

Annual report on the implementation of the Action Plan for 2021:	Action Plan 2021-2023 for the Implementation of the Employment Strategy of the Republic of Serbia 2021-2026
Institution responsible for coordination and reporting:	MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS
The public policy document for which the Action Plan was defined:	Employment Strategy of the Republic of Serbia 2021-2026

**Overall goal: Created stable and sustainable employment growth underpinned by knowledge and decent work**

**Proposer of the document: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS**

Indicator title	Baseline value and year	Target for 2021	Realized value in 2021	Note
Employment rate by age groups and sex (15+) (%)	49 (2019)	-	48,6	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP. RSO revised the data in accordance with the new methodology, so in 2019: Employment rate by age groups and sex (15+) (47%)
Employment rate by age groups and sex (15+) Men (%)	56,6 (2019)	-	56,5	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP. RSO revised the data in accordance with the new methodology, so in 2019: Employment rate by age groups and sex (15+) Men (54,6%)
Employment rate by age groups and sex (15+) Women (%)	41,9 (2019)	-	41,3	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP. RSO revised the data in accordance with the new methodology, so in 2019: Employment rate by age groups and sex (15+) Women (39,8%)
Employment rate by age groups and sex (15-29) (%)	36,9 (2019)	-	40	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP.
Employment rate by age groups and sex, (15-29) Men (%)	42,4 (2019)	-	46,5	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP.
Employment rate by age groups and sex (15-29) Women (%)	31,1 (2019)	-	33,2	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP.
Employment rate by age groups and sex (15-64) (%)	60,7 (2019)	-	62,2	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP. RSO revised the data in accordance with the new methodology, so in 2019: Employment rate by age groups and sex (15-64) (59,1%)
Employment rate by age groups and sex (15-64) Men (%)	67,1 (2019)	-	69,3	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP. RSO revised the data in accordance with the new methodology, so in 2019: Employment rate by age groups and sex (15-64) Men (65,8%)

Employment rate by age groups and sex, (15-64) Women (%)	54,3 (2019)	-	55,2	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP. RSO revised the data in accordance with the new methodology, so in 2019: Employment rate by age groups and sex (15-64) Women (52,4%)
Activity rate by age groups and sex, (15+) (%)	54,6 (2019)	-	54,7	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP. RSO revised the data in accordance with the new methodology, so in 2019: Activity rate by age groups and sex, (15+) (52,9%)
Activity rate by age groups and sex, (15+) Men (%)	62,7 (2019)	-	62,9	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP. RSO revised the data in accordance with the new methodology, so in 2019: Activity rate by age groups and sex, (15+) Men (61,1%)
Activity rate by age groups and sex, (15+) Women (%)	47,1 (2019)	-	47	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP. RSO revised the data in accordance with the new methodology, so in 2019: Activity rate by age groups and sex, (15+) Women (45,2%)
Activity rate by age groups and sex, (15-29) (%)	47 (2019)	-	50	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP.
Activity rate by age groups and sex, (15-29) Men (%)	53,6 (2019)	-	57,5	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP.
Activity rate by age groups and sex, (15-29) Women (%)	40,1 (2019)	-	42,1	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP.
Activity rate by age groups and sex, (15-64) (%)	68,1 (2019)	-	70,3	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP. RSO revised the data in accordance with the new methodology, so in 2019: Activity rate by age groups and sex (15-64) (66,8%)
Activity rate by age groups and sex, (15-64) Men (%)	74,9 (2019)	-	77,5	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP. RSO revised the data in accordance with the new methodology, so in 2019: Activity rate by age groups and sex (15-64) Men (74%)
Activity rate by age groups and sex, (15-64) Women (%)	61,3 (2019)	-	63	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP. RSO revised the data in accordance with the new methodology, so in 2019: Activity rate by age groups and sex (15-64) Women (59,7%)

Unemployment rate by age groups and sex, (15+) (%)	10,4 (2019)	-	11	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP. RSO revised the data in accordance with the new methodology, so in 2019: Unemployment rate by age groups and sex (15+) (11,2%)
Unemployment rate by age groups and sex, (15+) Men (%)	9,8 (2019)	-	10,2	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP. RSO revised the data in accordance with the new methodology, so in 2019: Unemployment rate by age groups and sex (15+) Men (10,6%)
Unemployment rate by age groups and sex, (15+) Women (%)	11,1 (2019)	-	12,1	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP. RSO revised the data in accordance with the new methodology, so in 2019: Unemployment rate by age groups and sex (15+) Women (12%)
Unemployment rate by age groups and sex, (15-29) (%)	21,5 (2019)	-	20	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP.
Unemployment rate by age groups and sex, (15-29) Men (%)	20,8 (2019)	-	19,1	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP.
Unemployment rate by age groups and sex, (15-29) Women (%)	22,5 (2019)	-	21,2	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP.
Unemployment rate by age groups and sex, (15-64) (%)	10,9 (2019)	-	11,4	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP. RSO revised the data in accordance with the new methodology, so in 2019: Unemployment rate by age groups and sex (15-64) (11,6%)
Unemployment rate by age groups and sex, (15-64) Men (%)	10,4 (2019)	-	10,6	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP. RSO revised the data in accordance with the new methodology, so in 2019: Unemployment rate by age groups and sex (15-64) Men (11,1%)
Unemployment rate by age groups and sex, (15-64) Women (%)	11,5 (2019)	-	12,4	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP. RSO revised the data in accordance with the new methodology, so in 2019: Unemployment rate by age groups and sex (15-64) Women (12,2%)
Share of vulnerable employment, (15+) (%)	24,3 (2019)	-	19,6	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP.

**Objective 1: Growth of high-quality employment achieved through cross-sectoral measures aimed to enhance labour supply and demand**

**Main institution: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS**

Indicator title	Baseline value and year	Target for 2021	Realized value in 2021	Note
Registered employment (Number)	2.173.135 (2019)	2.260.930	2.273.591	
Informal employment, (15+) (%)	529.200 (2019)	487.100	375.500	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP.
Employment by type of work, open-ended (%)	77,2 (2019)	76,5	77,1	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP.
Employment by type of work, fixed term (%)	19,5 (2019)	20,9	19,2	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP.
Employment by type of work, Seasonal and casual work (%)	3,3 (2019)	2,6	3,6	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP.
In-work at-risk-of-poverty rate (%)	9,2 (2019)	7,6	7,8	The given data is for 2020. Data for 2021 will be available after October 22, 2022.

**Measure 1.1: Improve the conditions for the development of a high-quality labour force**

**Main institution: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS / MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGICAL DEVELOPMENT**

Indicator title	Baseline value and year	Target for 2021	Realized value in 2021	Note
Students enrolled in the first year in the dual education system as a proportion of total number of students enrolled in the first year of vocational secondary education (%)	5,3 (2019)	5,3	5,16	
Share of participation of adults (25-64) in formal and non-formal education and training (%)	4,2 (2019)	4,7	4,8	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP.
Share of participation of youth (15-24) in formal and non-formal education and training (%)	66,9 (2019)	67,1	64,4	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP.
Approved adult education activities conducted by NFESP (non-formal education, CGC, PLR and the like) (Number)	250 (2020)	50	163	151 programs for non-formal education activities, two (2) programs for CGC activities and 10 programs for PLR activities were accredited.
Coverage of persons who received CGC services under accredited CGC programmes (Number)	0 (2019)	50	-	Bearing in mind that the accreditation of the CGC program was realized at the end of 2021, there were no participants during the reporting period.
Adopted occupational standards (Number)	0 (2020)	0	-	
Improved regulatory framework for the NQFS system and the area of adult education (0 - no, 1- yes)	0 (2020)	1	1	The Rulebook on the detailed conditions regarding the program, personnel, space, equipment, and teaching tools for acquiring the status of PROAE (Publicly Recognised Adult Education Organiser) was adopted.

Activity title	Deadline -> New deadline	Responsible institution	Status	Realization of funds (%)	Explanation of the progress	Reasons for deviation and measures taken	Future steps for implementation
1.1.1: Further development of the dual education system	2023	MoESTD	In progress	19%	<p>A methodology was developed for the development of teaching and learning plans and programs for dual educational profiles. The realization of the conditions for the functioning of the training center at the Air Force Academy is in progress. Promotional activities of the dual model of education, implementation of the dual model of studies in higher education and NQF of Serbia were carried out through the organization of conferences and round tables, recording of promotional videos, printing of promotional material, etc. Serbian Association of Employers (SAE) took an active part in the promotion of the dual system of education. An initiative was launched, which was adopted at the session of the Social and Economic Council, on the comprehensive reform of the education system, including the further development of dual education. As part of the Project "Dialogue on youth employment, initiative and dual education" - DECIDE, in six (6) secondary vocational schools (Subotica, Kragujevac, Niš, Obrenovac, Vlasotince and Zaječar), quality improvement in the implementation of dual education was supported through: Professional trainings for directors and teachers; Pedagogical and didactic trainings for instructors; Equipping school workshops with machines and equipment; Improvement of local dialogue for the purpose of better employability and in accordance with the development of the economy; Expertise at the level of umbrella policies.</p>		This activity is carried out continuously.

1.1.2: Accreditation of NFESPs for: provision of CGC services, PLR, non-formal education etc.	2023	MoESTD	In progress	-	<p>During 2021, 47 institutions (6 secondary vocational schools and 41 other organizations) accredited 151 non-formal education programs, so that, at the end of 2021, a total of 108 institutions (21 schools and 87 other organizations) have PROAE status for the realization of 433 accredited non-formal education programs. When it comes to CGC activities, one institution accredited two (2) programs. Three (3) institutions for 10 programs were accredited for the implementation of PLR activities. Accreditation for the implementation of the PLR procedure refers to the following qualifications: Reinforcer-concreter, Bricklayer-façade, Operator of construction machinery, Carpenter, Fashion tailor and Joiner. Within the "DECIDE" project, activities were carried out on the development and verification of PROAE training in the field of mechanical and electrical engineering. CGC and PLR will be part of the portfolio in the involved schools, which will also be supported through the implementation of professional trainings for employees.</p>		This activity is carried out continuously.
1.1.3: Alignment of internal training programmes for the NES staff providing employment counselling, career planning and career information services with the CGC standards and verification by the quality management system	2021→2022	NES	In progress	-	<p>During 2021, work was done on the preparation of new quality management system documents for career planning counselors and career information counselors. The new CGC service standards have been incorporated into the work standards within the individual documents of the quality management system, and through this, career planning counselors and career information counselors will be familiar with the implementation of CGC service standards in concrete measures.</p>	New documents were not adopted during 2021, due to the process of digitalized and harmonization with e-Government, which required the adjustment of procedures, which is still ongoing.	In the second half of 2022, after the adoption of new procedures - IMS documents for career planning counselors and career information counselors, new IMS documents for employment counselors will be prepared, aligned with the standards of CGC services, and the preparation of materials for conducting internal trainings will begin.

