

# National employment action plan for the year 2017



Republic of Serbia  
Ministry of labour,  
employment,  
veteran and social affairs



SOCIAL INCLUSION AND  
POVERTY REDUCTION  
UNIT



# NATIONAL EMPLOYMENT ACTION PLAN FOR THE YEAR 2017

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## INTRODUCTION

Pursuant to the Law on Employment and Unemployment Insurance (Official Gazette of RS No 36/09, 88/10 and 38/15), the National Employment Action Plan constitutes the principal instrument of active employment policy implementation at the annual level.

The National Employment Action Plan for the year 2017 (hereinafter: NEAP), developed with the involvement of social partners, relevant ministries, institutions and other stakeholders, represents a consolidated overview of employment policy goals and priorities to be achieved through active labour market programmes and measures during 2017 so as to contribute to the full implementation of the strategic goal of employment policy by 2020 set by the National Employment Strategy 2011-2020 (Official Gazette of RS No 37/11) and to ensure consistency with sectoral policies and ongoing reform processes relevant to and having an impact on employment policy.

## I MACROECONOMIC FRAMEWORK

### 1. Macroeconomic trends

The positive recovery trends of economic activity, which had emerged in 2015, were intensified in the first quarter of 2016 through the continued reduction of internal and external imbalances and sound economic growth. The reforms carried out in the areas of construction and labour legislation, with strong fiscal adjustments, had a favourable impact on the investment climate. The domestic demand components (household consumption and investments) also continued to recover, as shown by investment activity indicators (equipment manufacturing, building permits issued, new loans to businesses, public infrastructure works etc.).

Thanks to the economic policies pursued, the GDP projections for 2016 were adjusted (acceleration of GDP growth to 2.5%, 0.7 percentage points above the projection of November 2015).

In March 2016, the total year-on-year industrial output growth stood at 8.8%. The highest contribution to growth was made by manufacturing industry, with its 5.9% growth rate, driven by food, tobacco, rubber and plastics industries. In addition, the growth trend continued in electric power generation and mining (16.6% each). In the first quarter of 2016, the total industrial output recorded a 10.5% growth.

In March 2016, the average net wage grew by 6.4% in nominal terms on a year-on-year basis, the highest growth rate recorded since December 2013. The average wage real growth rate is deflated by the consumer price index; thus, in March 2016, the average net wage recorded a 5.8% growth in real terms relative to the corresponding month of the preceding year. The real and nominal public sector wage decline during 2015 affected the decrease of the gap between the public and non-public sector average wages from about 9% in March 2015 to about 6% in the corresponding month of 2016.

Foreign trade in goods improved significantly in March 2016. The Republic of Serbia's total foreign trade in the first quarter amounted to about EUR 7.1 bn, which represented a year-on-year growth of about EUR 411.6 mil. (6.2%). The 8.3% year-on-year export growth was, for the most part, a result of the growth in electrical equipment, chemicals, chemical and tobacco product exports (growth rates of 47.7%, 37.2% and 128.7%, respectively). Road vehicles remained the most significant export item, with a 12.9% share in the total goods exports.

The country's balance of payments position improved significantly. The current account deficit was halved in the first quarter of 2016 and stood at 3.4% of the GDP (EUR 249.4 mil.). The service export and import structure is dominated

by transport, tourism, IT and other business services. A further reduction of the current account deficit is anticipated, with full coverage by foreign direct investments.

In the same period, the Republic of Serbia budget deficit stood at RSD 13.1 bn. The budget deficit according to the broader definition, where expenditures also include project loans, which are not part of the budget but belong to the Republic of Serbia level, stood at RSD 22.6 bn. In the period of January–April 2016, the capital expenditures financed by project loans were higher by RSD 6.1 bn relative to the corresponding period of the preceding year.

In April 2016, year-on-year inflation stood at 0.4% and remained below the lower end of the target inflation tolerance band ( $4\pm 1.5\%$ ). In May, the National Bank of Serbia (NBS) decided to keep the key policy rate at 4.25%.

## 2. Macroeconomic policy and structural reform framework<sup>1</sup>

In recent past, the Government initiated and adopted measures to stabilise public finances and the overall macroeconomic environment. Its credible fiscal consolidation programme was reaffirmed by the conclusion of a precautionary arrangement with the International Monetary Fund in early 2015. A strong turnaround in pursuing fiscal policy was made, with results exceeding expectations, already in the first year of programme implementation.

The consistent application of fiscal consolidation measures with the ambitious structural reform programme established macroeconomic stability. Economic activity is on a path of accelerated recovery, and the fiscal deficit has been sharply reduced. The country's better fiscal position lessened the need for borrowing and the costs of debt servicing. At the same time, the improvement of the business and investment climate enabled laying the foundations for reviving investment activity.

The main goals of the Government's economic and fiscal policy<sup>2</sup> in the following three-year period are the following:

- 1) to maintain macroeconomic stability;
- 2) to reverse further debt growth;
- 3) to continue implementing structural reforms, particularly with regard to public enterprises, and
- 4) to improve public sector efficiency.

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<sup>1</sup> Fiscal Strategy for 2016 with Projections for 2017 and 2018

<sup>2</sup> Economic Reform Programme 2016–2018.

In the following medium-term period, a responsible economic policy will continue to be pursued, with focus on creating a stable and predictable business environment. The reduction of unrestrained spending, bureaucracy and unnecessary state expenditures will ensure further increase in investment activity with a view to stimulating economic growth and employment, while maintaining the attained level of social protection. The fiscal policy and continued comprehensive economic reform play a key role in this process.

Special attention will be paid to further improvement of the business environment conducive to private sector development. The remaining economic reforms will be accelerated to improve the business environment, particularly by strengthening the rule of law and removing the already identified structural barriers to economic growth.

The good results achieved in 2015 have made it possible to slightly relax the fiscal policy without jeopardising the achievement of the goal relating to the deceleration of public debt growth and its gradual reduction from 2017 onwards. The fiscal policy priorities will be: further strengthening of taxpayer compliance, increased tax collection efficiency, and fight against informal economy. The aim is to put in place a stimulating tax policy that encourages economic activity and hiring, but has zero tolerance for non-compliance, crime and corruption through reformed institutions of the system. The improvement of overall conditions for doing business, the level playing field, and the reduction of the overall fiscal deficit will thus be achieved simultaneously.



## II LABOUR MARKET SITUATION AND DEVELOPMENTS

### 1. Labour market trends

Developments are monitored and the total labour force in the Republic of Serbia assessed on the basis of the Labour Force Survey (LFS) data of the Statistical Office of the Republic of Serbia (SORS). Based on the results of the biannual and quarterly surveys conducted, the SORS publishes annual LFS reports with average data for the preceding year. In addition, in May 2016, the SORS revised the data for 2014 and 2015. The most recent available data pertain to the first quarter of 2016.

The LFS data give rise to the conclusion that labour market indicators have recorded an improvement.

**Table 1. Labour market trends, population aged 15-64**

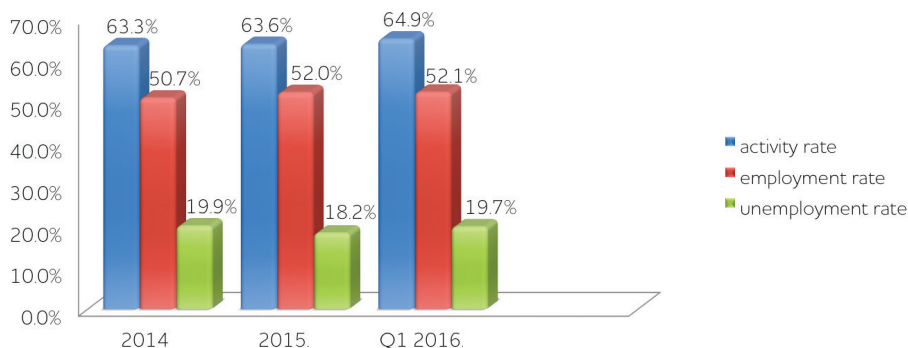
Year	Working-age population 15-64			
	Total	Active	Employed	Unemployed
<b>2014</b>	4.823.399	3.053.076	2.445.710	607.365
<b>2015</b>	4.752.842	3.021.659	2.470.754	550.905
<b>Q1 2016</b>	4.701.370	3.049.689	2.448.364	601.325

Source: LFS, SORS

In 2015, the number of employed working-age people (15-64) totalled about 2,470,754, which constituted an increase by about 25,000 people relative to 2014. A decrease in employment by about 22,000 people was recorded in the first quarter of 2016; however, it should be noted that, at the same time, the working-age population decreased, while the active population increased.

In 2015, the number of unemployed working-age people (15-64) totalled about 550,905, which constituted a decrease by about 56,500 people relative to 2014, while an increase in the number of the unemployed by about 51,000 people was recorded in the first quarter of 2016.

**Figure 1. Labour market trends, population aged 15-64**



Source: LFS, SORS

The working-age (15-64) **activity rate** stood at **63.6%** in 2015, having increased by 0.3 percentage points relative to 2014. In the first quarter of 2016, it stood at **64.9%**.

Having increased by 1.3 percentage points relative to 2014, the working-age (15-64) **employment rate** stood at **52.0%** in 2015, and **52.1%** in the first quarter of 2016.

The working-age (15-64) **unemployment rate** stood at **18.2%** in 2015, which was 1.7 percentage points lower compared to 2014, while in the first quarter of 2016 it grew by 1.5 percentage points and reached **19.7%**.

## 2. Regional aspect of labour market indicators

A comparison of the data for 2014 and 2015 reveals that the working-age **unemployment rate** decreased by 3.4 percentage points in the Vojvodina Region, 3.6 percentage points in the Southern and Eastern Serbia Region, and 1.4 percentage points in the Šumadija and Western Serbia Region. The unemployment rate increased by 1.5 percentage points in the Belgrade Region. In 2015, unemployment rate below the national level was recorded in the Vojvodina Region (16.9%) and the Šumadija and Western Serbia Region (17.8%).

In the first quarter of 2016, the Southern and Eastern Serbia Region had the highest unemployment rate, at 21.4%.

