

## Section I: Identification and JP Status

### BiH Youth Employability and Retention Programme

#### Semester: 2-12

Country	Bosnia and Herzegovina
Thematic Window	Youth, Employment and Migration
MDGF Atlas Project	
Program title	BiH Youth Employability and Retention Programme
Report Number	
Reporting Period	2-12
Programme Duration	
Official Starting Date	
Participating UN Organizations	* Unallocated Funds * IOM * UNDP * UNFPA * UNICEF

### Implementing Partners

- \* Agencies for statistics in BiH
- \* Agency for identification documents registers and data exchange of BiH
- \* Agency for Pre-primary, primary and Secondary Education, pedagogical institutes, Primary, general and vocational secondary schools in Sarajevo
- \* BiH Agency for Labour and Employment
- \* Brcko District Public Employment Service
- \* Cantonal Public Employment Services
- \* Entity Ministries for refugees
- \* Entity Ministry for work
- \* Federal Employment Service
- \* Ministry of Civil Affairs BiH
- \* Ministry of Foreign Affairs BiH
- \* Ministry of Human Rights and Refugees BiH
- \* Ministry of Labour and Social Policies FBiH
- \* Ministry of Security BiH
- \* Municipalities of Sarajevo, Banja Luka, Bihac, Bijeljina, Trebinje, Gorazde, Mostar, Grude, Livno, Odzak, Prijedor, Doboje, Bijeljina, Vitez, Tuzla, Istocno Sarajevo and Brcko District
- \* Public Employment Service of Republika Srpska
- \* RS Ministry of Family
- \* RS Ministry of Labour and Veteran
- \* Youth and Sports

### Budget Summary

#### Total Approved Budget

UNICEF	\$1,506,327.00
UNDP	\$3,366,209.00
IOM	\$688,474.00
UNFPA	\$438,710.00
Unallocated Funds	\$280.00
<b>Total</b>	<b>\$6,000,000.00</b>

#### Total Amount of Transferred To Date

UNICEF

UNDP	
IOM	
UNFPA	
Unallocated Funds	
<b>Total</b>	<b>\$0.00</b>

**Total Budget Committed To Date**

UNICEF	\$1,378,479.00
UNDP	\$3,243,875.00
IOM	\$623,207.00
UNFPA	\$290,919.00
Unallocated Funds	\$0.00
<b>Total</b>	<b>\$5,536,480.00</b>

**Total Budget Disbursed To Date**

UNICEF	\$1,349,190.00
UNDP	\$3,174,445.00
IOM	\$617,207.00
UNFPA	\$289,376.00
Unallocated Funds	\$0.00
<b>Total</b>	<b>\$5,430,218.00</b>

**Donors**

As you can understand, one of the Goals of the MDG-F is to generate interest and attract funding from other donors. In order to be able to report on this goal in 2010, we would require you to advise us if there has been any complementary financing provided for each programme as per following example:

Please use the same format as in the previous section (budget summary) to report figures (example 50,000.11) for fifty thousand US dollars and eleven cents

Type	Donor	Total	For 2010	For 2011	For 2012
Cost Share	UNV	\$300,000.00	\$0.00	\$150,000.00	\$150,000.00
Counterpart	Municipalities	\$128,309.00	\$0.00	\$128,309.00	\$0.00

Type	Donor	Total	For 2010	For 2011	For 2012
Parallel	Public Employment Institutes	\$272,110.00	\$0.00	\$272,110.00	\$0.00

## DEFINITIONS

1) PARALLEL FINANCING – refers to financing activities related to or complementary to the programme but whose funds are NOT channeled through UN agencies. Example: JAICA decides to finance 10 additional seminars to disseminate the objectives of the programme in additional communities.

2) COST SHARING – refers to financing that is channeled through one or more of the UN agencies executing a particular programme. Example: The Government of Italy gives UNESCO the equivalent of US \$ 200,000 to be spent on activities that expand the reach of planned activities and these funds are channeled through UNESCO.

3) COUNTERPART FUNDS - refers to funds provided by one or several government agencies (in kind or in cash) to expand the reach of the programme. These funds may or may not be channeled through a UN agency. Example: The Ministry of Water donates land to build a pilot 'village water treatment plant' The value of the contribution in kind or the amount of local currency contributed (if in cash) must be recalculated in US \$ and the resulting amount(s) is what is reported in the table above.

## Beneficiaries

Beneficiary type	Targetted	Reached	Category of beneficiary	Type of service or goods delivered
State level institutions directly participating in YEM	12	12	National Institutions (number of institutions, not persons)	Capacity Building
Public Employment Services	19	19	National Institutions (number of institutions, not persons)	Active Employment Policies
Schools	100	164	Local Institutions (number of institution, not persons)	Curriculum and Training Materials Education
Centers for Information, Counseling and Training	17	17	Local Institutions (number of institution, not persons)	One-Stop Shops/ Community Service Center
Local institutions/municipalities	17	60	Local Institutions (number of institution, not persons)	Capacity Building
Employers	60	142	Business (business units)	Active Employment Policies
Civil Society Organizations	16	150	Civil Society Organisations (number of organisations, not persons)	Life Skills Training
Unemployed youth assisted through YEM	6,000	20,949	Youth/Female	Life Skills Training
Unemployed youth assisted through YEM	6,000	17,940	Boys	Life Skills Training

## Section II: JP Progress

### 1 Narrative on progress, obstacles and contingency Measures

Please provide a brief overall assessment (1000 words) of the extent to which the joint programme components are progressing in relation to expected outcomes and outputs, as well as any measures taken for the sustainability of the joint programme during the reporting period. Please, provide examples if relevant. Try to describe facts avoiding interpretations or personal opinions

#### **Plases describe three main achievements that the joint programme has had in this reporting period (max 100 words)**

First steps in development of evidence-based school enrollment, retention and reintegration programs have been set up in 12 municipalities through establishment of early-school leaving monitoring systems (databases on out-of-school children and youth).

8 of 16 established CISO are formally recognized as part of PES and continue to offer youth tailored services (information, trainings, workshops, individual and group counseling).

Establishment of system of migration monitoring mechanisms and legal framework resulted with finalization of two documents of high relevance: Methodology of Migration Statistics in BiH and Strategy for Migration Monitoring in BiH.

#### **Progress in outcomes**

Increased capacities of the education system and local communities to improve youth employability – Empowering school teachers and directors, as major drivers of change, to recognize opportunities within existing curricula and teaching practices for cross curricular competence-development activities. Non-formal training programs, being a more flexible education path, were undertaken so as to directly build skills and competences of more than 3,000 students, teachers and youth in rural areas.

Enhance capacities of PESs and civil society to develop and deliver integrated package of youth employability measures – New services in PES has been introduced within 16 Centers for Information, Counseling and Training. CISO have had a strong impact on boosting youth employability skills in 2012 and total of 18.540 CISO beneficiaries received direct job counseling assistance (information, training and counseling) and more than 19.860 students got carrier guidance.

Positive impact of youth migration maximized whilst impact of irregular migrations minimized - Information disseminated and awareness raised amongst more than 19,000 young people of the potential dangers of irregular migration, and benefits of legal migration for work or study abroad. As a result of training provided to CISO staff, each CISO client received information on migration and of these young people, 4,268 asked for and were advised in more detail on migration opportunities.

#### **Progress in outputs**

Capacities of 50 primary and 50 secondary schools to deliver life skills- and competence-based education have been increased by development of the first draft of new teaching modules based on mapping findings in 17 municipalities through establishment of Expert Author's Team and in close cooperation with Education Working group. In order to introduce new teaching modules in existing syllabi and teaching practices, initial concept of ToT and draft of training package for teachers and school principals are being developed.

Capacities of local communities in YERP municipalities to develop early school leavers' database and mitigation plans has been improved by development of models for early identification and monitoring of drop-out or non enrolment in 12 YERP municipalities. MoUs were signed, authorized staff and volunteers trained and data collection and entry of data into DevInfo data base resulted with preparation of first municipal reports on out-of-school children.

Gender responsive policy and operational guidelines related to facilitating school enrolment and retention, inclusion of disabled youth, Roma and girls from rural areas in education started with in-depth analysis of inclusive policies and practices.

Youth Information, Counseling and Training Centers (CISO) have been established, equipped, staffed and operational in 16 out of 17 YERP locations. Remaining CISO in Zapadna Hercegovina will be operational in April due to an effort that cantonal government put in its establishment with provision of adequate premises and staff. New services

introduced within PES (one-on-one and group job counseling assistance, job search trainings and access to up to date labor market information) resulted with more than 18.000 satisfied beneficiaries out which 20% find job after they received CISO services.

Youth Work Experience Policy has been developed with substantive involvement of civil society and private sector. Task Force members were nominated and first meetings were organized in two entities. Task Force members suggested changes and improvement of draft of the Policy Document and in next five months final version of the Policies will be introduced to relevant government bodies for consideration and adoption. Developed policies will serve as guidelines for improvement of current policies and practices related to youth employment issues.

In order to equip and train BiH Statistical Agencies to create youth migration statistics YERP developed overall migration statistics methodology in line with EUROSTAT standards. Centralized BiH database for migration is agreed. Procurement of hardware and software, followed by statistics agency staff training will for a first time enable country to report and have updated information on youth migrations and their impact.

