



PUBLIC POLICY  
MAKING AND  
ANALYSIS

Better analysis  
Better public decisions  
Better society  
Interdisciplinary short cycle  
programs in public policy  
making and analysis

UNIVERSITY OF BELGRADE  
FACULTY OF LAW



Co-funded by Erasmus+  
programme of the  
European Union

# COURSES IN THE FIELD OF PUBLIC POLICY MAKING AND ANALYSIS

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Belgrade 2021



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**Better analysis**

**Better public decisions**

**Better society**

Interdisciplinary short cycle  
programs in public policy  
making and analysis

University of Belgrade

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# Contents

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<b>PUBLIC POLICY MAKING AND ANALYSIS</b>	<b>5</b>
<b>LIFELONG LEARNING COURSES IN THE FIELD OF PUBLIC POLICY</b>	<b>7</b>
Who are the courses for?	7
Which courses are offered?	8
How, where and when are the classes conducted?	10
How to apply?	11
<b>LIST OF COURSES ON OFFER IN 2021</b>	<b>13</b>
Introduction to Comparative Policy	16
Public Sector and Public Administration: An Introduction to Management and Organization	18
Applied Public Policy Analysis: Legal, Economic and Sociological Aspects	20
Quantitative research methods for the analysis of public policy and regulations	22
Qualitative methods for research of public policy and regulations	24
Regulatory Impact Analysis	28
Social Inclusion and Gender Equality Policies in Serbia and the EU: Situation and Evaluations	30
Employment Policy and Labour Market	34
Contemporary problems in social policy	36
Serbian Security Policies	<b>38</b>
<b>LECTURER BIOGRAPHIES</b>	<b>41</b>





# Public Policy Making and Analysis

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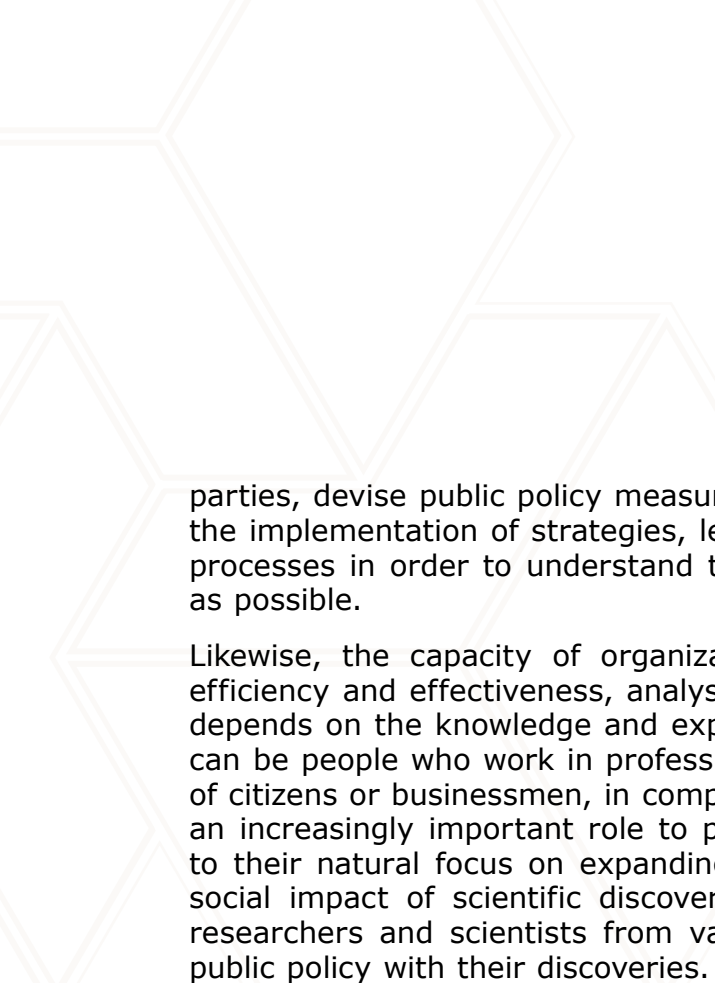
States make decisions daily about the well-being of society as a whole, which we call public policy. When they are made on the basis of **professional knowledge** and **information**, we say that it is about evidence based public policy. Thus, for example, the governments of many states have adopted a series of measures to fight the Covid-19 virus pandemic, precisely on the basis of epidemiological and other professional and scientific knowledge. The public policy includes measures such as quarantine, restriction of movement, physical distancing of people, etc.

However, public policy is not only influenced by expert knowledge, but there are also various groups with their own **private interests** that may be opposed. Thus, for example, owners and workers in hotels, restaurants or shops have an interest for the movement restriction measures to be applied less, while older citizens, the chronically ill or health workers are interested in supporting these measures.

Furthermore, public policy is affected by available **financial resources**, too. As a rule, the financial resources that states have at their disposal when adopting and implementing public policy are not unlimited, so from the point of view of public finances, it is not possible to meet all the needs of society. That is why public policy implies **prioritization of goals**. The process itself is led by **politicians** who have the most important role in public policy making. They are assisted by professional and trained **civil servants**, but the **citizens** also participate in the process through public discussions, as well as various organizations, experts and scientists.

Although various organizations and individuals are involved in the process of making and implementing public policy, the **state administration** certainly has the most important role. The knowledge, skills and expertise of employees determine the capacity of the state administration to professionally support decision-making, consider all aspects of the problem, organize necessary consultations with various





parties, devise public policy measures, prepare regulations if necessary, manage the implementation of strategies, learn from previous experience and modernize processes in order to understand the needs of citizens as efficiently and better as possible.

Likewise, the capacity of organizations that analyse public policy, assess its efficiency and effectiveness, analyse its effects, or write public policy proposals, depends on the knowledge and expertise of individuals. **Public policy analysts** can be people who work in professional and scientific organizations, associations of citizens or businessmen, in companies or in media, etc. Finally, scientists have an increasingly important role to play in the policy-making process. In addition to their natural focus on expanding knowledge about the world around us, the social impact of scientific discoveries is increasingly valued in the sense that researchers and scientists from various fields are encouraged to contribute to public policy with their discoveries.

With an aim at contributing to the development of modern education in the field of public policy, following the example of leading European universities, the European Union has supported the project Interdisciplinary cycle programmes in public policy making and analysis within the Erasmus + KA2 programme (abbreviated PPMA). The main goal of the project is the development of dozens of new subjects and teaching within interdisciplinary courses in the field of public policy at universities in Serbia. Another goal is to create a network of experts who deal with the analysis of public policies in Serbia and the region.

In addition to experts from the Universities of Belgrade, Novi Sad and Nis, the project team consists of experts from some of the most famous universities in Europe, such as King's College London, University Paris-Est Creteil, University of Leiden, but also Public Policy Secretariat, SeConS, Foundation for the Advancement of Economics, La 27E REGION from Paris and others.





# Lifelong Learning Courses in the Field of Public Policy

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## Who are the courses for?

Policy analysis courses can be useful to anyone who has a desire to contribute to the well-being of the community and who is interested in issues of general interest. They are intended for academic citizens who want to participate in the preparation of government strategies, local government development plans or contribute to the preparation of regulations in certain areas such as social, economic or security policy.

The selection and content of the courses are designed to appeal to professionals who have a bachelor's degree, experience in working with public administration or a desire to improve in this particular career direction. In addition, the courses may be attended by students of academic studies who can thus expand the set of their competencies that will enable them easier entry into their future jobs. Also, courses can be attended by researchers and scientists from various fields who want to master the methodology for achieving the impact of their research on important social decisions. The knowledge acquired in the offered courses will contribute to the competence of employers' institutions in the public as well as in the non-governmental, academic research and private sector.





## Which courses are offered?

For 2021, the Faculty of Law has prepared the following courses in cooperation with other faculties of the University of Belgrade:

- Introduction to Public Policy
- Introduction to Comparative Policy
- Public Sector and Public Administration: An Introduction to Management and Organization
- Applied Public Policy Analysis: Legal, Economic and Sociological Aspects
- Quantitative research methods for the analysis of public policy and regulations
- Qualitative methods for research of public policy and regulations
- Regulatory Management
- Regulatory Impact Analysis
- Social Inclusion and Gender Equality Policies in Serbia and the EU: Situation and Evaluations
- Employment Policy and Labour Market
- Contemporary problems in social policy
- Serbian Security Policies

A brief description of each of these courses is outlined below.

