

Section I: Identification and JP Status

BiH Youth Employability and Retention Programme

Semester: 1-12

Country	Bosnia and Herzegovina
Thematic Window	Youth, Employment and Migration
MDGF Atlas Project	
Program title	BiH Youth Employability and Retention Programme
Report Number	
Reporting Period	1-12
Programme Duration	
Official Starting Date	
Participating UN Organizations	* Unallocated Funds * IOM * UNDP * UNFPA * UNICEF

Implementing Partners

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

Budget Summary

Total Approved Budget

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

Total Amount of Transferred To Date

UNICEF

UNDP	
IOM	
UNFPA	
Unallocated Funds	
Total	\$0.00

Total Budget Committed To Date

UNICEF	\$1,379,090.00
UNDP	\$3,414,116.00
IOM	\$550,242.00
UNFPA	\$275,467.00
Unallocated Funds	\$381,085.00
Total	\$6,000,000.00

Total Budget Disbursed To Date

UNICEF	\$1,192,271.00
UNDP	\$2,957,858.00
IOM	\$545,347.00
UNFPA	\$246,361.00
Unallocated Funds	\$1,058,163.00
Total	\$6,000,000.00

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
Cost Share	UNV	\$300,000.00	\$30,000.00	\$220,000.00	\$50,000.00
Counterpart	Municipalities	\$100,000.00	\$0.00	\$20,000.00	\$80,000.00

DEFINITIONS

- 1) **PARALLEL FINANCING** – refers to financing activities related to or complementary to the programme but whose funds are NOT channeled through UN agencies. Example: JAICA decides to finance 10 additional seminars to disseminate the objectives of the programme in additional communities.
- 2) **COST SHARING** – refers to financing that is channeled through one or more of the UN agencies executing a particular programme. Example: The Government of Italy gives UNESCO the equivalent of US \$ 200,000 to be spent on activities that expand the reach of planned activities and these funds are channeled through UNESCO.
- 3) **COUNTERPART FUNDS** - refers to funds provided by one or several government agencies (in kind or in cash) to expand the reach of the programme. These funds may or may not be channeled through a UN agency. Example: The Ministry of Water donates land to build a pilot 'village water treatment plant' The value of the contribution in kind or the amount of local currency contributed (if in cash) must be recalculated in US \$ and the resulting amount(s) is what is reported in the table above.

Beneficiaries

Beneficiary type	Targetted	Reached	Category of beneficiary	Type of service or goods delivered
State level institutions directly participating in YEM	12	12	National Institutions	Statistics and Analysis/ Yem Indicators Influencing Strategy and Budget Categories
Public employment services at all levels	15	15	National Institutions	Active Employment Policies
Schools involved in different YEM activities	100	185	Schools	Capacity Building
Other regional and local level institutions that benefited directly from YEM activities	60	60	Local Institutions	Statistics and Analysis/ Yem Indicators Influencing Strategy and Budget Categories
Other state level institutions that benefited directly from different YEM activities	12	12	National Institutions	Enhanced Interinstitutional Coordination at Central, Regional and Local Levels.
Employers	60	224	Business	Active Employment Policies
NGO that benefited from different YEM activities in all 3 components	16	16	Communities	Life Skills Training
Unemployed youth assisted and pupils with different YEM services	8,000	17,000	Youth/Male	Life Skills Training



Beneficiary type

Unemployed youth assisted
and pupils with different YEM
services

Targetted

8,000

Reached Category of beneficiary

24,000 Youth/Female

Type of service or goods delivered

Life Skills Training

Section II: JP Progress

1 Narrative on progress, obstacles and contingency Measures

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

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

trainings on life skills and key competencies delivered to 2,000 primary and secondary school children and teachers. The focus of these non-formal education packages was on increasing entrepreneurial spirit and skills through experiential learning. Pupils provided with an opportunity to develop and implement small-scale business projects

Reaching 2000 + of employed youth, working and gaining the work experience through CISO centers that also assisted employers in 2 biggest job creation projects in 2012

Progress in outcomes

- Increased capacities of the education system and local communities to improve youth employability; increasing capacities of the education system and training of teachers and other related activities started.

- Enhance capacities of the Public Employment Services and civil society to develop and deliver integrated package of youth employability measures; Capacities of public employment services and CSOs to deliver such packages were significantly increased given the fact that the baseline value was 0 and today there are 16 centers serving several thousands beneficiaries per year, and starting being well recognised and used by employers too.

- Positive impact of youth migration maximized whilst impact of irregular migrations minimized

Progreess made in the reporting period, with trainings delivers to youth around the country about dangers of irregular migrations. Working groups at state level prepared the final draft of the Methodology of migration statistics in BiH, final draft of the Strategy for migration monitoring in BiH

Progress in outputs

1 Capacities of 50 primary and 50 secondary schools to deliver gender sensitive life skills-based education, professional orientation and career development programmes in consultation with private sector increased

ONGOING. RESEARCHES ARE FINISHED, THE TRAINING OF TEACHERS STARTED

2 Capacities of 100 local communities in 17 municipalities to develop early school leavers' database and mitigation plans enhanced to keep pupils in school and improve their employability, with specific focus on monitoring the involvement and participation of girls and other excluded

ONGOING RECRUITMENT PROCESS FOR ASSISTANTS IN 13 MUNICIPALITIES, WILL START WORKING IN SEPTEMBER MEANING THAT VERY CONCRETE ACTIVITES ARE ABOUT TO START

3 Gender responsive policy and operational guidelines related to facilitating school enrolment and retention, inclusion of disabled youth, Roma and girls from rural areas in education developed.

DONE

4 Youth Information Counseling and Training Centers (CISO) established, equipped, staffed and operational DONE

5 8 500 young people, male and female provided with job counselling assistance, trainings and access to up to date labour market information
ONGOING UNTIL THE END OF THE PROJECT, MORE THAN 30 000 YOUTH ASSISTED SO FAR

6 Work experience provided to youth, male and female, through different work experience schemes
ONGOING TIL THE END OF PROJECT

7 Civil society and private sector engaged in development of Youth Work Experience Policy for introduction and formalization of youth work experience schemes.
ONGOING

8 Young unemployed women and women from vulnerable categories in particular received direct, one-on-one job counselling assistance (individual employment plans), training to improve employability, and direct, one-on-one job-search assistance - ONGOING IN CISO CENTERS

9 Enhanced awareness and understanding of the value of volunteerism and civic or community engagement among citizens and local government officials in general and in relation to the role and value of volunteering in enhancing employment prospects - ONGOING IN ALL MUNICIPALITIES

10 BiH Statistical Agencies equipped and trained to create migration statistics including youth migration statistics. - ONGOING

11 Overall migration statistics methodology in BiH developed to ensure quality of the migration data and compatibility with EUROSTAT standards
ALMOST FINISHED

12 The System of Exchange and dissemination of data for migration including youth, established; IT equipment to support Migration data collection, analyses and dissemination purchased
ONGOING

13 Legal basis and national coordination mechanism for monitoring migration flows, including youth migration, established
ONGOING

14 Strengthened institutional capacities and systems to reduce irregular migration and introduce circular migration schemes
ONGOING, THE IMPACT WILL BE LIMITED GIVEN THE NUMBER OF DIFFERENT ACTORS TO BE ACTIVELY INVOLVED

15 BiH youth provided with organised and legal opportunities for employment and internships/ apprenticeship in a selected country of destination and support to BiH returning youth on reintegrating into the BiH labour market
ONGOING FOR SELECTED YOUTH WITHIN THE JP, THEY ALREADY WENT TO SEVERAL COUNTRIES.

16 Increased awareness amongst BiH youth, their families and the general public regarding the dangers of irregular migration and the benefits of regular migration.
ONGOING,

TRAININGS ARE GREAT SUCCESS AND FOLLOWING THE FIRST STAGE WHERE BENEFICIARIES IN SCHOOLS ARE SCEPTICAL ABOUT THE VALUE AND IMPORTANCE OF MIGRATION TRAININGS, THEY ARE VERY SATISFIED AT THE END OF EACH SESSION.

