



**NOVI NACIONALNI OKVIR KVALIFIKACIJA
REPUBLIKE SRBIJE
THE NEW NATIONAL QUALIFICATION FRAMEWORK OF
THE REPUBLIC OF SERBIA**

NOVI NACIONALNI OKVIR KVALIFIKACIJA REPUBLIKE SRBIJE/THE NEW NATIONAL QUALIFICATION FRAMEWORK OF THE REPUBLIC OF SERBIA

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Uskoro ističe rok za usklađivanje rada i organizacije nadležnih ustanova, organizacija i tela sa Zakonom o nacionalnom okviru kvalifikacija Republike Srbije („Sl. glasnik RS“, br. 27/2018). Naime, predmetni zakon stupio je na snagu 14.04.2018. godine, a u narednom roku od godinu dana, nadležne ustanove, organizacije i tela dužni su da se usklade sa novim nacionalnim okvirom kvalifikacija. U istom roku će se usvojiti i neophodni podzakonski propisi za sprovođenje ovog zakona.

Najznačajnija novina Zakona o nacionalnom okviru kvalifikacija Republike Srbije ogleda se u tome što će pored kvalifikacija stečenih formalnim obrazovanjem u obzir biti uzete i one stečene neformalnim obrazovanjem i informalnim učenjem.

Novi sistem kvalifikacija („NOKS“) najviše se razlikuje u odnosu na prethodne nivoe kvalifikacija primenjivane u Republici Srbiji u pogledu prvog i drugog stepena stručne spreme. Naime, NOKS praktično objedinjuje nekadašnji prvi i drugi stepen stručne spreme u nivou 2 NOKS, dok se nivo 1 NOKS sada stiće nakon završenog osnovnog obrazovanja. Ovakve izmene pre svega su relevantne za poslodavce prilikom utvrđivanja uslova u pogledu zahtevanog nivoa obrazovanja za zaposlene.

Novi sistem kvalifikacija zasnovan je pre svega na potrebama tržišta rada i privrede. Jedan od najvažnijih razloga za donošenje ovog zakona jeste uspostavljanje Nacionalnog okvira kvalifikacija kojim će se izvršiti harmonizacija kvalifikacija stečenih u Srbiji sa evropskim standardima kvalifikacije. Sve ovo služiće u svrhu olakšanog uzajamnog priznavanja stranih kvalifikacija u Srbiji kao i naših kvalifikacija u inostranstvu.

U nastavku Vam dostavljamo uporednu tabelu nivoa kvalifikacija i vrsta obrazovanja, kao i tabelu nivoa i deskriptora kvalifikacija.

The deadline for harmonization of work and organization of competent institutions, organizations and bodies with the Law on National Qualification Framework of the Republic of Serbia (“Off. Gazette of RS”, no. 27/2018) expires soon. Namely, the said law entered into force on April 14th 2018, and within the following deadline of one year, the competent institutions, organizations and bodies are obliged to comply with the new national qualification framework. Within the same deadline, the by-laws necessary for the implementation of this law shall be adopted.

The most important novelty of the Law on National Qualification Framework of the Republic of Serbia is that, apart from the qualifications gained through the formal education, the ones gained through informal education and informal learning shall be taken into account.

The new qualification system (“NQFS“) differs from the previous qualification levels applied in the Republic of Serbia mostly in regard to the first and second level of education. Namely, the NQFS practically unifies the former first and second level of education in the level 2 of NQFS, while the level 1 of NQFS is now acquired by completion of primary education. These changes are primarily relevant for employers when determining the conditions regarding the required level of education for the employees.

The new qualification system is based primarily on the needs of the labour and economy market. One of the most important reasons for passing this Law is the establishment of the National Qualification Framework which will harmonize the qualifications gained in Serbia with the European qualification standards. This will serve to facilitate the mutual recognition of foreign qualifications in Serbia as well as our qualifications abroad.

Please find below the comparative table of qualification levels and types of education, as well as the table of levels and descriptors of qualifications.

