

Minutes from the 6th regular meeting of the Joint Working Group
held on 29-05-2007,
from 10.00am – 12:00am
in the room 437 of the SIV3

Present: Valentina Mileusnic (WD), Milica Nadezdic (RHMS), Olivera Gavrilovic (Vode Vojvodine), Nenad Stefanovic (Vode Vojvodine), Claus Heuberger, Christian Ebel, Ivana Ivkovic, Jovana Nastasijevic

Introduction into the 6th meeting of the JWG – no addenda to the submitted agenda. No comments on the minutes from the previous meeting. Missing members, Mr. Varga and Ms. Grozdic are justifiably absent.

Overview of the first half of the twinning project –

Claus: We prepared the power point to make easier overview of what was done in first year of the project.

Claus: For the sub-component 1.1, you read in the slide in the right column for the status of the activity done, done, done, started, but what you don't see that we are in the delay. For example, activity 1.1.1 should have been completed until 3rd month and it is completed in 12th month, so 9 months of delay.

Christian: For the sub-component 1.2, most of the activities have started and only one is done (1.2.6). For the activity 1.2.1, three topic specific seminars should be delivered and only the first is done so far (delineation of groundwater bodies), while second dealing with monitoring has some intersection with the other activities, namely general strategy for redesign of monitoring program, and third dealing with program of measures in any case must be at the end.

Claus: Sub-component 1.3 is also in the progress; 1.3.1 is done with the signing and delivering report to the EAR; 1.3.2 is at the moment dealing with two additional directives, nitrates and urban wastewater, but other must come later; for 1.3.3 several missions already took place but yet some way to be passed, and 1.3.4 started, but the colleagues dealing with it are waiting for the results of the colleagues from 1.3.3. Sub-component 1.4 is here presented with the question mark for 1.4.1 because we don't know what to do: the activity demand forming the core team for HR in Water Directorate but there is no staff dealing with HR in Water Directorate. That is the problem. As for 1.4.2, German experts will start with it in July; they can make the HR development strategy although there is no HR unit. Sub-component 1.5 is under way, reports for both 1.5.1 and 1.5.2 are on the table and waiting for eventual comments, we hope to complete the reports and deliver them soon to the EAR as well. Lastly, activity 1.5.3 will start during the summer, and it is to prove if the strategy given in 1.5.2 is good and functioning.

Christian: Sub-component 2.1 had its own peculiarities. Activity 2.1.1 is completed and the report is submitted, although it was taught, it was about the review of existing monitoring system in Serbia. Activities 2.1.2 and 2.1.3, general approach for reforming monitoring program and technical implementation plan, respectively, are worked on at the moment. Concerning 2.1.4, we identified the personnel to be trained but the training will take place in September or October 2007. However, the most critical part concerns the 2.1.5, about the procedures for collection, preservation and transportation of water samples. German experts have identified huge number of shortcomings and weaknesses in existing procedures, and Serbian colleagues are aware of those, and we have the explanation of why it is so, a combination of technical, logistic and human

resources problems. First draft is given for the recommendation for groundwater samples and the rest will come in due time. German experts went on the field and watched how the samples are taken, wells are not of the necessary quality nor is maintenance of those wells. For 2.1.6, German experts again gave drastic conclusions on current situation concerning laboratory equipment in Hydromet, but their report was so far not commented by WD or Hydromet, only partial comments were given by Mr. Zoran Stojanovic from Hydromet during the meeting with him. Finally, concerning 2.1.7, on the mentioned meeting with Zoran Stojanovic I discussed the training of laboratory staff and so far the topics of interest are defined (work on the EAR donated equipment for atomic absorption, analysis of polar organic substances important for drinking water production and analysis of sediments). Last sub-component of our project, 2.2 is more or less near the end, in 2.2.1 we made analysis of communication procedures and in 2.2.2 we gave some recommendations for improvement, and on time as in the workplan, the seminar on that was held last week in Hydromet, we all were there but no representatives of Srbijavode, which is a pity in my opinion. 2.2.3 is planned for later time in project.

