

Annual report on the implementation of the Action Plan for 2023:		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	Taregt for 2023	Realized value in 2023	Note
Employment rate by age groups and sex (15+) (%)	49 (2019)	50.3	50.2	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Employment rate by age groups and sex (15+) Men (%)	56.6 (2019)	58.1	57.0	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Employment rate by age groups and sex (15+) Women (%)	41.9 (2019)	43	43.8	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Employment rate by age groups and sex (15-29) (%)	36.9 (2019)	38.9	40.2	Due to the post-survey revision of the LFS in 2023, 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)	44.7	45.6	Due to the post-survey revision of the LFS in 2023, 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)	32.8	34.5	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Employment rate by age groups and sex (15-64) (%)	60.7 (2019)	62.5	64.7	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Employment rate by age groups and sex (15-64) Men (%)	67.1 (2019)	69.1	70.5	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Employment rate by age groups and sex, (15-64) Women (%)	54.3 (2019)	55.9	58.9	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Activity rate by age groups and sex, (15+) (%)	54.6 (2019)	56.8	55.4	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.

Activity rate by age groups and sex, (15+) Men (%)	62.7 (2019)	65.2	62.7	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Activity rate by age groups and sex, (15+) Women (%)	47.1 (2019)	49	48.6	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Activity rate by age groups and sex, (15-29) (%)	47 (2019)	48.6	49.3	Due to the post-survey revision of the LFS in 2023, 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)	55.4	55.8	Due to the post-survey revision of the LFS in 2023, 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)	41.5	42.5	Due to the post-survey revision of the LFS in 2023, 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)	71.1	71.7	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Activity rate by age groups and sex, (15-64) Men (%)	74.9 (2019)	78.2	77.8	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Activity rate by age groups and sex, (15-64) Women (%)	61.3 (2019)	64	65.6	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Unemployment rate by age groups and sex, (15+) (%)	10.4 (2019)	11.5	9.4	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Unemployment rate by age groups and sex, (15+) Men (%)	9.8 (2019)	10.9	9.0	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Unemployment rate by age groups and sex, (15+) Women (%)	11.1 (2019)	12.2	9.9	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Unemployment rate by age groups and sex, (15-29) (%)	21.5 (2019)	20	18.5	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Unemployment rate by age groups and sex, (15-29) Men (%)	20.8 (2019)	19.3	18.3	Due to the post-survey revision of the LFS in 2023, 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)	20.9	18.8	Due to the post-survey revision of the LFS in 2023, 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)	12.1	9.7	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Unemployment rate by age groups and sex, (15-64) Men (%)	10.4 (2019)	11.6	9.3	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Unemployment rate by age groups and sex, (15-64) Women (%)	11.5 (2019)	12.8	10.2	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Share of vulnerable employment, (15+) (%)	24.3 (2019)	23.8	18.5	Due to the post-survey revision of the LFS in 2023, 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 2023	Realized value in 2023	Note
Registered employment (Number)	2.173.135 (2019)	2.352.271	2.360.588	
Informal employment, (15+)	529.200 (2019)	448.400	354.700	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Employment by type of work, open-ended (%)	77.2 (2019)	75.6	79.8	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Employment by type of work, fixed term (%)	19.5 (2019)	22.3	17.2	Due to the post-survey revision of the LFS in 2023, 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)	2.1	3.0	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
In-work at-risk-of-poverty rate (%)	9.2 (2019)	6.3	6.2	The given data is for 2022. Data from SILC survey for 2023 will be available from 15th October 2024.

Measure 1.1: Improvement of 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 2023	Realized value in 2023	Note
Share of students enrolled in the first year in the dual education system in relation to the total number of students enrolled in the first year of vocational secondary education (%)	5.3 (2019)	8.8	7.6	
Share of participation of adults (25-64) in formal and non-formal education and training (%)	4.2 (2019)	5.0	6.1	Due to the post-survey revision of the LFS in 2023, 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)	67.3	69.8	Due to the post-survey revision of the LFS in 2023, the data is not comparable with the data for 2019 given in AP.
Approved adult education activities conducted by PRAEO (non-formal education, CGC, RPL and the like) (Number)	250 (2020)	50	125	125 programs for the activity of non-formal education were accredited, out of which 8 are programs for the activity of CGC. 3 secondary vocational schools received the approval of status of PRAEO for RPL activity for five qualifications: Locksmith-welder (2), Carpenter, Business Secretary and Operator of construction machinery.
Coverage of persons who received CGC services under accredited CGC programmes (Number)	0 (2019)	200	159	The realization of 2 accredited CGC programs, by 4 organizations, included 159 persons.
Adopted occupational standards (Number)	0 (2020)	30	0	The adoption of the prepared Proposals for occupational standards is conditioned by amendments to the Law on Employment and Unemployment Insurance.
Improved regulatory framework for the NQFS system and the area of adult education (0 - no, 1- yes)	0 (2020)	/	1	The Law on Amendments to the Law on the National Qualification Framework of the Republic of Serbia was adopted ("Official Gazette of the Republic of Serbia", number 76/23).

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, in progress, completed)	Realization of funds (spent financial resources in 000 RSD in 2023)	Explanation of progress (Activities implemented in 2023)	Reasons for deviation and measures taken	Future steps for implementation
1.1.1: Further development of the dual education system	2023	Ministry of Education Office for Dual Education and	In progress	69%	Adopted amendments to the Law on Dual Education ("Official Gazette of the RS", no. 101/2017, 6/2020 and 76/2023) and the Decree on Financial Support for Dual		

		National Qualification Network			<p>Education ("Official Gazette of the RS", no. 120/2023).</p> <p>The implementation of dual education promotion activities and social dialogue activities "Young to Younger" in municipalities and cities of the RS has begun.</p> <p>Serbian Association of Employers supported the adoption of the Decree on financial support for dual education, bearing in mind its importance for including as many employers as possible in the dual education system and ensuring quality and qualified workforce. Also, an initiative was submitted to reform the education system according to the needs of the economy, in order to achieve a balance between the education system and the real needs of the economy, and through the direct involvement of the economy in the design of curricula.</p>	
1.1.2: Accreditation of PRAEOs for: provision of CGC services, RPL, non-formal education etc.	2023	Ministry of Education	In progress		<p>PRAEO status was approved for 48 institutions, for 125 educational programs: 8 VET schools for 28 educational programs and 40 other organizations (enterprises, business associations, workers' universities, institutes...) for 97 programs. The report on training implementation in 2023 was submitted by 69 PRAEO for 171 programs, which were implemented through 1.598 trainings for 8.630 candidates.</p> <p>PRAEO status for CGC services was approved for eight organizations (Citizens' Association „Timok Club“ from Knjaževac, Citizens' Association „Educational Centre“ from Kruševac, Citizens' Association „Osveženje“ from Pirot, Foundation „SOS Childrens' villages of Serbia“ from Belgrade, Business Development Centre from Kragujevac, Business Innovation Programs from Belgrade, Bishop's Caritas from Zrenjanin and Association of Psychologists from Novi Pazar), out of which 6 organizations are included in the Project „Education to Employment – E2E“ for: Career guidance and counseling program for youth from sensitive social groups for better integration into the labour market, Program of career guidance and counseling services „Education to Employment – Job Info Centre“, Career guidance and counseling program for youth and Program of career guidance and counseling services.</p>	The activity is carried out continuously.

				<p>Of the total accredited programs for CGC activity, during 2023 the activities were implemented by the Citizens' Association "Timok Club" from Knjaževac, the Citizens' Association "Educational Center" from Kruševac, the Citizens' Association "Osveženje" from Pirot and the Foundation "SOS Children's Villages of Serbia" from Belgrade - as part of the Career guidance and counseling program for young people from sensitive social groups for better integration into the labor market and the Program of career guidance and counseling services "Education to Employment - Job Info Center" for 159 participants (unemployed persons and young people aged 18 to 30 from vulnerable social groups).</p> <p>PRAEO status for the activity of RPL was granted to three secondary vocational schools (Polytechnic School from Subotica for the qualification of Carpenter, Technical School from Požega for the qualifications Locksmith-Welder and Business Secretary and Technical School from Valjevo for the qualifications Locksmith-Welder and Construction Machinery Operator). The RPL procedure in 2023 was carried out by: School for Tourism and Hospitality from Čajetina, Technical School from Vlasotince and Polytechnic School from Subotica for the qualifications Bricklayer, Reinforcer-concrete worker, Carpenter and Cook. As part of this procedure, 21 candidates received Certificate for the achieved standard of qualification as a whole and Testimonial for partially achieved standard of professional competences, out of which 15 were employed upon completing the RPL procedure.</p> <p>International projects (DECIDE project-GIZ, E2E project and IPA 2020) provided support for the implementation of activities at accredited PRAEO.</p> <p>The NQF Register was improved (106 qualification standards were entered, and work on the development of new qualification standards continued). The competencies of the staff in IIEU, AoQ and PRAEO have been improved.</p>		
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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 conducted verification by the quality management system	2021	NES	Completed			
1.1.4: Implementation of trainings of employment counsellors and career planning and information counsellors in the provision of CGC services in line with the adopted standards	2023	NES	Completed		Continuing the support of the "Education to Employment - E2E" project, through which 93 NES employees were trained in the period from 2020 to 2022, during 2023 the E2E developed and printed a Handbook for career practitioners, as an auxiliary educational material for the future work of career practitioners, which was developed on the basis of conducted trainings, and which contains elaborated standards and practical recommendations for the integration of CGC standards into everyday practice.	
1.1.5: Preparation of the Draft Methodology for the Development of Occupational Standards	2021	MoLEVSA	Completed			
1.1.6: Testing the draft Methodology for the Development of Occupational Standards on a selected sample of occupations	2022	MoLEVSA	In progress		Within the "Education to Employment - E2E" project, testing of the Proposal of the Methodology for the Development of Occupational Standards continued through the development of standards for 20 occupations from the Code of Occupations. Based on the <i>Analysis for the selection of occupations for which standards will be developed</i> , as well as on the basis of consultations with representatives of the education and business sectors (DENQF, AoQ, CCIS), it was decided that occupational standards will be developed for occupations from the ICT and energy sectors, as well as for 4 occupations that are important for the implementation of the Youth Guarantee Program in Serbia: youth worker, employment counselor, career counselor and career guidance and counseling expert. For the needs of field research among employers, the expert group formed in accordance with the Proposal of the Methodology, prepared 23 adjusted questionnaires and 15 additional questionnaires on occupations. During the	Completion of draft standards for 20 occupations in the first quarter of 2024. Improvement of the Proposal of the Methodology based on the completed two cycles of drafting proposals of occupational standards (in 2021 for 10 occupations and in 2023 for 20 occupations), until the end of 2024. Development of standards for 20 new occupations (10 in 2025 and 10 in 2026).