NOKS NIVO		UPOREDNA TABELA NIVOA KVALIFIKACIJA I VRSTA OBRAZOVANJA	
		AKTUELNA	PRETHODNA
1.		<ul style="list-style-type: none"> Osnovno obrazovanje i vaspitanje Osnovno obrazovanje odraslih Osnovno muzičko/baletsko obrazovanje 	<ul style="list-style-type: none"> Nekvalifikovani (NK) radnik Prvi stepen stručne spreme (1. SSS*)
2.		<ul style="list-style-type: none"> Stručno osposobljavanje (1 godina) Obrazovanje za rad (2 godine) Obučavanje (120 - 360 sati obuke) 	<ul style="list-style-type: none"> Polukvalifikovani (PK) radnik Drugi stepen stručne spreme (2. SSS)
3.		<ul style="list-style-type: none"> Srednje stručno obrazovanje u trajanju od tri godine Neformalno obrazovanje odraslih (min 960 sati obuke) 	<ul style="list-style-type: none"> Kvalifikovani (KV) radnik Treći stepen stručne spreme (3. SSS)
4.		<ul style="list-style-type: none"> Srednje obrazovanje u trajanju od četiri godine (stručno, umetničko, gimnazijsko) 	<ul style="list-style-type: none"> Četvrti stepen stručne spreme (4. SSS)
5.		<ul style="list-style-type: none"> Majstorsko i specijalističko obrazovanje 	<ul style="list-style-type: none"> Visokokvalifikovani (VKV) radnik Peti stepen stručne spreme (5. SSS)
6.	6.1	<ul style="list-style-type: none"> Osnovne akademske studije (OAS, 180 ESPB) Osnovne strukovne studije (OSS, 180 ESPB) 	<ul style="list-style-type: none"> Više obrazovanje u trajanju od dve do tri godine studija (6.1 SSS) Prvi stepen fakulteta (do 2005. godine, 6.1 SSS)
	6.2	<ul style="list-style-type: none"> Osnovne akademske studije (OAS, 240) Specijalističke strukovne studije I stepena (SSS, 180+60 ESPB, stečene u skladu sa Zakonom o visokom obrazovanju koji je na snazi od 07.10.2017.) 	<ul style="list-style-type: none"> Više obrazovanje sa specijalizacijom u trajanju do godinu dana (6.2 SSS)
7.	7.1	<ul style="list-style-type: none"> Integrisane akademske studije (IAS, maks. 360 ESPB) Master akademske studije (MAS, 180+120 ili 240+60 ESPB) Master strukovne studije (MSS, 120 ESPB) 	<ul style="list-style-type: none"> Osnovne (diplomske) studije u trajanju od četiri do šest godina (do 2005. godine, 7.1 SSS) Specijalističke strukovne studije II stepena (SSS, 180+60 ESPB, stečene u skladu sa Zakonom o visokom obrazovanju koji je prestao da važi 07.10.2017.)
	7.2	<ul style="list-style-type: none"> Specijalističke akademske studije (SAS, 60 ESPB) 	<ul style="list-style-type: none"> Specijalističke studije u trajanju od jedne do dve godine (do 2005. godine, 7.2 SSS) Magistarske studije u trajanju od dve godine (do 2005. godine, 7.2 SSS)
8.		<ul style="list-style-type: none"> Doktorske studije (DS, 180 ESPB) 	<ul style="list-style-type: none"> Doktorat nauka (do 2005. godine, 8. SSS)

