

Annual report on the implementation of the Action Plan for 2022:	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 2022	Realized value in 2022	Note
Employment rate by age groups and sex (15+) (%)	49 (2019)	-	50.3	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+) (47%).
Employment rate by age groups and sex (15+) Men (%)	56,6 (2019)	-	57.9	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: Employment rate by age groups and sex (15+) Men (54,6%).
Employment rate by age groups and sex (15+) Women (%)	41,9 (2019)	-	43.2	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+) Women (39,8%) .
Employment rate by age groups and sex (15-29) (%)	36,9 (2019)	-	41.5	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) Men (%)	42,4 (2019)	-	47.5	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)	-	35.1	Due to the change in the LFS methodology in 2021, the data is not comparable with the data for 2019 given in AP.
Employment rate by age groups and sex (15-64) (%)	60,7 (2019)	-	64.5	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 (15-64) (59,1%) .
Employment rate by age groups and sex (15-64) Men (%)	67,1 (2019)	-	71	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)	-	57.9	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: Employment rate by age groups and sex (15-64) Women (52,4%) .
Activity rate by age groups and sex, (15+) (%)	54,6 (2019)	-	55.5	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+) (52,9%).
Activity rate by age groups and sex, (15+) Men (%)	62,7 (2019)	-	63.6	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: Activity rate by age groups and sex, (15+) Men (61,1%).
Activity rate by age groups and sex, (15+) Women (%)	47,1 (2019)	-	47.9	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+) 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	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)	-	42.6	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)	-	71.4	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: Activity rate by age groups and sex (15-64) (66,8%).
Activity rate by age groups and sex, (15-64) Men (%)	74,9 (2019)	-	78.3	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) Men (74%).
Activity rate by age groups and sex, (15-64) Women (%)	61,3 (2019)	-	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. 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)	-	9.4	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+) (11,2%).
Unemployment rate by age groups and sex, (15+) Men (%)	9,8 (2019)	-	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: Unemployment rate by age groups and sex (15+) Men (10,6%).
Unemployment rate by age groups and sex, (15+) Women (%)	11,1 (2019)	-	9.8	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)	-	17.1	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) Men (%)	20,8 (2019)	-	16.6	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)	-	17.8	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)	-	9.7	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: Unemployment rate by age groups and sex (15-64) (11,6%).
Unemployment rate by age groups and sex, (15-64) Men (%)	10,4 (2019)	-	9.4	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) Men (11,1%).
Unemployment rate by age groups and sex, (15-64) Women (%)	11,5 (2019)	-	10.1	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 (15-64) 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 2022	Realized value in 2022	Note
Registered employment (Number)	2.173.135 (2019)	2.306.148	2.310.035	
Informal employment, (15+) (%)	529.200 (2019)	467.300	396.800	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	78.1	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)	21.6	18.7	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)	2.4	3.2	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)	6.9	6.4	The given data is for 2021. Data from SILC for 2022 will be available from 16 th of October 2023.

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 2022	Realized value in 2022	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)	7.2	5.16	
Share of participation of adults (25-64) in formal and non-formal education and training (%)	4,2 (2019)	4.8	5.2	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	67.4	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	137	
Coverage of persons who received CGC services under accredited CGC programmes (Number)	0 (2019)	100	187	
Adopted occupational standards (Number)	0 (2020)	20	0	Proposals of standards for 10 occupations were developed.
Improved regulatory framework for the NQFS system and the area of adult education (0 - no, 1- yes)	0 (2020)	-	2	Rulebook on standards for self-assessment and external assessment of the quality of operations of Publicly Recognised Adult Education Organiser (Official Gazette of RS, No. 27/22) and Rulebook on the type, name and content of forms and the way of keeping records and the name, content and appearance of forms of public documents and

certificates in adult education (Official Gazette of RS, No. 89/15, 102/15 and 102/2022)

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	52%	Promotional activities regarding National model of dual education and National qualifications framework (NQF) were implemented.	In order to establish functional Office for dual education and NQF, available funds were redirect for purchasing electronic equipment for the Office.	Planned deadline for completion of promotional activities is set for end of April 2023.
1.1.2: Accreditation of NFESPs for: provision of CGC services, PLR, non-formal education etc.	2023	MoESTD	In progress	-	<p>Publicly Recognised Adult Education Organiser (PRAEO) status was acquired by 55 institutions for 137 educational programs: 9 VET schools for 14 educational programs and 46 other entities (enterprises, business associations, institutes...) for 123 programs. Guidebook for acquiring PRAEO status was prepared in order to facilitate the implementation of the Rulebook and for further enhancement of the transparency of the accreditation process for future PRAEO needs. PRAEO status for CGC services was acquired by two organizations (European Movement in Serbia and EDEPA) for two programs. European Movement in Serbia – within the program Entrepreneurship employment of youth, organized training for CGC, in which 108 persons participated (pupils of high schools from Jablanica county), while EDEPA organized CGC program for 79 participants (individuals). A Guidebook for the accreditation of CGC activities with instructions for the preparation of the CGC service program and forms for submitting requests and the CGC service Program have been prepared. These documents are available on the website of the Agency for Qualifications (AfQ).</p> <p>AfQ carried out the process of collecting data on the implementation of CGC service standards, in cooperation with the Belgrade Open School, on the basis of which, the Periodic Report on monitoring the implementation of the CGC service standards Implementation plan was prepared, which was published on the website of AfQ: http://azk.gov.rs/Biblioteka/Mediji/KViS/IzvestajKViS%202020.pdf</p> <p>AfQ organized nine workshops with social partners (in Sabac, Belgrade, Zrenjanin,</p>		<p>With the support of the "Education to Employment - E2E" project, the accreditation process of 6 local partner organizations (brokers) for PRAEO status for CGC services under the name Job Info Centres (JIC) began. By mid-February 2023, Edukativni centar from Krusevac has acquired this accreditation. Accreditation of other brokers for CGC services is expected in 2023. As part of the GIZ "DECIDE" project, it is expected that the other schools in the project will also acquire the status of PRAEO for informal training programs for which they have submitted applications for accreditation. A plan for further training of school teams for the development of the</p>