Table 2. Development of the key labour market indicators by regions

Age bracket 15-64	Belgrade Region	Vojvodina Region	Šumadija and Western Serbia Region	Southern and Eastern Serbia Region	Kosovo and Metohija Region
<b>2014</b>					
Activity rate	63.9%	63.3%	64.3%	61.2%	...
Employment rate	52.8%	50.5%	52.0%	47.0%	...
Unemployment rate	17.4%	20.3%	19.2%	23.3%	...
<b>2015</b>					
Activity rate	65.4%	62.3%	64.5%	61.9%	...
Employment rate	53.0%	51.7%	53.0%	49.7%	...
Unemployment rate	18.9%	16.9%	17.8%	19.7%	...
Inactivity rate	34.6%	37.7%	35.5%	38.1%	...
<b>Q1 2016</b>					
Activity rate	67.6%	63.7%	64.7%	63.5%	
Employment rate	53.6%	51.2%	53.2%	50.0%	
Unemployment rate	20.7%	19.5%	17.8%	21.4%	
Inactivity rate	32.4%	36.3%	35.3%	36.5%	

Source: LFS, SORS

In 2015, the **employment rate** increased in all regions, with the highest increase recorded in the Southern and Eastern Serbia Region – 2.7 percentage points, from 47% (2014) to 49.7%. In the first quarter of 2016, the lowest employment rate – 50.0% – was recorded in the Southern and Eastern Serbia Region.

In 2015, activity rate above the national level was recorded in the Belgrade Region (65.4%) and the Šumadija and Western Serbia Region (64.5%), and in the first quarter of 2016 – in the Belgrade Region.

### 3. Women's status in the labour market

In the Republic of Serbia, women's unemployment is more pronounced than that of men. Disparities in women's and men's activity and employment rates still persist.

**Table 3. Key labour market indicators broken down by sex, for working-age population**

Age bracket 15-64	2014	2015	Q1 2016
<b>Females</b>			
Activity rate, %	55.3	55.6	57.3
Employment rate, %	43.7	44.9	45.7
Unemployment rate, %	21.0	19.3	20.2
<b>Males</b>			
Activity rate, %	71.3	71.6	72.5
Employment rate, %	57.7	59.1	58.4
Unemployment rate, %	19.1	17.4	19.3

Source: LFS, SORS

Women's **activity rate** slightly increased in 2015 compared to 2014 (by 0.3 percentage points). In the first quarter of 2016, it stood at **57.3%**.

At 44.9%, **women's employment rate** was still significantly below men's (59.1%), i.e. the gap between men's and women's employment rates (15-64) stood at 14.2 percentage points in 2015.

Between 2014 and 2015, women's employment rate recorded an increase by 1.2 percentage points (from 43.7% to 44.9%). In the first quarter of 2016, women's employment rate stood at **45.7%**.

In 2015, women's **unemployment rate** was 19.3%, and men's – 17.4%, with a gap of 1.9 percentage points.

Between 2014 and 2015, women's unemployment rate decreased by 1.7 percentage points (from 21.0% to 19.3%). In the first quarter of 2016, women's unemployment rate stood at **20.2%**.

A comparison of the gaps in indicator values for women and men in 2014 and 2015 gives rise to the conclusion that no major changes occurred.

#### 4. Age structure of the unemployed

Broken down by age, the two youngest groups (15-24 and 25-34) accounted for half of the unemployed population, i.e. 280,063 people (50.8%) in 2015.

**Table 4. Age structure of the unemployed, for working-age population**

Age bracket	2014	2015	Q1 2016
15-24	108.806	98.343	98.306
25-34	198.383	181.720	188.457
35-44	134.561	123.431	147.330
45-54	108.073	94.660	106.194
55-64	57.542	52.752	61.039
<b>Total 15-64</b>	<b>607.365</b>	<b>550.906</b>	<b>601.325</b>

Source: LFS, SORS

#### 5. Status of youth (15-24) in the labour market

The status of youth in the labour market remains less favourable compared to other age groups.

The youth **activity rate** is very low; in 2015, it stood at **29.2%**, which constituted an increase by 0.7 percentage points relative to 2014 (28.5%). In the first quarter of 2016, it stood at **29.1%**.

The youth **employment rate** is also very low; in 2015, it amounted to 16.6%, having increased by 1.7 percentage points relative to 2014 (14.9%). In the first quarter of 2016, it stood at **16.2%**.

**Table 5. Key labour market indicators for youth (15-24)**

Age bracket 15-24	2014	2015	Q1 2016
Activity rate, %	28.5	29.2	<b>29.1</b>
Employment rate, %	14.9	16.6	<b>16.2</b>
Unemployment rate, %	47.5	<b>43.2</b>	<b>44.2</b>
Inactivity rate, %	71.5	70.8	<b>70.9</b>

Source: LFS, SORS

In 2015, youth **unemployment rate** stood at 43.2%, which was considerably above the overall figure (18.2% for the population aged 15-64); however, relative to 2014, it was lower by 4.3 percentage points. In the first quarter of 2016, the youth unemployment rate stood at 44.2%.

In 2015, out of 779,963 youth, 552,117 were inactive, 98,343 were unemployed, while 129,502 were employed. The share of the unemployed in the total youth population stood at about 12.6%, while the ratio of the youth unemployment rate to the working-age unemployment rate was 2.4:1.

**Table 6. Key labour market indicators for youth (15-30)**

Age bracket 15-30	2014	2015	Q1 2016
Activity rate, %	48.4	48.5	<b>49.4</b>
Employment rate, %	31.2	32.4	<b>32.5</b>
Unemployment rate, %	35.6	33.3	<b>34.2</b>
Inactivity rate, %	51.6	51.5	<b>50.6</b>

Source: SORS

Labour market indicators have substantially more favourable values for the 15-30 age bracket compared to the 15-24 age bracket, in particular with regard to the 2015 employment rate (32.4% for 15-30, compared to 16.6% for 15-24).

**Table 7. NEET rate of youth in the labour market**

Age bracket 15-24	2014	2015	Q1 2016
Total youth	804.388	779.963	763.794
Youth not in employment, education or training	164.448	155.461	144.852
<b>NEET rate</b>	<b>20.4%</b>	<b>19.9%</b>	<b>19.0%</b>

Source: LFS, SORS

According to the revised data for 2015, 155,461 youth were not in employment, education or training. The **NEET rate** (youth not in employment, education or training as a proportion of the total youth population) stood at 19.9%, which was 0.5 percentage points lower compared to 2014. In the first quarter of 2016, it stood at **19.0%**.

## 6. Status of the elderly (55-64) in the labour market

In 2015, the elderly **unemployment rate** amounted to 11.5%, which constituted a decrease by 0.9 percentage points relative to 2014 (12.4%).

This group's **employment rate** grew by 0.6 percentage points, from 36.7% in 2014 to 37.3% in 2015.

Its **activity rate** stood at 42.1% in 2015, showing a slight increase between 2014 and 2015.

**Table 8. Key labour market indicators for the elderly (55-64)**

Age bracket 55-64	2014	2015	Q1 2016
Activity rate, %	41.9	42.1	44.8
Employment rate, %	36.7	37.3	39.2
Unemployment rate, %	12.4	11.5	12.7
Inactivity rate, %	58.1	57.9	55.2

Source: Calculations based on LFS data, SORS

## 7. Long-term unemployment

The **long-term unemployment rate** is the percentage of the unemployed seeking a job for one year or longer in the total active population aged 15+.

In 2015, the long-term unemployment rate decreased compared to 2014, from 12.8% to 11.3%. In the first quarter of 2016, the long-term unemployment rate stood at 12.2%.

**Table 9. Long-term unemployment, population aged 15+**

Age group 15+	2014	2015	Q1 2016
Total unemployed aged 15+	608.178	551.911	602.157
Share of long-term unemployment	<b>66.9%</b>	<b>64.0%</b>	<b>64.3%</b>
Long-term unemployment rate	<b>12.8%</b>	<b>11.3%</b>	<b>12.2%</b>

Source: LFS, SORS

## 8. Informal employment

The **informal employment rate** is the proportion of people working without a formal employment contract in the total number of the employed. In 2015, the informal employment rate stood at **20.4%**, which constituted a decrease by 0.8 percentage points relative to 2014, when its value was 21.2%.

**Table 10. Informal unemployment rate, population aged 15+**

Age group 15+	2014	2015	Q1 2016
Informal employment rate, %	21.2	20.4	20.3
Males	20.4	19.6	19.0
Females	22.3	21.3	22.0

Source: LFS, SORS

In the first quarter of 2016, **the informal employment rate** (population aged 15+) stood at **20.3%**, while the informal employment rate excluding agriculture was 8.5%.

## 9. Registered unemployment

At the end of 2015, **724,096** people were on the unemployment register of the National Employment Service (NES), or 17,810 fewer compared to the end of 2014.

Broken down by educational attainment level, the most numerous were the unemployed with educational attainment level IV, followed by those with levels I and III.

**Table 11. The unemployed on the NES register**

Year	Total number of the unemployed	Total number of unemployed women	Number of unemployed youth aged 15-30	Number of the unemployed aged 50+
2014	741.906	379.066	196.260	193.052
2015	724.096	371.973	183.602	198.441
2016	720.718	369.945	175.764	203.681

Source: National Employment Service

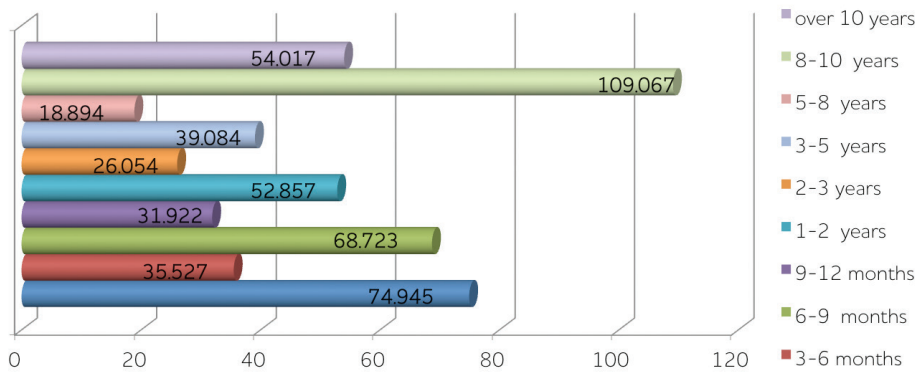


As many as 507,074 were in the group of long-term unemployed. The number of people without education or with incomplete primary education was also significant – 52,697.

At the end of December 2015, out of the total number of people on the unemployment register, 66.92% or 484,566 people had been seeking a job for over 12 months (long-term unemployed), while the average length of unemployment spell of the people on the register was 3 years and 11 months.

At the end of May 2016, the long-term unemployed group included 539,126 people, or 74.8% of the total registered unemployment.