Measures taken for the sustainability of the joint programme

MoU with the Federal Employment Service and Cantonal Employment Services, Employment Service of the Republika Srpska, and District Brcko were signed to help CISO centers sustainability and to keep fulfilling their mission as integral part of the PES system and the unit for support of unemployed youth.

These MoU specify the cost sharing duties regarding CISO centers and more concretely they oblige local partners (PES) to take care of CIS centers operational costs (utilities, internet, etc) and they are also responsible for providing relevant space to CISO centers.

Furthermore they all had to designate 1 CIS Coordinator which additional person from public employment institute to follow and coordinate CISO activities with PES plans and activities. In that way local partners have been much more involved, including financially, and they have greater interest in keeping CISO functional and highly efficient when YEM is ended. It was all very important for 3 years when the JP was active and present and supportive.

For the future we also need, at local and regional level, public employment services to modify their structure, budgets and legislation, in order to INTEGRATE CISO CENTERS and this task is very much complicated, political and requires a lot of lobbying and travels. Next 6 months will be crucial in our work with authorities and relevant stakeholders to ensure that CISO centers stays within the system of PES since they are simply the most efficient tool to increase youth employability in this country.

Meetings were held with most important local authorities to get their support for YERP activities in different municipalities (including financial support).

A manual for CISO work has been drafted and approved by PESs showing the recognition of work of CISO Centers.

Due to the liberalization of the European visa regime for BiH, all future stakeholders agreed that producing overall migration statistics, which includes youth migration statistics, is essential as a lasting product for BiH.

The YERP and Ministry for Human Rights and Refugees, Sector for Diaspora have agreed that the latter will take over responsibility related to updating information contained within Guide for Young Returnees

Are there difficulties in the implementation?

Coordination with Government

What are the causes of these difficulties?

External to the Joint Programme

Briefly describe the current difficulties the Joint Programme is facing

YERP is covering the entire country, all cantons as well as all major cities. Due to the complex political and administrative local set up there is a multitude of decision makers to involve for all relevant areas (education, labor, migration, and statistics).

Furthermore a lot of these stakeholders changed 1, 2 or even 3 times during the project lifecycle (Some directors of cantonal public employment services for example).

And every time when the new head of organization comes the story restart almost at point zero so tremendous amount efforts was invested to make YEM BiH successful.

Again in 2012 due to political changes several heads of public employment services and relevant ministries changed.

Briefly describe the current external difficulties that delay implementation

Administrative organization of the country is too bureaucratic, competencies for education are divided and spread among 13 actors at different levels and different geographic locations so any time when the heads/directors change it slows down our implementation processes.

So the training of teachers in the first YEM component is delayed but will be terminated within the duration of the JP.

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

Spend more human and financial resources to travel and meet our counterparts and key decision makers in order to build up excellent relationships that will ensure that they take good care of YEM needs and obligations for them. This is the same in all 3 YEM BiH components.

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
No

What types of coordination mechanisms

Several type of coordination mechanisms do exist, from common YEM BiH staff meetings every week to different procurement processes or visits and studies realised jointly and in coordination.

The data below are since the beginning of the JP but in the reporting period one very important agency cooperation took place.

For one its very important outcomes (Prevention of dropout rate in municipalities) UNICEF had to hire assistants for 13 municipalities. This recruitment process is assisted by CISO centers that operated under the provision of UNDP. Clear and important added value was realized as well as money saving for recruitment processes

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

Indicators	Baseline	Current Value	Means of verification	Collection methods
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Number of managerial practices (financial, procurement, etc) implemented jointly by the UN implementing agencies for MDF-F JPs	0	14	Common procurement of office material and furniture; Common premises (office space); TOR for CISO employees that include needs from different participating agencies.	Review of bids and bids analysis. Review of TOR document.
Number of joint analytical work (studies, diagnostic) undertaken jointly by UN implementing agencies for MDG-F JPs	0	1	Joint work in Tor preparation and in all other stages.	
Number of joint missions undertaken jointly by UN implementing agencies for MDG-F JPs	0	14	Field visits to PES in 10 municipalities; or to municipal authorities or other local level stakeholders	Review of travel and meeting 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: service provision

Who leads and/or chair the PMC?

UNICEF

Number of meetings with PMC chair

9 + 1 virtual/e-PMC meeting.

The next is already scheduled for October 10th.

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

Not involved false
Slightly involved false
Fairly involved false

Fully involved true

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

Policy/decision making

Management: service provision

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

Not involved true

Slightly involved false

Fairly involved false

Fully involved false

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

Where is the joint programme management unit seated?

UN Agency

Current situation

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

Before you read the details below, please be informed that media attention and coverage of different and mainly employment related activities, are so important and occurring every week in some of municipalities, that we can not capture all.

It is a very pleasant surprise for our team and other stakeholders because very concrete and useful results and services to beneficiaries occur on a weekly basis, especially in CISO centers.

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

1. Raise awareness about and support to the programme's goals and achievements in reaching the targeted MDGs
2. Raise awareness about the youth employment issues and its potential for local and overall economic development
3. Contribute to development/strengthening of partnerships/networks in the field of youth employment by promoting such partnerships/networks

4. Provide accurate information to the media providers to increase their understanding of key youth employment issues (with full respect to gender sensitivity)
5. Keep the UN agencies, the donor (Spanish Government), all levels of the Government counterparts and other programme partners well informed about progress and programme status; advocate for their support and active involvement
6. Increase the engagement of citizens and local communities in media message delivery, to stimulate easier entry of youth to the labor market and prevent the brain drain
7. Produce and distribute awareness materials (brochures, newsletters, human interest stories, TV and radio spots, leaflets, web promotion materials, etc.) to the targeted audience(s) using appropriate communication channels
8. Motivate stakeholders and interest groups to advocate for expansion of activities related to improvement of youth employability and prevention of the brain drain in other municipalities countrywide.

Primary target audience: Young persons who are to enter the labor market + Decision makers and key stakeholders at different administrative levels that correspond to the objectives of the programme implementation + General audience within the selected municipalities where the CISO centers are.

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

Increased awareness on MDG related issues amongst citizens and governments
 Increased dialogue among citizens, civil society, local national government in relation to development policy and practice
 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 YEM BiH Facebook group + 16 CISO centers FB groups
 Local citizen groups Different NGOs promoted also YEM BiH results and activities
 Private sector Involved in several round tables or business case competitions that were organized private sector is an increasingly important actor and JP interlocutor,
 Academic institutions
 Media groups and journalist Informal partnership based on good relationship and media regularly cover our stories
 Other

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

Use of local communication mediums such radio, theatre groups, newspapers
 Capacity building/trainings

Section III: Millenium Development Goals Millenium Development Goals

Additional Narrative Comments

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

Contribution to Goal 1: Eradicate extreme poverty and hunger by:

- increasing capacities of the education system and local communities to improve youth employability;
- enhancing capacities of the Public Employment Services and civil society to develop and deliver integrated package of youth employability measures

Contribution to Goal 2: Achieve universal primary education by increasing capacities of the education system and local communities to improve youth employability;

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

1. Thank you for always reading everything in our reports and always answering.
2. More we deliver and impact beneficiaries on the ground, more we see how usefull and really efficent this Fund is. Its contribution to the UN in the field of "delivering as 1" is very much needed but alao appreciated and noticed.
3. Not all Heads of agencies in Bosnia and Herzegovina are sufficiently aware of JPs/MDGF results, impact, benefits etc despite our permanent communication efforts. So any communication opportunity, either directly to them or via the Resident Coordinator, shall be used.
4. On behalf of the YEM BiH TEAM we are very grateful for this highly useful and interesting work experience.

