

Annual report on the implementation of the Action Plan for 2024:		Action plan 2024-2026 for the Implementation of the Employment Strategy of the Republic of Serbia 2021-2026		
Institution responsible for coordination and reporting:		MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS		
The public policy document for which the Action Plan was defined:		Employment Strategy of the Republic of Serbia 2021–2026		
Overall goal: Created stable and sustainable employment growth underpinned by knowledge and decent work				
Proposer of the document: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS				
Indicator title	Baseline value and year	Target for 2026	Realized value in 2024	Note
Employment rate by age groups and gender (15+) (%)	47 (2019)	53.2	51.4	
Employment rate by age groups and gender (15+) Men (%)	54.6 (2019)	60.2	58.2	
Employment rate by age groups and gender (15+) Women (%)	39.8 (2019)	46.8	45.1	
Employment rate by age groups and gender (15-29) (%)	36.9 (2019)	42.8	41.3	
Employment rate by age groups and gender, (15-29) Men (%)	42.4 (2019)	48.1	46.6	
Employment rate by age groups and gender (15-29) Women (%)	31.1 (2019)	37.7	35.8	
Employment rate by age groups and gender (15-64) (%)	59.1 (2019)	69.6	66.3	
Employment rate by age groups and gender (15-64) Men (%)	65.8 (2019)	75.5	71.7	
Employment rate by age groups and gender, (15-64) Women (%)	52.4 (2019)	63.7	60.8	
Activity rate by age groups and gender, (15+) (%)	52.9 (2019)	58.4	56.2	
Activity rate by age groups and gender, (15+) Men (%)	61.1 (2019)	65.7	63.5	
Activity rate by age groups and gender, (15+) Women (%)	45.2 (2019)	51.6	49.4	
Activity rate by age groups and gender, (15-29) (%)	47 (2019)	52.1	49.7	
Activity rate by age groups and gender, (15-29) Men (%)	53.6 (2019)	59.9	56.0	
Activity rate by age groups and gender, (15-29) Women (%)	40.1 (2019)	43.9	43.1	
Activity rate by age groups and gender, (15-64) (%)	66.8 (2019)	76.6	72.7	

Activity rate by age groups and gender, (15-64) Men (%)	74 (2019)	82.6	78.6	
Activity rate by age groups and gender, (15-64) Women (%)	59.7 (2019)	70.3	66.9	
Unemployment rate by age groups and gender, (15+) (%)	11.2 (2019)	8.7	8.6	
Unemployment rate by age groups and gender, (15+) Men (%)	10.6 (2019)	8.3	8.4	
Unemployment rate by age groups and gender, (15+) Women (%)	12 (2019)	9.1	8.8	
Unemployment rate by age groups and gender, (15-29) (%)	21.5 (2019)	15.2	16.8	
Unemployment rate by age groups and gender, (15-29) Men (%)	20.8 (2019)	14.5	16.8	
Unemployment rate by age groups and gender, (15-29) Women (%)	22.5 (2019)	16.1	16.9	
Unemployment rate by age groups and gender, (15-64) (%)	11.6 (2019)	8.9	8.9	
Unemployment rate by age groups and gender, (15-64) Men (%)	11.1 (2019)	8.5	8.8	
Unemployment rate by age groups and gender, (15-64) Women (%)	12.2 (2019)	9.4	9.1	
Share of vulnerable employment (15+) (%)	24.3 (2019)	17.2	18.5	
Share of vulnerable employment (15+) Men (%)	26.8 (2019)	19.6	21.5	
Share of vulnerable employment (15+) Women (%)	21.2 (2019)	14.5	14.8	

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

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

Indicator title	Baseline value and year	Target for 2024	Realized value in 2024	Note
Registered employment (Number)	2,173,135 (2019)	2,422,290 – 2,465,300	2,368,948	
Informal employment (15+)	529,200 (2019)	351,067	348,700	
Employment by type of work, open-ended (%)	77.2 (2019)	80.0	80.3	
Employment by type of work, fixed term (%)	19.5 (2019)	17.6	16.8	
Employment by type of work, Seasonal and occasional work (%)	3.3 (2019)	2.4	2.9	
In-work at-risk-of-poverty rate (%)	9.2 (2019)	5.4	5.8	Data for 2023
In-work at-risk-of-poverty rate (%) Men (%)	9.9 (2019)	6.6	7.5	Data for 2023
In-work at-risk-of-poverty rate (%) Women (%)	8.3 (2019)	3.8	3.6	Data for 2023

Measure 1.1: Improve the conditions for the development of a high-quality labour force				
Main institution: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS / MINISTRY OF EDUCATION				
Indicator title	Baseline value and year	Target for 2024	Realized value in 2024	Note
Share of students enrolled in the first year in the dual education system in relation to the total number of students enrolled in the first year of vocational secondary education (%)	5.3 (2019)	9.5	8.2	
Share of employed persons 4 months after completing dual education system in relation to the total number of persons who completed education under the dual model (and did not continue their education) (%)	/ (2022)	37	63	
Participation rate of adults (25-64) in formal and non-formal education and training (%)	4.2 (2019)	5.4	5.5	
Participation of youth (15-24) in formal and non-formal education and training (%)	66.9 (2019)	67.6	68.9	
Coverage of persons with non-formal education programs accredited with Publicly Recognized Organizers of Adult Education Activities/PROAEA (Number, per year)	5.000 (2022)	5.500	8.124	In the reporting period, 72 PROAEAs implemented 1,158 trainings for 8,124 persons (data source: PROAEA Sub-Registry).
Coverage of persons who received CGC services with accredited CGC programmes (Number, per year)	150 (2022)	200	711	In the reporting period, 15 organizations that have PROAEA status for CGC services provided CGC services to 636 adults. An additional 75 persons were beneficiaries of CGC services under the CGC Service Program "Education to Employment - Job Info Center".
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 (%)	0 (2023)	5	/	It is not possible to provide data. AoQ conducted data collection using the electronic tool "Questionnaire for assessing the implementation of CGC1/PO2 activities in the process of self-evaluation of work of schools and the work of the CGC/PO Team", which was submitted by secondary school teams. The largest number of schools responded that some CGC services covered 21% to 30%. The data should be taken with reservation because a system of records on implemented CGC services has not been established. The electronic questionnaire "Questionnaire for collecting additional evidence for assessing the implementation of CGC1/PO2 activities during the process of external evaluation of work of schools" was used by educational advisors during external supervision in

				21 schools. A system of records of implemented CGC services that would cover the entire student population at universities in the Republic of Serbia has not been established.
Coverage of persons who gained RPL (Number, per year)	5 (2022)	20	17	In the reporting period, 17 persons were included in the RPL procedure.
Developed framework for introduction of qualifications (partial, micro-credentials) for employment and lifelong learning in the NQFS system (Yes/No)	No (2022)	Yes	No	A comparative study of different models of inclusion of (partial) qualifications acquired outside formal education in NQF was carried out in 2023. Activities will be continued in 2025 within the framework of the IPA 2020 project.
Developed qualification standards (Number per year)	106 (2022)	121	139	In 2024, proposals of standards were developed for 24 qualifications, while for 21 standards, a decision of the Minister of Education was made on the adoption of qualification standards.  The NQF register contains a total of 139 qualification standards.
Developed occupational standards (Number, per year)	10 (2022)	20	23	23 proposals for occupational standards were developed, namely: 8 in the field of Energy, 11 in the field of ICT, as well as proposals for occupational standards for: career counselor, youth worker, employment counselor and CGC expert.

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, ongoing, completed)	Realization of funds (spent financial resources in 000 RSD in 2024)	Explanation of progress (Activities implemented in 2024)	Reasons for deviation and measures taken	Future steps for implementation
1.1.1. Improvement of the dual education offer	2026	DENQFO	Completed	Program 2102 (PA 0030) 32.503 (PA 0033) 10.000	<p>6 new educational profiles were introduced for implementation under the dual education model. The Monitoring and Evaluation Framework was finalized and all evaluators were trained. The Regulation on Financial Support for Dual Education was adopted. Based on a competition, funds were paid for support of employers and students who are being educated for deficit occupations. The need for strengthening the capacity of employees who implement dual education was examined. Promotional activities for dual education were carried out in cities/municipalities in the RS.</p> <p>Serbian Association of Employers proposed amendments to existing legal solutions, which relate to the inclusion of private schools in the dual education system, correction of the enrollment policy (increasing the number of points for enrollment in high schools), defining the roles of employers in the preparation of teaching and learning plans and programs, as well as introducing an obligation for the</p>	/	<p>The activity is carried out continuously. Continued promotion of dual education, including a consultation process with employers through the organization of info sessions, seminars and meetings. Application of the Monitoring and Evaluation Framework in schools implementing dual education. Strengthening capacities of relevant institutions to carry</p>

					student, upon completion of education, to remain for a certain period of time in the company where the dual education model was implemented.		out work in dual education (including the business sector). Planned implementation of training and preparation of an analysis of CGC services with a proposal for improvement measures.
1.1.2. Improvement of non-formal education offer, CGC services and development of RPL procedure	2026	Ministry of Education	Ongoing	/	<p>A Proposal for Improved Standards of CGC Services and Competencies of Career Practitioners has been developed. The process of mapping data held by the education, employment and youth sectors has begun, in order to prepare a by-law on the layout and content of the form for reporting on CGC activities during 2025.</p> <p>A consultative process has been initiated for the purpose of forming a Working Group for the Development of the Portal for CGC and analyses have been prepared that represent the starting point for further work on the development of the Portal.</p> <p>Ongoing are activities aimed at the digitalization of the procedure for acquiring PROAEA status, including CGC services, the completion of which is expected in 2025, and which will facilitate the accreditation process for CGC. Preparation of improved versions of document forms (acknowledgements and certificates) for non-formal education and the RPL procedure are ongoing. The process of creating prerequisites for automatic printing of documents from UISE has begun.</p> <p>The RPL process has been gradually introduced across various sectors, with a focus on increasing the number of RPL service providers. This enables broader access for individuals seeking formal recognition of their non-formal and informal learning. Efforts to establish a framework for RPL have been supported by the development of guidelines, instructions, and tools for assessing the outcomes of prior learning. A Working Group was formed to further improve the RPL procedure within the IPA 2020 project "Increased supply and diversification of accredited training in the field of non-formal education and adult education providers."</p> <p>A consultative process has been carried out regarding the developed Proposal of improved CGC service standards, which include elements of the RPL, and its finalization is expected in the first quarter of 2025.</p> <p>In the organization of the CCS, a total of 239 training sessions were conducted for approximately 13,400 participants (e.g., trainings for job retention and career advancement, trainings based on delegated tasks – preparation for taking exams to obtain licenses or</p>		<p>The activity is carried out continuously.</p> <p>As part of the cooperation with employers, the promotion of lifelong learning and the importance of motivating employees to learn and develop new skills will continue, including non-formal forms of learning, with the aim of increasing productivity and competitiveness, as well as building a culture of learning and innovation.</p> <p>The CCS will continue organizing a series of training sessions for businesspeople. Special focus will be placed on the topic Introduction to the Use of Artificial Intelligence in Business.</p>