## Which courses should I choose?

In addition to the possibility of attending individual courses, there is the possibility of conducting short training sessions that include content from different areas as a set of related courses. Short training programmes are formed based on the interest of the group of participants or the employers who send their employees to training. There is a possibility to combine individual courses into short training programmes. Information on these courses can be found on the website of the Faculty of Law, University of Belgrade ([www.ius.bg.ac.rs](http://www.ius.bg.ac.rs)) and at the project address ([www.ppma.pmf.uns.ac.rs](http://www.ppma.pmf.uns.ac.rs)).







The participants have a variety of options for attending courses. **Individual courses** can also be chosen. In that case, at least one course is to be chosen, while there is no upper limit on the number of courses. Courses are organized when three or more students apply.

Students who want to improve their knowledge in the field of public policy can choose the Basic Module which contains one mandatory course - Introduction to Public Policy - and one elective which is to be selected from the list of the remaining courses.

Finally, the most ambitious students can choose the **Advanced Module**, which contains three courses. The first one is the obligatory course Introduction to Public Policy, and the other two are elective. The first elective course is to be selected from the following list of introductory courses:

- Introduction to comparative policy
- Public Sector and Public Administration: An Introduction to Management and Organization
- Applied Public Policy Analysis: legal, sociological and economic aspects
- Quantitative research methods for the analysis of public policy and regulations
- Qualitative methods for research of public policy and regulations

The second elective course is to be chosen from a list of courses dealing with broader issues and sectorial policy:

- Regulatory Management
- Regulatory Impact Analysis
- Social Inclusion and Gender Equality Policies in Serbia and the EU: Situation and Evaluations
- Employment Policy and Labour Market
- Contemporary problems in social policy
- Serbian Security Policies





## How, where and when are the classes conducted?

The realization of teaching in courses is possible in two ways. The first way is realized through face-to-face contact classes in the classrooms equipped in a modern way or within an organization that wants to enable employees to attend courses and training sessions. Another way is online teaching which is organized on platforms intended for learning and with the help of appropriate software (Moodle and Webex) as well as with the help of benefits offered by a specially equipped classroom for distance learning at the Faculty of Law, University of Belgrade. Regardless of the method of implementation, intensive interaction with lecturers will be enabled.

The participants choose the courses they are interested in. At the end of the course, participants pass an appropriate knowledge test and if they pass it, they receive a certificate from the Faculty of Law, University of Belgrade confirming that they have knowledge from the relevant discipline. Each course is evaluated with the appropriate ECTS and the number of teaching hours is determined for each.

Teaching dates will be defined within each individual call for enrolment or defined in agreement with the registered candidates. Classes are adapted to studying with regular employment and take place in the afternoon and evening and on Saturdays. Classes may be organized within working hours as well, if they are realized through an agreement with an employer who prefers such conditions. In the first cycle, the courses are planned to be realized in the period from March 15 to May 15, 2021.





## How to apply?

An individual application can be submitted on the basis of a published invitation or aside from a published invitation (on one's own initiative). An interested institution wishing to conduct employee training may file an institutional application for its employees.

Applications or additional questions can be forwarded to the e-mail address: [ppma@ius.bg.ac.rs](mailto:ppma@ius.bg.ac.rs). As for institutional applications, please contact the coordinator of the lifelong training programme in the field of public policy at the e-mail address ([danilo.vukovic@ius.bg.ac.rs](mailto:danilo.vukovic@ius.bg.ac.rs)).

The individual application should include: a completed application form and candidate's CV. In the case of a self-initiated application of an individual or institution, the application should also contain a list of courses of interest.

Candidates shall be selected on the basis of their applications and the interviews with the potential attendees. The selection is performed by a three-member commission consisting of teachers who participate in lecturing at the offered courses. The criteria for selecting candidates consist of the following: relevant work experience (25 points), motivation (25 points), analytical skills (25 points), social engagement (25 points).

In case the number of registered candidates exceeds the maximum number of participants in one cycle (20), as well as in case of a large variety of profiles of registered participants, there is a possibility for the enrolment commission to organize a general public policy test for registered candidates. The test results will be used to select candidates and match the level of participants in one group. If an entrance test is used in the selection process, the test result will be added to the previously defined four criteria and each will then carry 20 points.

In addition to the above criteria, gender balance and inclusion of vulnerable groups and minorities will be taken into account when enrolling candidates.



Additional information, as well as the calls for applications for programmes to be implemented under the Erasmus + Project PPMA, can be found on the website [www.ppma.uns.ac.rs](http://www.ppma.uns.ac.rs) .

Funding for the courses can be provided from the project (e.g. Erasmus +), the institution where the participants are employed or by the participants themselves. Details regarding financing and prices are contained in the individual calls. When organizing classes based on the received self-initiated applications, the price of the course or short training is determined in accordance with the number of registered/enrolled candidates.



# **LIST OF COURSES**

ON OFFER IN 2021

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## **COURSE TITLE:** **INTRODUCTION TO PUBLIC POLICY**

### **A short description of the course**

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The **Introduction to Public Policy** course aims to enable students interested in the analytical vocation to critically consider issues in the field of public policy. In this course, students will learn about the importance of public policy analysis, types of analysis and will be able to define the problem, predict the effects of different options and suggest the best option with clear argumentation based on economic concepts and relevant value criteria. Participants will be able to apply some of the methods of quantitative or qualitative analysis in a specific example both during instructions and within independent work. This course also contains topics such as: monitoring and evaluation of public policy, where students will be introduced to the types of indicators and learn to choose and define meaningful indicators, as well as to make a report on the implementation and evaluation of public policy effects; basics of public policy communication, primarily in writing as a policy brief / memo and as an original analysis of public policy, etc.

### **What are the educational goals of the programme?**

What knowledge will the participants acquire?

- Attendees will understand the role of policy analysis in the decision-making process and change management.
- They will be able to critically consider the need for public policy in a specific context.
- They will be able to identify the basic information needed to analyse and assess the effects of public policy in a specific and realistic context.
- They will be able to identify the problem and perceive it from the angle of economic and other criteria relevant to decision making.

**Implementers:** Branko Radulović, Danilo Vuković, Jasna Atanasijević





## Course content

- Public policy analysis in the process of policy making, users of public policy analysis
- Analysis process and critical thinking, Types of public policy analysis and the role of analysts
- Problem defining; Choice of criteria: value, economic and other criteria; Predicting the outcome of alternative policy options; Recommending the best option
- Monitoring the effects of public policy implementation, different types of effects and indicators; Public policy evaluation
- Developing public policy arguments; Case studies
- Communicating public policy analysis: different typical formats of written communication, oral communication to different users of analysis.



# **COURSE TITLE:** **INTRODUCTION TO COMPARATIVE POLICY**

## **A short description of the course**

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The course covers key topics in comparative policy, especially the forms, dynamics and outcomes of democratic institutions. The basic features of different forms of democracy will be considered, including majoritarian (Westminster) democracy and consensual democracy, as well as political institutions and institutional configurations in old and new democracies and pluralist societies. The forms, functioning and results of political institutions will be analysed, especially when it comes to the relationship between the executive and the legislature, the organization of the executive branch and coalitions, legislative bodies, electoral and party systems, as well as territorial decentralization. All topics will be illustrated with prominent examples from modern old and new democracies and pluralist societies in different regions of the world, including the Balkans.

## **What are the educational goals of the programme?**

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- A broader understanding of comparative policy and its place in political and social sciences.
- Introduction to key concepts and theories in modern comparative policy.
- Application of appropriate concepts and theories to relevant examples of modern states and political institutions.





## What knowledge will the participants acquire?

- Participants will be introduced to the basic forms, dynamics and outcomes of different forms of democratic institutions.
- They will distinguish between basic models of democracy and different democratic institutions and institutional configurations.
- They will get acquainted with the forms and functioning of key institutions, including electoral and party systems and various forms of horizontal and vertical government organization.
- They will test newly acquired knowledge on the examples from Serbia, other countries of our region and modern democracies in other regions.