Institutional capacities and systems capacities to reduce irregular migration and introduce circular migration schemes has been strengthened through initialization of bilateral migration agreements with Slovenia, Qatar, Serbia, Croatia, New Zeland, Russian Federation, Turkey, Montenegro, Germany and Austria. In order to include wide range of youth (and overall public) and increase awareness regarding the dangers of irregular migration and the benefits of regular migration YERP organized Facebook campaign on migration, visa free regime, and trafficking. More than 12.000 participants were included and the most creative were awarded. Through information activities in schools and CISO centers, YERP reached more than 4.500 youth.

### **Measures taken for the sustainability of the joint programme**

The inter-ministerial Working Group for Education was expanded to include representatives of pedagogical institutes and acts as an expert coordination body, generating effective strategies and actions for integrating key competences into the formal education system throughout the country. Memorandums of Understanding on establishment of a monitoring system and database management of early school leavers have been signed with 12 municipalities.

Intensive negotiations and regular meeting with PES management resulted with official recognition of 8 out of 16 established CISO (6 in Republika Srpska and 2 in Federation BiH). Remaining CISO in Federation BiH will be integrated into the PES system thanking to joint efforts of Federal Employment Institute and YERP.

CISO staff and Migrant Service Center (MSC) have been trained to provide information to potential migrants. The YERP and Ministry for Human Rights and Refugees, Sector for Diaspora have agreed that the latter will take over responsibility related to updating information contained within Guide for Young Returnees developed within YERP. The numerous bilateral labour migration agreements were initiated during the project that will be a vital foundation for labour mobility and migrant protection in the region and wider.

### **Are there difficulties in the implementation?**

Coordination within the Government (s)

### **What are the causes of these difficulties?**

External to the Joint Programme

### **Briefly describe the current difficulties the Joint Programme is facing**

YERP is covering the entire country, all cantons as well as all major cities. Due to the complex political and administrative local set up there is a multitude of decision makers to involve for all relevant areas (education, labor, migration, and statistics). Most of these stakeholders changed several times during the project lifecycle (heads of cantonal public employment services, cantonal governments and relevant ministers) and management changes in public institutions required additional efforts for the project due to the fact that most of the newly appointed heads of institutions do not have relevant information about the project and its results. These difficulties mostly effect sustainability of the results.

**Briefly describe the current external difficulties that delay implementation**

Political instability: Due to constant changes within governmental structure in Federation of BiH, the key partners (heads of PES) in majority of Cantons have been changed. Complex and fragmented administrative structure in education with 14 ministries in charge for education at different governmental levels leads to delays in decision-making and approval processes.

Economic crisis and limited capacity of local partners: Public employment services have very limited resources in terms of finances and human resources.

**Explain the actions that are or will be taken to eliminate or mitigate the difficulties**

In order to prevent further difficulties deriving from political instability and often changes of governmental structures, Joint Programme:

- signed strategic documents with governments and relevant institutions (Memorandums of Understanding);
- establish effective cooperation with assistant ministers at all levels. They are experts and our most important partners in daily communication.
- organize additional meeting with government/institution representatives, present project and achieved results.

## 2 Inter-Agency Coordination and Delivering as One

**Is the joint programme still in line with the UNDAF?**

Yes true  
No false

**If not, does the joint programme fit the national strategies?**

Yes true  
No false

**What types of coordination mechanisms**

IOM handbook on return and reintegration included information on volunteering in BiH (UNV), complementing the IOM-UNV collaboration/coordination on the organization of the virtual (online) Diaspora exhibit in 2011;

Documentation and dissemination of MDG-F YERP/CISO – volunteer – employment stories by UNV;

Working group meetings where members of different agencies are involved;

1,119 rural returnees trained in key competencies and life skills (UNICEF) and then directed at seeking support of CISO centres in improving their employment perspectives (UNDP);

Joint organization, delivery and moderation of four forums on youth voices and problems with all implementing agencies included (all implementing Agencies);

CISO (UNDP) engaged to support selection of youth volunteers in YERP municipalities where dropout databases are to be established (UNICEF);

CISO staff (UNDP & UNV) trained in regular and irregular migration (IOM) have provided information and counseling to 4,675 young people seeking information about migration for work and study.

In terms of coordination and decision taking mechanisms two aspects are to be underlined:

Weekly staff meeting, every Friday morning, where all YERP staff is together in order to present activities and to share information with colleagues from other agencies. Needs based individual meetings, on average on a monthly basis, where the NPMC meets with heads of participating UN agencies and shares information while taking into account their point of view.

Secondly, several common initiatives and activities are being undertaken together with other Joint programmes that are being implemented in the country. (Mainly PR activities).

**Please provide the values for each category of the indicator table below**

Indicators	Baseline	Current Value	Means of verification	Collection methods
Number of managerial practices (financial, procurement, etc) implemented jointly by the UN implementing agencies for MDF-F JPs	0	15	Common procurement of office material and furniture; Common premises; TOR for CISO employees that include needs from different participating agencies.	Review of bids and bids analysis.  Review of TOR document.
Number of joint analytical work (studies, diagnostic) undertaken jointly by UN implementing agencies for MDG-F JPs	0	3	Joint work on Tor preparation and in all other stages.	
Number of joint missions undertaken jointly by UN implementing agencies for MDG-F JPs	0	54	Field visits to PES in 16 municipalities;  Conclusion from 4 youth forums	Review of travel and meeting reports.

*Beside joint activities, practices and daily coordination, YEM team members on daily basis share information about planned activities and count on mutual support whenever possible. In spite of the change of YEM National Programme Manager and Coordinator, inter-agency cooperation and coordination between project components remained on the high level of quality. Latest example of joint cooperation was presentation of the project results on 4 youth forums where representatives of all implementing agencies participated.*

*From February 2013, all implementing Agencies will move to UN house and share same facilities. This will have positive impact on further cooperation.*

### 3 Development Effectiveness: Paris Declaration and Accra Agenda for Action

**Are Government and other national implementation partners involved in the implementation of activities and the delivery of outputs?**

Not Involved      false  
Slightly involved      false  
Fairly involved      false  
Fully involved      true

**In what kind of decisions and activities is the government involved?**

Policy/decision making

Management: service provision

**Who leads and/or chair the PMC?**

UNICEF

**Number of meetings with PMC chair**

10

**Is civil society involved in the implementation of activities and the delivery of outputs?**

Not involved false  
Slightly involved false  
Fairly involved false  
Fully involved true

**In what kind of decisions and activities is the civil society involved?**

Policy/decision making  
Management: service provision  
Management: other, specify

*Community outreach*

**Are the citizens involved in the implementation of activities and the delivery of outputs?**

Not involved true  
Slightly involved false  
Fairly involved false  
Fully involved false

**In what kind of decisions and activities are the citizens involved?**

**Where is the joint programme management unit seated?**

UN Agency

**Current situation**

Most recent example of involvement of government and civil society in JP outcomes was creation and work of two entity Task Forces in charge for drafting of the Youth Work Experience Policy/Situation Analysis. Involvement of relevant institutions, CSOs and private sector (employers) was of substantial interest having in mind that developed policy document will be basis for further institutional development and guideline for civil society. Nomination of Task Force members was lead by their respective institutions (ministries, agencies) and it is expected that policy document and recommendations deriving from it will be fully integrated to strategic documents, thus ownership over JP outcomes will be sustained. Citizens percieve this JP as the most useful and you can see it in their comments and visits of YERP Facebook page and on Facebook pages of all CISO centers.

## 4 Communication and Advocacy

**Has the JP articulated an advocacy & communication strategy that helps advance its policy objectives and development outcomes?**

Yes true  
No false

**Please provide a brief explanation of the objectives, key elements and target audience of this strategy**

Following are the main Communications objectives of the MDG-F YERP:

Raise awareness about and support to the programme's goals and achievements in reaching the targeted MDGs;

Raise awareness about the youth employment issues and its potential for local and overall economic development;

Contribute to development/strengthening of partnerships/networks in the field of youth employment by promoting such partnerships/networks;

Provide accurate information to the media providers to increase their understanding of key youth employment issues (with full respect to gender sensitivity)- produce and distribute awareness materials (brochures, newsletters, human interest stories, TV and radio spots, leaflets, web promotion materials, etc.) to the targeted audience(s) using appropriate communication channels;

Keep the UN agencies, the donor (Spanish Government), all levels of the Government counterparts and other programme partners well informed about progress and programme status; advocate for their support and active involvement; Motivate stakeholders and interest groups to advocate for expansion of activities related to improvement of youth employability and prevention of the brain drain in other municipalities countrywide.

Primary target audience: Young persons who are to enter the labor market, decision makers and key stakeholders at different administrative levels that correspond to the objectives of the programme implementation, general audience within the selected municipalities where the JP activities are implemented.