1.1.4: Training of employment counsellors and career planning and information counsellors in the provision of CGC services in line with the adopted standards	2023	NES	In progress	-	With the support of the "Education to Employment - E2E" Program, 32 employees from the NES attended training for CGC standards.		With the support of the "Education to Employment - E2E" Program, in 2022, CGC trainings for NES employees continued.
1.1.5: Preparation of the Draft Occupation Standards Development Methodology	2021	MoLEVSA	Completed	-	With the support of the "Education to Employment - E2E" Program, the Draft Occupation Standards Development Methodology was prepared and presented to the Working Group for the Development of the National Standard Classification of Occupations (NSCO) on June 14, 2021.		
1.1.6: Testing of the Draft Occupation Standards Development Methodology on a selected sample of occupations	2022	MoLEVSA	In progress	-	With the support of the " Education to Employment - E2E " Program, testing of the Draft Occupation Standards Development Methodology was conducted on a selected sample of 10 occupations: locksmith, machines locksmith, universal welder, metalworking operator on numerically controlled machines, welding technician, cook, head chef, waiter, bartender, hotel receptionist. Based on the development of standards for these 10 occupations, the methodology was improved, and additional materials were developed (e.g., Instructions for occupational field research).		Testing of the Draft Methodology will continue additional occupations that will be selected in cooperation with members of the WG for the development of NSCO (MoESTD, Agency for Qualifications, CCIS, SAE...).
1.1.7: Establishing the institutional framework for the development of occupation standards	2023	MoLEVSA	In progress	-	This activity is indirectly related to activity 3.1.2.- Phase II - improvement of legislation in the field of employment in line with the ex-post analysis findings, which is planned for 2022.		
1.1.8: Development of occupation standards in line with the adopted Occupation Standards Development Methodology	2023	MoLEVSA	In progress	-	Testing of the Draft Occupation Standards Development Methodology is underway, followed by the adoption of the Methodology, which is a prerequisite for the development of occupational standards.		

<p>1.1.9: Improvement of the standards for approval of the NFESP status, as well as of the standards and procedures for self-evaluation and external evaluation of NFESP activities</p>	<p>2023</p>	<p>MoESTD</p>	<p>In progress</p>	<p>-</p>	<p>In the period from July 2020 to May 2021, an evaluation study of the existing system and standards for PROAE accreditation was conducted, as well as a study on the assessment of the quality of the implementation of short-term professional trainings. The findings were presented to the public at the conference "Educational Policies Based on Data: Pathways to Adult Education" on June 7, 2021. Based on the findings and recommendations of the studies, the Rulebook on the closer conditions in terms of programs, staff, space, equipment and teaching tools for acquiring the status of PROAE was prepared and adopted, which provided for improved standards and the procedure for acquiring the status of PROAE. To facilitate the application of the mentioned rulebook and improve the transparent accreditation procedure for the needs of future PROAE, a Draft guide for acquiring the status of PROAE has been prepared. In addition, a Proposal for a rulebook on self-evaluation and external evaluation of the quality of PROAE's work was prepared. In cooperation with the experts of the " Education to Employment - E2E" Program, a Methodology for the development of non-formal education programs based on qualification standards, as well as instructions for their assessment, was prepared.</p>		<p>This activity is carried out continuously.</p>
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1.1.10: Piloting of the PLR procedure	2021	MoESTD	Completed	100%	<p>During 2021, activities were undertaken to establish and pilot the PLR procedure, as an equal path for acquiring qualifications. With the support of the IPA14 Project "Development of an integrated system of national qualifications in the Republic of Serbia", the Rulebook on standards and the method of implementing the procedure for recognition of prior learning was adopted ("Official Gazette of the RS", No. 148/20), which established the standards, as well as the method of implementing the PLR procedure. To piloting the PLR procedure, MoESTD, in cooperation with social partners, and above all with the MoLEVSA, NES and IIE, defined that the piloting of the PLR procedure is implemented for qualifications: Baker, Cook, Butcher, Joiner, Fashion tailor, Reinforcer-concreter, Bricklayer-facade, Operator of construction machinery и Carpenter. During the selection of qualifications, the most frequent occupations in which unemployed persons from the NES records as potential candidates for PLR, the existence of qualification standards, as well as data on the position on the labor market of persons with selected qualifications, i.e., data on the employment of persons in occupations relevant for selected qualifications, were considered. Considering that the PLR procedure can be implemented by schools with PROA status, 21 secondary vocational schools were selected for piloting the PLR procedure.</p> <p>For the purpose of the selection of the schools, the verification of the school was taken into account for the implementation of the teaching and learning plan and program for a certain area of work, i.e. selected qualification, implementation of student enrollment in the 2020/2021 school year for selected qualifications, compliance of the</p>		The "DECIDE" project will, within the involved schools, develop PRL in the fields of mechanical and electrical engineering during 2022.
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					<p>territorial distribution of schools with NES branches, where the largest number of unemployed persons without qualifications with at least three years of work experience in one occupation - potential candidates for PLR and territorial representation of schools from different regions of RS.</p> <p>After the training and mentoring of the PLR Teams within the pilot schools, in accordance with the adopted regulations, three (3) pilot schools received accreditation and verification of extended activities for the PLR activity in 2021, namely: Polytechnic School from Subotica, Technical School from Vlasotinac and Technical School "Drvoart" from Belgrade, for a total of 10 programs. In 2021, the Polytechnic School from Subotica was the first to conduct the PLR procedure and 27 candidates received a public document (testimonial) of proven competence. The remaining schools that have started the preparation of documentation for acquiring PROAE status within the IPA 2014 program cycle should receive a decision on accreditation in 2022.</p> <p>To disseminate information about the PLR procedure, in 2021, with the support of IPA 14 projects 8 workshops were held with social partners in 8 cities (Šabac, Belgrade, Zrenjanin, Kragujevac, Kraljevo, Užice, Novi Sad, Niš, Leskovac).</p>	
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**Measure 1.2: Make work pay and enhance job quality**

**Main institution: MINISTRY OF FINANCE / MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS**

Indicator title	Baseline value and year	Target for 2021	Realized value in 2021	Note
Net average wage (RSD)	54.919 (2019)	62.210	65.864	

Tax burden on labour decreased (0 - no, 1- yes)	0 (2020)	0	1	With the Law on Amendments to the Law on Personal Income Tax ("Official Gazette of the RS", No. 153/20), effective from January 1, 2021, the non-taxable amount of earnings was increased from 16,300 dinars to 18,300 dinars per month. In this way, the base on which the income tax is calculated and paid is reduced, and accordingly, the amount of the tax liability.
Number of employment contracts concluded with persons found to be working informally by the Labour Inspectorate relative to the total number of persons found to be working informally (%)	95 (2017)	93	68	
Inspection of businesses in high-risk economic activities conducted (%)	70 (2017)	73	81	

Activity title	Deadline -> New deadline	Responsible institution	Status	Realization of funds (%)	Explanation of the progress	Reasons for deviation and measures taken	Future steps for implementation
1.2.1: Establishing cross-sectoral cooperation in the process of determining tax incentives for hiring hard-to-employ categories of unemployed persons	2023	MoF	Not started		.		
1.2.2: Analysis of the tax burden on labour from the perspective of the introduction of the progressive taxation model	2022	MoF	In progress	-	A draft analysis of the tax burden of labor was prepared from the perspective of the introduction of the progressive taxation model, with the support of the ILO. During 2021, SAE conducted two (2) studies: "The impact of tax policy on the economic growth of the Republic of Serbia" and "The impact of tax policy on the business operations of companies in Serbia", in which around 300 businessmen from Serbia participated.	.	At the workshop held on February 24, 2022, the draft analysis was presented to the social partners and interested parties. In June, the consultations of the MoF and the MoLEVSA with the engaged expert continued the finalization of the analysis.
1.2.3: Review and revision of the regulations in order to decrease precarious and vulnerable employment	2022	MoLEVSA	Not started				