				<p>Kragujevac, Kraljevo, Uzice, Novi Sad, Nis and Leskovac).</p> <p>At the end of 2022 the MoESTD financed the research on implementation of CGC services, that will be in on-going till the end of 2023. The aim of this research is to review the implementation of CGC services in all sectors of education (including adult education), employment, as well as in the youth sector. Based on the research findings, a study will be prepared with recommendations and an action plan for the further development of CGC in Serbia.</p> <p>The Tempus Foundation carried out various activities aimed at supporting and improving CGC activities, such as promoting the Rulebook on CGC service standards to CGC actors through the publication of materials and news on the Euroguidance Center website and network, as well as through events organized by the Euroguidance Center.</p> <p>With the support of the "Education to Employment - E2E" project, appropriate procedures, forms, and a guide for the needs of AfQ were created.</p> <p>In the reporting period, one secondary vocational school (Turisticko ugostiteljska skola from Čajetina) received the PRAEO status for the activity of recognition of prior learning (RPL) for the qualification <i>Chef</i>. The RPL procedure was conducted by Tehnicka skola from Vlasotince and Politehnicka skola from Subotica for the Qualification <i>Operator of construction machinery</i>. As a part of this procedure, 7 candidates received Certificates for achievement standard of qualifications in whole and Certificates for the partially completed standard of professional competences, who, after finishing RPL process gained employment.</p> <p>In cooperation with experts on the "Education to Employment-E2E" project, a Proposal of Methodology for the development of non-formal education programs based on the qualification standard was prepared. Instructions for the assessment of non-formal education programs based on qualification standards have been also prepared.</p> <p>As part of the GIZ "DECIDE" project, two out of six schools participating in the project, accredited non-formal adult education programs. Tehnicka skola "Ivan Sarić" from Subotica accredited the training program for Locksmith-Welder, and Elektrotehnicka skola "Nikola Tesla" from Niš for Industrial Mechatronics Specialist and Electrician training programs. As part of the project, experts</p>	RPL system was developed.
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					were engaged and provided support in starting the training cycle of school teams for the development and accreditation of the RPL program. Training of school teams for CGC was carried out for the development of CGC services for unemployed youth through cooperation and partnerships with actors at the local level. Three out of six schools implemented the planned services: "Career Day" at Tehnicka skola from Vlasotince, "Internal Employment Fair" at Srednja strucna skola from Kragujevac and "Info Day" at Tehnicka skola "Ivan Sarić" from Subotica.	
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	Completed	-	<p>During 2022, new documents for quality management system were prepared for counsellors for career informing and career planning.</p> <p>The new standards for CGC services have been incorporated into the standards of work within the individual documents for quality management system.</p> <p>In 2022, a new internal training concept was developed for employees of the NES - Training for the implementation of the Standard of Career Guidance and Counselling Services. Internal trainers were appointed to carry out that training, and internal training for employed career practitioners, employment counsellors and PWD employment counsellors from NES branches started, in order to implement the standards of CGC services into specific ALMM. After the start of internal training for employees in the second half of 2022, preparations were made for the standardization of the Training for the Implementation of the Standard of Career Guidance and Counselling Services, which enabled it to be included in the Catalogue of Internal Training for NES employees for 2023.</p>	During 2023, the realization of the Training for the implementation of the Standards of career guidance and counselling services for employed career practitioners, counsellors for employment and employment counsellors for PWDs will be continued.
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	-	"Education to Employment - E2E" Project organized "Quality Career Guidance and Counseling Services" trainings in which 56 employment counselors and career planning and career information counselors from the NES participated, in order to make them more familiar to employees of the NES. In addition, the training was attended by 6 employees from employment agencies and 3 representatives of MoLEVSA.	With the support of the "Education to Employment - E2E" Project, during 2023, the Handbook for providing quality CGC services will be developed in order to be used by all career practitioners. Training "Quality Career Guidance and Counselling Services" will be organized for

							employees from employment agencies.
1.1.5: Preparation of the Draft Occupation Standards Development Methodology	2021	MoLEVSA	Completed	-			
1.1.6: Testing of the Draft Occupation Standards Development Methodology on a selected sample of occupations	2022	MoLEVSA	In progress	-	After conducting research with employers from the region of Šumadija and Western Serbia and the region of Eastern and Southern Serbia, in 2021, as part of the "Education to Employment - E2E" project, in order to obtain the most relevant occupational standards as part of the piloting of the Draft Methodology for the Development of Occupational Standards in 2022, research was conducted among 18 employers from the Belgrade region and the Vojvodina region, and occupational standards developed in 2021 were improved and finalized. The process of piloting the Draft methodology for the development of occupational standards was presented at the meeting of the Working Group for the development of the National Standard Classification of Occupations held on 28 th of March 2022. As part of the testing of the Draft Methodology, proposals for standards for 10 occupations (welding technician, universal welder, locksmith, machinist, metalworking operator on numerically controlled machines, chef, hotel receptionist, cook, waiter, bartender) were developed. Instructions for conducting occupational field research and a Final Report with findings and recommendations for improving the Draft Methodology, including changes in both questionnaires (for the employer and for the occupation) were also prepared.		With the support of the "Education to Employment - E2E" Project, testing of the Draft Occupation Standards Development Methodology will continue through the development up to 20 occupations, which will be chosen on the basis of the CROSO data and consultation process with the members of Working group, especially those representing education and economy sector.
1.1.7: Establishing the institutional framework for the development of occupation standards	2023	MoLEVSA	In progress	-	Link with activity 3.1.2.		
1.1.8: Development of occupation standards in line with the adopted Occupation Standards Development Methodology	2023	MoLEVSA	In progress	-			The proposed Methodology for the development of occupational standards and the prepared proposals for occupational standards will be adopted after the amendments to the Law on Employment and Unemployment

							Insurance, which will regulate this area and the adoption procedure.
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	2023	MoESTD	In progress	-	<p>Rulebook on standards for self-assessment and external assessment of the quality of operations of Publicly Recognised Adult Education Organiser was adopted. Amendments to the Rulebook on the type, name and content of forms and the way of keeping records and the name, content and appearance of forms of public documents and certificates in adult education (102/2022) were adopted.</p> <p>The "Education to Employment - E2E" project provided support for the development of various methodological documents and instructions in the field of informal education and training: for the development of programs based on qualification standards; for competence assessment; andragogic competence framework for teachers/coaches. As part of the support for the establishment of the quality assurance system, two guidebooks were prepared, for self-assessment and for external assessment of PRAEO's work, and 2 trainings were organized for the participants of these processes.</p>		<p>Within the project "Education to Employment - E2E", the process of self-assessment and external assessment will be supported through a series of trainings for the actors involved in these processes (educational inspection; pedagogical and educational advisors; employees of AfQ, employees of the Ministry of Education, employees of the Office for Dual Education and NQF, representatives of PRAEO...).</p>
1.1.10: Piloting of the PLR procedure	2021	MoESTD	Completed	-			

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 2022	Realized value in 2022	Note
Net average wage (RSD)	54.919 (2019)	65.500	74.933	
Tax burden on labour decreased (0 - no, 1- yes)	0 (2020)	0	1	In line with Amendments to the Law on Personal Income Tax ("Official Gazette of the RS", No. 153/20), the non-taxable amount of earnings was increased from 18,300 RSD to 19.300 RSD in 2022, that is 21.712 RSD in 2023 per month.
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	65	
Inspection of businesses in high-risk economic activities conducted (%)	70 (2017)	73	82	