					field survey of selected employers, which took place from September to the end of December 2023, at 199 employers 591 questionnaires on occupations were filled out.	
1.1.7: Establishing the institutional framework for the development of occupational standards	2023	MoLEVSA	In progress			Link activity 3.1.2 - improvement of the Law on employment and unemployment insurance. The occupational standard and the institutional framework for its adoption should be established by the law.
1.1.8: Development of occupational standards in line with the adopted Methodology for the Development of Occupational Standards	2023	MoLEVSA	In progress			Link activity 3.1.2 - improvement of the Law on employment and unemployment insurance. The occupational standard and the institutional framework for its adoption should be established by the law.
1.1.9: Improvement of the standards for approval of the PRAEO status, as well as of the standards and procedures for self-evaluation and external evaluation of PRAEO activities	2023	Ministry of Education	In progress		Amendments to the Law on the National Qualifications Framework were adopted. Improved PRAEO accreditation in terms of specifying the provisions on the PRAEO status approval procedure. The activities for which the status of PRAEO can be acquired, the provisions governing the procedure for approving the status of PRAEO for schools as well as for other organizations, as well as the provisions on revocation of PRAEO status are specified. Additionally, the procedure for recognition of prior learning and introducing candidate's objections has been regulated. The method of submitting a request for the simultaneous acquisition of PRAEO status for training in non-formal education and the activity of recognition of prior learning has been regulated. Opportunities for acquiring andragogic competences have been expanded.	

					<p>The implementation of the Rulebook on self-evaluation and external evaluation of the quality of the work of PRAEO ("Official Gazette of RS", number 27/22) and the Guide for the implementation of standards of self-evaluation and external evaluation of the quality of work of PRAEO continued. In accordance with the Rulebook and the Guide, in this reporting period the AoQ conducted an external evaluation of the quality of PRAEO's work, based on the standards and in accordance with the Guide for self-evaluation and external evaluation. The fulfillment of the requirements for 10 organizations was monitored. AoQ also produced 10 reports on the realized external evaluations of the quality of PRAEO's work.</p> <p>As part of the "Education to Employment - E2E" project, support was provided by amending the by-laws governing the acquisition of PRAEO status, especially in the part related to the establishment of procedures for PRAEO that provide CGC services. The project also supported the development of the Guide for self-evaluation and the Guide for external evaluation of the quality of PRAEO's work. Two trainings for external evaluation and two trainings for self-evaluation were conducted. Training for Self-evaluation is also set up on the AoQ Moodle platform.</p> <p>Also, three workshops were held with accredited PRAEO, where the existing framework for self-evaluation and external evaluation of the quality of PRAEO's work was discussed, which will serve as a starting point for the revision of standards for self-evaluation of PRAEO's work.</p> <p>The Serbian Association of Employers submitted an initiative to amend the Rulebook on closer conditions regarding programs, staff, space, equipment and teaching aids for acquiring the status of a publicly recognized organizer of adult education activities with the aim of motivating a greater number of non-formal education providers to become accredited.</p>		
1.1.10: Piloting of the RPL procedure	2021	Ministry of Education	Completed				

Measure 1.2: Increasing cost-effectiveness and quality of work							
Main institution: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS							
Indicator title		Baseline value and year		Target for 2023	Realized value in 2023	Note	
Average net wage (RSD)		54.919 (2019)		70.098	86.007		
Decreased tax burden on labour (0 - no, 1- yes)		0 (2020)		1		The Law on Amendments to the Law on Personal Income Tax increased the non-taxable amount of earnings, which from 2024 amounts to 25.000 dinars. <i>According to the Law on Amendments to the Law on Personal Income Tax of November 4, 2023, the non-taxable amounts in dinars harmonized in dinars are applied from January 1, 2024.</i>	
Number of employment contracts concluded with persons found to be working informally by the Labour Inspectorate in relation to the total number of persons found to be working informally (%)		95 (2017)		93	61	During 2023, labor inspectors found 6.315 persons at the workplace ("illegal" work), and after the measures taken by the labor inspectors, employers established an employment relationship with 5.782 persons, i.e. with 61% of the total number of persons found at workplace ("illegal" work). During the inspections, labor inspectors also found foreign nationals working illegally, who after inspection and measures taken by labor inspectors, often do not establish a working relationship with the employer, but are returned to their home country, and instead other persons, including foreign nationals, are employed. The aforementioned practice, when it comes to employed foreign nationals, had the effect of recording a decrease in the number of persons caught working "illegally" in 2023, with whom employers established an employment relationship after inspection.	
Conducted inspection of businesses in high-risk economic activities (%)		70 (2017)		73	83	The increased efficiency of the work of the labor 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 2023, the target value of the indicator for 2023 was exceeded.	
Activity title	Deadline -> New deadline	Responsible institution	Status (not started, in progress, completed)	Realization of funds (spent financial resources in 000 RSD in 2023)	Explanation of progress (Activities implemented in 2023)	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	MF	Not started		Every year, the Serbian Association of Employers submits an initiative to extend the validity of the tax relief for newly employed workers, especially bearing in mind that a significant number of employers are facing a labor shortage.		
1.2.2: Analysis of the tax burden on labour from the aspect of introducing of the model of progressive taxation	2022	MF	Completed				
1.2.3: Review and revision of the regulations in order to decrease precarious and vulnerable employment	2022	MoLEVSA	Not started				
1.2.4: Conducting inspection of employers for the purpose of protecting the rights of employees in the area of labour relations and ensuring safe and healthy workplace for every employee	2023	Labour Inspection	In progress	100%	<p>In 2023, 66.896 inspections were carried out in the field of labor relations and safety and health at work (an increase of 3% compared to 2022) at registered and unregistered entities, out of which 34.122 were in the field of labor relations (6% more compared to 2022), 32.461 in the field of safety and health at work and 313 supervision of unregistered entities (13% more compared to 2022). During the inspections, the labor inspectors found 6.315 people in the workplace working "illegally" (26% more than in 2022), and after the measures taken by the labor inspectors, the employers established an employment relationship with 3.855 people, i.e. with 61% of these persons;</p> <p>Labor inspectors issued 5.573 decisions to eliminate established irregularities (4% more compared to 2022) with a total of 12.548 measures (1.133 decisions in the field of labor relations - with 1.496 measures, 4.171 decisions in the field of safety and health at work - with 10.514 measures and 269 decisions with 538 measures against unregistered entities), as well as a total of 8.023 notices, warnings and orders on records (4.622 orders on 3.217 records, 2.712 notices and 689 warnings), and they also issued 654 decisions on banning work at the workplace (30% more compared to 2022).</p> <p>In 2023, labor inspectors submitted 5.180 requests to initiate misdemeanor proceedings (30% more than in 2022), out of which 3.011 were in the field of labor relations, 1.928 in the field of safety and health at work, and 241 against natural</p>		The activity is carried out continuously and is financed from the budget funds of the Labor Inspectorate. In this regard, the Labor Inspectorate will continue to carry out the activities provided for in the Inspection Plan through the preventive action of the labor inspection and targeted inspections in high-risk activities and activities in which there is the most illegal work, with the aim of ensuring a safe and healthy work environment for employees and the regulation of their legal status. It will also carry out continuous, increased inspection supervisions in which the maximum available number of labor inspectors participate, often on the principle of "rotation", targeted extraordinary inspection supervisions in certain activities, organize and carry out extraordinary supervisions, both during