<p>1.2.4: Inspection of employers aimed at protecting the rights of employees in the area of labour relations and ensuring occupational safety and health of every employee</p>	<p>2023</p>	<p>Labour Inspectorate</p>	<p>In progress</p>	<p>-</p>	<p>During 2021, labor inspectors are:</p> <ul style="list-style-type: none"> <li>- carried out 63,670 inspections in the field of labor relations and occupational safety and health, covering 426,023 employees;</li> <li>- of these, 30,504 inspections were carried out in the field of labor relations, 32,920 in the field of safety and health at work and 264 inspections of unregistered entities;</li> <li>- 5,261 persons were found to be working illegally, and after the measures taken by the labor inspector, the employers established an employment relationship with 3,180 persons, that is, with 60% of the persons;</li> <li>- 5,200 decisions were made to eliminate irregularities with a total of 11,215 measures (826 decisions in the field of labor relations - with 950 measures, 4,154 decisions in the field of safety and health at work - with 9,825 measures and 220 decisions with 440 measures against unregistered subjects), as well as a total of 5,809 indications, warnings and orders on minutes (3,863 orders on 2,538 minutes, 1,604 indications and 342 warnings);</li> <li>- 492 decisions were made on banning work at the workplace;</li> <li>- 3,708 requests for initiation of misdemeanor proceedings were submitted (2,105 in the field of labor relations, 1,442 in the field of safety and health at work and 161 against natural persons performing unregistered activities);</li> <li>- 75 criminal charges were filed, of which 65 were against responsible persons in the field of safety and health at work and 10 against responsible persons in the field of labor relations;</li> <li>- 1,096 inspections were carried out regarding reported injuries at work;</li> <li>- 246 unregistered subjects were identified, and among them, in addition to the physical person who performs unregistered activity, 209 persons were also found to be working "on the ground"/illegally;</li> </ul>		<p>This activity is carried out continuously.</p>
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					<p>- of the total number of determined unregistered subjects, immediately after the measures taken by the labor inspectors, 151 of them, or 61%, were registered in the appropriate register;</p> <p>- on the basis of requests to initiate misdemeanor proceedings submitted by labor inspectors, employers were fined in the total amount of 207,077,886.00 dinars, of which 197,762,886.00 dinars were based on requests submitted under the Labor Law and the Law on Safety and Health at Work, 2,361,000.00 dinars based on submitted requests under the Law on Inspection Supervision and 6,954,000.00 dinars based on submitted requests under other laws and regulations.</p> <p>The Labor Inspectorate organized and carried out increased, extraordinary inspections every day, throughout the territory of the Republic of Serbia, to control the implementation of the Rulebook on preventive measures for safe and healthy work to prevent the occurrence and spread of infectious disease epidemics. Labor inspectors carried out a total of 16,421 enhanced inspections throughout the territory of the Republic of Serbia. The inspections, which were carried out daily, on average, by 12 labor inspectors, covered 126,879 persons engaged in work.</p>		
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**Measure 1.3: Stimulate job creation**

**Main institution: MINISTRY OF ECONOMY**

Indicator title	Baseline value and year	Target for 2021	Realized value in 2021	Note
Net job creation rate in small, medium-sized, and large enterprises (small enterprises) (%)	5.6 (2019)	5 - 5,2	3,58	
Net job creation rate in small, medium-sized, and large enterprises (medium-sized enterprises) (%)	2.9 (2019)	2 - 2,2	2,83	

Net job creation rate in small, medium-sized, and large enterprises (large enterprises) (%)	-2.4 (2019)	-1 - -0,7	0,32	
Number of businesses' development projects supported (Number)	175 (2019)	40	about 50	
Share of persons placed from the NES register in the total number of persons employed in newly created jobs, through contracts on the award of incentives (%)	0 (2019)	-	37	

Activity title	Deadline -> New deadline	Responsible institution	Status	Realization of funds (%)	Explanation of the progress	Reasons for deviation and measures taken	Future steps for implementation
1.3.1: Redefining the criteria for measures supporting direct investments in order to promote the employment of hard-to-employ persons from the NES register	2023	MoE	Not started				
1.3.2: Strengthening cross-sectoral cooperation for synchronised implementation of direct investments and ALMP measures	2023	MoE MoLEVSA	Not started				
1.3.3: Establishing cooperation between NES and DAS in the provision of support to entrepreneurship development	2023	MoLEVSA	Not started				
1.3.4: Implementation of the Programme of Entrepreneurship Promotion through Development Projects	2023	MoE	In progress	100%	In accordance with the Regulation on establishing the Program for Promoting Entrepreneurship through Development Projects in 2021 ("Official Gazette of the RS", no. 5/21 and 44/21), 266.870.389,73 dinars of non-reimbursable funds was allocated for investments in equipment, purchase, construction, extension, reconstruction, adaptation, rehabilitation, investment maintenance of production space or business space, permanent working capital, as well as for the purchase of software and other intangible investments of micro, small, medium and large companies, entrepreneurs and cooperatives. About 50 economic entities were supported through the Program in 2021, and all allocated grant funds were used. Compared to the previous period, in	.	This activity is carried out continuously, on an annual basis.

					2021, a smaller number of economic entities were supported due to the fact that in 2021, significant funds were earmarked for the implementation of other programs for the development of SMEEs, namely: Support program for small and medium-sized enterprises for the purchase of equipment in 2021, Program to encourage the development of entrepreneurship through financial support for women entrepreneurs and young people in 2021 and Program to encourage the development of entrepreneurship through financial support for beginners in business in 2021.		
1.3.5: Study on the prevalence and forms of telemigrant jobs in the national labour market and identification of formalisation modalities	2023	MoF MoLEVSA	Not started				

**Measure 1.4: Integration of social protection beneficiaries into the labour market**

**Main institution: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS**

Indicator title	Baseline value and year	Target for 2021	Realized value in 2021	Note
Number of FSA recipients and social protection beneficiaries participating in ALMP measures as a proportion of the total number of these recipients/beneficiaries on the NES register (%)	19 (2019)	21	9,52	
Number of FSA recipients and social protection beneficiaries placed from the NES register as a proportion of the total number of these recipients/beneficiaries on the NES register (%)	13 (2019)	13	24,79	
Regulations stimulating labour market activation of able-to-work social protection beneficiaries and regulating the cooperation between NES and CSW adopted (0 - no, 1- yes)	0 (2020)	0	0	
FSA recipients and other social protection beneficiaries covered by the integrated service of NES and CSW (Number)	756 (2019)	800	425	

Activity title	Deadline -> New deadline	Responsible institution	Status	Realization of funds (%)	Explanation of the progress	Reasons for deviation and measures taken	Future steps for implementation
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1.4.1: Provision of the integrated service of CSW and NES	2023	CSW NES	In progress	-	Based on the signed Protocols on Cooperation, 343 meetings of representatives of the NES and CSW were held. Contacts were continuously maintained and activities were carried out in accordance with the Regulation on social inclusion measures, cooperation protocols and work instructions. The need for inclusion of FSA recipients in the education system and ALMP measures was emphasized in order to acquire practical knowledge and skills in order to encourage employment. Bearing in mind that this is a category of persons with multiple factors of difficult employability, it was pointed out the importance of including institutions from other systems (health, education, economy, etc.), as well as CSOs in providing support in other areas that are important for successful integration of FSA recipients into overall socio-economic flows.	.	This activity is carried out continuously.
1.4.2: Referral of FSA recipients and social protection beneficiaries to ALMP measures	2023	NES	In progress	87%	<p>Number of FSA recipients included in ALMP measures, by type of measure:</p> <ul style="list-style-type: none"> <li>- Job fairs: 726 (401 women),</li> <li>- Job search club: 107 (61 women),</li> <li>- Informational and advisory services: 566 (268 women),</li> <li>- Active job search training: 2.757 (1.377 women),</li> <li>- Training for the entrepreneurship development: 318 (150 women),</li> <li>- Self-efficacy training: 170 (111 women),</li> <li>- Workshop for overcoming stress due to job loss: 7 (5 women),</li> <li>- Internship for youth with higher education: 4 (3 women),</li> <li>- Internship for the unemployed with secondary education: 9 (8 women),</li> <li>- Acquiring practical knowledge: 26 (14 women),</li> <li>- Training at employer's request: 16 (11 women),</li> <li>- Professional practice: 33 (25 women),</li> <li>- Labour market training: 15 (8 women),</li> </ul>		This activity is carried out continuously, on an annual basis.

					<ul style="list-style-type: none"> <li>- Functional adult primary education (FAPE) : 420 persons (284 women),</li> <li>- Programme „My first salary”: 156 (86 women),</li> <li>- Subsidies for hiring unemployed persons from the hard-to-employ category: 113 (54 women),</li> <li>- Self - employment subsidies: 102 (52 women),</li> <li>- Public works: 352 (133 women),</li> <li>- Wage subsidies for persons with disabilities without work experience: 1 (1 women).</li> </ul>	
1.4.3: Training of CSW and NES staff for integrated service provision	2023	CSW NES	Not started			Support will be provided within the GIZ "Migration for Development" Program during 2022 and 2023.
1.4.4: Preparation of the regulatory framework that stimulates labour market activation of able-to-work social protection beneficiaries and regulates the cooperation between NES and CSW	2022	MoLEVSA	Not started		.	Support will be provided within the GIZ Program "Migration for Development" during 2022 and 2023, relying on documents prepared within UNDP support during 2020.

#### Measure 1.5: Strengthening local employment policy

**Main institution: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS**

Indicator title	Baseline value and year	Target for 2021	Realized value in 2021	Note
Implemented local employment planning documents (Number)	160 (2019)	160	147	
Share of allocations from LG budgets in the total funds earmarked for the implementation of local employment planning documents (%)	66.83 (2019)	68	68,98	
Unemployment persons on the NES register referred to ALMP measures implemented under local employment planning documents (Number)	7.132 (2019)	7.150	5.375	

Share of persons on the NES register who are employed after participation in ALMP measures implemented under local employment planning documents (on 180 <sup>th</sup> day from measure completion/expiry of contractual obligation) (%)	58 (2018)	60	43,7	The presented effect refers to unemployed persons included in the measures in 2020, while the effects for persons included in 2021 will be known on the 180 <sup>th</sup> day after exiting the measure/completion of the contractual obligation. Due to the change in the methodology for monitoring the effects of the ALMP measures (until the definition of the new methodology by the AP, persons who have employment were monitored for a period of 180 days after exiting the measure), the data are not comparable. The NES revised the data in accordance with the new methodology, so the baseline value in 2018 is 46.8%, and in 2019 it is 49.2%.
Institutional framework for the implementation of innovative solutions in local employment policies established (0 - No, 1- Yes)	0 (2020)	0	0	
Decree Establishing the Single List of Regions and LGs by Development Levels adopted (0 - No, 1- Yes)	0 (2020)	1	0	

Activity title	Deadline -> New deadline	Responsible institution	Status	Realization of funds (%)	Explanation of the progress	Reasons for deviation and measures taken	Future steps for implementation
1.5.1: Organisation of regional meetings with LGs	2023	MoLEVSA	Not started		.	Due to the unfavourable epidemiological situation, regional meetings with LGs were not organized in 2021.	Regional meetings with LGs are planned for the end of 2022 and 2023 respectively.
1.5.2: Training in the development of local employment planning documents	2023	MoLEVSA	In progress	-	The "DECIDE" project provided expert support in the preparation of local planning documents in the field of employment for the following LGs: Subotica, Obrenovac, Kragujevac, Niš, Zaječar and Vlasotince, with the involvement of representatives of secondary vocational schools in the work of Local Employment Council. The "Education to Employment - E2E" program provided support for the LG Vlasotince and the City Municipality of Niš - Palilula, in the preparation of the ex-post analysis of the LEAP for 2020, based on which these LGs can revise the already adopted planning documents for 2021.		In cooperation with the Standing Conference of Towns and Municipalities (SCTM) and Public Policy Secretariat, LGs will be selected for inclusion in trainings for the preparation of local planning documents in the field of employment.