**What concrete gains are the advocacy and communication efforts outlined in the JP and/or national strategy contributing towards achieving?**

Increased awareness on MDG related issues amongst citizens and governments

Establishment and/or liaison with social networks to advance MDGs and related goals

Key moments/events of social mobilization that highlight issues

Media outreach and advocacy

**What is the number and type of partnerships that have been established amongst different sectors of society to promote the achievement of the MDGs and related goals?**

Faith-based organizations

Social networks/coalitions 17 CISO FB pages

Local citizen groups A number of CSO promoting YEM goals

Private sector 142

Academic institutions 164

Media groups and journalist

Other

**What outreach activities do the programme implement to ensure that local citizens have adequate access to information on the programme and opportunities to**

**actively participate?**

Use of local communication mediums such radio, theatre groups, newspapers

Open forum meetings

Capacity building/trainings

Others

*Over 10,000 community members have been reached by a range of community outreach activities conducted by the 20 national UN Volunteer Youth Counselor-Advisors (working within the CISO Centres) promoting the services of the CISO centres, and role and value of volunteering in enhancing employment horizons. The reach of these activities includes at least 110 schools and 40 local NGOs across Bosnia and Herzegovina.*

*Documentation and dissemination of MDG-F YERP / CISO – volunteer – employment stories by UNV through UNV.ba website and with local partners.*

*There was 24 million hits on the CISO Facebook profiles.*

*72,000 hits on the Facebook page of the competition Travel Safely and Without Risk.*

## Section III: Millenium Development Goals

### Millenium Development Goals

Target 1.A: Halve, between 1990 and 2015, the proportion of people whose income is less than one dollar a day

JP Outcome	Beneficiaries	JP Indicator	Value
Increased capacities of the education system and local communities to improve youth employability.	3081	Life skills and key competencies integrated in education system; 2,000 primary and secondary school teachers and students and 1,000 young returnees trained in key competencies	

Target 1.B: Achieve full and productive employment and decent work for all, including women and young people

JP Outcome	Beneficiaries	JP Indicator	Value
Enhanced capacities of the Public Employment Services and civil society to develop and deliver integrated package of youth employability measures	41909	30,072 (CISO service beneficiaries + first work experience scheme participants)	

Target 2.A: Ensure that, by 2015, children everywhere, boys and girls alike, will be able to complete a full course of primary schooling

JP Outcome	Beneficiaries	JP Indicator	Value
Increased capacities of the education system and local communities to improve youth employability.	12	Model for early identification and monitoring of dropouts of children and youth who do not enroll or drop out of schools developed for each community in the project.	

### Additional Narrative Comments

Please provide any relevant information and contributions of the programme to de MDGs, whether at national or local level



**Please provide other comments you would like to communicate to the MDG-F Secretariat**

On behalf of the YERP team I would like to thank for the concept of Joint Programme that brought us together and showed that better results can be achieved with multiple efforts of different Agencies.

Please take into consideration that in no-cost extension period we are working with reduced staff (UNICEF is operating with one full time person, UNDP with 2 full time and one part time person, IOM with one full time person and one part time person. Situation in UNFPA remained unchanged).

Also, III component, namely IOM would require additional funding of 8.000 dollars that will be discussed with UN RC.

## Section IV: General Thematic Indicators

### 1 Promote and support national and local policies and programmes that increase youth employment opportunities and/or migration management

#### 1.1 Number of laws, policies or plans supported by the Joint Programme that relate to youth employment and/or migration management

Youth Employment      false  
 Migration      false  
 Both      true

**Policies**  
 National      7  
 Local

**Laws**  
 National  
 Local

**Plans**  
 National  
 Local      12

#### 1.2 Please briefly provide some contextual information on the law, policy or plan and the country/municipality where it is going to be implemented

Within its educational component YERP foresaw a number of policies and plans; their development is currently underway and their adoption can be expected in 2013: Action plans for development of early school leavers' databases in 12 YERP municipalities, Policy and operational guidelines for facilitating school enrolment and inclusion of vulnerable youth groups, and National Action plan for boosting employment of Roma, etc.

Two Entity-level Youth Work Experience Task Forces are established in order to investigate and reach consensus on the policy options and develop Youth Work Experience

Policy for introduction and formalization of youth work experience schemes. The Youth Work Experience Tasks Forces work on recommendations for adoption of necessary regulatory framework that will be completed and sent to the Parliaments for adoption at the end of the Programme.

Lack of coordination between all relevant institutions dealing with migration flow monitoring, combined with no methodology on migration data collection and as insufficient professional capacities within Statistical institutions in BiH, focused our activities in producing overall migration statistics, which includes youth migration statistics. This intervention is in line with Statistical program for the 2009-2012 of the Agency for Statistics of BiH and will create a legal basis and national coordination mechanism for monitoring migration flows including youth migration, based on EUROSTAT regulation 862/2007.

### 1.3 Number of citizens and/or institutions that the law, policy or strategy directly affects

#### Citizens

Total  
Urban  
Rural

#### Youth

Total 300.000  
Urban  
Rural

#### Migrants

Total 25.000  
Urban  
Rural

#### National Public Institutions

Total 65

#### Local Public Institutions

Total 350  
Urban  
Rural

#### Private Sector Institutions

Total At least 300  
Urban  
Rural

#### 1.4 Please indicate the area of influence of the law, policy or plan

Strengthening national institutions  
Policy coordination and coherence  
Statistics and/or information management systems

**Comments:** Please specify how indicator 1.1 addresses the selected areas of influence

#### 1.5 Government budget allocated to youth employment opportunities and/or migrant rights and opportunities before the implementation of the Joint Programme

Youth Employment  
Migration  
Both

National budget  
Total Local Budget

*At this moment, without centralized statistics system in the country, BiH is not able to report on any budgetary allocations, including funds related to youth employment.*

#### 1.6 % variation in government budget allocated to programmes or policies on youth employment opportunities or migrants rights and opportunities from the beginning of the joint programme to present time

Youth Employment  
Migration  
Both

**National Budget**  
% Overall

% Triggered by Joint Programme

**Local Budget**

% Overall

% Triggered by Joint Programme

## **2 Strengthen capacity and improve skills for increased youth and/or migrant access to job markets**

### **2.1 Type and number of interventions supported by the joint programme which are aiming to increase skills and/or information in order to improve access to employment opportunities**

**Direct beneficiaries**

Youth

Migrants

Both 43782

**Vocational training programmes**

Total 2

Women 20

Men 15

% of migrants

**Formal education programmes**

Total 164

Women 452

Men 160

% of migrants

**Apprenticeship programmes**

Total 2

Women 186

Men 257

% of migrants

**Employment resource & youth service centres**

Total 17  
 Women 22457  
 Men 20244  
 % of migrants 10

**Labour market analysis**

Total  
 Women  
 Men  
 % of migrants

**Public-Private partnerships**

Total  
 Women  
 Men  
 % of migrants

**Other, Specify**

Total 68  
 Women 3148  
 Men 2452  
 % of migrants

*Non-formal education programs aimed at developing life skills and key competencies for labor market in BiH context and presentation and awareness raising on migration issues in schools.*

**2.2 Total number of young people and/ or migrants trained with specific skills adapted to the job market**

Total No. young men 20244  
 Total No. young women 22457  
 Total No. of migrants  
 No. men under 24 years old  
 No. women under 24 years old  
 No. women  
 No. men over 24 years old  
 No. women over 24 years old  
 No. men

## 2.3 Number of jobs created for young people and/ or migrants supported by the Joint Programme

Total No. men	1523
Total No. women	1951
Total No. migrants	180
No. men under 24	
No. women under 24	
No. women	
No. men over 24	
No. women over 24	
No. men	

## 3 Strengthen national and local institutions' capacities to act in favour of youth employment and migration issues

### 3.1 Number of individuals and institutions with improved capacity to provide services to youth and/or migrants

For youth	false
For migrants	false
Both	true

#### Number of institutions

National public institutions	65
Local public institutions	25
Private business	142
NGOs	155
Academic institutions	165
Other:	

*Private employment agencies and business associations - 4*

#### Private business employers



Men  
Women

**Civil servants**

Men 17  
Women 46

**Teachers/ trainers**

Men 160  
Women 452

**Citizens**

Men  
Women

**Other, Specify**

Men  
Women

**b. Joint Programme M&E framework**

<b>Expected Results (Outcomes &amp; outputs)</b>	<b>Indicators</b>	<b>Baseline</b>	<b>Overall JP Expected target</b>	<b>Achievement of Target to date</b>	<b>Means of verification</b>	<b>Responsibilities</b>	<b>Risks &amp; assumptions</b>
1.1 Capacities of 50 primary and 50 secondary schools to deliver gender sensitive life skills- and competence-based education, professional orientation and career development programmes in consultation with private sector increased .	<p><b>Indicator 1.1.a</b> Life skills and key competencies in BiH context defined by Agency for Pre-primary, Primary and Secondary education</p> <p><b>Indicator 1.1. b</b> Research on life skills and key competencies conducted in 50 primary and 50 secondary schools in 17 municipalities</p>	<p><b>Baseline 1.1. a</b> Framework Law on primary and secondary education, BiH Strategic streamlines for education 2008-2013 (2008)</p> <p><b>Baseline 1.1.b</b> Report (1.1.a) on definition of life skills and key competencies (2011)</p>	<p><b>Target 1.1. a</b> Report on life skills and key competencies prepared and adopted by the Steering Committee of the Agency for Pre-primary, Primary and Secondary Education at its 26<sup>th</sup> assembly (2011)</p> <p><b>Target 1.1.b</b> Research and mapping of key competences and life skills in primary and secondary education conducted (2010): 157 curricula analysed, text-books analysed by 809 teachers, teaching practices analysed by 857 teachers and 2894 students; 3 validation workshops held for ministry officials, school management and teaching staff.</p>	<p><b>Activities 1.1. a</b> <b>Completed mid-2011.</b></p> <p><b>Activities 1.1.b</b> <b>Completed 2011.</b></p>	<p>Official confirmation of the Agency for Pre-primary, Primary and Secondary Education</p> <p>Agency Reports: Analysis of Text-books, Analysis of Curricula, Analysis of Teaching Practices; Minutes, conclusions and lists of participants at validation workshops.</p>	<p><b><u>1.1a, 1.1b, 1.1c, 1.1 d</u></b> UNICEF, Agency for Pre-primary, Primary and Secondary Education (Agency) Ministries of education, experts, Pedagogical Institutes, 50 primary and 50 secondary schools, NGO CIVITAS</p>	<p>Education experts available at the BiH “education and academic market”.</p> <p>Local elections in October and subsequent staff replacements in public institutions prolonged processes in the formal education system.</p>