					<p>persons who perform unregistered activity), and they filed 47 criminal reports, out of which 31 were against responsible persons in the field of safety and health at work and 16 against responsible persons in the field of labor relations.</p> <p>1.039 inspections were carried out in connection with reported work injuries, out of which 22 were fatal, 18 were serious with fatal outcome, 25 were collective (within which there was another 1 fatal and 1 serious injury at work with fatal outcome), 886 due to serious and 88 due to light injuries at work. Regarding fatal injuries at work, 42 inspections were carried out in 2023 (25% less than in 2022).</p> <p>In 2023, labor inspectors found 313 unregistered subjects, within which, in addition to the natural persons performing unregistered activity, 220 persons were also found to be working "illegally". Of the total number of determined unregistered subjects, immediately after the measures taken by the labor inspectors, 166 of them, i.e. 53%, were enrolled in the appropriate register.</p> <p>On the basis of requests for the initiation of misdemeanor proceedings submitted by labor inspectors in 2023, employers were fined in the total amount of RSD 212.416.500,00 RSD (184,815,380.00 RSD in 2022).</p>	regular working hours, in the evening and at night, as well as on weekends.
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Measure 1.3: Stimulate job creation

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

Indicator title	Baseline value and year	Target for 2023	Realized value in 2023	Note
Net job creation rate in small, medium-sized, and large enterprises (small enterprises) (%)	5.6 (2019)	5 - 5.6	/	The employer survey was not conducted
Net job creation rate in small, medium-sized, and large enterprises (medium-sized enterprises) (%)	2.9 (2019)	2 - 2.8	/	The employer survey was not conducted
Net job creation rate in small, medium-sized, and large enterprises (large enterprises) (%)	-2.4 (2019)	0 - 0.1	/	The employer survey was not conducted
Number of supported business entities for development projects (Number)	175 (2019)	150	62	The stated realized value in 2023 is not final, given that the implementation of the program is still in progress.

Share of persons employed from the NES register in the total number of persons employed in newly created jobs, through contracts on the award of incentives (%)		0 (2019)		20		/		The data is not available.	
Activity title	Deadline -> New deadline	Responsible institution	Status (not started, in progress, completed)	Realization of funds (spent financial resources in 000 RSD in 2023)	Explanation of progress (Activities implemented in 2023)	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	ME	Not started			After a detailed consideration of the activities between the ME and DAS, it was determined that the current legal regulations regulating the field of investments enable the employment of all persons, as well as the categories of the more difficult to employ.			
1.3.2: Strengthening cross-sectoral cooperation for synchronised implementation of direct investments and ALMP measures	2023	ME MoLEVSA	Not started			After a detailed consideration of the activities between the ME and DAS, it was determined that the current legal regulations regulating the field of investments enable the employment of all persons, as well as the categories of the more difficult to employ.			
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 for Entrepreneurship Promotion	2023	ME	In progress		Bearing in mind the fact that the implementation of the Program started in the second half of 2023, as well as that the reception of requests under this program	/	Consideration of all submitted and unresolved requests. Until 31.12.2023.		

through development projects					lasted until December 31, 2023, consideration of the remaining submitted and unresolved requests continued in 2024.		301.596 RSD in grants were approved
1.3.5: Study on the prevalence and forms of telemigrant jobs in the national labour market and identification of formalisation modalities	2023	MF 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 2023	Realized value in 2023	Note
Share of FSA recipients and social protection beneficiaries participating in ALMP measures in relation to the total number of these recipients / beneficiaries on the NES register (%)	19 (2019)	23	19.61	
Share of FSA recipients and social protection beneficiaries employed from the NES register in relation to the total number of these recipients / beneficiaries on the NES register (%)	13 (2019)	15	28.61	
Adopted regulations stimulating labour market activation of able-to-work social protection beneficiaries and regulating the cooperation between NES and CSW (0 - no, 1- yes)	0 (2020)	1	1	
FSA recipients and other social protection beneficiaries covered by the integrated service of NES and CSW (Number)	756 (2019)	1.000	969	

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, in progress, completed)	Realization of funds (spent financial resources in 000 RSD in 2023)	Explanation of progress (Activities implemented in 2023)	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 cooperation protocols, 581 meetings with NES and CSW representatives were held. Contacts were continuously maintained and activities were carried out in accordance with cooperation protocols and work instructions. The need to include FSA recipients in ALMP measures was emphasized in order to improve employability and encourage employment. Bearing in mind that this is a category of persons with multiple factors of difficult employability, the importance of including		The activity is carried out continuously.

					institutions from other systems was emphasized (education, economy, etc.), as well as CSOs in providing support in other areas that are important for successful integration of FSA recipients in overall socio-economic flows.	
1.4.2: Inclusion of FSA recipients and social protection beneficiaries in ALMP measures	2023	NES	In progress	87%	<p>Number of FSA recipients included in ALMP measures, by type of measure:</p> <ul style="list-style-type: none"> - Job fairs: 4.844 (2.424 women); - Job search club: 108 (73 women); - Active job search training: 2.569 (1.413 women); - Self-efficacy training: 156 (101 women); - Workshop for overcoming stress due to job loss: 15 (9 women); - Training „Road to successful entrepreneur“: 217 (103 women); - Subsidies for hiring unemployed persons from the hard-to-employ category: 96 (53 women); - Self – employment subsidies: 95 (42 women); - Internship for youth with higher education: 1 (0 women); - Internship for the unemployed with secondary education: 7 (4 women); - Acquiring practical knowledge: 8 (5 women); - Training at employer`s request: 6 (3 women); - Professional practice: 37 (29 women); - Labour market training: 47 (32 women); - Functional adult primary education: 475 (311 women); - Wage subsidies for persons with disabilities (PwDs) without work experience 19 (7 women); - ALMPs for PWDs employed under special conditions 2 (1 women); - Public works 343 (119 women). 	The activity is carried out continuously.
1.4.3: Organization of trainings of CSW and NES staff for integrated service provision	2023	CSW NES	In progress		With the aim of improving the effectiveness of social inclusion measures, supporting beneficiaries of financial social assistance, as well as increasing their opportunities to enter the labor market, within the program "PRO - Local management for people and nature", the implementation of which began in 2023 and continues until 2026 , is also the realization of the project "Paths to work: Improving social inclusion in the context of	Creation of an Analysis of the educational and qualification structure of working-age FSA recipients with recommendations for training, retraining and further qualification in accordance with the needs of the labor market, and

					<p>work and employment", which is jointly implemented by the United Nations agencies in Serbia - UNOPS, UNICEF, UNFPA and UNEP, with the financial support of the Government of Switzerland.</p> <p>As part of the project activities, during November and December 2023, three consultative round tables were held in Belgrade focused on finding pragmatic solutions for improving practices aimed at beneficiaries of financial social assistance in accordance with existing capacities and resources, but also on considering the ideal user-oriented support in the context of the projection of resources needed to improve this service.</p> <p>The participants concluded that, in addition to reforming the legal framework and improving coordination at the local level, it is necessary to strengthen the capacities of CSW. This includes the development of professional practice and a personalized approach in working with financial social assistance beneficiaries in the context of the application of social inclusion measures.</p> <p>Also, in 2023, the implementation of the IPA 2020 project "Improving and strengthening the efficiency of national regulatory mechanisms of social protection, policy implementation tools, quality assurance frameworks and capacity building for participation in the ESF" has begun.</p> <p>The expected "Outcome 2" of this project is: <i>Active inclusion programs and policies, with a focus on FSA recipients, developed and improved, based on EU standards and EU good practices and in accordance with the EU Pillar of Social Rights.</i></p> <p>As part of the GIZ program Centers for Migration and Development (ZME, formerly PME), an analysis of "Review of examples of good practice in the Republic of Serbia and the EU regarding the provision of integrated services to vulnerable social groups" was carried out.</p>		<p>the development and piloting of a Proposal for an active inclusion program with a focus on FSA recipients in accordance with the EU pillar of social rights (min. 100 recipients covered by piloting).</p> <p>A Policy Concept will be prepared with the findings of the Pilot Program, with recommendations for reforms in the field of active inclusion, and a presentation will be held at a workshop for relevant stakeholders on the findings of the Pilot Program.</p>
1.4.4: Preparation of the regulatory framework that stimulates labour market activation of able-to-work social protection beneficiaries and regulates	2022	MoLEVSA	Completed	/	<p><i>Instruction for the implementation of social inclusion measures at the level of centers for social work</i> was prepared and distributed to all centers for social work, for the sake of action.</p> <p>This instruction indicates the obligations of CSW in the implementation of social</p>	/	