**Implementer:** Nebojša Vladislavljević

## Course content

- Democracy and constitutional design
- Forms of democracy
- Presidential, parliamentary and semi-presidential systems
- Governments and coalitions
- Legislative bodies
- Elections and electoral systems
- Political parties and party systems
- Unitary and federal states
- Democracy in pluralist societies
- Outcomes of democratic institutions



## **COURSE TITLE:**

# **PUBLIC SECTOR AND PUBLIC ADMINISTRATION: AN INTRODUCTION TO MANAGEMENT AND ORGA- NIZATION**

## **A short description of the course**

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The course "Introduction to Management and Organization of the Public Sector" provides students with the necessary knowledge and skills to apply the theory and practice of management in public sector organizations and public administration. The course is intended for students who want to see a broader governance picture, as well as the challenges faced by employees in public sector organizations and public administration. During the course, participants will be introduced to basic management concepts and examples of good practice, and special attention will be paid to the application of basic management functions, importance and application of specialized management disciplines (strategic management, change management, leadership, project management, etc.) and strategic performance management in public administration. In order to achieve the objectives of the course, participants will: build capacity for the application of modern managerial knowledge and skills in public sector organizations, demonstrate the ability to integrate planning, organization, leadership and control, demonstrate the ability to apply management models and concepts in a particular organization, understand performance management processes that will enable the necessary changes at the individual and organizational level and assess and analyse the planned and/or achieved individual and organizational performance as the main drivers of change. The programme provides for independent work of participants (individually or in groups) on case studies and presentation of results. Case studies will be issues in the field of strategic management of public sector organizations and management of the public policy system and will be analysed from a managerial perspective.



## What are the educational goals of the programme?

- The programme provides participants with the necessary knowledge and skills for the application of management theory and practice in public sector organizations and public administration.
- The course is intended for participants who want to see a broader governance picture, as well as the challenges faced by employees in public sector organizations.
- During the course, participants will be introduced to basic management tools and examples of good practice.

## What knowledge will the participants acquire?

- Key management concepts, theories and problems in practice.
- Application of basic management functions.
- Significance and manner of application of the specialized management disciplines (strategic management, change management, leadership, project management, etc.).
- Strategic performance management in public administration.

**Implementers:** Marko Mihić and Marko Davinić

## Course content

- Development of management theory
- Basics of public administration in Serbia
- Basic principles of public sector management and organization
- New Public Management - Significance and Challenges
- Strategic management aspects in public sector organizations and public administration: key components and phases
- Establishing performance management systems in public sector and public administration organizations
- Implementing the process of change - lessons learned
- Management of the public policy system: managerial and organizational aspects



## **COURSE TITLE:**

# **APPLIED PUBLIC POLICY ANALYSIS: LEGAL, ECONOMIC AND SOCIOLOGICAL ASPECTS**

## **A short description of the course**

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The course "Applied Public Policy Analysis: Legal, Economic and Sociological Aspects" is aimed at mastering the basic concepts necessary for understanding the process of creating and analysing public policies and regulations. It represents an introduction to the sociological, legal and economic analysis of public policy. During the programme, attendees will be introduced to some basic concepts and analyses of selected social processes that are relevant to certain public policy. Among them are globalization and the creation of global policy networks aimed at public policy creation; transformation of social institutions at the example of marriage, family and work; understanding of state institutions, their inefficiency, crisis and "content depletion"; the role of society stakeholders and institutions in creating policy and regulations (institutional analysis and analysis of stakeholders and networks); the role of culture in the creation and implementation of public policy at the example of informal practices and institutions and malignant social problems and their solution (the examples of depopulation, market regulation, etc.). The programme envisages independent work of participants (either individually or in groups) on a case study and presentation of results. The case study will be a public policy issue that will be analysed from a sociological, legal and economic perspective.



## What are the educational goals of the programme?

- Introduction to basic sociological, legal and economic concepts, social context analyses (at the global and national level) and key social changes that affect policy-making processes.
- Implementing sociological knowledge to create and analyse public policy through case studies and exercises that address real-life problems faced by makers and analysts of public policy and regulations.

## What knowledge will the participants acquire?

- Introduction to basic sociological, legal and economic concepts and knowledge needed for public policy making and analysis: globalization and related social changes, social networks and networks aimed at policy making, social and state institutions, informal practices, complex and malignant social problems, etc.

**Implementers:** Danilo Vuković, Branko Radulović, Jasna Atanasijević

## Course content

- Public policy and processes in a complex, networked and globalized society
- Changes in social institutions and impact on public policy and regulations (examples: marriage, family, work, etc.)
- State institutions: crisis and content depletion
- Stakeholders in the policy-making process: interests, values and strategies
- Culture and public policy: how the informal cultural practices influence public policy making
- Solving complex (wicked) problems



## **COURSE TITLE:**

# **QUANTITATIVE RESEARCH METHODS FOR THE ANALYSIS OF PUBLIC POLICY AND REGULATIONS**

## **A short description of the course**

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*Quantitative research methods for the analysis of public policy and regulations* is a course/programme aimed at understanding and interpreting different (dominant) statistical methods and techniques used to create, analyse and evaluate public policy. Attendees will master key methodological knowledge and techniques in two key aspects. First, they will be introduced to the problems of instrumentalisation, especially with the emphasis on the formation of indexes and scales for measuring public policy; and secondly, they will get acquainted with the methods used for the public policy analysis, especially from the point of view of monitoring, evaluation and public policy impact assessment. The knowledge and skills acquired in this course should help participants after completing the course, to be able to actively use the data and results of quantitative research, both in the phase of their creation and in evaluating public policy. Moreover, the course will enable the acquisition of skills in inferential statistics, especially in terms of reporting and public presentation of research results guided by quantitative methods. Finally, in accordance with the latest trends, and bearing in mind that students parallelly attend a course in qualitative methods, within this programme, participants will be introduced to the possibilities and examples of using a mixed approach, i.e. an approach that combines qualitative and quantitative methods in the process of creating, analysing and evaluating public policy.



## What are the educational goals of the programme?

- Mastering the use of quantitative methods in order to create and evaluate public policy.

## What knowledge will the participants acquire?

- Usefulness and application of quantitative methods
- Common quantitative methods used for public policy analysis and evaluation
- Quantitative data analysis procedures
- Interpretation of quantitative research findings

**Implementer:** Miloš Bešić

## Course content

- Quantitative methods in social research - introductory considerations
- Key quantitative methods applied in the public policy analysis and their specifics
- Theoretical concept and instrumentalisation in quantitative research of public policy
- Descriptive and exploratory statistical methods (univariate and bivariate)
- Regression analysis in public policy research
- Cluster analysis and factor analysis (EFA and CFA)
- Comparative design and application of quantitative methods
- Specificities of longitudinal design in the application of quantitative methods for public policy analysis
- Quasi-experimental design as a necessity in public policy evaluation
- Practicum



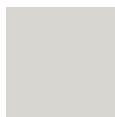
**COURSE TITLE:**

# **QUALITATIVE METHODS FOR RESEARCH OF PUBLIC POLICY AND REGULATIONS**

## **A short description of the course**

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*Qualitative methods for research of public policy and regulations* is a programme aimed at mastering the principles and skills of using qualitative methodology in the context of policy creation and evaluation. Participants will master the general principles of qualitative methodology, as well as data collection and analysis procedures. The programme provides introduction to conducting interviews and focus groups, qualitative thematic analysis, creation and analysis of scenarios, and case study methodology. During the programme, participants will also master the skills of creating and presenting a research report. The programme is intended for all stakeholders involved in policy making and evaluation processes.







## What are the educational goals of the programme?

- Mastering the principles and skills of using qualitative methodology in the context of policy creation and evaluation.

## What knowledge will the participants acquire?

- General principles of qualitative research methodology
- Various data collection and analysis procedures.

**Implementer:** Jelena Pavlović

## Course content

- Introduction to qualitative research
- The importance of qualitative research for policy making and evaluation
- Designing qualitative research in the field of public policy
- Interviews and focus groups
- Qualitative thematic analysis
- Scenario analysis
- Case study
- Creating reports
- Presentation of results
- Practicum



## **COURSE TITLE:** **REGULATORY MANAGEMENT**

### **A short description of the course**

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The purpose of the course "Regulatory Management" is for the students to understand the regulatory process as a function shared between the state and non-state actors, the elements of the regulatory process, as well as the management of the regulatory process itself (Regulatory Management i.e. Regulatory Governance).