	<p><b>Indicator 1.1.c</b> Teaching modules with elements of life based skills and key competencies developed for consideration of the Ministries of Education, Pedagogical institutes, school directors, teachers, pedagogues, and schools</p>	<p><b>Baseline 1.1.c</b> Defined life skills and key competencies and findings of the mapping in 17 municipalities (1.1a and 1.1b, 2011)</p>	<p><b>Target 1.1.c</b> Life skills and key competencies integrated in education system (2012/2013)</p>	<p><b>Activities 1.1.c Ongoing</b> Expert Authors' Team for development of modules for primary and secondary education established; First drafts of teaching modules based on findings from mapping report developed in close collaboration with the Education Working group.</p>	<p>Modules for integrating key competences and life skills into existing syllabi and teaching practices in primary and secondary schools</p>		<p>Existing curricula, teaching practices and text-books are not structured according to learning outcomes thus impeding integration of key competences.</p>
	<p><b>Indicator 1.1.d</b> Training package developed and teachers, pedagogues and directors in 50 primary schools (7, 8, and 9 grade) and 50 secondary schools trained in the approved modules with expanded content on life skills and key competences</p>	<p><b>Baseline 1.1.d</b> Modules with elements of life based skills and key competences (1.1c); Report (1.1.a) on definition of life skills and key competencies (2011)</p>	<p><b>Target 1.1.d</b> 510 school teachers and directors who passed "train the trainers" training on integrating life skills and competences in existing syllabi and teaching practices; (2012/2013)</p>	<p><b>Activities 1.1.d Started</b> Parallel to the development of modules for teachers (activity 1.1.3, indicator 1.1c), training packages for trainers and schools are being developed.</p>	<p>Training material, Lists of trainees at ToT activities</p>		
	<p><b>Indicator 1.1e</b> Understanding of the concept of life skills- and competence-based education and</p>	<p><b>Baseline 1.1.e</b> Report (1.1.a) on definition of life skills and</p>	<p><b>Target 1.1.e</b> 2,000 primary and secondary school teachers and students trained on the concept of competence-based</p>	<p><b>Activities 1.1.e Completed</b> 1,962 primary and secondary school teachers and</p>	<p>Program Cooperation Agreements with local NGOs, Training</p>	<p><b>1.1.e</b> UNICEF, NGO Youth Informatio</p>	<p>Due to extreme winter conditions, schools throughout BiH</p>

	its practical application increased in primary and secondary schools through trainings for teachers and students and implementation of small-scale student business projects	key competencies (2011); Lessons learnt and materials developed in first phase of project implementation (2010-2011)	approaches in education; 1000 primary and secondary school students actively involved in development and implementation of small scale projects. 100 of primary and secondary schools involved (2012)	students trained and involved in development and implementation of 142 small-scale projects from 118 primary and secondary schools in 17 municipalities.	modules and packages	n Agency (OIA), NGO Nesto vise	were closed for three weeks on average which caused implementation delays and withdrawals of a certain number of schools
1.2 Capacities of local communities in YERP municipalities to develop early school leavers' database and mitigation plans enhanced to keep pupils in school and improve their employability, with specific focus on monitoring the involvement and participation of Roma and other excluded children.	<p><b>Indicator 1.2.a</b> Research conducted on the evidence and reasons for: a) non enrolment into primary and general secondary schools in the communities included in the project, and b) evidence and reasons for dropouts in both primary and secondary schools (yes/no) Timeframe: Year 2010/ 11</p> <p><b>Indicator 1.2.b</b> Model for early identification and monitoring of young people/ adolescents who</p>	<p><b>Baseline 1.2.a</b> No research on non-enrolment and dropouts conducted before in BiH.</p> <p><b>Baseline 1.2.b</b> Report (1.2.a) on mapping of existing practice and recommendati</p>	<p><b>Target 1.2.a</b> Extensive research on non enrolment and drop-out issues in primary and secondary education conducted among: -91 principals and pedagogues from 46 primary schools, -87 principals and pedagogues from 45 secondary schools, -15 directors of Employment Services -16 representatives of social work centres 15 representatives of municipal depts., -14 Education officers from ministries of education</p> <p><b>Target 1.2.b</b> Definition and adoption of Action plans for development of databases in at least 10 YERP municipalities; At least 10 databases</p>	<p><b>Activities 1.2.a Completed 2011</b></p> <p><b>Activities 1.2.b Ongoing</b> Memorandums of Understanding and action plans signed and in</p>	<p>Report "NON-ENROLMENT AND SCHOOL DROPOUT - A Study based on a Survey of Children and Youths Who Do Not Enroll in or Drop out of primary and Secondary Education"</p> <p>Action plans developed and adopted by YERP municipalities, Databases on</p>	<p><b>1.2.a</b> UNICEF, PARTNER Marketing Research Agency</p> <p><b>1.2.b</b> UNICEF, PARTNER Marketing Research Agency, 12</p>	Interest and responsiveness shown and demonstrated by the responsible governmental institutions for participation in development of the best practical model for keeping pupils in schools and increase in enrolment rate for all categories of children population

	<p>drop out of/ do not enrol into schools developed for each community in the project.</p> <p><b>Indicator 1.2.c</b> Training of community stakeholders (municipal officials responsible for managing the database, school inspectors, school directors, teachers, pedagogues, parent/pupil councils) on monitoring, detection and prevention of dropouts in both primary and secondary school and efficient usage of the databases (1.2b)</p>	<p>ons (2011)</p> <p><b>Baseline 1.2.a</b> Report (1.2.a) on mapping of existing practice and recommendations (2011), Action plans and databases (1.2b)</p>	<p>established in YERP communities (at least 10); # of database registries for pupils who drop out and do not enrol into schools (2010-2012)</p> <p><b>Target 1.2.c</b> At least 10 YERP municipalities adopted and implemented Action plans; At least 10 public officials and 100 parents, schoolteachers trained (2012/2013)</p>	<p>implementation with 12 YERP municipalities; DevInfo databases on out-of-school children/ youth established in 12 municipalities; municipality staff and volunteers trained; data collection, analysis and entry is currently in progress; first municipality reports on out-of-school children prepared</p> <p><b>Activities 1.2.c Ongoing</b> Databases installed and technical trainings on using the databases completed (1.2b); Education materials for stakeholder trainings prepared.</p>	<p>non enrolment and dropouts in YERP municipalities, Field visits, evaluation reports, meeting minutes</p> <p>Training materials, lists of trainees, Field visits, evaluation reports, meeting minutes</p>	<p>YERP municipalities</p> <p><b>1.2.c</b> UNICEF, PARTNER Marketing Research Agency, 12 YERP municipalities</p>	
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	<p><b>Indicator 1.2.d</b> Two forums held to share best practice experiences relating to the mitigation plans and inclusion strategies for rural youth, girls, Roma children and children with disabilities</p>	<p><b>Baseline 1.2.d</b> All previous outputs and results reached within component 1.2 and Voices of Youth report (1.3.d)</p>	<p><b>Target 1.2.d</b> # of media representatives and reports, #of forum participants of each profile (government, school, NGOs, etc); Conclusions and results of the two forums (2012/ 2013)</p>	<p><b>Activities 1.2.d</b> <b>Partially completed</b> 4 regional forums, comprising 115 participants from diverse sectors (education institutions and ministries, schools, youth organizations, NGOs) successfully held; Based on youth problems identified in YERP research activities (Dropout study, Voices of Youth), a set of concrete recommendations drafted which will be widely disseminated and promoted in 2013; Near the end of the program, a final forum/ conference will be held.</p>	<p>Media reports on the forums, lists of participants, conclusions of the forums</p>	<p><b>1.2.d</b> UNICEF, PARTNER Marketing Research Agency, C1 Education Working group</p>	
<p>1.3 Gender responsive policy and operational guidelines related to facilitating school enrolment and retention, inclusion of disabled youth, Roma and girls from rural areas in education</p>	<p><b>Indicator 1.3.a</b> Operational guidelines for gender sensitive education, school enrolment, facilitation and inclusion of disabled youth, Roma and girls from rural areas developed</p>	<p><b>Baseline 1.3.a</b> none</p>	<p><b>Target 1.3.a</b> # of trainings in 17 YERP local communities; Developed operational guidelines, # of community stakeholders (primary, secondary schools, MoE, municipalities) which adopt the operational guidelines (2012)</p>	<p><b>Activities 1.3.a</b> <b>Ongoing</b> In-depth analysis of inclusive policies and practices, labor market opportunities and community resources related to children with special needs started in 67 secondary schools.</p>	<p>Program Cooperation Agreement with a local NGO, Project reports, Attendance signatures of trainees, Field visits, evaluation reports</p>	<p><b>1.3.a</b> UNICEF, NGO DUGA</p>	<p>Local NGOs having mission in related policy options fields actively involved in conduction of advocacy activities in regard to formulated issues</p>