Claus: After going through the contents of our project, we can now look at it from another perspective, namely some statistics on progress. Total of 36 experts visited Belgrade so far. They were engaged here for 378,5 working days. Distributed in four project quarters, we see that in first quarter only 5 working days were made, which cause delay. We tried to speed up the project and to compensate the delay, the number of working days has been increasing in each next quarter, but we could not reach the speed necessary. It must be said that in the first quarter there were some obstacles which could explain why it was so. Now, again summer is coming and I can predict again lower level of work in terms of experts' working days.

Valentina: I have several comments. Since activities 1.2.2 and 1.3.4 both are dealing with economic analysis, and 1.2.2 is Christian's and 1.3.4 Claus' component, we need to respond to this intersection via increased communication among us. It is important to notice that in WD many other activities are taking place besides this twinning project, and some of them could be cross-linked to the project activities, for example some of our reporting is dealing with 1.3.3, on nitrate and wastewaters directives. The situation is basically similar for 1.4 and 1.5, because the WD doesn't have the personnel for those issues but it is done centrally from the Ministry, and what was agreed is to produce the strategies which can still be used later. It is all about insufficient number of staff. Most important, we are waiting the result of activity 1.3.3 with big attention, there should be written that we need more people. I would like to see in new organizational structure two new departments, department for project management and department for European integration.

Christian: I can only support this view concerning insufficient staff number also with respect to Hydromet, capacity of Hydromet having in mind what will be expected from them in the future is definitely insufficient. The way how we from the twinning project can help them is to give them the rationale for asking for more people – if you have listed all the tasks necessary to be fulfilled, you can come to the number of people proportionate to it. After that, it is up to the director to get the political support for implementing our recommendations.

Support for the training activities

Claus: It is necessary to identify the personnel which will carry on the training within their institutions after the twinning project is finished. This is the logic of train the trainer, logic of multipliers, so dear the EAR because of the sustainability which it promises. I invite you to think, maybe talk with your directors, about who are people from your institution

which must be trained now for future role. German experts can not list the name of your colleagues, only you can do it. Milica: We gave the name of those people. Nenad: There are no other names but those given earlier. Milica: Not only that, I am worried to whom shall we transfer the knowledge later as multiplier as well. There is only few staff for that and they are already under burden of several projects. Valentina: And it is necessary to have in mind that those people might not stay in their institution for longer. Examples from SEPA, and what WD did not to have the same experience – in WD colleagues do have to return. Milica: I want to hear from RTA how the twinning project can solve the problem of lack of staff. Claus: Twinning project will not solve that. The solution is far in the future. We deliver recommendation to your institutions and the recommendations end up in Brussels. Nenad: As I see it, we need to train ourselves and wait for the future situation when the institutions will recruit more staff. Valentina: For motivation of people to accept to be the future multipliers, I recommend that the training must give the certificate at the end, with EU logo etc. Not to be considered as waste of time. So that they can use the certificate at least for something later, that they are recognized as future trainers. Christian: We will accept that. Olivera: And our directors must validate the time spent for this education, not to end up us being black listed for just not being in the office. Christian: We were considering the idea of having the seminar with the directors as well, but it was not possible. But we will try once again with that, maybe even with the ministers included. The message will be transferred to them that they need to start some changes. Valentina: The idea of having managers at the top of the institutions, and than they would treat their tasks differently. Nenad: Directors are now only accountable politically, and that is their main motivators if you want to achieve something. Claus: I will add one more aspect of it, it is not that desperate, we have the support from many sides, the EAR, the EC delegation, German Embassy, and we can use this. So far we didn't use it because of the situation of no government settled and now it is operating government in force.

Closing of the meeting

Claus: The topics of the agenda that were not explicitly covered were included in the ones we were dealing with in details, so we can consider more or less everything done for now. In June there will be no many activities taking place in twinning project.

Valentina: On the other hand, in June very intensive work is being carried out in WD, concerning reporting to EC. Therefore, we could present in the next meeting what is being done. Everyone agrees.

Next JWG meeting was scheduled for July 17th (Tue) 2007, 10:00 h in WD.