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	Completed	-	At the workshop held on 24 th of February 2022, the Analysis of the tax burden on labour from the perspective of the introduction of the progressive taxation model (developed with the support of the ILO) was presented to the respective ministries, social partners and other stakeholders.		
1.2.3: Review and revision of the regulations in order to decrease precarious and vulnerable employment	2022	MoLEVSA	Not started				
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	2023	Labour Inspectorate	In progress	100%	<p>Intensified inspections, a greater number of performed inspections and greater efficiency of the Labour Inspectorate contributed to conclusion of a significant number of employment contracts with persons who were found by the Labour Inspectorate to be working "illegally" in relation to the total number of persons found to be working "illegally".</p> <p>During the year 2022, labour inspectors found 5,015 persons engaged in actual work ("illegal" work) and after the measures taken by the labour inspectors, employers established an employment relationship with 3,250 persons, i.e. with 65% of the total number of persons found to be working "illegal". During the inspections, labour inspectors found foreign nationals working illegally, with whom the employers did not conclude employment contracts, did not register them for mandatory social insurance and did not secure work permits in the Republic of Serbia. Foreign nationals caught working "illegally", after inspection and measures taken by labour inspectors, often do not establish a working relationship with the employer, but are returned to their home country, and other persons, also foreign nationals, are employed instead. The aforementioned practice, when it comes to employed foreign nationals, had the effect of recording a decrease in the number of persons</p>	The priority action of the Labour Inspectorate is to reduce the number of injuries at work and occupational diseases, as well as at suppressing illegal work, both by carrying out inspections on official duty (regular, extraordinary, control, extraordinary inspections regarding injuries at work) and at the request of the parties, as well as through preventive action. Preventive actions in the field of safety and health at work and in the field of labour relations increased, extraordinary inspections, both in the first and second work shifts, as well as at night and on weekends, often according to the so-called to the principle of "rotation", which actually means that labour inspectors carry out	The Labour Inspectorate will continue to undertake measures and activities in the field of labour relations and safety and health at work with the primary goal of ensuring the implementation of the provisions of the Labour Law, the Law on Safety and Health at Work, the Law on Strike, the Law on Prevention of Abuse at Work, the Law on Gender Equality, the Law on Protection of the Population from Exposure to Tobacco Smoke, the Law on Volunteering and other laws, by-laws and collective agreements. The priority action of the Labour Inspectorate

				<p>caught working "illegally" in 2022, with whom employers established an employment relationship after inspection. Given that the target value for 2022 is 93%, and that the achieved value is 65%, it can be stated that the set target value was partially achieved. The increased efficiency of the labour inspection, preventive action and pointing out to employers the importance of compliance with regulations in the field of safety and health at work contributed to a smaller number of identified deficiencies than in 2017. Considering the number of performed regular, extraordinary and enhanced inspections in high-risk activities, the target value of the indicators in 2022 was fully achieved.</p>	<p>inspections outside the territory where they normally work, especially in high-risk activities, as well as in the activities in which the occurrence of increased illegal work was observed, contributed to the conclusion of employment contracts between employers and persons found by the labour inspectors to be working illegally, so that in 2022, partially the target value was achieved, and the projected percentage of inspections of economic entities in high-risk activities in which no irregularities in the field of safety and health at work were found was also improved.</p>	<p>will continue to be aimed at reducing the number of work-related injuries, occupational illnesses and diseases, as well as at suppressing illegal work, both by carrying out ex officio inspections (regular, control, supervision regarding injuries at work) and at the request of the parties, as well as preventive action. The Labour Inspectorate will pay special attention to prevention in the field of safety and health at work and the field of labour relations, with a special focus on high-risk activities, such as construction, industry, agriculture, as well as to solving challenges related to categories of particularly sensitive groups of employees (pregnant women and women in maternity).</p>
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Measure 1.3: Stimulate job creation

Main institution: MINISTRY OF ECONOMY

Indicator title	Baseline value and year	Target for 2022	Realized value in 2022	Note
Net job creation rate in small, medium-sized, and large enterprises (small enterprises) (%)	5.6 (2019)	5 - 5,9	-	Employers needs Survey was not conducted.
Net job creation rate in small, medium-sized, and large enterprises (medium-sized enterprises) (%)	2.9 (2019)	2 - 2,5	-	Employers needs Survey was not conducted.

Net job creation rate in small, medium-sized, and large enterprises (large enterprises) (%)	-2.4 (2019)	-0,2 - -0,1	-	Employers needs Survey was not conducted.
Number of businesses' development projects supported (Number)	175 (2019)	140	87	
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)	10	-	Data is not available.

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 2022 ("Official Gazette of the RS", no. 4/22), for the implementation of the Program for Promoting Entrepreneurship through Development Projects in 2022, 350.000.000,00 RSD 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. 87 economic entities were		This activity is carried out continuously.

					supported through the Program in 2022 and all allocated financial recourses were used. In addition to establishing the Program for Promoting Entrepreneurship through Development Projects, MoE strives, in accordance with the available funds, to provide as much support as possible for companies in various stages of development, for vulnerable groups (Program to encourage the development of entrepreneurship through financial support for business beginners, Program to support small businesses for the purchase of equipment, Program to encourage the development of entrepreneurship through financial support for women entrepreneurs and young people). The programs cover the entire territory of the Republic of Serbia, but some subsidize underdeveloped municipalities to a greater extent.		
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 2022	Realized value in 2022	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)	22	20.33	
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)	14	30	
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)	1	0	On the 18 th of October 2022, MoLEVSA prepared the Instruction for the implementation of social inclusion measures at the level of centres for social work, which was forwarded to the centres for social work, for proceeding, regarding the fact that the Constitutional Court, assessing constitutionality of the Law on Social Protection in session held on the 21 st of April 2022, determined that the provisions of Article 80, paragraphs 3 and 4 of this law are not in accordance with the Constitution and that they cease to be valid on the day of publication of the decision in the Official Gazette of the RS (the stated provisions referred to the conclusion of an agreement between centres for social work and beneficiaries of financial social assistance on

						actively overcoming their unfavourable social situation and the possibility of reducing and terminating the right to financial social assistance support in case of unjustified non-fulfilment of obligations from the agreement, as well as the Government's authority to prescribe social inclusion measures).	
FSA recipients and other social protection beneficiaries covered by the integrated service of NES and CSW (Number)	756 (2019)		850	951			
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
1.4.1: Provision of the integrated service of CSW and NES	2023	CSW NES	In progress	-	Based on the signed Protocols on Cooperation, 417 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	97%	Number of FSA recipients included in ALMP measures, by type of measure: - Job fairs: 5.389 (2.639 women), - Job search club: 154 (84 women), - Active job search training: 2.730 (1.435 women), - Training for the entrepreneurship development: 283 (124 women), - Self-efficacy training: 201 (149 women), - Workshop for overcoming stress due to job loss: 13 (9 women), - Internship for youth with higher education: 2 (0 women), - Internship for the unemployed with secondary education: 7 (5 women), - Acquiring practical knowledge: 19 (12 women), - Training at employer`s request: 6 (2 women), - Professional practice: 48 (35 women), - Labour market training: 43 (32 women),		This activity is carried out continuously, on annual basis.

					<ul style="list-style-type: none"> - Functional adult primary education (FAPE) : 403 persons (270 women), - Youth employment promotion program „My first salary”: 159 (90 women), - Subsidies for hiring unemployed persons from the hard-to-employ category: 78 (35 women), - Self – employment subsidies: 108 (51 women), - Public works: 407 (152 women), - Wage subsidies for persons with disabilities without work experience: 16 (8 women)., - ALMMs for PWDs employed under special conditions: 1 (0 women). 		
1.4.3: Training of CSW and NES staff for integrated service provision	2023	CSW NES	In progress	-			<p>With the technical support of the GIZ Program "Migration for Development", within the framework of strengthening institutional capacities, the legal framework and the policy framework, work on the analysis of capacities for the implementation and improvement of integrated services started.</p> <p>The recommendations from the analysis may be of importance for the preparation of the normative framework from activity 1.4.4.</p>
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	-			<p>For 2023 it is planned to prepare the Draft Law on Amendments to the Law on Social Protection, as well the Strategy for Social protection for the period 2023-2030 with Action Plan.</p>