developed.	<p><b>Indicator 1.3.b</b> New Action plan for boosting employment of Roma developed and adopted at the state level</p> <p><b>Indicator 1.3.c</b> Life skills- and competence- based trainings delivered in rural returnee areas with a focus on entrepreneurial skills.</p> <p><b>Indicator 1.3.d</b> Survey Voice of Youth</p>	<p><b>Baseline 1.3.b</b> Previous BiH Action plan for Roma Employment (2008)</p> <p><b>Baseline 1.3.c</b> Report (1.1.a) on definition of life skills and key competencies (2011), Lessons learnt and materials developed in first phase of project implementation (2010-2011)</p> <p><b>Baseline 1.3.d</b> UNICEF's long-</p>	<p><b>Target 1.3.b</b> The new proposed Action plan foresees a number of targets among which are: -Establishment of a system of collection of data on unemployed Roma; -Co financing for Roma women and youth employment and self-employment programs -Development of specific employment programs for disabled Roma, Roma women and young people. (2012/2013)</p> <p><b>Target 1.3.c</b> 1,000 young returnees in 17 YERP communities received training on life skills and key competences with a focus on building entrepreneurial competences; Training evaluation scores over 4 (out of 5 max) (2011/2012)</p> <p><b>Target 1.3.d</b> 2,360 of youth (aged 15-30)</p>	<p><b>Activities 1.3.b Ongoing</b> Inter-institutional discussions ongoing; Under the initiative and leadership of UNDP/UNRC together with the Ministry for Human Rights and Refugees in BiH, the Action plan has been revised and is to be distributed, discussed and adopted (pending approval)</p> <p><b>Activities 1.3.c Completed</b> 1,119 young returnees trained of which 70 were Roma youth (6,25%) in 17 YERP municipalities; Trainees assessed the quality of trainings with an average grade of 4,78; 305 have received face-to-face consultations on business planning and start-ups; more than 60 youth trainees have found employment.</p> <p><b>Activities 1.3.d Completed</b></p>	<p><b>1.3.b</b> BiH Action Plan for Roma Employment</p> <p><b>1.3.c</b> Program Cooperation Agreement with a local NGO, Project reports, Attendance signatures of trainees, Field visits, evaluation reports, meeting minutes</p> <p>Report Voices of Youth</p>	<p>Government bodies headed by Ministry for Human Rights and Refugees BiH, and relevant international organizations and agencies</p> <p><b>1.3.c</b> UNICEF, NGO UNIJA (Union for Sustainable Return and Integrations in BiH)</p> <p>UNICEF, Research</p>	
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	(VoY) implemented with a focus on opinions and attitudes of disabled youth, Roma, children with no parental care and returnees especially with regard to education and employment perspectives	standing experience in organizing and implementing VoY surveys	in 17 YERP municipalities participated in VoY survey of which 15% belong to vulnerable groups (2012)	The survey report in English and B/C/S languages prepared, distributed and launched (in social media – August 2012; promotional events – 4 forums 1.2.d – December 2012)		agency Prizma, OIA	
2.1. Youth Information Counseling and Training Centers (CISO) established, equipped, staffed and operational)	<b>Indicator 2.1.a:</b> 17 centers in 17 locations reconstructed, furnished and equipped	<b>Baseline 2.1.a:</b> No existing centers that would provide youth tailored services (2009)	<b>Target 2.1.a:</b> 17 CISO centers established and operational (2010/13)	<b>Activities 2.1.a Ongoing</b> Mapping of the JP locations, individual meetings and field visits related to presentation of the JP  Hired architect for the assessment and refurbishment/ reconstruction of the CISO office space  17 locations (office spaces) assessed by the architect  Hired construction companies for reconstruction works	Field visit reports, meeting minutes  ToR developed; SSA contract  Technical documentation; Bill of quantity and specification of reconstruction work  Signed Institutional contracts with	UNDP/UNV  PESs	Until the end of 2012 PES Zapadna Herzegovina Canton was not able to provide neither appropriate premises nor staff. In August 2012 they initiated negotiation in regard to establishment of CISO and it started in November 2013.

				for 16 CISOs	companies		
				Completed reconstruction in 16 locations	Final Reconstruction Report, Minutes of the technical handover, Measurement books, Worksite log book and Attests		
				IT equipment specification prepared and sent to beneficiaries (PES) for clearance	Tendering documents and beneficiaries approval		
				Performed procurement process and selected service provider for purchases and delivery of IT equipment for CISO offices	Purchase Order Inventory list Transfer of Equipment document	UNDP/UNV PESs	
				Furniture specification prepared and sent to beneficiaries (PES) for clearance	Tendering documents and beneficiaries approval		
				Performed procurement process	Purchase Order		

	<p><b>Indicator 2.1.b:</b> Increased capacity of PES employees to deliver specific training and counseling services to youth</p>	<p><b>Baseline 2.1.b:</b> PES training needs analysis (2010).</p>	<p><b>Target 2.1.b:</b> Up to 50 persons trained in a range of topics from CV preparation, job counseling and job-seeking skills advice, PR and advocacy training, life skills and key competences and cooperation with business sector training (2010/2011/2012);</p>	<p>and selected service provider for purchase and delivery of furniture for CISO offices</p> <p><b>Activities 2.1.b: Completed</b> Initiated process of nomination/hiring of CISO employees, both by PES and YERP</p> <p>Draft of the ToR for Youth Employability Advisors finalized and cleared by UNV and PESs</p> <p>Selected, trained and engaged 20 NUNVs (90% female, 10% male)</p> <p>Draft of the ToR for ToT for up to 40 CISO employees prepared and cleared by PESs</p> <p>Organized and conducted three Modules of ToT trainings for all CISO employees (divided in two groups)</p> <p>Organized and held</p>	<p>Inventory list</p> <p>Transfer of Equipment document</p> <p>Final version of ToR</p> <p>Interview meeting minutes</p> <p>Final version of ToR</p> <p>Training report and evaluation Lists of participants</p> <p>ToT Training</p>	<p>UNDP/UNV</p> <p>PESs</p>	
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				<p>“CV, motivation letter writing and how to prepare for interviews“ training for 40 CISO employees and exchange of experience meeting</p> <p>Organized and held trainings <i>Life skills and key competencies</i> and <i>Cooperation with business sector</i> for 41 CISO employees</p> <p>Organized and held trainings <i>Revealing employers view and needs of recruitment process</i> for 35 CISO employees</p> <p><b>Activities 2.1.c:</b> <b>Ongoing</b> Prepared and signed MoUs with all PESs</p> <p>Organized and held regular meetings of all PES directors, CISO coordinators and responsible ministries in order to present up to date achieved results and plans for</p>	<p>Reports</p> <p>Lists of participants</p> <p>ToT Training Reports</p> <p>Lists of participants</p> <p>ToT Training Reports</p> <p>Lists of participants</p> <p>Signed MoUs with 2 entity PES and PES of Brcko District</p> <p>Invitation letters</p> <p>Meeting Reports</p> <p>Lists of participants</p>	<p>UNDP/UNV</p> <p>PESs</p>	
	<p><b>Indicator 2.1.c:</b> Sustainability of activities and commitment of PES assured</p>	<p><b>Baseline 2.1.c:</b> Nonexistence of youth tailored services within PES (2009)</p>	<p><b>Target 2.1.c:</b> CISO officially recognized by PESs</p>				

				<p>sustainability.</p> <p>Letter of recommendation for CISO sustainability sent from the head of FEI and UNDP Resident Representative to all PES in Federation</p> <p>Individual meeting with the head of EIRS held</p> <p>Adopted new systematization/official recognition of 8 out of 17 CISOs</p>	<p>Copy of the letter and relevant documents</p> <p>Organigrammes of PES and Annual Work Plans</p>	<p>UNDP/UNV</p> <p>PESs</p>	
<p>2.2. 8 500 young people, male and female provided with job counseling assistance, trainings and access to up to date labor market information</p>	<p><b>Indicator 2.2.a:</b> Establishment of labor market information system and enabling access to young people</p>	<p><b>Baseline 2.2.a:</b> No systematic labor market information system in place (2009).</p>	<p><b>Target 2.2.a:</b> Info-points established at PES (2011),</p> <p>Communication system developed through Facebook pages for each CISO (2011),</p>	<p><b>Activities 2.2.a:</b> <b>Completed</b> Prepared Communication strategy and presented at PMC meeting</p> <p>Provided different type of assistance to 18.548 beneficiaries (unemployed youth),</p> <p>28.253.739 hits on CISO Facebook pages</p>	<p>Communication strategy document</p> <p>CISO Excel Data Base/Indicator Forms</p> <p>CISO Facebook statistics</p>	<p>UNDP</p> <p>PESs</p>	<p>N/A</p>

	<p><b>Indicator 2.2.b:</b> One-to-one job counseling assistance provided to youth</p> <p><b>Indicator 2.2.c:</b> Employability skills and job-seeking training delivered to youth.</p>	<p><b>Baseline 2.2.b:</b> No job counseling assistance targeting youth provided at PES (2009).</p> <p><b>Baseline 2.2.c:</b> No active job-search trainings offered at PES (2009).</p>	<p><b>Target 2.2.b:</b> At least 8,500 youth have access to labour market information (2011/2012)</p> <p><b>Target 2.2.c:</b> At least 4,000 unemployed youth will get direct counseling assistance  At least 40% of each sex will receive assistance <b>(achieved)</b></p>	<p><b>Activities 2.2.b:</b> <b>Ongoing</b> 19.866 school pupils received professional/carrier orientation assistance</p> <p>Direct individual counseling assistance provided to 7.886 beneficiaries (young people), out of which 4.793 (60%) are women.</p> <p><b>Activities 2.2.c:</b> <b>Ongoing</b> 10.244 unemployed youth participated at info seminars</p> <p>Up to date 8.525 unemployed youth participated in different type of trainings out of which more than 60% are women</p>	<p>CISO Excel Data Base/Indicator Forms</p>	<p>UNDP  PESs</p>	
2.3.1. Work experience provided to youth, male and female, through different work experience schemes	<b>Indicator 2.3.1:</b> Work experience provided to young people (male and female) by civil society and private sector actors by the end of programme through co-financing schemes with PES	<b>Baseline 2.3.1:</b> No work experience secured by PES through systematic labor market offer and demand matching	<b>Target 2.3.1:</b> At least 550 young unemployed persons obtained work experience (male and female – at least 40% of each sex) by end of 2012 through developed employment schemes	<b>Activities 2.3.1. Completed</b> Public calls for employment of youth published for PES FBiH and RS  Evaluation of received requests performed and first employment	Public Call Form and Advertisement  Evaluation criteria and forms of	UNDP, UNV	Insufficient number of private sector companies interested to participate in work experience scheme