NQFS LEVEL		COMPARATIVE TABLE OF LEVEL OF QUALIFICATIONS AND TYPES OF EDUCATION	
		CURRENT	PREVIOUS
1.		<ul style="list-style-type: none"> Primary education and upbringing Primary education of adults Primary music/ballet education 	<ul style="list-style-type: none"> Non-qualified employee (NQ) First level of education (1. LE*)
2.		<ul style="list-style-type: none"> Professional training (1 year) Work education (2 years) Training (120 - 360 hours of training) 	<ul style="list-style-type: none"> Semi-qualified employee (SQ) Second level of education (2. LE)
3.		<ul style="list-style-type: none"> Secondary applied education lasting for three years Informal education of adults (min 960 hours of training) 	<ul style="list-style-type: none"> Qualified employee (Q) Third level of education (3. LE)
4.		<ul style="list-style-type: none"> Secondary education lasting for four years (applied, artistic, grammar school) 	<ul style="list-style-type: none"> Fourth level of education (4. LE)
5.		<ul style="list-style-type: none"> Craftsman and specialist education 	<ul style="list-style-type: none"> Highly-qualified employee (HQ) Fifth level of education (5. LE)
6.	6.1	<ul style="list-style-type: none"> Basic academic studies (BAS, 180 ECTS) Basic applied studies (BAS, 180 ECTS) 	<ul style="list-style-type: none"> Higher education lasting from two to three years of studies (6.1 LE) First level of faculty (until the year 2005, 6.1 LE)
	6.2	<ul style="list-style-type: none"> Basic academic studies (BAS, 240) Specialist applied studies of I level (SAS, 180+60 ECTS, acquired in accordance with the Law on High Education which entered into force on 07 October 2017) 	<ul style="list-style-type: none"> Higher education with specialization lasting for up to one year (6.2 LE)
7.	7.1	<ul style="list-style-type: none"> Integrated academic studies (IAS, max. 360 ECTS) Master academic studies (MAS, 180+120 or 240+60 ECTS) Master applied studies (MAS, 120 ECTS) 	<ul style="list-style-type: none"> Specijalističke studije u trajanju od jedne do dve godine (do 2005. godine, 7.2 SSS) Magistarske studije u trajanju od dve godine (do 2005. godine, 7.2 SSS)
	7.2	<ul style="list-style-type: none"> Specialist academic studies (SAS, 60 ECTS) 	<ul style="list-style-type: none"> Specialist studies lasting from one to two years (until the year 2005, 7.2 LE) Master studies lasting for two years (until the year 2005, 7.2 LE)
8.		<ul style="list-style-type: none"> Doctoral studies (DS, 180 ECTS) 	<ul style="list-style-type: none"> Doctorate (until the year 2005, 8. LE)