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 2022	Realized value in 2022	Note
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Implemented local employment planning documents (Number)	160 (2019)	160	149	
Share of allocations from LG budgets in the total funds earmarked for the implementation of local employment planning documents (%)	66.83 (2019)	70	69.04	
Unemployment persons on the NES register referred to ALMP measures implemented under local employment planning documents (Number)	7.132 (2019)	7.200	5.396	
Share of persons on the NES register who are employed after participation in ALMP measures implemented under local employment planning documents (on 180 th day from measure completion/expiry of contractual obligation) (%)	58 (2018)	62	53.02	The presented effect refers to unemployed persons that exit the measure/completed the contractual obligation in the period 1.7.2021-30.6.2022. Due to changes in methodology for monitoring the effects of ALMM (until the new methodology was defined by the Action Plan, persons that gained employment within 180 days after the measure were monitoring), 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%.
Institutional framework for the implementation of innovative solutions in local employment policies established (0 - No, 1- Yes)	0 (2020)	1	0	With the support of GIZ, the implementation of the project "Support of MRZBSP in piloting innovative solutions for employment" is ongoing, in cooperation with local self-government units.
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	-	During 2022 regional meetings with LGs were not organized.		Organization of two regional meetings with LGs is planned for 2023.
1.5.2: Training in the development of local employment planning documents	2023	MoLEVSA	In progress	-	During November 2022, in cooperation with the Standing Conference of Towns and Municipalities with the MoLEVSA and the Republic Secretariat for Public Policy, three workshops were organized in Belgrade, Niš and Novi Sad, on the topic "Creating a local planning document for local governments in the field of employment in accordance with the Law on the Planning System of the Republic of Serbia". In addition to the presentation of the strategic and legislative framework of importance for the development of local employment policy, information was provided during the workshops on modalities for developing planning documents, so that they would be appropriate and relevant, with improved quality of planning in local self-governments. A total of 146 representatives from 79 LGs took part		As part of the "Education to Employment - E2E" project in 2023, the following activities will be carried out: (a) research on the implementation of the Law on the Planning System at the LGs level in order to define recommendations for the improvement of local employment policy planning; (b) workshops for LGs

					in the workshops, including representatives of the NES.		representatives for employment policy planning and improvement of their analytical capacities; (v) providing support for the preparation of ex-post and ex-ante analysis of local planning documents in the field of employment. In 2023, with the support of SCTM, Guidelines for the preparation of a local planning document in the field of employment will be prepared and presented at workshops planned for the end of 2023.
1.5.3: Implementation of local employment planning documents	2023	NES LGs	In progress	94%	<p>The Decision on participation in the financing of measures of active employment policy planned in local planning documents in the field of employment (30th of March) for 95 LGs was adopted and necessary financial resources were allocated in the budget (NES Financial Plan) in the total amount of 401.499.606,93 RSD.</p> <p>94 cooperation agreements with LGs were signed (one LG gave up from signing the agreement). Three (3) LGs terminated their agreements, so the implementation of 91 agreements continued and 337.744.088,11 RSD from LGs budgets and 385.068.978,66 RSD from national budget (NES) were spent.</p> <p>In addition, the NES concluded 56 agreements on technical cooperation with LGs that financed ALMMs exclusively from their budgets in the amount of 500.017.090,95 RSD. The NES also concluded two cooperation agreements with AP Vojvodina that allocated from its budget 67.500.000,00 RSD.</p>		This activity is carried out continuously, on annual basis.
1.5.4: Piloting of innovative solutions for local employment policy development	2023	MoLEVSA	In progress	-	Financial and technical support to MoLEVSA in piloting innovative solutions is provided by GIZ within the global program "Migration for Development (PME)". A financial agreement was signed with MoLEVSA for the piloting and institutionalization of the program line for piloting local innovative employment policies. The amount of the donation is 451,444.02 euros.		

					Through the Public call for grants, 8 LGs projects were selected and financed (City of Kragujevac, City of Pirot, City of Novi Pazar, City of Vranje, Municipality of Bač, Municipality of Vrnjačka Banja, Municipality of Čičevac and Municipality of Knjaževac). The project is being implemented from July 2022 to June 2023.		
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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 2022	Realized value in 2022	Note
Long-term unemployment rate (15+) (%)	6,1 (2019)	3.7	4.3	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)	9.7	14.4	
Gender pay gap by age groups, (15-29) (%)	5,4 (2019)	5.7	9.7	
NEET rate (15-29) (%)	18,9 (2019)	16.7	15.1	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)	27	22.09	
Employment effect of financial measures (on 180th day from measure completion/expiry of contractual obligation) (%)	60 (average 2016/2017/2018)	68	49.66	The presented effect refers to unemployed persons that exit the measure/completed the contractual obligation in the period 1.7.2021-30.6.2022. 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 2022	Realized value in 2022	Note
Registered vacancies (Number)	119.500 (2019)	130.000	231.725	During 2022, an increase of the number of registered vacancies was registered, due to 15.000 registered vacancies for census

				implementation, as well as to increased number of registered vacancies for employment of foreigners.
Filled vacancies (%)	49 (2019)	60	54.09	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 80.67%.
Share of persons placed from the NES register in the total number of unemployed persons on the NES register (%)	46 (2019)	53	46.36	
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)	18	3.22	
Employment effect of job creation and self-employment subsidies (on 180th day from the expiry of contractual obligation) (%)	90 (average 2016/2017/2018)	90	63.58	The presented effect refers to unemployed persons that exit the measure/completed the contractual obligation in the period 1.7.2021-30.6.2022. 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	49.02	The presented effect refers to unemployed persons that exit the measure/completed the contractual obligation in the period 1.7.2021-30.6.2022. 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	-	The demand for 231.725 new staff was registered, which represent 178.25% of planned number. In the NES branches, demand for 164.503 new staff was registered (161.27% of planned number). Based on the criteria set by the employers, a preliminary selection was made, and 183.486 candidates were sent to the employers for the purpose of selection, employment or other working engagement.		This activity is carried out continuously.

					<p>In the same period, in line with expressed demands, 88.984 people were employed and the satisfaction of the expressed needs of employers, submitted in the reporting period, is 54.09%. For 19.239 new staff, the employers requested the service of interregional mediation. Based on the criteria set by the employers, a preliminary selection was made, and 10.758 candidates were sent to the employers for the purpose of selection, employment or other working engagement. According to the expressed needs for interregional mediation, 1.361 persons were employed from the NES registry.</p> <p>Through NES web site, a demand for 67.222 new staff was registered (240.08% of planned number).</p>	
2.1.2: Provision of career guidance and counselling services	2023	NES	In progress	-	<p>6,338 persons (4,100 women) were covered by the Information on opportunities for career development in the Centres for Information and Professional Counselling service.</p> <p>Information about opportunities for career development is also provided indirectly, through the electronic interactive version of the Guide for choosing an occupation (in 2022, the Guide was visited by a total of 73,027 users).</p> <p>9,976 persons (6,404 women) were included in the counselling on opportunities for career development.</p> <p>10,527 (8,137 women) were included in the selection - psychological assessment (for the purposes of employment, inclusion in measures of additional education and training, as well as training for the development of entrepreneurship).</p> <p>977 people (667 women) were included in the workshop for overcoming stress due to job loss.</p> <p>In the workshop "Psychological challenges of entrepreneurship" (new training planned by the NES Work Program for 2022), 124 people (75 women) participated.</p>	This activity is carried out continuously.
2.1.3: Implementation of active job search measures	2023	NES	In progress	49%	<p>51,760 people (28,492 women) participated in employment fairs, 4,111 people (2,686 women) participated in job search clubs, while 35,889 people (20,155 women) attended active job search training, 2,780 people (2,040 women) self-efficacy training, a workshop 977 people (667 women) for overcoming stress due to job loss, and 9,980 people (4,941 women) for entrepreneurship development training.</p> <p>In total, 105,497 people are included in the measures of active job search.</p>	This activity is carried out continuously.

