

Section I: Identification and JP Status

Support to National Efforts for the Promotion of Youth Employment and Management of Migration

Semester: 2-11

Country	Serbia
Thematic Window	Youth, Employment and Migration
MDGF Atlas Project	
Program title	Support to National Efforts for the Promotion of Youth Employment and Management of Migration
Report Number	
Reporting Period	2-11
Programme Duration	
Official Starting Date	
Participating UN Organizations	<ul style="list-style-type: none"> * ILO * IOM * UNDP * UNICEF
Implementing Partners	<ul style="list-style-type: none"> * Centers for Social Work * Ministry of Economy and Regional Development * Ministry of Human and Minority Rights * Ministry of Labor and Social Policy * Ministry of Youth and Sport * National Employment Service * Republic Statistical Office * Workers' and Employers' organizations

Budget Summary

Total Approved Budget

ILO	\$1,344,370.00
IOM	\$984,901.00
UNDP	\$3,052,701.00
UNICEF	\$761,028.00
Total	\$6,143,000.00

Total Amount of Transferred To Date

ILO	\$1,344,370.00
IOM	\$984,901.00
UNDP	\$3,052,701.00
UNICEF	\$761,028.00
Total	\$6,143,000.00

Total Budget Committed To Date

ILO	\$21,841.00
IOM	\$8,330.00
UNDP	\$189,598.00
UNICEF	\$135,145.00
Total	\$354,914.00

Total Budget Disbursed To Date

ILO	\$1,083,682.00
IOM	\$850,371.00
UNDP	\$2,783,280.00
UNICEF	\$587,500.00
Total	\$5,304,833.00

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
Parallel		\$0.00	\$0.00	\$0.00	\$0.00
Cost Share		\$0.00	\$0.00	\$0.00	\$0.00
Counterpart		\$0.00	\$0.00	\$0.00	\$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
National institutions	8	8	National Institutions	Youth Employment Funds
Local Institutions	101	101	Local Institutions	Youth Employment Funds
Urban	0	5,529	Citizens/Men	Youth Employment Funds
Urban	0	4,649	Citizens/Women	Youth Employment Funds

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)

Progress in outcomes

Outcome 1 – YEM has continued to improve the knowledge base and capacity of policy makers to incorporate and develop activities and measures to further enhanced areas of youth employment, migration and social protection. Namely YEM enhanced methods for collection and analysis of data, establishment of new indicators in the areas of employment, social protection and labour migration and contributed to creation of the White paper on Labour Migration Strategy for Serbia as well as to drafting of new Law on Employment of Foreigners and conducted Survey on the Serbian Diaspora and Youth: Cross-Border Ties and Opportunities for Development.

Outcome 2 – During the reporting period YEM has further enhanced public institutions to deliver more efficient and individualized services to disadvantaged youth, to better understand their problems and needs, to integrate youth employment in municipal targets and to build consensus on the need for better integrated service delivery.

Outcome 3 - On the level of direct support to individual institutions, YEM continued supporting Centers for Social Work (CSWs), the National Employment Service (NES), Ministry of Youth and Sport (MYS) and the municipal youth offices (YOs) in creating the platform for the development of the National Youth Association. Until the end of reporting period a total of 2,780 disadvantaged youth have been included into ALMM. Furthermore, YEM supported the introduction of case management and annual operational planning in selected CSWs, supported YOs to better understand and reach out to disadvantaged youth through info-points, which have already been used by over 7,000 youth, to establish clubs and voluntary services and to deliver employment related projects which have already reached close to 400 young men and women.

Progress in outputs

-Instruments for DevInfo data collection produced within the social protection system. The equipment for data monitoring and reporting distributed to all municipalities that had been previously trained. New WGs for selection of indicators for DevInfo municipal profiles established and the discussions on data exchange procedures between SORS and other data producers initiated.

-Piloting of integrated service delivery model has unfolded successfully, resulting in inclusion of 186 beneficiaries of social services into ALMM. All participating institutions have signed Partnership Agreements, defining roles and responsibilities. At the policy level support to the MLSP in drafting by-law on activation of financial social assistance (FSA) beneficiaries has been initiated. The inputs for development of the by-law were obtained from the lessons learned from piloting of integrated services model and ILO Research that assessed activation level and labour status of current social protection beneficiaries.

-A group of 30 NES counsellors were trained on employment counselling and guidance (methods and practices), with an aim to create a group of professional NES staff/trainers who will be entrusted to deliver this training package to other NES staff.

-In December 2011, seven months long business development support to 12 selected social enterprises has ended, resulting in an increased capacities and better performance of social enterprises in the area of sale, marketing, strategic planning and human resources.

-All CSWs in the YEM target districts (covering 452 case managers and supervisors) were trained to introduce case management and 17 CSWs were trained and selected to produce Annual Operational Planning (AOP). The training package was accredited and guidelines for AOP completed and published. Capacity building for local community informing and communication finalized in 28 CSWs. The material targeting vulnerable target groups was produced and delivered in 6 CSWs. The manual on "Informing the Local Community and Communication" developed, printed and distributed to 60 CSWs.

-Support to the MYS with coordination of the inter-ministerial working group on career guidance and counselling has been continued. The inter-ministerial working group coordinated and assisted the organization of three important venues in October and November 2011: Career Education for SEE– Investment in youth for sustainable economic growth, Seminar on the Operative Planning for the Implementation of the Strategy on Career Guidance and Counselling at the local level and the Meeting of Youth Offices Coordinators on Professional Orientation in the Transition to the High School.

-The programme supported the MYS and the local YO's in analyzing the current institutional framework of the YO's and in designing mechanisms for the creation of the initial platform for the development of the National Youth Association. The research on YO's Coordinators' views and practices was finalized in October 2011. Based on the main recommendations and conclusions – the process of the detailed action plan for January – April 2012 has been developed in coordination with the MYS.

- Four projects are implemented by five local YO's, targeting ~400 young people from their respective communities - two of them have established voluntary services; one is about to open a youth club, while other two are implementing various activities for vulnerable youth. In six YO's youth teams are established and active in career informing and counselling their peers. Their capacities are strengthened for effective project monitoring and reporting. Five YO's, in cooperation with government institutions, have continued with outreach, training and promotional activities, with special emphasis on the volunteering activities.

-Until the end of December 2011, a total of 2,780 disadvantaged youth have been included into ALMM out of which 1,828 beneficiaries have participated in YEF vocational training programmes and 952 were employed (177 self-employed, 625 placed in companies and 150 PWD in job placements). Out of 1,828 who are undergoing vocational trainings a total of 186 beneficiaries have been activated due to the successful piloting of integrated service delivery.

-Youth awareness rising campaign on existing local services as well as on risks of irregular migration was developed in the form of the online game, available on www.lifeonsale.rs, which is currently within the testing phase. As of 1 February 2012, upon completion of the test phase, the game will be transferred to www.lifenotforsale.rs

Measures taken for the sustainability of the joint programme

The Government has adopted the National Employment Action Plan (NEAP) for 2012 which foresees provision of further support to “difficult to employ groups” initially targeted through YEF that will be given priority access to active labour market programmes, such as young people without or with low qualifications, persons with disabilities, Roma, refugees and internally displaced persons as well as returnees under the readmission agreements.

Sustainability of what has been achieved as well as further support to social enterprises was assured through sharing of lessons learned at the final conference that was organised upon completion of the YEM business development support programme. Key recommendations and lessons learned were shared and discussed among all interested stakeholders, including government representatives, social enterprises, business sector, foundations that support work of social enterprises and international organisations. Lessons learned from the piloting of integrated services delivery as well as data obtained from research on activation level and labour status of current social protection beneficiaries will be incorporated into by-law on activation of FCA recipients. Also, all relevant tools and instruments such as procedures and referral formats, that are developed and tested during piloting, will become integral part of activation by-law and therefore will continue to be used and applicable in the entire social welfare system in Serbia. It has also been agreed with national partners that training on integrated services model, designed to equip professional from CSW and NES with necessary skills for delivery of such model will be accredited in social welfare system and therefore will be available in the future to professionals.

It has been decided that the training of NES counsellors in basic counselling skills be conducted internally by NES staff, rather than to outsource this task which would lead to heightened expenses which the NES could not endure in the future.

Are there difficulties in the implementation?

What are the causes of these difficulties?

Briefly describe the current difficulties the Joint Programme is facing

Since mid November 2011, when the contract of the international JP Manger has ended and the recruitment process of the national JP was unsuccessful, the JP operates without

Program Manager. The process of program implementation was not affected, as each agency designated staff that has continued to coordinate and monitor their specific activities.

Briefly describe the current external difficulties that delay implementation

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

Since the YEM management is currently without JP Manager, as a stop-gap measure, IOM coordinates preparation and submission of the semi-annual report. The PIU has continued to regularly organize meetings in order to discuss ongoing issues and further improve coordination among partners.