<p>the cooperation between NES and CSW</p>				<p>inclusion measures, taking into account the termination of validity of paragraphs 3. and 4 of Article 80 of the Law on Social Protection based on the decision of the Constitutional Court of April 21, 2022.</p> <p>The Instruction obliges CSW directors to organize their work in such a way as to ensure the implementation of appropriate activities (listed in the Instruction) in order to implement and successfully realize social inclusion measures (informing and motivating users for inclusion in the measures, assessing the needs and potential of beneficiaries to overcome an unfavorable material situation, drafting of the individual activation plan, implementation and monitoring of the individual activation plan and the effects of social inclusion measures). The Instruction also provides guidelines for the work of CSWs within the framework of the implementation of social inclusion measures.</p> <p>The Instruction defines, among other things, that the CSW concludes a protocol on cooperation with the organization responsible for employment affairs in order to implement measures of social inclusion in the field of employment in accordance with the needs and potentials of the beneficiary on actively overcoming his/her unfavorable social situation and an individual activation plan, and in the sense of regulations on work, regulations on employment, regulations on P&D insurance, regulations on professional rehabilitation and employment of PWDs.</p> <p>CSW refers the beneficiary to the holder of certain activities in the field of employment, and the holder of the activity is obliged to regulate the relationship with the beneficiary through a contract. The contract contains the rights and obligations of the contracting parties in accordance with the applicable regulations. The beneficiary can also be engaged as a volunteer, in accordance with the Law on Volunteering.</p> <p>The aforementioned Instruction also defines the establishment of cooperation at the community level, as well as the part related to the protection of beneficiaries' rights during inclusion in social inclusion measures that include work engagement or volunteering.</p>		
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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 2023	Realized value in 2023	Note	
Implemented local employment planning documents (Number)		160 (2019)		162	142		
Share of allocations from LSG budgets in the total funds earmarked for the implementation of local employment planning documents (%)		66.83 (2019)		72	69.39		
Unemployed persons from the NES register included in ALMP measures implemented under local employment planning documents (Number)		7.132 (2019)		7.200	4.922		
Share of persons from the NES register who are employed after participation in ALMP measures implemented under local employment planning documents (on 180 th day from the completion of measure / expiry of contractual obligation) (%)		58 (2018)		63	52.92	The stated effect refers to unemployed persons who have left the measure/contractual obligation in the period from July 1, 2022. until 30.06.2023. 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. NES revised the data in accordance with the new methodology, so the initial value in 2018 is 46.8%.	
Established institutional framework for the implementation of innovative solutions in the area of local employment policy (0 - No, 1- Yes)		0 (2020)		1	1	A road map with recommendations for the institutionalization of the grant management mechanism for the development of innovative models for employment at the local level was created.	
Adopted Decree Establishing the Single List of Regions and LSGs by Development Levels (0 - No, 1- Yes)		0 (2020)		1	0		
Activity title	Deadline -> New deadline	Responsible institution	Status (not started, ongoing, completed)	Realization of funds (spent financial resources in 000 RSD in 2023)	Explanation of progress (Activities implemented in 2023)	Reasons for deviation and measures taken	Future steps for implementation
1.5.1: Organizing regional meetings with LSGs	2023	MoLEVSA	In progress	/	On September 28 and 29, 2023, a two-day workshop on "Local employment policy - partnerships based on community needs" was held, organized by MoLEVSA, E2E and SCTM. Representatives of LSGs, MoLEVSA, NES, E2E, SCTM, employment agencies and CSOs took part. The meeting discussed the implementation of local employment planning documents in the	/	The activity is carried out continuously, on an annual basis. On March 28 and April 4, 2024, with the support of SCTM, workshops will be held with representatives of LSGs and NES, during

					period 2021-2023, and presented the results of analysis / research: Analysis of innovative approaches in the implementation of local employment action plans (SCTM, 2021), E2E Research on the implementation of the Law on the Planning System at the local level, with a special focus on local employment policies, the results of piloting innovative solutions for local employment policies (MoLEVSA with the support of GIZ) and the results of Research on the role of employment agencies in employment policy (GIZ). The proposals for the new Action Plan for the period from 2024 to 2026 have been collected from LSGs, CSOs and employment agencies.		which the new Action Plan and measures of ALMP will be presented, which will be supported, through the modality of co-financing, in the period 2024-2026.
1.5.2: Conducting trainings for the development of local employment planning documents	2023	MoLEVSA	In progress		Project "Education to Employment - E2E": organized two two-day workshops for the development of local self-government capacities for local labor market analysis: December 5 and 6 in Nis and December 21 and 22 in Kragujevac. The workshops were attended by representatives of LSGs, NES and non-governmental organizations active in the E2E project. Also, an analysis was made of the "Application of the Law on the Planning System of the Republic of Serbia at the local level, with a focus on employment policy". During 2023, SCTM worked on instructional material for LSGs "Guidelines for the preparation of a local employment planning document", as an additional form of support in the preparation of the local employment program.		The "Education to Employment - E2E" project will hold another two-day workshops in the first quarter of 2024 on the topic of developing the capacities of local self-governments to analyze the local labor market. In the second half of 2024, SCTM will implement workshops during which the document "Guidelines for the preparation of a local planning document in the field of employment" will be presented. As part of the technical support project from the IPA 2020 program cycle, a set of trainings will be implemented for LSGs for the preparation of a local employment planning document.
1.5.3: Implementation of local employment planning documents	2023	NES LSG	In progress	89%	By the Decision on participation in the financing of active employment policy measures provided for in local employment planning documents dated 4/27/2023, 93 requests from local self-government units were approved. 92 agreements on regulating mutual rights and obligations in the implementation of active employment policy measures were concluded between LSGs and NES, and 90 agreements / annexes were implemented, which allocated 332.661.819,46 RSD from		The activity is carried out continuously, on an annual basis.

					<p>the LSGs, and 392.942.406,10 RSD from the budget of the Republic of Serbia.</p> <p>Also, NES concluded 50 agreements on technical cooperation with LSGs. On the basis of the concluded agreements, the local self-government units allocated funds in the amount of 520.041.295,61 RSD from the budget.</p> <p>2 agreements on technical cooperation with AP of Vojvodina in the amount of 38,000,800.00 RSD were also concluded.</p>	
1.5.4: Piloting of innovative solutions for local employment policy development	2023	MoLEVSA	Completed	100%	<p>Recognizing the need to improve local employment policies and develop cross-sectoral approaches in providing support to the unemployed, especially those who are at risk in the local context, the Ministry of Labour, Employment, Veterans and Social Affairs, in cooperation with GIZ, successfully implemented the project "<i>Support to the Ministry of Labour, Employment, Veterans and Social Affairs in piloting innovative solutions for employment</i>". The aim of the project was to improve employability, through the encouragement of intersectoral cooperation and the development of measures that correspond to the needs of the local labor market. The specific goal was to pilot and develop capacities for the grant management mechanism in MoLEVSA as an instrument for increasing the employability and employment prospects of less employable groups at the local level, using innovative approaches to employment. Within the project, 8 LSGs received support for the implementation of their projects, and in that process local self-governments signed 16 cooperation agreements with local actors, while 473 (218 women) unemployed persons were covered by various measures. Additional specifics of more difficult employability were recorded in 313 beneficiaries (66%). Of the total number of unemployed persons, most of them were long-term unemployed (144), Roma (118), PWDs (12), beneficiaries of financial social assistance (20), redundant employees (19) and returnees (64, of which 48 from Germany, and 16 from other countries); The focus of the selected LSGs were various measures grouped as follows: Career guidance and counseling, on-the-job training at employer's premises and training for the labor market, whereby 293 people received</p>	<p>A road map was prepared with recommendations for the institutionalization of the grant management mechanism for the development of innovative models for employment at the local level - based on the lessons learned, and recommendations for the further application of this model of cooperation with LSGs.</p>

					career guidance and counseling services, 63 beneficiaries received on-the-job training, while 134 persons completed training for the labor market; Support for entrepreneurship, where 126 participants successfully completed entrepreneurship training; Development of social entrepreneurship, within which two social enterprises are registered. A total of 78 people (37 women) were employed, of which 40 were self-employed and received equipment.	
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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 2023	Realized value in 2023	Note
Long-term unemployment rate (15+) (%)	6.1 (2019)	3.2	4.2	In 2023, a post-census revision of the LFS was carried out and the data is not comparable with the data for 2019 given in the AP
Gender wage gap by age groups (15+) (%)	10.6 (2019)	9.5	14	Calculated based on data from the Tax Administration.
Gender wage gap by age groups, (15-29) (%)	5.4 (2019)	5.6	10.3	Calculated based on data from the Tax Administration.
NEET rate (15-29) (%)	18.9 (2019)	15.7	15.2	In 2023, a post-census revision of the LFS was carried out and the data is not comparable with the data for 2019 given in the AP
Share of the long-term unemployed persons employed from the NES register, in relation to the total number of long-term unemployed registered with the NES (%)	23.1 (2019)	29	18.98	
Employment effect of financial measures (on 180 th day from the completion of the measure / expiry of contractual obligation) (%)	60 (average 2016/2017/2018)	71	47.3	The stated effect refers to unemployed persons who have left the measure/contractual obligation in the period from July 1, 2022. until 30.06.2023. 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. NES revised the data in accordance with the new methodology, so the initial value in 2019 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 2023	Realized value in 2023	Note
Reported demands of employers for employment in vacant positions (Number)	119.500 (2019)	135.000	198.789	During 2023, an increase of the number of requests for new workers was recorded due to an increase in the number of reported demand for employment of foreigners.
Satisfied reported demands of employers for employment / work engagement (%)	49 (2019)	65	51.67	
Share of persons employed from the NES register in the total number of unemployed persons on the NES register (%)	46 (2019)	56	43.11	
Share of persons who have registered with the NES as a result of information on the services and ALMP measures received though employment caravans, in the total number of persons who received this information (%)	0 (2019)	20	3.48	
Employment effect of job creation and self-employment subsidies (on 180 th day from the expiry of contractual obligation) (%)	90 (average 2016/2017/2018)	92	65.90	The stated effect refers to unemployed persons who have left the measure/contractual obligation in the period from July 1, 2022. until 30.06.2023. 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. NES revised the data in accordance with the new methodology, so the initial value in 2019 is 71.7%.
Employment effect of further education and training (on 180 th day from the completion of measure completion / expiry of contractual obligation) (%)	52 (average 2016/2017/2018)	63	40.08	The stated effect refers to unemployed persons who have left the measure/contractual obligation in the period from July 1, 2022. until 30.06.2023. 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. NES revised the data in accordance with the new methodology, so the initial value in 2019 is 42.9%.