					certificates, trainings aimed at the continuous professional development of employees, trainings for acquiring competencies and preparing for professional and licensing exams in accordance with relevant by-laws, trainings relevant to the green transition of the economy, etc.). The project "From Education to Employment – E2E" provided support for obtaining the status of PROAEA for CGC for three organizations that implement the CGC service program within the project "From Education to Employment – Job Info Center."		
1.1.3. Improvement of the quality assurance system of the Publicly Recognized Organizers of Adult Education Activities/PROAEA	2026	Ministry of Education AoQ	Ongoing	/	<p>In 2024, the standards and conditions for conducting adult education activities were improved – Continuous work on enhancing procedures and forms required to obtain the status of PROAEA, with adjustments for different programs, as well as the necessary instructions and guidelines for applicants. The application process for acquiring PROAEA status has been digitized, and its implementation is expected in 2025 after a testing phase, which will simplify the application process. An online training course for self-evaluation of PROAEA work quality was developed and attended by 90 participants, representatives of PROAEAs. A proposal for improved standards for both self-evaluation and external evaluation of PROAEA work quality was also developed.</p> <p>The fulfillment of conditions and the implementation of the PROAEA programs are continuously monitored through external quality assessments of PROAEA operations, with the aim of improving the adult non-formal education system and achieving better training outcomes. In 2024, six external evaluations of the quality of PROAEA operations were conducted.</p> <p>Meetings at the regional and local levels have been continuously held regarding the conditions and importance of acquiring the status of a PROAEA, as well as the faster and more flexible pathway to obtaining qualifications in line with the concept of lifelong learning. Within the framework of the IPA 2020 project 'Increased Offer and Diversification of Accredited Trainings in the Field of Non-formal Education and Providers of Adult Education,' activities have begun on mapping other service providers who do not have PROAEA status, with the aim of familiarizing them with the conditions, advantages, and importance of obtaining PROAEA status. Data on all PROAEAs and approved programs have been entered into the PROAEA Subregister.</p>	<p>Delay in the start of implementation of the IPA 2020 project 'Increased availability and diversification of accredited training in the field of non-formal education and training providers for adult education', within which the continuation of activities is planned.</p>	<p>The activities will continue during 2025 as part of the Project under the IPA 2020 programming cycle. The Serbian Association of Employers is collecting data on accredited training programs currently in use, which will be used to develop quality proposals for improving the training system with the goal of creating a skilled workforce tailored to the needs of the economy. Planning also includes activities for preparing the initiative to amend the PROAEA regulations.</p>
1.1.4. Improvement of the qualification system by introducing qualifications (partial, micro-credentials) for employment and lifelong learning in the NQFS system	2026	DENQFO AoQ	Ongoing	/	Starting from 2022, with the adoption of the Rulebook on detailed conditions regarding programs, staff, space, equipment, and teaching aids for acquiring the status of publicly recognized organizer of adult education activities, and the Methodological Instruction for the development of training programs based on qualification standards, the qualification system has been improved through the introduction of partial qualifications for the purpose of employment and lifelong learning. A particularly important	Delay in the start of implementation of the IPA 2020 project 'Increased supply and diversification of accredited trainings in the field of non-formal education and training	The activities will continue throughout 2025 within the framework of the IPA 2020 project.

					institutional resource for improving the qualification system is represented by sectoral councils, which include, besides representatives of relevant system institutions and social partners, also representatives of the economy.	providers for adult education,' within which the continuation of activities is planned.	
1.1.5. Development of the qualification standards in accordance with the methodology for development of qualification standards	2026	AoQ	Ongoing	/	Starting from the year 2020, that is, with the adoption of the Rulebook on the Methodology for the Development of Qualification Standards ("Official Gazette of the Republic of Serbia," No. 156/20), the AoQ prepares proposals for qualification standards in accordance with the given methodology.	/	Activity is carried out continuously; the qualification standard proposals have also been developed during 2024 in accordance with the Methodology for the Development of Qualification Standards.
1.1.6. Development of occupational standards in accordance with the Proposal of the methodology for development of occupational standards	2026	MoLEVSA	Completed	/	With the support of the project "From Education to Employment – E2E," proposals for standards were developed for 23 occupations: 8 in the field of Energy, 11 in the field of ICT, and 4 proposals for the following occupations: youth worker, employment counselor, career counselor, and expert for CGC. As part of the development of the National Standard Classification of Occupations (NSCO), the translation of the descriptions of ISCO-08 classification units was aligned with the Occupation Codebook in the Republic of Serbia and local conditions. Additionally, two-minute video materials were produced for the proposed occupation standards of CNC operator, locksmith, head chef, and hotel receptionist. On December 24, 2024, a meeting of the Working Group for the Development of the NSCO was held, where the mentioned results were presented, as well as a Proposal for the Methodology for the Development of Occupation Standards, which was revised based on experiences and recommendations from two cycles of piloting the development of occupation standards.	/	Drafting of the Law on National Qualifications Framework (NQF) by the end of 2025. In 2025, preparatory activities will begin for the development of 20 new occupational standards proposals, the first activity being the analysis of the labor market and sector strategies in order to select the occupations for which the standards proposals will be developed.

#### Measure 1.2: Make work pay and enhance job quality

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

Indicator title	Baseline value and year	Target for 2024	Realized value in 2024	Note
Net average wage (RSD)	74,933 (2022)	93,587	98,143	
Median wage (RSD)	60,413 <sup>1</sup>	77,683	79,624	The data on the achieved value refers to December 2024.
Concluded employment contracts with persons found to be working informally by the Labour Inspectorate in relation to the total number of persons found to be working informally (%)	65 (2022)	67.5	61	The percentage of employment contracts concluded with individuals found working without formal employment by the labor inspection in 2024 is lower than the targeted value.

<sup>1</sup> December 2022, SORS.

Number of performed inspection supervisions resulting from reported workplace injuries (Annual number)	982 (2022)	970	1,025	The total number of inspections carried out in relation to workplace injuries in 2024 has slightly increased compared to the target value.
Share of inspection supervisions due to workplace fatalities relative to the number of performed inspection supervisions due to reported workplace injuries (%)	5.7 (2022)	5.4	5.76	Increased economic activity in high-risk industries, unregistered business operations, and insufficient knowledge of occupational safety and health obligations and duties by newly registered employers—who therefore do not undertake the necessary preventive measures for the safety and health of employees—have contributed to an increase in the number of labor inspections related to work-related fatalities, compared to the number of inspections carried out due to reported work injuries in 2024, relative to the target value.

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, ongoing, completed)	Realization of funds (spent financial resources in 000 RSD in 2024)	Explanation of progress (Activities implemented in 2024)	Reasons for deviation and measures taken	Future steps for implementation
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	2026	MoLEVSA	Ongoing	/	As part of the project “Non-Standard: Inclusion of Atypical Workers – The Case of the Service Sector,” the CATUS conducted research and surveys (both online and in-person) and held three online working meetings on the position of workers employed in non-standard jobs, as well as one hybrid meeting during which political positions were negotiated regarding the role of social partners in protecting the rights of atypical workers to consultation and information.	/	As part of the Twinning project IPA 2022 “Support for Improving Working Conditions and Preparing the Republic of Serbia for Participation in EURES,” an analysis will be conducted on the alignment of the labor legislation of the Republic of Serbia with EU directives.
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	2026	Labour Inspectorate	Completed	/	A total of 69,475 inspections were conducted on registered and unregistered entities, of which 35,351 were in the area of labor relations, 33,735 in the area of occupational safety and health, and 389 inspections on unregistered entities.  SAE actively participates in activities aimed at improving working conditions and creating an environment in which employees will be protected from risks and harmful factors. Contributions have been made by providing suggestions and comments regarding guidelines for working at high and low temperatures, regulatory solutions in the field of occupational safety and health, and through organizing promotional activities and info sessions on the implementation of the new Law on Occupational Safety and Health.	/	The activity is carried out continuously.  Continuation of cooperation with social partners, with the aim of adapting legislation to the market situation, while simultaneously respecting international standards. The implementation of seminars and

							workshops with employers on the topic of occupational safety and health is planned.
Measure 1.3: Stimulate job creation							
Main institution: MINISTRY OF ECONOMY							
Indicator title		Baseline value and year		Target for 2024		Realized value in 2024	Note
Net job creation rate in small, medium-sized and large enterprises (small enterprises) (%)		5.6 (2019)		3-4		/	The employer survey was not conducted.
Net job creation rate in small, medium-sized and large enterprises (medium enterprises) (%)		2.9 (2019)		2-3		/	The employer survey was not conducted.
Net job creation rate in small, medium-sized and large enterprises (large enterprises) (%)		-2.4 (2019)		(-1) – 0.5		/	The employer survey was not conducted.
Start-ups entrepreneurs, youth and women, involved in Entrepreneurship Promotion programmes		98 (2022)		440		232	
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 (%)		/		/		/	The data is not available.
Beneficiaries of NES subsidy for self-employment using the services of accredited RDA (including standardized sets of trainings) (Number, per year)		0 (2022)		250		244/201	During 2024, 244 individuals used the counseling services of accredited RDAs to submit an application for a self-employment subsidy under the public call of the NES. A total of 201 training sessions for business beginners were conducted. Information on how many participants of these trainings also received self-employment subsidy funds through the NES is not available.
Activity title	Deadli ne -> New deadli ne	Responsible institution	Status (not started, ongoing, completed)	Realization of funds (spent financial resources in 000 RSD in 2024)	Explanation of progress (Activities implemented in 2024)	Reasons for deviation and measures taken	Future steps for implementation
1.3.1. Redefining the criteria for measures supporting direct investments in order to promote the employment of hard-to-employ persons from the NES register, based	2026	Ministry of Economy	Not started	/	/	/	/