		(2009)		<p>started in September 2011</p> <p>Provided direct counseling and support to CISO beneficiaries through developed different trainings and developed individual employment plans</p> <p>427 unemployed youth obtained work experience (male and female – at least 40% of each sex) through co-financing schema with PES</p> <p>More than 2,500 young unemployed persons obtained work experience after assistance provided by CISO</p> <p>More than 540 unemployed youth volunteered</p> <p><b>Activities 2.3.2.a: Ongoing</b></p> <p>6 round tables in 6 regions of BiH organized with representatives of private sector, CSOs, governmental institutions and unemployed youth</p>	<p>received requests</p> <p>Contracts with companies/institutions, progress reports</p> <p>CISO Excel Data Base/Indicator Forms</p> <p>PES reports</p> <p>CISO Excel Data Base/Indicator Forms</p> <p>CISO Excel Data Base/Indicator Forms</p> <p>Round table minutes</p>	<p>PESs</p> <p>UNDP</p> <p>PESs</p>	
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<p><b>2.3.2.</b> Civil society and private sector engaged in development of Youth Work Experience Policy for introduction and formalization of youth work experience schemes.</p>	<p><b>Indicator 2.3.2a:</b> Youth Work Experience Task Force, involving a broad range of stakeholders including CSOs, private sector, public and governmental institutions, established and active</p> <p><b>Indicator 2.3.2b:</b> Youth Work Experience Policy developed and submitted for adoption to governments.</p>	<p><b>Baseline 2.3.2.a:</b> No systematic process for advocating for Youth employment policy (2009).</p> <p><b>Baseline 2.3.2.b:</b> No Youth Work Experience Policy developed to date (2009).</p>	<p><b>Target 2.3.2.a:</b> Two entity Task Forces established with broad membership of CSOs, private sector, public and governmental institutions, including educational institutions (2011); working meetings organized on a quarterly basis (2012/2013).</p> <p><b>Target 2.3.2.b:</b> Develop Policy document (2012)</p> <p>Submission of the document to Parliaments for adoption (mid 2013).</p>	<p><b>Activities 2.3.2.a:</b> <b>Ongoing</b> 2 exerts from both entities engaged to draft initial version of the policy document</p> <p>Received nominations of working group members and two entity Task Forces established</p> <p>Organized Task Force meeting in December (12 members in RS and 11 members in Federation)</p> <p>Received comments and recommendations for the improvement of draft policy documents</p>	<p>ToR for experts</p> <p>Draft version of the policy documents</p> <p>Meeting minutes</p>		
<p>2.4. Young unemployed women and women from vulnerable categories in particular received direct, one-on-one job counselling assistance (individual employment plans), training to</p>	<p><b>Indicator 2.4:</b> Gender mainstreaming of women secured through the project given the unfavourable position of women in the labour market</p>	<p><b>Baseline 2.4:</b> No individual counseling targeted to women and women from vulnerable groups provided by PES (2009)</p>	<p><b>Target 2.4:</b> At least 850 young women from different vulnerable categories received job counseling assistance/individual employment plans and completed training (2011/2012).</p> <p>IT and languages courses provided for up to 1.712 beneficiaries out of which</p>	<p><b>Activities 2.4:</b> <b>Ongoing</b> Up to date 4.603 individual employment plans developed, out of which 2.926 (63%) are for unemployed women.</p> <p>ToR for IT trainings and English language course prepared and</p>	<p>CISO Excel Data Base/Indicator Forms</p> <p>ToRs, RFPs, Purchase orders, List of</p>	<p>UNDP</p> <p>PESs</p>	

improve employability, and direct, one-on-one job-search assistance			60% of women	companies for training delivery selected  IT trainings and English language courses for CISO beneficiaries started in November 2011 and completed in June 2012	beneficiaries  Contracts with beneficiaries  Progress and final reports for IT and English language courses		
2.6. Enhanced awareness and understanding of the value of volunteerism and civic or community engagement among citizens and local government officials in general and in relation to the role and value of volunteering in enhancing employment prospects	<b>Indicator 2.6:</b> Citizens, private sector actors and government official in local communities demonstrate understanding of the value of volunteers and volunteering in relation to enhanced employment prospects	<b>Baseline:</b> Low level of formal volunteering (4.5%) + lack of knowledge about non-governmental sector and its role among general population (2009 NHDR Report BiH)	<b>Target 2.6:</b> At least 60 community outreach activities delivered (2012) – ~1 activity per target group, per community in 2011 + 2012, reaching at least 1,700 individuals	<b>Activities 2.6:</b> <b>Ongoing</b> Community outreach activities with schools and local NGOs (in 14 of 16 CISO centre locations) reached ~10,000 community members, 130 CSOs and 270 schools (~80% 30 years or younger; ~56% female);  45 small-scale volunteer projects in implemented in 70 secondary schools in 17 municipalities;  At least 1220 presentations on volunteering;  A 3.5 day 'volunteering in BiH' workshop held with	Periodic reports and stories from 17 national UNV Volunteers; media coverage of local activities	UNV	Citizens, private sector actors and government officials are receptive to learning about and formally recognizing volunteers and the skills and experience gained through volunteering

				<p>CISO personnel (national UN Volunteers + CISO Centre interns);</p> <p>9 UNV - British Council Social Action Projects community mobilization initiatives completed, mobilizing more than 200 volunteers in the planning and implementation of SAP initiatives</p> <p>UNV FU BiH community mobilization event held with local community groups.</p>			
3.1. BiH Statistical Agencies equipped and trained to create migration statistics including youth migration statistics.	<b>Outcome Indicator 3.1.:</b> Improved capacity of relevant government institutions to collect and process migration data including youth and to institutionalize related employment opportunities and schemes	<b>Baseline 3.1.:</b> Low existing capacities (2009), TNA (2010).	<b>Target 3.1:</b> Regulation on youth migration data mapped and gender sensitive analysis of findings completed;	<p><b>Activities 3.1:</b> <b>Ongoing</b> Coordinative activities for WG establishment completed,</p> <p>WG for development of migration statistics methodology functional (WGM).</p>	Meeting minutes with all relevant stakeholders Meeting minutes Oct 2010 ( First WGM meeting) and Nov. 2010 (Second WGM meeting)	UNFPA	Number of WG members for development of migration statistics methodology will vary depending on activities in 2011

<p>3.1.1. Overall migration statistics methodology in BiH developed to ensure quality of the migration data and compatibility with EUROSTAT standards</p>	<p><b>Indicator 3.1.1:</b> Migration statistics methodology in accordance to EUROSTAT Regulation 862/207 developed</p>	<p><b>Baseline 3.1.1.:</b> No methodology on migration statistics collection and data management (2009).</p>	<p><b>Target 3.1.1:</b> Domestic laws and regulations reviewed; Assessment of the comparability and compatibility of local and international/EUROSTAT standards; 5-8 of BiH statistical agencies statisticians started with training in migration methodology development; Study Tour; WGM Meetings; Methodology for monitoring migration, including youth, developed;</p> <p>Dissemination/ communication of the outcomes of the WGs and the methodology;</p>	<p><b>Activities 3.1.1: Completed</b> Domestic laws and regulations reviewed ,  Assessment of the comparability of local and international /EUROSTAT standards completed  5-8 of BiH statistical agencies statisticians started with training in migration methodology development  Study tour to Austria conducted  6 WGM Meetings conducted  Methodology for monitoring migration, including youth, developed  Dissemination/ communication of the outcomes of the WGs and the methodology in process</p>	<p>Meeting minutes, Third WGM meeting April 2011, Fourth WGM meeting August 2011, Fifth WGM meeting November 2011 , Sixth WGM meeting August 2012</p>	<p>UNFPA</p>	<p>3.1.1. The State Agency for statistics and Entity Institutions are willing, determined and cooperative in terms of producing common methodology for migration statistics</p>
<p>3.1.2. The central BiH database for migration, including youth,</p>	<p><b>Indicator 3.1.2:</b> IT/database and analytical capacities of project partners</p>	<p><b>Baseline 3.1.2.:</b> IT/database and analytical</p>	<p><b>Target 3.1.2.:</b> 5-8 of statisticians start with training in collecting, processing and interpreting</p>	<p><b>Activities 3.1.2: Ongoing</b> The analysis of IT and database</p>	<p>Final version of ToR for IT</p>	<p>UNFPA</p>	<p>3.1.2. The State Agency for statistics and Entity</p>