1.5.3: Implementation of local employment planning documents	2023	NES LGs	In progress	77%	<p>The Decision on participation in the financing of measures of active employment policy planned in local planning documents in the field of employment (June 18, 2021, and July 1, 2021) for 94 LGs was adopted. NES signed 94 cooperation agreements with LGs, based on which co-financing of ALMP measures is implemented, of which 92 agreements were implemented. Two (2) LGs terminated their agreements, so the implementation of 92 agreements continued. According to the agreements, 338,163,623.79 dinars were allocated from the LGs budget, and 379,250,876.91 dinars from the RS budget. The NES also concluded 53 agreements on technical cooperation with LGs/TAs, which finance ALMP measures entirely from their own funds, and allocated 455,082,091.42 dinars for these purposes.</p> <p>Also, the NES concluded two (2) agreements on technical cooperation with AP Vojvodina, which allocated funds in the amount of RSD 50,000,000.00 from its budget.</p> <p>The GIZ project "Inclusion of Roma and other marginalized groups in Serbia" is, through a public call for LGs conducted in partnership with SCTM (Inclusion Initiative 2), supported the implementation of measures from local planning documents in the field of employment and local action plans for the inclusion of Roma - employment area, in the following LGs: Apatin, Bač, Požarevac, Novi Pazar and Tutin, Valjevo, Kraljevo, Raška, Sombor and Vršac.</p>		This activity is carried out continuously, on an annual basis.
1.5.4: Piloting of innovative solutions for local employment policy development	2023	MoLEVSA	In progress	-	With the support of the GIZ "Migration for Development" Program, activities were started to provide expert assistance and financial resources for the implementation of piloting innovative solutions in the field of local employment policy for at least 10		In 2022, activities on the preparation of a public call for LGs, guidelines for applicants and other documentation continued. In the second half of 2022,

					LGs. The GIZ project "Inclusion of Roma and other marginalized groups in Serbia", through the Inclusion Initiative 2, supported innovative solutions in 3 LGs: Vršac, Novi Pazar and Tutin.	it is planned to announce public calls.
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## Objective 2: Improved labour market position of the unemployed

### Main institution: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS

Indicator title	Baseline value and year	Target for 2021	Realized value in 2021	Note
Long-term unemployment rate (15+) (%)	6,1 (2019)	4,4	5,5	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP.
Gender pay gap by age groups (15+) (%)	10,6 (2019)	9,9	11,8	
Gender pay gap by age groups, (15-29) (%)	5,4 (2019)	5,9	7,2	
NEET rate (15-29) (%)	18,9 (2019)	17,7	18,8	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP.
The long-term unemployed placed from the NES register, as a proportion of the total long-term unemployed registered with the NES (%)	23,1 (2019)	25	19,79	
Employment effect of financial measures (on 180th day from measure completion/expiry of contractual obligation) (%)	60 (average 2016/2017/2018)	66	47,5	The presented effect refers to unemployed persons included in the measures in 2020, while the effects for persons included in 2021 will be known on the 180 <sup>th</sup> day after exiting the measure/completion of the contractual obligation. Due to the change in the methodology for monitoring the effects of the ALMP measures (until the definition of the new methodology by the AP, persons who have employment were monitored for a period of 180 days after exiting the measure), the data are not comparable. The NES revised the data in accordance with the new methodology, so in 2019 the value is 50.7%.

## Measure 2.1: Implementation of active labour market policy measures

### Main institution: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS

Indicator title	Baseline value and year	Target for 2021	Realized value in 2021	Note
Registered vacancies (Number)	119.500 (2019)	125.000	107.667	

Filled vacancies (%)	49 (2019)	55	57,93	If the satisfaction of the stated needs of employers on the 180th day after receiving the notification of the need for employment is observed, the percentage of satisfied needs is 67,42.
Share of persons placed from the NES register in the total number of unemployed persons on the NES register (%)	46 (2019)	49	43	Methodology: Total number of employed persons from NES records / Average number of unemployed on a monthly basis (for the reference year).
Share of persons who have registered with the NES as a result of information on the services and ALMP measures received through employment caravans, in the total number of persons who received this information (%)	0 (2019)	15	1,63	
Employment effect of job creation and self-employment subsidies (on 180th day from the expiry of contractual obligation) (%)	90 (average 2016/2017/2018)	87	64,6	The presented effect refers to unemployed persons included in the measures in 2020, while the effects for persons included in 2021 will be known on the 180th day after exiting the measure/completion of the contractual obligation. Due to the change in the methodology for monitoring the effects of the ALMP measures (until the definition of the new methodology by the AP, persons who have employment were monitored for a period of 180 days after exiting the measure), the data are not comparable. The NES revised the data in accordance with the new methodology, so in 2019 the value is 71.7%.
Employment effect of further education and training (on 180th day from measure completion/expiry of contractual obligation) (%)	52 (average 2016/2017/2018)	60	49	The presented effect refers to unemployed persons included in the measures in 2020, while the effects for persons included in 2021 will be known on the 180th day after exiting the measure/completion of the contractual obligation. Due to the change in the methodology for monitoring the effects of the ALMP measures (until the definition of the new methodology by the AP, persons who have employment were monitored for a period of 180 days after exiting the measure), the data are not comparable. The NES revised the data in accordance with the new methodology, so in 2019 the value is 42,9%.

Activity title	Deadline -> New deadline	Responsible institution	Status	Realization of funds (%)	Explanation of the progress	Reasons for deviation and measures taken	Future steps for implementation
2.1.1: Provision of job matching and employment support services	2023	NES	In progress	-	In 2021, according to reported employment needs, the demand for 78,166 new staff was registered in the NES branches, while the need for an additional 29,501 new staff was registered on the NES website, which amounts to a total of 107,667 new staff in demand. Based on the		This activity is carried out continuously.

				<p>criteria set by the employers, a preliminary selection was made, and 159,777 candidates were sent to the employers. According to the expressed needs, 45,283 people were employed and the satisfaction of the expressed needs of employers, submitted in the reporting period, is 57.93%. For 5,320 new staff, the employers requested the service of interregional mediation. According to the expressed needs for interregional mediation, 306 persons were employed from the records of the NES. As part of its activities, SAE cooperated with the NES, promoted the ALMP measures and participated in informing members about the possibilities of using employment mediation services implemented by the NES. The GIZ "Migration for Development" program implements support in employment in the sectors of transport/transportation industry, social protection services, seasonal employment in agriculture and in the waste management sector. Beneficiaries are returnees, Roma, and other unemployed persons, including hard-to-employ categories. In 2021, 730 beneficiaries were covered with around 1,200 different measures. The GIZ project "Inclusion of Roma and other marginalized groups in Serbia" included 772 (416 women) beneficiaries with 2,304 different measures: Functional adult primary education, education and training, subsidies for employment and self-employment, followed by psycho-social support (motivation and activation).</p>		
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2.1.2: Provision of career guidance and counselling services	2023	NES	In progress	-	<p>In informing about career development opportunities 5,700 people (3,933 women) were included, in counseling about career development opportunities 8,479 people (5,568 women) were included, in selection through psychological assessment 10,677 people (8,797 women) were included, and 4 people were given a psychological support workshop for career planning.</p> <p>Within the GIZ "Migration for Development" Program, as part of the DIMAK centers - the center for migration, education, and career, CGC services are provided for hard-to-employ groups of users. In 2021, 630 services/measures were provided.</p>	With the support of the "DECIDE" project, the CGC service will be developed in six (6) vocational schools within the PROAE.
2.1.3: Implementation of active job search measures	2023	NES	In progress	10%	<p>10,105 people (6,063 women) took part in job fairs, 4,012 people (2,530 women) in job search clubs, while 35,962 people (20,085 women) attended training for active job search.</p> <p>The GIZ project "Inclusion of Roma and other marginalized groups in Serbia" provided 202 support services for active job search.</p>	This activity is carried out continuously.
2.1.4: Provision of further education and training	2023	NES	In progress	78%	<p>14,492 persons were included in the measures of further education and training, namely:</p> <ul style="list-style-type: none"> <li>- Internship for youth with higher education - 590 persons (421 women),</li> <li>- Internship for the unemployed with secondary education - 279 persons (179 women),</li> <li>- Acquiring practical knowledge - 622 persons (333 women),</li> <li>- Training at employer's request - 708 persons (403 women),</li> <li>- Professional practice - 2.150 persons (1.743 women) ,</li> <li>- Labour market training - 63 persons (34 women),</li> <li>- FAPE - 1.062 persons (685 women) and</li> <li>- Youth employment promotion program „My first salary“- 8.976 persons (5.453 women) - <i>Note: the</i></li> </ul>	This activity is carried out continuously by announcing NES public calls, on an annual basis.