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

In Serbia, three joint programmes have been approved. YEM started in May 2009, the other two joint programmes by December 2009. Close coordination between the three joint programmes and the RC office are established. Regular meetings between programme managers and RC office are being held, and Joint programme managers participate in UNCT meetings as observers. In addition, YEM as the first joint programme shares all operational information and documents with the other two programmes and invited the partner programme managers to participate in the weekly PIU meetings.

In order to ensure smooth communication between the PMC and NSC, the PMC for YEM is attended by the Spanish Embassy representative, UN Coordination Officer and SEIO/DACU Representative.

The horizontal cooperation between YEM and other programmes is most appreciated by donors, particularly in the context of the contribution that YEM and other programmes make to the EU integration processes in the country.

YEM PMC that is co-chaired by the Ministry of Economy and Regional Development and IOM, as the YEM lead agency, is very active and functions very well. National ownership in the management and implementation of this programme is at the very good level. Given the fact that Serbian Ministry of Economy and Regional Development chairs two out of three MDG F PMCs in Serbia, a delegation from the Ministry paid an official visit to US in early December 2011, on which occasion they met with representatives from MDG F Secretariat HQ. The National Steering Committee worked and communicated by e-mail during the reporting period (approving numerous documents/requests submitted to it). The national representative to the NSC changed in late 2010. Ms Milica Delevic, the Serbian EU Integration Office Director, is the new co-chair from Government side. The NSC meeting took place in June 2011. The NSC appreciated the progress and value brought in by the three MDG F JPs and in particular the contribution that the programmes bring to

the EU integration processes. National ownership promoted through the JPs is seen to pave the way for the forthcoming decentralized implementation modality to be put in place on the way to the EU integration. Next NSC meeting is planned for early 2012.

Regarding the fact that YEM results are rated as very good practice, PBILD will incorporate some of the elements and methods of YEM into PBILD YEM II.

In order to further strengthen, extend and expand some of the good results achieved during the YEM I JP, the team developed a one-year cost extension of the JP (YEM bis) that was submitted to Spanish Government for review and potentially also for funding. A fully fledged YEM II JP is in the process of being developed by the team and PMC and will be presented to donors for funding.

There is interest expressed by national and UN partners that are active on the current project to continue with the YEM activities and objectives through new programmatic ventures.

International JP Manager finished his assignment on 15 November. The advert for recruitment of the national JPM was issued and several candidates were interviewed. After careful review of available candidates and their expectations from the 6 months long assignment with this project, it was decided to recruit the best available candidate for the position of the JPM and in addition to that one person to support youth migration related activities. The candidate selected for the coordination position of the JPM declined the offer due to the changed contract modality (from announced fixed-term into consultancy contract) and agreement with the selected candidate was not reached. As a stop-gap measure, IOM as the lead agency managed to coordinate the semi-annual report due January 20, 2012.

Regular meetings for the MDG F JPM and UN RC and RCO are held regular communication/cooperation maintained.

JPM takes part at UNCT meetings and other related 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 MDG-F JPs	0	0		
Number of joint analytical work (studies, diagnostic) undertaken jointly by UN implementing agencies for MDG-F JPs	0	6	Published surveys	Published surveys
Number of joint missions undertaken jointly by UN implementing agencies for MDG-F JPs	0	2	Mission reports	Mission reports

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: procurement

Management: service provision

Who leads and/or chair the PMC?

IOM and Ministry of Economy and Regional Development

Number of meetings with PMC chair

6

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

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

Not involved false

Slightly involved false

Fairly involved true

Fully involved false

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

Policy/decision making

Where is the joint programme management unit seated?

National Government

Current situation

The Government is fully included into all aspects of oversight and implementation of the joint programme through the Ministry of Economy and Regional Development as the lead national partner. All national implementing partners are members of the YEM programme management committee. The MERD has been regularly updated on progress achieved.

At the operational level, YEM coordinates and participates in inter-ministerial working groups in integrated service delivery and migration and employment policy. The Statistical Office of the Republic of Serbia (SORS) implements all relevant surveys under the JP as a sub-contractor. Representatives of the MERD and MYS participate in the regular PIU meetings.

With regards to Civil Society, consultations have been held with regards to the design of the active labour market measures. A national CSO representing youth carried out the national advocacy campaign under the JP as a sub-contractor.

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

The JP has articulated a communications and advocacy strategy, which has 4 most important objectives:

- Guide JP communications internally among partner agencies to support JP implementation.
- Provide guidance and quality assurance for JP external communication in order to ensure consistent and appropriate visibility for JP activities, and to support the creation and maintenance of positive and successful relationships with YEM stakeholders.
- Outline JP communication activities' framework to support the achievement of programme outputs and outcomes.
- Provide the basis for co-ordinated advocacy action among all JP partners and team members, utilizing advocacy opportunities and resources to help achieve the positive change identified, contributing to advocacy around the achievement of JP goals and MDGs.

The JP Communication and Advocacy Strategy contains a matrix on stakeholder communication, which outlines the stakeholder groups, communication goals, and communication tools and processes to be used; detailed guidelines on visibility of the JP, and C&A events and products; and the framework for the implementation of the C&A activities over the course of the JP as well as a template for quarterly C&A workplans.

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

New/adopted policy and legislation that advance MDGs and related goals
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 2
Local citizen groups

Private sector
Academic institutions 1
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?

Focus groups discussions
Use of local communication mediums such radio, theatre groups, newspapers
Open forum meetings
Capacity building/trainings

Every organised event was used to promote the programme and inform the citizens about programme's opportunities and achievements. Communities' interest in and the support for YEF is continuing as evidenced through the results and video promotion. A TV report, which includes an extract from our YEM video, a brief interview with YEM Employment Adviser and one of YEF beneficiaries, was broadcasted on RTS 1 Euronet programme; YEM Employment Adviser participated in the RTS TV show "All Colours of Life", and the award-winning YEF documentary was selected as the video to be released under the spotlight section of the global MDG-F web portal on 12th August 2011 to celebrate the International Day of Youth.

Section III: Millenium Development Goals

Millenium Development Goals

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

JP Outcome	Beneficiaries	JP Indicator	Value
Outcome 1. Youth employment and migration policy objectives are included into national development strategy		<p>MDG Indicators:</p> <ul style="list-style-type: none"> 1.4 Growth rate of GDP per person employed 1.5 Employment-to-population ratio 1.6 Proportion of employed people living bellow \$1 (PPP) per day 1.7 Proportion of own-account and contributing family workers in total employment. <p>JP indicator:</p> <ul style="list-style-type: none"> - Number of key indicators of the youth labour market, including informal employment and migration regularly collected and used in policy-making - Labour migration policy and action plan with specific priorities and outcomes, which are aligned with national MDG indicators, adopted by the Serbian Government - Number of measurable targets on youth employment and migration included in the national development strategy and budgetary planning framework 	

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

JP Outcome	Beneficiaries	JP Indicator	Value
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Outcome 2. National institutions develop integrated labour market and social services that meet employment and migration policy objectives targeting disadvantaged young women and men

8174

MDG Indicator:

1.4 Growth rate of GDP per person employed
 1.5 Employment-to-population ratio
 1.6 Proportion of employed people living below \$1 (PPP) per day
 1.7 Proportion of own-account and contributing family workers in total employment.

JP indicator:

- Number of disadvantaged and returning youth treated with targeted employment and social services, disaggregated by gender and rural / urban residence.

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

JP Outcome

Beneficiaries

JP Indicator

Value

Outcome 3. Integrated employment programmes and social services targeting young returnees and other disadvantaged young women and men implemented in three target districts 2780

MDG Indicator:
1.4 Growth rate of GDP per person employed
1.5 Employment-to-population ratio
1.6 Proportion of employed people living below \$1 (PPP) per day
1.7 Proportion of own-account and contributing family workers in total employment.

JP Indicator:
- Number of disadvantaged young men and women utilizing targeted employment programmes and/or social services for the first time as a result of improved outreach activities of state institutions
- Number of young men and women transited to decent jobs
- Number of young Roma men and women transited to decent jobs
- Number of young women and men with disabilities transited to decent jobs

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

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 2
 Local

Laws

National 1
 Local

Plans

National
 Local

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

Law on Social Protection – Adopted by the Government in March 2011. Key impact of YEM: work on activation of recipients of social benefit; provision that social benefits are not cancelled for beneficiaries that enter training programmes;

Employment Strategy – Adopted, key impact of YEM: employment data (especially for youth); employment targets (especially for youth); coordination of work of the WG

Memorandum of Understanding on development and implementation of policies of lifelong entrepreneurial education and the Protocol on cooperation of partners in the

development of lifelong entrepreneurial education. Key impact of YEM: both MoU and Protocol were signed as a result of an advocacy campaign conducted within YEM. Partnership Agreements - signed by representatives of the National Employment Service and Centers for Social Work from 5 municipalities that are piloting integrated services model. The Partnership Agreement provides the legal foundation for cooperation and defines roles and responsibilities of partner institutions. Key impact of YEM: Format developed within the process of establishment of integrated service delivery in Serbia.

