



Government of the
Republic of Serbia,
Ministry of Labor,
Employment, Veteran
and Social Affairs

ACTION PLAN 2024-2026

FOR THE IMPLEMENTATION OF THE EMPLOYMENT STRATEGY OF THE REPUBLIC OF SERBIA 2021-2026



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(Official Gazette of RS, No. 22/24)

Pursuant to Article 38, paragraph 1 of the Law on the Planning System of the Republic of Serbia (Official Gazette of RS, No. 30/18) and Article 17, paragraph 1 of the Law on Government (Official Gazette of RS, No. 55/05, 71/05 – correction, 101/07, 65/08, 16/11, 68/12 - CC, 72/12, 7/14 – CC, 44/14 and 30/18 – other law),

The Government hereby adopts the following

ACTION PLAN 2024-2026

FOR THE IMPLEMENTATION OF THE EMPLOYMENT STRATEGY OF THE REPUBLIC OF SERBIA 2021-2026

I. INTRODUCTION

The Action Plan 2024–2026 for the Implementation of the Employment Strategy of the Republic of Serbia 2021–2026 (hereinafter: Action Plan) is a policy document adopted with the aim to operationalize and fulfil the overall goal and objectives of the Employment Strategy of the Republic of Serbia 2021–2026 (*Official Gazette of RS*, No. 18/21 and 36/21 - correction).

The overall goal of the Employment Strategy of the Republic of Serbia 2021–2026 (hereinafter: Strategy) is to create a stable and sustainable employment growth underpinned by knowledge and decent work, whereas its objectives are:

1. Growth of high-quality employment achieved through cross-sectoral measures aimed to enhance labour supply and demand;
2. Improved labour market position of the unemployed;
3. Improved institutional framework for employment policy.

The Strategy envisages the adoption of two action plans with a view to achieving its goals/objectives and implementing the planned measures.

The Action Plan 2021–2023 for the Implementation of the Employment Strategy of the Republic of Serbia 2021–2026 has been adopted and published in the Official Gazette of RS, No. 30/21.

II. ACTION PLAN DEVELOPMENT METHODOLOGY

The Minister responsible for employment issues passed the Decision on forming the Working Group for drafting and monitoring the Action Plan 2024-2026 for implementation of the Employment Strategy of the Republic of Serbia 2021-2026 (No. 011-00-00247/2023-24 of 28 July 2023).

The Working Group consists of the representatives of various institutions: Ministry of Labour, Employment, Veteran and Social Affairs, Ministry of Economy, Ministry of Education, Ministry of Public Administration and Local Self-Government, Ministry of European Integration, Ministry of Finance, Ministry of Tourism and Youth, Ministry of Human and Minority rights and Social Dialogue, Office for Dual Education and National Qualifications Framework, Qualifications Agency, National Employment Service, Public Policy Secretariat, Chamber of Commerce and Industry of Serbia, Statistical Office of the Republic of Serbia, Development Agency of Serbia, Serbian Association of Employers, Confederation of Autonomous Trade Unions of Serbia, "Nezavisnost" Trade Union Confederation, Standing Conference of Towns and Municipalities, "Education to Employment-E2E" Project, German Agency for International Cooperation (GIZ), Serbian Youth Umbrella Organization, Ana and Vlade Divac Foundation, ENECA organization and Centre for Youth Work.

On 1 September, 2023, the start of the consultation process was announced on the website of the Ministry of Labor, Employment, Veteran and Social Affairs and on the e-consultation portal. The consultation process was continually conducted during the development of the Action Plan Proposal. Meetings were organized with competent institutions

in the field of economy, education, dual education and the national framework of qualifications.

Also, on 28-29 September 2023, a regional meeting was organized in cooperation with the Standing Conference of Towns and Municipalities and the "Education to Employment - E2E" project, supported by the Swiss Agency for Development and Cooperation, attended by the representatives of local self-governments, the National Employment Service, Public policy Secretariat of the RS, employment agencies and civil society organizations.¹

The Proposal of the Action Plan was presented to the Working Group members at the meeting held on 27 November 2023 and according to suggestions of the Working group members certain indicators were additionally disaggregated by gender; new indicators were introduced for better monitoring of achieved results of certain measures, particularly regarding monitoring effects of financial measures by certain categories of unemployed people; the modification was made and new active labor market policy measures were introduced based on the previously implemented active labor market policy measures; preference was given to women, especially women from underdeveloped or devastated areas for inclusion in certain active labor market policy measures, etc.

During the preparation of the Action Plan Proposal, the annual reports on the implementation of the Action Plan 2021-2023 - for 2021 and 2022 and half of 2023 - were taken into account, as well as other analytical materials and data, on the basis of which an overview of the implemented activities was created, which was the basis for planning activities in the new Action Plan in order to achieve indicators at the level of the overall and specific objectives set in the Strategy and indicators of measures set in the Action Plan.

The proposal of the Action Plan was subject of public discussion from 12 to 31 January 2024 (the text of the Proposal of the Action Plan was published on the website of the Ministry of Labor, Employment, Veteran and Social Affairs and on the e-consultation portal).

The report on the conducted public debate on the Proposal of the Action Plan was published on the website of the Ministry of Labor, Employment, Veteran and Social Affairs and on the e-consultation portal.

The proposal of the Action Plan was sent to the competent authorities for their opinion, as well as to the Social and Economic Council.

Terms used in this action plan, which have a gender meaning, refer equally to men and women.

¹ During the meeting, the results of local planning documents in the field of employment (year 2021-2023) were presented: *Analysis of innovative approaches in implementation of local employment action plans, a research on application of the Law on Planning System at the local level, with a special focus on local policies in the field of employment, analysis of Profiling of employment agencies in order to include them in the implementation of active employment policy measures*, with reference to the role of employment agencies as employment service providers in accordance with the Law on Employment and Unemployment Insurance, experience in piloting innovative solutions for local employment policies within of the project "Support to the Ministry of Labor, Employment, Veteran and Social Affairs in piloting of innovative employment solutions", which was implemented with the support of GIZ. In addition, a special session was organized in which the needs and proposals of LSGs, CSOs and employment agencies were considered for the development of the Action Plan Proposal from the aspect of supporting local employment policy and employment service providers.

III. ACHIEVEMENT OF THE OVERALL AND SPECIFIC OBJECTIVES THROUGH THE IMPLEMENTATION OF MEASURES

The table below provides an overview of the overall goal, specific objectives and measures as determined by the Strategy, whereas chapter V. Tabular Overview of the Action Plan shows the individual activities for the implementation of each measure.

OVERALL GOAL	SPECIFIC OBJECTIVES	MEASURES
Created stable and sustainable employment growth underpinned by knowledge and decent work	1. Growth of high-quality employment achieved through cross-sectoral measures aimed to enhance labour supply and demand	1.1. Improve the conditions for the development of a high-quality labour force
		1.2. Make work pay and enhance job quality
		1.3. Stimulate job creation
		1.4. Integration of social protection beneficiaries into the labour market
		1.5. Strengthening local employment policy
	2. Improved labour market position of the unemployed	2.1. Implementation of active labour market policy measures
		2.2. Improve implementation and design of new active labour market policy measures
		2.3. Improvement of monitoring labour market situation and trends and the system for monitoring/evaluation of active labour market policy measures' outcomes and impact
		2.4. Improvement of women's labour market position
		2.5. Improvement of the labour market position of youth
		2.6. Improvement of labour market position of persons with disabilities
		2.7. Improvement of labour market position of the unemployed Roma
	3. Improved institutional framework for employment policy	3.1. Improvement of a legal framework
		3.2. Strengthening the capacities of employment service providers, improvement of coordinated efforts and dialogue in the field of employment policy

IV. ESTIMATED FUNDS REQUIRED FOR ACTION PLAN IMPLEMENTATION

The Action Plan envisages achievement of the overall goal through three specific objectives, whose implementation will be continued through measures and activities in the 2024-2026 period.

The implementation of the measures and activities specified in the Action Plan will be funded through allocations in the budget of the Republic of Serbia, the National Employment Service Financial Plan, the budget of the Autonomous Province of Vojvodina and local self-government budgets.

Pursuant to the 2024 Budget Law of the Republic of Serbia (Official Gazette of RS, No. 92/23), under budget section 30 – Ministry of Labour, Employment, Veteran and Social Affairs, funds are provided for the Programme 0803– Active Labour Market Policy:

- 1) Programme Activity/Project 0005 – Promoting employment of persons with disabilities through the National Employment Service, in the amount of RSD 550,000,000.00 for 2024, with projections of the same amounts for 2025 and 2026;
- 2) Programme Activity/Project 4002 – Youth Guarantee in the amount of RSD 200,000,000.00 for 2024 with projections of the same amounts for 2025 and 2026;
- 3) Programme Activity/Project 7084 – IPA 2020 – Support to implementation of Active Labour Market Policy measures:
 - *for 2024* in the amount of RSD 288,165,000.00, with Contract services (Economic classification 423) accounting for RSD 45,797,000.00, while Specialized services (Economic classification 424) accounting for RSD 242,368,000.00;
 - *projections for 2025* in the amount of RSD 149,669,000.00, with Contract services (Economic classification 423) accounting for RSD 45,797,000.00, while Specialized services (Economic classification 424) accounting for RSD 103,872,000.00;
 - *projections for 2026* in the amount of RSD 105,253,000.00 with Contract services (Economic classification 423) accounting for RSD 39,255,000.00, while Specialized services (Economic classification 424) accounting for RSD 65,998,000.00.

In the National Employment Service Financial Plan for 2024 (Official Gazette of RS, No. 92/23), funds are allocated for Programme 0803 – Active labour market policy:

- 1) Programme Activity/Project 0006 – Active labour market policy programmes and measures, in the amount of RSD 7,000,000,000.00 for 2024 with projections in the amount of RSD 7,500,000,000.00 for 2025 and RSD 8,500,000,000.00 for 2026;
- 2) Programme Activity/Project 0008 – Active labour market policy programmes and measures funded from the budgets of local self-governments – municipalities, in the amount of RSD 900,000,000.00 for 2024 with projections of the same amounts for 2025 and 2026.

Under the Budget Law of the Republic of Serbia for 2024, funds are provided in Budget Section 37 - Ministry of Tourism and Youth, for Programme 1302 – Youth policy, Programme Activity/Project 0006 – Youth employment support programmes and projects, in the amount of RSD 120,000,000.00 for 2024, with projections of the same amounts for 2025 and 2026.

Under the Budget Law of the Republic of Serbia for 2024, funds are provided in Budget Section 3 – Government, Chapter 3.19 – Office for Dual Education and National Qualifications Framework, Function 110 – Executive and Legislative Authorities, Financial and Fiscal Affairs, External Affairs, Programme 2102 – Support to the work of Government, such as follows:

- 1) Programme Activity 0030 – Professional and operational activities of the Office for Dual Education and National Qualifications Framework, source of funding 06 – Donations from International organizations, Economic classification 423 – Contract services in the amount of RSD 37,297,000.00 for 2024 with funds projections in the amount of RSD 22,800,000.00 for 2025 and RSD 12,904,000.00 for 2026;
- 2) Programme Activity 0032 – Support to the Qualifications Agency, source of funding 01 – General budget revenues and receipts, Economic classification 424 – Specialized services, in the amount of RSD 12,500,000.00 for 2024 with projections of the same amounts for 2025 and 2026;

3) Programme Activity 0033 – Promotion of dual education, source of funding 01 - General budget revenues and receipts, Economic classification 481 – Subsidies for NGOs in the amount of RSD 10,000,000.00 for 2024 with projections of the same amounts for 2025 and 2026.

Under the Budget Law of the Republic of Serbia for 2024, funds are provided in Budget Section 21 – Ministry of Economy for Programme 1509 – Incentives for economy competitiveness development, Programme Activity/Project 4002 – Support to entrepreneurship development, in the amount of RSD 500,000,000.00 for 2024 with projections of funds in the amount of RSD 780,000,000.00 for 2025 and RSD 795,000,000.00 for 2026.

The allocated funds by individual measures are presented in chapter V. Tabular Overview of the Action Plan.

The negotiations for provision of additional funds from international sources (donations, operational IPA program for 2024-2027, etc.) for implementation of planned measures and activities are ongoing.

The Chapter V. Tabular Overview of the Action Plan, the section Funding sources for the measure, includes also donors whose funds are directly used for financing training, seminars, analyses and other activities.

The financial effects of Action Plan implementation are consistent with the medium-term expenditure framework, and comply with the limits for the relevant budget sections to be set by the Ministry of Finance for the coming years.

V. TABULAR OVERVIEW OF THE ACTION PLAN

Policy document :	Employment Strategy of the Republic of Serbia 2021–2026
Action Plan :	Action Plan 2024-2026 for the Implementation of the Employment Strategy of the Republic of Serbia 2021-2026
Coordination and reporting :	Ministry of Labour, Employment, Veteran and Social Affairs

Overall goal: Created stable and sustainable employment growth underpinned by knowledge and decent work								
Institution responsible for monitoring and control of implementation: Ministry of Labour, Employment, Veteran and Social Affairs								
Indicators at the level of the overall goal (impact indicator)	Unit of measurement	Source of verification	Baseline value	Baseline year	Target for 2026. ²	Final year of AP implementation		
Employment rates by age groups and gender (15+, 15-29, 15-64)	Percentage (%)	LFS, SORS	(15+)	47% ^r	2019	(15+)	53.2% ⁿ	2026
			<i>Men</i>	54.6% ^r		<i>Men</i>	60.2% ⁿ	
			<i>Women</i>	39.8% ^r		<i>Women</i>	46.8% ⁿ	
			(15-29)	36.9%		(15-29)	42.8% ⁿ	
			<i>Men</i>	42.4%		<i>Men</i>	48.1% ⁿ	
			<i>Women</i>	31.1%		<i>Women</i>	37.7% ⁿ	
			(15-64)	59.1% ^r		(15-64)	69.6% ⁿ	
			<i>Men</i>	65.8% ^r		<i>Men</i>	75.5% ⁿ	
			<i>Women</i>	52.4% ^r		<i>Women</i>	63.7% ⁿ	

² The original projections for 2026 are the integral part of the Employment Strategy of the Republic of Serbia 2021–2026, and the source of projections is the Study on the Position of Youth in Serbia, FREN (2020) and the Ex-ante Analysis of the Employment Strategy of the Republic of Serbia 2021–2026, Institute of Economic Sciences (2020). Due to the change of the LFS methodology in 2021, the target values specified in the Employment Strategy of the Republic of Serbia 2021–2026 are not relevant. As part of the process of developing the Action Plan 2024-2026 a revision of certain target values was carried out in accordance with the new LFS methodology. SORS has revised certain basic indicators for 2019 for the category 15+ and 15-64, shown with the designation ^r (revised).

Based on the revised indicators, new projections were made for 2026 indicators, which, if different from the projections in the Employment Strategy of the Republic of Serbia 2021–2026, are shown with the designation ⁿ (new).

The same applies to the target values for the share of vulnerable employment, as SORS published the data on 1 December 2023, after the post-census revision necessary for calculating vulnerable employment for 2021 and 2022. Indicators: Share of vulnerable employment and in-work at-risk-of-poverty rate are supplemented with the gender data.

Activity rates by age groups and gender (15+, 15-29, 15-64)	Percentage (%)	LFS, SORS	(15+)	52.9% ^r	2019	(15+)	58.4% ⁿ	2026
			Men	61.1% ^r		Men	65.7% ⁿ	
			Women	45.2% ^r		Women	51.6% ⁿ	
			(15-29)	47%		(15-29)	52.1% ⁿ	
			Men	53.6%		Men	59.9% ⁿ	
			Women	40.1%		Women	43.9% ⁿ	
			(15-64)	66.8% ^r		(15-64)	76.6% ⁿ	
			Men	74% ^r		Men	82.6% ⁿ	
			Women	59.7% ^r		Women	70.3% ⁿ	
Unemployment rates by age groups and gender (15+, 15-29, 15-64)	Percentage (%)	LFS, SORS	(15+)	11.2% ^r	2019	(15+)	8.7%	2026
			Men	10.6% ^r		Men	8.3%	
			Women	12% ^r		Women	9.1% ⁿ	
			(15-29)	21.5%		(15-29)	15.2% ⁿ	
			Men	20.8%		Men	14.5% ⁿ	
			Women	22.5%		Women	16.1% ⁿ	
			(15-64)	11.6% ^r		(15-64)	8.9% ⁿ	
			Men	11.1% ^r		Men	8.5% ⁿ	
			Women	12.2% ^r		Women	9.4% ⁿ	
Share of vulnerable employment (15+)	Percentage (%)	LFS, SORS		24.3%	2019		17.2% ⁿ	2026
			Men	26.8% ⁿ		Men	19.6% ⁿ	
			Women	21.2% ⁿ		Women	14.5% ⁿ	

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

Institution responsible for monitoring and control of implementation: Ministry of Labour, Employment, Veteran and Social Affairs

Indicators at the level of the objective (outcome indicator)	Unit of measurement	Source of verification	Baseline value	Baseline year	Target for 2024	Target for 2025	Target for 2026
Registered employment	Number	Registered employment – Statistics of Employment and Earnings, SORS	2,173,135	2019	2,422,290 – 2,465,300	2,480,447 – 2,456,803	2,540,000 – 2,631,000
Informal employment (15+)	Number	LFS, SORS	529,200	2019	351,067	339,242	327,417 ⁿ
Employment by type of work	Percentage (%)	LFS, SORS	Open-ended: 77.2% Fixed-term: 19.5% Seasonal and casual work: 3.3%	2019	Open-ended: 80.0% Fixed-term: 17.6% Seasonal and casual work: 2.4%	Open-ended: 81.0% Fixed-term: 17.0% Seasonal and casual work: 2.0%	Open-ended: 81.9% ⁿ Fixed-term: 16.5% ⁿ Seasonal and casual work: 1.6% ⁿ
In-work at-risk-of-poverty rate	Percentage (%)	SILC	9.2% Men 9.9% ⁿ Women 8.3% ⁿ	2019	5.4% Men 6.6% Women 3.8%	5.0% Men 6.2% Women 3.6%	4.7% Men 5.8% ⁿ Women 3.3% ⁿ

Measure 1.1: Improve the conditions for the development of a high-quality labour force							
Institution responsible for monitoring and control of implementation: Ministry of Labour, Employment, Veteran and Social Affairs / Ministry of Education							
Implementation period: 2024 – 2026				Type of measure: <i>regulatory</i>			
Indicators at the level of the measure (output indicator)	Unit of measurement	Source of verification	Baseline value	Baseline year	Target for 2024	Target for 2025	Target for 2026
Students enrolled in the first year in the dual education system as a proportion of total number of students enrolled in the first year of vocational secondary education	Percentage (%)	Ministry of Education DENQFO	5.3%	2019	9.5%	10.8%	12%
Share of the employed after 4 months from completion of dual education in relation to the total number of persons who completed education based on the dual model (without continuing their education)	Percentage (%)	DENQFO	/	2022	37%	42%	45%
Participation rate of adults (25-64) in formal and non-formal education and training	Percentage (%)	LFS, SORS	4.2%	2019	5.4%	5.7%	6%
Participation rate of youth (15-24) in formal and non-formal education and training	Percentage (%)	LFS, SORS	66.9%	2019	67.6%	67.8%	68%
Coverage of persons with non-formal education with accredited programs by Publicly recognized organizer of educational activities (NFESP)	Number, per year	Ministry of Education Qualifications Agency report	5,000	2022	5,500	5,700	6,000
Coverage of persons who received CGC services with accredited CGC programmes	Number, per year	Ministry of Education report Qualifications Agency report	150	2022	200	250	300
Share of persons who were provided with CGC services within the educational system (primary and secondary schools and universities) in the total number of pupils and students	Percentage (%), per year	Qualifications Agency report	0	2023	5%	10%	15%
Coverage of persons who gained recognition of prior learning (RPL)	Number, per year	Ministry of Education Qualifications Agency report	5	2022	20	25	30
Developed framework for introduction of qualifications (partial, microcredentials) for employment and lifelong learning in NQFS system	Yes/No	DENQFO report	No	2022	Yes	Yes	Yes
Developed qualification standards	Number, per year	Qualifications Agency report Register of NQFS	106	2022	121	136	151
Developed occupational standards	Number, per year	MoLEVSA report	10	2022	20	10	10

Funding source for the measure	Reference to the programme-based budget	Total estimated funds, RSD thousands		
		In 2024	In 2025	In 2026
RS Budget DENQFO	Programme 2102			
	Programme Activity 0032	12,500	12,500	12,500
	Programme Activity 0033	10,000	10,000	10,000
Donor funds (SDC, EU, etc.)	Programme Activity 0030	37,297	22,800	12,904

Activity title:	Implementing body	Implementing partners	Activity completion deadline	Funding source	Reference to the programme-based budget	Total estimated funds by sources, RSD thousands		
						2024	2025	2026
1.1.1. Improvement of the dual education offer	DENQFO	Ministry of Education Schools CCIS Serbian Association of Employers Employers	2026	RS Budget	Programme 2102			
				Donor funds	Programme Activity 0033 Programme Activity 0030	10,000 37,297	10,000 22,800	10,000 12,904
1.1.2. Improvement of non-formal education offer, CGC services and development of RPL procedure	Ministry of Education	DENQFO Schools CSOs Qualifications Agency	2026	Donor funds	IPA 2020 ³	21,720*	24,000*	24,000*
1.1.3. Improvement of the quality assurance system of NFESP	Ministry of Education Qualifications Agency	DENQFO	2026	Donor funds "Education to Employment-E2E" Project	IPA 2020	7,200*	4,800*	3,600*
1.1.4. Improvement of the qualification system by introducing qualifications (partial, microcredentials) for employment and lifelong learning in NQFS system	DENQFO Qualifications Agency	Ministry of Education MoLEVSA NES	2026.	RS Budget – regular allocations	Programme 2102 Programme Activity 0030	/	/	/
1.1.5. Development of the qualification standards in accordance with the methodology for development of qualification standards	Qualifications Agency	Ministry of Education DENQFO NQFS Council Sector Councils	2026	RS Budget	Programme 2102 Programme Activity 0032	12.500	12.500	12.500
1.1.6. Development of occupational standards in accordance with the Proposal of the methodology for development of occupational standards	MoLEVSA	Recognized stakeholders according to the Proposal of methodology	2026	Donor funds "Education to Employment-E2E" Project	/	/	/	/

³ Stated amount of IPA 2020 funds is a projection, since the IPA 2020 project implementation had not begun at the moment of preparing the Action Plan 2023-2026 for implementation of the Strategy for development of education and upbringing in the Republic of Serbia until 2030.