In the introductory lectures, course participants will learn how the role of the state differs in the time of 'regulatory capitalism' and what are the basic factors that influenced the emergence, development and changes of regulatory policy in developed and developing countries. Then, the regulatory role of state administration bodies and non-state entities will be considered in more detail, as well as the basic determinants vital to the selection of the regulatory strategy and elements of the regulatory regime. Within the classes where methods and forms of regulation, as well as instruments of regulation will be discussed, participants will be able to understand various forms of intervention of mixed public-private nature, with some examples from domestic legislation and practice. Within the classes where the basic issues of regulation implementation will be considered, the participants will discuss the principles of the so-called responsible regulation.

Within the second part of the course, dedicated to improving regulatory management as part of the reform process of public administration, course participants will first get acquainted with the relevant examples from comparative regulatory practice and recommendations of international organizations related to improvement of public policy processes and regulatory processes. Afterwards, the process of adopting regulations in the Republic of Serbia, legislative procedures and strategic directions of regulatory reform will be discussed. The most important practical element of the second part of the course is the consideration of phases and steps in the process of regulatory impact analysis (problem identification, goal definition, analysis of alternative solutions, etc.), as well as cost-benefit analysis and introduction to other practical methods used in regulatory impact analysis. The example of cost-benefit analysis (especially the model of standard cost and calculation of administrative burden) is the subject of the practical part of the course, within which students will have the opportunity to analyse cost-benefit calculation study at the example of one of the already adopted regulations.



## What are the educational goals of the programme?

- Consideration of the regulatory role of the state
- Understanding the changing role of the state in the context of public administration reform
- Understanding the basic forms of manifestation of regulatory functions of the state, as well as alternatives
- Recognition of the challenges facing Serbia in regulatory reform

## What knowledge will the participants acquire?

- Understanding the role of the modern state
- Knowledge of the elements of regulatory reform in developed countries and Serbia
- Understanding the stages and steps in the regulatory impact analysis process
- How the principles of good regulatory practice work in the practice of developed countries and domestic practice

**Implementer:** Tatjana Jovanić

## Course content

- Introduction to Regulation studies
- Factors in the development of the Regulation
- Introduction to Regulatory Governance
- Forms, methods and instruments of regulation
- Special forms of Regulation and Regulatory Alternatives
- Regulatory implementation
- Improving regulatory management as part of the public administration reform process
- Tools to improve regulatory quality
- Introduction to analysis instruments (tools) and analytical methods
- Case study: cost-benefit analysis of selected regulatory proposals



## **COURSE TITLE:** **REGULATORY IMPACT ANALYSIS**

### **A short description of the course**

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Regulatory Impact Analysis is an analytical and systematic process by which potential effects are considered and the effects of regulations are monitored and assessed. Impact analysis enables during the adoption of regulations to identify and better understand the potential positive and negative, direct and indirect consequences that regulations can produce (ex ante analysis), or that they have produced (ex post analysis). Attendees will be introduced to key methods and tools used in regulatory impact assessment. Moreover, the course will enable participants to get acquainted with the application of behavioural economics, econometric methods and other approaches, in the context of preparation and drafting of regulations. Finally, participants will be introduced to the comparative aspect and approaches to regulatory impact analysis in EU and OECD countries.

### **What are the educational goals of the programme?**

#### **What knowledge will the participants acquire?**

- Participants will understand the process of adopting regulations and the consequences of their implementing .
- They will be able to critically consider the need for regulation and proposed solutions .
- They will gain the ability to identify basic information needed to analyze and assess the effects of a regulation depending on the specifics of the regulation and the area it regulates.

**Implementer:** Branko Radulović





## Course content

- What is a Regulatory Impact Analysis ? Types of Regulatory Impact Analysis. Development and implementation of regulatory impact assessment in the EU, OECD and the Republic of Serbia. Legal framework for conducting regulatory impact analysis in the Republic of Serbia.
- Impact Analysis as an analytical process. Defining problems, goals and alternative solutions. Regulatory options and alternatives to regulation. The relationship between public policy and regulations.
- Cost-benefit sharing. Indirect and direct. Costs and benefits according to the entities bearing them. Basic economic concepts.
- Cost Benefit Analysis, discounting, case studies and exercises.
- Standard cost model. Multi criteria analysis. Cost Effectiveness - Costing Analysis.
- Report elements. Ex post Regulatory Impact Analysis.



## **COURSE TITLE:**

# **SOCIAL INCLUSION AND GENDER EQUALITY POLICIES IN SERBIA AND THE EU: SITUATION AND EVALUATIONS**

## **A short description of the course**

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The course "Social Inclusion and Gender Equality Policies" aims to enable the students to gain knowledge of two important areas of public policy that are not only specific and separate areas of public policy, but are also "permeating" areas that should be present as a horizontal topic in all areas of public policy in order to provide for the realization of equal opportunities and rights of all women and men, i.e. of all social groups.

The course objectives are multiple. Participants should gain knowledge of concepts, key fundamental theories as well as applied concepts of gender equality and poverty and social inclusion. They need to acquire knowledge as to which methodologies and indicators in Serbia and the European Union are used to monitor the situation in the field of poverty, social inclusion and gender equality. Using the given methodologies and official data sources of the Statistical Office of the Republic of Serbia, Eurostat, European Institute for Gender Equality and other sources, participants will get acquainted with the state of gender equality and social inclusion in Serbia and the EU. Getting to know and analyzing gender equality and social inclusion policies is another important component of the course. In addition, participants will acquire the knowledge and skills to evaluate public policy and apply them to specific gender equality and social inclusion policies. In addition to lectures, short seminar presentations, practical exercises using empirical data, the course includes the preparation of examination paper that students will develop during the course, with the mentorship of their lecturers, which will consist of evaluation of public policy or analysis of the state and policy concerning a selected issue from the areas of poverty, social inclusion or gender equality.



## **What are the educational goals of the programme?**

- To acquaint students with the ideas, concepts and policies of social inclusion and gender equality
- To acquire knowledge on comparative policies of social inclusion and gender equality in Serbia and the European Union
- To get acquainted with the situation in various areas of social inclusion (poverty risks, education, employment, health and social protection, cultural and social participation)
- To get acquainted with the state of gender equality in Serbia, the region of the Western Balkans and the European Union, in terms of a number of aspects: access to property, employment, participation in political decision-making, relations and sharing of responsibilities in the household.
- To acquire knowledge and skills to evaluate social inclusion and gender equality policies.

## **What knowledge will the participants acquire?**

- Concepts and theories of poverty, social inclusion / exclusion, gender equality
- Feminist theories and applied concepts of gender equality
- Methodologies and indicators of social inclusion and poverty
- Methodologies for monitoring gender equality in Serbia and the EUY
- Situation in Serbia, the Western Balkans region and the EU in various areas of social inclusion and gender equality
- 4. Key social inclusion and gender equality policies in Serbia and the EU, in the context of different welfare regimes
- Methods and procedures for evaluating public policy in the field of social inclusion and gender equality, and findings on policy performance based on the available conducted evaluations .