Local employment strategies – developed by 22 municipalities. Key impact of YEM: training on development of local employment action plans

By-law on activation of financial social assistance beneficiaries – Key impact of YEM: inputs for development of the by-law obtained from research on activation level and labour status of current social protection beneficiaries commissioned by YEM as well as lessons learned from piloting of integrated services model. In addition, technical support for development of the by-law is provided by YEM.

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

Citizens

Total
Urban
Rural

Youth

Total
Urban
Rural

Migrants

Total
Urban
Rural

National Public Institutions

Total

Local Public Institutions

Total
Urban
Rural

Private Sector Institutions

Total
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 true
Migration false
Both false

National budget 20,967,742.00

These funds were allocated by the Government of the Republic of Serbia before the implementation of the JP. Namely, in the response to economic crisis the Government adopted two youth employment programs in April 2009: "First chance" with the value of around 14 million EUR and "Apprentice programme" of estimated value of around 2,1 million EUR (both in the total value of 20,967,742 \$ USD). However, this amount does not include the share of total ALMs that the Government of Serbia spent for measures and activities toward youth employment and the budget recourses that were planned and spent for programmes and measures implemented by Ministry of Youth and Sport, Ministry of Education and other relevant national institutions. It should also be emphasized that ALMs programmes and measures cover the whole territory of Serbia, not only localities of interventions of the JP.

Total Local Budget

These funds were allocated by the Government of the Republic of Serbia before the implementation of the JP. Namely, in the response to economic crisis the Government adopted two youth employment programs in April 2009: "First chance" with the value of around 14 million EUR and "Apprentice programme" of estimated value of around 2,1 million EUR (both in the total value of 20,967,742 \$ USD). However, this amount does not include the share of total ALMs that the Government of Serbia spent for measures and activities toward youth employment and the budget recourses that were planned and spent for programmes and measures implemented by Ministry of Youth and Sport, Ministry of Education and other relevant national institutions. It should also be emphasized that ALMs programmes and measures cover the whole territory of Serbia, not only localities of interventions of the JP.

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 true
Migration false
Both false

National Budget

% Overall 28.5
% Triggered by Joint Programme 6.5

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 yes

Vocational training programmes

Total 1,828
Women 928
Men 900

% of migrants

Formal education programmes

Total

Women

Men

% of migrants

Apprenticeship programmes

Total

Women

Men

% of migrants

Employment resource & youth service centres

Total 952

Women 277

Men 675

% of migrants

Labour market analysis

Total

Women

Men

% of migrants

Public-Private partnerships

Total

Women

Men

% of migrants

Other, Specify

Total 327

Women 105

Men 222

% of migrants

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

Total No. young men 900
Total No. young women 928
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 675
Total No. women 277
Total No. migrants
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 8
Local public institutions 101
Private business
NGOs 2
Academic institutions
Other:

Private business employers

Men
Women

Civil servants

Men 242
Women 786

Teachers/ trainers

Men
Women

Citizens

Men
Women

Other, Specify

Men
Women

b. Joint Programme M&E framework

This template is the same as the one you will find in the JP documents. We have added 3 columns to provide spaces for baselines of the indicators as well as targets. All the values for indicators in this template are cumulative. This means the past values obtained accumulate (add up over time) as the joint programme gets implemented. We are expecting you to include not only the indicators but the value of these indicators. If you do not provide them, please explain the reason and how you are going to obtain this information for the next reporting period.

Expected Results (Outcomes & outputs)	Indicators	Baseline	Overall JP Expected target	Achievement of Target to date	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks & assumptions
From Results Framework (Table 1)	From Results Framework (Table 1)	Baselines are a measure of the indicator at the start of the joint programme	The desired level of improvement to be reached at the end of the reporting period	The actual level of performance reached at the end of the reporting period	From identified data and information sources	How is it to be obtained?	Specific responsibilities of participating UN organizations (including in case of shared results)	Summary of assumptions and risks for each result
1. Youth employment and migration policy objectives are included into national development strategy								
1.1. Knowledge base on youth employment and migration improved to inform national development strategy and action plans	Number of key indicators of the youth labour market, including informal employment and migration regularly collected and used in policy-making	Data on international migration flows of young people are not collected in a systematic way. The migration profile of Serbia still does not exist.	15 statistical indicators on youth employment, informal employment and internal migration developed and used for policy-making purposes by the end of the first year of the JP Status: Completed	<ul style="list-style-type: none"> - A list of 15 youth labour market indicators completed and used in regular Labour Force Survey (LFS) conducted by SRSO; - Survey module on youth employment and mobility developed and attached to annual LFS – administered to 2,596 youth in the October 2009 LFS. Ad-hoc survey module on impact of financial crisis included in April 2009 LFS; - Comparative analysis of Youth module data LFS April and October 2009; - LFS methodology improved; - Adjusted time series for LFS data calculated 2004-2010. 	Semi-annual LFS, monthly RAD Establishment Survey and NES administrative data which should all be used for systematic monitoring of the youth labour market in Serbia. RSO surveys, general population census.	Annual Monitoring	ILO, IOM, UNICEF – MERD, MYS, SRSO	<ul style="list-style-type: none"> - Less attention of policy-makers on employment and migration issues - Insufficient resources are allocated to the monitoring of statistical indicators <p>Assumptions</p> <ul style="list-style-type: none"> - No major institutional change occurs during the implementation of the project - Sufficient resources are invested in the development of statistical indicators to monitor the development Serbia - The commitments taken at policy level are executed at local level
	At least 10 key indicators for social protection developed and regularly collected	The Office also lacks more recent data on internal migration Social protection indicators for youth are not defined and means of their regular collection not identified.						
	Number of developed youth social protection indicators used in policy-making	Indicators for youth labour market, youth migration and social protection not integrated into						

Expected Results (Outcomes & outputs)	Indicators	Baseline	Overall JP Expected target	Achievement of Target to date	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks & assumptions
		<p>DevInfo database system.</p> <p>New reporting format and indicators for monitoring social protection services are being developed by the Ministry of Labour and Social Policy (MLPS) and the Republican and Provincial Institutes for Social Protection.</p> <p>Indicators for youth labour market, youth migration and social protection not integrated into DevInfo database system.</p> <p>According to the database of adopted policies and measures of the Government of Serbia, indicators have not been defined for all listed measures.</p>	<p>purposes at both the national and local level Status: Completed</p> <p>At least 10 key indicators for youth social protection developed and used for policy making purposes at both the national and local level Status: Completed</p> <p>DevInfo database system and data collection processes upgraded with the integration of new sets of indicators on youth employment, migration and social protection Status: In progress</p>	<p>- Final version completed; - Indicators completed.</p> <p>- 10 national and local indicators on youth social protection defined and collection methods established; - Instruments for data collection produced within the social protection system and on the basis of the report on social protection indicators.</p> <p>- The guide for collection and reporting of national and local data developed; - Contract with the Statistics Office of the Republic of Serbia (SORS) signed and revision of national database as well as development of municipal databases and municipal profiles initiated; - New working groups for selection of indicators for DevInfo municipal profiles established; - Discussions on data exchange procedures between SORS and other data producers initiated.</p>	<p>documents of the Ministry of Labour and Social Policy and the Republican and Provincial Institutes for Social Protection.</p> <p>DevInfo database.</p> <p>Published Government policies, strategies and plans.</p>			<p>- There is a reliable and timely flow of information and data among central and local labour market institutions, the Statistical Office and other labour market information providers</p>

