, spor će prvo biti proslijeđen Larisi Halilović ispred British Councila i Denijalu Tulumoviću, premijeru Tuzlanskog kantona. Ukoliko u ovom procesu ne bude postignut dogovor, spor će se rješavati dogovorom izvršnih rukovodilaca Učesnika.

10 POJAVA ODGODE

- 10.1 Učesnici neće biti odgovorni za neizvršavanje svojih obaveza po ovom Memorandumu ukoliko do toga dođe usljed uticaja, ometanja, odgađanja ili prekidanja izazvanih pandemijom virusa COVID-19 (uključujući ponovno širenje virusa ili pojavu njegovih drugih sojeva) („Pojava odgode“)
- 10.2 U slučaju pojave odgode, Učesnici će obavijestiti jedni druge što je prije moguće o prirodi i obimu pojave odgode, te o posljedicama koje ona može imati po ovaj Memorandum.
- 10.3 Učesnici se slažu da će raditi skupa kako bi pronašli odgovarajuću alternativu, s ciljem da se Učesnicima omogući da nastave saradivati tokom pojave odgode.
- 10.4 Ukoliko Učesnici ne budu u stanju da pronađu alternativu koja bi omogućila nastavak saradnje u skladu sa Memorandumom tokom pojave odgode, Učesnici će obustaviti sve aktivnosti po ovom Memorandumu uz pismenu obavijest. Učesnici će se potruditi da skrate trajanje obustave koliko je to moguće i nastave sa svojim zadacima kada to uslovi dozvole.
- 10.5 Ukoliko obustava aktivnosti Programa potraje duže od 6 mjeseci (ili drugog perioda o kojem se pismenim putem dogovore Učesnici), bez obzira na odrebe iz člana 8 ovaj Memorandum će biti raskinut sa trenutnim stupanjem raskida na snagu.

11 **RAZNO**

- 11.1 Učesnici žele naglasiti da nijedan element ovog Memoranduma o razumijevanju nema za cilj stvaranje pravno obavezujućih zaduženja između Učesnika.
- 11.2 Učesnici se slažu da će sklopiti Ugovor o povjerljivosti koji će pratiti sve buduće pregovore i razmjene povjerljivih informacija.
- 11.3 Nijedan od učesnika neće drugog učesnika smatrati odgovornim za bilo kakve naknade ili troškove nastale u vezi sa ovim Memorandumom.
- 11.4 Sastavni dio ovog Memoranduma je Aneks 1 u kojem su detaljno opisane aktivnosti.
- 11.5 Memorandum se potpisuje u dva originalna primjerka, po jedan za svaku stranu, i na engleskom i na bosanskom/srpskom/hrvatskom jeziku. U slučaju bilo kakvih nepodudarnosti između ovih verzija, prevladat će engleska verzija.

Učesnici su sklopili ovaj Memorandum o razumijevanju gore navedenog dana.

Potpisano od strane ovlaštenog predstavnika British Councila

Ime:	Larisa Halilović	Potpis:
Funkcija:	Direktorica	Datum:	

Potpisano od strane ovlaštenog predstavnika Vlade Tuzlanskog kantona

Ime:	Denijal Tulumović	Potpis:
Funkcija:	Premijer	Datum:	

Dated [

] 2020

THE BRITISH COUNCIL

- and -

THE GOVERNMENT OF TUZLA CANTON

MEMORANDUM OF UNDERSTANDING

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING is dated **[INSERT DATE]** 2020, (“MoU”).