**Figure 2. The unemployed on the NES register broken down by length of unemployment spell**



Source: NES, Statistical Bulletin for May 2016

### III EMPLOYMENT POLICY PRIORITIES

In view of the labour market situation and developments, as well as the characteristics of registered unemployment, the **Economic Reform Programme 2016-2018 (ERP)**<sup>3</sup>, which represents the key document for planning and monitoring economic processes, under the area "**Employment and Labour Market**", foresees Priority Structural Reform 14: *Improving the effectiveness of active labour market policies with special emphasis on youth, redundant workers and the long-term unemployed*. This reform is focused on improving counselling methods and techniques in dealing with the unemployed, which is of paramount importance for the assessment of employability on a case-by-case basis in line with the characteristics of individuals (education level, work experience, additional sets of knowledge and skills, gender, etc.) and of the labour market, with a view to their involvement in those active labour market policies which would most contribute to their more competitive integration or reintegration in the labour market.

**The Employment and Social Reform Programme (ESRP)**<sup>4</sup> represents a strategic document and the key mechanism for dialogue on the Republic of Serbia's priorities in the area of employment and social policy in the pre-accession process.

On the basis of the labour market challenges identified, the following employment policy goals have been set:

- 1) prevent high increase in unemployment;
- 2) decrease the overall inactivity rate and increase the employment rate:
  - strengthen the role of employment policy;
  - increase access to the labour market for the Roma;
- 3) reduce labour market dualism;
- 4) improve the status of youth in the labour market.

On the basis of the National Employment Strategy 2011-2020 **performance assessment** for the first five years of its implementation, the results of the activities conducted, the projected macroeconomic developments and labour market trends, and in consultation with social partners and relevant institutions, employment policy development until 2020 should be focused on:

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<sup>3</sup> Adopted on 3 March 2016.

<sup>4</sup> Adopted on 31 May 2016.

1. support for job creation;
2. employability enhancement;
3. support for structural adjustment.

At the same time, it is essential to continuously implement activities aimed at further developing and strengthening social dialogue and sector cooperation, decentralising employment policy, enhancing youth employability and employment, providing support to redundant workers in the process of labour market reintegration and increasing women's participation in the labour market.

Support in this process has been provided by the International Labour Organization (ILO), the World Bank and the European Commission.

In the forthcoming period, the focus will be on **Council Decision (EU) 2015/1848 of 5 October 2015 on guidelines for the employment policies of the Member States for 2015**, which form part of the Europe 2020 integrated guidelines and concern the following:

1) boosting demand for labour, i.e. the creation of quality jobs, promotion of entrepreneurship and small and medium-sized enterprises, together with improving the overall economic environment, to alleviate barriers in the labour market and promote the inclusion of hard-to-employ groups;

2) enhancing labour supply, skills and competences and aligning education outcomes to labour market needs to facilitate effective school-to-work transition. Special attention should be given to people in the NEET group with a view to their activation and participation in the labour market;

3) enhancing the functioning of labour markets, along with strengthening social dialogue and fight against undeclared work;

4) fostering social inclusion, combating poverty and promoting equal opportunities for all in the labour market.

Also, in view of the **Council Recommendation of 15 February 2016 on the integration of the long-term unemployed into the labour market**, as well as the fact that long-term unemployment is one of the key barriers to the work and social integration of the unemployed and leads to their knowledge, skills and competences becoming outdated, it is essential to provide targeted support measures to the unemployed seeking work for over 12 months, while intensifying support to those seeking work for over 18 months.

Taking due account of the European employment policy guidelines and recommendations, stock and flow indicators of the Republic of Serbia's labour market, the ongoing reform processes and documents, as well as the results of the activities implemented to date and evaluation findings, the following employment policy priorities have been set for 2017:

- 1) Improving conditions on the labour market and advancement of the labour market institutions;
- 2) Stimulating employment and participation of the hard-to-employ persons on the labour market and support to the regional and local employment policy;
- 3) Improving the quality of the labour force and investing into the human capital..

## **IV ACTIVE LABOUR MARKET PROGRAMMES AND MEASURES**

The active labour market programmes and measures specified in this Action Plan, which will be implemented in 2017 by the NES, derive from and comply with the Law on Employment and Unemployment Insurance, Law on Professional Rehabilitation and Employment of Persons with Disabilities, and the rules on state aid control. The selection of individuals from the NES register to be included in active labour market measures is conducted in conformity with the Guidance on the Conditions for Including Unemployed Persons in Active Labour Market Measures (Official Gazette of RS No 97/09).

Specific active labour market programmes and measures to be implemented in 2017 aimed at stimulating employment include:

### **1. Jobmatching services for job seekers**

Matching supply and demand in the labour market through the provision of services to employers and job seekers - supporting persons in the process of active job search in accordance with agreed individual employment action plans (counselling oriented towards the selection of suitable jobs, development of active job seeking skills through active job search training and job clubs); establishing contacts with employers and their registered vacancies, job seeker selection and referral to employer in order to conclude employment contract or other forms of work engagement, organisation of employment fairs and similar.

### **2. Vocational guidance and career planning counselling**

Provision of relevant information and counselling regarding career development opportunities; psychological assessment for employment, involvement in programmes of further education and training and entrepreneurship programmes; self-efficiency training; workshop for overcoming stress due to job loss, workshop for psychological support to career planning (for potential redundant workers), organisation of vocational guidance fairs, participation in other career planning events and similar.

### **3. Subsidies for the employment of unemployed persons from the hard-to-employ category**

Employers from the private sector, especially small and medium-sized enterprises, can receive subsidy for the employment of unemployed persons from the hard-to-employ category on newly created jobs. The subsidy is disbursed as a lump-sum to employers, but the final beneficiary of the subsidy is the unemployed person who is being employed through this measure.

Unemployed persons from the category of hard-to-employ, to whom this subsidy is applied, are the following:

- 1) youth up to 30 years of age - with no/low qualifications, or youth in an unemployment spell longer than 12 months;
- 2) persons over 50 years of age
- 3) redundant workers;
- 4) the Roma;
- 5) persons with disabilities;
- 6) working able beneficiaries of social assistance;
- 7) youth up to 30 years of age with the status of children of fallen soldiers;
- 8) youth up to 30 years of age that have/had the status of children without parental care;
- 9) victims of human trafficking and
- 10) victims of domestic violence.

The subsidy for the employment of unemployed persons from the hard-to-employ category in 2017, according to local self-government units' development levels determined by a separate Government regulation, amounts to:

- 1) RSD 250,000 per beneficiary – for group four (development level below 60% of the national average) and for devastated areas (development level below 50% of the national average);
- 2) RSD 200,000 per beneficiary – for group three (ranging from 60% to 80% of the national average);
- 3) RSD 150,000 per beneficiary – for group two (ranging from 80% to 100% of the national average) and other local self-government units.

The above subsidy amounts are increased by 20% for persons with disabilities, working able beneficiaries of social assistance, youth up to 30 years of age with the status of children of fallen soldiers and youth up to 30 years of age that have/had the status of children without parental care. The increased amounts are:

- 1) RSD 300,000 per beneficiary – for group four (development level below 60% of the national average) and for devastated areas (development level below 50% of the national average);
- 2) RSD 240,000 per beneficiary – for group three (ranging from 60% to 80% of the national average);
- 3) RSD 180,000 per beneficiary – for group two (ranging from 80% to 100% of the national average) and other local self-government units.

#### **4. Self-employment support**

Self-employment support entails the provision of professional assistance, entrepreneurship training and self-employment subsidy. Financial self-employment support in 2017 is awarded in the form of subsidy, disbursed as a lump sum of RSD 180,000 per beneficiary.

The priority in awarding self-employment grants is given to:

- 1) youth up to 30 years of age, especially those with the status of children of fallen soldiers and who have/had the status of children without parental care;
- 2) redundant workers;
- 3) the Roma;
- 4) persons with disabilities;
- 5) women;
- 6) victims of human trafficking;
- 7) victims of domestic violence.

In the case of self-employment of persons with disabilities, the subsidy is awarded as a lump sum of RSD 220,000 per beneficiary for the establishment of a sole proprietorship, cooperative or other form of entrepreneurship, as well as for the establishment of a company, if the founder enters into an employment contract in it.

In the case of self-employment of redundant workers, the subsidy is awarded as a lump sum of RSD 200,000 per beneficiary for the establishment of a sole proprietorship, cooperative or other form of entrepreneurship, as well as for the establishment of a company, if the founder enters into an employment contract in it.

Where two or more redundant workers jointly establish a company in conformity with the law, if the founders enter into an employment contract in it, the subsidy is awarded as a lump sum of RSD 200,000 per beneficiary. Moreover, if evidence of combined spending of the awarded subsidy plus 20% of the amount

of the received severance pay is provided within three months, the beneficiaries can receive additional RSD 40,000 in accordance with the funds available in 2017 for this purpose.

Unemployment benefit recipients may choose to receive their unemployment benefit, exclusive of statutory social insurance contributions, as a lump-sum payment for self-employment purposes.

Professional assistance aiming at encouraging self-employment is provided to the unemployed through information and counselling services at the NES business centres and regional development agencies in the form of entrepreneurship trainings, while the support to the entrepreneurs in the first years of business activities is being implemented through the mentoring program and specialist trainings.

## **5. Further education and training**

Further education and training programmes are implemented in accordance with the Annual Further Education and Training Programme, determined by this Action Plan, with the aim of facilitating employment, i.e. acquiring additional knowledge and skills for the purpose of employment and self-employment of unemployed persons and redundant workers, through the process of theoretical and practical training.

## **6. Incentives for the employment of the unemployment benefit recipients**

An unemployed person who has received the unemployment benefit for at least three months from the moment his/her entitlement is recognised, and who enters into a permanent employment contract, receives a lump-sum payment of 30% of the total amount of the benefit (exclusive of statutory social insurance contributions) due for the remaining period of entitlement.

## **7. Public works**

Public works are organised with the aim of work engagement of hard-to-employ unemployed persons and unemployed in social need, in order to preserve and improve their working capabilities, as well as to achieve a certain social interest.

The groups listed below should account for at least 70% of the total number of unemployed persons included in a public works scheme (except for persons with disabilities, for whom special quotas apply):



- 1) working able beneficiaries of social assistance;
- 2) the Roma;
- 3) persons with no/low qualifications;
- 4) redundant workers;
- 5) youth up to 30 years of age with the status of children of fallen soldiers;
- 6) youth up to 30 years of age who have/had the status of children without parental care;
- 7) victims of human trafficking;
- 8) victims of domestic violence.

The specified proportion of the above groups of unemployed persons refers to the public works implemented independently by the NES through regular public calls.

An employer implementing a public works scheme concludes a work engagement contract with an unemployed person, in accordance with the labour legislation and the public call. Funds intended for organising public works are used for: payment of compensation for the work performed to the unemployed participating in public works, reimbursement of engaged persons' commuting costs, reimbursement of public works implementation costs and, where training is needed, reimbursement of training costs.