Expected Results (Outcomes & outputs)	Indicators	Baseline	Overall JP Expected target	Achievement of Target to date	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks & assumptions
1.2. Policy on management of labour migration, including returns of young Serbs, developed and linked to employment policy and strategies	Labour migration policy and action plan with specific priorities and outcomes, which are aligned with national MGD indicators, adopted by the Serbian Government	The National Strategy for Employment 2005-2010 and the National Employment Action Plans take into account migration and return and reintegration of workers. The National Strategy for Economic Development 2006-2012 and the National Strategy for Regional Development 2007-2012 also both incorporate migration issues linked to economic development and increase of employment rate in the country. Adoption of the Migration Management Strategy in July 2009.	A national policy on labour migration and an accompanying action plan with specific priorities and outcomes used as a source and reference by relevant institutions for different strategic documents. Status: Completed	<ul style="list-style-type: none"> - Consultations with Ministry of Economy and Regional Development (MERD), Ministry for Diaspora and Commissariat for Refugees completed and priorities for LMS agreed; - Organised workshop on labour migration strategy for inter-ministerial working group. - Supported MERD with drafting of the new law on employment of foreigners; - White paper for a labour migration strategy for Serbia completed and submitted to the MERD for consideration and utilisation. 	Published Government Strategies, Action Plans and Legal Acts, Official Gazette of the Republic of Serbia.	Annual Monitoring	IOM, MERD, MYS, MLSP, MHMR	<ul style="list-style-type: none"> - Less attention of policy-makers on employment and migration issues <p>Assumptions</p> <ul style="list-style-type: none"> - No major institutional change occurs during the implementation of the project
1.3. Youth employment and migration targets included in national development strategy	Number of measurable targets on youth employment and migration included in the national development strategy and budgetary planning framework	The National Employment Action Plan stipulates the following objectives, including targets and indicators, relevant for the YEM project. No.2 Provide prerequisites for	An advocacy campaign conducted by the end of the first year of the JP by organizations representing the interests of young people to prioritize youth employment and migration targets	<ul style="list-style-type: none"> - Four issues to be advocated have been identified through nationwide consultations: 1) Introduction of entrepreneurship education; 2) Introduction of systematic and long term based support measures for SMEs; 3) Enhance education outcomes in order to better meet the labour market needs; 4) Establishment of a 	Published Government policies, strategies and plans. Memorandum on the Budget and Economic	Annual Monitoring	ILO, IOM, UNDP, MERD, MYS	<ul style="list-style-type: none"> - Less attention of policy-makers on employment and migration issues <p>Assumptions</p> <ul style="list-style-type: none"> - No major institutional change occurs during the implementation of the

Expected Results (Outcomes & outputs)	Indicators	Baseline	Overall JP Expected target	Achievement of Target to date	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks & assumptions
		youth employment (EU integrated guideline 18): Draft and adopt Youth Employment Action Plan; Implement activities envisaged by the National Strategy for Youth and Action Plan for its implementation 2009-2014; Implement a joint programme YEM. No.3 Promote employment of hard-to-employ unemployed persons: Promote employment of persons with disabilities; Promote employment of the Roma; Promote employment of refugees and IDPs; Promote employment of returnees under the readmission agreement; Promote women's employment.	in national development policies Status: Completed	<p>coordination mechanism to increase outcomes of the existing policies and programmes in the area of youth and employment;</p> <ul style="list-style-type: none"> - Report completed and findings and recommendations presented at more than 25 separate round-tables and meetings; - As a result, the Committee on Youth and Sports of the Serbian Parliament hosted a public hearing on entrepreneurial learning. More than 80 participants took part at this event including MPs, officials from line ministries and other state institutions, NGO representatives, participants from private sector, local and regional authorities, academic institutions and media; - Media coverage: Until the end of reporting period, more than 90 articles in printed media covered the advocacy campaign themes, more than 50 internet articles were published on relevant web sites and more than 55 TV programmes featured the YEM advocacy issues. - As a result of the NGO advocacy campaign, a Memorandum of Understanding between the MERD and Ministry of Education has been signed as a foundation to introduce entrepreneurial learning into the Serbian educational system; 	and Fiscal Policy, Official Gazette of the Republic of Serbia, NES budget.			project

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				<ul style="list-style-type: none"> - Another outcome of the advocacy campaign is the establishment of “advocacy base”, a core group of interested NGOs and institutions, which will continue advocating as a group; - Additional capacity of selected youth regional NGOs to address youth related issues was built through provision of grants. Two selected NGOs organized round tables tackling issues of employment opportunities and youth unemployment at local level, organized extensive regional media campaigns and supported youth in selection of occupations through organization of professional orientation and carrier guidance fairs. Six professional orientation fairs were organised and attended by 1,300 youth. 				
			<p>Youth employment and migration targets are included in national development strategies and budgetary planning frameworks Status: partially completed: Employment targets included in new national employment strategy</p>	<ul style="list-style-type: none"> - MERD staff engaged to aid the process of <i>EU acquis communautaire</i> employment law approximation; - National Employment Strategy (2011 – 2020) adopted and published including indicators and targets of youth employment. Publication printed and distributed; - Employment (including youth employment) targets developed to be embedded in national employment strategy 2011-2020 and budgetary planning frameworks; 				

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				- Technical assistance continuously provided to the MERD in the development of the new national employment strategy 2011-2020 and budgetary planning framework;				
2. National institutions develop integrated labour market and social services that meet employment and migration policy objectives targeting disadvantaged young women and men								
2.1. A system integrating labour market, migration and social services for youth established and functioning	Number of public service providers and type of services that are integrated to target the needs of disadvantaged youth	Centers for Social Work (CSW) and the National Employment Service (NES) have very few services and programmes targeted to the most disadvantaged groups of unemployed youth. With few exceptions, in all municipalities surveyed by YEM on cooperation between NES and CSWs, cooperation between CSWs and NES is limited to obtaining documentation from the NES branch office needed by the unemployed in order to exercise their social rights.	An integrated service delivery system that reaches out to disadvantaged youth is developed and operationalized Status: In progress – model completed – piloting in progress	<ul style="list-style-type: none"> - Two surveys on integrated service delivery focused on employment and social services completed (International and National); - Inter-ministerial coordination mechanism established; - Study tour for inter-ministerial working group to visit best practice in integrated service delivery in the UK; - Operational procedures for the piloting of integrated service delivery completed; - 7 pilot municipalities selected and piloting initiated; - Research assessing activation level and labour status of current social protection beneficiaries completed, providing baseline data for new Law on Social Protection as well as data valuable for development of by-law on activation of financial social assistance (FSA) recipients; 	Annual Reports of the Government Agencies (NES, CSWs).	Annual Monitoring	ILO, UNDP, MERD, MLSP	<ul style="list-style-type: none"> - Institutional changes and a negative economic cycle cause a loss of interest in the activities of the JP; - Personnel changes of policy makers and civil servants slow down JP activities - National institutions do not agree on the integration of services <p>Assumptions</p> <ul style="list-style-type: none"> - No major institutional change occurs during the implementation of the programme - National and local Government commits to participate in and contribute the activities of the JP - Young people are interested in and willing to take advantage of the services provided. -The private sector recognize the value added that CSR can bring to economic activities -Enterprises recognize –and contribute to address– the

Expected Results (Outcomes & outputs)	Indicators	Baseline	Overall JP Expected target	Achievement of Target to date	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks & assumptions
								youth employment challenge in Serbia -The interventions designed attract groups at the margin of society - The economic cycle remains relatively stable throughout the programme
2.2. The capacity of the National Employment Service, Ministry of Labour and Social Policy and National Youth Office to deliver targeted youth employment and social services strengthened	<ul style="list-style-type: none"> - Number of disadvantaged and returning youth treated with targeted employment and social services, disaggregated by gender and rural / urban residence. - Number of referrals of disadvantaged young women and men between CSW, NES branch offices and local youth offices demonstrating an improved mechanism for integrated service delivery - Model for annual operational action plans of CSWs elaborated in the Handbook for Operational Planning for CSW on the basis of the agreed methodology, guidelines and minimum content with MLSP - Number of YO participating in the delivery of and type of 	<p>The official data of the Ministry do not classify beneficiaries of social benefits by age. A basic overview of social benefits indicates that about 30% of beneficiaries are young people age 16-30. Among those are predominantly young Roma, mostly without professional qualifications.</p> <p>According to the available data at the national level (source: Annual CSW Reports 2008), every third beneficiary of CSWs belongs to the 'children and youth' group. The total number in the period 2006-08 increased from 142,250 to 172,381.</p>	<p>A referral system for integrated service delivery that targets disadvantaged youth developed and in use by the NES</p> <p>Status: In progress</p>	<ul style="list-style-type: none"> - Development of comprehensive training module for the NES staff to manage youth clients; - A functional assessment of the NES was carried out by the YEM in order to identify areas for the improvement of NES client services and a set of recommendations has been presented to the NES and MERD top management. These recommendations are guiding the NES capacity development activities; - Training programme and materials developed for an induction training into basic professional employment counselling for NES staff developed in order to improve the service provided to unemployed clients; - Training of trainers of the developed induction training has been completed for the first 15 NES trainers and the first of two sessions have been completed for the second group of 15 NES trainers; - Two Centres for professional guidance and counselling fully equipped and 	<p>NES reports and records.</p> <p>CSWs reports.</p> <p>YOs reports.</p> <p>Reports and records (database) of the Government Agencies (NES, CSWs, YOs).</p>	<p>Annual Monitoring</p>	<p>ILO, UNICEF, MERD, NES, MYS, MLSP</p>	<p>As per output 2.1</p>