2.1.4: Provision of further education and training	2023	NES	In progress	72%	6.957 persons (4.557 women) participated in further education and training measures. - Professional practice – 3.068 persons (2.085 women) , - Internship for youth with higher education - 566 persons (401 women), - Internship for the unemployed with secondary education - 249 persons (160 women), - Acquiring practical knowledge - 614 persons (332 women), - Training at employer`s request - 588 persons (321 women), - Labour market training - 811 persons (607 women) – 489 persons from category other and 322 from PWDs category, - FAPE - 1.032 persons (663 women), - Training at employer`s request for employees – 29 persons (5 women). Youth employment promotion program „My first salary“- 9.387 persons (5.687 women). In total, by further education and training measures and Youth employment promotion program „My first salary“, 16.294 persons (10.190 women) were covered.		This activity is carried out continuously by announcing NES public calls, on annual basis.
2.1.5: Provision of job creation and self-employment subsidies	2023	NES	In progress	74%	3,349 persons (1,737 women), of whom 314 are PWDs (170 women), were participating in subsidies for employment of unemployed persons from the hard-to-employ category, while 4,088 persons (2,115 women) were included in subsidies for self-employment, out of which 108 are PWDs (58 women). 514 PWDs (262 women) were included in the wage subsidies for PWDs without work experience.		This activity is carried out continuously by announcing NES public calls, on annual basis.
2.1.6: Organisation of public works	2023	NES	In progress	88%	In public works 3.381 persons (1.656 women), out of which 954 PWDs (474 women) participated.		This activity is carried out continuously by announcing NES public calls, on annual basis.
2.1.7: Implementation of the measures for PWD employed under special conditions	2023	NES	In progress	69%	In the measure Reimbursement of reasonable workplace adaptation costs, 28 PWDs were included (9 women), while the reimbursement of salary costs to a person engaged in providing professional support at the workplace (work assistance) was financed for 40 PWDs (10 women).		This activity is carried out continuously by announcing NES public calls, on 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 2022	Realized value in 2022	Note
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Existing ALMP measures modified and/or new ALMP measures designed (Number)	0 (2020)	2	2	Two trainings were digitalized: Training for active job search and Path to a successful entrepreneur. In progress, link with activity 2.2.6.
Persons participating in modified existing ALMP measures and/or newly created ALMP measures (pilot) (Number)	0 (2020)	150	5.593	In 2022, a total of 689 people completed the Active Job Search training in on-line format, while 4,904 people were included in the Path to a Successful Entrepreneur training in on-line format.
Employers using ALMP services/measures (Number)	21.803 (2019)	30.000	38.586	

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	-	As a part of the improvement of the instrument for assessing the employability of job seekers, activities were being carried out with the aim of upgrading the existing system of profiling with a statistical model. The GIZ program "Inclusion of Roma and other marginalized groups in Serbia" supported the development of statistical profiling model as a support to NES advisors.		Further development of statistical profiling model as a support to NES advisors will be supported through IPA 2020 programming cycle.
2.2.2: Enhancement of the cooperation with employers	2023	NES	In progress	-	In order to increase the number of job vacancy applications submitted by employers and to satisfy the expressed needs of employers, the NES has carried out continuous activities to intensify cooperation with employers with whom cooperation is already established, as well as with new employers, through implementation of information sessions with representatives of regional chambers of commerce, employee associations, LGs and other interested parties. Activities on intensive information of uploaders via social networks LinkedIn and Instagram continued. 221 forums with employers were organized in which 2,036 employers participated.		
2.2.3: Redesigning active job search measures to cater to the needs of individuals and labour market requirements	2023	NES	Completed	-	From the beginning of 2022, new platform for on-line participation in Active job search training and "Path to a Successful Entrepreneur" is available and from 24 th of January 2022 they are available at new NES Moodle platform for long distance learning. Special novelty is that above mentioned trainings are available in Romani language. According to the needs of the person and the requirements of the labour market, a new Workshop "Psychological Challenges of Entrepreneurship" was created for people who are interested in starting their own business but need support in terms of personal competencies for entrepreneurship. The mentioned workshop is		

					conducted by psychologists - career counsellors in the NES, and will be conducted from the end of March 2022.		
2.2.4: Digitalisation of ALMP services/measures	2023	NES	In progress	-	<p>During 2022, as part of the digitization of ALMM services, Training for active job search and Training "Path to a Successful Entrepreneur" were conducted in on-line format.</p> <p>In cooperation with the Republic Secretariat for Public Policies, through the identification of administrative procedures, the NES ensured the availability of a large number of forms in electronic format, which were placed on the E-governance portal, which represents a unique portal for citizens and the economy, with the aim of increasing the availability of the services provided by the NES. Activities on increased information and improvement of further cooperation with employers and social partners on social networks LinkedIn and Instagram were also continued. On the electronic portal of E-administration, the service of electronic submission of Application for employment and Request for selection is enabled.</p> <p>The GIZ program "Migration for Development" supported the development of the NES platform for a virtual employment fair and digitization of the two mentioned trainings in an online format.</p>		As part of the digitization of services, activities for organizing employment fairs in a virtual format have been started. The elements of the platform for the implementation of virtual employment fairs, which would be owned by the NES, were created and prepared.
2.2.5: Analysis of prerequisites for the introduction of training vouchers	2023	MoLEVSA	In progress	-			An analysis of the preconditions for the introduction of training vouchers through the IPA 2020 program cycle is planned during 2023.
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	-	<p>With the support of the "Education to Employment - E2E" Project, activities aiming at enhancement of set of services for entrepreneurship that NES is providing continued and, by the end of 2022, Instruction for assessment of the business plan were developed for the purpose of awarding a subsidy for self-employment with defined criteria for assessment/scoring. Also, the qualitative part of the comparative analysis of the ALMM training at the request of the employer, conducted by the NES and E2E training based on work (WBL-Work Based Learning), was completed. In order to make a comparative analysis, in the reporting period representatives of the MoLEVSA, NES (Directorate and 11 branches in the regions where the E2E measure is implemented) were consulted (semi-structured questionnaires), a survey of participants and employers in both</p>		As part of the "Education to Employment - E2E" project, in 2023, trainings will be held for employees in NES branches for the application of the Instructions for assessment of the business plan when awarding a subsidy for self-employment, and support will be provided to the NES for testing the Instructions in practice. The

					measures was conducted (1,175 answered the questionnaires trainees and 55 employers who participated in the NES measure, as well as 959 trainees and 40 employers from the E2E measure); focus groups were organized with advisers in the NES and with brokers implementing the E2E measure. An experience exchange workshop was held with a wider range of participants (MoLEVSA, NES, E2E PIU, broker organizations, companies that participated in NES and E2E measures, schools and relevant institutions (Chamber of Commerce, Institute for Improvement of Education). Also, interviews were conducted with E2E PIU, MoLEVSA, NES and Chamber of Commerce.		conclusions and recommendations of the comparative analysis of the NES measure training at the request of the employer and E2E work-based training (WBL) will be supplemented based on the comparative statistical analysis of data obtained from the survey of participants and employers.
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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 2022	Realized value in 2022	Note
Integrated vacancy database established (0 - No, 1- Yes)	0 (2020)	1	0	
Employer survey methodology and procedure enhanced (0 - No, 1- Yes)	1 (2019)	1	1	The methodology for conducting the survey has been changed and an on-line form is being prepared for surveying employers from the sample.
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)	1	0	In progress, link with activity 2.3.5.