Section IV: General Thematic Indicators

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

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

Youth Employment false
Migration false
Both true

Policies

National 7
Local

Laws

National
Local

Plans

National
Local

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

Related to youth main intention of the BiH is to facilitate participation in employment and access by all to resources, rights, goods and services; to prevent the risks of exclusion; to help the most vulnerable and to mobilize all relevant bodies. In order to do that it is necessary to intervene in education and make better link between education and labour markets. BiH has by and large adopted necessary laws but their implementation is not satisfactory. The project should support better implementation of the laws, employability and strengthening of M & E.

Two Entity-level Youth Work Experience Task Forces will be established in order to investigate and reach consensus on the policy options and develop Youth Work Experience Policy for introduction and formalization of youth work experience schemes. The Youth Work Experience Tasks Forces will also work on development and preparation for adoption of necessary regulatory framework that will be completed and sent to the Parliaments for adoption at the end of the Programme.

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

Within its educational component YERP foresaw a number of policies and plans; their development is currently underway and their adoption can be expected throughout 2012 and 2013: Action plans for development of early school leavers' databases in at least 10 YERP municipalities, Policy and operational guidelines for facilitating school enrolment and inclusion of vulnerable youth groups, and National Action plan for boosting employment of Roma, etc.

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

Citizens

Total
Urban
Rural

Youth

Total	8500
Urban	6000
Rural	2500

Migrants

Total
Urban
Rural

National Public Institutions

Total	65
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Local Public Institutions

Total	117
Urban	

Rural

Private Sector Institutions

Total	50
Urban	40
Rural	10

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

Within its educational component YERP foresaw a number of policies and plans; their development is currently underway and their adoption can be expected throughout 2012: Action plans for development of early school leavers' databases in at least 10 YERP municipalities, Policy and operational guidelines for facilitating school enrolment and inclusion of vulnerable youth groups, and National Action plan for boosting employment of Roma.

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

In YERP component I, II and III, through several activities and initiatives local institutions are strengthening their capacity to fulfill their mission. (npr in the field of migration and statistics through working groups).

In the area of youth migration statistics better policy and coordination was reached after YERP activities as well as better information management system that will result as YERP investment and initiative in 2012.

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

Youth Employment
Migration
Both

National budget
Total Local Budget

There are 14 government budgets on the state, entity and cantonal level and some of them allocate, from time to time, resources for youth employability. The same is with some municipalities.

It is very difficult to identify allocated government budget resources to youth employment opportunities because proper cumulative statistics on that issue does not exist

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

Youth Employment
Migration
Both

National Budget

% Overall
% Triggered by Joint Programme

Local Budget

% Overall
% Triggered by Joint Programme

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

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

Direct beneficiaries

Youth	3000
Migrants	500
Both	

Vocational training programmes

Total 15
Women
Men 15
% of migrants

Formal education programmes

Total 1500
Women 700
Men 800
% of migrants

Apprenticeship programmes

Total
Women
Men
% of migrants

Employment resource & youth service centres

Total 20000
Women 13000
Men 7000
% of migrants

Labour market analysis

Total 3200
Women 2200
Men 1000
% of migrants

Public-Private partnerships

Total
Women
Men
% of migrants

Other, Specify

Total
Women
Men

% 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 8000
Total No. young women 15000
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 640
Total No. women 920
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	9
Local public institutions	20
Private business	4
NGOs	4
Academic institutions	
Other:	

Private business employers

Men
Women

Civil servants

Men
Women

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

	<p>Indicator 1.1.c Teaching modules with elements of life based skills and key competencies developed for consideration of the Ministries of Education, Pedagogical institutes, school directors, teachers, pedagogues, and schools</p>	<p>Baseline 1.1.c Defined life skills and key competencies and findings of the mapping in 17 municipalities (1.1a and 1.1b, 2011)</p>	<p>management and teaching staff.</p> <p>Target 1.1.c Life skills and key competencies integrated in education system (2012/2013)</p>	<p>Indicator 1.1.c Ongoing Activities related to mapping of the life skills and key competencies in BIH education systems completed. Preparation of teaching modules based on findings from mapping report started in close collaboration with the Education Working group.</p>	<p>at validation workshops.</p> <p>Modules for integrating key competences and life skills into existing syllabi and teaching practices in primary and secondary schools</p>		<p>curricula, teaching practices and text-books are not structured according to learning outcomes thus impeding integration of key competences.</p>
	<p>Indicator 1.1.d Training package developed and teachers, pedagogues and directors in 50 primary schools (7, 8, and 9 grade) and 50 secondary schools trained in the approved modules with expanded content on life skills and key competences</p>	<p>Baseline 1.1.d Modules with elements of life based skills and key competences (1.1c); Report (1.1.a) on definition of life skills and key competencies (2011)</p>	<p>Target 1.1.d 510 school teachers and directors who passed “train the trainers” training on integrating life skills and competences in existing syllabi and teaching practices; (2012/2013)</p>	<p>Indicator 1.1.d Not started The activity will start after completion of activity 1.1.3 (indicator 1.1d)</p>	<p>Training material, Lists of trainees at ToT activities</p>		
	<p>Indicator 1.1e Understanding of the</p>	<p>Baseline 1.1.e</p>	<p>Target 1.1.e 2,000 primary and secondary</p>	<p>Indicator 1.1.e Ongoing</p>	<p>Program Cooperation</p>	<p>1.1.e UNICEF,</p>	<p>Due to extreme winter</p>

	concept of life skills- and competence-based education and its practical application increased in primary and secondary schools through trainings for teachers and students and implementation of small-scale student business projects	Report (1.1.a) on definition of life skills and key competencies (2011); Lessons learnt and materials developed in first phase of project implementation (2010-2011)	school teachers and students trained on the concept of competence-based approaches in education; 1000 primary and secondary school students actively involved in development and implementation of # small scale projects. 100 of primary and secondary schools involved (2012)	This activity will be completed in the next few months during which time students will present their project results to local community stakeholders to the aim of fundraising and securing support for similar future activities. So far, the following indicators have been reached: -1,962 primary and secondary school teachers and students trained and involved in development and implementation of 142 small-scale projects from 118 primary and secondary schools in 17 municipalities.	Agreements with local NGOs, Training modules and packages	NGO Youth Information Agency (OIA), NGO Nesto vise	conditions, schools throughout BiH were closed for three weeks on average which caused implementation delays and withdrawals of a certain number of schools
1.2 Capacities of local communities in YERP municipalities to develop early school leavers' database and mitigation plans enhanced to keep pupils in school and improve their employability, with specific focus	Indicator 1.2.a Research conducted on the evidence and reasons for: a) non enrolment into primary and general secondary schools in the communities included in the project, and b) evidence and reasons for dropouts in both primary and	Baseline 1.2.a No research on non-enrolment and dropouts conducted before in BiH.	Target 1.2.a Extensive research on non enrolment and drop-out issues in primary and secondary education conducted among: -91 principals and pedagogues from 46 primary schools, -87 principals and pedagogues from 45 secondary schools, -15 directors of Employment	Indicator 1.2.a Completed 2011	Report "NON-ENROLMENT AND SCHOOL DROPOUT - A Study based on a Survey of Children and Youths Who Do Not Enroll in or Drop out of primary and	1.2.a UNICEF, PARTNER Marketing Research Agency	Interest and responsiveness shown and demonstrated by the responsible governmental institutions for participation in development of the best practical model for keeping