The amount of the funds earmarked for the organisation of public works is specified in the 2017 NES Work Programme, in accordance with the available funds and the planned coverage of persons, envisaged in the 2017 NES Performance Agreement.

Depending on the type and complexity of the activities foreseen under a public works scheme, training may be organised for the implementation of certain public works, using the employer's internal curriculum or the curriculum of an educational institution. Upon completion of training, participants receive certificates of competences acquired.

In 2017, public works will be organised in the field of social and humanitarian activities, maintenance and reconstruction of public infrastructure and preservation and protection of the environment and nature.

Public works may also be organised in the field of culture, provided that only persons with disabilities are engaged.

Autonomous province authorities, local self-government authorities, public institutions, public enterprises, companies, sole traders, cooperatives and associations are eligible for the procedure of organising public works.

## **8. Active labour market measures for persons with disabilities**

In addition to prioritised involvement in active labour market programmes and measures specified in this Action Plan, specific measures for encouraging employment of unemployed persons with disabilities are implemented in accordance with the Law on Professional Rehabilitation and Employment of Persons with Disabilities. These include:

**8.1. Wage subsidies for persons with disabilities without work experience** – An employer that concludes a permanent employment contract with a person with disability without work experience is entitled to a wage subsidy for this person during a 12 months period. The subsidy is awarded in the amount of up to 75% of the total cost of the wage including the statutory social insurance contributions, but the amount may not exceed the minimum wage stipulated under labour regulations.

**8.2. Support to persons with disabilities employed under special conditions, includes:**

– **workplace adaptation** (provision of technical and technological workplace conditions, working tools, space and equipment in accordance with the capabilities and needs of the employed person with disability), through reimbursement of reasonable costs of workplace adaptation to the employer;

– **professional support** to the newly employed person with disability (provision of work assistance in the induction process or workplace assistance), through reimbursement of wage costs for the person providing professional support to the employer..

## **9. National co-financing of active labour market programmes or measures envisaged under local employment action plans – LEAP (at the request of autonomous provinces or local self-government units)**

An autonomous province and/or a local self-government unit may submit an application to the ministry in charge for the employment affairs, by 31 January 2017 at the latest, through the NES, for co-financing of active labour market programmes or measures envisaged under LEAPs.

In 2017, co-financing will be approved for the following active labour market programmes or measures:

1. Public works scheme – public works may include unemployed persons from all hard-to-employ groups, in accordance with the local labour market situation and needs stipulated by LEAPs;
2. Professional practice programme – this programme may include unemployed persons regardless of their age, in accordance with the local labour market situation and needs stipulated by LEAPs;

3. Acquisition of practical knowledge programme for persons with no qualifications;

4. Self-employment subsidy – awarded for the establishment of a sole proprietorship, cooperative or other form of entrepreneurship, as well as for the establishment of a company, if the founder enters into an employment contract in it, in eligible economic activities specified in LEAPs in line with local economic development needs;

5. Subsidy for the employment of unemployed persons from the hard-to-employ category – may be awarded for hiring unemployed persons from one or more hard-to-employ category, notably: youth up to 30 years of age, persons over 50 years of age, redundant workers, the Roma, persons with disabilities, working able beneficiaries of social assistance, youth up to 30 years of age with the status of children of fallen soldiers, youth up to 30 years of age who have/had the status of children without parental care, victims of human trafficking and victims of domestic violence, as determined in accordance with the local labour market situation and needs and specified in LEAPs.

To be eligible to apply for national co-financing of active labour market programmes or measures, an autonomous province and/or local self-government unit is **required** to have:

- 1) an established local employment council;
- 2) an adopted LEAP;
- 3) the LEAP aligned with the NEAP and the provincial EAP;
- 4) more than one half of the funding required for the programme or measure in question provided. Exceptionally, in case of an underdeveloped local self-government unit, the minister responsible for employment affairs may, as per Article 60 of the Law on Employment and Unemployment Insurance (Official Gazette of RS, Nos 36/09, 88/10 and 38/15), approve the co-financing even when less than a half of the necessary funds is being provided.

**The criteria** for setting the amount that may be approved for co-financing of programmes or measures requested by local self-government units are:

- 1) local self-government unit's development level;
- 2) local self-government units classified in development level groups III and IV, especially devastated areas, as determined by a separate Government regulation;
- 3) established local council for the territory of several local self-government units and adopted joint employment action plan for the area of those local self-government units.

The criteria under points 2) and 3) are applied in cases when local self-government units request co-financing from the national budget that exceeds the available funds for a particular programme or measure, in which case the local self-governments units that fulfil these criteria are given precedence.

After the expiry of the request submission deadline, the NES verifies the fulfilment of eligibility requirements for co-financing of active labour market programmes or measures, prepares opinions on each individual LEAP (alignment with local economic development objectives and local labour market indicators) and, based on the criteria and the available national budget funds, gives the proposal for the co-financing of active labour market programmes or measures.

The NES submits the proposal to co-finance active labour market programmes or measures to the Ministry within 30 days from the expiration date for the request submission, on the basis of which the minister responsible for employment affairs takes a decision. The NES concludes agreements with the local self-government units named in the decision, regulating the modality of and procedure for implementing active labour market programmes or measures, as well as other issues of relevance to the implementation of the decision.

In line with local labour market needs, local self-government units may design new active labour market programmes or measures, include them in the LEAP and fund them entirely from the autonomous province and/or local self-government unit budgets. The NES provides professional and technical support to the implementation of active labour market programmes or measures that are funded entirely from the autonomous province and/or local government unit budgets.

## **10. Service packages for unemployed persons that have a priority for participation in active labour market measures**

The analysis of labour market trends indicates the necessity of intensifying the activities aimed at enhancing the position of hard-to-employ categories, most notably youth, elderly and redundant workers, persons with no/low qualifications, long-term unemployed and persons with disabilities. The enhancement of the employment of these hard-to-employ groups in 2017 entails the provision of the following service packages:

**10.1. Service package for redundant workers** - a service package is prepared for redundant workers, whose inflow into the unemployment register is expected in larger numbers as a result of both the finalisation of the restructuring process and the rightsizing of the public sector. The package comprises several steps, depending on whether the activities are undertaken before the termination of employment or after the persons are registered as unemployed.

The activities aimed at preventing unemployment, which are undertaken before potentially redundant workers register as unemployed, include:

- 1) organising meetings with the management of the enterprises that faces the surplus of workers, as well as with trade unions;
- 2) organising a general information meeting with potentially redundant workers in the employer's premises;
- 3) through a questionnaire, workers will indicate measures in which they are interested;
- 4) organising individual employment counselling for workers who declare that they want individual counselling sessions in the employer's premises.

Based on the filled-out questionnaire or the individual session with an employment counsellor, workers will be included in the following measures: job club (five-day programme specifically designed for redundant workers), workshop for psychological support to career planning (one-day programme specifically designed for potentially redundant workers), entrepreneurship development training and active job search training.

**After redundant workers register** as unemployed, the NES will prioritise their involvement in active labour market programmes and measures, notably:

- 1) conduct an employability assessment of the person in question;
- 2) determine an individual employment action plan and specify the measures that are the most suitable for activation and employability enhancement (workshop for overcoming stress due to job loss, acquisition of practical knowledge programme for redundant workers and long-term unemployed persons, and other measures);
- 3) organise a special informing session on the possibilities and advantages of investing severance pay into self-employment, pooling several persons' severance pay to increase the chances of employment and similar.

Furthermore, in order to prevent long-term unemployment and facilitate redundant workers' faster reintegration in the labour market, the NES will intensify its visits to employers, especially in local self-government units where the implementation of redundancy relief programmes is imminent, in order to collect employment needs data.

For the implementation of service package for redundant workers, the ministry responsible for employment affairs and the NES are receiving support from the World Bank.

**10.2. Service package for youth** - this package entails a set of steps to be undertaken by the NES for every young person registered as unemployed, in order to prevent the obsolescence of the competences (knowledge and skills)

relevant to their competitive performance in the labour market and drifting into long-term unemployment. It includes:

- 1) employability assessment;
- 2) determination of individual employment action plans and identification of measures that are the most suitable for youth activation and employability enhancement;
- 3) jobmatching or involvement in active labour market measures which can contribute to employment (vocational guidance and career counselling, professional practice programme, youth employment subsidy and support to youth entrepreneurship through self-employment subsidy, functional elementary education for adults programme and others).

**10.3. Service package for persons with no/low qualifications and long-term unemployed** - persons with no/low qualifications and the long-term unemployed are also prioritised (as a hard-to-employ group) for involvement in active labour market measures. Their package of services includes:

- 1) employability assessment;
- 2) determination of individual employment action plans and identification of measures that are the most suitable for activation and enhancement of employability of persons with no/low qualifications and the long-term unemployed;
- 3) involvement in active job search measures (self-efficiency training for long-term unemployed persons with qualifications and motivation-activation training for persons with no/low qualifications);
- 4) involvement in further education and training programmes (functional elementary education for adults programme, acquisition of practical knowledge for persons without vocational qualifications, acquisition of practical knowledge for redundant workers and long-term unemployed persons and others), public works and the like..

**10.4. Service package for persons with disabilities** - entails jobmatching and involvement of persons with disabilities in active labour market measures under mainstream conditions (whenever possible, as assessed by NES professionals) and under specifically tailored programmes, in accordance with persons with disabilities' needs, assessed professional capabilities, work capacities and the identified labour market needs.

The service package for persons with disabilities includes:

- assessment of professional capabilities, notably employability;
- determination of individual employment action plans and identification of measures that are the most suitable for activation and enhancement of employability of persons with disabilities;
- jobmatching or involvement in active labour market measures which can contribute to employability enhancement and employment.