					<p><i>data refers to the calendar year, not the cycle.</i></p> <p>Within the GIZ "Migration for Development" Program, support was provided for the implementation of online training for accountants (300 participants included). Within the DIMAK center, non-formal education, and training programs for adults in the fields of IT, administration, various trades and care and beauty were realized (110 participants included).</p> <p>The GIZ project "Inclusion of Roma and other marginalized groups in Serbia" supported 740 beneficiaries in organizing training for occupations in demand on the labor market (locksmiths, welders, drivers, geronto-homemakers, caregivers in homes for the elderly, etc.).</p>	
2.1.5: Provision of job creation and self-employment subsidies	2023	NES	In progress	92%	<p>3,416 persons (1,734 women), of whom 343 are PWDs (178 women), were included in the measure of subsidies for hiring unemployed persons from the hard-to-employ category, while 3,883 persons (2,128 women), of whom 117 are PWDs, are included in the measure of subsidies for self-employment (49 women).</p> <p>Within the measure of wage subsidies for PWDs without work experience 509 PWDs were included (271 women).</p> <p>Within the measure of subsidies for hiring unemployed persons from the hard-to-employ category, financed from the IPA 2013 program cycle, 8 persons (7 women) were included.</p> <p>The GIZ project "Inclusion of Roma and other marginalized groups in Serbia" supported 51 companies by purchasing equipment for creating jobs and subsidizing part of the wages for 38 SMEEs, as well as subsidizing workplace training at 13 employers. As part of the DIMAK center's activities in the field of business consulting and mentoring for micro and small businesses, 46 business entities were included, and 142 services were provided.</p>	This activity is carried out continuously by announcing NES public calls, on an annual basis.

2.1.6: Organisation of public works	2023	NES	In progress	77%	The public works measure included 3,169 persons (1,414 women), of which 800 are PWDs (385 women). Through the "Together for Community" Program, within the GIZ project "Inclusion of Roma and other marginalized groups in Serbia", 240 people were involved.	This activity is carried out continuously by announcing NES public calls, on an annual basis.
2.1.7: Implementation of the measures for PWD employed under special conditions	2023	NES	In progress	51%	In the measure of reimbursement of reasonable workplace adaptation costs, 21 PWDs were included (7 women), while the reimbursement of salary costs to a person engaged in providing professional support at the workplace (work assistance) was financed for 32 PWDs (10 women).	This activity is carried out continuously by announcing NES public calls, on an annual basis.

**Measure 2.2: Improvement of implementation and design of new active labour market policy measures**

**Main institution: NATIONAL EMPLOYMENT SERVICE**

Indicator title	Baseline value and year	Target for 2021	Realized value in 2021	Note
Existing ALMP measures modified and/or new ALMP measures designed (Number)	0 (2020)	1	1	
Persons participating in modified existing ALMP measures and/or newly created ALMP measures (pilot) (Number)	0 (2020)	50	63	The number of 63 refers to persons involved in labor market training based on vouchers.
Employers using ALMP services/measures (Number)	21.803 (2019)	25.000	37.063	

Activity title	Deadline -> New deadline	Responsible institution	Status	Realization of funds (%)	Explanation of the progress	Reasons for deviation and measures taken	Future steps for implementation
2.2.1: Improvement of the jobseeker employability assessment instrument	2023	NES	In progress	-	Within the improvement of the instrument for assessing the employability of jobseekers, preparations were made to upgrade the existing profiling system with a statistical model.		

2.2.2: Enhancement of the cooperation with employers	2023	NES	In progress	-	To increase the number of applications for employment needs and to satisfy the expressed needs of employers, the NES has been carrying out continuous activities to intensify cooperation both with employers with whom it has established cooperation and with new employers, through the implementation of information sessions with representatives of regional CCs, employers' associations, LGs and other interested parties. Activities to inform employers through the LinkedIn social network have been started.		This activity is carried out continuously.
2.2.3: Redesigning active job search measures to cater to the needs of individuals and labour market requirements	2023	NES	In progress	-	The active job search training has been redesigned in terms of content and methods of attending the training. All the necessary conditions for the implementation and attendance of the active job search training through the online platform have been provided.		
2.2.4: Digitalisation of ALMP services/measures	2023	NES	In progress	-	Digitalisation of NES trainings ("Path to a Successful Entrepreneur" and active job search training) was carried out, which enabled interested participants to access them in an online format. Trainings are also available in the Romani language. With the aim of more effective and faster communication, as well as improving further cooperation with employers and social partners, the official page of the NES was opened on the social and business network LinkedIn. On the electronic portal of E-Government, the service of electronic submission of Application of the need for employment and Request for selection is enabled. In cooperation with the GIZ "Migration for Development" Program, the first virtual employment fair was held, in which more than 70 companies and more than 5,000 job seekers from the NES register took part.		

2.2.5: Analysis of prerequisites for the introduction of training vouchers	2023	MoLEVSA	In progress	-	Within the World Bank Project "Competitiveness and Employment", the Government of the RS adopted on April 28, 2021, the Regulation on the implementation of pilot training for the labor market based on vouchers ("Official Gazette of the RS", No. 44/21), to test a new way of organizing and implementing training for the labor market using training vouchers and improving the availability of training to unemployed persons and improving the effects of training on employment. Based on the Regulation, 63 unemployed persons from the category of persons without completed secondary education were included in the training.		An analysis of the preconditions for the introduction of training vouchers through the IPA 2020 program cycle is planned.
2.2.6: Modification of existing and design of new ALMP measures (work practice, training at employer's request, the set of entrepreneurship support services, training in digital skills, the package of measures for hard-to-employ persons and so on) in response to labour market needs and the impact evaluation of ALMP measures.	2023	MoLEVSA	In progress	-	With the support of the "Education to Employment - E2E" Program, the NES redesigned the entrepreneurship development training "Path to a Successful Entrepreneur", in a way that the training was extended from two to three days and that 70% of the training content is now focused on the development of a business plan that should be the basic element for realizing the right to the subsidy. New topics are included in the training, such as e.g., digital marketing in entrepreneurship. The redesigned training was piloted in September at the Belgrade Branch Office, and trainings were also held for internal trainers of the NES, both for 70 existing trainers and for 40 new trainers (employees who had never held these trainings before). In cooperation with GIZ, the redesigned training was digitalised so that it could be conducted online. Within the redesign of the self-employment subsidy measure, a conceptual solution was developed for a new model for evaluating applications for subsidies for self-employment, which provides for evaluating the quality of the business plan.		The set of entrepreneurship support services: in 2022, with the support of the "Education to Employment - E2E" Program, the conceptual solution for a new model for evaluating applications for subsidies for self-employment and evaluating the quality of the business plan will be operationalized.  Training at the employer's request: within "Education to Employment - E2E" Program a comparative analysis of training at the employer's request and E2E training based on work (WBL) is in progress and will provide recommendations for improving the

					Within the "Education to Employment - E2E" Program, a comparative analysis of training at the employer's request and the E2E training based on work (WBL-Work Based Learning) was started. In cooperation with GIZ, consultative meetings were held with the aim of creating a package of measures for Roma within the GIZ project "Inclusion of Roma and other marginalized groups in Serbia".		training implemented by the NES.  Activities on the preparation of the package of measures for Roma continued.
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**Measure 2.3: Improvement of monitoring labour market situation and trends and the system for monitoring/evaluation of active labour market policy measures' outcomes and impact**

**Main institution: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS**

Indicator title	Baseline value and year	Target for 2021	Realized value in 2021	Note
Integrated vacancy database established (0 - No, 1- Yes)	0 (2020)	0	0	
Employer survey methodology and procedure enhanced (0 - No, 1- Yes)	1 (2019)	0	0	The way of conducting the survey has been changed (online).
Functional platform for a single labour market information system established (0 - No, 1- Yes)	0 (2020)	0	0	
Evaluation of net effects of ALMP measures conducted (Number)	0 (2020)	0	0	

Activity title	Deadline -> New deadline	Responsible institution	Status	Realization of funds (%)	Explanation of the progress	Reasons for deviation and measures taken	Future steps for implementation
2.3.1: Consolidation of information on labour market demand from various sources	2023	NES	Not started	-	.	.	.
2.3.2: Consideration of the tendencies and employers' future needs	2023	NES	In progress	-	In 2021, NES, in cooperation with CCIS, conducted an online survey of employers. The questionnaire used in the survey was the same as in previous years. After the end of the survey, a total of 3,982 responses were collected, but after data validation, removal of incomplete surveys, such as duplicate entries, only 2,073 valid entries remained, and 1,868 companies entered the sample. Analysing the data, it was concluded that there is no representativeness of the sample by districts and		This activity is carried out on an annual basis.

					sectors of activity, but it exists at the level of the region and at the level of the Republic of Serbia.  Based on these data, the following results were obtained: - gross job creation rate is 12.76%, - gross jobs termination rate is 10.77%, - gross job reallocation rate is 23.53%, - net job creation rate is +1.99%.		
2.3.3: Development of the system for coordinating different sources of information and of the framework for establishing a single labour market information system	2023	MoLEVSA RSO	In progress	-	In 2021, RSO made a project proposal. It was applied for a project within the IPA 2022.	.	If accepted, the project can start in mid-2023 at the earliest.
2.3.4: Development and improvement of the system for monitoring ALMP measures and services (improved reporting forms through the NES Performance Agreement)	2021	MoLEVSA	Completed	-	The reporting form has been improved starting with the NES Performance Agreement for 2021.	.	.
2.3.5: Monitoring of ALMP measures' effects (net and gross)	2023	MoLEVSA	In progress	-	In 2021, the gross effects of the financial measures of ALMP on employment were monitored, which are observed on the 180th day after the exit from the measure/end of the contractual obligation.	.	This activity is carried out continuously, on an annual basis.