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, in progress, completed)	Realization of funds (spent financial resources in 000 RSD in 2023)	Explanation of progress (Activities implemented in 2023)	Reasons for deviation and measures taken	Future steps for implementation
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2.1.1: Provision of job matching and employment support services	2023	NES	In progress		<p>During 2023, demand for 172.411 new workers was registered in NES branch offices. Based on the criteria set by the employers who submitted the applications, a preliminary selection of candidates was made and they were informed about the conditions of the offer and 151.172 candidates were referred to the employers, for the purpose of selection for employment or other types of engagement.</p> <p>In the same period, according to the expressed needs, 96.946 people were employed, that is, the satisfaction of the expressed needs of employers, submitted in the reporting period, so far amounts to 56.23%. For 5.718 new workers, the employers requested the service of interregional mediation for the employment/ engagement of the following profiles: medical doctor and medical specialist, insurance sales associate, waiter, barista, cook, defectologist, security officer, civil engineer, driver, armourer, locksmith, welder, seamstress, production operator and CNC operator. Based on the criteria set by employers, a preliminary selection of candidates was made and 9.369 candidates were referred to employers. Based on the expressed needs for interregional mediation from the NES records, 703 candidates were employed.</p> <p>According to the reported employment needs, 7.595 advertisements were published on the NES website. The number of new workers requested by employers was 26.378. 3.045 people applied for employers' advertisements through internet mediation.</p>		The activity is carried out continuously.
2.1.2: Provision of professional orientation and career counselling services	2023	NES	In progress		<p>6.293 persons (4.036 women) are covered by the Information service on opportunities for career development at the Centers for Information and Professional Counseling (CIPS). Information about opportunities for career development is also provided indirectly, through the electronic interactive version of the Guide for choosing an occupation. In the reporting period, the Guide was visited by a total of 34.423 users. 10.085 persons (6.477 women) were included in the counseling on career development opportunities, while 10.573 persons were included in the psychological assessment procedure for selection purposes.</p>		<p>The activity is carried out continuously.</p> <p>Due to the transition of Google Analytics to a new operating system on 7/17/2023, NES has data on the number of users and visits to the subdomain Guide for choosing an occupation - "Guide for elementary school pupils" exclusively for the first half of 2023.</p>

2.1.3: Implementation of active job search measures	2023	NES	In progress	100%	<p>During 2023, 106.572 persons (60.509 women) were included in active job search measures, namely: 53.830 persons (30.330 women) took part in job fairs, 4.179 persons (2.769 women) in job search clubs, active job search training was attended by 35.533 persons (20.218 women), self-efficacy training by 2.623 persons (1.900 women), a workshop for overcoming stress due to job loss by 924 persons (639 women), and entrepreneurship development training by 9.483 persons (4.653 women). The workshop "Psychological challenges of entrepreneurship" included 186 people (113 women).</p>	The activity is carried out continuously.
2.1.4: Provision of further education and training	2023	NES	In progress	80%	<p>A total of 6.620 persons (4.595 women) were included in additional education and training measures, as follows: 1.733 persons (1.251 women) were included in professional practice, 631 persons (470 women) in internships for young people with higher education, 281 persons (176 women) in internships for the unemployed with secondary education, 628 persons (368 women) in acquiring practical knowledge, 596 persons (367 women) in training at the employer's request for the unemployed, 15 persons (2 women) in training at the request of the employer for the employed, 1.616 persons (1.282 women) in training for the labor market and 1.120 persons (679 women) in functional adult primary education.</p>	The activity is carried out continuously by announcing public calls by NES, on an annual basis.
2.1.5: Provision of subsidized employment and self-employment	2023	NES	In progress	76%	<p>3.461 persons (1.828 women), of whom 372 are PWDs (190 women), are included in the measure of subsidies for the employment of unemployed persons from the harder-to-employ category, while 4,228 persons (2,564 women) are included in the measure of subsidies for self-employment, of which 95 are PWDs. (44 women). 544 PWDs (283 women) are included in the measure of wage subsidies for PWDs without work experience.</p>	The activity is carried out continuously by announcing public calls by NES, on an annual basis.
2.1.6: Implementation of public works	2023	NES	In progress	32%	<p>The public works measure included 2.928 persons (1.397 women), of which 819 are PWDs (399 women).</p>	The activity is carried out continuously by announcing public calls by NES, on an annual basis.
2.1.7: Implementation of the measures for PWDs employed under special conditions	2023	NES	In progress	91%	<p>35 PWDs (16 women) are included in the measure of reimbursements of appropriate workplace adjustment costs, while 60 PWDs (28 women) are included in the measure of</p>	The activity is carried out continuously

					reimbursements of salary costs to a person engaged in providing professional support at the workplace (work assistance).		by announcing public calls by NES, on an annual basis.
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Measure 2.2: Improvement of implementation and design of new active labour market policy measures

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

Indicator title	Baseline value and year	Target for 2023	Realized value in 2023	Note
Modified existing and/or designed new ALMP measures (Number)	0 (2020)	3	/	
Persons included in modified existing and/or designed new ALMP measures (pilot) (Number)	0 (2020)	200	/	
Employers using ALMP services/measures (Number)	21.803 (2019)	36.000	37.461	

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, in progress, completed)	Realization of funds (spent financial resources in 000 RSD in 2023)	Explanation of progress (Activities implemented in 2023)	Reasons for deviation and measures taken	Future steps for implementation
2.2.1: Improvement of instruments for the employability assessment of the jobseekers	2023	NES	In progress		A probabilistic model was created that represents the basis for implementing statistical profiling into the existing profiling concept. The tender documentation for the piloting of the online application for pre-registration and profiling with the help of statistics has been prepared and an invitation has been issued to contractors who will develop software for statistical profiling based on the already developed methodology.		Piloting an online application for pre-registration and profiling with the help of statistics.
2.2.2: Improvement of the cooperation with employers	2023	NES	In progress		In order to increase the number of applications for employment of new workers and to meet the expressed needs of employers, as well as to increase the number of employers who use the services and measures of active employment policies, 147 forums were held, in which 2.386 employers took part, and activities were intensified to animate and inform employers through social networks, Viber channel and SMS service. As part of business information activities, the Serbian Association of Employers organized several workshops with NES representatives, which focused on new		The activity is carried out continuously.

					programs and public calls for active employment measures, attended by hundreds of companies.		
2.2.3: Redesigning active job search measures in accordance with the needs of individuals and labour market requirements	2023	NES	Completed				
2.2.4: Digitalisation of ALMP services/measures	2023	NES	In progress		<p>The GIZ program "Centers for Migration and Development" supported NES in creating the first national platform for a virtual job fair, which was organized on November 30, 2023. 5.812 candidates and 106 companies registered on the platform to participate in the virtual fair, 101 of which had a job offer during the national fair. During the duration of the fair, a total of 1.850 job resumes were submitted for 514 offered positions for 4.413 new workers. The platform had 230.000 visits during the fair. NES advisors, as well as company representatives, conducted over 750 direct conversations during the fair through the live-chat option. During December 2023, through the same platform, NES organized a specialized job fair for the needs of the IT sector in cooperation with the Science and Technology Park in Niš. At this fair, 24 companies offered 73 positions for 204 executors. Over 300 candidates submitted 426 job applications.</p> <p>During 2023, NES undertook activities to establish a digital platform (web application) for persons seeking employment, so that they could access their individual employment plan, follow the agreed activities and enter the actions undertaken in accordance with the individual employment plan, i.e. keep a job search diary. A call has been issued for contractors who will develop software for statistical profiling based on an already developed methodology.</p>		Establishing a digital platform for job seekers.
2.2.5: Analysis of preconditions for the introduction of training vouchers	2023	MoLEVSA	Not started				With the support of the technical support project from the IPA 2020 program cycle, expert support was contracted in February 2024 for the preparation of the subject analysis.

2.2.6: Modification of existing and design of new ALMP measures (work practise, 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 findings of impact evaluation of ALMP measures.	2023	MoLEVSA	In progress		As part of the "Education to Employment - E2E" project, trainings were held for 130 employees of NES for the application of the Instructions for evaluating a business plan when awarding a subsidy for self-employment, and a comparative analysis of the ALMP measure Training at employer's request (conducted by NES) and work-based learning (WBL) was completed which is implemented within the E2E project with recommendations for the improvement of both measures.	
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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 impacts

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

Indicator title	Baseline value and year	Target for 2023	Realized value in 2023	Note
Established integrated vacancy database (0 - No, 1- Yes)	0 (2020)	1	0	
Improved methodology and procedure of Employers' Survey (0 - No, 1- Yes)	1 (2019)	1	0	
Established functional platform for a single labour market information system (0 - No, 1- Yes)	0 (2020)	1	0	
Conducted net impact evaluation of ALMP measures (Number)	0 (2020)	2	1	Evaluation of the active employment policy measure - Subsidies for the employment of unemployed persons from the category of difficult to employ for 2021 and 2022.