PARTICIPANTS:

- (1) **THE BRITISH COUNCIL**, incorporated by Royal Charter and registered as a charity (under number 209131 in England and Wales and number SCO37733 in Scotland), with its principal office at 10 Spring Gardens, London, SW1A 2BN operating through its local office at Ljubljanska 9, 71000 Sarajevo, Bosnia and Herzegovina, represented by Larisa Halilovic, (“the British Council”) and
- (2) **THE GOVERNMENT OF TUZLA CANTON**, Rudarska 65, 75000 Tuzla, Bosnia and Herzegovina, represented by Denijal Tulumović, the Prime Minister, (“the Government”),

together, the “**Participants**”

BACKGROUND:

- (A) The British Council is the United Kingdom's international organisation for educational opportunities and cultural relations. We have more than 75 years of experience in the Western Balkans and six offices across the region.
- (B) The British Council in Bosnia and Herzegovina has been awarded the implementation of the European Union-funded project “EU Scheme for Young Professionals in Bosnia and Herzegovina”, (the “Scheme”) a two-year capacity building programme for young civil servants, from 01 February 2020 until 01 February 2022.

The overall objective of this two years Scheme is:

To assist Bosnia and Herzegovina (“BiH”) in developing a professional, de-politicised and merit-based service system by providing professional development and mobility to the next generation of civil servants who will be in charge of the EU accession process and lead change during the enlargement process.

This Scheme has two specific objectives:

1: To build the professional capacity of civil servants and instil their commitment to EU oriented civil service through their increased knowledge and understanding of the EU accession process.

2: To foster mutual connections and mobility between these agents of change through facilitating intra-BiH exchange programme and Western Balkans mobility scheme.

- (C) Line ministries and government institutions across all levels of government in BiH involved in the EU accession process will be requested to formally commit from the outset of the project to

project activities and disseminate information on the Scheme among civil servants through all available channels. Relevant government institutions will be asked to appoint their representative working on the EU integration matters to closely cooperate with the project team in order to ensure commitment of all beneficiary institutions to the project activities. Having representatives of all levels of government would allow the project to:

- mitigate all potentially sensitive issues that we might encounter during the project duration
- ensure there is a wide endorsement of the project and its results
- facilitate information sharing and coordination.

1 PURPOSE

1.1 The purpose of the MoU is to provide an agreed-upon framework for close cooperation to implement this Scheme. The Participants wish to collaborate on this Scheme in order to support the following outcomes in public administration reform in Bosnia and Herzegovina:

- management and public policy formulation and analysis capacities in Bosnia and Herzegovina for European Union integration will be improved by enhancing capacities of 50 civil servants through a tailored-made training programmes in academic institutions in Europe
- networking and mobility opportunities across different administrative levels in Bosnia and Herzegovina and across the region for 50 civil servants (25 each year under a two-year scheme) will be ensured through a one-week-long Western Balkans mobility programme and a two-week-long intra-BiH exchange programme.

2 PARTICIPANTS' ROLES

2.1 The British Council will use its reasonable endeavours to:

- 2.1.1 provide technical assistance for implementation of defined activities toward achieving determined results, as described in the Annex 1
- 2.1.2 apply a tailor-made approach to the country-specific needs and capacities of BiH administration and civil servants, including content of the executive training, selection of topics for assignments that the selected candidates are supposed to write upon completion of the training and during the Western Balkans mobility and intra-BiH exchange programmes

- 2.1.3 provide the Government in due time with accurate information about the implementation of project activities - regular updates on progress including risks and challenges faced to provide mitigation strategy
- 2.1.4 make every effort to engage all stakeholders across all administration levels in BiH in project activities
- 2.1.5 organise meetings with respective stakeholders as frequently as considered necessary, to discuss progress, risks and mitigation strategies of the Scheme. This will be facilitated through the establishment of an Advisory Board where all stakeholders will be represented
- 2.1.6 organise an information campaign and selection process of candidates in line with the Rules of Procedure that will be published on the project's website provide logistical support for the organisation of the executive and intra-BiH exchange and Western Balkans mobility programmes, covering all costs associated with these activities, such as tuition fees, visas, accommodation, travel, subsistence allowance, travel and health insurance during the stay
- 2.1.7 facilitate networking, lessons learnt and visibility events for sharing best practices and newly acquired knowledge gained through the Scheme.