Expected Results (Outcomes & outputs)	Indicators	Baseline	Overall JP Expected target	Achievement of Target to date	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks & assumptions
	services that are integrated to target the needs of disadvantaged youth			<p>launched in Nis and Novi Sad;</p> <ul style="list-style-type: none"> - One employment counsellor trained in Active Job Search II in each of the following four NES branch offices: Belgrade, Nis, Jagodina and Novi Sad. 				
			<p>Methodology, guidelines and minimum content requirements of annual operational actions plans of CSWs agreed by MLSP and elaborated in Handbook for Operational Planning for CSW</p> <p>Status: Completed – and result fed into new Law on Social Protection</p>	<ul style="list-style-type: none"> - Minimum content requirements on AOP agreed with MLSP; - Handbook on AOP for CSWs developed, printed and distributed; - Training on AOP designed and conducted (see 3.1.3). 				
			<p>A referral mechanism to employment and social services that targets disadvantaged youth developed and in use by the MoYS and relevant Youth Offices</p> <p>Status: In progress</p>	<ul style="list-style-type: none"> - 6 YOs capacitated for developing project proposals addressing needs of disadvantaged youth and 5 are implementing projects that aim at improving youth employability, through trainings and liaison with relevant services (social and NES); 				
			<p>At least 6 YOs participating in the delivery and type of services that are integrated to target the needs of disadvantaged youth</p>	<ul style="list-style-type: none"> - The youth-friendly guide through national legislation - rights and obligations "Right to Know" has been developed and pending printing. The components on migration, labour, social welfare, health and education have been finalized. The launch and distribution are postponed for early 				

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			Status: In progress	2012.				
2.3. A long-term national financial mechanism to implement employment measures targeting disadvantaged youth established and implemented	Number and cost-effectiveness of action-oriented programmes targeting disadvantaged youth, including young returnees, financed by the YEF (at both national and local level)	Based on the NES Report for the first half of 2009, young people were especially targeted with the additional trainings and the First Chance apprenticeship programme, where out of 4,210 participants, 98.7% were first-time job seekers younger than 30. No reliable data on the net impact and cost-effectiveness of the existing active labour market programmes. There have been a very small number of evaluations of ALMPs thus far.	By the end of the JP, the Youth Employment Fund (YEF) finances employment interventions Status: In progress – Government co-funds YEF	<ul style="list-style-type: none"> - Several models of assuring sustainability of the YEF have been presented to the Government and will be considered in this year. - The Government has continued to co-finance YEF measures. 	Government reports and decisions, reports and records of NES, Memorandum on Budget, Economic and Fiscal Policies, annual and quarterly project progress reports.	Annual Monitoring	ILO, UNDP, MERD, NES, MLSP	<ul style="list-style-type: none"> - The private sector is reluctant to partner with the public administration <p>Assumptions</p> <ul style="list-style-type: none"> - The private sector recognize the value added that CSR can bring to economic activities - Enterprises recognize – and contribute to address– the youth employment challenge in Serbia
			A monitoring system to assess performance and cost-effectiveness of active labour market programmes developed and in use by labour market institutions Status: Completed	<ul style="list-style-type: none"> - Skills need Survey of 2,500 enterprises completed – The survey identifies the occupations and skills most demanded by the local labour markets and will feed into implementation of the active labour market measures (ALMPs) under the Youth Employment Fund (YEF); - Guidelines and internal training for YEF completed; - Codification of all ALMPs offered by the YEF in JIS completed; - IT module allowing for precise bookkeeping of expenditure per beneficiary of YEF/NES ALMPs completed and operational. This system may additionally be applied to the regular NES measures that are registered in a compatible manner; - Assessment of possible models for the sustainability of the YEF conducted and models proposed; 	<ul style="list-style-type: none"> - NES reports and (financial) records on contracts issued and disbursement made, annual and quarterly project progress reports. 			

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				<ul style="list-style-type: none"> - Agreement reached with the Ministry of Education to take a role in the assessment and certification of competency based training offered through the YEF, with a view of transferring the Regional Training Centres (RTCs) into national assessment centres in charge also of the recognition of prior learning and informal education. These RTCs have been conducting the assessments since April 2011; - Improvement of the occupations and skills survey methodology and administration in Nis and Jagodina districts completed. 				
			<p>A framework for PPPs for youth employment developed and in use by labour market institutions</p> <p>At least 10 private enterprises are contributing to selected youth employment initiatives through CSR</p> <p>Status: Completed</p>	<ul style="list-style-type: none"> - Research completed on existing public-private partnership (PPP) and CSR practices in Serbia and internationally; - Analysis of existing legal framework for the establishment of social enterprises in Serbia, including a blueprint for the establishment of SE, identification of gaps and recommended legal amendments conducted; - Call for Applications for social enterprises to receive business development services published; - Study visit organized to Trento, Italy on Social Enterprises for the representatives of relevant ministries and institutions in order to raise the capacity of the State officials in this 				

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				<p>area;</p> <ul style="list-style-type: none"> - 12 Social enterprises selected, needs assessment of each individual enterprise completed, followed by intensive support provided by business experts and mentors; - Support to 12 selected social enterprises ended resulting in an increased capacities and better performance of social enterprises in the area of sale, marketing, strategic planning and human resources. 				
3. Integrated employment programmes and social services targeting young returnees and other disadvantaged young women and men implemented in three target districts								
3.1. Local partnerships for youth employment strengthened to coordinate implementation of employment programmes that are linked to social services	<ul style="list-style-type: none"> - Number of municipalities with a functional local partnership involving state institutions and social and private sector partners actively developing evidence-based policies used to prioritize and coordinate the implementation of employment programmes for disadvantaged youth that are linked to available social services - Number of municipalities successfully using a set of replicable resources to strengthen their ability to deliver integrated services to disadvantaged young men and women 		<p>At least 6 municipalities in the three target districts develop evidence-based policies and strategies on youth employment, migration and social protection Status: In progress</p>	<ul style="list-style-type: none"> - M&E training in 9 municipalities delivered; - Draft set of local indicators developed for further consultations/discussion; - M&E training for development of policy briefs delivered to YOs from designated 6 municipalities; - Development of policy briefs, based on evidence, initiated in 6 municipalities. 	<p>DevInfo database, annual and quarterly project progress reports and documents.</p> <p>Local government reports and records, published local government strategies and plans, annual and quarterly project progress reports and documents.</p>	Annual Monitoring	IOM, UNDP, UNICEF, MERD, MLSP, CSW, MYS	<ul style="list-style-type: none"> - Institutional changes and a negative economic cycle affect the performance of local service providers; Assumptions - No major institutional change occurs during the implementation of the programme -Local government and service providers participate in and contribute the activities of the programme -The interventions designed attract groups at the margin of society towards employment and social services -The local economy is able to provide sufficient decent work opportunities
			<p>Local coordination mechanisms in at least 6 municipalities in the three target districts prioritize youth employment interventions to be financed by the YEF and other sources Status: Completed</p>	<ul style="list-style-type: none"> - Assessment of capacity of all local councils in the three target regions completed – results include recommendations of six municipal councils which will get further support through the JP in order to identify priorities for inclusion of vulnerable youth and implementation of active labour market measures on the municipality level; 				

Expected Results (Outcomes & outputs)	Indicators	Baseline	Overall JP Expected target	Achievement of Target to date	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks & assumptions
	<ul style="list-style-type: none"> - Number of referrals of disadvantaged young women and men between CSW, NES branch offices and local youth offices demonstrating an improved mechanism for integrated service delivery - Number of disadvantaged young men and women utilizing targeted employment programmes and/or social services for the first time as a result of improved outreach activities of state institutions - Number of young women and men utilizing information available through pilot InfoPoints - Number of young women and men benefitting from Youth Office programs - Level of utilization of local DevInfo resources and reports for making evidence-based policies in the pilot municipalities - Local DevInfo databases for 6 focal municipalities developed and functional - Local strategies, plans and reports in 6 focus municipalities are referring to DevInfo 		<p>CSWs covering all key municipalities in all the three target districts use referral and information outreach methods targeting disadvantaged youth Status: In progress</p>	<ul style="list-style-type: none"> - Mentoring support to local policy councils completed, resulting in identification of priority categories of vulnerable young unemployed persons to be supported through the YEF; - Capacities of local employment councils to develop local employment action plans strengthened through series of trainings provided; - "Guide for Development of Local Employment Action Plan" has been developed and is widely used by local employment councils when preparing policy documents; - Out of 108 supported plans, 22 local employment action plans were developed with the support of YEM and that the total amount allocated to this municipalities was around 2 million USD. - The capacity building of staff of 35 CSWs in Case Management approach for the regions of Belgrade, South Backa and Pcinski completed, covering around 452 case managers and supervisors; - Training/consultation workshop on annual operational and youth needs friendly planning with 27 CSWs practitioners and representatives of the Department of Social Work of the University of Belgrade organized in November 2009; 				