on the previously conducted analysis							
1.3.2. Strengthening cross-sectoral cooperation for synchronised implementation of direct investments and ALMP measures	2026	Ministry of Economy MoLEVSA	Not started	/	/	/	/
1.3.3. Establishing cooperation between NES and DAS in the provision of support to entrepreneurship development	2026	MoLEVSA	Not started	/	/	/	/
1.3.4. Implementation of the Programme of Entrepreneurship Promotion for start-ups entrepreneurs, youth and women	2026	Ministry of Economy	Completed	Program 1509 (PA 4002) 241,052	Out of a total of 232 beneficiaries: <ul style="list-style-type: none"> <li>• 67 beneficiaries were approved for funding under the program for beginners and youth;</li> <li>• 61 beneficiaries were approved for funding under the program for women's entrepreneurship and single parents;</li> <li>• 104 beneficiaries were approved for funding under the program for women in rural areas.</li> </ul>	/	/
1.3.5. Study on the prevalence and forms of telemigrant jobs in the national labour market and identification of formalisation modalities	2026	MoLEVSA	Not started	/	/	/	/
1.3.6. Study on the prevalence and forms of "green jobs" in the national labour market	2026	MoLEVSA	Not started	/	From October 29 to November 1, 2024, a professional conference of the permanent working bodies of the Social and Economic Council (SEC) was organized under the title: "The Role of Social Partners in the Processes of Green Transition, Sustainable Development, and Labor Migration." Participation included several workshops on the topics of just transition, the green economy, and sustainable development. Through the implementation of the "Greenet" project, funded by the EU, the SAE conducted research on the green transition in a fair and socially responsible manner in the sectors of Transport, Industry, and Energy.	/	SAE is planning to organize a national workshop where the research results will be presented.

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

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

Indicator title	Baseline value and year	Target for 2024	Realized value in 2024	Note
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 <sup>2</sup> (%)	2.7 (2022)	2.7	2.35	
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 (%)	24.8 (2021)	30	15.44	
The effect of financial measures to employment of FSA recipients and social protection beneficiaries (%)	28.3 (2020)	30	28.07	
FSA recipients and social protection beneficiaries covered by the integrated service (Number, per year)	756 (2019)	500	450	

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, ongoing, completed)	Realization of funds (spent financial resources in 000 RSD in 2024)	Explanation of progress (Activities implemented in 2024)	Reasons for deviation and measures taken	Future steps for implementation
1.4.1. Provision of integrated service for FSA recipients and other social protection beneficiaries	2026	CSW	Ongoing	/	As part of the project "New partnerships and opportunities for innovative and sustainable approaches to social and labor market integration of vulnerable groups", a support program for 300 FSA recipients was completed at the beginning of 2024 - 100 recipients each from Belgrade, Niš and Novi Sad. In addition to MOLEVSA and the NES, the Belgrade Red Cross, Niš Red Cross and Novi Sad Red Cross were involved in the implementation of the program. The program consisted of conducting various training courses (e.g. training for forklift drivers, nail care, waiters, business secretaries, etc.). In addition to the aforementioned trainings, all FSA recipients also participated in workshops where they improved their skills in, for example, writing a resume, communication skills or using the Internet to search for a job. Of the 300 recipients who participated in the program, 60 (20%) were employed (data based on a person's statement).	/	The implementation of an integrated service is an activity that is carried out continuously.
1.4.2. Inclusion of FSA recipients and social protection beneficiaries in ALMP measures	2026	NES	Completed	Within the total funds spent for the implementation of ALMP measures  FP Program 0803 (PA 0006) 5.690.532	The financial measures of the ALMP include 966 (560 women) recipients of the FSA and beneficiaries of social protection services (victims of human trafficking, victims of domestic violence, young people in residential care, foster and guardian families, and former perpetrators of criminal offenses), as follows: - Professional practice: 41 people (27 women), - Internship for young people with higher education: 4 people (4 women),	/	The activity is carried out on an annual basis.

<sup>2</sup> The indicator has been adjusted to monitor individuals involved in the financial measures of the ALMP, and accordingly, new baseline and target values have been provided.

				(PA 0008) 752.448  Budget RS Program 0803 (PA 0005) 388.081 (PA 7084) 195.263	<ul style="list-style-type: none"> <li>- Acquisition of practical knowledge: 8 people (3 women),</li> <li>- Training at the employer's request: 12 people (10 women),</li> <li>- Training for the labor market: 63 people (34 women),</li> <li>- FPAE: 482 people (321 women),</li> <li>- Subsidy for self-employment: 86 people (42 women),</li> <li>- Subsidy for employment of unemployed persons from the category of hard-to-employ: 72 people (34 women),</li> <li>- Wage subsidy for PWDs without work experience: 25 people (11 women),</li> <li>- Public works engaging PWDs: 10 people (7 women),</li> <li>- Work activation of PWDs: 8 people (2 women),</li> <li>- ALMP measures for PWDs who are employed under special conditions: 3 PWDs.</li> <li>- "My First Salary"<sup>3</sup> program: 152 people (65 women).</li> </ul> <p>An additional number of FAS recipients and social protection services beneficiaries have been included in ALMP measures within the IPA - 2020 project - Implementation of innovative active employment measures and approaches to increase the integration of long-term unemployed youth, women, persons with disabilities and hard-to-employ persons in the labor market.</p> <p>In addition, 6,952 people (3,757 women) were included in non-financial ALMP measures implemented by NES employees.<sup>4</sup></p>		
1.4.3. Organizing trainings for provision of integrated services based on the conducted analyses	2026	MoLEVSA	Ongoing	/	<p>As part of the project "New partnerships and opportunities for innovative and sustainable approaches to social and labor market integration of vulnerable groups", IPSOS STRATEGIC MARKETING implemented three studies: Activation factors and obstacles for work and employment of FSA recipients, Ethnographic research and Project impact assessment.</p> <p>Trainings were not organized in the reporting period.</p>	/	Analyses have been conducted. The organization of training is planned by the end of 2026.

#### Measure 1.5: Strengthening local employment policy

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

Indicator title	Baseline value and year	Target for 2024	Realized value in 2024	Note
Implemented local employment planning documents (Number, per year)	160 (2019)	142	133	The data on the achieved value refers to the number of concluded agreements on the implementation of local planning documents in the field of employment.
Share of allocations from the LSG budgets in the total funds earmarked for the implementation of local employment planning documents (%)	66.8 (2019)	71	73.14	

<sup>3</sup> Based on the NES Public call from 2023.

<sup>4</sup> Non-financial measures described under Activity 2.1.3.

Unemployed on the NES register referred to ALMP measures implemented under local employment planning documents (Number, per year)	7,132 (2019)	7,150	3,523	This data includes the number of individuals involved in ALMP measures through local planning documents in the field of employment (3,514), as well as 9 individuals who are included in ALMP measures based on an agreement with the Autonomous Province of Vojvodina.
Employment effects of measures implemented under local employment planning documents (%)	46.8 (2018)	52	49.83	

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, ongoing, completed)	Realization of funds (spent financial resources in 000 RSD in 2024)	Explanation of progress (Activities implemented in 2024)	Reasons for deviation and measures taken	Future steps for implementation
1.5.1. Organisation of regional meetings with LSGs	2026	MoLEVSA	Ongoing	/	With the support of SCTM, two regional meetings with LSGs were organized (in Novi Sad and Kraljevo), and participation was taken in the LED Network meeting, during which the Action Plan for the period 2024–2026 for the implementation of the Employment Strategy in the Republic of Serbia for the period 2021–2026 was presented, along with the implementation of local planning documents in the field of employment in 2023.	/	Organizing regional meetings with LSGs with the support of IPA 2020 is planned for the year 2025.
1.5.2. Implementation of local employment planning documents	2026	NES LSG	Completed	FP (PA 0008) 752,448 (PA 0006) 257,772	On March 22, 2024, NES announced information about the possibility of co-financing ALMP measures foreseen in local planning documents in the field of employment, based on which 76 LSG submitted requests. By decisions of the minister responsible for employment affairs (dated June 13, July 11, and August 26, 2024), 75 LSG requests were approved, with a maximum allocated amount of up to 329,895,018.04 dinars within the NES FP. During 2024, 70 requests were implemented (one LSG withdrew from signing the agreement, two LSGs terminated the agreement, while two did not implement the agreements, given that no requests were submitted in response to the published public calls). In addition, NES concluded 58 agreements on technical cooperation with LSGs for the implementation of local planning documents in the field of employment and one agreement with the AP of Vojvodina, in which case the LSGs and the AP of Vojvodina fully finance the ALMP measures from their own budgets.	/	The activity is carried out on an annual basis.
1.5.3. Implementation of analysis of prerequisites for further decentralization of employment policy and development of innovative solutions under local employment planning documents	2024	MoLEVSA	Ongoing	Within the total funds spent  Budget RS Program 0803 (PA 7084) 38,045*	With the support of the IPA 2020 project “Technical assistance for the implementation, monitoring, and evaluation of employment policy at the national and local levels and for strengthening capacities to participate in the European Social Fund,” contracts have been concluded with external experts and work on the analysis has begun.	/	Completion of the analysis.