## Course content

- Theories and applied concepts of poverty and social inclusion
- Monitoring social inclusion: methods, surveys, official domestic and international statistical sources, acquaintance with key databases of Eurostat, the Statistical Office of the Republic of Serbia, the World Bank and the United Nations
- Gender equality in feminist theories and the applied approach of the European Institute for Gender Equality
- Monitoring gender equality for policy information purposes: key international and domestic indices and indicators
- Poverty and social exclusion in Serbia and the EU: situation and trends
- Problems of poverty and social exclusion in Serbia - selected topics: rural poverty, social inclusion of the elderly population, problems of exclusion and poverty of the Roma population, gender aspects of poverty
- Gender equality in Serbia and the EU: situation and trends
- Problems of gender inequalities in Serbia - selected topics: gender inequalities in the labour market, entrepreneurship, access to property and resources, inequality in the distribution of unpaid housework and family care
- Social inclusion and poverty reduction policies in Serbia and the EU
- Overview of the relevant policies: social protection, employment, education, social inclusion of Roma men and women, persons with disabilities, etc.
- Gender equality policies in Serbia and the EU
- Overview of the relevant policies for gender equality: gender equality, social protection, employment, education, social inclusion of Roma men and women, persons with disabilities, etc.
- Policy evaluation: goals, significance, process, methods
- Evaluation of social inclusion policies
- Evaluation of social inclusion policies
- Evaluation of gender equality policies







- Evaluation of gender equality policies
- Presentation of phases in the examination project work: participants decide on the topic and type of work (analysis for the needs of specific policy making or evaluation of specific policy), in several classes they show the stages of development, basic findings, challenges, solutions



## **COURSE TITLE:** **EMPLOYMENT POLICY AND LABOUR MARKET**

### **A short description of the course**

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The aim of the programme is to equip participants with knowledge and tools for conducting economic analysis of employment and labour market policy, as well as for the practical application of employment policy as an integral part of the general economic policy, and to get them acquainted with active and passive labour market policies as direct forms of labour market policy interventions. The context of the analysis starts with a theoretical-abstract explanation of the reasons for intervention and the ways of intervention, then moves on to some stylized experiences of developed market economies, through specific experiences of economic groups (such as the European Union) and individual countries, to focus in the end on Serbia, which will be covered by case studies and most practical examples. The aim is also to enable the participants to monitor and scientifically evaluate active labour market programmes.

At the end of the programme, the participants are expected to be able to isolate the impact of general economic policy measures on labour market outcomes by identifying appropriate transmission mechanisms. They will also be equipped with knowledge of basic active and passive labour market policies, their theoretical effects and experiences in empirical application in various institutional contexts. In particular, they will be acquainted with the evolution of active and passive labour market policies and programmes in Serbia, with creators and policy makers in this field and institutions responsible for their implementation, especially with the work of the National Employment Service. They will be able to critically consider policy making and will master the knowledge of monitoring and scientific quasi-experimental evaluation of implemented programmes in this domain.

### **What are the educational goals of the programme?**

- Training students for the analysis of employment policy and labour market, as well as for the practical application of employment policy as an integral part of general economic policy .



- Introduction to active and passive labour market policies as direct forms of labour market policy interventions.
- The context of the analysis starts with a theoretical-abstract explanation of the reasons for intervention and the ways of intervention, then moves on to stylized experiences of developed market economies, through specific experiences of economic groups (such as the European Union) and individual countries, to focus in the end on Serbia,.

## What knowledge will the participants acquire?

- Systematic knowledge about the place and main elements of employment policy in the broad and narrow sense
- Necessary knowledge about labour market statistics and indicators
- Mastering the techniques for monitoring and scientific evaluation of active labour market programmes.

**Implementer:** Mihail Arandarenko

## Course content

- Reasons for labour market intervention and intervention limitations
- Employment policy as part of general economic policy. Labour market policies as part of employment policy
- Theoretical analysis of active labour market policies. Classification of labour market policies according to the OECD and Eurostat. Differences in the application of labour market policies by countries.
- Evaluation of the active labour market policies and main empirical results. Basics of quasi-experimental labour market evaluations and practical work with data
- Basics of quasi-experimental labour market evaluations and practical work with data
- Employment strategy and labour market policies in the European Union. The future of work and adjustment of institutions and policies .
- Employment strategy in Serbia, Active labour market programmes in Serbia. Passive labour market programmes in Serbia. The future of work and adjustment of institutions and policies in Serbia.



## **COURSE TITLE:**

# **CONTEMPORARY PROBLEMS IN SOCIAL POLICY**

## **A short description of the course**

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The course addresses a variety of challenges within the modern welfare state. For example, do debates on universal basic income mean abandoning the current doctrine of targeting and turning to social benefits that are more universal in nature? In addition to the analysis of social transfers aimed at reducing poverty, special attention is paid to the analysis of the education and health systems. The aim is for students to get acquainted with the models developed within the economics of education and health, which indicate the importance of education and health care systems, both at the individual and national level. Students will be introduced to the instruments for financing education and health care systems, as well as the criteria for assessing the efficiency and fairness of these systems. During the course, attention will be paid to the implementation of various methods to assess the effects of social policy related to social protection, education and health, but also to create predictions about the possible effects of changes in social policy. First of all, students will be introduced to cost-benefit analysis, which enables the assessment of financial profitability and economic viability of public projects and policies implemented by the state in order for the resources to be allocated in a way that maximizes the well-being of society as a whole. Students will be able to apply key theoretical concepts and practical tools that are essential for assessing government activities by applying cost-benefit analysis techniques, in conditions of imperfect markets and the presence of risk and uncertainty.

## **What are the educational goals of the programme?**

- Introduction to the elements and types of social policy;
- Providing knowledge about the reasons for state intervention in education and health;



- Providing a theoretical basis for the application of various methodological instruments in selected segments of social policy;
- Providing insight into the possibility of applying cost-benefit analysis when evaluating and creating welfare state, education and health policies.

## **What knowledge will the participants acquire?**

- Poverty and inequality: defining and measuring
- Educational system: supply and demand for educational services
- Health care system: supply and demand for health services
- Efficiency and equity in the field of social, educational and health policy .

## **Course content**

- Concepts (Political Economy: Social Justice and the State; Economic Theory: State Intervention to Improve Efficiency and Equity);
- Concepts and measurements: well-being, poverty and inequality
- Social transfers. Impact on poverty and inequality
- Distributive effects of tax policy
- Demand for education: human capital theory and alternative theories
- Educational offer: modalities of financing educational services
- Creating and evaluating educational policies: an analysis of determinants
- Theoretical foundations of cost-benefit analysis in public policies. Valuation of net benefits (based on the effects of the project on the output and input markets).
- Discounting of future effects of the project and treatment of inflation (financial net present value and internal rate of return)
- Economic analysis - social discount rate (economic net present value and internal rate of return)
- Uncertainty - expected values and sensitivity analysis; Risk and expected outcomes (options).



COURSE TITLE:  
**SERBIAN SECURITY POLICIES**

## **A short description of the course**

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At the beginning of the course, students will be introduced to the concept of security as a public good and public policy. It will be especially important for students to understand internal and international security as a public good and security policies as public policy. After that, students will get acquainted with the national security system, the legal and strategic framework of security policies and the decision-making process in this area. Students will then be introduced to foreign policy, defence policy, internal affairs policy, intelligence policy, cyber security policy, emergency response as well as security aspects of other areas of public policy such as environmental (environmental safety), agricultural (food safety), social (safety at work, etc.) and other public policies.

### **What are the educational goals of the programme?**

- Introduction to the concept and analysis of security policy.
- Perception of the national security system of the Republic of Serbia.
- Understanding of certain security policies (military, intelligence, police, foreign, etc.) in the broader context of public policy in the field of security.
- Introduction to the methods of drafting practical policy proposals in the field of security.
- Enabling students to independently analyze security policies.



## What knowledge will the participants acquire?

- Theoretical knowledge of security policy
- Empirical knowledge of security policies of the Republic of Serbia
- Understanding security policies in a broader historical, institutional, political and international context

**Implementer:** Filip Ejodus

## Course content

- Security as a public good and public policy
- Security policy analysis
- Security heritage
- Security environment and interests of the Republic of Serbia
- National security system and democratic governance
- Challenges, risks and threats to national security
- DefenseDefence policy
- Internal Affairs
- Intelligence policy
- Information security
- Security Cooperation and Integration
- Workshop for drafting practical policy proposals







# Lecturer biographies

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## Jasna Atanasijević

**Jasna Atanasijević** is an associate professor at the Faculty of Sciences, University of Novi Sad. She realizes courses in the fields of economics and finance. In the period from 2014 to 2018, she was the first director of the Government of the Republic of Serbia Public Policy Secretariat. She designed and implemented planning reform in the state administration within the broader Strategy of Public Administration Reform, including the adoption of the Law on the Planning System of the Republic of Serbia. During 20 years of work experience, she has conducted and published both independently and in cooperation, a large number of applied economic research and analyses for public policy purposes in various fields (as a researcher) and to support management and decision-making in the financial sector (as the bank chief economist). She participated in the preparation of several important strategic documents such as the Economic Reform Program of the Government of the Republic of Serbia and the Smart Specialisation Strategy of the Republic of Serbia. She has been engaged as a consultant on several international development projects in the field of competitiveness and employment policies, small and medium enterprises finance, science and innovation. She led the bilateral project of scientific cooperation between Serbia and France "Pavle Savić" in the period from 2017-2019. She participated in the project of the Ministry of Education "Numerical methods, simulations and applications" in the period from 2017-2019. Since November 2018, on behalf of the University of Novi Sad, she has been coordinating the three-year project Erasmus + KA2 Interdisciplinary Short Cycle Programmes in the Field of Public Policy Making and Analysis (PPMA). He is a member of the editorial board of the scientific journal Business Economics, published by the Serbian Association of Economists. He is a member of the presidency of the Serbian Association of Economists.