2.2 The Government will use its reasonable endeavours to:

- 2.2.1 appoint a focal person/Project Coordinator on behalf of the Government for contact and coordination with the British Council project team
- 2.2.2 promote and disseminate information about the project among civil servants and encourage them to participate in the activities for the Scheme;
- 2.2.3 ensure the endorsement of the heads of the relevant departments so that successful candidates can be absent from work for professional development reasons
- 2.2.4 host a number of participants from other parts of BiH in a two-week practical shadowing and exchange programme, and provide working facilities during the exchange programme, such as office space and meeting rooms
- 2.2.5 participate in meetings with representatives of other government structures, in order to exchange experiences and improve the content of the project
- 2.2.6 participate in the annual conference that will be organized by the British Council at the end of each implementation year.

3 PRINCIPLES

- 3.1 The Participants recognise the importance of Equality, Diversity, non-discrimination and human rights in the delivery of the Scheme and acknowledge that each of the Participants will have policies and procedures in place to comply with all applicable legislation.
- 3.2 The Participants recognise the importance of Health and Safety and shall take such steps as are reasonably necessary to ensure the health and safety of persons involved in the activities under this MoU, (including but not limited to risk assessments for office space) and shall comply with any acts, orders, regulations and codes of practice relating to health and safety, which may apply to the delivery of this MoU.
- 3.3 The Participants acknowledge that they will be sharing personal data whilst undertaking the roles mentioned above and understand that a subsequent data sharing arrangement will be signed, setting out the details around data sharing and processing.

4 INTELLECTUAL PROPERTY

- 4.1 The Participants acknowledge that neither Participant will acquire any rights to the intellectual property of the other Participant under this MoU.
- 4.2 The provisions on which each Participant will be entitled to use the other Participant's intellectual property rights will be set out in separate legally binding agreements, if necessary.

5 MARKETING AND PROMOTION

- 5.1 The Participants acknowledge the use of official branding for the Scheme to promote activities and achievements.
- 5.2 Consent must be sought for the use of either Participant's branding, logo, or name by the other Participant in any circumstance. The Participants acknowledge the importance of promoting the Scheme to the target audience and will both use relevant channels and networks to do that.

6 TERM AND EFFECTIVE DATE

- 6.1 The Participants acknowledge that the duration of this MoU will come into effect from the date of signing (which will also be the Effective Date of the MoU) to 01 February 2022.
- 6.2 This MoU may be extended by the mutual written understanding of the Participants.

7 AMENDMENT

- 7.1 This MoU may be amended at any time by the mutual written consent of the Participants.

8 TERMINATION

- 8.1 This MoU may be terminated by either Participant giving six months written notice. The Participants will consult to determine how any outstanding matters should be dealt with.
- 8.2 Termination will not affect the validity of any contract made under this MoU.

9 DISPUTES

- 9.1 Any disputes about the interpretation or application of this MoU will be resolved by consultations between the Participants and will not be referred to any national or international tribunal or third party for settlement.
- 9.2 In the event of a dispute, the Participants will attempt in good faith to negotiate an amicable resolution. If this is unsuccessful, a dispute will first be escalated to Larisa Halilovic at the British Council and Denijal Tulumović, the Prime Minister at the Government of Tuzla Canton. If this process fails to reach an understanding, the dispute is to be resolved by an arrangement of the respective Chief Executives of the Participants.

10 DELAY EVENT

- 10.1 The Participants will not be responsible for the non-delivery of its responsibilities under this MoU if it is impacted, hindered, delayed or interrupted as a result of the COVID-19 pandemic (including any recurrence or any subsequent strains thereof) ("Delay Event").
- 10.2 In the event of the occurrence of a Delay Event, the Participants will notify each other as soon as practicable of the nature and extent of the Delay Event and the effect this may have upon this MoU.
- 10.3 The Participants understand that they will work together to find suitable alternatives, the purpose of which is to allow the Participants to continue to work together during the Delay Event.
- 10.4 In the event the Participants cannot find alternatives which would allow for the continuation of this MoU pending the Delay Event, the Participants will suspend the activities under this MoU with written notice. The Participants will work to minimise the duration of the suspension in as far as it is possible and will resume their responsibilities once conditions allow.
- 10.5 If the suspension of activities under the Scheme exceeds 6 months, (or other period as decided in writing between the Participants), notwithstanding the provisions of paragraph 8 terminate this MoU with immediate effect.