## 11. Participation in project implementation

The ministry responsible for employment affairs participates in, or monitors the implementation of the following projects:

No.	Project	Implementation period	Funding source
1.	<p><b>“Competitiveness and Jobs”</b></p> <p>The project objective is to improve the effectiveness and coordination of selected public policies and programmes to alleviate and to eliminate obstacles to increasing competitiveness and employment. One of the project components envisages the reform of the labour market and the social protection system. The labour market reform is supported through the improvement of the NES jobmatching services (for both the unemployed and employers) and increase of effectiveness of active labour market measures, as well as through recommendations for incentives for formal employment of financial social assistance recipients.</p>	January 2016 – June 2019	World Bank
2.	<p><b>“Increasing the Effectiveness of Employment Policies towards Disadvantaged Groups”</b></p> <p>The project includes activities aimed at further expansion of the network of job clubs, career guidance and counselling centres and self-service workstations in the NES and local government units, as well as the inclusion of unemployed persons in training in response to labour market needs, while piloting a new measure – “employment caravans”. All measures are funded from a direct grant to the NES. The NES also uses technical assistance, with a view to capacity building for independent implementation of projects of this type in the future and, in the long term, for preparing for the European Social Fund..</p>	2014-2017	EUD, with co-funding from the national budget, IPA 2012 programming cycle, implemented by the NES



3.	<p><b>“Technical Assistance for Capacity Building in Employment Policy”</b></p> <p>The project aims at further development and improvement of the training system, i.e. training programmes in response to the labour market, in order to reduce the mismatch between supply and demand and increase the effectiveness of employment policy towards persons with disabilities. This programming cycle envisages the award of a <b>direct grant</b> to the NES for the implementation of active labour market measures, in particular: employment and self-employment subsidies, training at employer’s request and training in response to labour market needs.</p>	2016–2018	EUD, with co-funding from the national budget, IPA 2013 programming cycle, implemented by MoLEVSA and NES
4.	<p><b>“Mainstreaming Migration into National Development Strategies”</b></p> <p>The project objective is to support the beneficiary countries in the process of mainstreaming migration into national development planning documents, with continual monitoring and coordination. Pertinent activities include the analysis of the current situation and needs in the field of migration and development, support to institutions in the development of the expanded migration profile, support to national coordination mechanisms for migration management, support to the development of strategies that include migration linkages, exchange of experiences and good practices, improvement and strengthening of migrant service centres, development of administrative and technical EURES structures, development of new operational processes in jobmatching in line with EURES standards, as well as the improvement of the NES activities, services and operational processes targeting foreign and domestic employers interested in EURES and employment.</p>	February 2014 – January 2018	Swiss Agency for Development and Cooperation, International Organisation for Migration, in cooperation with the United Nations Development Programme

<p>5.</p>	<p><b>“Support to the Implementation of the Employment and Social Reform Programme in Serbia Focusing on the Youth Employment and Employability Policies”</b>                  The project is conceived to contribute to the increase of youth employment and employability, through the implementation of the Employment and Social Reform Programme, aimed at enhancing legislative framework development and implementation at the national and local levels.</p>	<p>Main phase of the project: October 2016 – October 2019</p>	<p>Government of the Swiss Confederation/ SDC SIPRU</p>
<p>6.</p>	<p><b>“Youth Employment Promotion”</b>                  The project aims to improve the conditions for better positioning of youth aged 15–35 years in the labour market, including by establishing and strengthening local youth employment initiatives. The project initiated the professional national dialogue for stimulating youth employment, which will feed the recommendations, experiences and knowledge gained during project implementation into the political dialogue within the German-Serbian initiative for sustainable growth and employment.</p>	<p>July 2015 – December 2017</p>	<p>Government of the Swiss Confederation/ SDC SIPRU</p>
<p>7.</p>	<p><b>“Employment and Social Affairs Platform (ESAP)”</b>                  The project objective is to contribute to policy improvement, institutional framework and outcomes, as well as to regional cooperation in the fields of employment, human capital and social policies in the Western Balkan economies.</p>	<p>2016-2018</p>	<p>Regional Cooperation Council (RCC)</p>

8.	<p><b>“Promoting Inclusive Labour Market Solutions in the Western Balkans”</b></p> <p>The project seeks to contribute to building more inclusive labour markets in the Western Balkan countries by promoting an integrated approach to employment and social policies. It will also strengthen the institutional capacities of public employment services and centres for social work in order to develop mechanisms to cover the groups at risk of exclusion with services, pilot and develop innovative programmes and strengthen regional cooperation.</p>	May 2016 – December 2017	UN agencies
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## **V EMPLOYMENT POLICY FINANCIAL FRAMEWORK AND FUNDING SOURCES**

Active employment policy is funded from the Republic of Serbia budget, autonomous province and local self-government budgets, donations, loans, as well as from unemployment insurance contributions and other sources.

For the implementation of the planned active labour market programmes and measures and the measures of professional rehabilitation of persons with disabilities by the National Employment Service in 2017, it is necessary to allocate at least RSD 2,800,000,000 from the Republic of Serbia budget, plus additional RSD 550,000,000 from the Budgetary Fund for Professional Rehabilitation and Promotion of Employment of Persons with Disabilities.

Additional funds can be provided from autonomous province or local self-government budgets, in the form of co-funding of local and regional employment action plans. Moreover, additional funds will be provided from the direct grant to the NES for the implementation of active labour market measures under the IPA 2012 and 2013 programming cycles.

The wage subsidies for persons with disabilities employed in enterprises for professional rehabilitation and employment of persons with disabilities, improvement of working conditions, enhancement of production programmes, introduction of standards, improvement of the quality of products and services provided, workplace adaptation and other requirements, for which RSD 700,000,000 need to be provided, will also be funded from the Budgetary Fund for Professional Rehabilitation and Promotion of Employment of Persons with Disabilities.

It should be noted that the amount of funds for NEAP implementation will be provided within the limit for 2017 set by the Ministry of Finance for the budget section pertaining to the Ministry of Labour, Employment, Veteran and Social Affairs.

**Plan for inclusion of unemployed persons in active labour market measures in 2017**

	ACTIVE LABOUR MARKET MEASURES	Number of persons participating in the measures (1)	Number of PWD participating in the measures (2)	Total number of persons participating in the measures (3) (1+2)	Number of those employed after participation in the measures (out of the total) (4):	
					Number employed	Effect
<b>1.</b>	<b>ACTIVE JOB SEARCH</b>	<b>104.590</b>	<b>4.350</b>	<b>108.940</b>	<b>22.841</b>	<b>21%</b>
1.1.	Active job search training	36.000	1.220	37.220	7.444	20%
1.2.	Self-efficiency training	3.040	80	3.120	312	10%
1.3.	Workshop for overcoming stress due to job loss	950	50	1.000	50	5%
1.4.	Job clubs	3.500	200	3.700	925	25%
1.5.	Employment fairs	50.200	2.500	52.700	10.540	20%
1.6.	Entrepreneurship development training	10.900	300	11.200	3.570	32%
<b>2.</b>	<b>FURTHER EDUCATION AND TRAINING</b>	<b>7.810</b>	<b>710</b>	<b>8.520</b>	<b>4.380</b>	<b>51%</b>
2.1.	Professional practice programme	4.500	40	4.540	1.998	44%
2.2.	Acquisition of practical knowledge for redundant workers and long-term unemployed	650	50	700	700	100%

## National employment action plan for the year 2017

2.2.	Acquisition of practical knowledge for persons with no vocational qualifications	150	20	170	170	100%
2.3.	Training in response to labour market needs for PWD	/	580	580	174	30%
2.4.	Training at employers request	1.000	20	1.020	1.020	100%
2.5.	Functional elementary education for adults programme**	1.500	/	1.500	315	21%
2.6.	Recognition of prior learning	10	/	10	3	30%
<b>3.</b>	<b>EMPLOYMENT SUBSIDIES</b>	<b>6.240</b>	<b>680</b>	<b>6.920</b>	<b>6.920</b>	<b>100%</b>
3.1.	Self-employment subsidy	3.450	120	3.570	3.570	100%
3.2.	Subsidies for the employment of unemployed persons from the hard-to-employ category	2.790	160	2.950	2.950	100%
3.3.	Wage subsidies for PWD without work experience	/	350	350	350	100%
3.4.	Support measures for PWD	/	50	50	50	100%
<b>4.</b>	<b>PUBLIC WORKS</b>	<b>5.000</b>	<b>1.850</b>	<b>6.850</b>	<b>6.850</b>	<b>100%</b>
	<b>TOTAL***</b>	<b>123.640</b>	<b>7.590</b>	<b>131.230</b>	<b>40.991</b>	<b>31%</b>

\*The effects of ALM measures on employment shows the number of beneficiaries who are employed after participating in the measure, as well as the persons currently participating in the measures that entail employment/work engagement (subsidies, public works, on-the-job training, support measures for persons with disabilities).

\*\*The effects of functional elementary education for adults refers to the number of participants who enrol the next cycles of the same programme or in other ALM measures (training, on-the-job training...), or who are employed after participating in the measure.

**\*\*\*Equal participation of unemployed men and women in ALM programmes and measures with a view to enhancing equal employment opportunities (women are expected to account for one half (65,615) of the total of 131,230 persons included in the measures, as well as for one half of the 40,991 persons who are employed after participating in the measures).**

The final number of unemployed persons to be included in active labour market programmes and measures, including the targeted effects of those measures, will be specified in the 2017 NES Performance Agreement, after the adoption of the Budget Law.

The implementation of the active labour market programmes and measures that entail entering into a permanent employment contract with an employer (financial support beneficiary) is monitored by the NES for at least one year after the date on which the employment contract with the employer is concluded.

## VI PRINCIPAL BODIES OF NEAP IMPLEMENTATION

The responsibility for implementation of active employment policy measures and other activities foreseen under the NEAP rests with the ministry responsible for employment affairs, the NES and other bodies, institutions and social partners.

The efficiency and effectiveness of the active employment policy programmes and measures stipulated in the NEAP as the responsibility of the NES are monitored through the Performance Agreement of the National Employment Service – a document concluded between the ministry responsible for employment affairs and the NES, in accordance with the Law on Employment and Unemployment Insurance. The agreement regulates in detail the tasks, obligations, targets and results for 2017, timeframes for the implementation of specific programmes and measures, responsibilities, reporting requirements and other aspects.

The principal role in monitoring, coordinating, managing NEAP implementation and reporting is played by the ministry responsible for employment affairs. Depending on the type and level of activity implementation, the ministry responsible for employment affairs will directly monitor the activities implemented at the national level for which it is responsible.

The key role in the process of implementation and reporting is played by the NES.



## VII HARD-TO-EMPLOY PERSONS CATEGORIES

As per the Law on Employment and Unemployment Insurance, hard-to-employ persons are defined as unemployed persons who have difficulties finding a job as a consequence of their medical condition, insufficient or inadequate education, social or demographic background, as well as due to regional or occupational mismatch of supply and demand in the labour market, or other objective circumstances. Certain active labour market programmes and measures promote the equality of these persons in the labour market.

In 2017, the status of hard-to-employ persons who will be prioritised for inclusion in active labour market measures is given to: youth up to 30 years of age, redundant workers, persons above 50 years of age, persons with no/low qualifications, persons with disabilities, the Roma, working able beneficiaries of social assistance, long-term unemployed persons (registered as unemployed for longer than 12 months, especially those unemployed for longer than 18 months), youth up to 30 years of age with the status of children of fallen soldiers, youth up to 30 years of age who have/had a status of children without parental care, victims of human trafficking and victims of domestic violence.