<p>on monitoring the involvement and participation of Roma and other excluded children.</p>	<p>secondary schools (yes/no) Timeframe: Year 2010/ 11</p> <p>Indicator 1.2.b Model for early identification and monitoring of young people/ adolescents who drop out of/ do not enrol into schools developed for each community in the project.</p> <p>Indicator 1.2.c Training of community stakeholders (municipal officials responsible for managing the database, school inspectors, school directors, teachers, pedagogues, parent/pupil councils)</p>	<p>Baseline 1.2.b Report (1.2.a) on mapping of existing practice and recommendations (2011)</p> <p>Baseline 1.2.a Report (1.2.a) on mapping of existing practice and recommendations (2011), Action</p>	<p>Bureaus -16 representatives of social work centres 15 representatives of municipal depts., -14 Education officers from ministries of education</p> <p>Target 1.2.b Definition and adoption of Action plans for development of databases in at least 10 YERP municipalities; At least 10 databases established in YERP communities (at least 10); # of database registries for pupils who drop out and do not enrol into schools (2010-2012)</p> <p>Target 1.2.c At least 10 YERP municipalities adopted and implemented Action plans; At least 10 public officials and 100 parents, schoolteachers trained (2011/2012)</p>	<p>Indicator 1.2.b Ongoing 12 YERP municipalities have signed Memorandums of Understanding with UNICEF to the aim of establishing, developing and using Dropout Databases; 12 YERP municipalities have been equipped with IT hardware and technical trainings are currently being delivered to municipality staff.</p> <p>Indicator 1.2.c Started Databases are currently being installed and technical trainings on using the databases have started (1.2b)</p>	<p>Secondary Education”</p> <p>Action plans developed and adopted by YERP municipalities, Databases on non enrolment and dropouts in YERP municipalities, Field visits, evaluation reports, meeting minutes</p> <p>Training materials, lists of trainees, Field visits, evaluation reports, meeting minutes</p>	<p>1.2.b UNICEF, PARTNER Marketing Research Agency, 12 YERP municipalities</p> <p>1.2.c UNICEF, PARTNER Marketing Research Agency, 12 YERP municipalities</p>	<p>pupils in schools and increase in enrolment rate for all categories of children population</p>
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	<p>on monitoring, detection and prevention of dropouts in both primary and secondary school and efficient usage of the databases (1.2b)</p> <p>Indicator 1.2.d Two forums held to share best practice experiences relating to the mitigation plans and inclusion strategies for rural youth, girls, Roma children and children with disabilities</p>	<p>plans and databases (1.2b)</p> <p>Baseline 1.2.d All previous outputs and results (reports, actions, databases, findings, lessons learnt) reached within component 1.2</p>	<p>Target 1.2.d # of media representatives and reports, #of forum participants of each profile (government, school, NGOs, etc); Conclusions and results of the two forums (2012)</p>	<p>Indicator 1.2.d Not started Forums will be organized once databases have been set up (1.2b), action plans defined and majority of trainings held (1.2c) (2012)</p>	<p>Media reports on the forums, lists of participants, conclusions of the forums</p>	<p>1.2.d UNICEF, PARTNER Marketing Research Agency, C1 Education Working group</p>	
<p>1.3 Gender responsive policy and operational guidelines related to facilitating school enrolment and retention, inclusion of disabled youth, Roma and girls from rural areas in education developed.</p>	<p>Indicator 1.3.a Operational guidelines for gender sensitive education, school enrolment, facilitation and inclusion of disabled youth, Roma and girls from rural areas developed</p>	<p>Baseline 1.3.a none</p>	<p>Target 1.3.a # of trainings in 17 YERP local communities; Developed operational guidelines, # of community stakeholders (primary, secondary schools, MoE, municipalities) which adopt the operational guidelines (2012)</p>	<p>Indicator 1.3.a Ongoing In-depth analysis of inclusive policies and practices, labor market opportunities and community resources related to children with special needs started in 67 secondary schools.</p>	<p>Program Cooperation Agreement with a local NGO, Project reports, Attendance signatures of trainees, Field visits, evaluation reports, meeting minutes</p>	<p>1.3.a UNICEF, NGO DUGA</p>	<p>Local NGOs having mission in related policy options fields actively involved in preparation and conduction of advocacy activities in regard to formulated issues</p>

	<p>Indicator 1.3.b New Action plan for boosting employment of Roma developed and adopted at the state level</p>	<p>Baseline 1.3.b Previous BiH Action plan for Roma Employment (2008)</p>	<p>Target 1.3.b The new proposed Action plan foresees a number of targets among which are: -Establishment of a system of collection of data on unemployed Roma; -Co financing for Roma women and youth employment and self-employment programs -Development of specific employment programs for disabled Roma, Roma women and young people.(2012)</p>	<p>Indicator 1.3.b Started Inter-institutional discussions have started; UNDP/UNCR together with the Ministry for Human Rights and Refugees in BiH has initiated the revision of current Action plan – its finalization and adoption can be expected in the 2nd half of 2012.</p>	<p>1.3.b BiH Action Plan for Roma Employment</p>	<p>Government bodies headed by Ministry for Human Rights and Refugees BiH, and relevant international organizations and agencies</p>	
	<p>Indicator 1.3.c Life skills- and competence- based trainings delivered in rural returnee areas with a focus on entrepreneurial skills.</p>	<p>Baseline 1.3.c Report (1.1.a) on definition of life skills and key competencies (2011), Lessons learnt and materials developed in first phase of project implementation (2010-2011)</p>	<p>Target 1.3.c 1,000 young returnees in 17 YERP communities received training on life skills and key competences with a focus on building entrepreneurial competences; Training evaluation scores over 4 (out of 5 max) (2011/2012)</p>	<p>Indicator 1.3.c Ongoing As the project is approaching its end the following results have been achieved: 1,119 young returnees trained of which 70 were Roma youth (6,25%) in 17 YERP municipalities; Trainees assessed the quality of trainings with an average grade of 4,78; 305 have received face-to-face consultations on business planning and start-ups; more than 60 youth trainees have</p>	<p>1.3.c Program Cooperation Agreement with a local NGO, Project reports, Attendance signatures of trainees, Field visits, evaluation reports, meeting minutes</p>	<p>1.3.c UNICEF, NGO UNIJA (Union for Sustainable Return and Integrations in BiH)</p>	

	<p>Indicator 1.3.d Survey Voice of Youth (VoY) implemented with a focus on opinions and attitudes of disabled youth, Roma, children with no parental care and returnees especially with regard to education and employment perspectives</p>	<p>Baseline 1.3.d UNICEF's long-standing experience in organizing and implementing VoY surveys</p>	<p>Target 1.3.d 2,360 of youth (aged 15-30) in 17 YERP municipalities participated in VoY survey of which 15% belong to vulnerable groups (2012)</p>	<p>found employment. Indicator 1.3.d Ongoing The survey report in English and B/C/S languages is currently being prepared for publication, distribution and promotion.</p>	<p>Report Voices of Youth</p>	<p>UNICEF, Research agency Prizma</p>	
<p>2.1. Youth Information Counseling and Training Centers (CISO) established, equipped, staffed and operational 1)</p>	<p>Indicator 2.1.a: Reconstruction works, furniture and equipment for 17 centers in 17 locations</p>	<p>Baseline: No existing CISO (2009)</p>	<p>Target: CISO space reconstruction realized, furniture & IT equipment provided (2010/11)</p> <p><u>COMPLETED</u></p>	<p>Mapping of the JP locations, individual meetings and field visits related to presentation of the JP</p> <p>Inception Workshop and additional working meeting held with relevant stakeholders to clarify certain issues and topics of the JP</p> <p>Hired architect for the assessment and refurbishment/</p>	<p>Field visits, evaluation reports, meeting minutes</p> <p>Inception Workshop and meeting minutes, MDG-F YERP Inception Report</p> <p>ToR</p> <p>SSA contract</p>	<p>UNDP/UNV</p> <p>PESs</p>	<p>Appropriate premises provide by Public Employment Services in 16 out of 17 locations.</p> <p>PES Zapadna Herzegovina Canton was not able to provide neither appropriate premises nor staff.</p>