**Measure 2.4: Improving the position of women on the labor market**

**Main institution: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS**

Indicator title	Baseline value and year	Target for 2021	Realized value in 2021	Note
Share of unemployed women participating in ALMP measures in the total number of unemployed persons participating in the measures (%)	55,5 (2019)	56	56,35	

Effect of financial measures on the employment of women (on 180 <sup>th</sup> day from measure completion/expiry of contractual obligation) (%)	60 (average 2016/2017/2018)	66	48,1	The presented effect refers to unemployed persons included in the measures in 2020, while the effects for persons included in 2021 will be known on the 180 <sup>th</sup> day after exiting the measure/completion of the contractual obligation. Due to the change in the methodology for monitoring the effects of the ALMP measures (until the definition of the new methodology by the AP, persons who have employment were monitored for a period of 180 days after exiting the measure), the data are not comparable. The NES revised the data in accordance with the new methodology, so in 2019 the value is 51,2%.
Share of women placed from the NES register in the total number of women on the NES register (%)	45 (2019)	47	38,88	
Share of women who have started their own businesses after receiving self-employment subsidies in the total number of persons who received the subsidies (%)	49,8 (2019)	51	54,8	

Activity title	Deadline -> New deadline	Responsible institution	Status	Realization of funds (%)	Explanation of the progress	Reasons for deviation and measures taken	Future steps for implementation
2.4.1: Referral of unemployed women from particularly vulnerable groups to ALMP measures	2023	NES	In progress	88%	The number of unemployed women from particularly vulnerable groups (single parents, victims of domestic violence, victims of human trafficking, spouses from a family where both spouses are unemployed, refugees and displaced persons, returnees under the Readmission Agreement, youth in residential care, foster and guardian families, parents of children with developmental disabilities, former perpetrators of criminal acts), included in ALMP measures, according to the type of measures: - Job fair: 378 women, - Job search club: 109 women, - Informational and advisory services: 405 women, - Active job search training: 1.211 women, - Training for the entrepreneurship development: 319 women, - Self- efficacy training: 147 women, - Workshop for overcoming stress due to job loss: 27 women, - Internship for youth with higher		This activity is carried out continuously, on an annual basis.

				<p>education: 11 women, - Internship for the unemployed with secondary education: 3 women, - Acquiring practical knowledge: 22 women, - Training at employer's request - for unemployed: 17 women, - Professional practice: 26 women, - Labour market training: 4 women, - FAPE: 106 women, - Programme „My first salary”: 93 women, - Subsidies for hiring unemployed persons from the hard-to-employ category: 73 women, - Self - employment subsidies: 165 women, - Public works: 110 women, - Wage subsidies for persons with disabilities without work experience: 14 women, - Reimbursement of salary costs to a person engaged in providing professional support at the workplace (work assistance): 1 woman.</p> <p>Within its activities, SAE promoted the inclusion of women from particularly vulnerable groups as one of the important measures for employers within the employment policy system, which is implemented with the support of the NES. In parallel with that, within the local offices in Zrenjanin and Novi Sad, women's sections were formed, which prioritize mutual support and acquaintance for better understanding and later positioning. Research was also carried out that deals with the consequences of the crisis caused by the pandemic on the business of women entrepreneurs, as well as the position of women on the labor market.</p> <p>628 women were included in the trainings implemented within the GIZ "Migration for Development" Program. The activities implemented within the GIZ project "Inclusion of Roma and other marginalized</p>		
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					groups in Serbia" included 416 women from sensitive categories who were provided with 1,274 services.		
2.4.2: Analysis of the preconditions for reconciling work and family life	2023	MoLEVSA	In progress	-	The support of UN WOMEN for the preparation of the analysis was agreed upon.		Consultations regarding the methodology and content of the analysis continued.
2.4.3: Implementation of special measures aimed at the activation and employment promotion of inactive women in underdeveloped and devastated areas (information campaigns, employment caravans and others)	2023	NES	In progress	-	Through the Employment caravans, 235 women were informed about the services and measures of the NES, of which 21 women applied to the register of jobseekers. The GIZ "Migration for Development" program organized seven (7) information sessions (1,760 participants, 45% of whom are women) about employment programs and the DIMAK Center, including activation and employment promotion services.		This activity is carried out continuously.

#### Measure 2.5: Improvement of the labour market position of youth

##### Main institution: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS

Indicator title	Baseline value and year	Target for 2021	Realized value in 2021	Note
Share of unemployed youth participating in ALMP measures in the total number of youth on the NES register (%)	41 (2019)	42	39,46	
Model for reaching, registering, and activating youth in the NEET group who are left out of the system developed (0 - No, 1- Yes)	0 (2019)	0	0	
Elements of the Youth Guarantee piloted (0 - No, 1- Yes)	0 (2019)	0	0	
Youth participating in employment promotion projects implemented within the youth policy (Number)	4.340 (2016)	7.000	13.102	

Activity title	Deadline -> New deadline	Responsible institution	Status	Realization of funds (%)	Explanation of the progress	Reasons for deviation and measures taken	Future steps for implementation
2.5.1: Referral of unemployed youth to ALMP measures	2023	NES	In progress	88%	Number of youth, included in ALMP measures, by type of measure: - Job fair: 3.225 persons (1.854 women), -Job search club: 2.070 persons		This activity is carried out continuously, on an annual basis.

					<p>(1.205 women),</p> <ul style="list-style-type: none"> <li>- Informational and advisory services: 4.689 persons (2.103 women),</li> <li>- Active job search training: 13.293 persons (7.072 women),</li> <li>- Training for the entrepreneurship development: 3.796 persons (1.626 women),</li> <li>- Self-efficacy training: 538 persons (384 women),</li> <li>- Workshop for overcoming stress due to job loss: 119 persons (81 women),</li> <li>- Internship for youth with higher education: 576 persons (411 women),</li> <li>- Internship for the unemployed with secondary education: 270 persons (174 women),</li> <li>- Acquiring practical knowledge: 157 persons (63 women),</li> <li>- Training at employer's request: 270 persons (104 women),</li> <li>- Professional practice: 1.708 persons (1.156 women),</li> <li>- Labour market training: 17 persons (8 women),</li> <li>- FAPE: 305 persons (189 women),</li> <li>- Programme „My first salary”: 8.976 persons (5.453 women),</li> <li>- Subsidies for hiring unemployed persons from the hard-to-employ category: 753 persons (333 women),</li> <li>- Self - employment subsidies: 1.042 persons (482 women),</li> <li>- Public works: 565 persons (240 women),</li> <li>- Wage subsidies for persons with disabilities without work experience: 73 persons (30 women),</li> <li>- Reimbursement of reasonable workplace adaptation costs: 4 persons,</li> <li>- Reimbursement of salary costs to a person engaged in providing professional support at the workplace (work assistance): 8 persons (1 woman).</li> </ul> <p>In the measure subsidies for hiring unemployed persons from the hard-to-employ category (IPA 2013): 3 persons (3 women).</p>	
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					Based on previous research and received recommendations from employers, SAE has given priority to young people in all ALMP measures in 2021. In this sense, in addition to promoting and informing employers on measures to encourage youth employment, SAE also participated in the work of working groups that dealt with the better position of young people on the labor market. The share of young people included in services/measures to support employment, career development and training, within the GIZ "Migration for Development" Program, amounts to 40-45%.		
2.5.2: Development of the model for reaching, registering and activating youth in the NEET group who are left out of the system	2022	MoLEVSA	Not started		The activities were not started in 2021, but measures taken in 2022 and planned future steps are presented.	By intensifying the dialogue with the European Commission (EC) on the topic of establishing the Youth Guarantee (YG) in the economies of the Western Balkans, and in accordance with the Economic and Investment Plan for the Western Balkans, the dynamics of the activities on the establishment of the YG have been slightly changed. YG introduction/implementation is planned in four phases: (i) development of the YG Implementation Plan, (ii) implementation of preparatory actions, (iii) piloting, and (iv) progressive general introduction. The need to develop a model for reaching NEET youth is recognized within the Draft YG implementation plan.	After the adoption of the YG Implementation Plan, the phase of implementation of preparatory actions for the establishment of the YG will begin within work will also be done on developing a model for reaching NEET youth, in cooperation with CSOs.
2.5.3: Development of the policy coordination system within the Youth Guarantee	2022	MoLEVSA	In progress	-	At the Second ministerial meeting, the Declaration of the Western Balkans on ensuring the sustainable integration of young people into the labor market was confirmed. By confirming the Declaration, the Republic of Serbia has accepted to		The established system for coordination, which includes all relevant actors in the process of establishing the YG,

				<p>work on the gradual introduction of the YG, identify the necessary human resources and financial resources, and develop the YG implementation plan until June 2022. MoLEVSA conducts activities on the preparation and development of the YG Implementation Plan with the Technical Assistance of the ILO. An interdepartmental group and an expert group were formed for the purposes of establishing and managing YG in accordance with the Guidelines for the preparation of the YG Implementation Plan, prepared by the European Commission in cooperation with the ILO and ETF.</p> <p>At the session held on January 13, 2022, the Government of the RS adopted the Decision on the establishment of the Coordination Body for the development and monitoring of the implementation of the YG Implementation Plan. The Coordination Body has the task of providing guidelines and supervising the development and implementation of the YG Implementation Plan, directing the work of state authorities in implementing the necessary reforms and initiatives that are recognized as a precondition for the successful implementation of the YG and improving the position of young people on the labor market, considering the results of the implemented activities and makes recommendations for their improvement. With the mentioned decision, the Expert Group of the Coordination Body was formed with the task of carrying out preparatory activities for the development of the YG Implementation Plan, assessing the situation of NEET youth, mapping existing policies, sources of funding and the ability of domestic institutions and relevant partners to implement YG, preparing the Draft YG Implementation Plan and the to</p>		<p>requires continuous development, improvement, and superstructure in the coming period. It is necessary to work on strengthening the capacities of the members of the Coordination Body and strengthening the cooperation of various departments to successfully implement the next stages in the process of establishing and implementing the YG.</p>
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					<p>submit it to the Coordination Body to obtain additional guidelines.</p> <p>In February 2022, the introductory workshop "Establishment of the Youth Guarantee in Serbia" was held, when the members of the Coordination Body and the members of the Expert Group of the Coordination Body were presented with the key features and steps, roles, responsibilities, and time frame of the YG program, as well as the key features of NEET youth in Serbia based on the analysis prepared by the ILO.</p> <p>In March 2022, another meeting of the Expert Group and several special meetings with relevant actors were organized to gather the necessary information and discuss current events in various departments, relevant to the YG. To collect all the necessary information, customized questionnaires were prepared and sent to all relevant authorities and organizations, as well as a Questionnaire on projects/services provided by CSOs.</p> <p>At the Workshop held on June 13 and 14, 2022, the guidelines given within the framework of NEET mapping, an overview of the normative framework and an overview of policies with recommendations were presented, based on which the members of the Expert Group discussed which reforms and activities should be included in the first YG Implementation Plan.</p>		
2.5.4: Development of the management mechanism to guide the activities at the national and local level within the Youth Guarantee	2022	MoLEVSA	Not started		<p>The activities were not started in 2021, but measures taken in 2022 and planned future steps are presented.</p>	<p>In accordance with the Guidelines for the preparation of the YG Implementation Plan, drawn up by the European Commission in cooperation with the ILO and ETF, in addition to the formation of an interdepartmental and expert group, it is necessary to establish a YG Coordinator, as an</p>	<p>In order to effectively manage the complex framework of youth employment - YG, it is necessary to form a special unit that should manage extensive tasks of coordination, guidance, monitoring,</p>