Furthermore, active labour market programmes and measures should also include other hard-to-employ persons from vulnerable groups, such as women, rural population, refugees and internally displaced persons, returnees under the Readmission Agreement, single parents, spouses from the families where both spouses are unemployed, parents of children with developmental disabilities and others, in a way that enables their integration in the labour market and improvement of life quality.

## VIII ANNUAL FURTHER EDUCATION AND TRAINING PROGRAMME

The Annual Further Education and Training Programme specifies the further education and training programmes and measures that will be implemented in 2017.

The implementation of the Annual Further Education and Training Programme entails the realisation of individual activities, i.e. programmes and measures for gaining new knowledge, skills and work experience, with a view to creating employment and self-employment opportunities.

The Annual Further Education and Training Programme is based on labour market needs analysis, i.e. identification of employers' needs for specific knowledge and skills required for concrete jobs, through contacts with employers. Based on the results of the needs analysis, further education and training will be provided in the occupational sectors in which a shortage of knowledge and skills has been identified.

The Annual Further Education and Training Programme is implemented by the NES through the following programmes and measures:

1.	<p><b>Professional practice programme – vocational training for unassisted work in a particular occupation for which</b> a person has received adequate formal education (qualifications), with a view to completing the internship period as a requirement for taking the professional examination, when this is prescribed by a law or a rulebook as a special precondition for unassisted work in a particular occupation.</p> <p>The programme is intended for unemployed persons up to 30 years of age, without occupation-specific work experience, who have at least secondary education. The programme does not entail entering into an employment contract.</p> <p>Unemployed persons with disabilities are eligible to participate in the internship programme regardless of their age.</p> <p>The programme is implemented in private-sector employers, although a maximum of 30% of planned programme beneficiaries may be engaged in the public sector, exclusively in the fields of health care, education and social protection.</p> <p>Exceptionally, in the territory of the Autonomous Province of Kosovo &amp; Metohija, the professional practice programme may be implemented with the employer belonging either to the public or to the private sector.</p> <p>Programme duration is specified by pertinent law or rulebook, but the NES finances it for a maximum period of 12 months.</p>
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2.	<p><b>Acquisition of practical knowledge programme for redundant workers and long-term unemployed persons</b> – comprises gaining practical knowledge and skills through performance of concrete tasks (in the same or new occupation), by entering into an employment contract with a private-sector employer.</p> <p>The programme is intended for persons with at least secondary education, regardless of age, qualifications and work experience, whose knowledge, skills and competences are inadequate and inapplicable for work in a particular job. Only unemployed persons belonging to the category of redundant workers, or persons whose unemployment spell is longer than 18 months are eligible for this programme.</p> <p>After concluding employment contracts with unemployed persons, an employer becomes entitled to reimbursement of the costs of hired persons' wages for a period of 6 months. Upon expiry of the training period, the employer is obliged to issue a certificate of practical knowledge and competences acquired to the trainee. The employer must retain the employee for at least another 6 months after the expiry of the programme.</p>
3.	<p><b>Acquisition of practical knowledge programme for persons without vocational qualifications</b> – comprises gaining practical knowledge and skills through performance of concrete tasks, by entering into an employment contract with a private-sector employer.</p> <p>The programme is intended for persons with incomplete secondary education, i.e. without vocational qualifications, and persons who completed functional elementary education for adults programme, regardless of age. After concluding temporary employment contracts with unemployed persons, an employer becomes entitled to reimbursement of the costs of hired persons' wages for a period of 3 months. The employer must retain the employee for at least another 3 months after the expiry of the programme.</p> <p>If an employer hires an unemployed person on a permanent contract at the beginning of the programme or before the expiry of the third month, or before the expiry of the programme, the employer is entitled to reimbursement of wage costs for another three months, i.e. for a total of 6 months. The employer must retain the employee for at least another 6 months after the funding expires.</p>
4.	<p><b>Short training</b> – gaining new competences (knowledge, skills, capabilities and attitudes) aimed at enhancing unemployed persons' competitiveness and employability, professional development and further learning, with the possibility of obtaining new occupational qualifications. The training is intended for hard-to-employ persons: persons with no qualifications or persons lacking specific knowledge and skills in demand in the labour market, i.e. needed by employers for specific jobs. The focus of the training is on practical adoption of know-how.</p>
4.1.	<p><b>Training in response to labour market needs for persons with disabilities</b> – gaining additional vocational, theoretical and practical knowledge and skills needed in the labour market and by employers, as well as the knowledge and skills needed by persons with disabilities to enhance their employability and be more competitive in the labour market</p>

4.2.	<b>Training at employer's request</b> – gaining additional knowledge and skills needed for a specific job, at the request of private-sector employers, as well as of enterprises for professional rehabilitation and employment of persons with disabilities that are operating with predominantly state capital, if there are no persons with the needed knowledge and skills on the NES unemployment register. Employers are obliged to hire the persons who complete the training on a permanent employment contract (although they may also employ them while the training is still ongoing, by submitting a request with a statement of reasons).
5.	<b>Functional elementary education for adults programme</b> – completion of primary education in conformity with the law, with the option to acquire competences for simple jobs. The programme is intended for unemployed persons without primary education.
6.	<b>Recognition of prior learning</b> – acquisition of qualifications – key or vocational competences in line with the defined standard, or a part of them, for a specific occupation. The programme is intended for unemployed persons with incomplete secondary education, i.e. without vocational qualifications, and entails funding the assessment of the knowledge, skills, attitudes and capabilities obtained through learning, life or work experience. The piloting of this concept will be supported through the IPA 2014 programming cycle.

The types of further education and training programmes and the coverage of persons by those programmes is decided by the NES, in line with the previously conducted labour market needs analysis.

The reimbursement of further education and training costs and the amounts of NES funding for the implementation of further education and training programmes, depending on programme type, is specified in the 2017 NES Work Programme, in accordance with the available funds and the planned coverage of persons, envisaged in the 2017 NES Performance Agreement.

## IX NEAP IMPLEMENTATION PRIORITIES, MEASURES AND ACTIVITIES

I. IMPROVE LABOUR MARKET CONDITIONS AND LABOUR MARKET INSTITUTIONS			
Measure/activity	Outcome/anticipated result	Lead implementing agency	Funding source
<b>1.1. Improve the strategic and legal framework in the field of labour and employment</b>	The identified further directions of employment policy development until 2020 proposed within the National Employment Strategy 2011-2020 Review (performance assessment) after the first five years of implementation applied in the NEAP development process. Legal provisions contributing to improving the regulatory framework in the field of labour prepared (draft laws on: temporary employment agencies, temporary work on seasonal jobs, strike, peaceful resolution of labour disputes, the Social and Economic Council). Legal provisions contributing to improving the labour market situation through social entrepreneurship development prepared.	MoLEVSA  <b>Participants/ partners</b> Line ministries Social partners партнери	RS budget
<b>1.2. Implement the Employment and Social Reform Programme</b>	Reform activities conducted in the area of employment and social policy.	MoLEVSA  <b>Participants/ partners</b> Line ministries Social partners Civil society organisations	RS budget Multi-beneficiary IPA 2015 UN agencies SDCCДЦ

<b>1.3. Implement the Economic Reform Programme 2016-2018</b>	Reform activities conducted in the area of employment and social policy.	MoLEVSA  <b>Participants/ partners</b> Line ministries Social partners Civil society organisations	RS budget Donations and international financial institutions World Bank
<b>1.4. Enhance the NES capacities</b>	The number of NES counsellors working directly with the unemployed active jobseekers increased through internal reorganisation of the NES. A NES staff training and professional development programme adopted and a professional competence verification system implemented.	NES	RS budget World Bank
<b>1.5. Improve the NES jobmatching service quality and efficiency</b>	An NES action plan to improve the quality of services provided to employers and the unemployed adopted and under implementation. NES staff training in working with employers organised. NES staff training in applying modern work methods organised, with emphasis on counselling methods and techniques for hard-to-employ clients, with special focus on profiling. Caseload management at the branch office level improved.	NES	RS budget World Bank

<p><b>1.6. Improve the career guidance and counselling service quality and efficiency</b></p>	<p>Human and material resources for career planning and career information provision secured at the NES. Resources for the implementation of active labour market measures secured in all NES branch offices, including newly-established vocational information and counselling centres. Local government youth offices' capacities strengthened. The number of career guidance and counselling service clients, especially youth, increased.</p>	<p>NES</p> <p><b>Participants/ partners</b> Youth offices Local governments</p>	<p>RS budget IPA 2012</p> <p>Local government budgets</p>
<p><b>1.7. Improve the capacities of employment agencies and develop different forms of cooperation between agencies and the NES</b></p>	<p>Agencies' capacities strengthened, especially capacities for vocational guidance, career counselling, record keeping tasks etc. Preparatory activities for joining the EURES network continued.</p>	<p>NES</p> <p><b>Participants/ partners</b> Employment agencies</p>	<p>RS budget Multi-beneficiary IPA 2015</p>
<p><b>1.8. Strengthen the capacities of local employment councils and promote dialogue and cooperation at the regional level</b></p>	<p>Local governments' partnerships and cooperation developed in order to encourage sharing good practices and coordination of local policies. Joint local employment councils formed by multiple local governments at the regional level. Development of standards and models for the involvement of the business and youth sectors, i.e. youth offices, in local employment councils in the capacity of permanent council members.</p>	<p>MoLEVSA NES</p> <p><b>Participants/ partners</b> Local governments Standing Conference of Towns and Municipalities (SCTM) MoYS Youth offices Social partners</p>	<p>RS budget Local government budgets SDC GIZ</p>

<p><b>1.9. Strengthen the capacities of enterprises for vocational rehabilitation and employment of persons with disabilities</b></p>	<p>Professional assistance provided and funds secured for improving working conditions and promoting the development of vocational rehabilitation entities.</p>	<p>MoLEVSA NES</p> <p><b>Participants/ partners</b> Enterprises for vocational rehabilitation and employment of PWD Association of PWD Enterprises of Serbia (APWDES)</p>	<p>RS budget Budget Fund for Vocational Rehabilitation and Promotion of Employment of PWD IPA 2013</p>
<p><b>1.10. Improve the active labour market measure (ALMM) evaluation methods</b></p>	<p>A revised methodology for active labour market policy monitoring and evaluation applied, in accordance with the Action Plan for ALMM Monitoring and Evaluation adopted by the NES. ALMM evaluations performed. Evaluation reports prepared for ALMMs at the local and national levels. Evaluation reports used in the employment policy-making process, especially in the NEAP development process.</p>	<p>MoLEVSA NES</p>	<p>RS budget World Bank</p>
<p><b>1.11. Conduct a survey to monitor labour market needs, forecast labour market developments and improve the planning procedures at the national and local levels</b></p>	<p>An employer survey on needs in terms of occupations, qualifications, knowledge and skills of the labour force they employ or intend to hire conducted at the NES branch office level. Forecast reports at the local and national levels prepared. Reports on labour market development forecasts used in the employment and education policy-making process, in the NEAP and LEAP development process and in NES branch office operational planning.</p>	<p>NES</p> <p><b>Participants/ partners</b> Employer associations</p>	<p>RS budget</p>