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, in progress, completed)	Realization of funds (spent financial resources in 000 RSD in 2023)	Explanation of progress (Activities implemented in 2023)	Reasons for deviation and measures taken	Future steps for implementation
2.3.1: Aggregation of data from different sources on labor market demand	2023	NES	In progress		In cooperation with the Republic Statistical Office, a project is planned to unify data on demand on the labor market.		
2.3.2: Overview of trends and future needs of employers	2023	NES	In progress		The annual survey of employers' needs was not carried out using the improved methodology by NES. The Serbian Association of Employers submitted a number of initiatives aimed at improving education in accordance with the needs of the economy. In addition, SAE has		

					its representatives in important institutions such as the Council for Vocational and Adult Education, as well as the National Education Council. SAE representatives were part of working groups that worked on amendments of regulations in the field of education, as well as on the development of new normative solutions (Law on Dual Education, Law on the Dual Model of Studies in Higher Education, Law on Higher Education, Law on the National Qualifications Framework, Law on Secondary Education and Upbringing, Law on Students' Organization, Law on Educational Inspection, Law on Volunteering and Draft Law on Work Practices).	
2.3.3: Development of the system for coordinating different sources of information and of the framework for establishing a single labour market information system	2023	MoLEVSA RSO	Not started		Applied for the project within the IPA 2022 program cycle.	The project can start in the second half of 2024 at the earliest, with a deadline of 2026.
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		The evaluation of the measure of active employment policy - Subsidy for the employment of unemployed persons from the category of difficult to employ for 2021 and 2022, which was carried out within the project "Education to Employment - E2E", showed that the gross effect of the measure is 53.7%, while the net effect is expressed through a higher participation of employed persons in the experimental group (55.4%) compared to the participation of employed persons in the control group (21.6%) and by 33.8 p.p. Also, the analysis showed that the measure has a statistically significant effect on finding a job with the intensity of the influence being medium, and this finding is the same when persons are viewed by gender. Both types of effects (gross and net) refer to the participants of the measure that was implemented in 2021.	

Measure 2.4: Improvement of labour market position of women

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

Indicator title	Baseline value and year	Target for 2023	Realized value in 2023	Note
Share of unemployed women participating in ALMP measures in the total number of unemployed persons participating in the measures (%)	55.5 (2019)	56	57.28	
Effect of financial measures on the employment of women (on 180 th day from completion of measure / expiry of contractual obligation) (%)	60 (average 2016/2017/2018)	71	47.48	The stated effect refers to unemployed persons who have left the measure/contractual obligation in the period from July 1, 2022. until 30.06.2023. 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. NES revised the data in accordance with the new methodology, so the initial value in 2019 is 51.2%.
Share of women employed from the NES register in the total number of women on the NES register (%)	45 (2019)	50	43.39	
Share of women who have started their own businesses with self-employment subsidy in the total number of persons who received the subsidies (%)	49.8 (2019)	53	60.64	

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, in progress, completed)	Realization of funds (spent financial resources in 000 RSD in 2023)	Explanation of progress (Activities implemented in 2023)	Reasons for deviation and measures taken	Future steps for implementation
2.4.1: Inclusion of unemployed women from particularly vulnerable groups into ALMP measures	2023	NES	In progress	87%	The number of unemployed women from particularly sensitive categories (single parents, victims of domestic violence, victims of human trafficking, spouses from families where both spouses are unemployed, refugees and displaced persons, returnees under the Readmission Agreement, young people in residential care, foster and guardian families, parents of children with developmental disabilities, former perpetrators of criminal acts), included in ALMP measures, according to the type of measure: - Job fair: 1.719 women, - Job search club: 96 women, - Training for active job search: 979 women; - Self-efficacy training: 100 women;		The activity is carried out continuously

					<ul style="list-style-type: none"> - Workshop for overcoming stress due to job loss: 28 women; - Entrepreneurship development training: 153 women; - Subsidy for employment of unemployed persons from the category of difficult to employ: 43 women; - Subsidy for self-employment: 195 women; - Public works: 53 women; - Internship for young people with higher education: 5 women, - Internship for the unemployed with secondary education: 3 women, - Acquiring practical knowledge: 14 women, - Training at the employer's request: 25 women, - Professional practice: 25 women, - Labour market training: 147 women, - FAPE: 85 women, - Wage subsidy for PWDs without work experience: 4 women. 		
2.4.2: Analysis of the preconditions for reconciling work and family life	2023	MoLEVSA	Completed		With the support of UN WOMEN, an Analysis of the prerequisites for harmonizing work and family life was prepared.		
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		54 Employment Caravans were organized, through which, with their consent, 199 women were informed, while 16 women applied to the NES records. The Serbian Chamber of Commerce organized 4 workshops/trainings for women entrepreneurs, in which 630 participants took part.		

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 2023	Realized value in 2023	Note
Share of unemployed youth participating in ALMP measures in relation to the total number of youth on the NES register (%)	41 (2019)	44	49.55	
Developed model for outreaching, registering, and activating youth in the NEET group who are left out of the system (0 - No, 1- Yes)	0 (2019)	1	0	

Piloted elements of the Youth Guarantee (0 - No, 1- Yes)	0 (2019)	1	1	The Youth Guarantee Implementation Plan for the period 2023-2026 was adopted ("Official Gazette of RS, number 120/23).
Youth participating in employment promotion projects implemented within the youth policy (Number)	4.340 (2016)	7.200	8.650	

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, in progress, completed)	Realization of funds (spent financial resources in 000 RSD in 2023)	Explanation of progress (Activities implemented in 2023)	Reasons for deviation and measures taken	Future steps for implementation
2.5.1: Inclusion of unemployed youth into ALMP measures	2023	NES	In progress	87%	<p>Number of young people, included in ALMP measures, by type of measure:</p> <ul style="list-style-type: none"> - Job fair: 12.919 persons (7.196 women), - Job search club: 1.998 people (1.243 women), - Training for active job search: 12.219 people (6.728 women), - Self-efficacy training: 507 people (326 women), - Workshop for overcoming stress due to job loss: 113 people (75 women), - Entrepreneurship development training: 2.706 people (1.173 women), - Subsidy for the employment of unemployed persons from the category of difficult to employ: 702 persons (299 women), - Subsidy for self-employment: 1.383 persons (715 women), - Public works included 418 persons (177 women), - Internship for young people with higher education: 618 persons (458 women), - Internship for the unemployed with secondary education: 274 persons (171 women), - Acquiring practical knowledge: 142 persons (77 women), - Training at the employer's request: 209 persons (106 women), - Professional practice: 1.258 persons (885 women), - Labour market training: 434 persons (338 women), - FAPE: 332 persons (185 women), - Wage subsidy for PWDs without work experience: 85 persons (38 women), 		The activity is carried out continuously.

					<ul style="list-style-type: none"> - Reimbursement of appropriate costs of adjusting the workplace: 15 persons (5 women), - Reimbursement of salary costs to a person engaged in providing professional support at the workplace - work assistance: 18 persons (6 women). 		
2.5.2: Development of the model for outreaching, registering and activating youth in the NEET group who are left out of the system	2022	MoLEVSA	In progress		With the support of the technical support project from the IPA 2020 program cycle, external expert support was contracted to work on the development of the model.		The model was completed in February 2024, and training for CSOs will follow, with the support of E2E.
2.5.3: Development of the policy coordination system within the Youth Guarantee	2022	MoLEVSA	In progress		On June 15, 2023, the Government adopted the Decision on Amendments to the Decision on the Establishment of a Coordinating Body for the Development and Monitoring of the Implementation of the Youth Guarantee Implementation Plan. In the process of developing the Youth Guarantee Implementation Plan, a set of bilateral meetings were held with key departments, during which the modalities of coordinating activities and collecting and exchanging data were discussed.		With the support of the technical support project from the IPA 2020 program cycle, expert support was contracted in the further development of the policy coordination system in the Youth Guarantee program.
2.5.4: Development of the management mechanism to guide the activities at the national and local level within the Youth Guarantee	2022	MoLEVSA	Completed		The Youth Guarantee Implementation Plan for the period from 2023 to 2026 was adopted ("Official Gazette of RS", number 120/23).		
2.5.5: Establishing the framework and piloting the elements of the Youth Guarantee	2023	MoLEVSA NES	In progress		<p>Tender documentation for the procurement of services was prepared in order to ensure the creation and piloting of an online application and profiling with the help of statistics and the provision of preparatory services.</p> <p>With financial support from the IPA 2020 direct grant NES, a public competition was held for hiring counselors for psycho-social support for young people in 3 pilot branch offices of the National Employment Service (Niš, Kruševac, Sremska Mitrovica) and 6 people were hired.</p> <p>Joint meetings were held with representatives of NES branch offices in which the Youth Guarantee will be piloted, during which all aspects regarding organizational, personnel and other prerequisites for the preparation of activities for the implementation of the Youth Guarantee were reviewed. Also, a manual was prepared for the work of the employees</p>		From January 1, 2024, the Youth Guarantee is being piloted in the area of 3 NES branches (Niš, Kruševac, Sremska Mitrovica). At the end of February 2024, public invitations were announced for the implementation of ALMP measures that are available as part of the Youth Guarantee. Piloting lasts until 2026.