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	In progress	-			
2.3.2: Consideration of the tendencies and employers' future needs	2023	NES	In progress	-	The revised methodology for conducting the survey is being developed and an on-line form is being prepared for surveying employers from the sample.		
2.3.3: Development of the system for coordinating different sources of information and of the framework for establishing a single	2023	MoLEVSA RSO	In progress	-	During 2021, Statistical Office of the Republic of Serbia prepared project proposal and submitted application for IPA 2022 project cycle.	If the project is accepted, it is expected to start at the beginning of 2024, meaning that the deadline for implementation is 2026.	

labour market information system						
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	-		
2.3.5: Monitoring of ALMP measures' effects (net and gross)	2023	MoLEVSA	In progress	-	During 2022, the gross effects of the financial measures of ALMM on employment were monitored, which were observed on the 180 th day after the exit from the measure/end of the contractual obligation.	The evaluation of the active employment policy measure - Subsidy for the employment of unemployed persons from the category of hard-to-employ for 2021 and 2022 is undergoing.

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 2022	Realized value in 2022	Note
Share of unemployed women participating in ALMP measures in the total number of unemployed persons participating in the measures (%)	55,5 (2019)	56	56.28	
Effect of financial measures on the employment of women (on 180 th day from measure completion/expiry of contractual obligation) (%)	60 (average 2016/2017/2018)	68	50.7	The presented effect refers to unemployed persons that exit the measure/completed the contractual obligation in the period 1.7.2021-30.6.2022. Due to the change in the methodology for monitoring the effects of the ALMM (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)	49	46.08	
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)	52	51.74	

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	98%	<p>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 ALMM, by the type of measures:</p> <ul style="list-style-type: none"> - Job fair: 1.729 women, - Job search club: 108 women, - Active job search training: 1.127 women, - Training for the entrepreneurship development: 4.941 women, - Self- efficacy training: 119 women, - Workshop for overcoming stress due to job loss: 27 women, - Internship for youth with higher education: 6 women, - Internship for the unemployed with secondary education: 2 women, - Acquiring practical knowledge: 22 women, - Training at employer`s request – for unemployed: 26 women, - Professional practice: 74 women, - Labour market training: 388 women, - FAPE: 663 women, - Programme „My first salary”: 5.637 women, - Subsidies for employment unemployed persons from the hard-to-employ category: 1.737women, - Self – employment subsidies: 2.115 women, - Public works: 1.656 women, - Wage subsidies for PWDs without work experience: 16 women. 		This activity is carried out continuously, on annual basis.
2.4.2: Analysis of the preconditions for reconciling work and family life	2023	MoLEVSA	In progress	-	<p>With the support of UN WOMEN, the preparation of the Analysis of the preconditions for reconciling work and family life has begun.</p> <p>Through the EU project "Changing stereotypes through collective agreements in the countries of the Western Balkans - the role of social partners in the effort to enable the establishment of a balance between work and family life and achieve gender equality", Association of employers initiated discussions with employers about economic solutions and measures that provide</p>		

					support for the balance between working and family life with the aim of ensuring equal opportunities for both women and men in working life. Experiences gained in this way can be applied and used for further analyses and proposals for programs and measures.		
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	-	During 2022, 43 Employment caravans were organized and 195 women were informed.		

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 2022	Realized value in 2022	Note
Share of unemployed youth participating in ALMP measures in the total number of youth on the NES register (%)	41 (2019)	43	54.93	
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)	1	0	Outreach model will be developed with the support of ILO and cooperation between MoLEVSA, the Ministry of Tourism and Youth and CSOs.
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)	7.100	16.929	Link with activity 2.5.6.

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	98%	Number of youth, included in ALMM, by type of measure: - Job fair: 12.416 persons (6.443 women), - Job search club: 2.076 persons (1.301 women), - Active job search training: 12.935 persons (6.984 women), - Training for the entrepreneurship development: 2.646 persons (1.198 women), - Self-efficacy training: 551 persons (368 women), - Workshop for overcoming stress due to job loss: 111 persons (66 women),		This activity is carried out continuously, on annual basis.

					<ul style="list-style-type: none"> - Internship for youth with higher education: 558 persons (399 women), - Internship for the unemployed with secondary education: 245 persons (158 women), - Acquiring practical knowledge: 163 persons (69 women), - Training at employer`s request: 207 persons (85 women), - Professional practice: 2.367 persons (1.538 women), - Labour market training: 189 persons (133 women), - FAPE: 297 persons (175 women), - Subsidies for employment unemployed persons from the hard-to-employ category: 736 persons (327 women), - Self – employment subsidies: 1.141 persons (490 women), - Public works: 524 persons (239 women), - Wage subsidies for PWDs work experience: 88 persons (35 women), - Reimbursement of reasonable workplace adaptation costs: 14 persons (4 women), - Reimbursement of salary costs to a person engaged in providing professional support at the workplace (work assistance): 18 persons (3 woman). <p>By Youth employment promotion program "My First salary" 9.387persons (5.637 women) were covered.</p> <p>The Decree on Amendments to the Decree on the Youth Employment Promotion Program "My First Salary" ("Official Gazette of the RS", No. 9/22) was adopted, on the basis of which, the amount of monthly compensation for persons included in this program was increased.</p>	
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	In progress	-	<p>During 2022, the mapping of CSOs started, and the Questionnaire on services provided by CSOs was disseminated.</p>	<p>Activities on the creation of a model for reaching young people from the NEET category will start in the middle of 2023, with the support of the ILO, while the organization of trainings for CSOs to implement outreach according to that model will be implemented with the support of the "Education to</p>

							Employment - E2E" project.
2.5.3: Development of the policy coordination system within the Youth Guarantee	2022	MoLEVSA	In progress	-	At the session held on 13 th of January 2022, the Government adopted the Decision on the establishment of the Coordination Body for the preparation and monitoring of the implementation of the YG Implementation Plan, as well as the Expert Group of the Coordinating Body, with the task of conducting preparatory activities for the preparation of the YG Implementation Plan. In accordance with the Guidelines for the development of the YG Implementation Plan, on 31 st of January 2022, the Coordinator for YG was formed as a special working group within the MoLEVSA.		An amendment to the Decision on the establishment of the Coordination Body for the preparation and monitoring of the implementation of the YG Implementation Plan was prepared, as a result of personnel changes in the Government.
2.5.4: Development of the management mechanism to guide the activities at the national and local level within the Youth Guarantee	2022	MoLEVSA	In progress	-	With the support of the ILO, workshops were organized on the topic of establishing YG in the Republic of Serbia and preparation of the YG Implementation plan. Activities on the drafting of the YG Implementation plan are underway.		
2.5.5: Establishing the framework and piloting the elements of the Youth Guarantee	2023	MoLEVSA NES	In progress	-	In order to provide a financial framework, the NES has prepared an application for the IPA 2020 direct grant, within which activities are planned for the piloting of YG in three NES branches. Also through IPA 2020, technical assistance for MoLEVSA and the NES for the preparation of institutions for piloting YG is expected.		
2.5.6: Support to the implementation of youth employment promotion projects within the youth policy	2023	MoYS	In progress	100%	During 2022, 46 projects were supported (9 LGs projects and 37 citizen association support projects in the field of youth policy) in the field of improving employability, employment, self-employment, training, workshops, conferences and CGC services, with the following specific results: - 57 young people were employed/self-employed; - 134 completed professional practice; - 213 were included in trainings to obtain professional training certificates; - 3,867 were included in trainings to increase employability, career management and informative forums, - 12,658 young people were included in activities aimed at stimulating various forms of employment, self-employment and entrepreneurship of young people.		