Measure 1.2: Make work pay and enhance job quality							
Institution responsible for monitoring and control of implementation: Ministry of Finance/Ministry of Labour, Employment, Veteran and Social Affairs							
Implementation period: 2024 – 2026				Type of measure: <i>regulatory</i>			
Indicators at the level of the measure (output indicator)	Unit of measurement	Source of verification	Baseline value	Baseline year	Target for 2024	Target for 2025	Target for 2026
Net average wage	RSD	SORS, Earnings Statistics	74,933	2022	93,587	102,849	112,112
Median Salary	RSD	SORS, Earnings Statistics	60,413 ⁴	2022	77,683	86,139	94,594
Concluded employment contracts with persons found to be working informally by the Labour Inspectorate relative to the total number of persons found to be working informally	Percentage (%)	Labour Inspectorate report	65%	2022	67.5%	68.8%	70%
Number of performed inspection supervisions resulting from reported workplace injuries	Number, per year	Labour Inspectorate report	982	2022	970	960	950
Share of inspection supervisions due to workplace fatalities relative to the number of performed inspection supervisions due to reported workplace injuries	Percentage (%)	Labour Inspectorate report	5.7%	2022	5.4%	5.2%	5.1%

Funding source for the measure	Reference to the programme-based budget	Total estimated funds, RSD thousands		
		In 2024	In 2025	In 2026
RS Budget – regular allocations	Programme 0802 Programme Activity 0003	/	/	/
Donor funds (ILO, EU, etc.)	/	The exact amount is not known at this time	The exact amount is not known at this time	The exact amount is not known at this time

Activity title:	Implementing body	Implementing partners	Activity completion deadline	Funding source	Reference to the programme-based budget	Total estimated funds by sources, RSD thousands		
						2024	2025	2026
1.2.1. Status analysis in the field of labour relations and other forms of work engagement with the aim to reduce precarious and vulnerable employment	MoLEVSA	Ministry of Economy MoF Social partners	2026	Donor funds	/	/	/	/
1.2.2. Inspection of employers aimed at protecting the rights of employees in the area of labour relations and ensuring occupational safety and health at work	Labour Inspectorate	/	2026	RS Budget – regular allocations	Programme 0802 Programme Activity 0003	/	/	/

⁰ December 2022, SORS

Measure 1.3: Stimulate job creation							
Institution responsible for monitoring and control of implementation: Ministry of Economy							
Implementation period: 2024 – 2026				Type of measure: regulatory			
Indicators at the level of the measure (output indicator)	Unit of measurement	Source of verification	Baseline value	Baseline year	Target for 2024	Target for 2025	Target for 2026
Net job creation rate in small, medium-sized and large enterprises	Percentage (%)	Employers' Survey, NES	Small enterprises: 5.6% Medium-sized enterprises: 2.9% Large enterprises: -2.4%	2019	Small enterprises: 3-4% Medium-sized enterprises: 2-3% Large enterprises: (-1) – 0.5%	Small enterprises: 4-5% Medium-sized enterprises: 2-3% Large enterprises: (-1) – 0.5%	Small enterprises: 5-6% Medium-sized enterprises: 2-3% Large enterprises: (-1) – 0.5%
Start-ups entrepreneurs, youth and women, involved in Entrepreneurship Promotion programmes	Number, per year	Ministry of Economy report	98	2022	440	380	420
Share of persons placed from the NES register in the total number of persons employed in newly created jobs, through contracts on the award of incentives	Percentage (%)	Ministry of Economy report NES report	/	2019	/	10%	20%
Beneficiaries of NES subsidy for self-employment using the services of accredited RDA (including standardized sets of trainings)	Number, per year	Ministry of Economy report DAS report	0	2022	250	400	550

Funding source for the measure	Reference to the programme-based budget	Total estimated funds, RSD thousands		
		In 2024	In 2025	In 2026
RS Budget Ministry of Economy	Programme 1509 Programme Activity 4002	500,000	780,000	795,000
RS Budget – regular allocations	Programme 0802 Programme Activity 0002	/	/	/
Donor funds (ILO, etc.)	/	The exact amount is not known at this time	The exact amount is not known at this time	The exact amount is not known at this time

Activity title:	Implementing body	Implementing partners	Activity completion deadline	Funding source	Reference to the programme-based budget	Total estimated funds by sources, RSD thousands		
						2024	2025	2026
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, based on the previously conducted analysis	Ministry of Economy	MoLEVSA DAS NES	2026	Donor funds	/	/	/	/
1.3.2. Strengthening cross-sectoral cooperation for synchronised implementation of direct investments and ALMP measures	Ministry of Economy MoLEVSA	DAS NES	2026	RS Budget – regular allocations	Programme 0802 Programme Activity 0002	/	/	/
1.3.3. Establishing cooperation between NES and DAS in the provision of support to entrepreneurship development	MoLEVSA	MoE DAS NES	2026	RS Budget – regular allocations	Programme 0802 Programme Activity 0002	/	/	/
1.3.4. Implementation of the Programme of Entrepreneurship Promotion for start-ups entrepreneurs, youth and women	Ministry of Economy	RS Development Fund	2026	RS Budget	Programme 1509 Programme Activity 4002	500,000	780,000	795,000
1.3.5. Study on the prevalence and forms of telemigrant jobs in the national labour market and identification of formalisation modalities	MoLEVSA	MoE CCIS Social partners	2026	Donor funds	/	/	/	/
1.3.6. Study on the prevalence and forms of “green jobs” in the national labour market	MoLEVSA	Association of Employers CCIS	2026	Donor funds	/	/	/	/

Measure 1.4: Integration of social protection beneficiaries into the labour market							
Institution responsible for monitoring and control of implementation: Ministry of Labour, Employment, Veteran and Social Affairs							
Implementation period: 2024 – 2026			Type of measure: <i>incentive</i>				
Indicators at the level of the measure (output indicator)	Unit of measurement	Source of verification	Baseline value	Baseline year	Target for 2024	Target for 2025	Target for 2026
Share of FSA recipients and social protection beneficiaries participating in ALMP financial measures as a proportion of the total number of these recipients/beneficiaries on the NES register ⁵	Percentage (%)	NES report	2.7%	2022	2.7%	2.8%	2.9%
Share of FSA recipients and social protection beneficiaries placed from the NES register as a proportion of the total number of these recipients/beneficiaries on the NES register	Percentage (%)	NES report	24.8%	2021.	30%	30%	30%
The effect of financial measures to employment of FSA recipients and social protection beneficiaries	Percentage (%)	NES report	28.3%	2020	30%	32%	35%
FSA recipients and social protection beneficiaries covered by the integrated service	Number, per year	MoLEVSA Report NES report Donors report	756	2019	500	600	700

Funding source for the measure	Reference to the programme-based budget	Total estimated funds, RSD thousands		
		In 2024	In 2025	In 2026
NES Financial Plan	Programme 0803	Funding is provided from the total funds allocated for the Programme Activities	Funding is provided from the total funds allocated for the Programme Activities	Funding is provided from the total funds allocated for the Programme Activities
	Programme Activity 0006 Programme Activity 0008	7,000,000 900,000	7,500,000 900,000	8,500,000 900,000
RS Budget	Programme 0803	Funding is provided from the total funds allocated for the Programme Activities	Funding is provided from the total funds allocated for the Programme Activities	Funding is provided from the total funds allocated for the Programme Activities
	Programme Activity 0005 Programme Activity 7084	550,000 288,165	550,000 149,669	550,000 105,253
Donor funds (UNDP, GIZ, EU, etc.)	/	The exact amount is not known at this time	The exact amount is not known at this time	The exact amount is not known at this time

⁵ The indicator has been adjusted to monitor persons involved in the financial measures of ALMP and with regard to that new baseline and target values have been provided.

Activity title:	Implementing body	Implementing partners	Activity completion deadline	Funding source	Reference to the programme-based budget	Total estimated funds by sources, RSD thousands		
						2024	2025	2026
1.4.1. Provision of integrated service for FSA recipients and other social protection beneficiaries	CSW	MoLEVSA CSO LSGs NES GIZ SCTM NISP PISP	2026	Donor funds	/	/	/	/
1.4.2. Inclusion of FSA recipients and social protection beneficiaries in ALMP measures	NES	MoLEVSA Serbian Association of Employers CCIS LSGs	2026	NES Financial Plan	Programme 0803			
					Programme Activity 0006	7,000,000	7,500,000	8,500,000
					Programme Activity 0008	900,000	900,000	900,000
				RS Budget	Programme 0803 Programme Activity 0005	550,000	550,000	550,000
			IPA 2020	Programme Activity 7084	242,368	103,872	65,998	
1.4.3. Organizing trainings for provision of integrated services based on the conducted analyses	MoLEVSA	CSW NES NISP PISP	2026	Donor funds	/	/	/	

Measure 1.5: Strengthening local employment policy

Institution responsible for monitoring and control of implementation: Ministry of Labour, Employment, Veteran and Social Affairs

Implementation period: 2024 – 2026

Type of measure: *incentive*

Indicators at the level of the measure (output indicator)	Unit of measurement	Source of verification	Baseline value	Baseline year	Target for 2024	Target for 2025	Target for 2026
Implemented local employment planning documents	Number, per year	NES, LSG reports	160	2019	142	145	150
Share of allocations from LSG budgets in the total funds earmarked for the implementation of local employment planning documents	Percentage (%)	NES report	66.8%	2019	71%	72%	73%
Unemployed on the NES register referred to ALMP measures implemented under local employment planning documents	Number, per year	NES report	7,132	2019	7,150	7,150	7,200
Employment effects of measures implemented under local employment planning documents	Percentage (%)	NES report	46.8%	2018	52%	53%	54%

Funding source for the measure	Reference to the programme-based budget	Total estimated funds, RSD thousands		
		In 2024	In 2025	In 2026
NES Financial Plan	Programme 0803	900,000	900,000	900,000
	Programme Activity 0008 Programme Activity 0006	480,000	490,000	500,000
RS Budget	Programme 0803	Funding is provided from the total funds allocated for 45,797	Funding is provided from the total funds allocated for 45,797	Funding is provided from the total funds allocated for 39,255
	Programme Activity 7084			
Donor funds (SDC, GIZ, EU, etc.)		The exact amount is not known at this time	The exact amount is not known at this time	The exact amount is not known at this time

Activity title:	Implementing body	Implementing partners	Activity completion deadline	Funding source	Reference to the programme-based budget	Total estimated funds by sources, RSD thousands		
						2024	2025	2026
1.5.1. Organisation of regional meetings with LSGs	MoLEVSA	NES LSG SCTM	2026	IPA 2020 Donor funds	Programme 0803 Programme Activity 7084	45,797	45,797	39,255
1.5.2. Implementation of local employment planning documents	NES LSG	MoLEVSA	2026	NES Financial Plan	Programme 0803 Programme Activity 0008 Programme Activity 0006	900,000 480,000	900,000 490,000	900,000 500,000
1.5.3. Implementation of analysis of prerequisites for further decentralization of employment policy and development of innovative solutions under local employment planning documents	MoLEVSA	NES LSG	2024	IPA 2020	Programme 0803 Programme Activity 7084	45,797	45,797	39,255
1.5.4. Piloting of innovative solutions for local employment policy development	MoLEVSA	LSG	2026	Donor funds	/	/	/	/
1.5.5. Conducting an analysis of prerequisites and opportunities for development of intermunicipal/regional employment planning documents	MoLEVSA	NES LSG	2024	Education to Employment-E2E Project	/	/	/	/

1.5.6. Conducting the analysis of the effects of ALMP measures implemented under local employment planning documents with the focus on employment outcomes and recommendations for improvement	MoLEVSA	NES LSG	2025	IPA 2020	Programme 0803 Programme Activity 7084	45,797	45,797	39,255
1.5.7. Organisation of workshops about employment policy at the national and local level	MoLEVSA	SCTM PPS LSG	2026	IPA 2020 Donor funds	Programme 0803 Programme Activity 7084	45,797	45,797	39,255
1.5.8. Adoption of a Decree on establishment of a unified list of development of regions and LSGs	Ministry of Economy	/	2024	/	/	/	/	/
1.5.9. Designing a model for evaluating the quality of local employment planning document when approving the request of LSG to participate in ALMP measures funding from the RS budget	MoLEVSA	Education to Employment-E2E Project	2025	Donor funds	/	/	/	/

Objective 2: Improved labour market position of the unemployed

Institution responsible for monitoring and control of implementation: Ministry of Labour, Employment, Veteran and Social Affairs

Indicators at the level of the objective (outcome indicator)	Unit of measurement	Source of verification	Baseline value	Baseline year	Target for 2024	Target for 2025	Target for 2026 ⁶
Long-term unemployment rate (15+)	Percentage (%)	LFS, SORS	6.1%	2019	3.8%	3.3%	2.8% ⁿ
Gender pay gap by age groups (15+, 15-29)	Percentage (%)	Earning survey based on Tax Administration data, i.e. withholding tax returns	15+ 10,6% 15-29 5,4%	2019	15+ 11,2% 15-29 7,0%	15+ 9,9% 15-29 5,9%	15+ 8,7% 15-29 5,0%

⁶ Source projections for 2026 are the integral part of the Employment strategy of the RS 2021- 2026, and source of projections is the Ex-ante analysis of the Employment Strategy of the RS 2021–2026, Institute of Economic Sciences (2020) and MoLEVSA calculation. Due to the change in LFS methodology in 2021, target values stated in the Employment strategy of the RS 2021- 2026 are not relevant. As part of the process of developing the Action Plan for the period 2024-2026, target values were revised in accordance with the new LFS methodology. SORS revised certain baseline indicators for 2019 for 15+ and 15-64 category, which are shown by designation ^{r (revised)}. According to revised indicators, new projections were made for indicators for 2026 which, if different from projections from Employment Strategy of the RS 2021-2026, are shown by designation ^{n (new)}.

A correction was made to the indicator – employment effect of financial measures in part of the baseline value, baseline year and target value for 2026, due to the fact that the previous values were given based on effects within 180 days, and not on the 180th day after exiting the measure/completion of contractual obligation and are shown by designation ^{n (new)}.

NEET rate (15-29)	Percentage (%)	LFS, SORS	18.9%	2019	14.8%	13.9%	12.7% ⁿ
Share of long-term unemployed placed from the NES register, as a proportion of the total long-term unemployed registered with the NES	Percentage (%)	NES report	23.1%	2019	30%	31%	33%
Employment effect of financial measures	Percentage (%)	NES report	50.7% ⁿ	2019	53%	55%	56% ⁿ

Measure 2.1: Implementation of active labour market policy measures

Institution responsible for monitoring and control of implementation: National employment service

Implementation period: 2024 – 2026	Type of measure: <i>incentive</i>						
Indicators at the level of the measure (output indicator)	Unit of measurement	Source of verification	Baseline value	Baseline year	Target for 2024	Target for 2025	Target for 2026
Registered vacancies	Number, per year	NES report	119,950	2019	138,000	139,000	139,000
Filled vacancies	Percentage (%)	NES report	49%	2019	66%	67%	67%
Share of persons placed from the NES register in the total number of unemployed persons on the NES register	Percentage (%)	NES report	46%	2019	47%	48%	48%
Employment effect of active job search measures	Percentage (%)	NES report	24.1%	2022	25%	26%	27%
Employment effect of subsidized employment and self-employment	Percentage (%)	NES report	64.6%	2021 ^r	67%	69%	71%
Employment effect of further education and training	Percentage (%)	NES report	45%	2021 ^r	46%	48%	49%

Funding source for the measure	Reference to the programme-based budget	Total estimated funds, RSD thousands		
		In 2024	In 2025	In 2026
NES Financial Plan	Programme 0810 Programme Activity 0001	/	/	/
	Programme 0803 Programme Activity 0006	Funding is provided from the total funds allocated within 7,000,000	Funding is provided from the total funds allocated within 7,500,000	Funding is provided from the total funds allocated within 8,500,000
	Programme Activity 0008	900,000	900,000	900,000
	RS Budget	Funding is provided from the total funds allocated within	Funding is provided from the total funds allocated within	Funding is provided from the total funds allocated within
	Programme 0803 Programme Activity 0005 Programme Activity 7084	550,000 242,368	550,000 103,872	550,000 65,998

Activity title:	Implementing body	Implementing partners	Activity completion deadline	Funding source	Reference to the programme-based budget	Total estimated funds by sources, RSD thousands		
						2024	2025	2026
2.1.1. Provision of job matching and employment support services	NES	SAE CCIS	2026	NES Financial Plan – regular allocations	Programme 0810 Programme Activity 0001	/	/	/
2.1.2. Provision of career guidance and counselling services	NES	/	2026	NES Financial Plan – regular allocations	Programme 0810 Programme Activity 0001	/	/	/
2.1.3. Implementation of active job search measures	NES	/	2026	NES Financial Plan	Programme 0803 Programme Activity 0006	7,000,000	7,500,000	8,500,000
2.1.4. Provision of further education and training	NES	MoLEVSA SAE CCIS LSG	2026	NES Financial Plan RS Budget IPA 2020	Programme 0803 Programme Activity 0006	7,000,000	7,500,000	8,500,000
					Programme Activity 0008	900,000	900,000	900,000
					Programme 0803 Programme Activity 0005	550,000	550,000	550,000
					Programme Activity 7084	242,368	103,872	65,998
2.1.5. Provision of job creation and self-employment subsidies	NES	MoLEVSA SAE CCIS LSG	2026	NES Financial Plan RS Budget IPA 2020	Programme 0803 Programme Activity 0006	7,000,000	7,500,000	8,500,000
					Programme Activity 0008	900,000	900,000	900,000
					Programme 0803 Programme Activity 0005	550,000	550,000	550,000
					Programme Activity 7084	242,368	103,872	65,998
2.1.6. Organisation of public works	NES	MoLEVSA JJC	2026	NES Financial Plan	Programme 0803 Programme Activity 0006	480,000	490,000	500,000
					Programme Activity 0008	900,000	900,000	900,000
2.1.7. Implementation of measures for PWD activation on the labour market	NES	MoLEVSA	2026	NES Financial Plan	Programme 0803 Programme Activity 0006	7,000,000	7,500,000	8,500,000