Jasna Atanasijević was born in Belgrade in 1979. She graduated from the "St. Sava" grammar school (in 1997, as the winner of Vuk's diploma), she graduated in economics at the Faculty of Economics, University of Belgrade (2002), then obtained a master's degree at the Faculty of Social Sciences, University of Toulouse 1 in France (2003), she got her PhD in Economics from the University of Paris 1 Sorbonne (2013).



## Mihail Arandarenko

**Mikhail Arandarenko** is a labour economist and expert in the labour market and social policy with significant research, teaching, political and consulting knowledge in the fields of labour economics, labour market institutions, employment programmes, social policy and related issues. He is a full professor of Labour Economics and Principles of Economics in undergraduate studies, and participates in teaching at the master and doctoral studies at the Faculty of Economics, University of Belgrade.

He published in Serbian and English. He was a postdoctoral fellow at the Collegium Budapest - Institute for Advanced Study between October 1999 and June 2000. He worked at the Central European University in Budapest and the Institute of Sociology of the Hungarian Academy of Sciences during 2001 and 2002. He was a Visiting Professor at the Graduate Center, City University of New York between January and July 2019, Visiting Senior Fellow at the London School of Economics between September 2014 and March 2015. He was the winner of the IMF academic grant in October 2017. He has extensive experience in labour market research and employment policy initiatives in the South East Europe/ Western Balkans region. In 2008 and again in 2018 and 2019, he worked as a leading advisor to the World Bank, analysing payroll taxation, labour costs and wages in the Western Balkans. Since 2012, he has been the coordinator of the LSEE Research Network of the Employment Working Group, and was also the leader of the network of labour market researchers supported by the RRPP in the Western Balkans in the period 2016-2017. He was the leader of the Regional Cooperation Council/ESAP project entitled Regional analysis on employment and social measures in the Western Balkans, 2016-2017.

Professor Arandarenko as an expert for Serbia has been a member of the independent expert network, European Employment Policy Observatory, European Commission, DG Employment, Social Affairs and Inclusion continuously since 2009. He participated as an independent expert for Serbia in eight topics within the Mutual Learning Programme. He prepared two reports on the state of the Social Pillar Rights in Serbia for 2019 and 2020. As a consultant, he works for the European Commission, the Foundation for Economic Education, the International Labour Organization, the World Bank, GIZ, etc.

Mikhail Arandarenko is a member of the editorial board of the journal Economic Annals, Panoeconomics and Finance, as well as the Monitoring of Social Situation in Serbia – MONS Platform ([www.mons.rs](http://www.mons.rs)).



## Marija Babović

**Marija Babović** is a full professor at the Department of Sociology, Faculty of Philosophy, University of Belgrade and Program Director of the NGO SeCons – Development Initiative Group, specializing in applied social research and policy evaluation. At the Faculty of Philosophy, University of Belgrade, she teaches Introduction to the Sociology of Work and Basics of Economic Sociology and Contemporary Economic Migration to undergraduates, Introduction to Sustainable Development Studies and Poverty and Social Exclusion and Sustainable Development at master studies in Sociology, and Socio-Economic Transitions in PhD studies at the Department of Sociology, Faculty of Philosophy, University of Belgrade. She is a member of the Institute for Sociological Research of the Faculty of Philosophy in Belgrade, in whose research she has been participating since 2000.

The area of her research focus covers a wide range of issues in the field of socio-economic development and gender relations. Many decades of research in this area, including specific topics related to employment, economic strategies of households, gender economic inequalities, migration, problems of social exclusion and poverty, with special insights into the position of different groups at risk of exclusion, as well as the specific position of women from these groups (such as the Roma population living in non-standard settlements, forced migrants, people from rural areas, the population living in poverty), have resulted in a large number of published scientific, professional papers, as well as analyses of practical policies.

Marija Babović also participated in the development and evaluation of various policies, national strategies and action plans, especially in the field of gender equality, sustainable development and social inclusion. She has collaborated with a number of international organizations, including UN Women, UNICEF, UNPD, UNFPA, OSCE and others. She is the author of the first report on the Gender Equality Index of the European Institute for Gender Equality (EIGE) for Serbia. She is a representative of European Network against Poverty – Serbia within the European Network against Poverty – Europe and a member of the Coordination Group for Social Inclusion Policies within this large European network of civil society organizations.



## Miloš Bešić

**Miloš Bešić** is a full professor at the Faculty of Political Sciences, University of Belgrade, where he teaches sociology and methodology. He is a sociologist by education, and that is the field in which he graduated from the Faculty of Philosophy, University of Niš and received his master's degree at the Faculty of Philosophy, University of Montenegro. He holds a PhD from the University of Montenegro within the international academic project of cooperation between the University of Oslo and the University of Montenegro.

For a number of years he was in advanced training courses at the University of Oslo as a 'research fellow', and is also a beneficiary of the prestigious 'Junior Fellowship Development Program,' supported by the US State Department. He spent a year within this scholarship as a visiting scholar at the University of Berkeley in California, and as a researcher in Washington D.C. at the American Association of Sociologists (ASA).

In his scientific work, he has published a large number of scientific monographs, studies, as well as papers in renowned international journals. Professor Bešić is the head of the Centre for Scientific and Applied Research at the Faculty of Political Sciences in Belgrade, director of the national programme European Values Study for Serbia (EVS), consultant to Ninamedia Research and chief methodologist of the Center for Democracy and Human Rights in Podgorica.

Also, Professor Bešić has implemented a large number of projects supported by the European Agency for Reconstruction, European Commission, UNDP, Sweden SIDA, German Help, as well as a large number of other international organizations. In these projects, he worked as a project manager, coordinator, principal researcher, evaluator and consultant. He is recognized and acknowledged in the region as an expert in various types of research, whereas social research is the primary field in which he deals.

## Nebojša Vladislavljević

**Nebojša Vladislavljević** is a full professor at the Faculty of Political Sciences, University of Belgrade. In undergraduate and postgraduate studies, he teaches courses on political institutions and political life in Serbia, the Balkan states, as well as on democracy and democratisation.

He completed his undergraduate studies at the Faculty of Political Sciences, University of Belgrade in 1994. He completed his MSc in Comparative Politics and PhD in Government in 1998 and 2004, respectively, in the United Kingdom at the Department of Government, London School of Economics and Political Science,



within the University of London. From 2000 to 2008 he worked at the London School of Economics and Political Science as an assistant in undergraduate studies at the Department of Political Science (2000/2001) and then as a lecturer in undergraduate and master studies in comparative politics (MSc Teacher, 2002-2004; LSE Fellow in Government, 2004-2008). He has been teaching at the Faculty of Political Sciences since 2008.

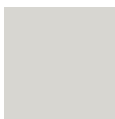
In his career so far, Professor Vladisavljević has published the monographs *Serbia's Antibureaucratic Revolution* (Palgrave Macmillan, 2008; translation: *Antibureaucratic Revolution*, Arhipelag, 2020) and *The Rise and Fall of Democracy after October 5* (Arhipelag, 2019), as well as several articles in international scientific journals and chapters in monographs published by prominent international academic publishers.

In addition to domestic research projects, he participated in the international research project FP7 on media, conflicts and democratisation funded by the European Commission (MeCoDEM, 2014-2017, No. 613370; coordinator Katrin Voltmer, Leeds) in collaboration with the universities of Leeds, Oxford, Bochum, Cairo, Johannesburg, Stockholm and Hamburg. Professor Vladisavljević was the coordinator of work package 3, i.e. quantitative content analysis of the media coverage of democratisation in Egypt, South Africa, Kenya and Serbia, as well as the FPN research team coordinator.