					<p>in the NES pilot branch offices, as an internal act defining a new way of working with young people in terms of intensive individual support based on a customized employability assessment model.</p> <p>The Serbian Association of Employers, together with representatives of MoLEVSA and NES, participated in meetings where the Youth Guarantee was presented in the three cities chosen for piloting: Niš, Kruševac and Sremska Mitrovica. The Serbian Association of Employers also took part in two TAIEX Multi-country Workshops on the Youth Guarantee in the Western Balkans: Monitoring and evaluating work-based learning in the context of Youth Guarantee, which were organized in Lisbon and Vienna. As part of the development of mechanisms to encourage youth employment and the activation of young people from the NEET category who are outside the institutions of the system, the Union signed an agreement on cooperation with the Youth Umbrella Organization.</p>		
2.5.6: Support to the implementation of youth employment promotion projects within the youth policy	2023	MTY	Completed	100%	<p>Within the framework of the Public competition for stimulating various forms of employment, self-employment and youth entrepreneurship, 51 programs and projects were financed in the total amount of 88 million dinars. These projects included through their actions over 25.000 beneficiaries from the youth category, of which 8.650 were young people, who, based on the projects, were involved in training to increase employability and career management, training to obtain a certificate for professional training or a program of professional practices. Also, during 2023, the Ministry announced a competition for the support of LSGs in the implementation of youth policy at the local level in the amount of 22 million dinars and financed 11 projects.</p>		

Mepa 2.6: Improvement of the 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 2023	Realized value in 2023	Note
Share of unemployed PWDs participating in ALMP measures in relation to the total number of PWDs on the NES register (%)	44.6 (2019)	48	49.87	

Effect of financial measures on the employment of PWDs under special conditions (on 180 th day from completion of measure / expiry of contractual obligation) (%)	93 (average 2016/2017/2018)	93	77.36	
Share of PWDs employed from the NES register in relation to the total number of PWDs on the NES register (%)	32 (2019)	33	31.22	
Available data on employed PWDs available (0 - No, 1- Yes)	0 (2020)	1	1	

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, in progress, completed)	Realization of funds (spent financial resources in 000 RSD in 2023)	Explanation of progress (Activities implemented in 2023)	Reasons for deviation and measures taken	Future steps for implementation
2.6.1: Inclusion of unemployed PWDs into ALMP measures	2023	NES	In progress	87%	<p>A total of 8.505 PWDs (4.213 women) are included in the ALMP measures, namely:</p> <ul style="list-style-type: none"> - Training for active job search – 1.488 persons (725 women), - Self-efficacy training - 106 people (50 women), - Workshop for overcoming stress due to job loss - 28 people (19 women), - Job search club - 249 people (149 women), - Job fair – 4.204 people (2.015 women), - Entrepreneurship development training – 206 persons (108 women), - Professional practice – 8 persons (3 women), - Internship for young people with higher education - 5 persons (4 women), - Internship for the unemployed with secondary education - 3 persons (3 women), - Acquiring practical knowledge - 8 persons (4 women), - Training for the labor market - 265 persons (172 women), - Training at the employer's request for the unemployed - 10 persons (1 woman), - Subsidy for self-employment – 95 persons (44 women), - Employment subsidy for unemployed persons from the category of difficult to employ - 372 persons (190 women), - Public works - 819 persons (399 women), - Wage subsidy for people with disabilities without work experience - 544 persons (283 women), 		The activity is carried out continuously, on an annual basis.

				<ul style="list-style-type: none">- Reimbursement of appropriate costs of adjusting the workplace - 35 persons (16 women),- Reimbursement of salary costs to a person engaged in providing professional support at the workplace - work assistance - 60 persons (28 women). <p>An important resource for work training and employment of PWDs in the Republic of Serbia is represented by companies for professional rehabilitation and employment of persons with disabilities. Currently, there are 60 companies with this status, which employ 1.608 persons, of which 1.040 are PWDs, of which 45.27% are women.</p> <p>They produce more than 280 different products and provide a variety of services, with the tendency of growth of companies that have focused their activity on the service sector (bookkeeping and finance, sorting and packing of fruits and vegetables, granular and powdered products and other consumer goods, sewing, dry cleaning services, maintenance of space hygiene, etc.).</p> <p>During 2023, the Ministry issued 4 decisions on approval for the implementation of measures and activities of professional rehabilitation for persons with disabilities, of which 3 decisions on the amendment of approval due to the change of seat of the training provider and 1 decision on approval for the implementation of measures and activities of professional rehabilitation of persons with disabilities according to the training program <i>Basic techniques of serving in catering</i>.</p> <p>Support for companies for professional rehabilitation and employment of persons with disabilities is provided through the approval of wage subsidies for employed persons with disabilities and the allocation of funds for improving working conditions, improving production programs, introducing standards, improving the quality of products and services provided, adjusting workplaces or for other purposes in companies for professional rehabilitation and employment of persons with disabilities.</p>		
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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		Activities continued on the preparation of manuals / instructions intended for employers, for the purpose of familiarization and easier understanding of the needs of PWDs, their specificities in relation to the type of disability, as well as other aspects, with the aim of creating jobs and work tasks, with appropriate adjustments.		Continuation 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				
2.6.4: Designing flexible motivation and activation training programmes for PWDs	2023	NES	Not started				
2.6.5: Analysis of the approval procedure for the implementation of professional rehabilitation measures and activities, with a view to its alignment with the regulations in the area of adult education regulating the PROAE status	2023	MoLEVSA Ministry of Education	Not started				
2.6.6: Preparation of analyzes of the implementation of the procedure for assessing work ability and the possibility of employment or maintaining employment in order to improve this procedure	2021	MoLEVSA	Not started				
2.6.7: Organizing trainings for the members of the committee for the assessment of work ability and the possibility possibility of employment or maintaining 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	MF	Completed				
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Measure 2.7: Improvement of the 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 2023	Realized value in 2023	Note
Share of unemployed Roma participating in ALMP measures in relation to the total number of the Roma on the NES register (%)	25 (2019)	27	32.04	
Share of the Roma placed from the NES register in relation to the total number of the Roma on the NES register (%)	21 (2019)	24	23.02	

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, in progress, completed)	Realization of funds (spent financial resources in 000 RSD in 2023)	Explanation of progress (Activities implemented in 2023)	Reasons for deviation and measures taken	Future steps for implementation
2.7.1: Inclusion of the unemployed Roma to FAPE measures	2023	NES	In progress		654 Roma (381 women) are included in FAPE.		The activity is carried out continuously, on an annual basis.
2.7.2: Inclusion of the unemployed Roma into motivation and activation trainings	2023	NES	In progress		Number of Roma men/women involved in motivational and activation trainings: - Job search club: 73 persons (32 women), - Training for active job search: 2.499 persons (1.337 women), - Self-efficacy training: 42 persons (22 women), - Workshop for overcoming stress due to job loss: 9 persons (4 women).		The activity is carried out continuously.
2.7.3: Outreaching and informing the Roma about the NES measures and services	2023	NES	In progress		Informing Roma men/women about NES measures and services is carried out during individual discussions and concluding an individual employment plan with persons of Roma nationality, through the participation of NES representatives at meetings, forums,		The activity is carried out continuously.

					round tables with all interested actors in the labor market, continuous cooperation of NES with Roma CSOs and associations and through the Employment Caravan.	
2.7.4: Inclusion of the multiply vulnerable Roma into the package of measures	2023	NES	Completed		<p>In January 2023, a Memorandum of Cooperation was signed between GIZ, the Association of Roma Students and NES, with the aim of implementing the program "Inclusion of Roma and other marginalized groups", piloting a package of measures for Roma men and women. The Association of Roma Students, with the support of GIZ, implemented the project: "From practice to institutionalization in the creation of policies for the employment of Roma and returnees". The main goal of the project is piloting the methodology for working with unemployed Roma men and women on activation in the city of Novi Sad and the municipalities of Žabalj and Beočin and conceptualizing the methodology of the acquired experiences in the form of a manual for counselors. To that end, during the duration of the project, 189 unemployed Roma men and women from Novi Sad, Žabalj and Beocin were included, of which 60 are in the category of long-term unemployed, while 129 are in the category of other unemployed persons of Roma nationality. During the project, 473 support services were provided (from information, assessment and creation of a career plan, to support in employment and self-employment), 15 persons of Roma nationality were employed, 13 persons started their own business, 20 beneficiaries were registered in the NES records, 20 beneficiaries have completed training for acquiring knowledge, skills and competences, while 3 persons are involved in FAPE.</p> <p>The expert team for anti-discrimination trainings of the Romena organization, with the support of GIZ, organized anti-discrimination training for NES representatives in Belgrade.</p>	
2.7.5: Promotion of entrepreneurship through additional support and mentoring	2023	NES	In progress		As part of the support for the development of entrepreneurship, 1.005 persons (404 women) used information and advisory services, 725 persons (296 women) were included in entrepreneurship development training, while 37 persons from the subject category of unemployed used mentoring services.	The activity is carried out continuously.