NIVO	ZNANJE	VEŠTINE	SPOSOBNOSTI I STAVOVI
	Lice sa stečenim nivoom kvalifikacije:		
1	Poseduje osnovna opšta znanja koja omogućuju dalje učenje	Primenjuje veštine potrebne za obavljanje jednostavnih predvidivih zadataka	Obavlja zadatke ili uči prema jednostavnim usmenim i pisanim uputstvima, uz neposredni nadzor
2	Poseduje opšta i stručna znanja o činjenicama i osnovnim principima potrebnim za rad i/ili učenje.	Primenjuje veštine potrebne za obavljanje manje složenih, unapred utvrđenih operativnih poslova; Rukuje alatima i mašinama uz detaljna tehnička uputstva koristeći propisane materijale za rad.	Obavlja poslove u skladu sa utvrđenim tehničko-tehnološkim postupcima, uz povremeni nadzor; Odgovorno je za primenu utvrđenih postupaka, sredstava i organizaciju sopstvenog rada
3	Poseduje opšta i stručna znanja o činjenicama, osnovnim principima i procesima potrebnim za rad i/ili učenje	Primenjuje veštine potrebne za obavljanje srednje složenih, raznovrsnih, povremeno nestandardnih operativnih poslova; Prikuplja i vrši izbor relevantnih informacija; Rukuje specijalizovanom opremom, mašinama i postrojenjima koristeći različite materijale	Obavlja poslove samostalno u skladu sa tehničko-tehnološkim procedurama; Organizuje sopstveni rad i/ili rad drugih; Odgovorno je za primenu procedura i sredstava sopstvenog rada; Preduzimljiv je u radu
4	Poseduje sistematizovana i celovita znanja potrebna za rad i/ili učenje	Primenjuje veštine potrebne za obavljanje složenih, raznovrsnih, učestalo nestandardnih poslova koristeći različite metode i tehnike; Vršiti kritički odabir relevantnih informacija prikupljenih iz različitih izvora radi primene u radu ili učenju; Rukuje različitom opremom, mašinama i postrojenjima koristeći različite materijale	Obavlja poslove samostalno uz povremene konsultacije; Organizuje i kontrolise sopstveni rad i/ili rad manje grupe; Uočava probleme i učestvuje u njihovom rešavanju; Odgovoran je za izbor postupaka i sredstava za sopstveni rad i/ili rad drugih
5	Poseduje specijalizovana stručna znanja potrebna za rad	Primenjuje veštine potrebne za obavljanje složenih, specifičnih i uglavnom nestandardnih poslova koji zahtevaju učestvovanje u kreiranju novih rešenja; Rukuje specijalizovanom opremom, mašinama i postrojenjima koristeći različite materijale	Obavlja poslove sa velikom samostalnošću u odlučivanju; Vršiti organizovanje, kontrolisanje i vrednovanje sopstvenog rada i/ili rada drugih, kao i obučavanje drugih za rad; Preuzima odgovornost za određivanje sopstvenog načina i metoda rada, kao i za operativni rad drugih; Ispoljava preduzimljivost za unapređivanje procesa rada i rešavanje problema u nepredvidivim situacijama
6.1	Poseduje napredna akademska i/ili stručna znanja koja se odnose na teorije, principe i procese uključujući vrednovanje, kritičko razumevanje i primenu u oblasti učenja i/ili rada	Rešava složene probleme u oblasti učenja i/ili rada u standardnim uslovima; Primenjuje veštine uspešne komunikacije u interakciji i saradnji sa drugima iz različitih društvenih grupa; Koristi opremu, instrumente i uređaje relevantne za oblast učenja i/ili rada	Preduzimljiv je u rešavanju problema u standardnim uslovima; Vodi složene projekte samostalno i sa punom odgovornošću; Primenjuje etičke standarde svoje profesije; Organizuje, kontrolise i obučava druge za rad; Analizira i vrednuje različite koncepte, modele i principe teorije i prakse; Ispoljava pozitivan odnos prema značaju celoživotnog učenja u ličnom i profesionalnom razvoju

LEVEL	KNOWLEDGE	SKILLS	CAPABILITIES AND ATTITUDES
A person with an acquired qualification level:			
1	Has basic general knowledge which enables further learning	Applies skills necessary for performing simple predictable tasks	Performs tasks or learns according to simple oral and written instructions, with direct supervision
2	Has general and professional knowledge on the facts and basic principles necessary for work and/or learning	Applies skills necessary for performing less complex predefined operational tasks; Uses tools and machines with detailed technical instructions using the prescribed materials for work	Performs tasks in accordance with established technical and technological procedures, with occasional supervision; Is responsible for application of established procedures, means and organization of its own work
3	Has general and professional knowledge of the facts, basic principles and processes necessary for work and/or learning	Applies skills necessary for performing medium complex, various, occasional non-standard operational tasks; Collects and chooses relevant information; Uses specialized equipment, machines and facilities using different materials	Performs tasks independently in accordance with technical and technological procedures; Organizes own work and/or the work of others; Is responsible for application of procedures and means of own work; Shows initiative in work
4	Has systematized and comprehensive knowledge necessary for work and/or learning	Applies skills necessary for performing complex, various, frequently non-standard tasks using different methods and techniques; Performs critical selection of relevant information collected from various sources for implementation in work or learning; Uses different equipment, machines and facilities using different materials	Performs tasks independently with occasional consultations. Organizes and controls own work and/or work of the small group; Identifies problems and participates in solving them; Is responsible for the selection of procedures and means for own work and/or the work of others
5	Has specialized professional knowledge necessary for work	Applies skills necessary for performing complex, specific and mainly non-standard tasks which require participation in creation of new solutions; Uses specialized equipment, machines and facilities using different materials	Performs tasks with great autonomy in decision-making; Organizes, controls and evaluates own work and/or the work of others, and trains others for work; Takes responsibility for determining own ways and methods of work as well as for the operational work of others; Shows initiative for improving the work processes and solving problems in unpredictable situations
6.1	Has advanced academic and/or professional knowledge regarding theories, principles and processes including evaluation, critical understanding and application in the field of learning and/or work	Solves complex problems in the field of learning and/or work in standard conditions; Applies skills of successful communication in interaction and cooperation with others from different social groups; Uses equipment, instruments and devices relevant to the field of learning and/or work	Shows initiative in solving problems in standard conditions; Leads complex projects independently and with full responsibility; Applies ethical standards of his profession; Organizes, controls and trains others for work; Analyzes and evaluates different concepts, models and principles of theory and practice; Shows a positive attitude towards the importance of lifelong learning in personal and professional growth