Nebojsa Vladisavljevic is a member of the Serbian Political Science Association (SPSA); He served as a President of the Association from 2016-2020.

## Danilo Vuković

**Danilo Vuković** was born in Belgrade in 1974. He graduated from Zemun Grammar School, graduated in philosophy (in 1999), received his master's degree in sociology from the Faculty of Philosophy, University of Belgrade (2007), and defended his doctorate at the Faculty of Law, University of Belgrade (2012). He attended summer schools, courses and seminars organized by the University of Oslo, Westminster University, Central European University, UNDP, World Bank and others. He worked as the Director of the Research and Consulting Agency Partner in Banja Luka (2000-2002), Director of the Social Innovation Fund of the Ministry of Labour and Social Policy (2003-2008) and Director of the Inclusive Development Sector of the United Nations Development Program (UNDP) in Serbia (2008-2010). He worked at the Faculty of Law as an assistant (2008-2013), assistant professor (2013-2018) and now he is an associate professor (as of 2018). He has worked as a consultant for the UN, GIZ, the World Bank, SeConS, Naled, the Asian Foundation and on European Union projects in Serbia and the region.



He deals in sociology of law, social policy and public policy analysis. Independently or in collaboration with other researchers, he conducted research in the following areas: government accountability and the rule of law (Serbia and Cambodia, 2014 and 2015), legislative activity of parliament (Serbia, 2012 and 2013), access to justice and free legal aid (Serbia, 2012 and 2013), law and policy-making process (Serbia, 2012 and 2013), legal profession in Serbia and Croatia (2018 and 2019). He is a member of the editorial board of the Annals of the Faculty of Law and the journal Sociology. He is the founder and head of the Centre for Socio-Legal Research at the Faculty of Law, University of Belgrade.

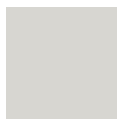
On behalf of the University of Belgrade, he coordinates the Erasmus Plus project "Interdisciplinary short cycle programs in public policy making and analysis". During 2014 and 2015, he made use of his scholarship from the London School of Economics and Political Science (LSE) and conducted research on government accountability and the rule of law in Cambodia. Danilo Vukovic is a member of the editorial board of MONS, the Platform for Monitoring the Social Situation in Serbia ([www.mons.rs](http://www.mons.rs)).

## Marko Davinić

**Marko Davinić** is a full professor of Administrative Law at the Faculty of Law, University of Belgrade, where he graduated (1997), obtained his master's degree (2004) and his doctorate (2008). He spent his academic 2004/2005 year in professional training at George Washington University, School of Public Policy and Public Administration, and in 2006/2007 he was a doctoral researcher at St. John's College, Oxford University.

As an author and co-author, he has published a number of papers in the country and abroad, among which those of a monographic character stand out: *Independent control bodies in the Republic of Serbia*, Dosije, Belgrade 2018; *The right to asylum - international and domestic standards*, Faculty of Law, University of Belgrade, Belgrade 2013 (with I. Krstić); *European Ombudsman and Maladministration, Protector of Citizens*, Belgrade 2013; *Professional training of civil servants in the Republic of Serbia*, Association for Public Administration, Official Gazette, Belgrade 2012 (with D. Milovanović and J. Ničić); *Globalization and Governance: New Challenges for American Leadership*, The George Washington Center for the Study of Globalization, Washington D.C. 2007; *Concept of Administrative Law of the United States of America*, Dosije, Belgrade 2004.

He was a member of several working groups for drafting the law (among others, the draft Law on General Administrative Procedure and the draft Law on Administrative Disputes) and a member of several professional bodies of the



Faculty of Law and the University of Belgrade. Since 2018, he has been the President of the Statutory Issues Committee of the University of Belgrade.

He has given a number of guest lectures at home and abroad (among others, at Oxford University, George Washington University and Georgetown University).

## Filip Ejodus

**Filip Ejodus** is an associate professor at the Faculty of Political Sciences, University of Belgrade. In his academic research, he explores how identity, memory, emotions and rationality affect security policy and international interventions. The geographical focus of his interests is in the Western Balkans, the Horn of Africa and the Middle East. He has published numerous papers in scientific journals in the fields of political science, international relations and security studies. His latest book is titled *Crisis and Ontological Insecurity: Serbia's Anxiety over Kosovo's Secession* (Palgrave Macmillan, 2020). He is also the founder and co-editor of the magazine *Journal of Regional Security*.

He holds a bachelor's degree and PhD in International Relations and Security from the Faculty of Political Sciences, University of Belgrade, as well as a double Master's degree from the London School of Economics and Political Science and the Institute for Political Studies in Paris (Sciences Po).

More details about his work can be found on his personal website: [www.filipejdus.com](http://www.filipejdus.com)

## Jelena Žarković

Jelena Žarković is an associate professor at the Faculty of Economics, University of Belgrade and the director of one of the leading think tanks in Serbia, the Foundation for the Advancement of Economics.

The main areas of her research interest are the labour market, poverty and inequality, and tax and social policy. She has been engaged as a coordinator and / or researcher in many projects funded by the European Union, the World Bank, the Swiss Agency for Development and Cooperation, UNICEF and UNDP. Jelena Žarković held courses for civil servants of the Government of the Republic of Serbia on the preparation of public policy proposals and evaluation of public policies. She has participated in numerous congresses, seminars and workshops in Serbia and abroad and published articles in journals such as *Cambridge Journal of Economics*, *Economics of Transition*, *Post-Communist Economies*, *International Journal of Voluntary and Nonprofit Organizations* and *International Journal of Micro-simulation*. Jelena is fluent in English and uses both French and Italian.





## Tatjana Jovanić

**Tatjana Jovanić** , LL.M/Finance (Frankfurt am Main), Master of Law and Economics (LF BU) is a full professor of Economic Law at the Faculty of Law, University of Belgrade. Since 2016, she has also been teaching at the Faculty of Political Sciences, in master's studies, majoring in Political System and Economic Development (Market Regulation Policy).

Areas of interest: Public Economic Law, European Economic Law, Regulation and Regulatory Management Studies, Financial Regulation.

Since 2013 , she has been an advisor to the Governor of the National Bank of Serbia on the issue of harmonization of rights with EU law, and since 2015, she has been a member of the RS Government's Negotiating Team for the EU negotiation process, in the areas of Chapter 4 (free movement of capital), 9 (financial services), 17 (economic and monetary policy). She has also taken part as a member of working groups for drafting regulations and strategies in the field of consumer protection, financial services, capital movements, etc.

She has been a visiting researcher and scholar at several faculties in Europe, University of Nice Sophia Antipolis - Center for the Study of Economic Law, University of Hamburg, Kings College, University of London, London School of Economics (Centre for Analysis of Risk and Regulation), University of Berlin Center for Competition and Regulatory Law), University of Maribor, University of Tilburg, University of Zagreb, etc.). During the 2009-2010 school year, she was at the University of Pennsylvania, Faculty of Law (Penn Program on Regulation).

She is the founder and editor-in-chief of the first student magazine of law students in Southeast Europe - Student Economic Law Review, which was founded in 2010 and is recognizable by the so-called joint research endeavours of students on selected issues in the field of public policy.

Since 2002, she has published about one hundred articles and chapters in books in Serbian and English. She has published several monographs as well as expert reports. She has participated in numerous conferences in the country and abroad. She is a member of the Standing Group on Regulatory Governance - European Consortium for Political Research – ECPR.

## Marko Mihić

**Marko Mihić** is a full professor and head of Department of Management and Specialized Management Disciplines at the Faculty of Organizational Sciences of the University of Belgrade. He graduated from the Faculty of Organizational Sciences (2001), received his master's degree (2005) and defended his doctoral thesis (2008). His research interests include management, project management,





strategic management, preparation and evaluation of investment projects and change management. In addition to the home faculty, he teaches at several faculties in the country and abroad. Of the foreign faculties, he is mostly engaged at the Faculty of Administration, University of Ljubljana, where he was appointed a visiting professor in the subject of Management in the Public Sector.

In his work so far, he has participated in the making of several books and monographs of international and national importance, while independently or in collaboration with other authors he has published several scientific and professional papers at congresses, symposiums and journals in the country and abroad (over 200 papers, of which 20 papers on the SCI list in categories M21-M23). He has been involved in organizing many scientific and professional conferences, and invited to lecture at several international conferences. He has participated as a manager or team member in a number of domestic and international scientific research and other projects.