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 2022	Realized value in 2022	Note
Share of unemployed PWDs participating in ALMP measures in the total number of PWDs on the NES register (%)	44,6 (2019)	46	64.66	
Effect of financial measures on the employment of PWDs under special conditions (on 180 th day from measure completion/expiry of contractual obligation) (%)	93 (average 2016/2017/2018)	93	81.82	NES revised the data on the basis of new methodology, so the baseline value for 2019 is 54.76%.
Share of PWDs placed from the NES register in the total number of PWDs on the NES register (%)	32 (2019)	31	30.24	
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	98%	<p>7.844 PWDs were included in ALMM.</p> <p>Observed by type of measure:</p> <ul style="list-style-type: none"> - Active job search training – 1.598 persons (746 women), - Self-efficacy training - 133 persons (73 women), - Workshop for overcoming stress due to job loss - 26 persons (12 women), - Job search club - 239 persons (111 women), - Job fair – 3.275 persons (1.500 women), - Training for the entrepreneurship development – 258 persons (128 women), - Professional practice – 15 persons (9 women), - Internship for youth with higher education – 1 persons (0 women), - Internship for the unemployed with secondary education - 3 persons (1 woman), - Acquiring practical knowledge - 8 persons (4 women), - Labour market training – 322 persons (219 women), - Training at employer`s request for the unemployed - 8 persons (2 women), - Self – employment subsidies – 108 persons (58 women), - Subsidies for employment of unemployed 		This activity is carried out continuously, on an annual basis.

					persons from the hard-to-employ category - 314 persons (170 women), - Public works - 954 persons (474 women), - Wage subsidies for PWDs without work experience - 514 persons (262 women), - Reimbursement of reasonable workplace adaptation costs - 28 persons (9 women), - Reimbursement of salary costs to a person engaged in providing professional support at the workplace - work assistance – 40 persons (10 women).		
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	-	During 2022, activities continued on the preparation of manuals/instructions intended for employers, for the purpose of familiarizing 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.		Finalization of activities 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	-			Study visit to Slovenia to familiarize with the Slovenian model of work integration of persons with disabilities, with the support of the project "Education to Employment - E2E" is planned.
2.6.4: Designing flexible motivation and activation training programmes for PWDs	2023	NES	Not started	-			Study visit to Slovenia to familiarize with the Slovenian model of work integration of persons with disabilities, with the support of the project "Education to Employment - E2E" is planned.
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	Not started	-			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.		
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	-			

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 2022	Realized value in 2022	Note
Share of unemployed Roma participating in ALMP measures in the total number of the Roma on the NES register (%)	25 (2019)	26	32.37	
Share of the Roma placed from the NES register in the total number of the Roma on the NES register (%)	21 (2019)	23	23.51	

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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2.7.1: Referral of the unemployed Roma to FAPE measures	2023	NES	In progress	0%	604 Roma were included in the FAPE measure, of which 385 women.		This activity is carried out continuously, on annual basis.
2.7.2: Referral of the unemployed Roma to motivation and activation training	2023	NES	In progress	-	Number of Roma that participated in motivation and activation training: - Job search club: 81 persons (36 women), - Active job search training: 2.571 persons (1.276 women) - Self-efficacy training: 69 persons (45 women), - Workshop for overcoming stress due to job loss: 9 persons (1 women).		
2.7.3: Reaching and informing the Roma about the NES measures and services	2023	NES	In progress	-	Informing Roma about NES measures and services is carried out through: - individual discussions and conclusion of an individual employment plan with persons of Roma nationality; - the participation of NES representatives in meetings, forums, round tables with all interested actors in the labor market; - continuous cooperation of the NES with Roma non-governmental organizations and associations; - through the Employment Caravan. Within GIZ program "Inclusion of Roma and other marginalized groups in Serbia" 401 Roma (174 women) were reached out.		This activity is carried out continuously.
2.7.4: Referral of the multiply vulnerable Roma to the package of measures	2023	NES	In progress	-	With the support of the GIZ project "Inclusion of Roma and other marginalized groups in Serbia", the following activities were implemented: - A concept was developed for the inclusion of hard-to-employ people in the labour market; - A road map was created for the inclusion of CSOs as service providers in employment; - A draft for piloting a package of measures for multiple vulnerable Roma was drawn up; - The NES Novi Sad branch and the Association of Roma Students were chosen to pilot the concept in Novi Sad, Žablje and Beočin; - Training was held for CSO representatives: "From reaching users to inclusion in the labour market - models from Germany", which was completed by 16 CSO representatives; - 2 regional (Novi Sad and Niš) and one national round table were held in Belgrade on the role of CSOs as service providers in employment, trainings were held to increase the capacity of the Centre for hard-to-employ categories in Vršac;		The project finished on 31 st of March 2023.

					<p>- An agreement on cooperation was signed between the NES branch in Novi Sad, the Association of Roma students and GIZ.</p> <p>During the duration of the pilot project from 15th of June 2022 till 31st of March 2023, 189 unemployed Roma (116 women) from Novi Sad, Žabalj and Beocin were included in various types of support.</p> <p>A total of 473 support services were implemented during the project: information, assessment and creation of a career plan, referral to vocational training and FAPE, support in employment and self-employment.</p> <p>20 persons were referred to the NES records and 100 persons were referred from the NES records to the Association of Roma Students, out of which 60 persons were included in the measures provided by the Association of Roma Students.</p> <p>20 people (18 women) were referred to vocational training, and 3 people (3 women) to the FAPE.</p> <p>28 people (18 women) were employed, out of which 13 were self-employed.</p>		
2.7.5: Promotion of entrepreneurship through additional support and mentoring	2023	NES	In progress	-	<p>Number of Roma covered by:</p> <ul style="list-style-type: none"> - Information and advisory services - 1.007 persons (424 women), - Training for entrepreneurship development - 826 persons (340 women), - Subsidy for self-employment – 633 persons (265 women), - Mentoring services were - 23 Roma. <p>The GIZ project "Inclusion of Roma and other marginalized groups in Serbia" provided support for starting their own business for 71 Roma (25 women).</p>		

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 2022	Realized value in 2022	Note
Negotiation chapter 19 – Social policy and employment (1 - some progress, 2 - serious progress, 3 – moderate progress)	0 (2020)	1	3	Republic of Serbia is moderately prepared in the area of social policy and employment (EC report for 2022)
Allocations for ALMP as a proportion of the GDP (%)	0,08 (2019)	0,12	0,09	