						<p>internal unit in the ministry responsible for employment affairs, and a separate person in front of the unit in charge of communication with the EC, ILO, ETF, as the primary entry point for all information concerning YG. MoLEVSA, i.e., the coordinator of the YG is primarily responsible for the operational management of the YG at the national and local level and reporting to the Government of the RS and the European Commission on the progress achieved in the implementation of reforms and interventions, management of data collection, monitoring and evaluation system, organization of meetings, etc. In line with the Government's Decision on the establishment of the Coordination Body, the function of YG coordinator is held by the internal organizational unit in the Labor and Employment Sector of the MoLEVSA. As the conditions for amending the Act on systematization have not been met, as a temporary solution, by the act of the Minister of Labour, Employment, Veteran and Social Affairs, the Coordinator of the YG has been appointed as a special WG within the MoLEVSA.</p>	<p>evaluation and reporting within the YG.</p>
<p>2.5.5: Establishing the framework and piloting the elements of the Youth Guarantee</p>	<p>2023</p>	<p>MoLEVSA NES</p>	<p>Not started</p>		<p>The activities were not started in 2021, but measures taken in 2022 and planned future steps are presented.</p>	<p>In accordance with the planned phases for the establishment and implementation of YG in the RS, it is necessary, after the adoption of the YG Implementation Plan, to work on the realization of</p>	<p>Based on the criteria recognized in the YG Implementation Plan, in cooperation with relevant actors, the selection of NES branches where</p>

						<p>recognized and necessary preparatory actions, so that piloting could be started in the territory of 2, at most 3 branches of the NES. Within the Draft YG implementation plan, the criteria for the selection of NES branches in the territory where piloting will be carried out are determined.</p>	<p>piloting will be conducted, will be carried out. Through the IPA 2020 program cycle, it is planned to provide technical assistance (TA) to the MoLEVSA and the NES, as well as the allocation of a direct grant (DG) to the NES.</p> <p>One of the planned results, within the framework of technical assistance, refers to the establishment of a framework for piloting YG and implies the creation of a YG implementation plan and the implementation of preparatory activities, after which direct grant funds will be used to start piloting YG in selected NES branches.</p>
2.5.6: Support to the implementation of youth employment promotion projects within the youth policy	2023	MoYS	In progress	100%	<p>Program activities and financing or co-financing of projects aimed at encouraging and stimulating various forms of employment, self-employment and youth entrepreneurship were implemented; developing services and mechanisms that promote the employability and employment of young people through intersectoral cooperation and empowering young people to acquire skills for active, responsible, and efficient career management. In 2021, 13,102 young people were involved through supported projects.</p>		<p>This activity is carried out on an annual basis.</p>

Measure 2.6: Improvement of labour market position of persons with disabilities							
Main institution: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS							
Indicator title		Baseline value and year		Target for 2021	Realized value in 2021	Note	
Share of unemployed PWDs participating in ALMP measures in the total number of PWDs on the NES register (%)		44,6 (2019)		45	36,36		
Effect of financial measures on the employment of PWDs under special conditions (on 180 <sup>th</sup> day from measure completion/expiry of contractual obligation) (%)		93 (average 2016/2017/2018)		93	65,3	The presented effect refers to unemployed persons included in the measures in 2020, while the effects for persons included in 2021 will be known on the 180 <sup>th</sup> day after exiting the measure/completion of the contractual obligation. Due to the change in the methodology for monitoring the effects of the APZ measures (until the definition of the new methodology by the AP, persons who have employment were monitored for a period of 180 days after exiting the measure), the data are not comparable. The NES revised the data in accordance with the new methodology, so in 2019 the value is 68.1%.	
Share of PWDs placed from the NES register in the total number of PWDs on the NES register (%)		32 (2019)		29,5	43,84		
Data on employed PWDs available (0 - No, 1- Yes)		0 (2020)		0	1		
Activity title	Deadline -> New deadline	Responsible institution	Status	Realization of funds (%)	Explanation of the progress	Reasons for deviation and measures taken	Future steps for implementation
2.6.1: Referral of unemployed PWDs to ALMP measures	2023	NES	In progress	88%	4,592 PWDs are included in ALMP measures. Observed by type of measure: - Active job search training - 1.615 persons (713 women), - Self-efficacy training - 96 persons (57 women), - Workshop for overcoming stress due to job loss - 27 persons (18 women), - Job search club - 252 persons (130 women), - Job fair -474 persons (205 women), - Training for the entrepreneurship development - 279 persons (106 women), - Professional practice - 9 persons (5 women), - Internship for youth with higher education - 6 persons (4 women),		This activity is carried out continuously, on an annual basis.

					<ul style="list-style-type: none"> <li>- Internship for the unemployed with secondary education - 3 persons (1 woman),</li> <li>- Acquiring practical knowledge - 4 persons (3 women),</li> <li>- Training at employer's request for the unemployed - 5 persons (2 women),</li> <li>- Self-employment subsidies - 117 persons (49 women),</li> <li>- Subsidies for hiring unemployed persons from the hard-to-employ category - 343 persons (178 women),</li> <li>- Public works - 800 persons (385 women),</li> <li>- Wage subsidies for persons with disabilities without work experience - 509 persons (271 women),</li> <li>- Reimbursement of reasonable workplace adaptation costs - 21 persons (7 women),</li> <li>- Reimbursement of salary costs to a person engaged in providing professional support at the workplace - work assistance - 32 persons (10 women).</li> </ul>		
2.6.2: Developing the concept of advisory and professional support for employers in defining jobs and tasks, and in adapting working conditions and other aspects, in line with the needs of PWDs.	2023	NES	In progress	-	<p>In the reporting period, activities were initiated on the preparation of manuals/instructions for employers, for the purpose of familiarization and easier understanding of the needs of PWDs, their specificities in relation to the type of disability, as well as other aspects, with the aim of creating jobs and work tasks, with appropriate adjustments.</p> <p>In accordance with previous research that dealt with the position of PWDs in Serbia, SAE produced several different manuals and used it throughout 2021 as a support and guide for employers who employ PWDs. In cooperation with the Forum of Youth with Disabilities (CSO), their activities and support models for the employment of PWDs were supported.</p>		Activities continued on the preparation of manuals/instructions

2.6.3: Ensuring job retention through the development of new activities/measures that envisage monitoring of and support to employers and employees with disabilities for a certain period after starting their job	2023	NES	Not started		.		
2.6.4: Designing flexible motivation and activation training programmes for PWDs	2023	NES	Not started		.		
2.6.5: Analysis of the approval procedure for the implementation of professional rehabilitation measures and activities, with a view to its alignment with the regulations in the area of adult education regulating the PROAE status	2023	MoLEVSA MoESTD	In progress	-	The analysis has not been started, but MoESTD, in the period from July 2020 to May 2021, conducted an evaluation study of the existing system and standards for PROAE accreditation.		In the following period, it is planned to carry out a consultative process between MOESTD and MoLEVSA for the purpose of synchronizing the procedures for issuing approvals for the implementation of trainings.
2.6.6: Analysis of the procedure for assessing work ability and the possibility of contracting and retaining employment, with a view to enhancing this procedure	2021→2022	MoLEVSA	Not started		This activity is indirectly related to activity 3.1.2.- Phase II - improvement of regulations in the field of employment in accordance with the findings of the Ex-post analysis, which is planned for 2022.		
2.6.7: Training of the members of the committee for the assessment of work ability and the possibility of contracting or retaining employment	2023	MoLEVSA	Not started				

2.6.8: Amendment of the Decree on the content, form and method of filing the single application for compulsory social insurance registration, the uniform methodological principles and the common codebook for data entry in the integrated database of the Central Registry of Compulsory Social Insurance	2022	MoF	Completed	-	In December 2021, the Government of the RS adopted the Decree on the content, form and method of filling the single application for compulsory social insurance registration, the uniform methodological principles and a common codebook for data entry in the integrated database of the Central Register of Compulsory Social Insurance ("Official Gazette of the RS", No. 132/21), and within it, in accordance with the request, in field 23 - Special data on the insured, the classification of PWD categories was carried out, in accordance with the Law on Professional Rehabilitation and Employment of Persons with Disabilities.		
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**Measure 2.7: Improvement of labour market position of the unemployed Roma**

**Main institution: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS**

Indicator title	Baseline value and year	Target for 2021	Realized value in 2021	Note
Share of unemployed Roma participating in ALMP measures in the total number of the Roma on the NES register (%)	25 (2019)	25	19,89	
Share of the Roma placed from the NES register in the total number of the Roma on the NES register (%)	21 (2019)	22	20,17	

Activity title	Deadline -> New deadline	Responsible institution	Status	Realization of funds (%)	Explanation of the progress	Reasons for deviation and measures taken	Future steps for implementation
2.7.1: Referral of the unemployed Roma to FAPE measures	2023	NES	In progress	0%	635 Roma are included in the FAPE measure, of which 395 are women.  With the support of the GIZ project "Inclusion of Roma and other marginalized groups in Serbia", 41 Roma (16 women) were included in the FAPE.	.	This activity is carried out continuously, on an annual basis.