2.1.8. Implementation of measures for PWD employed under special conditions	NES	SAE CCIS	2026	NES Financial Plan	Programme 0803 Programme Activity 0006	7,000,000	7,500,000	8,500,000
				RS Budget	Programme 0803 Programme Activity 0005	550,000	550,000	550,000

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

Institution responsible for monitoring and control of implementation: Ministry of Labour, Employment, Veteran and Social Affairs

Implementation period: 2024 – 2026	Type of measure: <i>regulatory</i>						
Indicators at the level of the measure (output indicator)	Unit of measurement	Source of verification	Baseline value	Baseline year	Target for 2024	Target for 2025	Target for 2026
Piloted modified existing or new ALMP measures	Number, per year	MoLEVSA report	0	2020	2	2	2
Digitized work processes for the purpose of providing services and implementation of ALMP measures	Number, per year	NES report	4	2022	1	1	1
Employers using ALMP services/measures	Number, per year	NES report	21,803	2019	40,000	41,000	42,000

Funding source for the measure	Reference to the programme-based budget	Total estimated funds, RSD thousands		
		In 2024	In 2025	In 2026
RS Budget	Programme 803 Programme Activity 7084	Funding is provided from the total funds allocated within 45,797	Funding is provided from the total funds allocated within 45,797	Funding is provided from the total funds allocated within 39,255
Donor funds (GIZ, SDC, EU, etc.)	/	The exact amount is not known at this time	The exact amount is not known at this time	The exact amount is not known at this time

Activity title	Implementing body	Implementing partners	Activity completion deadline	Funding source	Reference to the programme-based budget	Total estimated funds by sources, RSD thousands		
						2024	2025	2026
2.2.1. Improvement of the jobseeker employability assessment instrument	NES	MoLEVSA	2024	Donor funds	/	/	/	/
2.2.2. Enhancement of the cooperation with employers based on the prior analysis	NES	SAE CCIS	2024	Donor funds	/	/	/	/
2.2.3. Redesigning active job search measures to cater to the needs of individuals and labour market requirements	NES	MoLEVSA	2025	Donor funds	/	/	/	/

2.2.4. Digitalisation of ALMP services/ measures	NES	MoLEVSA	2026	Donor funds	/	/	/	/
2.2.5. Analysis of prerequisites for the introduction of training vouchers	MoLEVSA	NES MoF	2024	IPA 2020	Programme 0803 Programme Activity 7084	45,797	45,797	39,255
2.2.6. Modification of existing and design of new ALMP measures in response to labour market needs and the impact evaluation of ALMP measures	MoLEVSA	NES	2026	IPA 2020 Education to Employment -E2E Project	Programme 0803 Programme Activity 7084	45,797	45,797	39,255
2.2.7. Designing and piloting of short trainings for acquiring transferable skills (eg. foreign language courses, IT literacy, financial literacy, time management, etc.)	MoLEVSA	NES	2026	Donor funds	/	/	/	/
2.2.8. Designing and piloting individualized support to persons participating in ALMP measures or employed through NES	MoLEVSA	NES	2026	Education to Employment -E2E Project IPA 2020	Programme 0803 Programme Activity 7084	45,797	45,797	39,255

Measure 2.3: Improvement of monitoring labour market situation and trends and the system for monitoring/evaluation of active labour market policy measures' outcomes and impact

Institution responsible for monitoring and control of implementation: Ministry of Labour, Employment, Veteran and Social Affairs

Implementation period: 2024 – 2026	Type of measure: <i>regulatory</i>						
Indicators at the level of the measure (output indicator)	Unit of measurement	Source of verification	Baseline value	Baseline year	Target for 2024	Target for 2025	Target for 2026
Integrated vacancy database established	Yes/No	NES report	No	2020	No	No	Yes
Functional platform for a single labour market information system established	Yes/No	SORS	No	2020	No	No	Yes
Evaluation of net effects of ALMP measures conducted	Number, per year	MoLEVSA	0	2020	1	1	1

Funding source for the measure	Reference to the programme-based budget	Total estimated funds, RSD thousands		
		In 2024	In 2025	In 2026
NES Financial Plan- regular allocations	Programme 0810 Programme Activity 0001	/	/	/
Donor funds (SDC, GIZ, EU, etc.)	/	The exact amount is not known at this time	The exact amount is not known at this time	The exact amount is not known at this time

Activity title	Implementing body	Implementing partners	Activity completion deadline	Funding source	Reference to the programme-based budget	Total estimated funds by sources, RSD thousands		
						2024	2025	2026
2.3.1. Consolidation of information on labour market demand from various sources	NES	SORS Employment agencies	2026	NES Financial Plan-regular allocations	Programme 0810 Programme Activity 0001	/	/	/
2.3.2. Conducting survey on employers' needs according to improved methodology	NES	CCIS SAE SBRA CRCSI	2026	NES Financial Plan-regular allocations	Programme 0810 Programme Activity 0001	/	/	/
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	P3C	MoLEVSA NES CRCSI Ministry of Economy SBRA	2026	Donor funds	/	/	/	/
2.3.4. Monitoring of ALMP measures' effects (net and gross)	MoLEVSA	NES	2026	Donor funds	/	/	/	/

Measure 2.4: Improvement of women's labour market position

Institution responsible for monitoring and control of implementation: Ministry of Labour, Employment, Veteran and Social Affairs

Implementation period: 2024 – 2026	Type of measure: <i>incentive</i>						
Indicators at the level of the measure (output indicator)	Unit of measurement	Source of verification	Baseline value	Baseline year	Target for 2024	Target for 2025	Target for 2026
Share of unemployed women participating in ALMP measures in the total number of unemployed persons participating in the measures	Percentage (%)	NES report	55.5%	2019	57.3%	58%	59%

Share of women placed from the NES register in the total number of women on the NES register	Percentage (%)	NES report	45%	2019	51%	52%	52%
Effect of financial measures on the employment of women	Percentage (%)	NES report	51.2%	2019	53%	55%	56%
Share of women who have started their own businesses after receiving self-employment subsidy in the total number of persons who received the subsidy	Percentage (%)	NES report	49.8%	2019	52%	53%	53%

Funding source for the measure	Reference to the programme-based budget	Total estimated funds, RSD thousands		
		In 2024	In 2025	In 2026
NES Financial Plan	Programme 0803	Funding is provided from the total funds allocated within	Funding is provided from the total funds allocated within	Funding is provided from the total funds allocated within
	Programme Activity 0006	7,000,000	7,500,000	8,500,000
	Programme Activity 0008	900,000	900,000	900,000
RS Budget	Programme 0803	Funding is provided from the total funds allocated within	Funding is provided from the total funds allocated within	Funding is provided from the total funds allocated within
	Programme Activity 0005	550.000	550.000	550.000
	Programme Activity 7084	242.368	103.872	65.998
Donor funds (EU etc.)	/	The exact amount is not known at this time	The exact amount is not known at this time	The exact amount is not known at this time

Activity title	Implementing body	Implementing partners	Activity completion deadline	Funding source	Reference to the programme-based budget	Total estimated funds by sources, RSD thousands		
						2024	2025	2026
2.4.1. Involvement of unemployed women facing multiple factors of hard-to-employ employability in ALMP measures	NES	MoLEVSA CCIS SAE LSG	2026	NES Financial Plan	Programme 0803			
					Programme Activity 0006	7,000,000	7,500,000	8,500,000
					Programme Activity 0008	900,000	900,000	900,000
				RS Budget	Programme 0803			
Programme Activity 0005	550,000	550,000	550,000					
IPA 2020	Programme Activity 7084	242,368	103,872	65,998				

2.4.2. Implementation of measures aimed at activation, employment and self-employment of women in underdeveloped and devastated areas	NES	MoLEVSA MoTS LSG CSOs	2026	NES Financial Plan RS Budget IPA 2020 Donor funds	Programme 0803 Programme Activity 0006 Programme Activity 0008 Programme 0803 Programme Activity 0005 Programme Activity 7084	7,000,000 900,000 550,000 242,368	7,500,000 900,000 550,000 103,872	8,500,000 900,000 550,000 65,998
2.4.3. Piloting provision of additional support services to women included in the ALMP measures or employed through NES (eg. individualized support, childcare allowance, etc.)	NES	MoLEVSA	2026	IPA 2020 Education to Employment -E2E Project Donor funds	Programme 0803 Programme Activity 7084	242,368	103,872	65,998

Measure 2.5: Improvement of the labour market position of youth

Institution responsible for monitoring and control of implementation: Ministry of Labour, Employment, Veteran and Social Affairs

Implementation period: 2024 – 2026	Type of measure: <i>regulatory</i>						
Indicators at the level of the measure (output indicator)	Unit of measurement	Source of verification	Baseline value	Baseline year	Target for 2024	Target for 2025	Target for 2026
Share of unemployed youth participating in ALMP measures in the total number of youth on the NES register	Percentage (%)	NES report	18.8%	2022	19%	20%	20%
Effect of financial measures on youth employment	Percentage (%)	NES report	49%	2021	51%	52%	53%
Youth Guarantee programme piloted	Yes/No	NES report MoLEVSA	No	2023	Yes	Yes	Yes
Youth employment promotion projects implemented within the youth policy	Number of projects, per year	MoTS report	62	2023	65	68	70

Funding source for the measure	Reference to the programme-based budget	Total estimated funds, RSD thousands		
		In 2024	In 2025	In 2026
NES Financial Plan	Programme 0803	Funding is provided from the total funds allocated within	Funding is provided from the total funds allocated within	Funding is provided from the total funds allocated within
	Programme Activity 0006 Programme Activity 0008	7.000.000 900.000	7.500.000 900.000	8.500.000 900.000

RS Budget	Programme 0803	Funding is provided from the total funds allocated within	Funding is provided from the total funds allocated within	Funding is provided from the total funds allocated within
	Programme Activity 0005	550,000	550,000	550,000
	Programme Activity 4002	200,000	200,000	200,000
	Programme Activity 7084	288,165	149,669	105,253
RS Budget MoTS	Programme 1302 Programme Activity 0006	120,000	120,000	120,000
Donor funds (EU, GIZ, SDC, etc.)	/	The exact amount is not known at this time	The exact amount is not known at this time	The exact amount is not known at this time

Activity title	Implementing body	Implementing partners	Activity completion deadline	Funding source	Reference to the programme-based budget	Total estimated funds by sources, RSD thousands		
						2024	2025	2026
2.5.1. Involvement of unemployed youth in ALMP measures	NES	MoLEVSA CCIS SAE LSGs	2026	NES Financial Plan	Programme 0803			
					Programme Activity 0006	7,000,000	7,500,000	8,500,000
				Programme Activity 0008	900,000	900,000	900,000	
				RS Budget	Programme 0803			
Programme Activity 0005	550,000	550,000	550,000					
			IPA 2020	Programme Activity 7084	242,368	103,872	65,998	
2.5.2. Piloting of the Youth Guarantee program according to the Youth Guarantee Implementation plan 2023-2026 ⁷	MoLEVSA NES	MoTS Ministry of Education Ministry of Economy MoF DENQFO CSOs SCTM	2026	NES Financial Plan	Programme 0803			
					Programme Activity 0006	7,000,000	7,500,000	8,500,000
					Programme Activity 0008	900,000	900,000	900,000
				RS Budget	Programme 0803			
					Programme Activity 4002	200,000	200,000	200,000
			IPA 2020	Programme Activity 7084	288,165	149,669	105,253	
			Education to Employment -E2E Project					

⁷ Total funds allocated for piloting the Youth Guarantee Programme are presented in the Youth Guarantee Implementation Plan 2023-2026 (Official Gazette RS, No.120/23), while the 2.5.2. activity shows only amount within the RS budget under MoLEVSA budget section and NES financial plan.

2.5.3. Support to the implementation of youth employment promotion projects within the youth policy	MoTS	CSOs LSGs/ Youth Office	2026	RS Budget	Programme 1302 Programme Activity 0006	120,000	120,000	120,000
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Measure 2.6: Improvement of labour market position of persons with disabilities

Institution responsible for monitoring and control of implementation: Ministry of Labour, Employment, Veteran and Social Affairs

Implementation period: 2024 – 2026	Type of measure: <i>regulatory</i>						
Indicators at the level of the measure (output indicator)	Unit of measurement	Source of verification	Baseline value	Baseline year	Target for 2024	Target for 2025	Target for 2026
Share of unemployed PWDs participating in ALMP measures in the total number of PWDs on the NES register	Percentage (%)	NES report	19.2%	2022	19,5%	20%	20%
Share of PWDs placed from the NES register in the total number of PWDs on the NES register	Percentage (%)	NES report	32%	2019	33%	33%	34%
Effect of financial measures on the employment of PWDs ⁸	Percentage (%)	NES report	47.4%	2022	48%	49%	50%

Funding source for the measure	Reference to the programme-based budget	Total estimated funds, RSD thousands		
		In 2024	In 2025	In 2026
NES Financial Plan	Programme 0803	Funding is provided from the total funds allocated within	Funding is provided from the total funds allocated within	Funding is provided from the total funds allocated within
	Programme Activity 0006	7,000,000	7,500,000	8,500,000
	Programme Activity 0008	900,000	900,000	900,000
RS Budget	Programme 0810	/	/	/
	Programme Activity 0001	/	/	/
	Programme 0803	Funding is provided from the total funds allocated	Funding is provided from the total funds allocated	Funding is provided from the total funds allocated
Donor funds (UNDP, GIZ, EU etc.)	Programme Activity 0005	550,000	550,000	550,000
	Programme Activity 7084	242,368	103,872	65,998
	/	The exact amount is not known at this time	The exact amount is not known at this time	The exact amount is not known at this time

⁸ The correction of indicators was made - Effect of financial measures on the employment of PWDs with regard to baseline value, baseline year and target value for 2026 as the previous values were monitored only for measures for PWD under special conditions.

Activity title	Implementing body	Implementing partners	Activity completion deadline	Funding source	Reference to the programme-based budget	Total estimated funds by sources, RSD thousands		
						2024	2025	2026
2.6.1. Involvement of unemployed PWDs in ALMP measures	NES	MoLEVSA CCIS SAE LSGs	2026	NES Financial Plan	Programme 0803 Programme Activity 0006	7,000,000	7,500,000	8,500,000
				RS Budget	Programme Activity 0008	900,000	900,000	900,000
					Programme 0803 Programme Activity 0005	550,000	550,000	550,000
				IPA 2020	Programme Activity 7084	242,368	103,872	65,998
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	NES	SAE CSOs	2024	NES Financial Plan – regular allocations	Programme 0810 Programme Activity 0001	/	/	/
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	NES	SAE CSOs	2026	Donor funds	/	/	/	
2.6.4. Ensuring availability of NES measures/services intended for PWDs	NES	/	2026	Donor funds	/	/	/	
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 NFESP status	MoLEVSA Ministry of Education	NES	2026	Donor funds	/	/	/	

2.6.6. Analysis of the procedure for assessing work ability and the possibility of contracting and retaining employment, with a view to enhancing this procedure	MoLEVSA	NPDIF NHIF NES	2026	Donor funds	/	/	/	/
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Measure 2.7: Improvement of labour market position of the unemployed Roma

Institution responsible for monitoring and control of implementation: Ministry of Labour, Employment, Veteran and Social Affairs

Implementation period: 2024 – 2026	Type of measure: <i>incentive</i>						
Indicators at the level of the measure (output indicator)	Unit of measurement	Source of verification	Baseline value	Baseline year	Target for 2024	Target for 2025	Target for 2026
Share of unemployed Roma participating in ALMP measures in the total number of the Roma on the NES register	Percentage (%)	NES report	8.7%	2022	8.7%	9%	9%
Share of the Roma placed from the NES register in the total number of the Roma on the NES register	Percentage (%)	NES report	21%	2019	25%	26%	27%
Financial measures effect to Roma employment	Percentage (%)	NES report	51.6%	2021	52%	53%	54%

Funding source for the measure	Reference to the programme-based budget	Total estimated funds, RSD thousands		
		In 2024	In 2025	In 2026
NES Financial Plan	Programme 0803	Funding is provided from the total funds allocated within 7,000,000	Funding is provided from the total funds allocated within 7,500,000	Funding is provided from the total funds allocated within 8,500,000
	Programme Activity 0006			
	Programme Activity 0008	900,000	900,000	900,000
RS Budget	Programme 0803	Funding is provided from the total funds allocated within 550,000	Funding is provided from the total funds allocated within 550,000	Funding is provided from the total funds allocated within 550,000
	Programme Activity 0005	242,368	103,872	65,998
	Programme Activity 7084			
Donor funds (GIZ, EU etc.)	/	The exact amount is not known at this time	The exact amount is not known at this time	The exact amount is not known at this time

Activity title	Implementing body	Implementing partners	Activity completion deadline	Funding source	Reference to the programme-based budget	Total estimated funds by sources, RSD thousands		
						2024	2025	2026
2.7.1. Reaching and informing the Roma about the NES measures and services	NES	CSOs	2026	Donor funds	/	/	/	/
2.7.2. Involvement of Roma in the ALMP measures	NES	MoLEV-SA CSOs	2026	NES Financial Plan	Programme 0803 Programme Activity 0006	7,000,000	7,500,000	8,500,000
				RS Budget	Programme Activity 0008	900,000	900,000	900,000
					Programme 0803 Programme Activity 0005	550,000	550,000	550,000
				IPA 2020	Programme Activity 7084	242,368	103,872	65,998
2.7.3. Piloting of additional service provision to Roma included in the ALMP measures or employed through NES (individualized support, etc.)	NES	MoLEV-SA CSOs	2026	Education to Employment-E2E Project	/	/	/	

Objective 3: Improved institutional framework for employment policy

Institution responsible for monitoring and control of implementation: Ministry of Labour, Employment, Veteran and Social Affairs

Indicators at the level of the objective (outcome indicator)	Unit of measurement	Source of verification	Baseline value	Baseline year	Target for 2024	Target for 2025	Target for 2026 ⁹
Negotiation chapter 19 – Social policy and employment	/	Relevant documents from the EU accession negotiations process	Moderate progress	2020	Moderate progress	Good progress	Very good progress ⁿ
Allocations for ALMP as a proportion of the GDP	Percentage (%)	MoF	0.08%	2019	0.13%	0.16%	0.2%

⁹ At the proposal of MoEI a new target value for 2026 is provided for the indicator Negotiation chapter 19 – Social policy and employment.