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 2022	Realized value in 2022	Note
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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 ("Official Gazette of the RS", No. 14/22) was adopted, which contributes to the creation of a stimulating environment for the development and strengthening of the economy based on solidarity and the improvement of standards, primarily of the most socially vulnerable categories of the population. In order to implement this law, a Decision was made on the establishment of the Council for Social Entrepreneurship ("Official Gazette of the RS", No. 59/22), which entered into force on 28 th of May 2022, and one of the tasks of the Council will be to initiate the development of the Draft Program for development of social entrepreneurship.		Drafting of the Draft Program for development of social entrepreneurship is undergoing.
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	-	In order to improve the Law on Employment and Unemployment Insurance with the support of the "Education to Employment - E2E" project, in the fourth quarter of 2022, the creation of an ex-post analysis of the impact of the Law began, with an expected completion date of the end of March 2023.		On February 1, 2023, with the support of the "Knowledge to Work - E2E" project, the drafting of the Ex-ante analysis of the Law on Employment and Unemployment Insurance was started, with an expected completion date of the end of June 2023.
3.1.3: Development of regulations in the area of labour and labour relations with the aim of harmonisation with the <i>acquis communautaire</i> and international labour standards	2023	MoLEVSA	In progress	-	The Government established a Working Group for drafting amendments to the Law on Foreigners and the Law on Employment of Foreigners, which further simplify the work of foreigners in the Republic, introduce a single work-residence permit and digitize the permit issuance procedure, which contributes to a more favourable business environment and attracting foreign investments. A Working Group for the preparation of the Draft Law on work practice was formed, with the aim of regulating work engagement of limited duration organized by the employer, which enables the practitioner to acquire practical knowledge and skills in a certain occupation. During the public debate, three public presentations were held in Niš, Novi Sad and Belgrade, and the Report on the conducted public		The Draft law on the employment of foreigners was prepared and sent to the National Assembly for adoption. In 2023, a new Working group for the preparation of the Draft Law on Labour Practices was formed and continued the activities on drafting the legislation.

					debate was published on the MoLEVSA website and on the Econsultation portal. A Working Group for the preparation of ex-ante analysis of the effects of the Law on Volunteering and the Draft Law on Amendments to the Law on Volunteering in accordance with that analysis, was formed. During the public debate, three public presentations were held in Niš, Novi Sad and Belgrade, and the report on the conducted public debate was published on the MoLEVSA website and on the Econsultation portal.		In 2023, a new Working group for the preparation of the Draft Law on Volunteering was formed and continued the activities on drafting the legislation.
3.1.4: Improvement of the legal framework for professional rehabilitation and employment of persons with disabilities	2023	MoLEVSA	Not started	-			An ex post analysis of the Law on Professional Rehabilitation and Employment of Persons with Disabilities is planned with the support of the "Education to Employment - E2E" project.
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	-	Drafting of amendments to the Law on Seasonal Work began in 2021 with the aim of expanding its application to construction, accommodation and food services, tourism, household help - cleaning, etc. However, considering the fact that no consensus was reached within the relevant Working Group, as well as that the ILO had objections to the Draft Law, work on this document was not continued after the formation of the new Government.		

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 2022	Realized value in 2022	Note
Employees in the MoLEVSA organisational units dealing with employment policy (Number)	11 (2019)	17	11	Data refers to the number of systematized job posts.
Training events attended by employees from organisational units dealing with employment policy (Number)	3 (2020)	5	6	
Average number of jobseekers per employment counsellor/employment counsellor for PWD (Number)	827 (2019)	650	713	
Trained employees in the NES functions of job matching, further education and training, PWD employment and professional rehabilitation programmes (Number)	462 (2020)	750	416	

Mechanism for implementation monitoring, reporting on and evaluation of the Strategy and Action Plan provided (0 - No, 1- Yes)	0 (2020)	-	-	
Meetings, conferences, info-sessions, seminars on employment organised (Number)	2 (2020)	4	5	

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	-			In the middle of 2023, a Working Group will be established to develop and monitor the implementation of the Action Plan for the period from 2024 to 2026 for the implementation of the Employment Strategy in the Republic of Serbia for the period from 2021 to 2026.
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. With support provided by ILO, workshops on establishing YG in Serbia, preparation of YG Implementation plan, etc. were organized.		
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. Representatives of MoLEVSA participated in the ceremony at the employer-member of the Association of Employers of Serbia on the occasion of signing 153 new employment contracts. Representatives of MoLEVSA took part in collegiums and sessions of SECs, as well as in a two-day international conference and a meeting of the Board of the International Association of Social and Economic Councils and similar organizations.		
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 committee and sub-committee meetings organized by the EC, ACVT, Danube Strategy and RSS.		

					<p>Within Priority Area 9 - "Investment in People and Skills" of the EU Strategy for the Danube Region, as a permanent working body of the EU, the conference "Youth in the Time of Crisis" and the working meeting of the Steering Group of Priority Area 9 "Investment in People and Skills" were held in Danube region. The conference was held with the aim of assessing the position of young people on the labour markets of the Danube region countries and further providing support to vulnerable groups of young people in acquiring additional knowledge, skills and competences. Participation was also taken at the regional event "Western Balkans: Women on the labour market and stronger public employment services" organized by RCC.</p>		
3.2.5: Strengthening employee capacities in the MoLEVSA organisational units dealing with employment policy	2023	MoLEVSA	In progress	-	<p>Participation was taken at the TAIEX workshop "Establishing cooperation in the field of youth participation in the EU and neighbouring partner regions"; at trainings for the preparation of the Program of Economic Reforms; at the training "Test of the impact of regulations on gender equality and the introduction of a gender perspective in the process of preparing regulations" organized by RSP and others.</p>		
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	-	<p>During 2022, NES employees attended internal or external trainings (e.g. Counselling skills and profiling, Work with difficult clients, KViS standards, Psychosocial aspects and challenges of entrepreneurial work, Work ability assessment, etc.).</p> <p>A total of 990 employees attended training - 200 employees received internal training, 790 employees received external training.</p> <p>A total of 74 employees participated in seminars, counselling and conferences.</p>		
3.2.7: Organisation of training for employment counsellors and employment counsellors for PWD in case management	2023	NES	In progress	-	<p>80 NES employees attended the "Advisory skills and profiling" training, while 56 employees attended the "Working with difficult clients" training.</p>		
3.2.8: Training delivery for employment agencies	2023	MoLEVSA	Not started	-			<p>Within the project "Education to employment - E2E" in 2023, the support to MoLEVSA will be implemented in the organization of regional meetings with employment agencies.</p>

3.2.9: Implementation of activities aimed at ensuring the accessibility of NES services intended for PWD	2023	NES	In progress	-	Implementation of activities in the field of digitization of services intended for users continued. Training for active job search and Training "Path to a successful entrepreneur" are available in online format.		
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	2023	MoLEVSA	In progress	-	As part of the Program "Inclusion of Roma and other marginalized groups in Serbia", a training was held for representatives of CSOs: "From reaching users to inclusion in the labour market - models from Germany", which was completed by 16 representatives of CSOs...		Within the project "Education to Employment - E2E" for the year 2023, it is planned to organize trainings for CSOs who, as part of the implementation of the YG program, will carry out outreach activities to young inactive NEETs (after mapping CSOs and developing outreach models).