1.5.4. Piloting of innovative solutions for local employment policy development	2026	MoLEVSA	Ongoing	/	The analysis of the effects of the previously piloted project that was implemented with the support of GIZ in 2023 is ongoing.	/	Completion of the analysis.
1.5.5. Conducting an analysis of prerequisites and opportunities for development of intermunicipal/regional employment planning documents	2024	MoLEVSA	Completed	/	With the support of the project "Education to Employment – E2E," the "Research on Opportunities and Constraints for Joint Policy Planning at the Level of Local Governments with a Special Focus on Employment and Career Guidance and Counseling" was conducted.	/	Based on the recommendations from the research, the project "Education to Employment – E2E" will pilot during 2025 the possibilities for the RDA, in agreement with the LSG founders, to provide the CGC service in its offer.
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	2025	MoLEVSA	Ongoing	Within the total funds spent  Budget RS Program 0803 (PA 7084) 38,045*	With the support of the IPA 2020 project "Technical assistance for the implementation, monitoring, and evaluation of employment policy at the national and local levels and for strengthening capacities to participate in the European Social Fund," contracts have been concluded with external experts and work on the analysis has begun.	/	Preparation of analysis.
1.5.7. Organisation of workshops about employment policy at the national and local level	2026	MoLEVSA	Ongoing	/	The project "Education to Employment – E2E" organized its third two-day workshop in February 2024 (the first two were held in December 2023), with the goal of developing the capacities of local self-governments for analyzing the local labor market. The workshop was attended by 8 representatives of LSGs, 3 representatives of NES/branches, and 3 representatives of CSOs. During 2024, SCTM organized two workshops (in Belgrade and Niš) on the topic of creating local planning documents in the field of employment and promoting the Guidelines for drafting these documents. In addition to LSGs, the events were also attended by representatives of NES branches. As part of the Global Program "Migration for Development," implemented by GIZ, a regional conference was organized in October 2024, in cooperation with MOLEVSA, the Center for the Protection of Victims of Human Trafficking, and the International Organization for Migration. The topic of the conference was "Liberalization of Access to the Labor Market: Potentials of Legal Migration and Prevention of the Risks of Precarious Employment and Human Trafficking."	/	SCTM is planning to conduct workshops also in 2025 on the topic of developing local planning documents in the field of employment. The organization of workshops with LSGs, with the support of IPA 2020, is planned for 2025.
1.5.8. Adoption of a Decree on establishment of a unified list of	2024	Ministry of Economy	Ongoing	/	The Regulation on Determining the Unified List of Development Levels of Regions and LSGs has been prepared, but not adopted.	The need to adopt a new methodology for calculating the level of	Adoption of the Regulation.

development of regions and LSGs						development of regions and LSGs was considered.	
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	2025	MoLEVSA	Not started	/	/	/	Support from the project "Education to Employment – E2E" has been secured for the implementation of this activity during 2025.

## Objective 2: Improved labour market position of the unemployed

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

Indicator title	Baseline value and year	Target for 2024	Realized value in 2024	Note
Long-term unemployment rate (15+) (%)	6.1 (2019)	3.8	3.9	
Gender wage gap by age group (15+) (%)	10.6 (2019)	11.2	13.6	The data on the achieved value refers to September 2024.
Gender wage gap by age group (15-29) (%)	5.4 (2019)	7	9.7	The data on the achieved value refers to September 2024.
NEET rate (15-29) (%)	18.9 (2019)	14.8	14.9	
Share of long-term unemployed placed from the NES register, as a proportion of the total long-term unemployed registered with the NES (%)	23.1 (2019)	30	8.81	
Employment effect of financial measures (%)	50.7 (2019)	53	45.57	

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

Main institution: NATIONAL EMPLOYMENT SERVICE

Indicator title	Baseline value and year	Target for 2024	Realized value in 2024	Note
Registered vacancies (Number, per year)	119,500 (2019)	138,000	244,111	The increase in the number of reported needs for employing foreigners has resulted in an increase in the number of requested workers. Out of the mentioned number, 223,169 needs were registered at NES branches, while 20,942 were registered through the website.
Filled vacancies (%)	49 (2019)	66	23.94	
Share of persons placed from the NES register in the total number of unemployed persons on the NES register (%)	46 (2019)	47	42.44	

Employment effect of active job search measures (%)	24.1 (2022)	25	27.96	
Employment effect of subsidized employment and self-employment (%)	64.6 (2021)	67	66.26	
Employment effect of further education and training (%)	45 (2021)	46	38.48	

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, ongoing, completed)	Realization of funds (spent financial resources in 000 RSD in 2024)	Explanation of progress (Activities implemented in 2024)	Reasons for deviation and measures taken	Future steps for implementation
2.1.1. Provision of job matching and employment support services	2026	NES	Completed	/	<p>During the reporting period, a total demand for 223,169 workers was registered at NES branches. Based on the criteria set by employers, a preliminary selection of candidates was carried out, and 119,105 candidates were referred to employers—having been informed about the terms of the offer—for potential employment or other types of work engagement.</p> <p>For 120,294 requested workers, conducting preliminary selection and referring candidates to employers is ongoing, or is in the process of monitoring implementation – awaiting feedback from the employer regarding the selection of candidates they plan to engage.</p> <p>45,712 individuals were employed, which means that 20.48% of the expressed employer needs were met.</p> <p>It is emphasized that, out of the total number of reported needs, employers withdrew their requests for 10,242 positions due to no longer requiring candidates. For 46,921 positions, the needs could not be met for various reasons (no registered individuals with the required occupation on the NES records, individuals lacked appropriate knowledge and skills, candidates declined the offer due to poor working conditions – wages below the standard for the occupation, unpaid overtime, remote job location, unpaid salaries, or the employer did not provide feedback on whether the need was fulfilled, which also contributes to the lower realization of the expected filling of job vacancies).</p> <p>When it comes to the complexity of jobs, 62.02% of the demand was registered for skilled workers. By occupational groups, the highest number of reported job openings was in the following groups: Professionals and artists (25.29%), Craftsmen and related trades (24.13%), and Elementary occupations (18.56%).</p> <p>For 94,446 job seekers, employers requested the interregional mediation service. Based on the criteria set by the employers, a preliminary selection of candidates was carried out, and 6,339 candidates were referred to the employers. According to the expressed needs for interregional mediation, 795 candidates from the NES register were employed.</p>	/	The activity is carried out on an annual basis.

					<p>The number of job seekers requested by employers through the NES website amounts to 20,942, or 63.46% of the planned number. A total of 1,528 individuals/candidates applied to employers' advertisements through online mediation.</p> <p>The activities of informing and improving cooperation with employers and social partners are being intensified through social networks, the Viber channel, and SMS services.</p>		
2.1.2. Provision of career guidance and counselling services	2026	NES	Completed	/	<p>The service of providing information about career development opportunities in the Centers for Information and Professional Counseling (CIPS) covered 6,854 individuals (4,378 women). Counseling on career development opportunities covered 10,339 individuals (6,565 women). Selection — psychological assessment (for the purposes of employment, inclusion in additional education and training measures, as well as training for entrepreneurship development) covered 11,439 individuals (9,167 women). The workshop "Psychological Challenges of Entrepreneurship" covered 138 individuals (74 women). SAE implemented the project "Education for Sustainable Development," which was aimed at modernizing primary education, specifically by initiating a discussion on introducing the concept of CGC and lifelong learning into primary education. It was concluded that linking theoretical and practical knowledge is key to developing the potential that children have. As part of the project, a study was also conducted which identified the necessity of adopting a strategic document that would enable guidance towards a common goal.</p>	/	<p>The activity is carried out on an annual basis.</p> <p>Continuous implementation of activities promoting the importance of CGC and professional orientation.</p>
2.1.3. Implementation of active job search measures	2026	NES	Completed	FP (PA 0006) 1,202	<p>In the measures for active job seeking, 98,129 persons are involved (55,644 women), namely:</p> <ul style="list-style-type: none"> <li>• Job fair: 46,242 persons (26,281 women),</li> <li>• Job search club: 3,621 persons (2,333 women),</li> <li>• Training for active job searching: 34,519 persons (19,288 women),</li> <li>• Self-efficacy training: 2,762 persons (2,018 women),</li> <li>• Workshop for overcoming stress due to job loss: 956 persons (703 women),</li> <li>• Training "Path to a Successful Entrepreneur": 10,029 persons (5,021 women).</li> </ul>	/	The activity is carried out on an annual basis.
2.1.4. Provision of further education and training	2026	NES	Completed	FP (PA 0006) 3,603,623 (PA 0008) 20,284  Budget RS (PA 7084) 46,393	<p>A total of 13,892 individuals (8,816 women) were involved in additional education and training measures, namely:</p> <ul style="list-style-type: none"> <li>• Professional practice: 1,994 individuals (1,422 women)</li> <li>• Internship for young people with higher education: 540 individuals (362 women)</li> <li>• Internship for young people with secondary education: 242 individuals (138 women)</li> <li>• Acquisition of practical skills: 545 individuals (305 women)</li> </ul>	/	The activity is carried out on an annual basis.

					<ul style="list-style-type: none"> <li>• Training at employer's request: 595 individuals (322 women)</li> <li>• Labor market training: 1,613 individuals (1,334 women)</li> <li>• Training at employer's request – for employed persons: 5 individuals (5 women)</li> <li>• FPAE: 1,144 individuals (710 women)</li> <li>• Program "My First Salary": 7,214 individuals (4,218 women)</li> </ul> <p>An additional 677 individuals (505 women) have been included in the Professional Practice Program 'Talents in the Public Sector,' in accordance with the Government's Conclusion.</p> <p>As part of additional education and training based on the technical cooperation agreement with LSG/TA on the implementation of local planning documents in the field of employment, an additional 322 persons were involved.</p> <p>The additional number of people involved in measures of additional education and training within the IPA 2020 project – Implementation of innovative active employment measures and approaches to increase the integration of long-term unemployed youth, women, persons with disabilities, and hard-to-employ groups into the labor market.</p>		
2.1.5. Provision of job creation and self-employment subsidies	2026	NES	Completed	<p>FP (PA 0006) 2,047,188 (PA 0008) 189.083</p> <p>Budget RS (PA 0005) 355,910 (PA 7084) 145,882</p>	<p>A total of 8,312 individuals (4,405 women) were included in the subsidized employment measure, as follows:</p> <ul style="list-style-type: none"> <li>• Subsidy for self-employment: 4,488 individuals (2,316 women),</li> <li>• Subsidy for the employment of unemployed persons from the hard-to-employ category: 3,181 individuals (1,736 women),</li> <li>• Wage subsidy for PWDs without work experience: 643 PWDs (353 women).</li> </ul> <p>Based on the agreement on technical cooperation with LSG/TA on the implementation of local planning documents in the field of employment, an additional 372 people were included in the measures for subsidized employment and self-employment.</p> <p>An additional number of people have been included in the measures of subsidized employment and self-employment within the IPA - 2020 project – Implementation of innovative active employment measures and approaches to increase the integration of long-term unemployed youth, women, persons with disabilities, and hard-to-employ groups in the labor market.</p>	/	The activity is carried out on an annual basis.
2.1.6. Organisation of public works	2026	NES	Completed	<p>FP (PA 0006) 17,535</p> <p>Budget RS (PA 7084) 2,970</p>	<p>The measure 'public works involving PWD', which were implemented through the modality of co-financing local planning documents in the field of employment, included 193 PWDs (110 women).</p> <p>Based on the agreement on technical cooperation with LSG/TA on the implementation of local planning documents in the field of employment, an additional 1,001 persons were included in public works.</p>		The activity is carried out on an annual basis.