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	<p>database as a source of information</p> <ul style="list-style-type: none"> - At least 6 municipalities in the 3 target districts produce annual reports providing updated data on youth that is instrumental for evidence-based policy making and strategies regarding youth employment - Number of annual operational action plans of CSWs developed and implemented - Number of CSW offices in 6 key municipalities use referral and information outreach methods targeting disadvantaged youth - Number of YO managing programmes for disadvantaged youth - At least 400 young women and men benefitted from YO programmes designed at local level as per specific needs 			<ul style="list-style-type: none"> - Training of trainers held on AOP (Annual Operational Planning) for CSWs, covering 15 trainers; - Capacity building for local community informing and communication finalized with 11 CSWs in 2010 and additional 17 CSWs were trained in 2011, making the total of 28 capacitated CSWs; - 13 CSWs built their capacities in AOP in 2010 and additional 23 CSWs were trained in 2011, making the total of 36 capacitated CSWs; - 10 CSWs produced own AOPs for 2011 and additional 7, trained in 2011, are working on own AOPs for 2012; - 6 CSWs developed and distributed communication material for the target groups in own municipalities; - The manual on "Informing the Local Community and Communication" developed, printed and distributed to 60 CSWs; - Facilitated input from youth NGOs to draft Social Welfare Law; - Assessment of the application of case management in CSWs designed with Association for Centres for Social Work; to be completed by May 2012. 				
			CSW and NES branch offices covering all key	- Mentoring support to local policy councils completed, resulting in				

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			<p>municipalities in the three target districts deliver integrated services targeting disadvantaged youth Status: In progress</p>	<p>identification of priority categories of vulnerable young unemployed persons to be supported through the YEF;</p> <ul style="list-style-type: none"> - Training on integrated services and referral procedures for about 40 professionals from CSWs and NES completed in February 2011; - Piloting of integrated services delivery model commenced in February 2011 in seven selected municipalities and is in progress; - Up to date 186 beneficiaries of social services are included into active labour market measures within the established system of integrated service delivery. 				
			<p>At least 6 Youth Offices autonomously manage InfoPoints that provide information to young women and men Status: Completed</p>	<ul style="list-style-type: none"> - Survey on international best practices and models of InfoPoints systems for youth offices completed; - Based on research of Info-point models and recommendations provided by the consultant the info-point selected in agreement with the MYS; - InfoPoints established in 17 municipalities enabling better access to information to youth. Capacities of Youth Offices to autonomously manage info-points developed; - Approximately 7,600 young people used info-points since their establishment. 				

Expected Results (Outcomes & outputs)	Indicators	Baseline	Overall JP Expected target	Achievement of Target to date	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks & assumptions
			<p>At least 6 Youth Offices demonstrate capacity to be actively engaged in the local coordination of activities affecting youth in a youth friendly manner</p> <p>Status: In progress</p>	<ul style="list-style-type: none"> - First coordination workshop on youth offices capacity building with representatives of 6 YOs from the three target regions organized – capacity building seminars for YOs in all three target regions started in December 2009 – training programme completed. - Initiated establishment of a national association of youth offices. Consultation workshops with 100 YOs and MoYS completed; - Support to the MYS with coordination of the inter-ministerial working group on career guidance and counselling in progress: Role and mandate of the coordinating Ministry established coordination with stakeholders in the area of career guidance and counselling established (Government Institutions, NGOs, Research and Training Institutions); - Work plan for the initial platform for the establishment of the national association of youth offices completed and circulated to stakeholders. Agreed to organize a national conference in March/April 2012 to adopt the most appropriate model of the new association. 				
			<p>At least 6 Youth Offices demonstrate increased capacity to design and implement projects targeted towards</p>	<ul style="list-style-type: none"> - Support to YOs for defining locally based project proposals for receiving grants provided; - Project proposals of 5 (out of 6) YOs are finalised and activities initiated at 				

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			<p>disadvantaged youth providing direct benefit to at least 400 young men and women</p> <p>Status: In progress</p>	<p>the end of 2010. Projects are respectively focused on vulnerable young people (with respective desegregation to young men and young women): Roma, young people with disabilities, beneficiaries of family allowance, young people with first and second levels of education, etc. The 4 projects (covering 5 YOs) have reached 400 young men and women;</p> <ul style="list-style-type: none"> - All 5 YOs continue with outreach, training and promotional activities to strengthen initiated services (voluntary services, youth club, events with NES and business sector etc.) with special emphasis on the volunteering and communication with vulnerable young people as well as other government institutions; - 3 YOs are developing projects extension and finalisation activities, while other 2 have ensured continuation through other forms of financing; - Project monitoring and reporting capacities increased for all 6 YOs; - The capacity building of 21 young people from all 6 YOs on peer career informing and counselling was done. Peer career and counselling became integrated within services provided by YOs. 6 peer workshops on career informing held in 6 municipalities, reaching around 180 young people, of which 32 from the vulnerable groups; 				

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				<ul style="list-style-type: none"> - The number of young people beneficiaries reached and involved in YOs' activities so far: Direct – 399. The number of young people from vulnerable groups reached is 160; - Additionally 51 high school students from 3 towns in Vojvodina (involving 3 students from the vulnerable group), have received training on Methodology of Youth work and Voluntarism for strengthening community services aiming at-risk high-school students. 				
3.2. Integrated packages of active labour market measures implemented through the financing of the Youth Employment Fund	<ul style="list-style-type: none"> - Number of young women and men benefiting from YEF interventions - Number of young men and women transited to decent jobs - Number of young Roma men and women transited to decent jobs - Number of young women and men with disabilities transited to decent jobs 	None; YEF not established.	<p>All NES branch offices in the 3 target districts provide integrated packages of active labour market measures targeting young returnees and other disadvantaged youth through the funding of the YEF by the end of the second year of the JP</p> <p>1,750 disadvantaged youth (50% women, 20% Roma and 10% youth with disabilities) are trained in occupations required by enterprises and 60% are employed in decent work</p> <p>1,000 disadvantaged</p>	<ul style="list-style-type: none"> - YEF launched – measures advertised beginning of 2010; - First contracts awarded in January 2010; - First and second round of training for NES counsellors for implementation of ALMS completed; - Call for Applications targeting persons with disabilities was published on 27 April 2010; - Consultants hired to present YEF to employers; - First annual report on the YEF completed; - Total number of YEF beneficiaries as of 31 December 2011: 2,780; 	Reports and records (database) of NES, monitoring reports, annual and quarterly project progress reports and documents.	Annual Monitoring	ILO, UNDP, MERD, NES	<ul style="list-style-type: none"> - Turnover in staff at Government counterparts - Local government and other participating institutions do not comply with their commitments - Young people are more attracted to employment in the informal economy <p>Assumptions</p> <ul style="list-style-type: none"> - The economic cycle remains relatively stable throughout the programme - Local government and service providers participate in and contribute the activities of the programme - The interventions designed attract groups at the margin of society

Expected Results (Outcomes & outputs)	Indicators	Baseline	Overall JP Expected target	Achievement of Target to date	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks & assumptions
			<p>youth (50% women, 20% Roma and 10% youth with disabilities) participate in work placement programmes and 60% are employed in decent work</p> <p>250 disadvantaged youth (50% women, 30% Roma and 5% youth with disabilities) receive self-employment assistance</p> <p>Status: In progress</p>	<p>- A system for the external assessments of acquired competencies gained through the competency based training financed through the YEF has been established and is successfully operating involving the Regional Training Centres.</p>				<p>towards employment and social services</p> <p>- The local economy is able to provide sufficient decent work opportunities</p>
3.3. Youth awareness raised on existing local services as well as on risks of irregular migration	<p>- Number of information packages disseminated</p> <p>- Number of disadvantaged young women and men informed about available services and safe migration</p>		<p>7,000 information packages targeting disadvantaged youth on services available, regular migration and risks of irregular migration and trafficking developed and disseminated in target regions</p> <p>One nationwide information campaign implemented to raise awareness of issues of youth employment and migration and of the JP and its donor</p> <p>Status: In progress</p>	<p>- Mapping of information material and campaigns about local services and risks of irregular migration completed. Result: a lot of relevant info material printed and information on the internet is available, but difficult to find for the target group. Therefore, an online campaign that informs and points people to relevant information was conceptualized;</p> <p>- Contribution of chapter on migration for Right-to-Know guide completed;</p> <p>- Concept for online info campaign completed. Contractor hired;</p> <p>- Raising awareness campaign on irregular migration designed in form of the online game. Campaign website (www.lifeonsale.rs) completed. The official launch and press conference</p>		Annual Monitoring	IOM	N/A

Expected Results (Outcomes & outputs)	Indicators	Baseline	Overall JP Expected target	Achievement of Target to date	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks & assumptions
				<p>will be organized in 2012;</p> <p>- A system for the external assessments of acquired competencies gained through the competency based training financed through the YEF has been established and is successfully operating involving the Regional Training Centres.</p>				

Joint Programme Results Framework with financial information

The following table refers to the total cumulative joint programme implementation at the end of the semester, it is meant to be an update of your Results Framework included in your original programme document. You should provide a table for each output.