NIVO	ZNANJE	VEŠTINE	SPOSOBNOSTI I STAVOVI
	Lice sa stečenim nivoom kvalifikacije:		
6.1	Poseduje napredna akademska i/ili stručna znanja koja se odnose na teorije, principe i procese uključujući vrednovanje, kritičko razumevanje i primenu u oblasti učenja i/ili rada	Rešava složene probleme u oblasti učenja i/ili rada u nestandardnim uslovima; Primenjuje veštine uspešne komunikacije u interakciji i saradnji sa drugima iz različitih društvenih grupa; Koristi opremu, instrumente i uređaje relevantne za oblast učenja i/ili rada	Preduzimljiv je u rešavanju problema u nestandardnim uslovima; Vodi složene projekte samostalno i sa punom odgovornošću; Primenjuje etičke standarde svoje profesije; Organizuje, kontroliše i obučava druge za rad; Analizira i vrednuje različite koncepte, modele i principe teorije i prakse unapređujući postojeću praksu; Ispoljava pozitivan odnos prema značaju celoživotnog učenja u ličnom i profesionalnom razvoju
7.1	Poseduje visoko specijalizovana akademska i/ili stručna znanja koja se odnose na teorije i principe, procese uključujući vrednovanje i primenu u oblasti učenja i/ili rada	Rešava složene probleme na inovativan način koji doprinosi razvoju u oblasti rada; Upravlja i vodi složenu komunikaciju, interakciju i saradnju sa drugima iz različitih društvenih grupa; Primenjuje složene metode, instrumente i uređaje relevantne za oblast učenja i/ili rada	Deluje preduzetnički i preuzima rukovodeće poslove; Samostalno i sa punom odgovornošću vodi najsloženije projekte; Planira i realizuje naučna i/ili primenjena istraživanja; Kontroliše rad i vrednuje rezultate drugih radi unapređivanja postojeće prakse
7.2	Poseduje usko specijalizovana akademska znanja koja se odnose na teorije i principe, procese uključujući vrednovanje, kritičko razumevanje i primenu u oblasti učenja i/ili rada	Primenjuje veštine potrebne za obavljanje srednje složenih, raznovrsnih, povremeno nestandardnih operativnih poslova; Prikuplja i vrši izbor relevantnih informacija; Rukuje specijalizovanom opremom, mašinama i postrojenjima koristeći različite materijale	Deluje preduzetnički i preuzima rukovodeće poslove; Samostalno i sa punom odgovornošću vodi najsloženije projekte; Kontroliše rad i vrednuje rezultate drugih radi unapređivanja postojeće prakse
8	Poseduje vrhunska teorijska i praktična znanja potrebna za kritičku analizu i originalna istraživanja u fundamentalnim i primenjenim oblastima nauke sa svrhom proširivanja i redefinisavanja postojećih znanja, nauke ili oblasti rada	Primenjuje napredne i specijalizovane veštine i tehnike potrebne za rešavanje ključnih problema u istraživanju i za proširivanje i redefinisavanje postojećeg znanja ili oblasti rada; Primenjuje veštine komunikacije za objašnjavanje i kritiku teorija, metodologija i zaključaka, kao i predstavljanje rezultata istraživanja u odnosu na međunarodne standarde i naučnu zajednicu; Razvija nove alate, instrumente i uređaje relevantne za oblast nauke i rada	Samostalno vrednuje savremene rezultate i dostignuća u cilju unapređenja postojećih i stvaranja novih modela, koncepata, ideja i teorija; Ispoljava inovativnost, naučni i profesionalni integritet i predanost razvoju novih ideja i/ili procesa koji su u središtu konteksta rada ili nauke, kroz princip samovrednovanja svoga rada i dostignuća; Dizajnira, analizira i implementira istraživanja koja čine značajan i originalni doprinos opštem znanju i/ili profesionalnoj praksi; Upravlja interdisciplinarnim i multidisciplinarnim projektima; Sposoban je da samostalno pokrene nacionalnu i internacionalnu saradnju u nauci i razvoju