					An additional number of people have been included in public works within the framework of the IPA - 2020 project – Implementation of innovative active employment measures and approaches to increase the integration of long-term unemployed youth, women, persons with disabilities, and hard-to-employ groups in the labor market.		
2.1.7. Implementation of measures for PWD activation on the labour market	2026	NES	Completed	FP (PA 0006) 20,983	Within the measure 'work activation of PWDs,' 133 PWDs (60 women) are included.	/	The activity is carried out on an annual basis.
2.1.8. Implementation of measures for PWD employed under special conditions	2026	NES	Completed	FP (PA 0006) 30,840 Budget RS (PA 0005) 32,171	In the ALMP measures for employing PWDs under special conditions, a total of 127 PWDs (51 women) are included, namely: <ul style="list-style-type: none"> <li>• Reimbursement of reasonable costs for workplace adaptation: 54 PWDs (22 women),</li> <li>• Reimbursement of wage costs for a person engaged in providing professional support to PWDs at the workplace – job assistance: for 73 persons (29 women).</li> </ul>	/	The activity is carried out on an annual basis.

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

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

Indicator title	Baseline value and year	Target for 2024	Realized value in 2024	Note
Piloted modified existing or new ALMP measures (Number, per year)	0 (2020)	2	9	
Digitized work processes for the purpose of providing services and implementation of ALMP measures (Number, per year)	4 (2022)	1	0	The development and testing of the statistical profiling model has been completed, and it has been integrated with the Integrated Information System of NES (IIS NES). The development and testing of the online preregistration system has been completed, as well as its integration with the IIS NES. Work is currently underway to enable internet traffic to this system. It is expected that both of the mentioned systems will be put into production during 2025.
Employers using NES services/measures (Number, per year)	21,803 (2019)	40,000	39,385	

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, ongoing, completed)	Realization of funds (spent financial resources in 000 RSD in 2024)	Explanation of progress (Activities implemented in 2024)	Reasons for deviation and measures taken	Future steps for implementation
2.2.1. Improvement of the jobseeker employability assessment instrument	2024	NES	Ongoing	/	During 2024, activities were carried out to implement a statistical model into the existing employment assessment tool (testing the methodology and ensuring an adequate IT solution).	/	Application of the improved tools.

					<p>In cooperation with the IPA 2020 project "Technical Assistance for the Implementation, Monitoring, and Evaluation of Employment Policy at the National and Local Levels and for Strengthening Capacities for Participation in the European Social Fund," activities were carried out to prepare documents/manuals:</p> <ul style="list-style-type: none"> <li>- Guidelines for the Application of the Improved Profiling Concept through the Implementation of a Statistical Model,</li> <li>- Training Manual for Employment Counselors in the NES for the application of an individualized approach in working with the unemployed.</li> </ul>		
2.2.2. Enhancement of the cooperation with employers based on the prior analysis	2024	NES	Completed	/	<p>As part of the IPA 2020 project "Technical Assistance for the Implementation, Monitoring and Evaluation of Employment Policy at National and Local Level and for Strengthening Capacities for Participation in the European Social Fund," an Analysis of NES Cooperation with Employers was developed, including recommendations for improvement. A training session on the topic "NES Cooperation with Employers" was conducted, attended by employment counselors working with employers.</p> <p>Within the Belgrade City Branch, a Department for Cooperation with Employers has been established, where a new concept of working with employers will be piloted.</p> <p>At the NES branch offices in Niš, Kruševac, and Sremska Mitrovica, where the Youth Guarantee Program is being piloted, dedicated counselors have been assigned to work with employers.</p> <p>A request has been submitted to the eGovernment portal to update the "Economy" section with information on the types of support provided to employers by NES.</p>	/	/
2.2.3. Redesigning active job search measures to cater to the needs of individuals and labour market requirements	2025	NES	Ongoing	/	<p>With the support of the IPA 2020 project "Technical Assistance for the Implementation, Monitoring, and Evaluation of Employment Policy at the National and Local Level and for Strengthening Capacities for Participation in the European Social Fund," an "Assessment of Employment Services Provided by the NES" was developed, along with recommendations for their improvement, including measures for active job search.</p>	/	Redesigning active job search measures in accordance with the recommendations.
2.2.4. Digitalisation of ALMP services/measures	2026	NES	Ongoing	/	<p>569 individuals (400 women) have completed the training for active job searching through the online platform. 5,175 individuals have completed the training "Path to a Successful Entrepreneur" through the online platform. A Regional specialized virtual job and professional orientation fair was held, with the participation of 34 employers who registered 131 open positions. More than 300 candidates participated, and 580 job applications were submitted.</p> <p>With the support of the "Education to Employment - E2E" project, an online training was developed for mentors/instructors in companies who train individuals involved in the measure Training at Employer's Request, accessible via the NES website:</p>	/	<p>With support from GIZ, the self-assessment questionnaire on professional interests and the self-assessment questionnaire on soft skills will be transformed into a web application and made available on the NES website. Implementation of the</p>

					<a href="https://nsz-onlineobuke.nsz.gov.rs/course/index.php?categoryid=1">https://nsz-onlineobuke.nsz.gov.rs/course/index.php?categoryid=1</a> Activities have been carried out to prepare for testing and implementing online pre-registration in the NES registry, through the improved NES ICT platform, and possibilities for digitizing the individual employment plan have been considered, in order to enable access and input of information about actions taken by individuals into the individual employment plan. A Self-Assessment Questionnaire for Professional Interests has been prepared; the development of the Self-Assessment Questionnaire for Soft Skills and the following digital solutions is ongoing: a Survey Management System, a Digital Training Format for Employers, and a User Account Management System.		developed digital solutions.
2.2.5. Analysis of prerequisites for the introduction of training vouchers	2024	MOLEVSA	Completed	Within the total funds spent  Budget RS Program 0803 (PA 7084) 38,045*	With the support of the IPA 2020 project "Technical Assistance for the Implementation, Monitoring, and Evaluation of Employment Policy at the National and Local Level and for Strengthening Capacities to Participate in the European Social Fund," an Analysis of the Preconditions for the Introduction of Training Vouchers has been prepared.	/	/
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	2026	MOLEVSA	Completed	Within the total funds spent  Budget RS Program 0803 (PA 7084) 38,045*	Since 2024, a new ALMP measure has been introduced – Work Activation of PWDs. A concept of individualized service for the long-term unemployed included in ALMP measures has been developed, aimed at maintaining employment. Based on the experience with this concept, an adapted version will also be applied to young people. Since 2024, certain ALMP measures have been modified (FPAE, employment subsidies for hard-to-employ unemployed individuals, and self-employment subsidies) with regard to the reimbursement of costs for preparation for taking the final exam, the target groups prioritized for inclusion in the measures, and the introduction of scoring for evaluating elements of the business plan for self-employment. Furthermore, within the framework of the IPA 2020 Direct Grant to NES, new or modified measures and services were piloted, namely: - Wage subsidy for the employment of long-term unemployed persons, - On-the-job training for long-term unemployed persons with an employment subsidy, - External mentoring support for self-employment subsidy beneficiaries in the areas of marketing, sales, and accounting, - Short courses for young people as part of preparatory activities for employment, - Childcare allowance, - Trainings tailored to labor market needs and trainings at employers' request leading to partial or full qualifications,	/	Considering the dynamic changes due to technological development and continuous changes in the market, SAE's efforts will be directed towards strengthening support for subsidized training and workforce development, both for existing employees and for the unemployed, which would enable workers to acquire new skills in accordance with industry needs, thereby reducing the gap between the supply and demand for labor.

					implemented in three NES branches piloting the Youth Guarantee.		
2.2.7. Designing and piloting of short trainings for acquiring transferable skills (eg. foreign language courses, IT literacy, financial literacy, time management, etc.)	2026	MoLEVSA	Ongoing	/	Based on the assessment of individuals' needs for short training courses and the analysis of training program offers by available potential providers, NES has developed a Catalogue of Short Training Courses that will be available to young people in the pilot branches. These include English and German language courses, digital skills training, soft skills training, and basic computer literacy courses based on the ECDL standard.	/	The trainings/courses will be conducted in the year 2025.
2.2.8. Designing and piloting individualized support to persons participating in ALMP measures or employed through NES	2026	MoLEVSA	Ongoing	Within the total funds spent  Budget RS Program 0803 (PA 7084) 38,045*	With the support of the IPA 2020 project "Technical Assistance for the Implementation, Monitoring and Evaluation of Employment Policy at the National and Local Level and for Strengthening Capacities for Participation in the European Social Fund," an Analysis of Post-Employment Support available at the EU level was developed, including potential support providers, guidelines, and recommendations for its pilot implementation and introduction.	/	The project "Education to Employment – E2E" will organize, during 2025, training sessions for employment counselors from 4 NES branches where the IPA 2020 Direct Grant NES for the long-term unemployed is being implemented.

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

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

Indicator title	Baseline value and year	Target for 2024	Realized value in 2024	Note
Integrated vacancy database established (Yes/No)	No (2020)	No	No	
Functional platform for a single labour market information system established (Yes/No)	No (2020)	No	No	
Evaluation of net effects of ALMP measures conducted (Number, per year)	0 (2020)	1	0	

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, ongoing, completed)	Realization of funds (spent financial resources in 000 RSD in 2024)	Explanation of progress (Activities implemented in 2024)	Reasons for deviation and measures taken	Future steps for implementation
2.3.1. Consolidation of information on labour market demand from various sources	2026	NES	Ongoing	/	A project is being prepared that aims to enable the collection of data relevant to the labor market from all available sources (one of the components is the collection of data on labor market demand).	/	The implementation of the NES projects.

2.3.2. Conducting survey on employers' needs according to improved methodology	2026	NES	Ongoing	/	As part of the global program "Centers for Migration and Development" implemented by GIZ, support has been provided to MoLEVSA and NES for conducting a survey on employers' needs (at the national and local levels) for the period 2025–2027. The survey is being conducted by a selected external research agency. Cooperation on this activity has also been established with SEA and CCS.	/	Implementation of research on employers' needs during the first half of 2025.
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	2026	SORS	Ongoing	/	Within IPA 2022, the project "Development of the Labor Market Information System" was approved.	/	Implementation of the project from January 2025 to December 2027.
2.3.4. Monitoring of ALMP measures' effects (net and gross)	2026	MoLEVSA	Ongoing	/	MoLEVSA continuously monitors the gross effects of the ALMP measures in accordance with the Passport of Indicators, which is an integral part of the Action Plan for the period from 2024 to 2026 for the implementation of the Employment Strategy. With the support of the project "Stopping Violence, Empowering Change," funded by SIDA and within the component implemented by UN Women, work has begun, carried out by an external organization, on the Analysis of subsidized employment — subsidies for women's self-employment — with the aim of obtaining recommendations for improving this measure.	/	The completion of the Analysis is expected by mid-2025. In 2025, the development of an evaluation of training for the labor market will begin, with the support of the project "Education to Employment – E2E."