JP output: 1.1 Please highlight the rate of delivery for each joint programme's output:											
Programme Outputs	Activity	YEAR		UN AGENCY	RESPONSIBLE PARTY			Estimated Implementation Progress			
		Y1	Y2								
					NATIONAL/ LOCAL	Source of Funding	Budget description	Total amount Planned	Estimated Total amount Committed	Estimated Total Amount Disbursed	Estimated % Delivery rate of budget
Indicators 1.1 Knowledge base on youth employment and migration improved to inform national development strategy and action plans	1.1.1a Adapt the ILO school-to-work transition survey methodology 1.1.1b Develop a training tool on school-to-work transition analyses for users and producers of youth employment data 1.1.1c Collect and analyze data on youth transition to decent work, including on informal employment 1.1.1d Develop a set of youth employment indicators for systematic monitoring of youth labour market 1.1.1e Conduct staff development programme for users and producers of youth employment indicators 1.1.1f Collect data and report on youth employment indicators of MDG8 and MDG1	X		ILO	MERD	MDG-F		131,905		131,905	100%
	1.1.2a Develop a research instrument to detect youth emigration flows and returns as well as measures to support labour market reintegration of returnees 1.1.2b Establish with RSO sampling procedures and survey modalities to	X	X	IOM	RSO	MDG-F		72,860	0	68,600	94%

ensure statistical significance 1.1.2c Conduct survey based on agreed sample 1.1.2d Analyze the data and present key findings to main stakeholders 1.1.2e Organize roundtable with users and producers of indicators to generate action-oriented recommendations 1.1.2f Publish and disseminate research results										
1.1.3a Organize training workshops for representatives of institutions mandated to address emigration and returns as well as representatives of young people to identify key youth migration indicators for policy making and systematic monitoring purposes	X		IOM	MERD	MDG-F		10,700	0	10,700	100%
1.1.4a Establish national team to define national and local indicators and meta data on youth social protection and examine integration of indicators on youth employment and migration 1.1.4b Development of clear guidance for their collection and reporting on the national and local levels.	X	X	UNICEF	RSO, MLSP, MYS	MDG-F		28,100	6,000	22,100	79%
1.1.5a Revise DevInfo database to include youth indicators and data sets on the national level 1.1.5b Train relevant national and regional counterparts in the revised DevInfo's usage, data collection and reporting processes 1.1.5c Collect already available data and populate national DevInfo database and define instruments for collection of missing data 1.1.5d Consultations and recommendations prepared for MDG, PRS, and other relevant teams on integration of indicators into their monitoring plans and systems and into relevant legislation		X	UNICEF	RSO, MYS	MDG-F		37,410	7,485	29,925	80%
Total							280,975	13,485	263,230	94%

JP output: 1.2 Please highlight the rate of delivery for each joint programme's output:											
Programme Outputs	Activity	YEAR		UN AGENCY	RESPONSIBLE PARTY			Estimated Implementation Progress			
		Y1	Y2					NATIONAL/ LOCAL	Source of Funding	Budget description	Total amount Planned
Indicators 1.2 Policy on management of labour migration, including returns of young Serbians, developed and linked to employment policy and strategies	1.2.1a Establish inter-institutional working group and secure buy-in of members	X		IOM	MERD	MDG-F		14,428	0	14,428	100%
	1.2.1b Provide technical assistance to the working group to define its role, tasks and responsibilities										
	1.2.1c Organize a strategic planning workshop										
	1.2.2a Review administrative, operational and legal aspects of labour migration management in Serbia	X	X	IOM	MERD	MDG-F		48,860	0	43,731	90%
	1.2.2b Identify/analyze best EU/International practices on labour migration an249 legislation										
	1.2.2c Conduct capacity building training on developing a migration policy										
	1.2.2d Provide technical assistance to working group to draft a policy and NAP on labour migration that is coherent with key national strategies										
	1.2.2e Provide assistance during the adoption process of the migration policy and NAP										
	1.2.2f Carry out consultations with returning countries to facilitate returnees' (re)entry into Serbia's labour market										
Total								63,288	0	58,159	92%

JP output: 1.3 Please highlight the rate of delivery for each joint programme's output:											
Programme Outputs	Activity	YEAR		UN AGENCY	RESPONSIBLE PARTY			Estimated Implementation Progress			
		Y1	Y2								
					NATIONAL/ LOCAL	Source of Funding	Budget description	Total amount Planned	Estimated Total amount Committed	Estimated Total Amount Disbursed	Estimated % Delivery rate of budget
Indicators 1.3 Youth employment and migration targets included in national development strategy	1.3.1a Design the terms of reference for the advocacy campaign	X		UNDP	MYS	MDG-F		124,718	0	124,718	100%
	1.3.1b Select a CSO to prioritize, in a participatory way, advocacy issues and objectives on youth employment and migration										
	1.3.1c Run the advocacy campaign										
	1.3.2a Conduct a staff development programme to review national development strategies and targets	X		ILO	MERD	MDG-F		103,712	0	95,152	92%
	1.3.2b Based on the indicators developed under outputs 1.1 and 1.2 and the youth employment policy and NAP, identify youth employment targets for to be included in national development strategies										
	1.3.2c Provide technical assistance to embed the youth employment targets in national development and budgetary planning frameworks										
	1.3.3a Based on indicators developed under outputs 1.1 and 1.2 provide technical assistance to develop migration targets for national strategies	X		IOM	MERD	MDG-F		21,149	0	21,149	100%
	1.3.2b Embed youth migration targets in national strategies										
Total								249,579	0	241,019	97%

JP output: 2.1 Please highlight the rate of delivery for each joint programme's output:											
Programme Outputs	Activity	YEAR		UN AGENCY	RESPONSIBLE PARTY			Estimated Implementation Progress			
		Y1	Y2					NATIONAL/ LOCAL	Source of Funding	Budget description	Total amount Planned
Indicators 2.1 A system integrating labour market, migration and social services for youth established and functioning	2.1.1a Establish inter-ministerial coordination mechanism with own tasks and responsibilities	X	X	ILO	MERD	MDG-F		220,360	9,807	148,241	67%
	2.1.1b Research national and regional systems that integrate labour market, migration and social services										
	2.1.1c Conduct staff development programme for the members of the coordination mechanism to review best practices of integrated service delivery										
	2.1.1d Assist the members of the inter-ministerial coordination mechanism to identify the key elements of the integrated service delivery system of Serbia										
	2.1.1e Design the specific measures of the new system, as well as mix of services to be provided, including those required for the readmission of young returnees and their families										
	2.1.1f Draft the necessary procedural framework for the service delivery system										
Total								220,360	9,807	148,241	67%

JP output: 2.2 Please highlight the rate of delivery for each joint programme's output:											
Programme Outputs	Activity	YEAR		UN AGENCY	RESPONSIBLE PARTY			Estimated Implementation Progress			
		Y1	Y2					NATIONAL/ LOCAL	Source of Funding	Budget description	Total amount Planned
social services strengthened 2.2 The capacity of the National Employment Service, Ministry of Labour and Social Policy and Ministry of Youth and Sport to deliver targeted youth employment and	2.2.1a Conduct a staff development programme for NES to mainstream the profiling and targeting system developed under the youth employment policy and action plan to young returnees	X	X	ILO	NES	MDG-F		140,712	0	132,712	94%
	2.2.1b Design tools and guidelines for NES to manage referrals targeting returnees and disadvantaged youth										
	2.2.1c Assist NES in mainstreaming the referral system in NES branch offices and in conducting first monitoring cycle										
	2.2.2a Provide technical assistance to MLSP for identifying minimum requirements for operational action plans for CSWs and devising a training package to be accredited, paying special attention to covering further development of referral system at local level for disadvantaged youth	X	X	UNICEF	MLSP	MDG-F		45,100	0	45,100	100%
	2.2.2b Development of Handbook for Operational Planning for CSWs										
	2.2.3a. Define mandates of the Youth Offices in increasing employability and social cohesion of disadvantaged youth	X	X	UNICEF	MYS	MDG-F		80,110	6,733	73,377	92%
	2.2.3b. Development of the youth-friendly version of the "right to know" guide through relevant national and local legislation and systems for obtaining rights										

	and benefits to youth 2.2.3c Train Youth Offices in providing youth with accurate and youth-friendly guidance and referral to the relevant employment and social services and programmes within their own mandates. 2.2.3d Organisation of best practice sharing seminar with all Youth Offices within the three target districts									
Total							265,922	6,733	251,189	95%