Measure 3.1: Improvement of legal framework							
Institution responsible for monitoring and control of implementation: Ministry of Labour, Employment, Veteran and Social Affairs							
Implementation period: 2024 – 2026				Type of measure: regulatory			
Indicators at the level of the measure (output indicator)	Unit of measurement	Source of verification	Baseline value	Baseline year	Target for 2024	Target for 2025	Target for 2026
Regulations in the area of labour and employment adopted	Number, per year	Official Gazette of RS	0	2020	1	1	2

Funding source for the measure	Reference to the programme-based budget	Total estimated funds, RSD thousands		
		In 2024	In 2025	In 2026
RS Budget – regular allocations	Programme 0802 Programme Activity 0002	/	/	/
Donor funds (ILO, GIZ, SDC, EU, etc.)	/	The exact amount is not known at this time	The exact amount is not known at this time	The exact amount is not known at this time

Activity title	Implementing body	Implementing partners	Activity completion deadline	Funding source	Reference to the programme-based budget	Total estimated funds by sources, RSD thousands		
						2024	2025	2026
3.1.1. Improved legal framework in the field of employment	MoLEVSA	Institutions and stakeholders involved in Working Group activities	2025	Donor funds	/	/	/	/
3.1.2. Improved legal framework in the field of social protection, significant for integration of beneficiaries of cash benefits and social protection services into the labour market	MoLEVSA	Institutions and stakeholders involved in Working Group activities	2026	RS Budget – regular allocations	Programme 0802 Programme Activity 0002	/	/	/
3.1.3. Development of regulations in the area of labour and labour relations with the aim of harmonisation with the <i>acquis communautaire</i> and international labour standards	MoLEVSA	Institutions and stakeholders involved in Working Group activities	2026	Donor funds Twinning project	/	/	/	/
3.1.4. Preparation of regulations governing the traineeship	MoLEVSA	Institutions and stakeholders involved in Working Group activities	2024	RS Budget – regular allocations	Programme 0802 Programme Activity 0002	/	/	/

3.1.5. Improvement of the legal framework for professional rehabilitation and employment of persons with disabilities	MoLEVSA	Institutions and stakeholders involved in Working Group activities	2026	Donor funds Education to Employment-E2E Project	/	/	/	/
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Measure 3.2: Strengthening the capacities of employment service providers, improvement of coordinated efforts and dialogue in the field of employment policy

Institution responsible for monitoring and control of implementation: Ministry of Labour, Employment, Veteran and Social Affairs

Implementation period: 2024 – 2026

Type of measure: *institutional/management/organisational*

Indicators at the level of the measure (output indicator)	Unit of measurement	Source of verification	Baseline value	Baseline year	Target for 2024	Target for 2025	Target for 2026
Employees in the MoLEVSA organisational units dealing with employment policy	Number, per year	MoLEVSA report	11	2019	13	17	20
Employment-relevant trainings in which employees from MoLEVSA organisational units responsible for labour and employment field participate	Number, per year	MoLEVSA report	3	2020	5	6	7
NES employees involved in the employment-relevant trainings	Number, per year	NES report	821	2022	500	500	500
Number of jobseekers per employment counsellor/employment counsellor for PWD	Number, average per year	NES report	827	2019	600	550	500

Funding source for the measure	Reference to the programme-based budget	Total estimated funds, RSD thousands		
		In 2024	In 2025	In 2026
RS Budget	Programme 803 Programme Activity 7084	45,797	45,797	39,255
Donor funds (SDC, GIZ, EU, ILO, UN, etc.)	/	The exact amount is not known at this time	The exact amount is not known at this time	The exact amount is not known at this time

Activity title	Implementing body	Implementing partners	Activity completion deadline	Funding source	Reference to the programme-based budget	Total estimated funds by sources, RSD thousands		
						2024	2025	2026
3.2.1. Delivery of trainings and other activities for MoLEVSA employees responsible for labour and employment	MoLEVSA	/	2026	IPA 2020 Education to Employment-E2E Project Donor funds	Programme 803 Programme Activity 7084	45,797	45,797	39,255

3.2.2. Delivery of trainings and other activities in the field of employment for NES employees	NES	MoLEVSA	2026	IPA 2020 Education to Employment-E2E Project Donor funds	Programme 803 Programme Activity 7084	45,797	45,797	39,255
3.2.3. Strengthening of NES capacity for working with employers	NES	SAE CCIS	2025	IPA 2020 Donor funds	Programme 803 Programme Activity 7084	45,797	45,797	39,255
3.2.4. Delivery of trainings and other activities in the field of employment for employment agencies staff	MoLEVSA	Employment Agencies	2026	Donor funds	/	/	/	/
3.2.5. Strengthening CSO capacities for reaching, activating and providing support to hard-to-employ unemployed persons and monitoring and evaluating the impact of interventions carried out	MoLEVSA	NES MoTY CSOs	2026	Education to Employment-E2E Project Donor funds	/	/	/	/

VI. ACTIVE LABOUR MARKET POLICY MEASURES

Active labour market policy measures are implemented by the National Employment Service in accordance with the Law on Employment and Unemployment Insurance, Law on Professional Rehabilitation and Employment of Persons with Disabilities and regulations on state aid; the criteria, modality and other matters relevant to ALMP measures implementation are regulated by statutory instruments of the Ministry of Labour, Employment, Veteran and Social Affairs and the National Employment Service.

For the purpose of implementation of ALMP measures, that include granting of funds to the unemployed and / or employers, the National Employment Service launches public calls and competitions, and/or public procurement procedures in accordance with public procurement regulations, in Q1 of a calendar year.

Job matching services for jobseekers, active job search measures and professional orientation and career counselling are performed by National Employment Service staff on an ongoing basis throughout a calendar year. Within these three active employment policy measures, which are described in more detail below, employment counsellors, career counsellors and career planning counsellors provide career guidance and counselling services encouraging individuals to identify their own abilities, competences and interests, make decisions about their education, training and profession and manage learning, work and other areas where they can acquire and apply their abilities and competences. Career guidance is widely recognized as an encompassing term that offers a range of lifelong services, spanning from professional orientation to employment counselling, career guidance, etc. It is important to note that career guidance and counselling extend beyond simply securing suitable employment, as there is a commitment to providing ongoing support throughout an individual's professional journey, having in mind their individual needs influenced by personal growth and evolving trends within the labor market. The provision of individualized assistance to persons engaged in active labour market policy measures, as outlined in this Action Plan, encapsulates a fundamental aspect of this concept.

1. Job matching and employment support

Job matching refers to the activities of matching jobseekers with employers that request job matching services, with the aim of concluding employment contract or other form of work engagement. In the interest of successful matching, a range of activities targeting jobseekers and/or employers are performed.

Employment counselling is an activity whereby an employment counsellor provides professional support to a jobseeker at the individual level by providing information about jobseekers' rights and obligations, services provided by the National Employment Service, employment opportunities and high-demand occupations. Employment counselling involves assessing a jobseeker's employability, i.e. his/her professional capacities and inclinations, with the aim of determining the level of support needed. The types of support agreed between the jobseeker and employment counsellor and occupations to be considered in the job search are specified in the individual employment plan.

Services to employers include providing information about the labour market situation and profiles of jobseekers registered with the National Employment Service, advice on the possibilities and modalities of meeting their staffing needs, including information on active labour market policy measures, surveying future employer needs for the purpose of planning training and other active labour market policy measures, jobseeker selection according to the criteria specified in the vacancy registration form, with the possibility to provide psychological assessment of candidates. Info sessions for employers and job seekers is also a type of support to job matching activities. Information and advertising services via National Employment Service social networks, as well as online job matching via National Employment Service website are also available to employers. A continuous social dialogue in the field of employment and job matching is made possible for employers forums in cooperation with social partners. By improving the quality of its job matching services, the National Employment Service will increase its visibility among those employers that are oriented towards finding high-quality candidates, rather than solely towards accessing funding, while the unemployed will be offered additional opportunities to find high-quality jobs.

2. Professional guidance and career counselling

Professional guidance and career counselling are provided through information provision and counselling regarding career development opportunities, in order to prevent wrong choices of educational pathways or occupations, as well as strengthen clients' competencies for making effective decisions throughout their professional careers. These services are provided in person at the National Employment Service branch offices, in career guidance and counselling centres, and via the National Employment Service website. Career counseling includes provision of support with selecting or transitioning to a career that aligns with the current labour market conditions, personal characteristics, and client interests, while specific details on career development opportunities are provided at information and career counseling centers. In relation to career information, professional orientation fairs are also organized.

Professional orientation and career counselling services encompass psychological workshops and training sessions tailored to individuals seeking employment with the aim to develop their skills, foster proactive engagement in career planning and job searching, enhance self-confidence for starting their own business as well as manage effectively stress in the employment process. To meet the specific needs of employers, a selection is conducted through a psychological assessment of candidates with the aim of aligning individual characteristics with the specific job requirements.

3. Active job search measures

Active job search measures are implemented by providing information and counselling service to jobseekers in the process of active job search, promoting their employability and strengthening their motivation, confidence and self-efficacy through developing active job search skills. Active job search measures such as active job search training, trainings delivered in job clubs, self-efficacy training etc. are forms of group work with jobseekers aimed at informing them about the local labour market situation and strengthening their self-presentation skills in contacts with employers.

Support to jobseekers and employers is also provided by organising job fairs. Job fairs are a job matching measure, since they facilitate direct contacts between multiple employers offering vacancies and jobseekers who largely fulfil the requirements of specific jobs, and at the same time, job fairs are also an activation measure, since real, specific vacancies are presented to jobseekers, which has a positive impact on their motivation for active job search. Job fairs may also be organized in a virtual environment.

4. Further education and training

Further education and training are measures whereby individuals gain new knowledge, skills and work experience. They are based on an analysis of labour market needs, i.e. employers' needs in terms of the knowledge and skills needed to perform specific jobs, as identified through contacts with employers. Accordingly, further education and training are provided in the occupational sectors in which a shortage of knowledge and skills has been identified.

Further education and training include the following measures:

4.1. Professional practice – entail vocational training for unassisted occupation-specific work for which participants have received adequate formal education, in order to complete an internship period required for taking the professional examination, where this is stipulated by a law or a rulebook as a requirement for practising an occupation. This programme targets unemployed persons without occupation-specific work experience, with at least secondary education, and does not entail entering into an employment relationship.

Priority is given to unemployed persons with disabilities and the Roma.

Professional practice are implemented at private-sector employers, and up to 40% of the total number of participants planned may be engaged in the public sector, in the following priority areas:

- 1) health care jobs;
- 2) social protection jobs;
- 3) education jobs;
- 4) judicial jobs.

As an exception, for LSGs from fourth group of development and devastated areas, as well in the Autonomous Province of Kosovo and Metohija, professional practice will be realised at private- or public-sector employers, with priority given to the private sector.

Professional practice duration is stipulated by a law or a rulebook, and the National Employment Service provides funding for up to 12 months.

The National Employment Service sets the amount of monthly allowance for the unemployed pursuing professional practice, in proportion to the total planned number of participants and the funds available, in accordance with employment legislation.

2000 unemployed persons are planned to be included from 2024 to 2026 each year.

4.2. Youth employment promotion program "My First Salary" – intended for the youth up to 30 years of age, with at least secondary education, without work experience, in order to prepare them for independent work. It is implemented in accordance with the Regulation on youth employment promotion program "My First Salary".

4.3. Internship for youth – entails vocational training for unassisted occupation-specific work for which participants have received adequate education, in order to complete an internship period required for taking the professional exam, where this is stipulated by a law or a rulebook as a requirement for specific jobs.

It is intended for unemployed persons up to 30 years of age, without work experience in the occupation for which education has been acquired, who have been registered as unemployed for at least three months.

Persons with disabilities, the Roma and youth in institutional care, foster or guardian families are included in the measure, regardless of their age and duration of their registered unemployment.

Internship for youth are realized with the private-sector employer.

The National Employment Service pays the employer compensation for the costs of the monthly salary for an intern with a secondary education in the amount of the minimum wage with the associated tax and contributions, and for an intern with a higher education in the amount of the minimum wage increased by 20% with the associated tax and contributions. The employer is obliged to pay the trainee wages in accordance with the law.

The duration of the internship for youth is determined by law or rulebook, and the National Employment Service finances the internship for six months for youth with secondary education, and up to 12 months for youth with higher education.

In 2024 and 2025, 900 unemployed persons are planned to be included each year, while in 2026, 1000 unemployed persons are planned to be included.

4.4. Acquisition of practical knowledge – entails gaining practical knowledge and skills through the performance of concrete tasks and entry into an employment relationship with a private-sector employer and is intended for:

- the unemployed without secondary education and persons with functional adult primary education, who will account for at least 40% of the planned total number of participants;
- the unemployed with secondary education who have been registered as unemployed for over 12 months, irrespective of the type of education and work experience, and who have no adequate and applicable knowledge, skills and competences to perform specific tasks;
- unemployed persons with disabilities and the Roma and beneficiaries of social cash assistance with the highest acquired education, regardless of the duration of their registered unemployment.

The employer enters into a fixed-term employment relationship with the unemployed person and is entitled to reimbursement of the participant's wages amounting to the minimum wage including the appertaining income tax and social insurance contributions for three months. The employer is required to retain the employee for another three months after measure completion. If the employer enters into an open-ended employment relationship with the participant at the beginning of the measure or before the expiry of the third month, i.e. before measure completion, it is entitled to reimbursement of wages for additional three months, i.e. for a total of six months. The employer is required to retain the employee for at least another six months after the funding expires.

In 2024 and 2025, 650 unemployed persons are planned to be included each year, while in 2026, the plan is to include 700 unemployed persons.

4.5. Labour market trainings – gaining additional theoretical and practical knowledge and skills in line with labour market and employer needs, with the aim of enhancing the employability of unemployed persons, primarily those hard-to-employ with no or low qualifications.

Trainings for unemployed persons with disabilities is delivered by professional rehabilitation providers holding approval from the ministry responsible for employment affairs to perform professional rehabilitation measures and activities.

In the period 2024-2026, the plan is to include 400 unemployed persons with disabilities each year.

Trainings for persons without secondary education and those finishing primary education according to the functional adult primary education model (FAPE) is delivered by non-formal education service providers and/or vocational secondary schools, which issue publicly recognised documents.

In the period 2024-2026, the plan is to include 200 unemployed persons with disabilities each year.

Trainings for other unemployed persons is delivered by non-formal education service providers and/or vocational secondary schools, which issue publicly recognised documents.

In the period 2024-2026, the plan is to include 500 unemployed persons each year.

Trainings for labour market is delivered in a real work-environment. Exceptionally, up to 10% of the total number of participants can be included in online trainings.

The National Employment Service bears the costs of labour market trainings delivery and, in accordance with employment and professional rehabilitation regulations and subject to the availability of funds, it sets the amount of the monthly allowance and transport costs for trainings participants.

4.6. Trainings at employer's request – for the unemployed – gaining additional knowledge and skills required for a specific job, at the request of a private-sector employer or a majority state-owned enterprise for professional rehabilitation and employment of persons with disabilities, if there are no persons with the knowledge and skills required for the job in question on the National Employment Service unemployment register, and/or the existing knowledge and skills do not meet the job requirements. The employer is required to enter into an employment relationship with at least 50% of those who successfully complete the training and retain them for at least six months.

The National Employment Service co-funds training costs and sets the amount of the monthly allowance and transport costs for trainings participants, subject to the availability of funds and in accordance with employment and professional rehabilitation regulations. For unemployed participants with disabilities, the training co-funding amount may be increased by up to 20%.

In 2024 and 2025, the plan is to include 500 unemployed persons each year, while in 2026, the plan is to include 600 unemployed persons.

The National Employment Service may provide additional mentor training for employers.

4.7. Employee training for employer's needs – A private-sector employer may apply to the National Employment Service for co-funding training costs for an employee who lacks additional knowledge and skills to perform job duties and tasks with the aim of retaining his/her job with the employer. The co-funding training costs for the employee may be borne by the National Employment Service in accordance with its available funds and state aid regulations.

4.8. Functional adult primary education – finishing primary education in conformity with the law, with the option of acquiring competencies for simple jobs. The programme targets the unemployed without primary education. The National Employment Service disburses transport cost allowances to participants or educational institutions.

In the period 2024-2026, the plan is to include 1500 unemployed persons each year.

The National Employment Service may bear the costs of preparation for the final exam.

5. Subsidised employment and self-employment

5.1. Subsidies for hiring unemployed persons from the hard-to-employ category

Subsidy for hiring unemployed persons from the hard-to-employ category entail a one-off financial incentive to private-sector employers to hire:

1. youth in institutional care, foster or guardian families;
2. persons without secondary education and persons who completed functional adult primary education;
3. persons over 50 years of age;
4. the Roma;
5. persons with disabilities;
6. financial social assistance beneficiaries;
7. persons registered as unemployed for over 12 months, particularly those registered for over 24 months;
8. victims of domestic violence.

Women, especially those from underdeveloped or devastated areas have priority to be included in the measure.

By local self-government development levels determined in accordance with a special Government regulation, subsidy for hiring unemployed persons from hard-to-employ categories amount in 2024-2026 to:

- 1) RSD 230,000.00 per beneficiary – for group 1 (development level above the national average) and group 2 (development level ranging from 80% to 100% of the national average);
- 2) RSD 255,000.00 per beneficiary – for group 3 (development level ranging from 60% to 80% of the national average);
- 3) RSD 280,000.00 per beneficiary – for group 4 (development level below 60% of the national average) and devastated areas (development level below 50% of the national average).

The above subsidies are increased by 20% for hiring persons with disabilities and persons registered as unemployed over 24 months amounting to:

- 1) RSD 276,000.00 per beneficiary – for group 1 (development level above the national average) and group 2 (development level ranging from 80% to 100% of the national average);
- 2) RSD 306,000.00 per beneficiary – for group 3 (development level ranging from 60% to 80% of the national average);
- 3) RSD 336,000.00 per beneficiary – for group 4 (development level below 60% of the national average) and devastated areas (development level below 50% of the national average).

The National Employment Service may provide additional individualised service to persons included in the measure. Implementation is monitored for 12 months.

In 2024, the planned number of unemployed persons to be placed is 3300, of which 300 persons with disabilities.

In 2025, the planned number of unemployed persons to be placed is 3250, of which 250 persons with disabilities.

In 2026, the planned number of unemployed persons to be placed is 3400, of which 200 persons with disabilities.

5.2. Self-employment Support

Self-employment support includes professional assistance and self-employment subsidies.

Professional assistance available to an unemployed person who opts for self-employment includes information and advisory services, entrepreneurship development training, and support in the first year of operation in the form of mentoring programme and specialist training at the NES, regional development agencies etc.

In 2024, self-employment funds are awarded to the unemployed in the form of a one-off subsidy amounting to RSD 300,000.00 per beneficiary for the establishment of a sole proprietorship, cooperative or other form of entrepreneurship, as well as for the establishment of a company, if the founder is employed in it.

Self-employment subsidies are granted on the basis of business plan assessment, and priority is given to the hard-to-employ categories.

Women, especially those from underdeveloped or devastated areas have priority to be included in the measure.

Regarding self-employment of persons with disabilities, a one-off subsidy amounting to RSD 330,000.00 per beneficiary is awarded in 2024 for the establishment of a sole proprietorship, cooperative or other form of entrepreneurship, as well as for the establishment of a company, if the founder is employed in it.

The National Employment Service publishes annually a special public call for supporting self-employment of the members of Roma national minority.

The National Employment Service may also provide external mentoring support for beneficiaries of the self-employment subsidies.

In 2025 and 2026 self-employment subsidy will amount to RSD 380,000.00 and RSD 420,000.00 for persons with disabilities.

Implementation is monitored for 12 months.

In 2024, self-employment of 4000 unemployed persons is planned, of which 100 are persons with disabilities.

In 2025 and 2026, self-employment of 4000 unemployed persons is planned each year, of which 80 are persons with disabilities.

5.3. Wage subsidies for persons with disabilities without work experience

An employer that hires a person with disability without work experience on an open-ended basis is eligible for wage subsidies for this person for 12 months of entry into an employment contract. The subsidy is awarded in response to the employer's application and amounts to a maximum of 75% of the total wage costs including compulsory social insurance contributions, but may not exceed the minimum wage set in accordance with labour regulations.

In 2024 inclusion of 380 persons with disability is planned.

In 2025 inclusion of 360 persons with disability is planned.

In 2026 inclusion of 340 persons with disability is planned.

6. Activation measure for persons with disabilities in the labour market

6.1. Labour activation of persons with disabilities

The measure is intended for persons with disabilities who need intensive support for activation and integration into the labor market, especially persons with disabilities who have been unemployed for a long period of time, without qualifications, with inadequate knowledge and skills to perform work, in a state of social need or exposed to multiple negative influences due to the type of disability. It is implemented with the aim of motivating and activating persons with disabilities for inclusion in the labor market, i.e. labor and social integration, and in order to preserve and improve working abilities.

A private or public-sector employer enters into the employment relationship with the unemployed person with disability exercising the right to reimbursement of the participant's wages amounting to the minimum wage including the pertaining income tax and social insurance contributions for four months.

In 2024 and 2025, 400 persons with disabilities are planned to be included each year, while in 2026, 500 persons with disabilities are planned to be included.

6.2. Public works involving persons with disabilities

Public works involving persons with disabilities may be organised in all local self-government units, irrespective of their level of development, in the field of social protection and humanitarian work, public infrastructure maintenance and reconstruction, protection and maintenance of environment and culture funded jointly from the national budget and local self governments' budgets in accordance with the Chapter X of the Action Plan.

Public works involving persons with disabilities may be approved if a minimum of three unemployed persons with disabilities are engaged.

The employer implementing public works shall conclude a fixed-term employment contract with the unemployed person in accordance with the labour regulations and public call. Funds intended for organizing public works shall be used for:

- 1) remuneration to persons engaged in public works (under a temporary and casual work contract, amounting to a maximum of RSD 30,000.00 per month for full working hours, or proportionally to the monthly engagement, increased by the appertaining income tax and compulsory social insurance contributions including the transportation costs to and from work);
- 2) reimbursement of public works implementation costs to the employer (up to RSD 2,000.00 per person, on a one-off basis, depending on public works duration);
- 3) reimbursement of training costs (one-off sum of RSD 1,000.00 per engaged person who completes training); depending on job type and complexity, training may be organised according to the public works contractor's internal training programme or an educational institution's curriculum. Upon training completion, beneficiaries receive internal certificates of competencies acquired, or publicly recognised documents in case training is delivered by a NFESP.