#### Measure 2.4: Improvement labour market position of women

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

Indicator title	Baseline value and year	Target for 2024	Realized value in 2024	Note
Share of unemployed women participating in ALMP measures in the total number of unemployed persons participating in the measures (%)	55.5 (2019)	57.3	59.77	
Share of women placed from the NES register in the total number of women on the NES register (%)	45 (2019)	51	20.91	
Effect of financial measures on the employment of women (%)	51.2 (2019)	53	46.89	
Share of women who have started their own businesses after receiving self-employment subsidy in the total number of persons who received the subsidy (%)	49.8 (2019)	52	51.60	

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, in progress, completed)	Realization of funds (spent financial resources in 000 RSD in 2024)	Explanation of progress (Activities implemented in 2024)	Reasons for deviation and measures taken	Future steps for implementation
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2.4.1. Involvement of unemployed women facing multiple factors of hard-to-employ employability in ALMP measures	2026	NES	Completed	<p>Within the total funds spent for implementation of ALMP measures</p> <p>FP Program 0803 (PA 0006) 5,690,532 (PA 0008) 752,448</p> <p>Budget RS Program 0803 (PA 0005) 388,081 (PA 7084) 195,263</p>	<p>The financial ALMP measures included 507 women facing multiple barriers to employment (such as single parents, victims of domestic violence, victims of human trafficking, spouses in households where both partners are unemployed, refugees and internally displaced persons, returnees under the Readmission Agreement, youth in residential care, foster and guardian families, parents of children with developmental disabilities, and former offenders), specifically:</p> <ul style="list-style-type: none"> <li>- Professional practice: 26 women</li> <li>- Internship for young people with higher education: 4 women</li> <li>- Internship for young people with secondary education: 4 women</li> <li>- Acquisition of practical knowledge: 11 women</li> <li>- Training at the employer's request: 10 women</li> <li>- Labor market training: 65 women</li> <li>- FPAE: 88 women</li> <li>- "My First Salary" program: 57 women</li> <li>- Self-employment subsidy: 179 women</li> <li>- Subsidy for employment of unemployed persons from hard-to-employ categories: 44 women</li> <li>- Wage subsidy for PWDs without work experience: 9 women</li> <li>- Work activation of PWDs: 2 women</li> <li>- Public works involving PWDs: 4 women</li> <li>- Reimbursement of reasonable costs for workplace adaptation: 2 women</li> <li>- Reimbursement of wage costs for a person providing professional support in the workplace – work assistance: 2 women.</li> </ul> <p>An additional 3 women were included in the internship program 'Talents in the Public Sector'.<sup>5</sup></p> <p>An additional number of women were included in ALMP measures under the IPA 2020 project – Implementation of innovative active employment measures and approaches to increase the integration of long-term unemployed youth, women, persons with disabilities, and hard-to-employ groups in the labor market.</p> <p>In addition, 2,682 women were included in non-financial ALMP measures implemented by NES staff.</p>	/	The activity is carried out on an annual basis.
2.4.2. Implementation of measures aimed at activation, employment and self-employment of women in	2026	NES	Completed	/	<p>With the aim of activating and improving the position of women in the labor market, priority for inclusion in the measures — subsidies for the employment of unemployed persons from hard-to-employ categories and subsidies for self-employment — is given to women, especially those from less developed and devastated areas.</p>	/	The activity is carried out on an annual basis.

<sup>5</sup> The program is implemented based on a Government Conclusion and entails that recipients of scholarships from the Fund for Young Talents, upon completion of undergraduate and master's academic studies at higher education institutions founded by the RS, and upon registering as unemployed, are given the opportunity to undertake a professional internship with a public sector employer for a duration of 3 months (with the possibility of extension up to six months, so that the program may last a maximum of nine months). Young people included in this program do not establish an employment relationship, but they are provided with a monthly financial compensation.

underdeveloped and devastated areas							
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.)	2026	NES	Ongoing	/	Within the IPA 2020 Direct Grant to NES, support for parents involved in ALMP measures was piloted — a financial allowance for childcare. A concept of an individualized service was developed for the long-term unemployed included in ALMP measures, aimed at maintaining employment.	/	Piloting the concept of individualized service in 2025 with the support of the project Education to Employment – E2E'.

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

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

Indicator title	Baseline value and year	Target for 2024	Realized value in 2024	Note
Share of unemployed youth participating in ALMP measures in the total number of youth on the NES register (%)	18.8 (2022)	19	21.31	
Effect of financial measures on youth employment (%)	49 (2021)	51	43.88	
Youth Guarantee Program piloted (Yes/No)	No (2023)	Yes	Yes	
Youth employment promotion projects implemented within the youth policy (Number, per year)	62 (2023)	65	71	

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, ongoing, completed)	Realization of funds (spent financial resources in 000 RSD in 2024)	Explanation of progress (Activities implemented in 2024)	Reasons for deviation and measures taken	Future steps for implementation
2.5.1. Involvement of unemployed youth in ALMP measures	2026	NES	Completed	<p>Within the total funds spent for ALMP measures implementation</p> <p>FP Program 0803 (PA 0006) 5,690,532 (PA 0008) 752,448</p> <p>Budget RS Program 0803 (PA 0005) 388,081</p>	<p>A total of 12,451 young people (7,214 women) were included in the financial ALMP measures, as follows:</p> <ul style="list-style-type: none"> <li>- Professional practice: 1,488 individuals (1,033 women)</li> <li>- Internship for young people with higher education: 516 individuals (343 women)</li> <li>- Internship for young people with secondary education: 234 individuals (133 women)</li> <li>- Acquisition of practical knowledge: 118 individuals (61 women)</li> <li>- Training at the employer's request: 238 individuals (88 women)</li> <li>- Labor market training: 442 individuals (347 women)</li> <li>- FP AE: 318 individuals (177 women)</li> <li>- "My First Salary" Program: 7,185 individuals (4,206 women)</li> </ul>	/	The activity is carried out on an annual basis.

				(PA 7084) 195,263	<ul style="list-style-type: none"> <li>- Self-employment subsidies: 1,146 individuals (510 women)</li> <li>- Employment subsidies for hard-to-employ unemployed persons: 602 individuals (259 women)</li> <li>- Wage subsidies for PWDs without work experience: 80 PWDs (27 women)</li> <li>- Work activation of PWDs: 24 PWDs (10 women)</li> <li>- Public works involving PWDs: 30 individuals (11 women)</li> <li>- Reimbursement of reasonable costs for workplace adaptation: 12 PWDs (4 women)</li> <li>- Reimbursement of wage costs for persons providing professional support to PWDs in the workplace (workplace assistants): for 18 individuals (5 women)</li> </ul> <p>An additional 677 young people (505 women) were included in the internship program "Talents in the Public Sector."</p> <p>Based on a technical cooperation agreement with LSG/TA for the implementation of local planning documents in the field of employment, an additional 530 young people (306 women) were included in ALMP (Active Labour Market Policy) measures.</p> <p>An additional number of young people were included in ALMP measures under the IPA 2020 project – Implementation of Innovative Active Employment Measures and Approaches to Increase the Integration of Long-Term Unemployed Youth, Women, Persons with Disabilities, and Hard-to-Employ Groups into the Labour Market.</p> <p>In addition, 27,370 young people (14,509 women) were included in non-financial measures implemented by NES staff.</p>		
2.5.2. Piloting of the Youth Guarantee program according to the Youth Guarantee Implementation Plan 2023–2026 <sup>6</sup>	2026	MoLEVSA NES	Ongoing	<p>Within the total funds spent for implementation of ALMP measures FP Program 0803 (PA 0006) 5,690,532 (PA 0008) 752,448</p> <p>Budget RS Program 0803 (PA 4002) 73,410 (PA 7084) 233,308</p>	<p>The piloting of the Youth Guarantee Program began in January 2024 in the territory of three selected pilot branches of NES (Niš, Sremska Mitrovica, and Kruševac), covering 20 local self-governments (LSGs).</p> <p>A continuous information campaign is being implemented – the Youth Guarantee logo has been created, brochures have been designed, printed, and distributed, an informational video material has been prepared, an email address for communication has been opened: garancijazamlade@minrzs.gov.rs, and a website has been created: <a href="https://www.minrzs.gov.rs/sr/garancija-za-mlade">https://www.minrzs.gov.rs/sr/garancija-za-mlade</a>.</p> <p>With the support of the IPA 2020 project "Technical Assistance for the Implementation, Monitoring, and Evaluation of Employment Policy at the National and Local Levels and for Strengthening Capacity for Participation in the European Social Fund," analyses were prepared in the area of three pilot NES branches: Mapping of Childcare</p>	/	Continuation of piloting.

<sup>6</sup> The total funds allocated for piloting the Youth Guarantee program are provided in the Youth Guarantee Implementation Plan for the period 2023–2026 ("Official Gazette of the Republic of Serbia," No. 120/23), while under activity 2.5.2, only the amount within the budget of the Republic of Serbia from the section of the MoLEVSA and from the Financial Plan of the NES is shown.