LEVEL	KNOWLEDGE	SKILLS	CAPABILITIES AND ATTITUDES
A person with an acquired qualification level:			
6.2	Has advanced academic and/or professional knowledge regarding theories, principles and processes including evaluation, critical understanding and application in the field of learning and/or work	Solves complex problems in the field of learning and/or work in non-standard conditions; Applies skills of successful communication in interaction and cooperation with others from different social groups; Uses equipment, instruments and devices relevant to the field of learning and/or work	Shows initiative in solving problems in non-standard conditions; Leads complex projects independently and with full responsibility. Applies ethical standards of his/her profession; Organizes, controls and trains others for work; Analyzes and evaluates different concepts, models and principles of theory and practice improving the existing practice; Shows a positive attitude towards the importance of lifelong learning in personal and professional growth
7.1	Has highly specialized academic and/or professional knowledge regarding theories and principles, processes including evaluation, critical understanding and application in the field of learning and/or work	Solves complex problems in an innovative way that contributes to development in the field of learning and/or work; Manages and conducts complex communication, interaction and cooperation with others from different social groups; Applies complex methods, instruments and devices relevant to the field of learning and/or work	Acts entrepreneurial and undertakes managing tasks; Independently and with full responsibility leads the most complex projects; Plans and implements scientific and/or applied research; Controls the work and evaluates the results of others in order to improve existing practice
7.2	Has strictly specialized academic knowledge regarding theories and principles, processes including evaluation, critical understanding and application in the field of learning and/or work	Solves complex problems in an innovative way that contributes to development in the field of work; Manages and conducts complex communication, interaction and cooperation with others from different social groups; Applies complex methods, instruments and devices relevant to the field of learning and/or work	Acts entrepreneurial and undertakes managing tasks; Independently and with full responsibility leads the most complex projects; Controls the work and evaluates the results of others in order to improve existing practice
8	Has extraordinary theoretical and practical knowledge necessary for critical analysis and original research in the fundamental and applied fields of science for the purpose of extending and redefining existing knowledge, science or the field of work	Applies advanced and specialized skills and techniques necessary for solving key research issues and for expansion and redefining the existing knowledge or field of work; Applies communication skills for explaining and criticizing theories, methodologies and conclusions, as well as presenting research results in relation to international standards and the scientific community; Develops new tools, instruments and devices relevant to the field of science and work	Independently evaluates contemporary results and achievements in order to improve existing and create new models, concepts, ideas and theories; Manifests innovation, scientific and professional integrity and commitment to the development of new ideas and/or processes that are in the center of the context of work or science, through the principle of self-evaluation of own work and achievements; Designs, analyzes and implements research that makes a significant and original contribution to general knowledge and/or professional practice; Manages interdisciplinary and multidisciplinary projects; Is capable of independent initiating the national and international cooperation in science and development



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