11 MISCELLANEOUS

- 11.1 The Participants wish to emphasise that nothing in this MoU is intended to create legally binding commitments between the Participants.
- 11.2 The Participants understand that they will negotiate a Non-Disclosure Agreement to accompany any future contractual negotiations and exchanges of confidential information.
- 11.3 Neither Participant will hold the other Participant accountable for any fees, charges or other costs incurred in relation to this MoU.
- 11.4 An integral part of the MoU is Annex 1. that provides a detailed description of activities.
- 11.5 The MoU is signed in two original copies, one copy for each party, both in English and Bosnian/Croatian/Serbian language. In any event of a conflict between these versions, the English version shall prevail.


The Participants have entered into this MoU on the date set out above.

Signed by the duly authorised representative of the British Council

Name:	Larisa Halilovic	Signature:
Position:	Director	Date:	

Signed by the duly authorised representative of the Government of Tuzla Canton

Name:	Denijal Tulumović	Signature
Position:	Prime Minister	Date:	



EU Scheme for Young Professionals in BiH

ANEKS 1

Program EU za mlade državne službenike u BiH je projekat koji pomaže Bosni i Hercegovini pri razvoju profesionalnog i depolitizovanog sistema javne uprave zasnovanog na zaslugama. Program nudi stručno usavršavanje i mobilnost novoj generaciji državnih službenika koji su zaduženi za proces pridruživanja EU i koji će voditi promjene tokom procesa proširenja.

Specifični ciljevi:

- izgraditi stručne kapacitete državnih službenika i usaditi im posvećenost državnoj službi usmjerenoj na EU kroz povećano znanje i razumijevanje procesa pridruživanja EU
- poticati međusobnu povezanost i mobilnost ovih pokretača promjene kroz omogućavanje programa razmjene unutar BiH i programa za mobilnost na Zapadnom Balkanu.

Program EU za mlade državne službenike u BiH predstavlja nastavak reformskih inicijativa vezanih za process jačanja kapaciteta mladih državnih službenika koje su pokrenute u sklopu regionalnog programa na Zapadnom Balkanu.

Korisnici koji mogu učestvovati u ovom programu su resorna ministarstva i javne institucije /agencije na različitim nivoima vlasti u Bosni i Hercegovini, te njihovi uposlenici koji su direktno uključeni u proces pridruživanja EU.

Pridruživanje EU zahtijeva stručnu, odgovornu i efikasnu javnu upravu. Projekat nudi obuku za odabrane kandidate u akademskim institucijama u Evropi koja će biti prilagođena kako profilima učesnika, tako i potrebama uprave u BiH, te program razmjene unutar BiH i program za mobilnost na Zapadnom Balkanu. Kao posljedica intervencije postoje tri značajna područja uticaja: 1) povećano znanje i razumijevanje politika EU i procesa pridruživanja, 2) povećana motivacija za rad u javnoj upravi što će dovesti do novog stava u organizaciji i 3) pojačana posvećenost državnoj službi usmjerenoj ka EU. Projekat ima za cilj da ojača kapacitete mladih državnih službenika koji rade na pitanjima EU integracija i da uveže različite institucije uključene u proces EU integracija na svim nivoima vlasti u BiH.