				<p>reconstruction of the CISO office space</p> <p>16 locations (office spaces) for the establishment of CISO assessed by the architect</p> <p>Technical documentation for refurbishment/ reconstruction prepared for 16 locations</p> <p>Hired construction companies for reconstruction works for 16 CISOs</p> <p>Completed reconstruction in 16 locations</p> <p>IT equipment specification prepared</p>	<p>Pictures of the initial CISO premises in Final Reconstruction Report</p> <p>Bill of quantity and specification of reconstruction work</p> <p>Signed Institutional contracts with companies</p> <p>Final Reconstruction Report, Minutes of the technical handover, Measurement books, Worksite log book and Attests</p> <p>Tendering documents</p>	<p>UNDP/UNV</p> <p>PESs</p>	
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				<p>and sent to beneficiaries (PES) for clearance</p> <p>Performed procurement process and selected service provider for purchases and delivery of IT equipment for CISO offices</p> <p>Furniture specification prepared and sent to beneficiaries (PES) for clearance</p> <p>Performed procurement process and selected service provider for purchase and delivery of furniture for CISO offices</p> <p>Initiated process of nomination/ hiring of CISO employees, both by PES and YERP</p> <p>Draft of the ToR for Youth Employability Advisors finalized and cleared by UNV and</p>	<p>and beneficiaries approval</p> <p>Purchase Order</p> <p>Inventory list</p> <p>Transfer of Equipment document</p> <p>Tendering documents and beneficiaries approval</p> <p>Purchase Order</p> <p>Inventory list</p> <p>Transfer of Equipment document</p> <p>Final version of ToR</p>	<p>UNDP/UNV</p> <p>PESs</p>	
	<p>Indicator 2.1.b: Increased capacity of PES employees to deliver specific training and counseling services to youth</p>	<p>Baseline: PES training needs analysis to be done by end of June 2010.</p>	<p>Target: Up to 50 persons trained in a range of topics from CV preparation, job counseling and job-seeking skills advice, PR and advocacy training, life skills and key competences and cooperation with business sector training</p>				

			<p>(2010/2011);</p> <p><u>COMPLETED</u></p>	<p>PESs</p> <p>Selected, trained and engaged 20 NUNVs (90% female, 10% male)</p> <p>Draft of the ToR for ToT for up to 40 CISO employees prepared and cleared by PESs</p> <p>Process of the selection of the trainer completed</p> <p>Organized and conducted three Modules of ToT trainings for all CISO employees (divided in two groups)</p> <p>Organized and held “CV, motivation letter writing and how to prepare for interviews“ training for 40 CISO employees and exchange of experience meeting</p>	<p>Interview meeting minutes</p> <p>Final version of ToR</p> <p>Desk Review Minutes</p> <p>Signed contracts between selected trainers and UNDP/UNV</p> <p>Training report and evaluation</p> <p>Lists of participants</p> <p>Final version of ToR</p> <p>Note to File</p> <p>Contracts signed with trainers</p> <p>ToT Training</p>	<p>UNDP/UNV</p> <p>PESs</p>	
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				<p>Organized and held trainings <i>Life skills and key competencies</i> and <i>Cooperation with business sector</i> for 41 CISO employees</p> <p>Organized and held trainings <i>Revealing employers view and needs of recruitment process</i> for 35 CISO employees</p>	<p>Reports</p> <p>Lists of participants</p> <p>Final version of ToR</p> <p>Note to File</p> <p>Contracts signed with trainers</p> <p>ToT Training Reports</p> <p>Lists of participants</p> <p>Final version of ToR</p> <p>Note to File</p> <p>Contracts signed with trainers</p> <p>ToT Training Reports</p> <p>Lists of participants</p> <p>Signed MoUs with 2 entity PES and PES</p>	<p>UNDP/UNV PESs</p>	
	<p>Indicator 2.1.c: Sustainability of activities and</p>	<p>Baseline: No agreement of this type in</p>	<p>Target: MoU signed with local Partners (2010); financial commitment</p>	<p>Prepared and signed final versions of MoUs with all PESs</p>			

	commitment of PES assured	existence (2009)	secured by PES and municipalities (2011/2012); <u>COMPLETED</u> Changes in PES rulebooks (2012) <u>ONGOING</u>	Organized and held meeting of all PES directors, CISO coordinators and responsible Ministries in order to present up to date achieved results and plans for sustainability. Letter of recommendation for CISO sustainability sent from the head of FEI and UNDP Resident Representative to all PES in Federation Individual meeting with the head of EIRS held	of Brcko District Invitation letters Meeting Report Lists of participants Copy of the letter and relevant documents		
2.2. 8 500 young people, male and female provided with job counselling assistance, trainings and access to up to date labour market information	Indicator 2.2.a: Establishment of labour market information system and enabling access to young people	Baseline: No systematic labour market information system in place (2009).	Target: Info-points established at PES (2011), IT information system developed through Facebook pages for each CISO (2011), <u>COMPLETED</u> Target: At least 8,500 youth have access to labour market information (2011/2012)	Process of drafting of the communication strategy initiated Prepared Communication strategy and presented at PMC meeting Up to date 16 CISOs provided different type of assistance to 12.745	Communicati on strategy document CISO Excel Data Base/Indicat	UNDP PESs	N/A

			<u>ONGOING</u>	beneficiaries (unemployed youth), 14.945.691 hits on CISO Facebook pages 17.327 school pupils received professional/carrier orientation assistance Up to date 16 CISOs provided direct counseling assistance to 5.490 beneficiaries (young people), out of which 3.272 (60%) are women. Up to date 7.895 unemployed youth participated at info seminars Up to date 5.561 unemployed youth participated in different type of trainings	or Forms CISO Facebook statistics CISO Excel Data Base/Indicat or Forms CISO Excel Data Base/Indicat or Forms CISO Excel Data Base/Indicat or Forms CISO Excel Data Base/Indicat or Forms Registration forms and summary lists (in CISO)	UNDP PESs	
	Indicator 2.2.b: One-to-one job counselling assistance provided to youth	Baseline: No job counselling assistance targeting youth provided at PES (2009).	Target: At least 4,000 unemployed youth will get direct counselling assistance (2011/2012); <u>ONGOING</u> at least 40% of each sex will receive assistance (2011/2012). <u>ONGOING</u>				
	Indicator 2.2.c: Employability skills and job-seeking training delivered to youth.	Baseline: No such training offered at PES (2009).	Target: Training modules developed for skills-in-demand training modules and at least 4,000 youth will receive training (2011/2012) <u>ONGOING</u>				

<p>2.3.1. Work experience provided to youth, male and female, through different work experience schemes</p>	<p>Indicator 2.3.1: Work experience provided to young people (male and female) by civil society and private sector actors by the end of programme through co-financing schemes with PES</p>	<p>Baseline: No work experience secured by PES through systematic labour market offer and demand matching (2009)</p>	<p>Target: At least 550 young unemployed persons obtained work experience (male and female – at least 40% of each sex) by end of 2012 through developed employment schemes as following:</p> <ol style="list-style-type: none"> 1. Up to 400 young unemployed persons obtained work experience (male and female – at least 40% of each sex) through co-financing schema with PES 2. Up to 400 young unemployed persons obtained work experience (male and female – at least 40% of each sex) after assistance provided by CISO 3. Up to 200 young unemployed persons obtained work experience through volunteering (male and female – at least 40% of each sex) through assistance by CISO <p><u>ONGOING</u></p>	<p>Public calls for employment of youth published for PES FBIH and RS</p> <p>Evaluation of received requests performed and first employment started in September 2011</p> <p>Provided direct counseling and support to CISO beneficiaries through developed different trainings and developed individual employment plans</p>	<p>Public Call Form and Advertisement</p> <p>Evaluation criteria and forms of received requests</p> <p>Contracts with companies/institutions, progress reports</p>	<p>UNDP, UNV PESs</p>	<p>Insufficient number of private sector companies interested to participate in work experience scheme</p>
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<p>2.3.2. Civil society and private sector engaged in development of Youth Work Experience Policy for introduction and formalization of youth work experience schemes.</p>	<p>Indicator 2.3.2a: Youth Work Experience Task Force, involving a broad range of stakeholders including CSOs, private sector, public and governmental institutions, established and active</p> <p>Indicator 2.3.2b: Youth Work Experience Policy developed and submitted for adoption to governments.</p>	<p>Baseline: No systematic process for advocating for Youth employment policy (2009).</p> <p>Baseline: No Youth Work Experience Policy developed to date (2009).</p>	<p>Target: Two entity Task Forces established with broad membership of CSOs, private sector, public and governmental institutions, including educational institutions (2011); working meetings organized on a quarterly basis (2011/2012).</p> <p>Target: Work experience schemes defined and agreed by 2012 (Internships, Apprenticeships, Volunteering, etc.);</p> <p>Develop Policy document (2012)</p> <p>Submission of the document to Parliaments for adoption (mid 2012). <u>ONGOING</u></p>	<p>6 round tables in 6 regions of BiH organized with representatives of private sector, CSOs, governmental institutions and unemployed youth (with 125 participants)</p> <p>2 experts from both entities engaged to draft initial version of the policy document</p> <p>Letter for nomination of working group members sent to relevant institutions</p>	<p>Round table minutes</p> <p>ToR for experts</p> <p>Draft version of the policy documents</p> <p>Copy of the letter</p>	<p>UNDP PESs</p>	
<p>2.4. Young unemployed women and women from vulnerable</p>	<p>Indicator 2.4: Gender mainstreaming of women secured through the project given the unfavourable</p>	<p>Baseline: No individual counselling targeted to women and</p>	<p>Target: At least 850 young women from different vulnerable categories received job counselling assistance/individual</p>	<p>Job counseling assistance/development of individual employment plans is ongoing in 16 opened</p>	<p>CISO Excel Data Base/Indicator or Forms</p>	<p>UNDP PESs</p>	<p>Inability to reach women from rural and remote areas</p>