He is a member of the editorial board of the *Journal of Sustainable Business and Management Solutions in Emerging Economies* and *European Project Management Journal*. He is a member of the World Association for Project Management and the American Academy of Project Management. He is the head of the Center for Professional Certification of Managers and one of the founders of the Center for *Microsoft Project* established under the auspices of *Microsoft*. He is also a member of the *Academy of Management* and *The Chartered Management Institute*, being their certified lecturer for levels 5, 6 and 7 in the field of Strategic Management and Leadership.

In his work he cooperates with a large number of domestic and foreign organizations, and is engaged as a permanent or occasional consultant on the part of various governmental and leading economic organizations. As a leader or lecturer, he has participated in numerous educational programs, specialist seminars and training sessions in the field of management in the country and abroad.

## Jelena Pavlović

Since 2019, **Jelena Pavlović** has been an assistant professor at the Department of Psychology of the Faculty of Philosophy, University of Belgrade, where she teaches the courses of Psychology of Interpersonal Relations at Work, Organizational Change and Development, as well as Change Management. Previously as of 2005, she was employed at the Institute for Educational Research, where she was also the manager of the national project.

One of her areas of expertise is qualitative methodology in the field of social research. Some of the international projects in which she applied qualitative methodology in the context of public policy were: Mobility and emigration of experts: Personal and social gains and losses (2010, Group 484); Images of



educational change: Reflecting on the past, envisioning the future (2011, Regional Research Promotion Program & University of Fribourg); Comparative analysis of the system of professional development of teachers in Serbia and Slovenia (2011, bilateral project MPNTR); Why there is non-compliance with economic rules and regulations: perceptions of business representatives and experts (2017, USAID and Partners for Democratic Change, Serbia).

As a guest lecturer, she taught Qualitative Research Methods at the European Business School, Department of Management in Germany (school year 2015/2016).

## Branko Radulović

**Branko Radulović** graduated from the Faculty of Economics with a degree in Banking and Finance in July 1997 and an average grade of 9.2, while he defended his dissertation with the highest grade. After graduation, he started working as a research associate with the Institute of Economics in Belgrade, where he participated in several scientific projects. In May 1998, he was appointed a junior assistant lecturer at the Faculty of Law, University of Belgrade, for the subject of Political Economy. Since September 1999, he collaborated in several research projects within the G17 Institute (ESPI), where he was the editor of the macroeconomic section of the monthly economic bulletin. In the school year 2001/2002, as a Chevening Fellow, he attended postgraduate studies in economics at the University of Birmingham, Great Britain. As valedictorian, he successfully defended the thesis entitled "Modelling Labour Market Dynamics in Transition Economies: Good Jobs, Bad Jobs and On-the-Job Search". The diploma was validated at the Faculty of Economics, University of Belgrade, in October 2013. Since 2001, he has been engaged as an advisor to the World Bank for private and financial sector development, participating in a number of studies, technical assistance and preparation of structural loans in the Republic of Serbia and other countries in the region of Southeast Europe. In January 2006, he began his doctoral studies in the field of economic analysis of law and institutional economics within the international program of the University of Turin (Univerista degli studi di Torino). After taking his doctoral exams, he spent the second year of his studies as a visiting researcher at Cornell University. He defended his doctoral thesis entitled "Essays in Economic Analysis of Bankruptcy Law" in April 2010 with honors, which earned him the title of Ph.D. in Law and Economics. In addition to undergraduate, master and doctoral studies, he also completed his undergraduate studies at the Belgrade Open School in 1996/97. He has also specialized in the field of Economic analysis of law (CEU, Budapest), Regulatory impact analysis (College of Europe, Bruges), economic analysis, writing papers and reports (World Bank Institute). During and immediately after his studies, he attended several summer schools in the field of economic policy, institutional economics, and European integration.



## Jovana Obradović

**Jovana Obradović** graduated from the Department of Sociology of the Faculty of Philosophy, University of Belgrade, in 2012, after defending the paper titled "Youth Employment in Serbia and Employment Policies". She completed her master studies in 2015 after defending a master thesis titled "Position of industrial workers in the social transformation process: case study of three companies in Serbia". The focus of her academic interest is on the economic sociology and labour sociology.

She worked as an interviewer in the studies conducted by the Institute of Social Studies, and as a secretary at the Department of Sociology of the Faculty of Philosophy in Belgrade. During the summer semester in the academic year 2015/2016, as a PhD candidate in sociology, she worked on the course Introduction to Economic Sociology. In 2016, she started working for Secons as a researcher and from April 2018 occupies the position of the Research Coordinator at this organization.

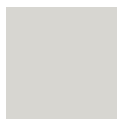
While working on these positions, Jovana Obradović participated in various research projects dealing with a range of topics (socio-economic development, migrations, violence against women and children, etc.). Some of the most important projects she worked on included: monitoring and evaluation of the project "Stop-Care-Cure: establishing a stronger institutional response to gender-based violence in the Autonomous Province of Vojvodina" (for the Provincial Secretariat of Healthcare and Centre for Support of Women - Kikinda, supported by UNTF), preparation of the y Study on the Drivers and Determinants of Violence Affecting Children (for UNICEF), project "Supporting the Effective Reintegration of Roma Returnees in the Western Balkans" (for the World Bank), evaluation of the National Action Plan for the Implementation of the Gender Equality Strategy 2016–2018 (supported by the United Nations Entity for Gender Equality and the Empowerment of Women and the Coordination Body for Gender Equality), as well as numerous others.

She participated in the drafting of numerous publications, in particular the following:

- Secons (2020). Impact of COVID-19 pandemic and the measures for its prevention on employment and working conditions of women and men in Serbia. Belgrade: Friedrich-Ebert-Stiftung, Secons. Available at: <https://www.secons.net/publications.php?lng=Serbian>
- Secons (2019). "Stop-Care-Cure: establishing a stronger institutional response to gender-based violence in the Autonomous Province of Vojvodina." Final evaluation report. Belgrade: Secons. Available at: <https://www.secons.net/files/publications/97-publication.pdf>



- Secons (2018). Final evaluation report on the Action Plan for the Implementation of the National Gender Equality Strategy of the Republic of Serbia (2016–2018). Belgrade: UN Women. Available at: <https://www.secons.net/files/publications/99-publication.pdf>
- Secons (2017). Violence against Children in Serbia: Determinants, Factors and Interventions. Belgrade: UNICEF Serbia. Available at: <https://www.secons.net/files/publications/69-publication.pdf>
- Secons (2016). Intersectoral collaboration with regard to protection of children from abuse and neglect at the local level: analysis of local protocols. Belgrade: Network of Organizations for Children of Serbia. Available at: <https://www.secons.net/files/publications/73-publication.pdf>



## Dragan Aleksić, PhD

**Dragan Aleksić** PhD graduated in 2012, completed his master studies in 2014 and defended his doctoral thesis titled "Low-wage labour market – The impact of a change in the national minimum wage and wage inequality in Serbia" at the Faculty of Economy, University of Belgrade. He received numerous awards and grants.

His career started in 2013 when he started working for the Serbian Scientific Society of Economists (SSSE). In 2013 he became a Demonstrator, in 2014 a Teaching Associate and in 2015 a Teaching Assistant for the courses "Principles of Economics" and "Labour Economics" at the University of Belgrade – Faculty of Economics.

He is currently a docent candidate and the appointment procedure shall be completed by February 2021. He is also an author of numerous papers in various categories, published in peer-reviewed journals, as chapters in local and international monographs, almanacs and alike. Participant of numerous domestic and international conferences.

Dragan Aleksić also participated in numerous international and local science and research projects. At this moment, he is engaged as a researcher for the project of the Ministry of Education, Science and Technological Development. He is also working as a researcher for the Foundation for the Advancement of Economics (FREN- <https://fren.org.rs/saradnici>), Science Research Centre of the Faculty of Economics (NICEF - <https://nicef.ekof.bg.ac.rs/o-nama/nas-tim/>) and Platform for Monitoring of Social Situation in Serbia (MONS - <https://mons.rs/about/management>). Formerly he was engaged as a consultant for the World Bank and is an active member of Eurasia Business and Economics Society (EBES)