					<p>Service Provision, Mapping of Relevant Actors in the Field of Employment, and Mapping of Mentoring Service Providers for Individuals Receiving Subsidies for Self-Employment.</p> <p>A Model for outreach to and activating NEET youth who are outside the system has been developed. Additional support was provided by the project "Education to Employment - E2E," which created a Training Program for outreach to and activating NEET youth based on the developed Model. Training was held for the CSOs selected to carry out the outreach activities, attended by workers from the CSOs and counselors from three pilot NES branches.</p> <p>A technical mission by ILO experts was carried out during which pilot branches of NES were visited in order to review the piloting process and provide support regarding challenges encountered in the field. A report with conclusions and recommendations for improving work processes, monitoring and reporting, etc., was prepared.</p> <p>A Virtual Job Fair "Youth Guarantee – New Opportunities and Prospects" was held, supported by GIZ, with the participation of 77 employers who announced 278 job openings for 1,223 positions to be filled.</p> <p>Public calls have been announced by NES for ALMP measures that are part of the Youth Guarantee offer, and public procurements have also been launched for services for which funds have been secured from the IPA 2020 Direct Grant NES.</p> <p>During 2024, a total of 8,706 young people (4,345 women) were included in the Youth Guarantee Program.<sup>7</sup>.</p>		
2.5.3. Support to the implementation of youth employment promotion projects within the youth policy	2026	MoTY	Completed	<p>Program 1302 (PA 0006) 122,100</p>	<p>Based on the announced public calls, the MTY supported the implementation of 71 projects to promote youth employment within youth policy, namely:</p> <ul style="list-style-type: none"> <li>- 57 projects to stimulate various forms of employment, self-employment, and entrepreneurship among young people,</li> <li>- 10 projects supporting youth employment,</li> <li>- 1 project in the youth sector approved by the European Commission through the Erasmus+ Program of the European Union and Cross-Border Cooperation Programs,</li> <li>- 3 projects to implement the goals of the Youth Strategy in the Republic of Serbia for the period 2023 to 2030 and the "Youth Are the Law" Program.</li> </ul>	/	The activity is carried out on an annual basis.
<b>Mepa 2.6: Improvement of labour market position of persons with disabilities</b>							
<b>Main institution: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS</b>							
Indicator title			Baseline value and year		Target for 2024	Realized value in 2024	Note

<sup>7</sup> Detailed information will be available in the Report on the Implementation of the Youth Guarantee Implementation Plan for the period 2023–2026 – for the years 2023 and 2024, which is currently being prepared.

Share of unemployed PWDs participating in ALMP measures in the total number of PWDs on the NES register (%)	19.2 (2022)	19.5	16.85	
Share of PWDs placed from the NES register in the total number of PWDs on the NES register (%)	32 (2019)	33	41.96	
Effect of financial measures on the employment of PWDs <sup>8</sup> (%)	47.4 (2022)	48	41.82	

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, ongoing, completed)	Realization of funds (spent financial resources in 000 RSD in 2024)	Explanation of progress (Activities implemented in 2024)	Reasons for deviation and measures taken	Future steps for implementation
2.6.1. Involvement of unemployed PWDs in ALMP measures	2026	NES	Completed	<p>Within the total funds spent for implementation of ALMP measures</p> <p>FP Program 0803 (PA 0006) 5,690,532 (PA 0008) 752,448</p> <p>Budget RS Program 0803 (PA 0005) 388,081 (PA 7084) 195,263</p>	<p>The financial measures of the ALMP include 1,772 persons with disabilities (948 women), as follows:</p> <ul style="list-style-type: none"> <li>- Professional practice: 14 persons (7 women),</li> <li>- Internship for young people with higher education: 2 persons,</li> <li>- Internship for unemployed with secondary education: 3 persons (1 woman),</li> <li>- Acquisition of practical skills: 7 persons (1 woman),</li> <li>- Labor market training: 131 persons (83 women),</li> <li>- Training at the employer's request for unemployed: 15 persons (6 women),</li> <li>- FPAE: 24 persons (12 women),</li> <li>- Program "My First Salary": 29 individuals (13 women)</li> <li>- Subsidy for self-employment: 73 individuals (38 women)</li> <li>- Subsidy for employment of unemployed persons from the harder-to-employ category: 378 individuals (213 women)</li> <li>- Wage subsidy for PWD without work experience: 643 individuals (353 women)</li> <li>- Public works engaging PWDs: 193 individuals (110 women)</li> <li>- Work activation of PWDs: 133 individuals (60 women)</li> <li>- Reimbursement of reasonable costs for workplace adaptation: 54 individuals (22 women)</li> <li>- Reimbursement of wage costs for a person engaged in providing professional support to PWDs at the workplace – job assistance: 73 individuals (29 women).</li> </ul> <p>Based on the technical cooperation agreement with LSG/TA on the implementation of local planning documents in the field of employment, an additional 100 PWDs (34 women) have been included in the ALMP measures.</p> <p>The additional number of PWDs was included in the ALMP measures within the IPA 2020 project – Implementation of innovative active employment measures and approaches to</p>	/	The activity is carried out on an annual basis.

<sup>8</sup> The indicator has been revised – *The effect of financial measures on the employment of PWDs* in terms of the initial value, baseline year, and target value for 2026, because the previous values were monitored only for measures for PWDs under special conditions.

					increase the integration of long-term unemployed youth, women, persons with disabilities, and harder-to-employ groups in the labor market. In addition, 5,221 persons with disabilities (2,494 women) have been included in the non-financial ALMP measures implemented by employees in NES.		
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	2024	NES	Ongoing	/	A Draft Employer's Manual has been prepared to facilitate understanding and easier identification of the needs of PWDs, their specificities related to the type of disability, as well as other aspects, with the aim of creating jobs and work tasks with appropriate adjustments.	/	The finalization of the Manual in 2025.
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	2026	NES	Ongoing	Budget RS Program 0803 (PA 0004) 704,939	A draft model for monitoring and supporting the employer and employee (including PWDs) within a certain period after employment, along with instructions for the work of employees in NES branches (activities of counselors with employers and service beneficiaries), as well as a request for application support. In 2024, the status of a company for professional rehabilitation and employment of persons with disabilities was held by 59 business companies with 1,478 employees, of whom 1,005 were PWDs. On average, 888 salaries for employees with disabilities were subsidized monthly. Also supported were 43 applications from companies for professional rehabilitation and employment of persons with disabilities for support in developing the competitiveness of companies by reimbursing costs of purchased and paid raw materials directly related to the companies' activities and approved programs for the implementation of measures and activities of professional rehabilitation. <sup>9</sup>	/	Finalization of the Model and its application in practice.
2.6.4. Ensuring availability of NES measures/services intended for PWDs	2026	NES	Ongoing	/	Accessibility of the NES website for blind and visually impaired persons has been ensured by using screen reading software that converts on-screen text into audio format.	/	/
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 Publicly Recognized Organizers of Adult	2026	MoLEVSA Ministry of Education	Not started	/	The work on the mentioned analysis has not started, but during the reporting period, MoLEVSA issued: - 2 decisions granting licenses for performing the activity of companies for professional rehabilitation and employment of persons with disabilities (MAB 023 LLC, Zrenjanin, and NRG LLC, Čačak), and - 3 decisions approving the implementation of measures and activities of professional rehabilitation for PWDs (for the implementation of a training program for paper and cardboard packaging machine operators, for the implementation of a training program for finishing sewn textile products, and for the implementation of a training	/	/

<sup>9</sup> The activities that were carried out and financed from the Budget of the RS – MoLEVSA have been presented.

Education Activities/PROAEA status					program for gluing components in the production of anatomical insoles for PWDs).		
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	2026	MoLEVSA	Not started	/	/	/	/

**Measure 2.7: Improvement of labour market position of the unemployed Roma**

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

Indicator title	Baseline value and year	Target for 2024	Realized value in 2024	Note
Share of unemployed Roma participating in ALMP measures in the total number of the Roma on the NES register (%)	8.7 (2022)	8.7	8.16	
Share of the Roma placed from the NES register in the total number of the Roma on the NES register (%)	21 (2019)	25	9.81	
Financial measures effect to Roma employment (%)	51.6 (2021)	52	58.48	

Activity title	Deadli ne -> New deadli ne	Responsible institution	Status (not started, ongoing, completed)	Realization of funds (spent financial resources in 000 RSD in 2024)	Explanation of progress (Activities implemented in 2024)	Reasons for deviation and measures taken	Future steps for implementation
2.7.1. Reaching and informing the Roma about the NES measures and services	2026	NES	Completed	/	Outreach and information activities for Roma men and women about NES measures and services are carried out through individual counseling with unemployed persons, participation of NES representatives in meetings, panel discussions, round tables, cooperation between NES and Roma civil society organizations, and through employment caravans.		The activity is carried out on an annual basis.
2.7.2. Involvement of Roma in the ALMP measures	2026	NES	Completed	Within the total funds spent for implementation of ALMP measures  FP Program 0803	A total of 1,985 persons of Roma nationality (1,045 women) were included in the financial ALMP measures, as follows: - Professional practice: 17 persons (9 women), - Internship for young people with higher education: 88 persons (61 women), - Internship for young people with secondary education: 51 persons (23 women),	/	The activity is carried out on an annual basis.

				(PA 0006) 5,690,532 (PA 0008) 752,448  Budget RS Program 0803 (PA 0005) 388,081 (PA 7084) 195,263	<ul style="list-style-type: none"> <li>- Acquisition of practical knowledge: 64 persons (33 women),</li> <li>- Training at the employer's request: 29 persons (17 women),</li> <li>- Labour market training: 18 persons (8 women),</li> <li>- FPAE: 690 persons (435 women),</li> <li>- "My First Salary" programme: 72 persons (39 women),</li> <li>- Self-employment subsidies: 483 persons (203 women),</li> <li>- Employment subsidies for unemployed persons from hard-to-employ categories: 462 persons (212 women),</li> <li>- Wage subsidies for PWDs without work experience: 5 persons (2 women),</li> <li>- Work activation of PWDs: 6 persons (3 women).</li> </ul> <p>Based on the technical cooperation agreement with LSG/TA for the implementation of local planning documents in the field of employment, an additional 167 persons of Roma nationality (72 women) were included in the ALMP measures.</p> <p>The additional number of Roma men and women were included in the ALMP measures within the IPA 2020 project – Implementation of Innovative Active Labour Market Measures and Approaches to Increase the Integration of Long-Term Unemployed Youth, Women, Persons with Disabilities, and Hard-to-Employ Groups into the Labour Market.</p> <p>In addition, 6,321 persons of Roma ethnicity (3,140 women) were included in non-financial ALMP measures implemented by NES staff.</p>		
2.7.3. Piloting of additional service provision to Roma included in the ALMP measures or employed through NES (individualized support, etc.)	2026	NES	Ongoing	/	<p>A draft model for monitoring and supporting employers and employees (including Roma men and women) during a specific period after employment, along with a manual for the work of NES branch staff (activities of counselors with employers and service beneficiaries).</p> <p>In the branches where the IPA 2020 Direct Grant to NES project (for youth and the long-term unemployed) is being implemented, a support service is available for individuals involved in ALMP measures – including a childcare allowance, as well as the possibility of providing external mentoring support to self-employment subsidy beneficiaries in the areas of marketing, sales, and accounting.</p>	/	Finalization of the Model and its application in practice.