<p>categories in particular received direct, one-on-one job counselling assistance (individual employment plans), training to improve employability, and direct, one-on-one job-search assistance</p>	<p>position of women in the labour market</p>	<p>women from vulnerable groups provided by PES (2009)</p>	<p>employment plans and completed training (2011/2012). <u>ONGOING</u></p> <p>Target : IT and languages courses provided for up to 1.712 beneficiaries out of which 60% of women</p> <p><u>COMPLETED</u></p>	<p>CISOs</p> <p>Up to date 3.539 individual employment plans developed, out of which 2245 (63%) are for unemployed women.</p> <p>ToR for IT trainings and English language course prepared and companies for training delivery selected</p> <p>IT trainings and English language courses for CISO beneficiaries started in November 2011 and completed in June 2012</p>	<p>CISO Excel Data Base/Indicat or Forms</p> <p>ToRs, RFPs, Purchase orders, List of beneficiaries</p> <p>Contracts with beneficiaries</p> <p>Progress and final reports for IT and English language courses</p>		<p>Insufficient number of unemployed youth interested in this type of assistance</p>
<p>2.6. Enhanced awareness and understanding of the value of volunteerism and civic or community engagement among citizens and local government officials in general and in relation to</p>	<p>Indicator 2.6: Citizens, private sector actors and government official in local communities demonstrate understanding of the value of volunteers and volunteering in relation to enhanced employment prospects</p>	<p>Baseline: Low level of formal volunteering (4.5%) + lack of knowledge about non-governmental sector and its role among general population</p>	<p>Target: At least 60 community outreach activities delivered (2012) – ~1 activity per target group, per community in 2011 + 2012, reaching at least 1,700 individuals</p>	<p>Community outreach activities with schools and local NGOs ONGOING in 14 of 16 CISO centre locations. “Volunteering in BiH” workshop held with CISO UN Volunteers. 4 small scale community projects implemented by ~200 volunteers.</p> <p>2011: Community</p>	<p>Periodic reports and stories from 17 national UNV Volunteers; media coverage of local activities</p>	<p>UNV</p>	<p>Citizens, private sector actors and government officials are receptive to learning about and formally recognizing volunteers and the skills and experience gained through</p>

the role and value of volunteering in enhancing employment prospects		(2009 NHDR Report BiH)		<p>outreach activities with schools and local NGOs reached ~1,500 community members have been reached; 40+ presentations, 110 schools + 40 CSOs.</p> <p>2011: Joint UNV – CSO community volunteer - outreach project mobilized 100 local community members.</p>			volunteering
3.1. BiH Statistical Agencies equipped and trained to create migration statistics including youth migration statistics.	Outcome Indicator 3.1.: Improved capacity of relevant government institutions to collect and process migration data including youth and to institutionalize related employment opportunities and schemes	Baseline indicator 3.1.: Low existing capacities (2009), TNA (2010).	Regulation on youth migration data mapped and gender sensitive analysis of findings completed;	Coordinative activities for WG establishment completed, (COMPLETED) WG for development of migration statistics methodology functional (WGM). (COMPLETED)	Meeting minutes with all relevant stakeholders Meeting minutes Oct 2010 (First WGM meeting) and Nov. 2010 (Second WGM meeting)	UNFPA	Number of WG members for development of migration statistics methodology will vary depending on activities in 2011
3.1.1. Overall migration statistics methodology in BiH developed to ensure quality of the migration data and compatibility with EUROSTAT standards	Indicator 3.1.1: Migration statistics methodology in accordance to EUROSTAT Regulation 862/207 developed and adopted	Baseline indicator 3.1.1.: No methodology on migration statistics collection and data management (2009).	Target 3.1.1: Domestic laws and regulations reviewed; Assessment of the comparability and compatibility of local and international/EUROSTAT standards; 5-8 of BiH statistical agencies statisticians started with training in migration methodology development; Study Tour;	Domestic laws and regulations reviewed , (COMPLETED) Assessment of the comparability of local and international/EUROSTAT standards completed (COMPLETED) 5-8 of BiH statistical agencies statisticians started with training in	Meeting minutes, Third WGM meeting April 2011, Fourth WGM meeting August 2011, Fifth WGM meeting November	UNFPA	3.1.1. The State Agency for statistics and Entity Institutions are willing, determined and cooperative in terms of producing common methodology

			WGM Meetings; Methodology for monitoring migration, including youth, developed; Dissemination/ communication of the outcomes of the WGs and the methodology;	migration methodology development (ONGOING) Study tour (COMPLETED) WGM Meetings (ONGOING) Methodology for monitoring migration, including youth, developed (ON GOING) Dissemination/ communication of the outcomes of the WGs and the methodology (ON GOING)	2011		for migration statistics
3.1.2. The central BiH and entities' database for migration, including youth, established	Indicator 3.1.2: IT/database and analytical capacities of project partners developed; BiH statistical database on migration established and functional.	Baseline indicator 3.1.2.: IT/database and analytical capacities of project partners developed; BiH statistical database on migration established and functional.	Target 3.1.2.: 5-8 of statisticians start with training in collecting, processing and interpreting data on migration including youth; Procedures on hardware and software selection initiated; Central BiH and entities' database for migration, including youth, functional; Piloting of migration database;	The analysis of IT and database requirements, as it needs to be based on the results of mapping of the legislative and administrative changes to be made through the new Strategy on monitoring migration, addressed during the first half of Dec. 2011 (ON GOING) Central BiH and entities' database for migration, including youth, functional (NOT STARTED) Piloting of migration database	Final version of ToR for IT IT Assessment report	UNFPA	3.1.2. The State Agency for statistics and Entity Institutions are willing, determined and cooperative in terms of procurement of hardware and software for database development and maintenance.