Priority is given to persons from the mentioned category who are engaged in public works for the first time.

Autonomous province authorities, local self-government authorities, public institutions, public enterprises, companies, sole proprietors, cooperatives and associations are eligible to participate in public works.

In 2024 and 2025, 500 persons with disabilities are planned to be included each year, while in 2026, inclusion of 550 persons with disabilities is planned.

7. Active labour market policy measures for persons with disabilities employed under special conditions

7.1. Workplace adaptation (provision of technical and technological workplace conditions, working tools, space and equipment in accordance with the capabilities and needs of the employed person with disability) through reimbursing the employer for reasonable costs of workplace adaptation; the maximum amount is RSD 400,000.00 for actual workplace adaptation costs per person with disability.

In the period 2024-2026 the planned number of workplaces to be adapted for persons with disabilities is 25 each year.

7.2. Professional support to the newly employed person with disability (work assistance in the induction process or workplace assistance) through reimbursing the employer for the wage costs of the person providing professional support; the maximum amount is RSD 50,000.00 per month for full working hours, or in proportion to the monthly hours of providing professional support to the person with disability, plus the appertaining income tax and compulsory social insurance contributions, for up to 12 months.

In the period 2024-2026 the planned number of newly employed persons with disabilities to receive professional support is 25, each year.

8. Individualised assistance to persons included in the ALMP measures

The National Employment service may provide additional support the unemployed from the hard-to-employ category, especially persons facing multiple challenges, who participate in certain ALMP measures, with the aim of easier integration into the labour environment and maintenance of employment. It is the individualised assistance provided based on employment counsellor assessment, and is intended for persons who need support to integrate into the working environment, as they have lost their work habits, their knowledge and skills are outdated, and their motivation and self-confidence have declined due to their absence from the world of work.

ACTIVE LABOUR MARKET POLICY MEASURES		Number of persons participating in measures (2024)	Number of persons participating in measures (2025)	Number of persons participating in measures (2026)	Employment effects (2024, 2025 and 2026)		
1.	ADDITIONAL EDUCATION AND TRAINING	16,650	16,650	16,900			
1.1.	Professional practice	2,000	2,000	2,000	40%	42%	45%
1.2.	My first salary	10,000	10,000	10,000	39%	40%	41%
1.3.	Internship for youth	900	900	1,000	58%	60%	61%
1.4.	Acquisition of practical knowledge	650	650	700	53%	55%	56%
1.5.	Labour market training	1,100	1,100	1,100	20%	23%	25%
1.6.	Training at employer's request – for the unemployed	500	500	600	67%	69%	70%
1.7.	Employee training for the employer's needs	at employer's request					
1.8.	Functional adult primary education	1,500	1,500	1,500	n/a		
2.	EMPLOYMENT SUBSIDIES	7,680	7,610	7,740			
2.1.	Subsidies for hiring unemployed persons from the hard-to-employ category	3,300	3,250	3,400	60%	63%	65%
2.2.	Self-employment support	4,000	4,000	4,000	77%	79%	80%
2.3.	Wage subsidies for persons with disabilities without work experience	380	360	340	65%	67%	69%
3.	ACTIVATION MEASURES FOR PERSONS WITH DISABILITIES IN THE LABOUR MARKET	900	900	1,050			
3.1.	Labour activation of PWDs	400	400	500	30%	30%	31%
3.2.	Public Works for PWDs	500	500	550	28%	28%	28%
4.	ACTIVE LABOUR MARKET POLICY MEASURES FOR PERSONS WITH DISABILITIES EMPLOYED UNDER SPECIAL CONDITIONS	50	50	50			
4.1.	Workplace adaptation	25	25	25	78%	78%	79%
4.2.	Professional support to newly employed persons with disabilities	25	25	25	78%	78%	79%
TOTAL COVERAGE OF THE UNEMPLOYED BY ALMP MEASURES		25,280	25,210	25,740			

VII. PROGRAMME AND PROJECT ACTIVITIES IN THE SYSTEM OF BILATERAL AND MULTILATERAL DEVELOPMENT ASSISTANCE

“*Education to Employment – E2E*” project has been implemented since 2015 as a partnership project between the Swiss Government and the Government of Serbia with the overall objective to increase opportunities for decent employment and career development of the citizens of the Republic of Serbia in a socially inclusive and sustainable manner. The implementation of project activities will include provision of support in drafting and improving the existing strategic and normative labour and employment framework as well as the new solutions application; development of the National Standard Classification of Occupations; Youth Guarantee implementation in Serbia through technical support to local service providers capacity building (youth outreach civil society organizations, National Employment Service branch offices and employment agencies); development of career guidance and counselling in the Republic of Serbia, while assistance in development of local employment planning documents will be provided to the local self-governments.

The service contract „*Technical Assistance on implementation, monitoring, and evaluation of employment policy at national and local level and strengthening capacities to participate in the ESF*“, under IPA 2020, with the overall objective to enhance employment and employability of the labour force focusing on youth, persons with disabilities, long-term unemployed and women, will contribute to the following:

1. Improvement of analytical base design and implementation of effectiveness of ALMPs;
2. Building capacities for designing, implementation, monitoring and evaluation of ALMPs;
3. Preparation of the institutions of the Republic of Serbia and other relevant actors in the employment field to meet the requirements of cohesion policy and participation in the European Social Fund;
4. Establishment of framework for piloting the Youth Guarantee programme.

A direct grant to the National Employment Service „*Implementation of innovative ALMPs measures and access to better integration of the long-term unemployed, youth, persons with disabilities and hard-to-employ groups in the labour market*“, under IPA 2020, with a specific objective – to modernize labour market services and institutions providing tailored support and improved opportunities for employment of hard-to-employ persons, will support the following:

1. Piloting of the Youth Guarantee programme in the territory of three (3) selected NES branch offices;
2. Piloting of the ALMP package of services/measures for the long-term unemployed.

Within the Operational program under IPA 2024-2027 for employment, education and social inclusion, it is planned to finance measures of Youth Guarantee for 2026 and beyond.¹⁰

Additional number of unemployed persons will be supported through implementation of current and planned programme and project activities.

VIII. YOUTH GUARANTEE

The Youth Guarantee is a programme aimed at providing youth up to the age of 30 with a quality offer for a job, continued education or traineeship within four months of entering the unemployment status or leaving or completing formal education, thus facilitating transition of the youth to labour market and support their employment. The smooth implementation of the Youth Guarantee requires the building of strong partnerships at the institutional level, especially between departments responsible for labour and employment, education, youth, economy and finance, with employers, as well as with CSOs and youth offices in order to implement activities to reach out to, empower and raise awareness among young people about the support available to them. The Youth Guarantee Implementation Plan 2023-2026 was drafted based on the results of the mapping of young people who are not employed, not in education or training (NEET), a review of existing policies and a consultative process carried out within the Coordination Body for the development and monitoring of the implementation of the Youth Guarantee Implementation Plan¹¹.

¹⁰ Planned number of persons to be included in 2026 is 835.

¹¹ <https://www.pravno-informacioni-sistem.rs/SIGlasnikPortal/eli/rep/sgrs/vlada/odluka/2022/4/5/reg>

Bearing in mind the complexity of the planned reforms and the efforts that need to be made to establish the necessary frameworks and fulfil the prerequisites for the progressive introduction of the Youth Guarantee in Serbia, the piloting of the Youth Guarantee is planned to be realized in the territory of three National Employment Service branch offices (Kruševac, Sremska Mitrovica and Niš) from 2024 until the end of 2026. Results of piloting and lessons learnt will be the base for introduction of the Youth Guarantee in the entire territory of the Republic of Serbia, as of 2027.

Planned reforms and interventions are grouped within four phases: i) mapping and early intervention; ii) outreach; iii) preparation; and iv) offer. Funds for the implementation of reforms and interventions, including the provision of subsidised preparation and supply services, will be provided within the budget of the Republic of Serbia, the financial plan of the National Employment Service, the budget of local self-governments, IPA funds and donor projects of technical cooperation in the field of employment and education.

Phases:

1. Mapping and early intervention

Mapping phase envisages implementation of activities aimed at creating an analytical database about NEET youth and causes of their inactivity providing the necessary information for the design and development of adapted and effective outreach, support and preparation services.

The mapping will be an opportunity to determine existing but also missing capacities and services at the local level, so the strengthening activities can be planned accordingly.

Early intervention includes reforms and measures that contribute to the strengthening of the position of youth in the labour market through the formal education system and thus facilitating their transition into the world of work and preventing entry into the NEET status.

2. Outreach

The outreach phase envisages reaching out to NEET youth who are distant from the labour market and who do not themselves turn to institutions for support. Outreach services and approaches for the activation of inactive youth must be adapted to local circumstances and implemented at the level of local self-governments in order to be able to respond to the challenges and needs of young people in a given environment in the most appropriate way. Development of the model for outreach and activation of young NEETs provides feedback on: 1) what produces the best results for different categories of young NEETs; 2) which support services are most needed (e.g., employment services, CGC, social protection services, child care, psychological counselling, etc.) and 3) which additional capacities and competencies CSOs, youth offices and youth workers should develop in order to implement effective outreach activities.

3. Preparation

Preparation phase is at the same time the youth activation phase which includes intensive individual professional counselling activities leading to identification of unfavourable circumstances in which the young person finds himself/herself, obstacles and reasons for insufficient activity and unemployment, so that active employment policy measures and service in which the person will be involved in order to employ or increase employability, i.e., a suitable offer, could be determined. Bearing in mind that the National Employment Service is the main entry point of the Youth Guarantee, this phase requires further strengthened and expanded portfolio of services provided by the National Employment Service to clients (employment counselling, professional orientation and career planning counselling, active job search measures, employer visits, employer forum, employment mediation), including alignment with the requirements of the service providing system within the Youth Guarantee (pre-registration, IT support accessibility, collaboration with partners, monitoring and reporting)¹².

Development of additional/complementary measures and services

Short trainings – include trainings, lasting up to two months, aimed at improving employability through the acquisition of additional knowledge and skills (e.g. foreign language courses, IT literacy, etc.)¹³. During the short training course, the participants are entitled to monthly financial assistance, travel expenses and insurance in case of injury at work and occupational disease.

Childcare allowance – an unemployed young single parent of a child/children under the age of seven (7) or the unemployed spouse/partner who has to take care of the child/children as the other spouse/partner goes to work, may exercise the right to complementary support in the form of a cash allowance for the care of children in order to cover the

¹² According to the reference guidelines of the European Commission.

¹³ As part of the Youth Guarantee, short training courses for a total of 1,100 people will be financed, namely: 400 in 2024; 350 in 2025 and 350 in 2026.

costs of a state or private preschool institution, day care centre, in the case of children with disabilities, for a maximum of six months, if the parent is involved in active labour market policy measures that include a training component, and/or for a maximum of two months, if the parent is involved in subsidized employment measures¹⁴.

Recognition of prior learning – is an adult education activity that is achieved by assessing and validating knowledge, skills and abilities acquired through education, life or work experience (through non-formal or informal learning) and which enables further learning and increasing competitiveness in the labour market.

In the process of recognition of prior learning, by NFESP, the candidate, using reference instruments, is assessed for knowledge, skills and attitudes acquired through work or life experience and the learning outcomes and competences determined by the qualification standard are recognised, which the person managed to prove in the process, after which an appropriate public document or certificate is issued.

In order to introduce and develop the recognition of prior learning, mapping of the needs for occupations will be carried out in the three NES branch offices where the Youth Guarantee is piloted¹⁵, and counsellors in the National Employment Service will be trained to recognize persons who can be involved in the recognition of prior learning, to carry out selection of potential persons for inclusion in the recognition of prior learning for certain occupations, in accordance with the offer of accredited institutions.

4. Offer

The phase of provision of quality offers to youth who are included in the Youth Guarantee encompasses: the offer of employment, offer of continued education and training and offer of traineeship. In this phase the important reform refers to the adoption of the Law on Traineeship to harmonize traineeship with the quality criteria established by the 2014 Council Recommendation on a Quality Framework for Traineeship and enable young participants to gain quality work experience in safe and fair conditions.

4.1. Employment Offer¹⁶

4.1.1. Unsubsidised youth employment – entails job matching, i.e. activities of matching jobseekers with employers who address the National Employment Service in search for candidates to employ or engage in other forms of labour.

4.1.2. Subsidized youth employment – entails a financial incentive, in a one-time amount, to an employer from the private sector for the employment of young unemployed persons from the hard-to-employ category, or a salary subsidy for the employment of unemployed young persons with disabilities without work experience, on a monthly basis.

4.1.2.1. Employment subsidy for youth from hard-to-employ category – entails a financial incentive, in a one-time amount, to private-sector employers, for the employment of unemployed young people, namely: young people without qualifications or with a low level of qualifications, young people from residential care, foster and guardian families, young people with disabilities, young Roma, young beneficiaries of financial social assistance, etc. The amount of the subsidy is conditioned by the level of development of the local self-government in which employment is carried out, and in accordance with a special act of the Government. Implementation is monitored for 12 months.

4.1.2.2. Employment subsidy for youth with disabilities without work experience – an employer, who employs a person with disability without work experience for an indefinite period of time, has the right to a wage subsidy for that person for a period of 12 months from the day the employment relationship was established. The wage subsidy is approved based on the submitted request of the employer, in the amount of up to 75% of the total wage costs with the corresponding contributions for compulsory social insurance, but not more than the amount of the minimum wage determined in accordance with the labour regulations.

4.1.3. Subsidized self-employment – includes professional assistance and funds in the form of a one-time subsidy for a young unemployed person to start their own business, as well as mentoring support.

4.1.3.1. Self-employment subsidy – funds for self-employment are granted to an unemployed young person in the form of a subsidy, in a one-time amount, for the establishment of a shop, cooperative, or other form of entrepreneurship, as well as for the establishment of a company if the founder establishes an employment relationship in it. Unemployed

¹⁴ As part of the Youth Guarantee, childcare allowances will be financed for 701 persons, namely: 295 in 2024, 271 in 2025 and 135 in 2026.

¹⁵ As part of the Youth Guarantee, inclusion of 10 persons in the procedure of recognition of prior learning will be financed in the preparation phase in 2026.

¹⁶ The amount per person for measures without stated amounts under point 4.1 is established in Chapter VI. Active Employment Policy Measures.

young persons from the category of persons with disabilities are entitled to an increased amount of subsidy. The approval of the subsidy for self-employment is determined based on the assessment of the business plan, taking into account belonging to the categories of hard-to-employ persons. Implementation is monitored for 12 months.

4.1.3.2. Mentoring support for unemployed youth who are granted a self-employment subsidy – will be contracted with a competent business entity/provider who has proven to have experience and capacity to provide specialist business support in the field of sales, marketing and accounting. Mentoring support, lasting 24 hours per self-employment subsidy recipient, will be available on request.

4.1.4. Internship for youth – is organized with the establishment of an employment relationship and includes professional training for independent work in the occupation, for which at least secondary education has been acquired, for the purpose of performing an internship, i.e. obtaining the conditions for passing a professional exam if this is a condition for working at certain jobs, as established by law or regulation.

The right to be included in the measure is granted to unemployed youth, especially youth facing multiple vulnerabilities, without work experience in the occupation for which they have gained education, who have been on the unemployment register for at least three months.

Internships for youth are realized with a private-sector employer.

The National Employment Service pays the employer compensation for the costs of the monthly salary for an intern with a secondary education in the amount of the minimum wage with the appertaining tax and contributions, and for an intern with a higher education in the amount of the minimum wage increased by 20% with the appertaining tax and contributions. The employer is obliged to pay the trainee wages in accordance with the law.

The duration of the internship for young people is determined by law or rulebook, and the National Employment Service finances the internship for six months for young people with secondary education, and up to 12 months for young people with higher education.

4.1.5. Acquisition of practical knowledge – entails gaining practical knowledge and skills through performance of specific jobs and entry into an employment relationship with a private-sector employer and is intended for youth without qualifications or with a low level of qualifications, as well as youth facing multiple vulnerabilities. The employer establishes a fixed-term employment relationship with an unemployed young person and realizes the right to compensation of salary costs for the persons involved, in the amount of the minimum wage with the associated tax and contributions for a period of three months. The employer is required to retain the employee for another three months after measure completion. If the employer enters into an open-ended employment relationship with the participant at the beginning of the measure or before the expiry of the third month, i.e. before measure completion, it is entitled to reimbursement of wages for additional three months, i.e. for a total of six months. The employer is required to retain the employee for at least another six months after the funding expires. Employers must also have an employee mentor, as well as technical, spatial and other capacities for implementing this measure.

4.1.6. Public works – are organized for the purpose of employment of hard-to-employ young people and young people in a state of social need, as well as achieving a certain social interest in underdeveloped and devastated areas. The employer - the contractor of public work, concludes the employment contract with the unemployed person in accordance with the labour regulations and the public competition. The employer - the contractor of public work can exercise the right to compensation for the costs of conducting public work and compensation for training costs. A minimum of 3 unemployed persons are to be engaged in public works.

4.2. Offers for continued education and training

4.2.1. Professional practice – entails professional training for independent work in the occupation, without establishing an employment relationship, for a maximum duration of six months and is intended for youth with at least secondary education and without work experience.

4.2.2. Training for labour market – is organized for the purpose of acquiring additional knowledge and skills, in accordance with the needs of the labour market and employers, and with the aim of improving the competences and employability of unemployed young people and leads to acquisition of recognized qualifications, or part of qualifications. Training for the labour market is conducted by NFESP in accordance with accredited training programs within non-formal education, and/or secondary vocational schools that issue publicly recognized documents.

4.2.3. Training at employer's request – aims to ensure that unemployed young people acquire the knowledge and skills needed to perform work at a specific workplace, with a specific employer which belongs to the private sector.

Training is conducted by accredited employers, i.e. employers who have established cooperation with NFESP and/or secondary vocational schools that issue publicly recognised documents. The employer has the obligation to conclude an employment contract with at least 50% of the persons who have successfully completed the training and to keep them in employment for at least another six months. The National Employment Service will cover part of the training costs paid to the employer, and will pay the trainees a monthly fee for attending the training, travel expenses and insurance in the case of injury at work and occupational disease.

4.2.4. Functional Primary Education of Adults – is intended for unemployed young people without primary education and the aim is for them to acquire primary education in accordance with the law, with the possibility of acquiring the competence to perform simple tasks. The National Employment Service pays funds for transportation costs to participants or educational institutions, and may also bear the costs of preparing a person for taking the final exam.

4.3. Traineeship Offer

4.3.1. Traineeship¹⁷

4.3.2. Youth Employment Promotion Programme “My First Salary”¹⁸.

No. of beneficiaries	2024			2025		2026		
	RS Budget	NES FP	IPA 2020 DG	RS Budget	NES FP	RS Budget	NES FP	OP 24-27
Employment subsidy for youth from hard-to-employ category	50	/	100	40	80	40	/	80
Employment subsidy for youth with disabilities without work experience	18	/	20	10	10	10	/	10
Self-employment subsidy	150	/	150	130	140	130	/	140
Internship for youth with secondary education	50	/	50	40	40	40	/	40
Internship for youth with higher education	60	/	100	50	55	46	/	55
Professional practice	50	50	/	40	100	40	/	100
Acquisition of practical knowledge	50	/	100	28	60	30	/	50
Public Works	/	/	50	/	30	/	/	30
Training for labour market	45	/	300	60	100	60	/	100
Training at employer's request	/	/	150	20	50	20	50	20
Functional Primary Education of Adults	/	80	/	/	80	/	80	/

Note: the table shows projected coverage of unemployed youth in the Youth Guarantee funded by IPA DG, RS Budget, NES FP and OP for 2026.

In addition to the active employment policy measures implemented by the National Employment Service, Youth Guarantee includes also subsidised offers from other authorities.

The Ministry of Economy has recognised young entrepreneurs as a significant potential for the development of the economy and prepared measures to support their development, so the Program for Encouraging the Development of Entrepreneurship through financial support for start-ups in business and young people is integral part of the Youth Guarantee offer. The Ministry of Economy in cooperation with the Development Agency of Serbia and accredited regional development agencies provides young entrepreneurs with free non-financial support through a standardised set of services, which consists of available advisory services, mandatory training for business beginners, one or more specialised training and mentoring services lasting up to 40 hours. The offer is in line with the Law on traineeships, the Youth Guarantee Implementation Plan (with regard to the duration of the measure - up to 6 months.) and the EC Guidelines for the Preparation of

Also, a number of young persons whose employment made their employers or entrepreneurs entitled to tax relief according to the regulations in the field of mandatory social insurance and personal income tax will be monitored.