2.7.2: Referral of the unemployed Roma to motivation and activation training	2023	NES	In progress	-	<p>Number of Roma involved in motivation and activation training:</p> <ul style="list-style-type: none"> <li>- Job search club: 75 persons (36 women),</li> <li>- Active job search training: 2.291 persons (1.114 women)</li> <li>- Self-efficacy training: 58 persons (33 women),</li> <li>- Workshop for overcoming stress due to job loss: 6 persons (3 women).</li> </ul> <p>The activities of the GIZ Program "Migration for Development" are primarily aimed at the category of unemployed Roma.</p> <p>The GIZ project "Inclusion of Roma and other marginalized groups in Serbia" included 777 Roma (353 women) in activities aimed at increasing employability and encouraging employment.</p>	.	This activity is carried out continuously, on an annual basis.
2.7.3: Reaching and informing the Roma about the NES measures and services	2023	NES	In progress	-	<p>Informing Roma about NES measures and services is carried out during:</p> <ul style="list-style-type: none"> <li>- individual discussions and conclusion of an individual employment plan with persons of Roma nationality;</li> <li>- the participation of NES representatives in meetings, forums, round tables with all interested actors in the labor market;</li> <li>- continuous cooperation of the NES with Roma non-governmental organizations and associations;</li> <li>- through the Employment Caravan.</li> </ul>	.	This activity is carried out continuously.
2.7.4: Referral of the multiply vulnerable Roma to the package of measures	2023	NES	In progress	-	<p>With the support of the GIZ project "Inclusion of Roma and other marginalized groups in Serbia", the development of a package of measures for the inclusion of multiple vulnerable Roma is in progress.</p>	.	Activities on the development of the package of measures continued in 2022.

2.7.5: Promotion of entrepreneurship through additional support and mentoring	2023	NES	In progress	-	<p>Information and advisory services for entrepreneurship development were used by 823 Roma (328 women), 673 Roma (259 women) received training for entrepreneurship development, and a total of 435 subsidies for self-employment were awarded (178 women). Through the mentioned measures, unemployed persons are informed about the possibility of using mentoring services.</p> <p>The GIZ project "Inclusion of Roma and other marginalized groups in Serbia" provided support for starting their own business for 90 Roma (34 women).</p>	.	
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**Objective 3: Improved institutional framework for employment policy**

**Main institution: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS**

Indicator title	Baseline value and year	Target for 2021	Realized value in 2021	Note
Negotiation chapter 19 - Social policy and employment (1 - some progress, 2 - serious progress, 3 - moderate progress)	0 (2020)	1	1	
Allocations for ALMP as a proportion of the GDP (%)	0,08 (2019)	0,1	0,1	

**Measure 3.1: Improvement of legal framework**

**Main institution: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS**

Indicator title	Baseline value and year	Target for 2021	Realized value in 2021	Note
Regulations in the area of labour and employment adopted (Number)	0 (2020)	2	1	

Activity title	Deadline -> New deadline	Responsible institution	Status	Realization of funds (%)	Explanation of the progress	Reasons for deviation and measures taken	Future steps for implementation
3.1.1: Establishment of a legal framework in the area of social entrepreneurship for the purpose of labour and social activation of persons belonging to hard-to-employ categories and vulnerable groups	2023	MoLEVSA	Completed	-	The Law on Social Entrepreneurship was adopted (Official Gazette of the Republic of Serbia, No. 14/22).		

3.1.2: Development of the Law on Employment and Unemployment Insurance, in two phases: Phase I - alignment with the Law on the Planning System; Phase II - improvement of legislation in line with the ex post analysis findings	2023	MoLEVSA	In progress	-	The Law on Amendments to the Law on Employment and Unemployment Insurance (Official Gazette of the RS, No. 49/21) was adopted, harmonizing it with the provisions of the Law on the Planning System.		Within the framework of the Memorandum of Understanding with the SDC, support is provided for the improvement of regulations in accordance with the findings of the ex post and ex ante analysis.
3.1.3: Development of regulations in the area of labour and labour relations with the aim of harmonisation with the acquis communautaire and international labour standards	2023	MoLEVSA	In progress	-	The Draft Law on Work Practice and the Draft Law on Volunteering were prepared and public hearings were held.		
3.1.4: Improvement of the legal framework for professional rehabilitation and employment of persons with disabilities	2023	MoLEVSA	Not started	-			Within the framework of the Memorandum of Understanding with the SDC, support is provided for the improvement of regulations in accordance with the findings of the ex post and ex ante analysis.
3.1.5: Further development of the regulatory framework on seasonal work by extending its application to include other economic activities	2023	MoLEVSA	In progress	-	With the support of the GIZ "Migration for Development" Program, an Analysis of the effects of applying a simplified system for the engagement of seasonal workers in agriculture was prepared.  The Draft law on employment due to the increased volume of work in certain industries was prepared and a public debate was held.		

**Measure 3.2: Strengthening the capacities of employment service providers, improvement of coordinated efforts and dialogue in the field of employment policy**

**Main institution: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS**

Indicator title	Baseline value and year	Target for 2021	Realized value in 2021	Note
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Employees in the MoLEVSA organisational units dealing with employment policy (Number)	11 (2019)	15	-	
Training events attended by employees from organisational units dealing with employment policy (Number)	3 (2020)	5	-	
Average number of jobseekers per employment counsellor/employment counsellor for PWD (Number)	827 (2019)	700	792	
Trained employees in the NES functions of job matching, further education and training, PWD employment and professional rehabilitation programmes (Number)	462 (2020)	600	619	
Mechanism for implementation monitoring, reporting on and evaluation of the Strategy and Action Plan provided (0 - No, 1- Yes)	0 (2020)	1	1	
Meetings, conferences, info-sessions, seminars on employment organised (Number)	2 (2020)	3	3	

Activity title	Deadline -> New deadline	Responsible institution	Status	Realization of funds (%)	Explanation of the progress	Reasons for deviation and measures taken	Future steps for implementation
3.2.1: Formation of the Strategy and Action Plan Monitoring Working Group (hereinafter: Working Group)	Q2 2021	MoLEVSA	Completed	-	The Decision on the formation of the Working Group for monitoring the implementation of the Employment Strategy in the Republic of Serbia for the period from 2021 to 2026 and the Action Plan for the period from 2021 to 2023 for the implementation of the Employment Strategy was adopted.		
3.2.2: Organisation of meetings, conferences, info-sessions, seminars and training events on labour and employment	2023	MoLEVSA	In progress	-	Meetings are organized continuously with authorities, social partners, CSOs, donors and others in the processes of drafting regulations, strategic and other planning documents, etc.		
3.2.3: Participation of MoLEVSA representatives in events organised by other stakeholders	2023	International organizations CSOs Social partners	In progress	-	Active participation was taken in events organized by ILO, GIZ, SDC and other international organizations and donors.		
3.2.4: Involvement in the work of standing bodies at the EU level and bilateral and multilateral project activities	2023	Organizations within the EU RCC	In progress	-	Contributions were prepared and participation was taken in the meetings of the EC, EMCO, ACVT,		

					Danube Strategy and RCC subcommittees.		
3.2.5: Strengthening employee capacities in the MoLEVSA organisational units dealing with employment policy	2023	MoLEVSA	In progress	-	<p>MoLEVSA employees took part in trainings organized by National Academy for Public Administration.</p> <p>Within the GIZ project "Inclusion of Roma and other marginalized groups in Serbia", participation was taken in a five-day virtual study visit to the institutions of the Federal Republic of Germany and CSOs that deal with providing services or implementing measures for the effective integration or reintegration of persons from hard-to-employ categories on the labor market.</p> <p>Within the project activities implemented by UN Women, participation was taken in the training "Gender equality in the process of programming and monitoring the implementation of IPA in Serbia - improvement of intervention logic prepared within the annual programming process of IPA 2022".</p>		This activity is carried out continuously, on an annual basis.
3.2.6: Training delivery for employees in the NES functions of job matching, professional guidance and career planning, further education and training, PWD employment and professional rehabilitation programmes	2023	NES	In progress	-	In 2021, NES employees attended internal or external trainings (e.g., Counseling skills and profiling, Work with difficult clients, CGC standards, Psychosocial aspects and challenges of entrepreneurial work, Work ability assessment, etc.).		This activity is carried out continuously, on an annual basis.
3.2.7: Organisation of training for employment counsellors and employment counsellors for PWD in case management	2023	NES	In progress	-	99 NES employees attended the "Counseling skills and profiling" training, while 44 employees attended the "Working with difficult clients" training.		This activity is carried out continuously, on an annual basis.
3.2.8: Training delivery for employment agencies	2023	MoLEVSA	Not started		.		
3.2.9: Implementation of activities aimed at ensuring the accessibility of NES services intended for PWD	2023	NES	Not started	-	.		

<p>3.2.10: Strengthening CSO capacities for reaching, activating and providing support to hard-to-employ unemployed persons and monitoring and evaluating the impact of interventions carried out</p>	<p>2023</p>	<p>MoLEVSA</p>	<p>In progress</p>	<p>-</p>	<p>In 2021 the GIZ "Migration for Development" program, within the component of cooperation with CSOs, supported seven (7) CSOs in the field of outreach, activation, and support for the employment of returnees, Roma and other hard-to-employ groups (support in starting their own business through training and grants, support in finding employment and inclusion in the labor market, training for the needs of the labor market and paid internships and mentoring). Complementary support includes support in improving housing, psycho-social support, obtaining personal documentation, support for children's integration into the education system, etc.</p> <p>The GIZ project "Inclusion of Roma and other marginalized groups in Serbia" supported 22 CSOs to reach, activate and support people who are hard-to-employ. A virtual platform for exchange with CSOs was organized - three (3) sessions with 40 participants on the topics: Motivation and activation of users for inclusion in the "Together for the Community" Program, Support for self-employment - training, business plan development and mentoring, and Presentation of CSO mapping results for the inclusion of Roma.</p> <p>Within the "Education to Employment - E2E" Program, five (5) CSOs were supported in developing different models for increasing the employability of young people and five (5) CSOs (brokers) who provided 5,083 young people with a wide range of CGC services in their career centers, in schools and online.</p>	<p>.</p>	<p>Activities are planned especially in the domain of reaching NEET youth.</p>
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