<p>established</p>	<p>developed; BiH statistical database on migration established and functional.</p>	<p>capacities of project partners developed; BiH statistical database on migration established and functional.</p>	<p>data on migration including youth; Procedures on hardware and software selection initiated; Central BiH and entities' database for migration, including youth, functional; Piloting of migration database;</p>	<p>requirements, as it needs to be based on the results of mapping of the legislative and administrative changes to be made through the new Strategy on monitoring migration, addressed during the first half of Dec. 2011</p> <p>Purchase of IT equipment will be initiated at the beginning of 2013</p> <p>Training of statisticians and other relevant institutions' representatives will be upon receiving IT hardware and software. Central BiH and entities' database for migration, including youth, functional upon setting up the equipment and conducting the training.</p> <p>Piloting of migration database prior to the end of project in mid 2013.</p>	<p>IT Assessment report</p> <p>IT Specification prepared</p>		<p>Institutions are willing, determined and cooperative in terms of procurement of hardware and software for database development and maintenance. However, due the fact that there was no consensus found with entity institutions the IT equipment will be purchased only for state institutions, with possibility for entities to integrate into system in later phases.</p>
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<p>3.2.Legal basis and national coordination mechanism for monitoring migration flows, including youth migration, established</p>	<p><b>Indicator 3.2.1:</b> Coordination mechanism/Working group on migration including youth established and functional/operational, strategy and action plan for migration monitoring developed</p>	<p><b>Baseline indicator 3.2.1.:</b> Lack of coordination on migration flows monitoring (2009).</p>	<p><b>Target3.2.1.:</b> Coordinative activities for WG establishment completed; WG established and functional; Consensus building discussions among stakeholders held and consensus concerning glossary reached; domestic laws and regulations in regards to migration reviewed from statistical perspective; The overview analysis (data collection, mapping, practices) completed; Legal solutions for all changes required in methodology identified; WG regular meetings; Study Tour; Strategy for compliance with Regulation 862/2011 including action plan developed;</p> <p>Dissemination/ communication of the outcomes of the WGs and the strategy</p>	<p><b>Activities 3.2.1. completed</b>  Coordinative activities for WG establishment completed;</p> <p>WG for development of strategy and action plan for monitoring migration in BiH including youth migration functional (WGS);</p> <p>Consensus building discussions among stakeholders held and consensus concerning glossary reached (2010);</p> <p>Domestic laws and regulations reviewed (2010);</p> <p>The overview analysis of mapping practices completed (2010).</p> <p>Legal solutions for all changes required in methodology identified</p> <p>Study tour to Austria conducted</p> <p>6 WGS Meetings</p>	<p>Meeting minutes with all relevant stakeholders; Meeting minutes Oct 2010 (First WGS meeting) and Nov. 2010 (Second WGS meeting). Meeting minutes Third WGS meeting April 2011, Fourth WGS meeting September 2011, Fifth WGS meeting September 2011, Sixth WGS August 2012</p>	<p>UNFPA</p>	<p>All relevant stakeholders, members of the working group are willing, determined and cooperative in reaching consensus concerning glossary. Number of WG members for development of strategy and action plan for monitoring migration in BiH including youth migration will vary depending on activities in 2011</p>
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				<p>conducted</p> <p>Strategy for compliance with Regulation 862/2007 including action plan developed</p> <p>Dissemination/ communication of the outcomes of the WGs and the strategy in process</p>			
<p><b>3.3.1</b> Strengthened institutional capacities and systems to reduce irregular migration and introduce circular migration schemes</p>	<p><b>Indicator 3.3.1.1:</b> Roles, responsibilities, and needs of relevant actors in migration sector identified and agreed</p> <p><b>Indicator 3.3.1.2:</b> Up to 17 CISO, private sector employment services capacitated to provide information on the dangers of irregular migration, TCLM schemes, support to outbound and returning youth.</p> <p><b>Indicator 3.3.1.3:</b> Two additional state-level bilateral agreements initiated with the support of</p>	<p><b>Baseline3.3.1.1</b> <b>1</b> No overview of outward labour migration sector (2009)</p> <p><b>Baseline3.3.1.2</b> <b>2</b> Training delivered through AENAES project to policy staff (2009).</p> <p><b>Baseline3.3.1.3</b> <b>3</b> Three bi-lateral labour</p>	<p><b>Target 3.3.1.1:</b> Outward labour migration sector mapped (2010); migration organigram in BiH developed and approved by the WG (2010)</p> <p><b>Target 3.3.1.2:</b> Training to be delivered to up to 40 operational staff in coordination with UNDP(2010/2011)</p> <p>Study tour for PES &amp; govt. representatives to study circular migration best practices (2010)</p> <p><b>Target 3.3.1.3:</b> Discussions initiated with other destination countries &amp; BiH institutions (2010/2011); bilateral discussions started</p>	<p><b>Activities 3.3.1.1</b> <b>Completed</b></p> <p><b>Activities 3.3.1.2:</b> <b>Completed</b></p> <p><b>Activities 3.3.1.3:</b> <b>Partially Completed</b> Agreement in force with Serbia on temporary labor</p>	<p>Sector map/ organigramme</p> <p>Participant attendance list &amp; participant evaluations</p> <p>Participant evaluations</p>	<p>IOM</p> <p>IOM</p>	<p>Labor market and overall financial crisis in destination countries reduces demand for BiH labour</p> <p>PES and other government professionals motivated to gain knowledge and experience in the field of migration</p> <p>Local laws and institutional framework foresee role for PES or YERCs to participate in organizing</p>

	<p>the Ministry of Civil Affairs and/or other relevant institutions</p>	<p>agreements in process: Slovenia Qatar Serbia; none focuses on youth migration specifically (2010)</p>	<p>(2011); first bilateral agreements drafted (2012)</p>	<p>migration (12.04.2012)</p> <p>Agreement with Slovenia still in process</p> <p>Agreement with Qatar still in process</p> <p>Agreement with New Zealand (initiated by New Zealand) in process</p> <p>Agreement with Russian Federation initiated by BiH, in process</p> <p>Agreement with Croatia initiated by BiH, Croatia agreed to negotiations</p> <p>Agreement with Turkey initiated by BiH</p> <p>Agreement with Montenegro initiated by BiH for the third time</p> <p>The BiH Minister of Human Rights and Refugees initiated discussions with</p>	<p>Draft agreements</p>	<p>IOM/ relevant ministries</p>	<p>temporary migration and providing information on irregular migration</p> <p>Local laws and institutional framework can support circular migration schemes</p> <p>Ability and willingness of various levels of government to actively support and contribute to legal labour migration opportunities for youth</p> <p>Complex and long procedures and unclear responsibilities for initiating, preparing, negotiating and agreeing bi-lateral labour agreements</p>
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				<p>Sweden on migration agreement on hold</p> <p>YERP continues to lobby Ministry of Foreign Affairs regarding initiating discussions with Italy – one of the issues lobbied for by YERP/IOM has been resolved: agreement regarding drivers licenses has been successfully reached (recognizing BiH licenses)</p> <p>Labour agreement with Germany initiated by both sides</p> <p>Labour agreement with Austria initiated by BiH</p>			
<p><b>3.3.2</b> BiH youth provided with organised and legal opportunities for employment and internships/ apprenticeship in a selected country of destination and support to BiH returning youth on reintegrating</p>	<p><b>Indicator 3.3.2.1:</b> One temporary and circular migration scheme (TCLM) for up to 20 youth introduced</p>	<p><b>Baseline 3.3.2.1:</b> One organized TCLM scheme focusing on students exists with Germany (2010); 2-3 organized schemes exist on the municipal level for seasonal</p>	<p><b>Target 3.3.2.1:</b> TCLM best practices researched and documented (2010);  negotiation visits performed to potential destination countries (2010-2011);  scheme introduced (2011)</p>	<p><b>Activities 3.3.2.1:</b> <b>Partially Completed</b></p> <p>Three young migrants returned from USA as part of TCLM with local NGO BHV and Work and Travel Program.</p> <p>IOM, GIZ &amp; cantonal employment services: TCLM young nurses to</p>	Customer satisfaction survey	IOM	

<p>into the BiH labour market.</p>	<p><b>Indicator 3.3.2.2:</b> Up to 100 additional BiH returning youth provided with support and referral assistance on reintegrating into the BiH labour market</p>	<p>work (Zenica, Tuzla, Mostar) (2010)</p> <p><b>Baseline 3.3.2.2:</b> Local development organizations established by the Swedish government to provide information and support for reintegration for those return from Sweden (2010)</p>	<p><b>Target 3.3.3.2:</b> Diaspora consultant engaged (2010);</p> <p>Young Bosnian returnees/Diaspora connected to employment and internship opportunities through UNDP</p>	<p>Germany. 14 nurses in Germany</p> <p>IOM, employment services of Zenica-Doboj Canton, and local NGO MSC completed language training for 12 young health care workers, black smiths, but employers pulled out in January 2012 citing financial crisis.</p> <p><b>Activities 3.3.2.2 Partially Completed</b></p> <p>Diaspora consultant provided</p> <p>Handbook on return &amp; reintegration published on-line and hard copy. 31 recent young returnees provided with one-to-one and small group consultations on reintegration into the BiH labour market and entrepreneurship reintegrating</p> <p>Agreement signed with posao.ba to bring Diaspora</p>	<p>Monitoring visit to 9 participants/ employers in Germany</p> <p>Monitoring visit to potential employers in Italy</p> <p>Report</p> <p>Handbook printed &amp; distributed</p> <p>Participant lists</p> <p>Participant lists and reports</p>	<p>Agency for Labour &amp; Employment BiH</p> <p>Ministry of Human</p>	
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				<p>In cooperation with the MHRR, workshop with young Roma on irregular migration to be organized</p> <p>5 focus groups organized to identify additional media for reaching young people</p> <p>Social media campaign on migration, visa free regime, and trafficking and participants who won were awarded. Information on migration (regular and irregular) published on Facebook; 12,612 young people participated in online campaign</p>	<p>participant evaluations</p> <p>Participant signatures &amp; participant evaluations</p> <p>Focus group reports</p> <p>Photos, comic strips and drawings created by youth participants</p>		
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b. Joint Programme Results Framework with financial information