				(NOT STARTED)			
3.2. Legal basis and national coordination mechanism for monitoring migration flows, including youth migration, established	Indicator 3.2.1: Coordination mechanism/Working group on migration including youth established and functional/operational, strategy and action plan for migration monitoring adopted	Baseline indicator 3.2.1.: Lack of coordination on migration flows monitoring (2009).	Target 3.2.1.: Coordinative activities for WG establishment completed; WG established and functional; Consensus building discussions among stakeholders held and consensus concerning glossary reached; domestic laws and regulations in regards to migration reviewed from statistical perspective; The overview analysis (data collection, mapping, practices) completed; Legal solutions for all changes required in methodology identified; WG regular meetings; Study Tour; Strategy for compliance with Regulation 862/2011 including action plan developed; Dissemination/ communication of the outcomes of the WGs and the strategy	Coordinative activities for WG establishment completed; (COMPLETED) WG for development of strategy and action plan for monitoring migration in BiH including youth migration functional (WGS); (COMPLETED) Consensus building discussions among stakeholders held and consensus concerning glossary reached (2010); (COMPLETED) Domestic laws and regulations reviewed (2010); (COMPLETED) The overview analysis of mapping practices completed (2010). (COMPLETED) Legal solutions for all changes required in methodology identified (ONGOING) WG regular meetings (ON GOING) Study Tour (COMPLETED)	Meeting minutes with all relevant stakeholders; Meeting minutes Oct 2010 (First WGS meeting) and Nov. 2010 (Second WGS meeting). Meeting minutes Third WGS meeting April 2011, Fourth WGS meeting September 2011, Fifth WGS meeting September 2011,	UNFPA	3.2.1.: All relevant stakeholders, members of the working group are willing, determined and cooperative in reaching consensus concerning glossary. Number of WG for development of strategy and action plan for monitoring migration in BiH including youth migration will vary depending on activities in 2011

				Strategy for compliance with Regulation 862/2007 including action plan developed (ON GOING) Dissemination/ communication of the outcomes of the WGs and the strategy (ONGOING)			
3.3.1 Strengthened institutional capacities and systems to reduce irregular migration and introduce circular migration schemes	Indicator 3.3.1.1: Roles, responsibilities, and needs of relevant actors in migration sector identified and agreed Indicator 3.3.1.2: Up to 17 CISO, private sector employment services capacitated to provide information on the dangers of irregular migration, TCLM schemes, support to outbound and returning youth. Indicator 3.3.1.3: Two additional state-level bilateral agreements initiated with the support of the Ministry of Civil Affairs and/or other relevant	Baseline3.3.1 .1 No overview of outward labour migration sector (2009) Baseline3.3.1 .2 Training delivered through AENAES project to policy staff (2009). Baseline3.3.1 .3 Three bi-lateral labour agreements in process: Slovenia	Target 3.3.1.1: Outward labour migration sector mapped (2010); migration organigram in BiH developed and approved by the WG (2010) Target 3.3.1.2: Training to be delivered to up to 40 operational staff in coordination with UNDP(2010/2011) Study tour for PES & govt. representatives to study circular migration best practices (2010) Target 3.3.1.3: Discussions initiated with other destination countries & BiH institutions (2010/2011); bilateral discussions started (2011); first bilateral agreements drafted (2012)	Activities 3.3.1.1 Completed Activities 3.3.1.2: Completed Completed Activities 3.3.1.3: Ongoing The BiH Minister of Human Rights and Refugees initiated discussions with Sweden on migration	Sector map/ organigram Participant attendance list & participant evaluations Participant evaluations	IOM IOM	Labor market and overall financial crisis in destination countries reduces demand for BiH labour PES and other government professionals motivated to gain knowledge and experience in the field of migration Local laws and institutional framework foresee role for PES or YERCs to participate in organizing temporary migration and

	institutions	Qatar Serbia; none focuses on youth migration specifically (2010)		<p>agreement, currently on hold (new Minister appointed)</p> <p>YERP continues to lobby Ministry of Foreign Affairs regarding initiating discussions with Italy</p> <p>Labour agreement with Germany initiated</p>	Draft agreements	IOM/ relevant ministries	<p>providing information on irregular migration</p> <p>Local laws and institutional framework can support circular migration schemes</p> <p>Ability and willingness of various levels of government to actively support and contribute to legal labour migration opportunities for youth</p> <p>Complex and long procedures and unclear responsibilities for initiating, preparing, negotiating and agreeing bi- lateral labour agreements</p>
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	Indicator 3.3.2.2: Up to 100 additional BiH returning youth provided with support and referral assistance on reintegrating into the BiH labour market	Baseline 3.3.2.2: Local development organizations established by the Swedish government to provide information and support for reintegration for those return from Sweden (2010)	Target 3.3.3.2: Diaspora consultant engaged (2010); Young Bosnian returnees/Diaspora connected to employment and internship opportunities through UNDP	Activities 3.3.2.2 <u>Completed</u> <u>Ongoing</u> 21 recent young returnees provided with one-to-one and small group consultations on reintegration into the BiH labour market and entrepreneurship reintegrating <u>Completed</u> Handbook on return & reintegration published on-line and hard copy.	Report Participant lists	Labour & Employment BiH Ministry of Human Rights and Refugees	migration opportunities for youth The definition of youth with an upper limit of 30, may hamper the establishment and implementation of temporary migration schemes
3.4 Increased awareness amongst BiH youth, their families and the general public regarding the dangers of irregular migration and the benefits of regular	Indicator 3.4.1 : Increased awareness amongst BiH youth and families regarding the dangers of irregular migration and on the benefits of regular migration	Baseline 3.4.1 : No information exists regarding reasons for and experience during migration of BiH youth labour	Target 3.4.1: On-line survey of youth migration experiences & possibilities for return (2010/2011); communications strategy defined based on survey results (2010/2011); at least 3,000 potential and actual migrants provided with information on	Activities 3.4.1: <u>Completed</u> <u>Completed</u> <u>Completed</u> Leaflets on migration, trafficking, visa free	Analysis and report of survey respondents	IOM	

<p>migration.</p>		<p>migrants (2009). Baseline to be secured through on-line survey of youth migration experiences & possibilities for return evidence based research (2010).</p>	<p>migration</p> <p>information campaign on irregular migration conducted (2011/2012);</p>	<p>regime published.</p> <p><u>Completed</u> Handbook for CISO on migration written & published on-line and hard copy.</p> <p><u>Ongoing</u> CISO centers providing information to young people about legal opportunities for migration for work and study</p> <p><u>Ongoing</u> Training to high school graduating classes on migration, visa free regime, and trafficking</p> <p><u>Completed</u> 5 focus groups organized to identify additional media for reaching young people</p> <p><u>Ongoing</u> Social media campaign on migration, visa free regime, and trafficking</p>	<p>CISO Reports</p> <p>Participant signatures & participant evaluations</p> <p>Focus group reports and recordings</p>		
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b. Joint Programme Results Framework with financial information

This table refers to the cumulative financial progress of the joint programme implementation at the end of the semester. The financial figures from the inception of the programme to date accumulated (including all cumulative yearly disbursements). 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.

Definitions on financial categories

- **Total amount planned for the JP:** Complete allocated budget for the entire duration of the JP.
- **Estimated total amount committed:** This category includes all amount committed and disbursed to date.
- **Estimated total amount disbursed:** this category includes only funds disbursed, that have been spent to date.
- **Estimated % delivery rate:** Funds disbursed over funds transferred to date.

Table 1: Results Framework

JP output: 1. Increased capacities of the education system and local communities to improve youth employability										
Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY	Estimated Implementation Progress			
		Y1	Y2	Y3				NATIONAL/LOCAL	Total amount Planned for the JP	Estimated Total amount Committed
1.1 Capacities of 50 primary and 50 secondary schools to deliver gender sensitive life skills- and competence-based education, professional orientation and career development programmes in consultation with private sector increased	1.1.1.a. Identification of life skills and key competencies for labour market with elements of career development for primary and secondary schools.	x	x		UNICEF	Agency for pre-school education, primary and secondary education (Agency) ministries of education, NGOs, experts	249,246 -48,811 =200,435	200,435	200,435	100%
	b. Research/mapping on the present curriculum and practices in the primary schools on life skills and key competencies for labour market									
	1.1.2 Research/mapping on the present curriculum and practices in 20 general and 30 vocational secondary schools	x	x		UNICEF	Agency, ministries of education, NGOs, experts	87,526 -38,827 =48,699	48,699	48,699	100%
	1.1.3 Life skills- and competence- based modules developed, based on analyses of the findings of the studies	x	x	x	UNICEF	Agency, ministries of education, NGOs, experts	171,842 -100,015 =71,827	66,827	66,827	93%
	1.1.4 Training package developed and teachers, directors and pedagogues trained		x	x	UNICEF	Agency, ministries of education, NGOs, experts	104,539 -68,467 36,072	31,090	0	0%