IX. PILOTING OF INNOVATIVE ACTIVE LABOUR MARKET POLICY SERVICES AND MEASURES FOR THE LONG-TERM UNEMPLOYED

As part of the project “Implementation of innovative ALMP measures and approaches to increase the integration of the long-term unemployed, young people, women, people with disabilities and harder-to-employ groups in the labor market”, funded from the IPA 2020 program cycle, the piloting of active labour market policy measures and services for the long-term unemployed will be implemented in the National Employment Service branch offices (Jagodina, Požarevac, Prokuplje and Pancevo).

The methodology used by the National Employment Service in dealing with this target group includes: 1) a detailed assessment of the long-term unemployed; 2) intensive counselling to increase motivation and improve basic life skills, combined with referral to other services/departments (system of social protection, health care, rehabilitation, etc.), with continuous job search support; 3) inclusion in active labour market policy measures; 4) cooperation with employers in order to overcome prejudices and promote employment of the long-term unemployed.

The ALMP services and measures selected for piloting are adapted to the needs of the long-term unemployed and designed in such a way to mitigate or remove employment barriers for this category of unemployed persons.

The unemployed persons who are assessed as needing more intensive support will be included in the following ALMP services and measures that include financial support:

1. Labour market training for the long-term unemployed – is intended for the long-term unemployed with low qualifications, with the aim of acquiring additional theoretical and practical skills, according to the labour market needs. The trainings is delivered by non-formal education service providers (NFESP) and/or vocational secondary schools, which issue publicly recognised documents, to be selected in accordance with the regulations governing public procurement.

2. On-the-job training with employment subsidy for the long-term unemployed – is a new measure, primarily intended for persons without qualifications, with low skills, with or without work experience, aimed at acquiring practical knowledge and skills needed for task performance at a specific workplace or renewal of skills that have become obsolete. Training can last from three to six months, depending on the complexity of the job. The employer, where the training is conducted, should develop a training plan and appoint a mentor. The employer is entitled to a partial reimbursement of training costs, while the trainees are entitled to monthly pay during the training period, compensation for transportation costs, as well as insurance in case of injury at work and occupational disease. The employer is obliged to establish an employment relationship with trainees who have successfully completed the training for the jobs they were trained for and retain them for a minimum of six months from the date of employment. The employer is entitled to a subsidy/reimbursement of wage costs in the amount of the minimum wage with the associated tax and contributions for mandatory social insurance for a period of six months.

3. Employment subsidy for the long-term unemployed – is a new measure that involves granting a subsidy to an employer for employment of the long-term unemployed. Throughout duration of the measure, the employer has the right to a wage subsidy for that person, in the amount of the minimum wage with the appertaining tax and contributions, for a period of six months from the day the employment relationship was established, with the obligation to retain the person for at least six months from the day of measure completion or expiry of the subsidy.

4. Employment subsidy for the long-term unemployed with disability without working experience – is a measure which means that an employer, who hires a long-term unemployed with disability without work experience for an indefinite period of time, is entitled to a wage subsidy for that person for a period of 12 months from the day the employment relationship was established. The wage subsidy is paid to the employer for the person with disability he retained in the amount of up to 75% of the total wage costs with the appertaining contributions for compulsory social insurance, but not more than the amount of the minimum wage.

5. Post-placement support to the long-term unemployed – is a new service for persons in the long-term unemployed category (persons with disabilities, beneficiaries of social cash assistance, the Roma, victims of domestic violence, youth in institutional care, foster or guardian families, etc.), identified as ones in need for additional support following the active labour market policy measure i.e. employment. This type of support can be provided for a maximum period of six months and will include regular contacts of the National Employment Service counsellor with the person and

the employer, in order to support the person in the process of adapting to the working environment with the aim of employment sustainability.

6. Self-employment subsidy for the long-term unemployed – funds for self-employment are granted to the long-term unemployed in the form of a subsidy, in a one-time amount, for the establishment of a shop, cooperative, or other form of entrepreneurship, as well as for starting a company if the founder establishes an employment relationship in it. The long-term unemployed persons with disabilities are entitled to an increased amount of subsidy. The approval of the subsidy for self-employment is determined based on the assessment of the business plan, taking into account belonging to the hard-to-employ categories. Implementation is monitored for 12 months.

7. Mentoring support for the long-term unemployed beneficiaries of the selfemployment subsidy – is a new measure to be contracted with a competent business entity/provider who has proven to have experience and capacity to provide specialist business support in the field of sales, marketing and accounting. Mentoring support lasting 24 hours may be provided to the subsidy beneficiary.

8. Childcare allowance for the long-term unemployed – an unemployed young single parent of a child/children under the age of seven (7) or the unemployed spouse/partner who has to take care of the child/children as the other spouse/partner goes to work, may exercise the right to complementary support in the form of a cash allowance for the care of children in order to cover the costs of a state or private preschool institution, day care centre, in the case of children with disabilities, for a maximum of six months, if the parent is involved in active labour market policy measures that include a training component, and/or for a maximum of two months, if the parent is involved in subsidized employment measures.

Piloting of innovative ALMP services and measures for the long-term unemployed	Planned number of persons 2024-2026
Labour Market Training for the LTU	100
On-the-job training with employment subsidy for the LTU	100
Employment subsidy for the LTU	200
Employment subsidy for the LTU with disability without working experience	20
Post-employment support to the LTU	110
Self-employment subsidy for the LTU	120
Mentoring support for the LTU beneficiaries of the employment subsidy	96
Childcare allowance for the LTU	125

X. SUPPORT FOR IMPLEMENTATION OF LOCAL EMPLOYMENT PLANNING DOCUMENTS

Under the Law on Employment and Unemployment Insurance, in the period 2024-2026, the following active labour market policy measures will continue to be co-funded from the allocations for Action Plan implementation:

- 1. Professional practice;**
- 2. Internship for youth;**
- 3. Acquiring practical knowledge;**
- 4. Training at employer's request – for the unemployed;**
- 5. Public works involving persons with disabilities;**
- 6. Subsidy for hiring unemployed persons from the hard-to-employ category** – may be awarded for hiring the unemployed belonging to one or multiple hard-to-employ categories identified in line with the local labour market situation and needs and specified in the local employment planning document;
- 7. Self-employment subsidy** – awarded to the unemployed for the purpose of establishing a sole proprietorship, cooperative or other form of entrepreneurship, as well as for the establishment of a company, if the founder is employed in it, for economic activities specified in the local employment planning document in line with local economic development needs.

Measures 1-5 are implemented under the conditions specified in this Action Plan, while measures 6 and 7 are implemented under the conditions specified in the local employment planning document.

The autonomous province and/or local self-government must fulfil the following **requirements** in order to apply for co-funding active labour market policy measures from the allocations for Action Plan implementation:

- 1) it has established a local employment council;
- 2) it has adopted a local employment planning document;
- 3) the local employment planning document is aligned with the Action Plan and provincial employment action plan;
- 4) more than half of the funding required for a specific measure is provided.

Exceptionally, in case of an underdeveloped local self-government, the minister responsible for employment affairs may approve co-funding even when less than half of the required funding is provided, in accordance with the Law on Employment and Unemployment Insurance.

The **criteria** for granting the requested co-funding amounts for measures are as follows:

- local self-government development level (local self-governments in underdeveloped areas receive a higher amount of funds from the national budget compared to higher-developed ones), with the proviso that the minimum amount to be provided from the national budget to group 4 local self-governments (development level below 60% of the national average) and devastated areas (development level below 50% of the national average) stands at 60%, except for those local self-governments that request less than 60% from the national budget in their applications for co-funding;
- existence of a local employment council established for multiple local self-governments and a joint employment planning document covering those local self-governments.

By April 30, 2024, or by the last day of February 2025 and 2026, as appropriate, an autonomous province and/or local self-government may submit an application for co-funding active labour market policy measures foreseen by the local employment planning document with the ministry responsible for employment affairs via the National Employment Service.

Upon expiry of the applications deadline, the National Employment Service will verify compliance with the requirements for co-funding active labour market policy measures, prepare an opinion on each individual local employment planning document (consistency with local economic development goals and local labour market indicators) and provide a proposal for co-funding active labour market policy measures according to the criteria and subject to the availability of funds.

The NES submits the proposal for co-funding active labour market policy measures to the ministry responsible for employment affairs within 30 days of expiry of the applications deadline, on the basis of which the minister responsible for employment affairs takes a decision.

The National Employment Service and the local self-governments named in the decision conclude agreements on the modality of and procedure for implementing active labour market policy measures, as well as other matters of relevance to the implementation of the decision.

In line with local labour market needs, local self-governments may also plan other active labour market policy measures, include them in the local employment planning documents and fund them entirely from the autonomous province and/or local self-government budgets. The National Employment Service provides professional and technical support to the implementation of active labour market policy measures that are entirely funded from the autonomous province and/or local self-government budgets.

XI. HARD-TO-EMPLOY CATEGORIES

A hard-to-employ unemployed person is one who has difficulties finding a job as a consequence of his/her health status, insufficient or inadequate education, socio-demographic background, regional or occupational mismatch of labour market supply and demand, or other objective circumstances.

In accordance with the Law on Employment and Unemployment Insurance, the Action Plan specifies hard-to-employ categories to be given priority in referral to active labour market policy measures.

Hard-to-employ categories are defined broadly and include many people whose employability varies; it is, therefore, necessary to ensure that only those members of these categories who need such support in order to integrate into the labour market are referred to active labour market policy measures. It is also essential to determine the level of support needed on a case-by-case basis. Hence, referral to active labour market policy measures is based on employability assessment and individual employment plans. Employability assessment determines the level of support needed, while the individual employment plan specifies the activities and measures to be undertaken by the jobseeker and National Employment Service with the aim of promoting his/her employability and employment.

Under specific active labour market policy measures, the hard-to-employ categories to be included in the measure are specified; in the measures where no categories are specified, priority is given to the unemployed from the following categories:

- persons without primary and secondary education;
- youth up to 30 years of age without work experience;
- women, especially women from underdeveloped or devastated areas;
- persons with disabilities;
- the Roma;
- beneficiaries of financial social assistance and other social protection services¹⁹;
- persons aged 50 and older;
- long-term unemployed persons seeking for a job for longer than 12 months, especially those who have been looking for a job for longer than 18 months;
- single parents;
- spouses from families in which both spouses are unemployed.

In referrals to active labour market policy measures, priority is given especially to persons facing multiple hard-to-employ factors, i.e. belonging to two or more of the above hard-to-employ categories.

Local employment planning documents may also specify other hard-to-employ categories, according to the assessment of the local labour market situation.

In accordance with the implemented practice of gender-based budgeting, unemployed men and women will participate equally in active labour market policy measures in order to promote equal employment opportunities.

XII. OVERVIEW OF OVERALL AND SPECIFIC OBJECTIVE INDICATORS

Overall goal: Created stable and sustainable employment growth underpinned by knowledge and decent work								
Indicator at the level of the overall goal (impact indicator)	Source of verification	Baseline value ²⁰	Baseline year	Target for 2026 ²¹				
Employment rates by age groups and sex, % (15+, 15-29, 15-64)	LFS, SORS	(15+)	49%	2019	(15+)	52.9%	53.2% ⁿ	
		Men	56.6%		Men	61.1%	60.2% ⁿ	
		Women	41.9%		Women	45.3%	46.8% ⁿ	
		(15-29)	36.9%	(15-29)	41%	42.8% ⁿ		
		Men	42.4%	Men	47.1%	48.1% ⁿ		
		Women	31.1%	Women	34.5%	37.7% ⁿ		
		(15-64)	60.7%	(15-64)	66.1%	69.6% ⁿ		
		Men	67.1%	Men	73.1%	75.5% ⁿ		
		Women	54.3%	Women	59.1%	63.7% ⁿ		

¹⁹ Victims of domestic violence, victims of human trafficking, youth in institutional care, foster or guardian families, parents of children with developmental disabilities; former criminal offenders and others.

²⁰ The first column shows baseline values from the Employment Strategy of the RS 2021-2026, while the second column shows revised baseline values for certain indicators according to the SORS values, by designation ^r (revised).

²¹ The first column shows the original projections for the year 2026 from the Employment Strategy of the RS 2021 - 2026, and in the second column, based on the revised indicators, new projections were made for the 2026 indicators, which, if different from the projections in the Employment Strategy of the RS 2021-2026, are shown by designation ⁿ (new).

Activity rates by age groups and sex, % (15+, 15-29, 15-64)	LFS, SORS	(15+)	54.6%	52.9% ^r	2019	(15+)	58%	58.4% ⁿ
		Men	62.7%	61.1% ^r		Men	66.5%	65.7% ⁿ
		Women	47.1%	45.2% ^r		Women	50%	51.6% ⁿ
		(15-29)	47%			(15-29)	49%	52.1% ⁿ
		Men	53.6%			Men	55.8%	59.9% ⁿ
		Women	40.1%			Women	41.8%	43.9% ⁿ
Unemployment rates by age groups and sex, % (15+, 15-29, 15-64)	LFS, SORS	(15+)	10.4%	11.2% ^r	2019	(15+)	8.7%	8.7%
		Men	9.8%	10.6% ^r		Men	8.3%	8.3%
		Women	11.1%	12% ^r		Women	9.3%	9.1% ⁿ
		(15-29)	21.5%			(15-29)	16.3%	15.2% ⁿ
		Men	20.8%			Men	15.8%	14.5% ⁿ
		Women	22.5%			Women	17.1%	16.1% ⁿ
Share of vulnerable employment, % (15+) ²²	LFS, SORS	(15+)	24.3%		2019	(15+)	21.1% (17.2% ⁿ)	
		Men	26.8% ⁿ			Men	19.6% ⁿ	
		Women	21.2% ⁿ			Women	14.5% ⁿ	
		(15-29)	10.9%	11.6% ^r		(15-29)	9.2%	8.9% ⁿ
		Men	10.4%	11.1% ^r		Men	8.8%	8.5% ⁿ
		Women	11.5%	12.2% ^r		Women	9.8%	9.4% ⁿ

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

Indicators at the level of the objective (outcome indicator)	Source of verification	Baseline value	Baseline year	Target for 2026
Registered employment (number)	Registered employment – Statistics of Employment and Earnings, SORS	2,173,135	2019	2,540,000-2,631,000
Informal employment, % (15+)	LFS, SORS	529,200	2019	396,033 (327,417 ⁿ)
Employment by type of work, %	LFS, SORS	Open-ended: 77.2% Fixed-term: 19.5% Seasonal and casual work: 3.3%	2019	Open-ended: 76.9% (81.9% ⁿ) Fixed-term: 20.2% (16.5% ⁿ) Seasonal and casual work: 2.9% (1.6% ⁿ)
In-work at-risk-of-poverty rate, % ²³	SILC	9.2% Men 9.9% ⁿ Women 8.3% ⁿ	2019	4.7% Men 5.8% ⁿ Women 3.3% ⁿ

Objective 2: Improved labour market position of the unemployed

Indicators at the level of the objective (outcome indicator)	Source of verification	Baseline value	Baseline year	Target for 2026
Long-term unemployment rate, % (15+)	LFS, SORS	6.1%	2019	1.9% (2.8% ⁿ)

²² The indicator Share of vulnerable employment is supplemented with data by sex and displayed by designation ^{n (new)}.

²³ The indicator in-work at-risk-of-poverty rate is supplemented with data by sex and displayed by designation ^{n (new)}.

Gender pay gap by age groups, % (15+, 15-29)	Earning survey based on Tax Administration data, i.e. withholding tax returns (PPP-PD form)	(15+) 10.6% (15-29) 5.4%	2019	15+ 8.7% 15-29 5.0%
NEET rate, % (15-29)	LFS, SORS	18.9%	2019	12.8% (12.7% ⁿ)
The long-term unemployed placed from the NES register, as a proportion of the total long-term unemployed registered with the NES, %	NES report	23.1%	2019	33%
Employment effect of financial measures % ²⁴	NES report	60 (50.7 ⁿ)	average 2016/2017/2018 (2019 ⁿ)	75% (56% ⁿ)

Objective 3: Improved institutional framework for employment policy

Indicators at the level of the objective (outcome indicator)	Source of verification	Baseline value	Baseline year	Target for 2026 ²⁵
Negotiation chapter 19 – Social policy and employment ²⁶	Relevant documents from the EU accession negotiations process	Moderate progress	2020	EU membership requirements met (very good progress ⁿ)
Allocations for ALMP measures as a proportion of the GDP %	MoF	0.08%	2019	0.2%

XIII. INDICATOR PASSPORT

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

Indicator	Employment rate by age groups and sex
Type and Level of Indicator	Quantitative indicator disaggregated by age groups and sex (15+, 15-24, 15-29, 15-30, 15-64, 15-74, 15-89, 20-64), available for territorial level (NSTJ3), regional level (NSTJ2), Serbia North and Serbia South (NSTJ1) and the Republic of Serbia level
Measurement Unit and Nature	Percentage (%)

²⁴ A correction was made to the indicator – employment effect of financial measures in part of the baseline value, baseline year and target value for 2026, due to the fact that the previous values were given based on effects within 180 days, and not on the 180th day after exiting the measure/completion of contractual obligation and are shown by designation ^{n (new)}.

²⁶ For the indicator Negotiation chapter 19 - Social policy and employment, at the proposal of MoEI, a new target value was given for the year 2026 and shown by designation ^{n (new)}.