<p><b>1.12. Activate financial social assistance recipients fit for work</b></p>	<p>Cooperation between the NES, centres for social work, education institutions and youth offices established, and procedures for integrated service provision at the local level improved. Agreements on cooperation signed between NES branch offices and centres for social work.</p>	<p>MoLEVSA NES</p> <p><b>Participants/ partners</b> MoESTD MoYS Centres for social work Youth offices</p>	<p>RS budget World Bank UN agencies</p>
<p><b>II. PROMOTE THE EMPLOYMENT AND LABOUR MARKET INCLUSION OF THE HARD-TO-EMPLOY AND SUPPORT REGIONAL AND LOCAL EMPLOYMENT POLICIES</b></p>			
Measure/activity	Outcome/anticipated result	Responsible party	Funding source
<p><b>2.1. Improve jobmatching efficiency, with focus on hard-to-employ groups</b></p>	<p>Jobmatching performed in line with employer needs. Employers informed about available benefits and possibilities of hiring the hard-to-employ (youth up to the age of 30, people aged 50+, redundant workers, people with no/low qualifications, the long-term unemployed, the Roma, persons with disabilities, financial social assistance recipients fit for work, youth up to the age of 30 who are children of fallen soldiers, youth up to the age of 30 who are/were children without parental care, victims of trafficking in human beings and domestic violence victims).</p>	<p>NES</p>	<p>RS budget</p>

<b>2.2. Promote employment of the hard-to-employ by employment subsidies</b>	<p>People from hard-to-employ groups (youth up to the age of 30 with no/low qualifications, or youth seeking work for over 12 months, people aged 50+, redundant workers, the Roma, persons with disabilities, financial social assistance recipients fit for work, youth up to the age of 30 who are children of fallen soldiers, youth up to the age of 30 who are/were children without parental care, victims of trafficking in human beings and domestic violence victims) placed through the employment subsidies programme.</p>	<p>NES</p> <p><b>Participants/ partners</b> Local governments</p>	<p>RS budget IPA 2013 Local government budgets</p>
<b>2.3. Develop a mobility programme concept for the unemployed in seeking work, including seasonal jobs</b>	<p>New support measures proposed with a view to enhancing the mobility and employment of the hard-to-employ, especially in underdeveloped municipalities (on a pilot basis). New measures proposed for labour market activation of the unemployed through work on seasonal jobs.</p>	<p>MoLEVSA NES</p>	<p>RS budget IOM</p>
<b>2.4. Deliver the service package for redundant workers</b>	<p>Cooperation between the NES, local governments, employers with redundant workers and employers with job openings intensified with the aim of preventing the passivisation and long-term unemployment of redundant workers. Redundant workers covered by the service package and prioritised in inclusion in ALMMs.</p>	<p>NES</p> <p><b>Participants/ partners</b> Social partners Local governments</p>	<p>RS budget World Bank Local government budgets</p>

<p><b>2.5. Include the unemployed aged 50+ in active labour market measures</b></p>	<p>Increased number of the unemployed aged 50+ included in ALMMs and employed with a self-employment grant or an employment subsidy.</p>	<p>NES</p> <p><b>Participants/ partners</b> Local governments Social partners</p>	<p>RS budget IPA 2013</p> <p>Local government budgets</p>
<p><b>2.6. Deliver the service package for youth</b></p>	<p>Increased number of youth included in ALMMs (especially the internship programme) and increased placement of youth aged up to 30 with no/low skills or those seeking work for over 12 months, with an employment subsidy.</p>	<p>NES</p> <p><b>Participants/ partners</b> Local governments MoYS Youth offices Social partners Civil society organisations</p>	<p>RS budget</p> <p>Local government budgets IPA 2012 SDC</p>

<p><b>2.7. Promote and encourage entrepreneurship among youth</b></p>	<p>Increased number of youth, especially youth up to the age of 30 who are children of fallen soldiers and youth up to the age of 30 who are/were children without parental care, who are informed about the available self-employment support.</p> <p>Support provided to young entrepreneurs through specialist training, self-employment grants and mentoring programmes in the first year of operation.</p> <p>Mechanisms developed to provide financial support to youth in starting their own businesses, especially by funding start-ups, social and innovative entrepreneurship, as well as through different forms of pooling resources in rural areas.</p> <p>Affirmative measures developed for young women wishing to become entrepreneurs, especially in rural and underdeveloped areas.</p> <p>Different forms of joint endeavours by youth and students improved and supported.</p>	<p>NES MoYS</p> <p><b>Participants/ partners</b> MoE and DAS MoESTD Local governments Youth offices Civil society organisations</p>	<p>RS budget IPA 2013</p> <p>Local government budgets SDC</p>
<p><b>2.8. Deliver the service package for people with no/low qualifications and the long-term unemployed</b></p>	<p>People with no/low qualifications and the long-term unemployed included in further education and training programmes and other ALMMs.</p>	<p>MoLEVSA NES</p> <p><b>Participants/ partners</b> MoESTD Local governments</p>	<p>RS budget IPA 2013</p> <p>Local government budgets</p>

<p><b>2.9. Deliver the service package for persons with disabilities (PWD)</b></p>	<p>PWD included in ALMMs. Support provided and increased level of work and social integration of PWD who can be employed under special conditions.</p>	<p>MoLEVSA NES</p> <p><b>Participants/ partners</b> PWD associations</p>	<p>RS budget Budget Fund for Vocational Rehabilitation and Promotion of Employment of PWD IPA 2013</p>
<p><b>2.10. Provide support to PWD employed under special conditions</b></p>	<p>Increased number of workplaces modified for PWD employed under special conditions in the open market and funds provided to reimburse employers for reasonable costs of workplace modification. Professional support provided to newly employed PWD (work assistance in the induction process or workplace assistance) and funds provided to reimburse wage costs of the persons providing professional support.</p>	<p>MoLEVSA NES</p>	<p>Budget Fund for Vocational Rehabilitation and Promotion of Employment of PWD</p>
<p><b>2.11. Promote the employment of PWD with the available benefits</b></p>	<p>Employers informed about the available 12-month wage subsidies for PWD without work experience hired on an open-ended basis under the Law on Vocational Rehabilitation and Employment of Persons with Disabilities. Employers informed about the available benefits, i.e. partial remission of social insurance contributions and personal income tax for employed PWD under the Law on Statutory Social Insurance Contributions and the Law on Personal Income Tax.</p>	<p>MoLEVSA NES</p> <p><b>Participants/ partners</b> Tax Administration</p>	<p>RS budget Budget Fund for Vocational Rehabilitation and Promotion of Employment of PWD</p>

<p><b>2.12. Intensify activities aimed at increasing the motivation for labour market inclusion of Roma financial social assistance recipients fit for work</b></p>	<p>Increased number of the Roma actively seeking work. Increased number of the Roma included in ALM programmes and measures. Seminars and training events on entrepreneurship delivered to the unemployed Roma.</p>	<p>NES</p> <p><b>Participants/partners</b> Centres for social work Roma non-governmental</p>	<p>RS budget Donors</p>
<p><b>2.13. Promote the employment of unemployed women from vulnerable groups</b></p>	<p>Unemployed women from vulnerable groups included in ALMMs, specifically: single mothers, elderly women (aged 45+) who lost their jobs, young women (aged up to 30) without work experience, financial social assistance recipients, Roma women.</p>	<p>MoLEVSA NES</p> <p><b>Participants/partners</b> Social partners Civil society organisations</p>	<p>RS budget Donors</p>
<p><b>2.14. Promote women's entrepreneurship</b></p>	<p>Entrepreneurship training organised, self-employment grants awarded to women entrepreneurs and mentoring programmes delivered in the first year of operation</p>	<p>NES</p> <p><b>Participants/partners</b> MoE and DAS Social partners Civil society organisations</p>	<p>RS budget Donors</p>

<p><b>2.15. Intensify activities to reduce the scale of informal economy</b></p>	<p>Development of preventive measures to ensure that all employees and employers work in the formal economy (raising awareness of negative consequences of undeclared work, strengthening incentives, sharing experiences with countries in the region and applying the best possible solutions for efficient suppression of undeclared work, etc.). Implementation of the National Programme for Countering Shadow Economy. Operation of competent inspection services intensified. Cooperation among competent institutions improved.</p>	<p>MoLEVSA</p> <p><b>Participants/partners</b> MoF MoPALG RSPP Labour Inspectorate CRSSI NES Social partners</p>	<p>RS budget</p>
<p><b>2.16. Co-fund ALM programmes and measures foreseen by LEAPs from the Republic of Serbia budget.</b></p>	<p>National budget funds approved to autonomous provinces and/or local governments to co-fund ALM programmes and measures foreseen by LEAPs.</p>	<p>MoLEVSA NES</p> <p><b>Participants/partners</b> Autonomous province/ local government</p>	<p>RS budget</p> <p>Autonomous province/ local government budget</p>

III. ENHANCE LABOUR FORCE QUALITY AND INVEST IN HUMAN CAPITAL			
Measure/activity	Outcome/anticipated result	Responsible party	Funding source
<b>3.1. Promote and further develop career guidance and counselling</b>	<p>Programme implementation monitoring ensured in accordance with the methodology for youth career guidance and counselling in the secondary and higher education and in the labour market.</p> <p>Active involvement in the implementation of strategies pertaining to career guidance and counselling; protocols on cooperation in the implementation of specific activities signed.</p> <p>Career guidance and counselling teams formed in primary and secondary schools and higher education institutions.</p> <p>Vocational guidance fairs organised.</p> <p>Media campaigns to promote career guidance and counselling organised.</p> <p>A manual for secondary schools with guidelines for career guidance and counselling programme development prepared.</p>	<p>MoESTD MoYS</p> <p><b>Participants/ partners</b> IED University and other career centres Civil society organisations</p>	RS budget
<b>3.2. Further develop the National Occupational Classification System</b>	<p>A working group established to finalise individual occupational descriptions based on the data collected in the occupation research. (NOCS).</p> <p>Occupational descriptions updated.</p> <p>The updated occupational classification formally adopted.</p> <p>The new classification applied by the NES and other service systems.</p>	<p>MoLEVSA NES MoESTD</p> <p><b>Participants/ partners</b> IED Social partners SORS</p>	RS budget SDC