Ukupno 50 mladih državnih službenika (po 25 svake godine tokom dvogodišnjeg projekta) iz javne uprave u BiH na nivou države, dva entiteta, deset kantona i Distrikta Brčko će skupa učestvovati u prilagođenom petosedmičnom programu obuke na *College of Europe* u Belgiji. Program će pokriti ključna područja javne uprave i područja relevantna za proces EU integracija. Kraće trajanje programa će im pomoći da ograniče odsustvo s posla, ali intenzivna priroda programa će im ipak pružiti globalnu perspektivu na sektor javne uprave. Zajedničko pohađanje bi olakšalo komponentu razmjene koja podrazumijeva da svaki kandidat provede sedmicu dana u instituciji u nekoj drugoj državi na Zapadnom Balkanu, nakon čega bi uslijedio dvosedmični program razmjene unutar BiH gdje bi kandidati radili skupa na izradi politika i preporuka.



Funded by
the European Union



Implemented by

Tokom svih aktivnosti, od samog početka procesa izbora kandidata pa do objavljivanja konačnih rezultata, vodit ćemo se principima fer odnosa, transparentnosti i nediskriminacije koji daju ključni doprinos integritetu i održivosti projekta.

Fer odnos se osigurava primjenom odabrane procedure koja sve kandidate tretira jednako, bez davanja prednosti bilo kome.

Transparentnost se osigurava kontinuiranim online objavljivanjem sve relevantne dokumentacije, uključujući i odluku o odabiru kandidata, te širokom upotrebom emaila u komunikaciji sa kandidatima i potencijalnim kandidatima koji se registruju na našoj web stranici.

Nediskriminacija se osigurava pružanjem jednakih šansi svima bez obzira na spol, dob, vjersku i etničku pripadnost ili invaliditet. Učesnici će posebno poticati učešće manjina, žena i osoba sa invaliditetom.

Ko se može prijaviti?

Ciljna grupa Programa EU za mlade državne službenike u BiH su motivisani i talentovani mladi državni službenici koji su trenutno zaposleni u javnoj upravi, sa radnim iskustvom od jedne do sedam godina na polju procesa EU integracija/pridruživanja. Svi kandidati moraju biti direktno uključeni u proces EU integracija u institucijama na nivou države, dva entiteta, Distrikta Brčko, deset kantona, kao i u drugim javnim institucijama koje se bave pitanjima vezanim za pridruživanje EU.

Okvirni datumi održavanja aktivnosti:

- Promocija projekta na svim nivoima vlasti (februar - septembar 2020.)
- Proces apliciranja na projekat (septembar 2020.)
- Odabir kandidata (oktobar 2020.)
- Prva obuka na *College of Europe*, Briž (dvije sedmice, novembar 2020.)
- Druga obuka na *College of Europe*, Briž (dvije sedmice, decembar 2020.)
- Posjeta institucijama u zemljama Zapadnog Balkana i rad na projektu (jedna sedmica, februar 2021.)
- Posjeta institucijama BiH u sklopu programa razmjene unutar BiH i rad na projektu (dvije sedmice, mart - april 2021.)
- Studijska posjeta Brižu i Briselu radi obilaska relevantnih institucija Evropske komisije (jedna sedmica u maju 2021.)
- Godišnja konferencija (maj 2021.)

Isti ili sličan implementacijski ciklus se očekuje i za period 2021.-2022. za drugi krug poziva na učešće u Programu. Institucionalni partneri/korisnici će biti na vrijeme obaviješteni o detaljnom vremenskom okviru za naredni ciklus koji će biti definisan novim aneksom.



Funded by
the European Union



Implemented by



EU Scheme for Young Professionals in BiH

The EU Scheme for Young Professionals in BiH is a project which assists Bosnia and Herzegovina in developing a professional, de-politicised and merit-based service system. The program provides professional development and mobility to the next generation of civil servants who are in charge of the EU accession process and lead change during the enlargement process.

Specific objectives:

- to build the professional capacity of civil servants and instil their commitment to EU oriented civil service through their increased knowledge and understanding of the EU accession process
- to foster mutual connections and mobility between these agents of change through facilitating intra-BiH exchange programme and Western Balkans mobility scheme.