### Objective 3: Improved institutional framework for employment policy

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

Indicator title	Baseline value and year	Target for 2024	Realized value in 2024	Note
Negotiating Chapter 19 – Social Policy and Employment	Moderate progress (2020)	Moderate progress	Limited progress	
Allocations for ALMP as a proportion of the GDP (%)	0.08 (2019)	0.13	0.1	

Measure 3.1: Improvement of legal framework							
Main institution: MINISTRY OF LABOUR, EMPLOYMENT, VETERAN AND SOCIAL AFFAIRS							
Indicator title		Baseline value and year		Target for 2024		Realized value in 2024	Note
Regulations in the area of labour and employment adopted (Number, per year)		0 (2020)		1		0	
Activity title	Deadline -> New deadline	Responsible institution	Status (not started, ongoing, completed)	Realization of funds (spent financial resources in 000 RSD in 2024)	Explanation of progress (Activities implemented in 2024)	Reasons for deviation and measures taken	Future steps for implementation
3.1.1. Improved legal framework in the field of employment	2025	MoLEVSA	Ongoing	/	<p>A Draft Rulebook on the spatial and technical conditions for the operation of employment agencies, the conditions for professional competence of employees, the program, content, and method of taking the exam for work in employment has been prepared.</p> <p>A Draft List of deficit occupations and a Consolidated list of deficit occupational groups have been prepared, with the support of GIZ.</p> <p>Work has continued on the Social Entrepreneurship Development Program.</p> <p>In order to further develop the NSCO, this area will be regulated by a special law – the Law on the National Standard Classification of Occupations.</p>	/	With the support of the project “Education to Employment – E2E,” experts have been selected to prepare the ex ante analysis and the Draft Law on NSCO by the end of 2025. Additionally, an expert has been engaged to, based on ex post and ex ante analyses of the Law on Employment and Unemployment Insurance and other materials, assess the need for amendments and supplements or the drafting of a new law, and to work on the Draft Law.
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	2026	MoLEVSA	Ongoing	/	A Working Group has been formed to draft the Proposal of the Social Protection Strategy for the period from 2025 to 2027.	/	Preparation and adoption of the document.
3.1.3. Development of regulations in the area of labour and labour relations with the aim of harmonisation with the	2026	MoLEVSA	Ongoing	/	The implementation of the technical support project IPA 2022 "Strengthening Social Dialogue in the Republic of Serbia," carried out by the ILO, has commenced. The project aims to contribute to the improvement of social dialogue by developing an effective and sustainable social	/	At the beginning of 2025, the implementation of the Twinning project IPA 2022, "Support for

<i>acquis communautaire</i> and international labour standards					dialogue framework through legislative changes and strengthening the capacities of public administration, national and local socio-economic councils, and social partners. In cooperation with social partners, activities will be carried out to help harmonize social dialogue regulations with ILO international standards and EU regulations, primarily focusing on the Law on Strikes, the Law on Peaceful Settlement of Labor Disputes, and the Law on the Socio-Economic Council, as well as provisions from the fundamental law regulating the establishment and operation of trade unions and the conclusion of collective agreements — the Labor Law. One of the planned project activities is also the preparation of an analysis of the compliance of the normative framework with international standards and proposals for further improvement.		improving working conditions and preparing the Republic of Serbia for participation in EURES" IPA 2022, began. This project relates to the alignment of the Labor Law and other regulations in the field of labor with the legal acquis of the EU.
3.1.4. Preparation of regulations governing the traineeship	2024	MoLEVSA	Ongoing	/	The Working Group for the Drafting of the Law on Work Practice has been formed.	/	
3.1.5. Improvement of the legal framework for professional rehabilitation and employment of persons with disabilities	2026	MoLEVSA	Ongoing	/	A Draft Strategy for Improving the Position of Persons with Disabilities in the Republic of Serbia for the period 2025-2030 and the accompanying Action Plan for the period from 2025 to 2027 has been prepared. A Draft of amendments and additions to the Rulebook on the detailed procedure, costs, and criteria for assessing work capacity and the possibilities of employment or retention of employment of persons with disabilities has been prepared.		The Strategy for Improving the Position of Persons with Disabilities in the Republic of Serbia for the period 2025-2030 and the accompanying Action Plan for the period from 2025 to 2027 were adopted at the Government session on January 16, 2025.

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

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

Indicator title	Baseline value and year	Target for 2024	Realized value in 2024	Note
Employees in the MoLEVSA organisational units dealing with employment policy (Number, per year)	11 (2019)	13	11	
Employment-relevant trainings in which employees from MoLEVSA organisational units responsible for labour and employment field participate (Number, per year)	3 (2020)	5	5	
NES employees involved in the employment-relevant trainings (Number, per year)	821 (2022)	500	857	
Number of jobseekers per employment counsellor/employment counsellor for PWD (Number, per year)	827 (2019)	600	600	

Activity title	Deadline -> New deadline	Responsible institution	Status (not started, ongoing, completed)	Realization of funds (spent financial resources in 000 RSD in 2024)	Explanation of progress (Activities implemented in 2024)	Reasons for deviation and measures taken	Future steps for implementation
3.2.1. Delivery of trainings and other activities for MoLEVSA employees responsible for labour and employment	2026	MoLEVSA	Completed	<p>Within the total funds spent</p> <p>Budget RS Program 0803 (PA 7084) 38,045*</p>	<p>Study visits to labor market institutions of the Slovak Republic, the Republic of Austria, and the Republic of Italy were conducted as part of the IPA 2020 project "Technical Assistance for the Implementation, Monitoring and Evaluation of Employment Policies at the National Level and for Strengthening Capacities for Participation in the European Social Fund."</p> <p>The study visit to the Republic of Austria was organized within the framework of the "YourJob II" project by Caritas Serbia, with the aim of examining the obstacles and challenges in youth employment in the RS and Bosnia and Herzegovina, as well as presenting solutions for overcoming them.</p> <p>Participation in TAIEX workshops 'Support for the Employment of Persons with Disabilities,' 'Outreach and Career Guidance in the Context of the Youth Guarantee in the Western Balkans,' and 'Work-Based Learning Models and Implementation at the Local and Regional Level in the Context of the Youth Guarantee.'</p> <p>Participation on the set of workshops and meetings in the context of the implementation of the Youth Guarantee program, organized by ILO and ETF.</p> <p>Participation at COP29, in a two-day session on the topic: "Call to Action for a Just Transition with Sustainable Enterprises by Strengthening the Implementation Process of NDC (Nationally Determined Contribution) – How to Integrate Climate Actions Targeting an Inclusive and Gender-Responsive Just Transition?", organized by ILO; at the conference "Just, Green, and Digital Transition in Education and Labor Market Policy," organized by the European Commission; and at the workshop "Climate Action, Green Jobs, and Just Transition," organized by ILO.</p> <p>Participation in the 26th and 27th meeting of the Steering Group of Priority Area 9 – Investing in People and Skills of the Danube Strategy, organized by the European Commission, as well as in the workshop "Digitalization of Public Employment Services and Labor Market Administration, with a Special Focus on the Youth Guarantee and the EURES Program."</p> <p>Participation in the conference "Information and Communication Technology Skills and Artificial Intelligence – the Most In-Demand Skills for Future Employment," within the project "Design Your Job" funded by Erasmus+ EU, and the conference "The Future of Work in the Western Balkans: Enhancing Employment Services for All," organized by the World Bank.</p>	/	The activity is carried out on an annual basis.

					<p>Participation in the conference "Quality Data and Good Cooperation – a Reliable Decision-Making System" and the workshop "Results of the Census Simulation Based on Administrative Data," organized by the SORS.</p> <p>The global GIZ program "Migration in the Context of Development" supported the participation of MoLEVSA representatives at the ILO Training Center in Turin on the topic: "Fair and Ethical Employment."</p> <p>Participation in the webinar "Classification of national regulations in accordance with European Union regulations," organized by MEI.</p> <p>Participation in the trainings 'NQF Tools in RS,' 'Presentation of the NQF and Procedures for Developing and Adopting Qualification Standards,' and in the workshop supporting user institutions in the preparation of new and revision of existing laws and by-laws related to the quality assurance system for the development and modernization of qualifications, organized by the Council for NQFS.</p>		
3.2.2. Delivery of trainings and other activities in the field of employment for NES employees	2026	NES	Completed	<p>Within the total funds spent</p> <p>Budget RS Program 0803 (PA 7084) 38,045*</p>	<p>Trainings and other employment-related activities (organized by NES or donors) included 951 employees of NES.</p>	/	The activity is carried out on an annual basis.
3.2.3. Strengthening of NES capacity for working with employers	2025	NES	Completed	<p>Within the total funds spent</p> <p>Budget RS Program 0803 (PA 7084) 38,045*</p>	<p>During 2024, 96 employees of NES participated in internally or externally organized training sessions related to working with employers, cooperation with employers, communication with service beneficiaries, and similar topics.</p>	/	<p>The Global Programme "Migration and Development Centres," implemented by GIZ, will support the implementation of a trainer training for delivering the course "The Road to a Successful Entrepreneur" in 2025.</p>
3.2.4. Delivery of trainings and other activities in the field of employment for employment agencies staff	2026	MoLEVSA	Not started	/			<p>As part of the IPA 2022 Twinning project "Support for Improving Working Conditions and Preparing the Republic of Serbia for Participation in EURES," the strengthening of the capacities of employment service providers for joining</p>

							the EURES network is expected.
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	2026	MoLEVSA	Ongoing	/	Based on the previously developed Model for outreach and activating NEET youth who are outside the system, and with the support of the “Education to Employment – E2E” project, a Training Program was prepared and a three-day training was organized for the CSO Educational Center from Kruševac (8 CSO staff members), which was selected to implement outreach activities in three NES branches piloting the Youth Guarantee. The training was also attended by 8 employment counselors from those NES branches.	/	In order to further improve and enrich knowledge, a one-day info session was held in January 2025 as a continuation of the training. It covered additional topics including youth rights at work and related to work, local social protection services, the offer of PROAEA in the Nišava, Rasina, and Srem districts, etc. Participants were also introduced to formats for data collection and reporting on the activities carried out within the Outreach Model.

\* The stated amount refers to the funds for which MoLEVSA has executed an accounting order for the booking of the IPA portion of the paid funds.