<p><b>3.3. Further develop the National Qualifications Framework (NQF)</b></p>	<p>Qualification descriptions for the qualification database prepared by the Qualifications Unit at the MoESTD. A report on NQFS referencing and self-referencing to the European Qualifications Framework (EQF) prepared by the Expert Team for the development of an integrated NQFS for life-long learning. Two sector profiles prepared for the purpose of establishing two sector councils.</p>	<p>MoESTD</p> <p><b>Participants/ partners</b> IED Council for Vocational and Adult Education National Council for Higher Education Social partners</p>	<p>RS budget SDC IPA 2014</p>
<p><b>3.4. Promote the life-long learning concept</b></p>	<p>Pilot-programmes and projects on prior learning recognition system development launched. A number of individuals involved in the prior learning recognition concept piloting. Activities performed to promote the life-long learning concept among the unemployed, especially youth.</p>	<p>MoESTD MoLEVSA NES IED</p> <p><b>Participants/ partners</b> MoYS Social partners Civil society organisations</p>	<p>RS budget IPA 2014</p>

<p><b>3.5. Continue vocational education reform</b></p>	<p>Information on labour market needs shared for the purposes of formal education policy planning and development with the aim of better educational response to labour market needs.</p> <p>A number of education and/or training programmes – qualifications developed in line with the identified labour market needs.</p> <p>Training whose learning outcomes are consistent with the qualification standard and/or actual labour market needs delivered.</p> <p>Student internship programmes established at the national level.</p> <p>The accreditation of publicly recognised training providers conducted regularly.</p>	<p>MoESTD IED</p> <p><b>Participants/ partners</b></p> <p>National councils in the field of education MoLEVSA NES Social partners</p>	<p>RS budget GIZ Other donors</p>
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## X NEAP 2017 IMPLEMENTATION PERFORMANCE INDICATORS

I. IMPROVE LABOUR MARKET CONDITIONS		
OBJECTIVE	INDICATOR	Data source
Activity rate (15-64) increase	Activity rate - active population as a proportion of the total working-age population	SORS, LFS
Employment rate (15-64) increase	Employment rate - employed people as a proportion of the total working-age population	SORS, LFS
Unemployment rate (15-64) reduction	Unemployment rate - unemployed people as a proportion of the total active working-age population	SORS, LFS
Long-term unemployment reduction	Share of long-term unemployment long-term unemployed people (over 12 months) as a proportion of the total number of unemployed working-age people Long-term unemployment rate – long-term unemployed people (over 12 months) as a proportion of the active working-age population Number of the long-term unemployed on the NES register Share of the long-term unemployed in the total unemployed on the NES register	SORS, LFS NES
Reduction of regional disparities	Employment rates by regions Unemployment rates by regions	SORS, LFS
Reduction of the share of informal economy	Number of people employed in informal economy Share of the informally employed in the total employed	SORS, LFS

II. PROMOTE THE EMPLOYMENT AND LABOUR MARKET INCLUSION OF THE HARD-TO-EMPLOY		
OBJECTIVE	INDICATOR	Data source
Allocation of more funding for ALMMs	Amount of funds in the RS Budget for ALMMs Ratio of funds earmarked for ALMMs at the annual level to the GDP	MoLEVSA NES MoF
More unemployed included in ALMMs	Number of the unemployed included in ALMMs in one year The unemployed included in ALMMs as a proportion of the average number of the unemployed on the NES register	MoLEVSA NES
More unemployed people placed after participation in ALMMs	Number of people employed six months after participation in ALMMs, disaggregated by ALMM	MoLEVSA NES
Employment of youth aged up to 30	Youth activity rate - active population aged 15-24 as a proportion of the total working-age population Youth employment rate - employed youth aged 15-24 as a proportion of the total working-age population Youth unemployment rate - unemployed youth aged 15-24 as a proportion of the active working-age population Number of youth (15-30) covered by ALMMs, disaggregated by ALMM Share of youth (15-30) included in ALMMs in the total number of the unemployed included in ALMMs Number of youth (15-30) placed from the NES register	SORS, LFS MoLEVSA NES
Employment of redundant workers	Number of redundant workers covered by ALMMs, disaggregated by ALMM Share of redundant workers included in ALMMs in the total number of the unemployed included in ALMMs Number of redundant workers placed from the NES register	MoLEVSA NES

Employment of people aged 50+	<p>Elderly activity rate - active population aged 50-64 as a proportion of the total working-age population</p> <p>Elderly employment rate - employed elderly people aged 50-64 as a proportion of the total working-age population</p> <p>Elderly unemployment rate - unemployed elderly people aged 50-64 as a proportion of the active working-age population</p> <p>Number of the elderly (50-65) covered by ALMMs, disaggregated by ALMM</p> <p>Share of the elderly (50-65) included in ALMMs in the total number of the unemployed included in ALMMs</p> <p>Number of elderly people aged 50+ placed from the NES register</p>	SORS, LFS MoLEVSA NES
Employment of the unemployed with no/low qualifications	<p>Number of the unemployed with no/low qualifications covered by ALMMs, disaggregated by ALMM</p> <p>Share of the unemployed with no/low qualifications included in ALMMs in the total number of the unemployed included in ALMMs</p> <p>Number of the unemployed with no/low qualifications placed from the NES register</p>	MoLEVSA NES
Employment of persons with disabilities (PWD)	<p>Number of PWD covered by ALMMs, disaggregated by ALMM</p> <p>Share of PWD included in ALMMs in the total number of the unemployed included in ALMMs</p> <p>Number of PWD placed from the NES register</p>	MoLEVSA NES
Employment of the Roma	<p>Number of the Roma covered by ALMMs, disaggregated by ALMM</p> <p>Share of the Roma included in ALMMs in the total number of the unemployed included in ALMMs</p> <p>Number of the Roma placed from the NES register</p>	MoLEVSA NES

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<p>Employment of financial social assistance (FSA) recipients fit for work</p>	<p>Number of FSA recipients covered by ALMMs, disaggregated by ALMM Share of FSA recipients included in ALMMs in the total number of the unemployed included in ALMMs Number of FSA recipients placed from the NES register</p>	<p>MoLEVSA NES</p>
<p>Employment of youth aged up to 30 who are children of fallen soldiers</p>	<p>Number of youth aged up to 30 who are children of fallen soldiers, who are covered by ALMMs, disaggregated by ALMM Share of youth aged up to 30 who are children of fallen soldiers, included in ALMMs, in the total number of the unemployed included in ALMMs Number of youth aged up to 30 who are children of fallen soldiers, placed from the NES register</p>	<p>MoLEVSA NES</p>
<p>Employment of youth aged up to 30 who are children of fallen soldiers</p>	<p>Number of youth aged up to 30 who are/ were children without parental care, who are covered by ALMMs, disaggregated by ALMM Share of youth aged up to 30 who are/ were children without parental care, included in ALMMs, in the total number of the unemployed included in ALMMs Number of youth aged up to 30 who are/ were children without parental care, placed from the NES register</p>	<p>MoLEVSA NES</p>
<p>Employment of victims of trafficking in human beings</p>	<p>Number of victims of trafficking in human beings covered by ALMMs, disaggregated by ALMM Share of victims of trafficking in human beings included in ALMMs in the total number of the unemployed included in ALMMs Number of victims of trafficking in human beings placed from the NES register</p>	<p>MoLEVSA NES</p>
<p>Employment of domestic violence victims</p>	<p>Number of domestic violence victims covered by ALMMs, disaggregated by ALMM Share of domestic violence victims included in ALMMs in the total number of the unemployed included in ALMMs Number of domestic violence victims placed from the NES register</p>	<p>MoLEVSA NES</p>

## XI ACRONYMS

<b>AFPE</b>	Adult functional primary education
<b>ALMP</b>	Active labour market policy
<b>APWDES</b>	Association of PWD Enterprises of Serbia
<b>CRSSI</b>	Central Registry of Statutory Social Insurance
<b>DAS</b>	Development Agency of Serbia
<b>EQF</b>	European Qualifications Framework
<b>ERP</b>	Economic Reform Programme 2016-2018
<b>ESAP</b>	Employment and Social Affairs Platform
<b>ESRP</b>	Employment and Social Reform Programme
<b>EUD</b>	European Union Delegation
<b>EURES</b>	European Network of Public Employment Services
<b>FSA</b>	Financial social assistance
<b>GDP</b>	Gross domestic product
<b>GIZ</b>	German Agency for International Cooperation
<b>IED</b>	Institute for Education Development
<b>ILO</b>	International Labour Organization
<b>IOM</b>	International Organization for Migration
<b>IPA</b>	Instrument for Pre-accession Assistance
<b>LEAP</b>	Local employment action plan
<b>LFS</b>	Labour Force Survey
<b>MoE</b>	Ministry of Economy
<b>MoF</b>	Ministry of Finance
<b>MoLEVSA</b>	Ministry of Labour, Employment, Veteran and Social Affairs
<b>MoPALG</b>	Ministry of Public Administration and Local Self-Government

<b>MoYS</b>	Ministry of Youth and Sport
<b>NBS</b>	National Bank of Serbia
<b>NEAP</b>	National Employment Action Plan
<b>NEET</b>	Not in employment, education or training
<b>NES</b>	National Employment Service
<b>NOCS</b>	National Occupational Classification System
<b>NQFS</b>	National Qualifications Framework in Serbia
<b>PWD</b>	Persons with disabilities
<b>RCC</b>	Regional Cooperation Council
<b>RS</b>	Republic of Serbia
<b>RSPP</b>	Republic Secretariat for Public Policies
<b>SCTM</b>	Standing Conference of Towns and Municipalities
<b>SDC</b>	Swiss Agency for Development and Cooperation
<b>SIPRU</b>	Social Inclusion and Poverty Reduction Unit
<b>SORS</b>	Statistical Office of the Republic of Serbia
<b>UN</b>	United Nations
<b>MoESTD</b>	Ministry of Education, Science and Technological Development







Republic of Serbia

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Ministry of labour, employment,  
veteran and social affairs



SOCIAL INCLUSION AND  
POVERTY REDUCTION  
UNIT



Schweizerische Eidgenossenschaft  
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Confederazione Svizzera  
Confederaziun svizra

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