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 2023	Realized value in 2023	Note	
Negotiation chapter 19 – Social policy and employment (1 - some progress, 2 - serious progress, 3 – moderate progress)		0 (2020)		Moderate progress	Moderate progress		
Share of allocations for ALMP in GDP (%)		0.08 (2019)		0.14	0.1		
Measure 3.1: Improvement of legal framework							
Main institution: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS							
Indicator title		Baseline value and year		Target for 2023	Realized value in 2023	Note	
Adopted regulations in the area of labour and employment (Number)		0 (2020)		1	1	Adopted amendments to the Law on the Employment of Foreigners ("Official Gazette of RS", No. 128/2014, 113/2017, 50/2018, 31/2019 and 62/2023).	
Activity title	Deadline -> New deadline	Responsible institution	Status (not started, in progress, completed)	Realization of funds (spent financial resources in 000 RSD in 2023)	Explanation of progress (Activities implemented in 2023)	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				
3.1.2: Preparation 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		With the support of the "Education to Employment - E2E" project, Ex-post and Ex-ante analyzes of the Law on Employment and Unemployment Insurance were prepared, the findings of which were presented to reference actors at the meeting held on 19.7.2023.		
3.1.3: Preparation of regulations in the area of labour and labour relations with the aim of harmonisation with the acquis communautaire and	2023	MoLEVSA	In progress		The Draft Law on Work Practices in the working version was the subject of a public discussion that was conducted during the month of August 2023. Due to the announcement of the republican elections and the entry of the Government into a		

international labour standards					technical mandate, the Draft of this regulation was not forwarded to the Government to determine the Draft Law and submit it to the National Assembly for adoption. Support for the development of the Draft Labor Law will be provided through the IPA 2022 Twinning project - Support to improving working conditions and preparing the Republic of Serbia to participate in EURES.		
3.1.4: Improvement of the legal framework for professional rehabilitation and employment of persons with disabilities	2023	MoLEVSA	In progress		As part of the " Education to Employment - E2E" project, a study visit was made to the Republic of Slovenia, the ministry responsible for employment of persons with disabilities, in the period from May 8 to 11, to get acquainted with the model of professional rehabilitation and employment of persons with disabilities, which is considered the most developed compared to the countries of the region. Representatives of MoLEVSA - Social Protection Sector, NES, RF PDI, UIPS and the E2E project took part in the visit.		
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				

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 2023	Realized value in 2023	Note
Employees in the MoLEVSA organisational units dealing with employment policy (Number)	11 (2019)	20	10	
Trainings attended by employees from organisational units dealing with employment policy (Number)	3 (2020)	6	5	
Average number of jobseekers per employment counsellor / employment counsellor for PWD (Number)	827 (2019)	600	650	
Trained employees in the functions of mediation, further education and training, employment programs and professional rehabilitation of PWDs in NES (Number)	462 (2020)	850	915	

Provided mechanism for monitoring of implementation, reporting on and evaluation of the Strategy and Action Plan (0 - No, 1- Yes)	0 (2020)	1	1	
Organised meetings, conferences, info-sessions, seminars on employment (Number)	2 (2020)	5	5	

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, in progress, completed)	Realization of funds (spent financial resources in 000 RSD in 2023)	Explanation of progress (Activities implemented in 2023)	Reasons for deviation and measures taken	Future steps for implementation
3.2.1: Formation of the Working Group for monitoring the implementation of the Strategy and Action Plan (hereinafter: Working Group)	2021	MoLEVSA	Completed		<p>The minister in charge of employment issued a Decision on the formation of the Working Group for the preparation of the Employment Strategy Proposal in the Republic of Serbia for the period from 2021 to 2026 and the accompanying employment action plan for the period from 2021 to 2023 (number: 119-01- 00083/2020-24 of June 22, 2020).</p> <p>The minister in charge of employment issued a Decision on the formation of the Working Group for monitoring the implementation of the Employment Strategy in the Republic of Serbia for the period from 2021 to 2026 and the Action Plan for the period from 2021 to 2023 (number: 119-01-00165/ 2021-24 from August 4, 2021).</p> <p>The minister in charge of employment issued a Decision on the formation of the Working Group for the preparation and monitoring 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 (number: 011-00- 00247/2023-24 of July 28, 2023).</p>		
3.2.2: Organisation of meetings, conferences, info-sessions, seminars and training events on labour and employment	2023	MoLEVSA	In progress		<p>MoLEVSA organized several activities during which the findings of analytical materials were presented, promoted activities that are in progress or planned and supported actors in assessing needs and implementing activities in the field of active employment policy.</p> <p>In cooperation with MoLEVSA and NES, the Serbian Association of Employers organized several information sessions for employers, the aim of which was to present programs and measures of the active employment</p>		The activity is carried out continuously.

					<p>policy. Representatives of hundreds of companies took part in the info sessions.</p> <p>The Chamber of Commerce of Serbia continued with the organization of trainings, seminars, trainings and workshops for the economy, with the aim of acquiring additional knowledge and skills, and with the aim of maintaining employment and career advancement, acquiring competencies for personal and professional development and employment (5 trainings for preparation for taking the exam for a license for a professional manager, 15 trainings for acquiring competences and preparing for taking professional and license exams, trainings to raise awareness about the green transformation of the Serbian economy, workshops for the application of digital solutions and 3 workshops within the support program for the economy and micro, small and medium-sized companies.</p>	
<p>3.2.3: Participation of MoLEVSA representatives in events organised by other stakeholders</p>	<p>2023</p>	<p>International organizations CSOs Social partners</p>	<p>In progress</p>		<p>As part of the activities of the Serbian Association of Employers, a workshop was organized on the necessary skills in the tourism sector in Serbia, where MoLEVSA representatives also took part.</p> <p>Representatives of MoLEVSA participated in the work of two round tables on the topic of just energy transition, which were organized by UTS NEZAVISNOST and the Branch Union of Mining, Industry and Energy "Nezavisnost" as part of the project "Civil Society for Energy Transition" implemented by the partner organization Belgrade Open School.</p> <p>Participation in the experience exchange seminar, organized by the European Training Foundation, on the topic: "Gender and inclusiveness in measures of active employment policy".</p> <p>Participation in the 43rd session of the Working Group of the UN Human Rights Council, during which the Report of the Republic of Serbia for the Fourth Cycle of the Universal Periodic Review was considered.</p> <p>Participation in the Interregional Conference entitled "Good practice and challenges in the implementation of bilateral agreements on the migration of workers and mobility of skills", which was held in Rabat organized by the International Organization for Migration, the Government of the Kingdom of Morocco and the United Nations Migration Network.</p>	<p>The activity is carried out continuously.</p>

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		Participation in several workshops/round tables organized by the ILO or the EC on the topic of the Youth Guarantee. Participation in online meetings within the Danube Strategy. Participation in committee/subcommittee meetings with the EC.		The activity is carried out continuously.
3.2.5: Strengthening employee capacities in the MoLEVSA organisational units dealing with employment policy	2023	MoLEVSA	In progress		With the support of the "Education to Employment - E2E" project, 4 civil servants from MoLEVSA participated in a study visit to Portugal, organized in order to familiarize themselves with the design and implementation of the Youth Guarantee. The visit was hosted by the Institute for Employment and Training (www.iefp.pt), while 3 civil servants from MoLEVSA attended and successfully completed the ILO online training "National Employment Policy: From Implementation to Social Justice in a World in Crisis", in period from September 18 to October 27, 2023. Also, participation was taken in training for CGC, as well as trainings related to public policies (2) and "Mobbing-prevention and protection from abuse at work".		The activity is carried out continuously.
3.2.6: Trainings for employees in the NES functions of job matching, professional orientation and career planning, further education and training, programs for employment and professional rehabilitation of PWDs	2023	NES	In progress		During 2023, 514 NES employees attended internal trainings, 1.289 external trainings, while 66 employees took part in seminars.		The activity is carried out continuously.
3.2.7: Organisation of trainings in case management for employment counsellors and employment counsellors for PWDs	2023	NES	Not started				
3.2.8: Trainings for employment agencies	2023	MoLEVSA	In progress		The "Education to Employment - E2E" project supported MoLEVSA in organizing meetings with employment agencies that were held in Belgrade on April 5 and in Nis on April 12, with the aim of informing employment agencies about their role in the current legislative and strategic framework employment policies, to exchange initiatives for a new employment legislative framework and to provide support to agencies in overcoming daily challenges in their work. In October and November 2023, the E2E project organized two trainings for the		Continuation of training for representatives of employment agencies.

					<p>standards of career guidance and counseling (Regulation on standards of career guidance and counseling services, "Official Gazette of RS", No. 43/2019) for representatives of employment agencies. 17 representatives from 13 employment agencies participated in the training. On that occasion, the participants also received the Handbook for career practitioners created within the E2E project, as an auxiliary educational material for the future work of career practitioners.</p> <p>As part of the GIZ program Migration Centers for Development - Technical support to MoLEVSA - Support for strengthening institutional capacities, legal framework and policy framework, an analysis of "Profiling of employment agencies in order to include them in the implementation of measures of active employment policy" was carried out.</p>	
3.2.9: Implementation of activities aimed at ensuring the accessibility of NES services intended for PWDs	2023	NES	In progress		During 2023, two fairs were held in a virtual environment for PWDs.	The activity is carried out continuously.
3.2.10: Strengthening CSO capacities for outreach, activating and providing support to hard-to-employ unemployed persons and monitoring and evaluating the impact of interventions carried out	2023	MoLEVSA	In progress		<p>MoLEVSA, with the support of E2E, started developing a training program for CSOs based on the developed Model for outreach, registering and activating young people from the NEET category who are outside the institutions of the system.</p> <p>The Serbian Association of Employers took part in two TAIEX Multi-country Workshops on the Youth Guarantee in the Western Balkans, which were organized in Lisbon and Vienna.</p>	Realization of trainings for CSOs based on the developed Model for outreach, registering and activating young people from the NEET category who are outside the institutions of the system.