JP output: 2.3 Please highlight the rate of delivery for each joint programme's output:											
Programme Outputs	Activity	YEAR		UN AGENCY	RESPONSIBLE PARTY			Estimated Implementation Progress			
		Y1	Y2								
					NATIONAL/ LOCAL	Source of Funding	Budget description	Total amount Planned	Estimated Total amount Committed	Estimated Total Amount Disbursed	Estimated % Delivery rate of budget
2.3 A long-term national financial mechanism to implement employment measures targeting	2.3.1a Conduct training programmes for staff of MERD and NES to extend the coverage of the Youth Employment Fund (eligibility criteria and procedures) to young returnees 2.3.1b Provide technical assistance to MERD and NES to design and implement programmes to ease the transition of disadvantaged youth, including returnees, to decent work 2.3.1c Develop partnership agreements with national and local authorities and public and private sectors for the implementation of employment programmes targeting disadvantaged youth	X	X	ILO	MERD, NES	MDG-F		118,896	0	118,896	100%

2.3.2a Develop a training package on the design, monitoring and evaluation of youth employment programmes	X	X	ILO	MERD, NES, Social Partners	MDG-F		188,191	12,034	116,761	62%
2.3.2b Conduct staff development programme for staff of labour market institutions on performance monitoring systems										
2.3.2c Develop an IT-based system to monitor performance of active labour market programmes and to record costs										
2.3.2d Conduct a cycle of performance monitoring of employment promotion programmes targeting disadvantaged youth										
2.3.2e Assess the cost-effectiveness of labour market programmes for long-term funding purposes										
2.3.2f Feed the findings of the performance system into the existing youth employment policy cycle and management system of YEF										
2.3.3a Build the capacity of labour market institutions on PPPs	X		ILO	MERD, Social Partners	MDG-F		93,519	0	78,539	84%
2.3.3b Provide technical assistance for the design of a framework for the development and management of PPPs										
2.3.4a Conduct research on the needs of enterprises and innovative PPP practices	X	X	UNDP	MLSP, MERD, private sector companies	MDG-F		139,640	7,246	130,894	94%
2.3.4b Promote opportunities for PPPs for youth employment, including options for marginalized groups that can be supported jointly by the private sector and by the YEF										
2.3.4c Ensure visibility of PPPs through events and the media										
Total							540,246	19,280	445,090	82%

JP output: 3.1 Please highlight the rate of delivery for each joint programme's output:											
Programme Outputs	Activity	YEAR		UN AGENCY	RESPONSIBLE PARTY			Estimated Implementation Progress			
		Y1	Y2					NATIONAL/ LOCAL	Source of Funding	Budget description	Total amount Planned
Indicators 3.1 Local partnerships for youth employment strengthened to coordinate implementation of employment programmes that are linked to social services	3.1.1a Define and train local DevInfo focal points		X	UNICEF	RSO	MDG-F		107,400	47,754	61,646	57%
	3.1.1b Capacity development of members of Local Councils for data presentation, data analyses and evidence-based policy making										
	3.1.1c Local adoption and modification of indicator sets and guidelines										
	3.1.1d Training of local technical teams for data collection										
	3.1.1e Gathering of already available data on the local level and processing in the DevInfo database										
	3.1.1f Coaching of local DevInfo focal points										
	3.1.1g Annual production of local reports on youth in at least 6 municipalities										
	3.1.1h Review of the process and recommendations set for scaling-up to new municipalities – dissemination and upgrade of existing data sets within municipalities already implementing DevInfo and full introduction into others										
	3.1.2a Conduct an assessment of the capacity of Local Councils in target districts to address youth employment challenges at local level	X		UNDP	Local Councils	MDG-F		109,123	0	109,123	100%
	3.1.2b Provide mentoring to review the										

employment and social inclusion goals of local development strategies to take account of integrated service delivery system										
3.1.2c Conduct training workshops for the members of Local Councils to prioritize Youth Employment Fund interventions and raise additional funds										
3.1.3a Training on the new Rulebook for CSW organized for staff in selected Centres for Social Work	X	X	UNICEF	MLSP	MDG-F		199,587	17,173	182,414	91%
3.1.3b Staff development training in Case Management for CSWs organized										
3.1.3c Follow-up visits and coaching (mentoring) of CSW for the full application of the CSW Rulebook in areas central to integrated service delivery, especially full application of the case management approach by the CSW Section for children and youth										
3.1.3d Coaching (mentoring) support provided to CSWs in developing annual operational plans and information-outreach plans										
3.1.3e Follow-up visits and coaching support provided for the implementation of annual operational plans and information outreach plans										
3.1.4a Train staff at CSW and NES branch offices to deliver services as part of the integrated system targeting disadvantaged young men and women, particularly returnees		X	UNDP	MLSP, MERD	MDG-F		167,662	20,125	127,045	76%
3.1.4b Follow up visits and mentoring support provided to key CSW and NES for using the integrated service delivery system										
3.1.5a Examine best practices and various InfoPoint models	X	X	UNDP	MYS	MDG-F		129,508	0	129,508	100%
3.1.5b Collect and systematize information on service providers and services available to young people that will be in common for										

all InfoPoints 3.1.5c Train staff in at least 6 Youth Offices to manage the InfoPoint system, as well as to add and update information relevant to their municipality										
3.1.6a Conduct staff development training for YO staff in working with young people, covering a total of nine modules 3.1.6b Technical support and guidance at 6 Youth Offices aimed at improving coordination at the local level	X	X	IOM	MYS	MDG-F		192,920	0	138,750	72%
3.1.7a Provide training to staff of Youth Offices in the design and management of projects targeting disadvantaged youth 3.1.7b Develop rights-based and transparent procedures for the establishment of volunteer teams as well as project application, review and approval methods 3.1.7c Adaptation of the “right-to-know guide” to local Level 3.1.7d Based on identified local needs, organise local youth-led projects to reach and empower disadvantaged youth, including informational, peer outreach and peer support projects as well as workshops and working groups for increasing their employability, social cohesion and participation in the local community	X	X	UNICEF	MYS	MDG-F		213,534	50,000	123,151	58%
Total							1,119,734	135,052	871,637	78%

JP output: 3.2 Please highlight the rate of delivery for each joint programme's output:											
Programme Outputs	Activity	YEAR		UN AGENCY	RESPONSIBLE PARTY			Estimated Implementation Progress			
		Y1	Y2								
					NATIONAL/ LOCAL	Source of Funding	Budget description	Total amount Planned	Estimated Total amount Committed	Estimated Total Amount Disbursed	Estimated % Delivery rate of budget
Indicators 3.2 Integrated packages of active labour market measures implemented through the financing of the Youth Employment Fund in the target districts	3.2.1a Conduct staff development programme for at least 100 NES counsellors on the provision of integrated packages of labour market measures	X	X	ILO	NES	MDG-F		170,772	0	170,772	100%
	3.2.1b Design with targeted branch offices sequenced employment services and programmes responding to individuals' and labour market needs										
	3.2.1c Assist NES staff to develop decent work measures to assess the impact integrated packages of active labour market measures on beneficiaries										
	3.2.2a Identify occupations and skills most demanded by the enterprises of the three target districts	X	X	UNDP	MERD, NES	MDG-F		1,688,697	146,554	1,534,743	91%
	3.2.2.b Define eligibility criteria for training providers, as well as the appropriate mix of institution-based and on-the-job training to ease transition of target group in decent employment										
	3.2.2.c Conduct employment-oriented training programmes, including remedial education, linked to the requirements of the labour market										
	3.2.3a Define eligibility criteria for partner enterprises;	X	X	UNDP	MERD, NES	MDG-F		101,143	7,750	74,293	73%
	3.2.3.b Design type and duration of wage subsidies, their combination with other										

	employment services and programmes (counselling and guidance, employment-oriented training); 3.2.3.c Deliver work placement programmes raising private sector labour demand for young women and men, particularly returnees										
	3.2.4a Support self-employment initiatives for disadvantaged young women and men, particularly returnees 3.2.4b Support employers in the implementation of gender-sensitive youth entrepreneurship and livelihood training, combining access to financial and non-financial services	X	X	UNDP	MERD, NES	MDG-F		367,501	7,923	339,412	92%
Total								2,328,113	162,227	2,119,220	91%

JP output: 3.3 Please highlight the rate of delivery for each joint programme's output:											
Programme Outputs	Activity	YEAR		UN AGENCY	RESPONSIBLE PARTY			Estimated Implementation Progress			
		Y1	Y2					NATIONAL/ LOCAL	Source of Funding	Budget description	Total amount Planned
Indicators 3.3 Youth awareness raised on existing local services as well as on risks of irregular migration	3.3.1a Design and disseminate gender-sensitive information packages for young returnees and other disadvantaged youth on employment and social services as well as on youth migration issues		X	IOM	Local IP	MDG-F		98,988	8,330	81,239	82%
	3.3.1b Conduct information campaign to raise awareness on youth employment and migration issues, and to increased visibility of Joint Programme and donor support										
Total								98,988	8,330	81,239	82%