	1.1.5 Empowering Young People – Life-skills- and competence-based education of students in 50 secondary and 50 primary schools.	x	x	x	UNICEF	Agency, ministries of education, NGOs, experts	87,708 +256,121 343,829	343,829	294,531	86%
1.2 Capacities of local communities in YERP municipalities to develop early school leavers' database and mitigation plans enhanced to keep pupils in school and improve their employability, with specific focus on monitoring the involvement and participation of Roma and other excluded children	1.2.1 Research conducted on the evidence and reasons for: a) non-enrolment into primary and general secondary schools b) evidence and reasons for dropouts in both primary and secondary schools	x	x		UNICEF	Ministries of education, Municipalities, Primary and secondary schools, CSOs	101,329 -9,583 =91,746	91,746	86,828	95%
	1.2.2 Databases on children not attending school and on dropout/non-enrolment developed in YERP municipalities	x	x	x	UNICEF	Ministries of education, Municipalities, Employment agencies, CISOs, CSOs	59,428	51,570	45,056	76%
	1.2.3 Community stakeholders educated on monitoring, detection and prevention of dropouts in both primary and secondary schools		x	x	UNICEF	Ministries of education, Municipalities, Schools, CSOs	178,262 +15,090 =193,352	193,352	176,319	91%
	1.2.4 Two forums held to gather members of various communities included in the JB		x	x	UNICEF	Ministries of education, Municipalities, Schools, CSOs	18,661	10,000	0	0%
	1.2.5 Results of the forum publicized through the appropriate media channels		x	x	UNICEF	Ministries of education, other governmental institutions and agencies, consultants	161,570	103,769	64,935	40%
	1.2.6 Results and effects of inclusion of out-of-school children monitored, including the outcomes for individuals in the areas of services		x	x	UNICEF	Ministries of education, other governmental institutions and agencies, consultants	32,156 --5,506.99 =26,649	6,000	3,578	13%

1.3 Gender responsive policy and operational guidelines related to facilitating school enrolment and retention, inclusion of disabled youth, Roma and girls from rural areas in education developed	1.3.1 Policy and operational guidelines developed and presented to relevant stakeholders		x	UNICEF	Ministries of education, other governmental institutions and agencies, consultants, NGOs	178,733 --119,874 58,859	36,573	15,584	26%
	1.3.2 Community-based model(s) for enrolment and dropout developed, proposed, implemented and monitored		x	UNICEF	Ministries of education, other governmental institutions and agencies, consultants, Municipalities, Schools, NGOs	28,676 -28,676 =0	0	0	0
	1.3.3 Survey Voices of Youth (VoY) implemented with a focus on opinions and attitudes of disabled youth, Roma, girls and returnees especially with regard to education and employment perspectives		x	UNICEF	Ministries of education, other governmental institutions and agencies, consultants, NGOs	46,652 +148,550 =195,202	195,202	189,479	97%
SUBTOTAL						1.506,328	1,379,090.44	1,192,271	79%

JP output: 2. Enhanced capacities of the Public Employment Services and civil society to develop and deliver integrated package of youth employability measures										
Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY	Estimated Implementation Progress			
		Y1	Y2	Y3			NATIONAL/LOCAL	Total amount Planned for the JP	Estimated Total amount Committed	Estimated Total Amount Disbursed
2.1 Youth Employment Resource Centers established, equipped, staffed and operational	2.1.1 Establishment of Youth Employment Resource	x			UNDP, UNV	UNDP, PES, Livno municipality	1,090,303 239,000 14,566.64	1,243,869	1,153,112	86%
	2.2 8500 young people, male and female provided with job counseling assistance, trainings and access to up to date labour market information	2.2.1. Selecting beneficiaries and delivering counselling services training package	x	x		UNDP	UNDP, PES-CISO	53,500	45,500	42,834
	2.2.2 Establishing channels to disseminate information on labour market opportunities to young people		x	x	UNDP	UNDP, PES-CISO	246,100	200,000	168,312	70%

2.3 550 young people, women and man, obtained work experience, through different work experience schemes	2.3.1 Establishing Youth Work Experience Task Force and actively engaging civil society and private sector		x	x	UNDP, UNV	UNDP, UNV, PES-CISO	822,058	722,058	567,836	70%
	2.3.2 Providing 550 persons with work experience (male and female) through different schemes		x	x			632,368 110,530.90	725,200	550,217	75%
2.4 850 young unemployed women received direct, one-on-one job counseling assistance (individual employment plans), training to improve employability, and direct, one-on-one-job-search assistance	2.4.1 Providing job counseling services and developing individual employment plans		x	x	UNDP, UNV	UNDP, UNV, PES-CISO	45,474	35,474	11,047	25%
	2.4.2 Identifying partners and delivery of trainings		x	x	UNDP, UNV	UNDP, UNV, PES-CISO	321,000	381,015	381,015	118%
2.6 Enhanced awareness and understanding of the value of volunteerism and civic or community engagement among citizens and local officials in general and in relation to the role and value of volunteering in enhancing employment prospects	2.6.1 Delivery of community outreach activities in locations served by CISO centres				UNV	UNV	61,000	61,000	31,100	51%
COMPONENT II: Municipalities contribution Subtotal MDGF and UNV: <u>TOTAL:</u>							125,097.54 3,510,803 <u>3,635,901.54</u>	<u>3,414,116</u>	<u>2,905,472</u>	<u>80%</u>

3.1. BiH Statistical Agencies equipped and trained to create migration statistics including youth migration statistics	3.1.1.Overall migration statistics methodology in BiH developed to ensure quality of the migration data and compatibility with EUROSTAT standards	x	x	x	UNFPA	BHAS, Agency for statistics of Bosnia and Herzegovina	41,838.00	41.838,00	41.838,00	100%
	3.1.2.The central BiH and entities' database for migration, including youth, established	x	x	x	UNFPA	BHAS, Agency for statistics of Bosnia and Herzegovina	297,593.00	144.347,02	129.793,94	44%
3.2. Legal basis and national coordination mechanism for monitoring migration flows, including youth migration, established.	3.2.1 Working Group on Migration including Youth developed and Strategy and Action Plan	x	x	x	UNFPA	Ministry of Human Rights and refugees BIH	99,279.00	89.282,39	74729,31	75%
3.3.1 Strengthened institutional capacities and systems to reduce irregular migration and introduce circular migration schemes	3.3.1 Undertake assessments with up to 17 CISOs to capacity build them to identify and support outward-bound youth and to act as a focal point for youth wishing to return to BiH for work.	X	X		IOM	CISOs, UNICEF, MSCs, private employment services, civil society organizations	253,006.00	204,214	204,214	100%
3.3.2 BiH youth provided with organised and legal opportunities for employment and internships/ apprenticeship in a selected country of destination and support to BiH returning youth on reintegrating into the BiH labour market.	Design and implement pilot circular/temporary migration schemes for BiH youth.	X	X	X	IOM	CISOs, MSCs,PES, MFA, MCA, MHRR, entity ministries of labour, private employment services, UNDP (for return incentives)	231,334	159,344	159,344	69%

3.4 Increased awareness amongst BiH youth, their families and the general public regarding the dangers of irregular migration and the benefits of regular migration.	3.4.1 Provide trainings for public and private employment services on assistance to potential and returning migrants, and migrants selected for organised schemes	X	X	X	IOM	UNICEF, schools, CISOs, MSCs, PES, private employment services, civil society organizations	173,351	87,815	87,815	51%
	3.4.2. Deliver information campaign to potential youth migrants through the CISOs and schools, and provide targeted outreach to migrants participating in organised circular schemes.			X	X		30,784	14,898	10,003	32%
SUBTOTAL							1,127,184	825,709.40	791,708.40	70%
Monitoring and Evaluation							126,520		23,500	
MDGF Communication							28,886		28,886	
TOTAL							6,299,720	5,618,915	4,941,837	79%