Data Sources for Monitoring Indicator Values	Labour Force Survey , Statistical Release RS10, quarterly publications and Labour force survey bulletin, annual publications, available at the link: https://www.stat.gov.rs/sr-latn/oblasti/trziste-rada/anketa-o-radnoj-snazi/ and a database of SORS available at the link: https://data.stat.gov.rs/?caller=2400&languageCode=sr-Latn
Institution responsible for data collecting	Statistical Office of the Republic of Serbia
Data Publishing Frequency	Data are published quarterly and annually
Short description of estimation methodology	<p>Employment rate is the percentage share of employed population in the total population. For this quotient the numerator and the denominator represent the same geographic and demographic group.</p> <p>According to the Labour Force Survey methodology, the employed persons are persons who meet one of the following requirements:</p> <ul style="list-style-type: none"> - Persons who worked at least one hour for earnings or income during the observed week, including unpaid family workers; - Persons who have a job or business from which they were temporarily absent during the entire observed week, but are related to the job, such as: <ul style="list-style-type: none"> - Persons absent from work due to holidays, redistribution of working time/hours, sick/maternity/parental leaves, work-related training; - Persons on parental leave, whether receiving earnings or benefits from work from which they are absent, or whose expected duration of parental leave is up to 3 months; - Seasonal workers out of season, if they continue to regularly perform tasks and duties for the job or business from which they are absent, excluding the fulfillment of legal or administrative obligations; - Persons who did not work in the observed week for some other reasons, and whose expected duration of absence is up to 3 months; - Persons who produce agricultural products which are mainly intended for sale or exchange (barter). <p>Employed persons are persons who have a formal employment in an enterprise, institution or in another type of organization, persons who work by their own (entrepreneurs, individual farmers, persons who performed any job they had found and made agreement by themselves – orally or in writing). Apart of the mentioned, employed persons are also contributing family workers in a family business owned by a household member and defined as unpaid work that directly contribute to the functioning of the observed family business.</p> <p>LFS does not take into account the formal status of the interviewed persons. The labour status is determined on the basis of the actual activity performed in the reference week.</p> <p>Population estimates of Serbia total and for regions (NSTJ2), by age group and sex, are based on the current demographic estimates of SORS.</p> <p>Estimating formula:</p> $\text{Employment rate} = \frac{\text{Number of employed}}{\text{Total population}} * 100$ <p>Details on Labour Force Survey methodology can be seen at links: https://publikacije.stat.gov.rs/G2017/Pdf/G20177069.pdf, https://publikacije.stat.gov.rs/G2017/Pdf/G201720107.pdf and https://publikacije.stat.gov.rs/G2021/Pdf/G202122002.pdf</p> <p>Metadata of the Labour Force Survey available at the link: https://data.stat.gov.rs/Metadata/24_Zarade/Html/240003_ESMS_GO_2021_2.html</p>

Indicator	Activity rate by age groups and sex
Type and Level of Indicator	Quantitative indicator disaggregated by age groups and sex (15+, 15-24, 15-29, 15-30, 15-64, 15-74, 15-89, 20-64), available for territorial level (NSTJ3), regional level (NSTJ2), Serbia North and Serbia South (NSTJ1) and the Republic of Serbia level
Measurement Unit and Nature	Percentage (%)

Data Sources for Monitoring Indicator Values	Labour Force Survey , Statistical Release RS10, quarterly publications and Labour force survey bulletin, annual publications, available at the link: https://www.stat.gov.rs/sr-latn/oblasti/trziste-rada/anketa-o-radnoj-snazi/ and a database of SORS available at the link: https://data.stat.gov.rs/?caller=2400&languageCode=sr-Latn
Institution responsible for data collecting	Statistical Office of the Republic of Serbia
Data Publishing Frequency	Data are published quarterly and annually
Short description of estimation methodology	<p>Activity rate is the percentage share of active population in the total population. For this quotient the numerator and the denominator represent the same geographic and demographic group.</p> <p>According to the LFS methodology, active population, i.e. labour force, includes all employed and unemployed persons.</p> <p>Population estimates of Serbia total and for regions (NSTJ2), by age group and sex, are based on the current demographic estimates of SORS.</p> <p>Estimating formula:</p> $\text{Activity rate} = \frac{\text{Active population}}{\text{Total population}} * 100 = \frac{\text{Number of employed} + \text{Number of unemployed}}{\text{Total population}} * 100$

Indicator	Unemployment rate by age groups and sex
Type and Level of Indicator	Quantitative indicator disaggregated by age groups and sex (15+, 15-24, 15-29, 15-30, 15-64, 15-74, 15-89, 20-64), available for territorial level (NSTJ3), regional level (NSTJ2), Serbia North and Serbia South (NSTJ1) and the Republic of Serbia level
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	Labour Force Survey , Statistical Release RS10, quarterly publications and Labour force survey bulletin, annual publications, available at the link: https://www.stat.gov.rs/sr-latn/oblasti/trziste-rada/anketa-o-radnoj-snazi/ and a database of SORS available at the link: https://data.stat.gov.rs/?caller=2400&languageCode=sr-Latn
Institution responsible for data collecting	Statistical Office of the Republic of Serbia
Data Publishing Frequency	Data are published quarterly and annually
Short description of estimation methodology	<p>Unemployment rate is the percentage share of unemployed population in the total active population. For this quotient the numerator and the denominator represent the same geographic and demographic group.</p> <p>According to the LFS methodology, unemployed persons are persons who did not perform any paid work in the reference week, sought actively job for four weeks prior to the reference week and were available to start working within two weeks following the reference week. This category also includes persons who did not seek work during four weeks because they found a job that should start after the end of the reference week, at the latest within three months and are available to start working within two weeks following the reference week.</p> <p>Active population, i.e. labour force, includes all employed and unemployed persons.</p> <p>Estimating formula:</p> $\text{Unemployment rate} = \frac{\text{Number of unemployed}}{\text{Active population}} * 100 = \frac{\text{Number of unemployed}}{\text{Number of employed} + \text{Number of unemployed}} * 100$

Indicator	Share of vulnerable employment
Type and Level of Indicator	Quantitative indicator disaggregated by age groups 15-89 and 15-64, available for regional level (NSTJ2), Serbia North and Serbia South (NSTJ1) and the Republic of Serbia level
Measurement Unit and Nature	Percentage (%)

Data Sources for Monitoring Indicator Values	Labour Force Survey, Labour force survey bulletin, annual publications, available at the link: https://www.stat.gov.rs/sr-latn/oblasti/trziste-rada/anketa-o-radnoj-snazi/ and a database of SORS available at the link: https://data.stat.gov.rs/?caller=2400&languageCode=sr-Latn
Institution responsible for data collecting	Statistical Office of the Republic of Serbia
Data Publishing Frequency	They are not published (the data are estimated based on the LFS and SORS database)
Short description of estimation methodology	<p>Share of vulnerable employment is share of self-employed or contributing family workers in the total employment.</p> <p>According to the LFS methodology, self employed are those persons who work as sole proprietors of enterprises, in institutions, private shops or agricultural holds, as well as persons who perform a professional activity or some other activity for their own account. Self employed are those persons who define by themselves the conditions of their work (as well as their employees' work) and bear the risk for their work. Contributing family workers are the persons who help another family member in running the family business or agricultural holding, however do not receive any remuneration for it. Those persons are considered employed even though not being paid for their work because their profit from their work in form of benefits such as accommodation, food, etc.</p> <p>Estimating formula:</p> <p>Share of vulnerable employment =</p> $= \frac{\text{Number of self-employed, without workers} + \text{Number of contributing family workers}}{\text{Number of employed}} * 100$

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

Indicator	Registered employment
Type and Level of Indicator	Quantitative indicator, available monthly for Republic of Serbia level, quarterly and annually disaggregated by sex available for towns/municipality level, territorial level (NSTJ3), regional level (NSTJ2), Serbia North and Serbia South (NSTJ1) and the Republic of Serbia level
Measurement Unit and Nature	Number
Data Sources for Monitoring Indicator Values	Labour Force Statistics – registered employment, quarterly and annual release, available at the link: https://www.stat.gov.rs/sr-latn/oblasti/trziste-rada/registrovana-zaposlenost/ and SORS database available at the link: https://data.stat.gov.rs/?caller=2400&languageCode=sr-Latn
Institution responsible for data collecting	Statistical Office of the Republic of Serbia
Data Publishing Frequency	Data are published monthly, quarterly and annually
Short description of estimation methodology	<p>Registered employment is based on combination of data from the Central Register of Compulsory Social Insurance (CRCSI) and Statistical Business Register (SBR), including persons who have formal legal employment contract, i.e. who entered into employment with the employer for definite or indefinite period of time; persons who work outside employment relationship based on service contracts, temporary or casual employment contract; persons performing freelance activities or being founders of enterprises or unincorporated enterprises; as well as persons performing agricultural activities, being in the records of the Central Register of Compulsory Social Insurance.</p> <p>More details about Registered Employment Survey methodology can be seen at the link: https://publikacije.stat.gov.rs/G2015/Pdf/G201520071.pdf Metadata of the RES are available at the link: https://data.stat.gov.rs/Metadata/24_Zarade/Html/S019092_ESMS_G0_2019_2.html</p>

Indicator	Informal employment
Type and Level of Indicator	Quantitative indicator disaggregated by age groups and sex (15-89, 15-24, 25-54, 55-64, 65+) available for regional level (NSTJ2), Serbia North and Serbia South (NSTJ1) and the Republic of Serbia level
Measurement Unit and Nature	Number
Data Sources for Monitoring Indicator Values	Labour Force Survey, Statistical Release RS10, quarterly publications and Labour force survey bulletin, annual publications, available at the link: https://www.stat.gov.rs/sr-latn/oblasti/trziste-rada/anketa-o-radnoj-snazi/ and a database of SORS available at the link: https://data.stat.gov.rs/?caller=2400&languageCode=sr-Latn
Institution responsible for data collecting	Statistical Office of the Republic of Serbia
Data Publishing Frequency	Data are published quarterly and annually
Short description of estimation methodology	Informal employment involves: <ul style="list-style-type: none"> - work in unregistered enterprises; - work in registered enterprises but without a formal contract of employment and without social and retirement security; - work of contributing family workers.

Indicator	Employment by type of work
Type and Level of Indicator	Quantitative indicator disaggregated by age groups and sex (15-89 и 15-64) available for regional level (NSTJ2), Serbia North and Serbia South (NSTJ1) and the Republic of Serbia level
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	Labour Force Survey , Labour force survey bulletin, annual publications, available at the link: https://www.stat.gov.rs/sr-latn/oblasti/trziste-rada/anketa-o-radnoj-snazi/
Institution responsible for data collecting	Statistical Office of the Republic of Serbia
Data Publishing Frequency	Data are published annually
Short description of estimation methodology	<p>Structure of employees by type of employment (open-ended, fixed term, seasonal and casual work) is a share of employees in each specific type of employment in total number of employees. Sum of all shares of specific types of employment is 100%.</p> <p>According to the LFS methodology, paid employment can be broken down into permanent or temporary. This classification concerns employees (employed with an employer). Permanent employment means the existence of a open-ended employment contract (even when it is known in advance that lay off or enterprise's shutting down is to happen in the near future). Temporary employment means the date of work cessation fixed in advance. Temporary employment concerns also employees engaged by an employer to perform a certain work, the duration not being defined in advance, i.e. depends of the time needed to do the work. The collected information about the temporary work is classified in three groups: work for fixed time, seasonal and temporary work. Seasonal work is done during a season, most often in construction, tourism, catering, agriculture, etc.</p> <p>Estimating formula:</p> $\text{Share of permanent employees} = \frac{\text{Number of permanent employees}}{\text{Number of employees}} * 100$ $\text{Share of fixed-term employees} = \frac{\text{Number of fixed-term employees}}{\text{Number of employees}} * 100$ $\text{Share of seasonal and casual employees} = \frac{\text{Number of seasonal and casual employees}}{\text{Number of employees}} * 100$

Indicator	In-work at-risk-of-poverty rate
Type and Level of Indicator	Quantitative indicator, including age group 18+, disaggregated by sex, available for the Republic of Serbia level
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	Income and Living Conditions Survey (SILC), publication available at the link: https://www.stat.gov.rs/sr-latn/oblasti/potrosnja-prihodi-i-uslovi-zivota/prihodi-i-uslovi-zivota/ and SORS database available at the link: https://data.stat.gov.rs/?caller=2400&language-Code=sr-Latn
Institution responsible for data collecting	Statistical Office of the Republic of Serbia
Data Publishing Frequency	Data are published annually
Short description of estimation methodology	<p>In-work at-risk-of-poverty rate represents the share of persons whose most frequent activity status during the reference year was to be employed and have equivalised disposable income below the risk-of- poverty threshold, which is set at 60% of national median equivalised disposable income, after social transfers in the total number of persons with the same most frequent activity status.</p> <p>The equivalised disposable income is the total income of a household equally distributed among the household members according to the modified OECD (<i>Organisation for Economic Co-operation and Development</i>) equivalence scale. According to this scale, a weight 1.0 is attributed to the first adult member of the household, while 0.5 to the other persons aged 14 and over and 0.3 to children aged under 14. Household income does not include income in kind. The most frequent activity refers to the activity status which the person had for at least 7 months during the reference period. It is calculated for the persons aged 18 and over.</p> <p>Classification of persons by the most frequent activity status:</p> <ul style="list-style-type: none"> - Working - Employed with the employer - Self-employed - Not working - Unemployed persons - Retired persons - Other inactive persons <p>Estimating formula:</p> <p>In-work at-risk-of-poverty rate =</p> $\frac{\text{Number of employed persons who have equivalised disposable income below the risk-of-poverty threshold}}{\text{Number of employed persons}} * 100$ <p>The risk-of- poverty threshold = $\frac{60 * \text{national median equivalised disposable income}}{100}$</p> <p>More details about the Income and Living Conditions Survey methodology can be seen at: https://publikacije.stat.gov.rs/G2013/Pdf/G201320057.pdf Metadata of the Income and Living Conditions Survey are available at the link: https://data.stat.gov.rs/Metadata/01_APD/Html/0102_ESMS_G0_2020_2.html</p>

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

Indicator	Share of students enrolled in the first year of the dual education system as a proportion of total number of students enrolled in the first year of vocational secondary education
Type and Level of Indicator	Quantitative indicator
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	Ministry of Education Dual Education and National Qualifications Framework Office
Institution responsible for data collecting	Ministry of Education Dual Education and National Qualifications Framework Office
Data Publishing Frequency	Data are published annually
Short description of estimation methodology	<p>Share of students enrolled in the first year of the dual education system as a proportion of total number of students enrolled in the first year of vocational secondary education. Secondary education includes general secondary education, vocational secondary education and secondary arts education. Vocational secondary education may last for three or four years.</p> <p>Estimating formula:</p> <p>Share of students enrolled in the first year of the dual education system =</p> $= \frac{\text{Number of students enrolled in the first year of the dual education system}}{\text{Total number of students enrolled in the first year of the vocational secondary education}} * 100$ <p>More detailed information about the dual education system: Number of students enrolled in the first year of the dual education system: https://opendata.mpn.gov.rs/otvoreni-podaci/dualno-obrazovanje.html Number of students enrolled in the first year of the vocational secondary education: https://opendata.mpn.gov.rs/otvoreni-podaci/srednje-obrazovanje.html</p>

Indicator	Share of employed persons after 4 months from completion of dual education as a proportion to the total number of persons who completed education based on the dual model (without continuing their education)
Type and Level of Indicator	Quantitative indicator
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	Ministry of Education Dual Education and National Qualifications Framework Office
Institution responsible for data collecting	Ministry of Education Dual Education and National Qualifications Framework Office
Data Publishing Frequency	Data are published annually

Short description of estimation methodology	<p>Share of employed persons after 4 months from completion of dual education as a proportion to the total number of persons who completed education based on the dual model (secondary – higher education) without continuing their education.</p> <p>Estimating formula:</p> <p>Share of employed persons after 4 months from completion of dual education =</p> $= \frac{\text{Number of employed persons after 4 months from completion of dual education}}{\text{Total number of persons who completed education based on the dual model without continuing their education}} * 100$ <p>Employed persons are persons who get their first job after leaving the dual education system, either under an employment contract (fixed-term, open-ended), service contract, temporary or casual work contract or work as entrepreneurs. All persons aged 19 to 34 who completed the dual education (secondary + higher education) without continuing their education are encompassed.</p>
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Indicator	Participation rate of adults (25-64) in formal and non-formal education and training
Type and Level of Indicator	Quantitative indicator disaggregated by sex, available for regional level (NSTJ2), Serbia North and Serbia South (NSTJ1) and the Republic of Serbia level
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	Labour Force Survey
Institution responsible for data collecting	Statistical Office of the Republic of Serbia
Data Publishing Frequency	Data are published quarterly and annually
Short description of estimation methodology	<p>Participation rate of adults (25-64) in formal education and training is a ratio between the number of persons aged 25 to 64 who participated in formal and non-formal education and training in the previous 4 weeks and the total number of population of the same age group. The indicator is also called <i>life long learning rate</i>.</p> <p>Estimating formula:</p> <p>Participation rate of adults in formal and non-formal education =</p> $= \frac{\text{Number of persons (25-64) who participated in formal and non-formal education in the previous 4 weeks}}{\text{Total number of persons (25-64)}} * 100$

Indicator	Participation rate of youth (15-24) in formal and non-formal education and training
Type and Level of Indicator	Quantitative indicator disaggregated by sex, available for regional level (NSTJ2), Serbia North and Serbia South (NSTJ1) and the Republic of Serbia level
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	Labour Force Survey
Institution responsible for data collecting	Statistical Office of the Republic of Serbia
Data Publishing Frequency	Data are published quarterly and annually

Short description of estimation methodology	<p>Participation rate of youth (15-24) in formal education and training is a ratio between the number of persons aged 15-24 who participated in formal and non-formal education and training in the previous 4 weeks and the total number of population of the same age group.</p> <p>Estimating formula:</p> <p>Participation rate of youth in formal and non-formal education =</p> $= \frac{\text{Number of persons (15-24) who participated in formal and non-formal education in the previous 4 weeks}}{\text{Total number of persons (15-24)}} * 100$
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Measure 1.2. Make work pay and enhance job quality

Indicator	Average net earnings
Type and Level of Indicator	Quantitative indicator available for the following levels: Republic of Serbia, NSTJ1 (North and South), NSTJ2 (regions), NSTJ3 (territories) and towns/municipalities
Measurement Unit and Nature	RSD
Data Sources for Monitoring Indicator Values	Labour Market Statistics – earnings statistics, release at the link: https://www.stat.gov.rs/oblasti/trziste-rada/zarade/ and SORS database available at the link: https://data.stat.gov.rs/?caller=2400&languageCode=sr-Latn
Institution responsible for data collecting	Statistical Office of the Republic of Serbia
Data Publishing Frequency	Data are published monthly and annually
Short description of estimation methodology	<p>The survey on earnings is based on data from the Tax Administration records, from the Individual tax return on accrued taxes and contributions (form PPP-PD). Average earnings are calculated on the basis of the total amount of computed salaries and wages for the reference month and number of employees, expressed as full-time equivalent-FTE. Average salaries and wages calculation includes employed persons, as well as persons who work under temporary and casual work contracts. Income of persons who work under service contract is not considered earnings.</p> <p>In accordance with the Labour Law and Personal Income Tax Law, earnings include all payments to employees subject to corresponding taxes and contributions (gross earnings). Net earnings are earnings without any appertaining taxes and contributions. Average salaries and wages are calculated by dividing the total mass of accrued salaries and wages by the total number of employees expressed as the full-time equivalent (FTE). Coefficient from 0 to 1.5 is assigned to each employee depending on the number of hours spent at work. Thus, for example, an employee who worked 80 hours in the month in which the full number of working hours is 160 is calculated as 1/2 of the employee (i.e. the coefficient for the employee is 0.5). In this way, employees, who work with several employers and/or in various activities and types of ownership, are covered by all employers, and their number is not multiplied, while the earnings are attributed to the activity and the type of ownership in which they are actually realized.</p> <p>Metadata about the Survey on Earnings: https://data.stat.gov.rs/Metadodata/24_Zarade/Html/2403_ESMS_G3_2020_1.html</p>

Indicator	Median Net Salary
Type and Level of Indicator	Quantitative indicator available for the Republic of Serbia level
Measurement Unit and Nature	RSD
Data Sources for Monitoring Indicator Values	Labour Market Statistics – earnings statistics, release available at the link: https://www.stat.gov.rs/oblasti/trziste-rada/zarade/ and SORS database available at the link : https://data.stat.gov.rs/?caller=2400&languageCode=sr-Latn

Institution responsible for data collecting	Statistical Office of the Republic of Serbia
Data Publishing Frequency	Data are published monthly
Short description of estimation methodology	<p>The survey on earnings is based on data from the Tax Administration records, from the Individual tax return on accrued taxes and contributions (form PPP-PD). Median salary (5/decile) is the value of the salary that divides group of employees into two parts, at which half of employees earn less than a median salary while the other half earns more than that amount. In the Survey on Earnings (according to the Labour Law and Personal Income Tax Law) earnings include all payments to employees subject to corresponding taxes and contributions (gross earnings). Net earnings are earnings without any appertaining taxes and contributions.</p> <p>Salaries and wages comprise:</p> <ul style="list-style-type: none"> - <i>Salaries and wages of employees with open-ended or fixed-term employment contract, including on-call duty, night-and shift-work, work on Sundays and holidays, food allowances during work and for non-executed hours of work (annual vacation, paid leave, holidays, sick leave up to 30 days, absence due to professional development, work failure not caused by workers' guilt), holiday refund, awards, bonuses etc.;</i> - <i>Remuneration for work of employees out of labour force (based on contract for performing temporary and casual work).</i> <p>Salaries and wages are not considered to be payments under the service contract, sick-leave benefits longer than 30 days, compensation of public transport costs for commuting to and from work, for the time spent on business trip in the country and abroad, accommodation and food allowances during work and work in the field, retirement gratuity or benefits to those for whose work the need was terminated, one-time fees in accordance with the social program, compensation of funeral expenses and compensation for occupational disease or injury, jubilee prizes, solidarity aid, as well as other revenues not subject to taxes and contributions payment.</p>

Measure 1.5. Strengthening local employment policy

Indicator	Share of allocations from LSG budgets in the total funds earmarked for the implementation of local employment planning documents
Type and Level of Indicator	Quantitative indicator
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	NES
Institution responsible for data collecting	National Employment Service
Data Publishing Frequency	Data are available annually
Short description of estimation methodology	<p>The share of allocations from LSG budgets in the total funds earmarked for implementation of local employment planning documents is calculated by comparing the total funds for implementation of local employment planning documents set aside in the LSG budget to the overall funds for implementation of local planning documents, i.e. the sum of funds earmarked in the budgets of LSGs and in the budget of the NES for co-financing of local planning.</p> <p>Estimating formula:</p> <p>Share of allocations from LSG budget in the total funds earmarked for implementation of local employment planning documents =</p> $= \frac{\text{Total allocations from LSG budgets for implementation of local employment planning documents}}{\text{Total allocations from LSG budgets+Allocations from the NES budget for co-funding of local planning documents}} * 100$