The EU Scheme for Young Professionals in Bosnia and Herzegovina represents the continuation of reform initiatives related to the process of strengthening capacities of young civil servants that was initiated through the regional programme in the Western Balkans.

Eligible beneficiaries for this Action are line-ministries and government institutions/agencies at various levels of government in Bosnia and Herzegovina and staff directly involved in the EU accession process.

Integration to the EU demands professional, accountable and effective public administration. The project offers to selected candidates a tailored-made training programme in academic institutions in Europe, to suit both the profile of the participants and the needs of the BiH administration, as well as an intra-BiH exchange programme and Western Balkans mobility programme. There are three significant areas of impact as a result of the intervention: 1) increased knowledge and understanding of the EU policies and accession, 2) increased motivation to work for public administration resulting in the new organisational attitude and 3) increased commitment towards EU-oriented civil service. The project aims to strengthen the capacities of young civil servants working on EU integration matters and to connect respective EU integration departments at all levels of government in BiH.


Total of 50 young civil servants (25 each year under a two-year action) from Bosnia and Herzegovina administration at the State, the two entities, ten cantons, and the Brčko District level would jointly participate in a tailor-made five-week long executive programme at the *College of Europe* in Belgium, covering key public administration areas and areas relevant to the EU integration process. The shorter duration allows them to limit their time away from work, but the intensive nature would still provide them with a global perspective on public sector administration. The joint enrolment would facilitate the exchange component which involves each candidate spending one week in a host institution in another Western Balkan country, followed by two-weeks exchange programme within BiH where they will work on joint policy papers and produce recommendations.



Funded by
the European Union



Implemented by



EU Scheme for Young Professionals in BiH

Throughout all activities from the very beginning of selection process until the publication of final results, we are guided by fairness, transparency and non-discrimination as key principles that contribute to project's integrity and sustainability.

Fairness is ensured through the implementation of a selected procedure that treats all candidates equally, without unfair advantage being provided to anyone.

Transparency is ensured through continuous online publication of all relevant documentation, including of selection decisions, as well as through extensive use of email with both applicants and potential applicants registering on our website.

Non-discrimination is ensured by provision of equal opportunities to everyone irrespective of their gender, religion, ethnic group or disabilities. The Participants will especially encourage participation of minorities, women and people with disabilities and reach out to them.

Who can apply?

The target group of EUSYP BiH are motivated and talented young civil servants currently employed in public administration, with one to seven years of professional experience in the area of EU integration/accession process. All candidates must be directly involved in the EU integration process across all government levels in BiH in state-level institutions, two entities, Brčko District, ten cantons and other public institutions dealing with EU accession matters.

Tentative dates of activities:


- Promotion of the project at all levels of government (February - September 2020)
- Project application process (September 2020)
- Selection of candidates (October 2020)
- First training at the *College of Europe*, Bruges (two weeks, November 2020)
- Second training at the *College of Europe*, Bruges (two weeks, December 2020)
- Visit to institutions in the Western Balkans and work on a project (one week, February 2021)
- Visit to institutions in BiH as a part of the intra-BiH exchange program and work on a project (two weeks, March - April 2021)
- Study visit to Bruges and Brussels to visit relevant institutions of the European Commission (one week in May 2021)
- Annual Conference (May 2021)



Funded by
the European Union



Implemented by



EU Scheme for Young Professionals in BiH

The same or similar implementation cycle is expected in the period 2021-2022 for the second round of calls for participation in the Action. The institutional partners/beneficiaries shall be duly notified about the detailed timetable for the next cycle to be defined by the new annex.



Funded by
the European Union



Implemented by

BRITISH
COUNCIL

This document was produced with the financial assistance of the European Union. Its contents are the sole responsibility of the British Council and do not necessarily reflect the views of the European Union.



www.eu4wb6.com