**Table 1: Results Framework**

JP output: 1. Increased capacities of the education system and local communities to improve youth employability										
Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY	Estimated Implementation Progress			
		Y1	Y2	Y3			NATIONAL/LOCAL	Total amount Planned for the JP	Estimated Total amount Committed	Estimated Total Amount Disbursed
1.1 Capacities of 50 primary and 50 secondary schools to deliver gender sensitive life skills- and competence-based education, professional orientation and career development programmes in consultation with private sector increased	1.1.1.a. Identification of life skills and key competencies for labour market with elements of career development for primary and secondary schools.	x	x		UNICEF	Agency for pre-school education, primary and secondary education (Agency) ministries of education, NGOs, experts	249,246	200,435	200,435	80%
	b. Research/mapping on the present curriculum and practices in the primary schools on life skills and key competencies for labour market									
	1.1.2 Research/mapping on the present curriculum and practices in 20 general and 30 vocational secondary schools	x	x		UNICEF	Agency, ministries of education, NGOs, experts	87,526	48,698	48,698	56%
	1.1.3 Life skills- and competence- based modules developed, based on analyses of the findings of the studies	x	x	x	UNICEF	Agency, ministries of education, NGOs, experts	171,842	99,033	99,033	58%
	1.1.4 Training package developed and teachers, directors and pedagogues trained		x	x	UNICEF	Agency, ministries of education, NGOs, experts	104,539	0	0	0%

	1.1.5 Empowering Young People – Life-skills- and competence-based education of students in 50 secondary and 50 primary schools.	x	x	x	UNICEF	Agency, ministries of education, NGOs, experts	87,708	339,541	339,541	387%
1.2 Capacities of local communities in YERP municipalities to develop early school leavers' database and mitigation plans enhanced to keep pupils in school and improve their employability, with specific focus on monitoring the involvement and participation of Roma and other excluded children	1.2.1 Research conducted on the evidence and reasons for: a) non-enrolment into primary and general secondary schools b) evidence and reasons for dropouts in both primary and secondary schools	x	x		UNICEF	Ministries of education, Municipalities, Primary and secondary schools, CSOs	101,329	87,750	87,666	87%
	1.2.2 Databases on children not attending school and on dropout/non-enrolment developed in YERP municipalities	x	x	x	UNICEF	Ministries of education, Municipalities, Employment agencies, CISOs, CSOs	59,428	66,721	66,721	112%
	1.2.3 Community stakeholders educated on monitoring, detection and prevention of dropouts in both primary and secondary schools		x	x	UNICEF	Ministries of education, Municipalities, Schools, CSOs	178,262	205,002	194,424	109%
	1.2.4 Two forums held to gather members of various communities included in the JB		x	x	UNICEF	Ministries of education, Municipalities, Schools, CSOs	18,661	6,384	6,384	34%
	1.2.5 Results of the forum publicized through the appropriate media channels		x	x	UNICEF	Ministries of education, other governmental institutions and agencies, consultants	161,570	109,546	90,919	56%
	1.2.6 Results and effects of inclusion of out-of-school children monitored, including the outcomes for individuals in the areas of services		x	x	UNICEF	Ministries of education, other governmental institutions and agencies, consultants	32,155	5,225	5,225	16%

1.3 Gender responsive policy and operational guidelines related to facilitating school enrolment and retention, inclusion of disabled youth, Roma and girls from rural areas in education developed	1.3.1 Policy and operational guidelines developed and presented to relevant stakeholders			x	UNICEF	Ministries of education, other governmental institutions and agencies, consultants, NGOs	178,733	26,324	26,324	15%
	1.3.2 Community-based model(s) for enrolment and dropout developed, proposed, implemented and monitored			x	UNICEF	Ministries of education, other governmental institutions and agencies, consultants, Municipalities, Schools, NGOs	28,676	0	0	0%
	1.3.3 Survey Voices of Youth (VoY) implemented with a focus on opinions and attitudes of disabled youth, Roma, girls and returnees especially with regard to education and employment perspectives			x	UNICEF	Ministries of education, other governmental institutions and agencies, consultants, NGOs	46,652	183,820	183,820	394%
<b>SUBTOTAL Component I:</b>							<b>1.506,327</b>	<b>1,378,479</b>	<b>1,349,190</b>	<b>90%</b>

<b>JP output: 2. Enhanced capacities of the Public Employment Services and civil society to develop and deliver integrated package of youth employability measures</b>										
Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY	Estimated Implementation Progress			
		Y1	Y2	Y3			NATIONAL/LOCAL	Total amount Planned for the JP	Estimated Total amount Committed	Estimated Total Amount Disbursed
2.1 Youth Employment Resource Centers established, equipped, staffed and operational	2.1.1 Establishment of Youth Employment Resource	x			UNDP, UNV	UNDP, PES-CISO, Livno municipality	1,090,303 239,000 14,566	1,343,869	1,294,806	97%
2.2 8500 young people, male and female provided with job counseling assistance, trainings and access to up to date labour market information	2.2.1. Selecting beneficiaries and delivering counselling services training package	x	x		UNDP	UNDP, PES-CISO	53,500	43,894	43,894	82%
	2.2.2 Establishing channels to disseminate information on labour market opportunities to young people		x	x	UNDP	UNDP	246,100	169,693	169,693	70%

2.3 550 young people, women and man, obtained work experience, through different work experience schemes	2.3.1 Establishing Youth Work Experience Task Force and actively engaging civil society and private sector		x	x	UNDP	UNDP	822,058	822,058	706,543	86%
	2.3.2 Providing 550 persons with work experience (male and female) through different schemes		x	x	UNDP	Federal Employment Institute, Employment Institute RS, Employment Institute of Brcko District, municipalities and UNDP	632,368 113,743	708,608	708,008	95%
2.4 850 young unemployed women received direct, one-on-one job counseling assistance (individual employment plans), training to improve employability, and direct, one-on-one-job-search assistance	2.4.1 Providing job counseling services and developing individual employment plans		x	x	UNDP	UNDP, PES-CISO	45,474	11,270	11,270	25%
	2.4.2 Identifying partners and delivery of trainings		x	x	UNDP	UNDP, PES-CISO	321,000	436,381	436,381	136%
2.6 Enhanced awareness and understanding of the value of volunteerism and civic or community engagement among citizens and local officials in general and in relation to the role and value of volunteering in enhancing employment prospects	2.6.1 Delivery of community outreach activities in locations served by CISO centres				UNV	UNV, PES-CISO	61,000	61,000	45,647	75%
<b>Monitoring and Evaluation</b>		x	x	x	UNDP, UNRCO	UNDP, UNRCO	126,520	76,813	76,813	60%
<b>MDGF Communication</b>		x	x	x	UNDP, UNRCO	UNDP, UNRCO	28,886	31,378	31,378	109%
<b>SUBTOTAL Component II:</b>							<b>3,794,518</b>	<b>3704,964</b>	<b>3,524,433</b>	<b>93%</b>

3.1. BiH Statistical Agencies equipped and trained to create migration statistics including youth migration statistics	3.1.1.Overall migration statistics methodology in BiH developed to ensure quality of the migration data and compatibility with EUROSTAT standards	x	x	x	UNFPA	BHAS, Agency for statistics of Bosnia and Herzegovina	41,838	41,838	41,838	100%
	3.1.2.The central BiH and entities' database for migration, including youth, established	x	x	x	UNFPA	BHAS, Agency for statistics of Bosnia and Herzegovina	297,593	157,396	157,396	53%
3.2. Legal basis and national coordination mechanism for monitoring migration flows, including youth migration, established.	3.2.1 Working Group on Migration including Youth developed and Strategy and Action Plan established.	x	x	x	UNFPA	Ministry of Human Rights and refugees BiH	99,279	91,685	90,142	92%
3.3.1 Strengthened institutional capacities and systems to reduce irregular migration and introduce circular migration schemes	3.3.1 Undertake assessments with up to 17 CISOs to capacity build them to identify and support outward-bound youth and to act as a focal point for youth wishing to return to BiH for work.	X	X		IOM	CISOs, UNICEF, MSCs, private employment services, civil society organizations	253,006	247,830	247,830	98%

3.3.2 BiH youth provided with organised and legal opportunities for employment and internships/ apprenticeship in a selected country of destination and support to BiH returning youth on reintegrating into the BiH labour market.	Design and implement pilot circular/temporary migration schemes for BiH youth.	X	X	X	IOM	CISOs, MSCs,PES, MFA, MCA, MHRR, entity ministries of labour, private employment services, UNDP (for return incentives)	231,334	249,930	249,930	108%
3.4 Increased awareness amongst BiH youth, their families and the general public regarding the dangers of irregular migration and the benefits of regular migration.	3.4.1 Provide trainings for public and private employment services on assistance to potential and returning migrants, and migrants selected for organised schemes	X	X	X	IOM	UNICEF, schools, CISOs, MSCs, PES, private employment services, civil society organizations	173,350	112,305	106,305	61%
	3.4.2. Deliver information campaign to potential youth migrants through the CISOs and schools, and provide targeted outreach to migrants participating in organised circular schemes.		X	X				30,784	13,142	13,142
<b>SUBTOTAL Component III</b>							<b>1,127,184</b>	<b>914,126</b>	<b>906,583</b>	<b>80%</b>
<b>TOTAL</b>							<b>6,428,029</b>	<b>5,997,569</b>	<b>5,780,206</b>	<b>90%</b>