Indicator	Employment effects of measures implemented under local employment planning documents
Type and Level of Indicator	Quantitative indicator
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	NES
Institution responsible for data collecting	National Employment Service
Data Publishing Frequency	Data are available annually
Short description of estimation methodology	<p>The share of persons from the NES register employed after inclusion in active labour market policy measures (ALMP) through local employment planning documents on the 180th day from measure completion/end of contractual obligations in the total number of persons included in ALMP measures through local employment planning documents. When calculating this indicator, both modalities of implementation of the local employment planning document (technical cooperation and co-financing) are taken into account. Data can be classified by these modalities. In the context of this indicator, employed persons are persons who have employment contract (fixed-term and open-ended) or are hired based on temporary or casual work contracts, service contract, as well as entrepreneurs.</p> <p>Estimating formula:</p> <p>Share of persons employed after inclusion in the ALMP measures through local employment planning documents =</p> $= \frac{\text{Number of persons employed after inclusion in the ALMP measures through local planning documents (on the 180th day from measure completion)}}{\text{Total number of persons included in the ALMP measures through local planning documents}} * 100$

Objective 2: Improved labour market position of the unemployed

Indicator	Long-term unemployment rate
Type and Level of Indicator	Quantitative indicator disaggregated by age groups and sex (15+, 15-64, 15-74, 20-64, 25+, 25-64) available for regional level (NSTJ2), Serbia North and Serbia South (NSTJ1) and the Republic of Serbia level
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	Labour Force Survey , Labour force survey bulletin, annual publications, available at the link: https://www.stat.gov.rs/sr-latn/oblasti/trziste-rada/anketa-o-radnoj-snazi/ and a database of SORS available at the link: https://data.stat.gov.rs/?caller=2400&languageCode=sr-Latn
Institution responsible for data collecting	Statistical Office of the Republic of Serbia
Data Publishing Frequency	Data are published quarterly and annually
Short description of estimation methodology	<p>Long term unemployment is the uninterrupted unemployment lasting one year and more. Uninterrupted unemployment is the period of the last continuing active search for employment without significant interruptions (significant interruptions are interruptions of more than four weeks).</p> <p>Long term unemployment rate is the percentage share of the unemployed for one year and more in the total active population (employed and unemployed).</p> <p>Estimating formula:</p> $\text{Long-term unemployment rate} = \frac{\text{Number of persons unemployed for more than a year}}{\text{Number of employed} + \text{number of unemployed}} * 100$

Indicator	Gender pay gap by age groups
Type and Level of Indicator	Quantitative indicator disaggregated by age groups (15-19, 20-24, 25-29, 30-34, 35-39, 40-44, 45-49, 50-54, 55-59, 60-64, 65+)
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	Labour Market Statistics – Earnings statistics, the survey on earnings based on data from the Tax Administration records, i.e. individual tax return on accrued taxes and contributions
Institution responsible for data collecting	Statistical Office of the Republic of Serbia
Data Publishing Frequency	Data are available annually
Short description of estimation methodology	<p>Gender pay gap refers to the difference between the average gross hourly earnings of men and women, expressed as a percentage of the average gross hourly earnings of men. Average hourly earnings is defined as a ratio of monthly average earnings paid to an employee for a specific month to paid hours of work for a stated month.</p> <p>Estimating formula:</p> $\text{Pay gap} = \frac{\text{Average gross hourly earnings of men} - \text{Average gross hourly earnings of women}}{\text{Average gross hourly earnings of men}} * 100$

Indicator	NEET rate
Type and Level of Indicator	Quantitative indicator disaggregated by age groups and sex (15-24, 15-29) available for the Republic of Serbia level
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	Labour Force Survey , Statistical Release RS10, quarterly publications and Labour force survey bulletin, annual publications, available at the link: https://www.stat.gov.rs/sr-latn/oblasti/trziste-rada/anketa-o-radnoj-snazi/ and a database of SORS available at the link: https://data.stat.gov.rs/?caller=2400&languageCode=sr-Latn
Institution responsible for data collecting	Statistical Office of the Republic of Serbia
Data Publishing Frequency	Data are published quarterly and annually
Short description of estimation methodology	<p>NEET rate presents the share of persons aged between 15 and 24 (or 15-29) who are not in employment, education or training, as a percentage of the total number of the same age population.</p> <p>Estimating formula:</p> $\text{NEET rate} = \frac{\text{Persons aged (15-24) who are not in employment, education or training}}{\text{total number of persons (15-24)}} * 100$ <p>alternative:</p> $\text{NEET rate} = \frac{\text{Persons aged (15-24) who are not in employment, education or training}}{\text{total number of persons (15-29)}} * 100$

Indicator	The long-term unemployed placed from the NES register, as a proportion of the total long-term unemployed registered with the NES
Type and Level of Indicator	Quantitative indicator
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	NES
Institution responsible for data collecting	National Employment Service
Data Publishing Frequency	Data are available annually
Short description of estimation methodology	<p>The share of long-term unemployed placed from the NES register during a calendar year in the total number of the long-term unemployed registered with NES as of 31 Dec of a reference year. Long-term unemployed persons are persons who have been registered with the NES for more than 12 months.</p> <p>In the context of this indicator, employed persons are persons who have employment contract (fixed-term and open-ended) or are hired based on temporary or casual work contracts, as well as entrepreneurs.</p> <p>In the context of this indicator, persons hired under service contract are not considered employed persons.</p> <p>Estimating formula:</p> $\text{Employment share of the long-term unemployed} = \frac{\text{Number of the long-term unemployed placed from the NES register during the calendar year}}{\text{Number of long-term unemployed from the NES register (as of 31 Dec of the reference year)}} * 100$

Measure 2.1. Implementation of active labour market policy measures

Indicator	Filled vacancies
Type and Level of Indicator	Quantitative indicator
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	NES
Institution responsible for data collecting	National Employment Service
Data Publishing Frequency	Data are available annually
Short description of estimation methodology	<p>Share of filled vacancies on the 180th day upon registration of vacancies in the total number of vacancies in a calendar year.</p> <p>Estimating formula:</p> $\text{Filled vacancies} = \frac{\text{Number of filled vacancies}}{\text{Number of registered vacancies}} * 100$

Indicator	Share of unemployed persons in ALMP financial measures as proportion to the total number of unemployed persons on the NES register
Type and Level of Indicator	Quantitative indicator disaggregated by hard-to-employ categories
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	NES
Institution responsible for data collecting	National Employment Service
Data Publishing Frequency	Data are available annually
Short description of estimation methodology	<p>The share of unemployed persons included in the ALMP financial measures during the calendar year, in the total number of persons registered as unemployed on 31 Dec of the reference year.</p> <p>The indicator can also be presented within AP for monitoring different hard-to-employ categories (women, youth, PWD, Roma, FSA, etc.). When specific categories are shown, the share of unemployed members of the observed hard-to-employ category included in the measures is looked at in relation to the total number of members of the reference category on the NES register as of 31 Dec of the reference year.</p> <p>ALMP financial measures include measures of additional education and training, subsidized employment and self-employment, public works, etc.</p> <p>Estimating formula:</p> <p>Share of unemployed persons in ALMP financial measures =</p> $= \frac{\text{Number of persons of a specific category included in financial measures}}{\text{Total number of unemployed persons of the observed category on NES register as of 31 Dec of the reference year}} * 100$

Indicator	Share of persons placed from the NES register in the total number of unemployed persons on the NES register
Type and Level of Indicator	Quantitative indicator disaggregated by hard-to-employ categories
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	NES
Institution responsible for data collecting	National Employment Service
Data Publishing Frequency	Data are available annually
Short description of estimation methodology	<p>Share of persons placed from the NES register in the total number of unemployed persons on the NES register is a ratio of persons placed from the NES register during the calendar year to a total number of unemployed persons on the NES register as of 31 Dec of the reference year.</p> <p>In the context of this indicator, employed persons are persons who have employment contract (fixed-term and open-ended) or are hired based on temporary or casual work contracts, as well as entrepreneurs.</p> <p>In the context of this indicator, persons hired under service contract are not considered employed persons.</p> <p>The indicator can also be presented within AP for monitoring different hard-to-employ categories (women, youth, PWD, Roma, FSA, etc.). When specific categories are shown, the share of unemployed members of the observed hard-to-employ category included in the measures is looked at in relation to the total number of members of the reference category on the NES register as of 31 Dec of the reference year.</p> <p>Estimating formula:</p> <p>Placement share from the NES register =</p> $= \frac{\text{Number of persons placed from the NES register during the calendar year}}{\text{total number of the unemployed on the NES register as of 31 Dec of the reference year}} * 100$

Indicator	Employment Effect of Financial Measures
Type and Level of Indicator	Quantitative indicator disaggregated by hard-to-employ categories
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	NES
Institution responsible for data collecting	National Employment Service
Data Publishing Frequency	Data are available annually
Short description of estimation methodology	<p>Share of persons included in financial measures being employed on the 180th day after measure completion/expiry of contractual obligation in the total number of persons included in these measures.</p> <p>In the context of this indicator, employed persons are persons who have employment contract (fixed-term and open-ended) or are hired based on temporary or casual work contracts, as well as entrepreneurs.</p> <p>The indicator can also be presented within AP for monitoring different hard-to-employ categories (women, youth, PWD, Roma, FSA, etc.). When specific categories are shown, the share of members of the observed hard-to-employ category on the NES register is looked at on the 180th day after measure completion/expiry of contractual obligation in relation to the total number of members of the reference category included in financial measures during the reference year.</p> <p>Estimating formula:</p> <p>Employment effect of financial measures =</p> $= \frac{\text{Number of persons included in financial measures being employed on the 180th day after measure completion}}{\text{Total number of persons included in financial measures during the reference year}} * 100$

Indicator	Employment Effect of Active Job Search Measures
Type and Level of Indicator	Quantitative indicator
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	NES
Institution responsible for data collecting	National Employment Service
Data Publishing Frequency	Data are available annually

Short description of estimation methodology	<p>Ratio of employed persons who used to be beneficiaries of the active job search measures and who are not included in the ALMP financial measures to total number of beneficiaries of the active job search measures within 180 days after the completion of the measure.</p> <p>Effects of active job search measures (active job search training, job search club, self-efficacy training, job fairs, etc.) are monitored within a period of 180 days from the measure completion, bearing in mind the short duration of these measures and the design that does not envisage financial resources for the unemployed and/or employer.</p> <p>In the context of this indicator, employed persons are persons who have employment contract (fixed-term and open-ended) or are hired based on temporary or casual work contracts, service contracts, as well as entrepreneurs.</p> <p>Estimating formula:</p> <p>Share of employed who used to be beneficiaries of the active job search measures and who are not included in the ALMP =</p> $= \frac{\text{Number of the employed who used to be beneficiaries of the active job search measures and who are not included in the financial measures}}{\text{Total number of beneficiaries who used to be beneficiaries of the active job search measures and who are not included in financial measures}} * 100$
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Indicator	Share of the unemployed persons of the specific hard-to-employ category included in the ALMP financial measures in the total number of persons included in these measures
Type and Level of Indicator	Quantitative indicator disaggregated by hard-to-employ categories
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	NES report
Institution responsible for data collecting	National Employment Service
Data Publishing Frequency	Data are available annually
Short description of estimation methodology	<p>Share of members of the observed hard-to-employ category included in ALMP financial measures in the total number of persons included in the financial measures in the observed year. The indicator can be shown for different hard-to-employ categories (women, youth, PWD, Roma, FSA, etc.)</p> <p>Estimating formula:</p> <p>Share of persons of specific hard-to-employ categories included in the financial measures =</p> $= \frac{\text{Number of persons who are members of the observed hard-to-employ category included in financial measures}}{\text{Total number of persons included in financial measures in the observed year}} * 100$

Indicator	Employment Effect of the Subsidized Employment and Self-Employment Measures
Type and Level of Indicator	Quantitative indicator disaggregated by sex
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	NES
Institution responsible for data collecting	National Employment Service
Data Publishing Frequency	Data are available annually

Short description of estimation methodology	<p>Ratio of persons who were beneficiaries of subsidized employment and self-employment measures on the 180th day from expiry of contractual obligation to the total number of beneficiaries of these measures.</p> <p>In the context of this indicator, employed persons are persons who have employment contract (fixed-term and open-ended) or are hired based on temporary or casual work contracts, service contracts, as well as entrepreneurs.</p> <p>Estimating formula:</p> <p>Employment effect of subsidized employment and self-employment measures =</p> $= \frac{\text{Number of employed persons beneficiaries of the subsidized employment and self-employment (on the 180th day of measure completion)}}{\text{Total number of beneficiaries of subsidized employment and self-employment measure}} * 100$
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Indicator	Employment effect of further education and training
Type and Level of Indicator	Quantitative indicator
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	NES
Institution responsible for data collecting	National Employment Service
Data Publishing Frequency	Data are available annually
Short description of estimation methodology	<p>Ratio of employed persons who used to be beneficiaries of further education and training measures on the 180th day from measure completion/expiry of contractual obligation to the total number of beneficiaries of these measures.</p> <p>In the context of this indicator, employed persons are persons who have employment contract (fixed-term and open-ended) or are hired based on temporary or casual work contracts, service contracts, as well as entrepreneurs.</p> <p>Estimating formula:</p> <p>Employment effect of further education and training measures =</p> $= \frac{\text{Number of employed persons beneficiaries of further education and training measures (on the 180th day from measure completion)}}{\text{Total number of beneficiaries of further education and training measures}} * 100$

Objective 3: Improved institutional framework for employment policy

Indicator	Negotiation chapter 19 – Social policy and employment
Type and Level of Indicator	Qualitative indicator
Measurement Unit and Nature	/
Data Sources for Monitoring Indicator Values	Relevant documents about the process of the EU accession negotiations with RS Progress Report on RS, available at the link: https://www.mei.gov.rs/srp/dokumenta/eu-dokumenta/godisnji-izvestaji-ek/
Institution responsible for data collecting	European Commission (EC)
Data Publishing Frequency	EC reports are published annually

Short description of estimation methodology	<p>Progress assessment regarding implementation of activities envisaged by AP for Negotiation Chapter 19-Social Policy and Employment. According to the revised methodology for the accession negotiations of 2020, the negotiation chapter 19-Social Policy and Employment is a part of the thematic cluster three, which is ready to be opened as estimated by EC reports for 2021,2022 and 2023.</p> <p>The EC report uses the following assessment scale to describe the state of play: early stage, some level of preparation, moderately prepared, good level of preparation and well advanced. To describe progress made during the reporting period, the following scale has been used: backsliding, no progress, limited progress, some progress, good progress and very good progress. Where appropriate, interim steps have also been used.</p>
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Indicator	Allocations for ALMP measures as a proportion of the GDP
Type and Level of Indicator	Quantitative indicator
Measurement Unit and Nature	Percentage (%)
Data Sources for Monitoring Indicator Values	RS Budget /AP Budget, LSG Budget For Gross Domestic Product (GDP) – National Accounts, SORS, Release, annual publications, available at the link: https://www.stat.gov.rs/oblasti/nacionalni-racuni/godisnji-nacionalni-racuni/ and in SORS database available at the link: https://data.stat.gov.rs/?caller=090201&languageCode=sr-Cyrl
Institution responsible for data collecting	Ministry of Finance, Statistical Office of the Republic of Serbia
Data Publishing Frequency	Data can be calculated annually
Short description of estimation methodology	<p>The share of allocations for ALMP measures in GDP represents the ratio of total allocations for ALMP measures in the Republic of Serbia in a given year and the realized gross domestic product in the same year.</p> <p>Allocations for ALMP measures mean the total allocations for these measures in the Republic of Serbia, i.e. the sum of allocations for these measures within the budget of the RS, the budgets of local self-government units and the AP, as well as donor funds whose expenditure goes through the accounts of authorities either at the national or local level.</p> <p>Gross domestic product measures economic activity results within a country and its production capacity to meet the needs of various forms of consumption. From the point of view of a producer (the so-called production approach or calculation method), gross domestic product represents the sum of gross value added created by all economic subjects or, as it is called in the terminology of national accounts, institutional units, during one year (calculation period).</p> <p>From an accounting perspective (extremely simplified), GDP as the sum of values added represents the difference between the total value of production (output) and intermediate consumption, which includes the costs of materials, as well as the costs of production and non-production services. (without costs of salaries and depreciation costs).</p> <p>Estimating formula:</p> $\text{Share of allocations for ALMP in GDP} = \frac{\text{Total allocations for ALMP measures at the RS level}}{\text{GDP}} * 100$

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

Indicator	Number of jobseekers per employment counsellor/employment counsellor for PWD
Type and Level of Indicator	Quantitative indicator
Measurement Unit and Nature	Number, average per year
Data Sources for Monitoring Indicator Values	NES
Institution responsible for data collecting	National Employment Service
Data Publishing Frequency	Indicator is available annually
Short description of estimation methodology	<p>Average number of jobseekers per employment counsellor/employment counsellor for PWDs is calculated by dividing the total number of jobseeker on 31 Dec of the observed year by number of employment counsellors engaged on the given day.</p> <p>According to the Law on Employment and Unemployment Insurance, a jobseeker is an unemployed person, person seeking change of employment and other person seeking employment. An employed person seeking change of employment is a person who is employed or otherwise exercises the right to work, is actively seeking to change employment and is on the registry of persons seeking change of employment. Other person seeking employment is a person over 15 years of age who is looking for employment, and who cannot be considered either as unemployed or as person seeking change of employment, as defined by this Law.</p> <p>Estimating formula:</p> $\text{Jobseekers per employment counsellor} = \frac{\text{Number of jobseekers as of 31 Dec}}{\text{Number of employment counsellors as of 31 Dec}}$

XIV. ACRONYMS

ALMP	Active labour market policy
LFS	Labour Force Survey
QA	Qualifications Agency
GDP	Gross domestic product
LTUP	Long-Term Unemployed Persons
GIZ	German Agency for International Cooperation
EU	European Union
IPA	Instrument for Pre-accession Assistance
LSG	Local self-government
NFESP	Non-formal education service providers
CGC	Career guidance and counselling
DENQFO	Dual Education and National Qualifications Framework Office
MoEI	Ministry of European Integration
ILO	International Labour Organization
MoTY	Ministry of Tourism and Youth
MoLEVSA	Ministry of Labour, Employment, Veteran and Social Affairs
MoF	Ministry of Finance

NEET	Not in employment, education or training
NQFS	National Qualifications Framework in Serbia
NSCO	National Standard Classification of Occupations
NES	National Employment Service
FSA	Financial social assistance
OU	Organisational unit
PWD	Person with disability
CSO	Civil society organisations
PA	Programme Activity
PISP	Provincial Institute for Social Protection
PLR	Prior learning recognition
CCIS	Chamber of Commerce and Industry of Serbia
DAS	Development Agency of Serbia
SORS	Statistical Office of the Republic of Serbia
NISP	National Institute for Social Protection
RS	Republic of Serbia
NHIF	National Health Insurance Fund
NPDIF	National Pension and Disability Insurance Fund
SBRA	Serbian Business Registers Agency
SDC	Swiss Agency for Development and Cooperation
SCTM	Standing Conference of Towns and Municipalities
CATUS	Confederation of Autonomous Trade Unions of Serbia
Nezavisnost(Independence) TUC	Nezavisnost (Independence) Trade Union Confederation
SAE	Serbian Association of Employers
UNDP	United Nations Development Programme
FAPE	Functional adult primary education
CRCSI	Central Registry of Compulsory Social Insurance
CSW	Centre for social work

XV. FINAL PROVISIONS

This Action Plan shall be published on the Government of Serbia website, e-Government portal and Ministry of Labour, Employment, Veteran and Social Affairs website within seven working days of its adoption.

This Action Plan shall be published in the Official Gazette of the Republic of Serbia.

05 No: 101-2074/2024

In Belgrade, on 14 March 2024

G O V E R N M E N T

PRIME MINISTER

Ana Brnabić, sgd.



**Government of the
Republic of Serbia,
Ministry of Labor,
Employment, Veteran
and Social Affairs**



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

**Swiss Agency for Development
and Cooperation SDC**

ACTION PLAN 2024-2026

**FOR THE IMPLEMENTATION
OF THE EMPLOYMENT STRATEGY
OF THE REPUBLIC OF SERBIA 2021-2026**

