

Addressing youth, employment and migration challenges in Serbia

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Quick facts:

- May 2009-May 2012
- South Backa, Belgrade Pcinjski;
- US\$ 6,1 million (MDG-F) and US\$ 1.9 million (Government of Serbia);
- MoERD, MoY, MLSP, MoHMR, NES, CSWs, RSO, local Governments
- ILO, IOM, UNDP and UNICEF



The YEM Joint Programme in Serbia

The aim was to combine employment and social policy objectives and integrating them into long-term national development goals:

1. Mainstreaming youth employment and migration policy objectives into national development and employment frameworks;
2. Strengthening the capacity of national institutions to develop integrated labour market and social services; and
3. Implementing a package of employment programmes, sponsored by the Youth Employment Fund

Integrated Services Delivery System (1)

- Problem** → Separation (and fragmentation) of social and employment service delivery at national and local level;
- Objective** → Develop a multi-system approach to address the needs of youth at risk and increase the outreach of existing services;
- Strategy** → A common individual assessment system detects the barriers the young person faces. A single caseworkers coordinates the provision of services provided by different agencies (education, employment, social assistance).

Integrated Services Delivery System (2)

Policy



An inter-ministerial working group designed the system and its operational arrangements. It also drafted the 2012 Social Protection Law, which includes the activation approach that was piloted.

Providers



The workflow of the NES and of the CSW was changed to adopt common profiling techniques, case management approaches and outreach practices.

Services



Individual psycho-social and vocational assessment, motivation training, employment counselling and career guidance, second chance education, off- and on-the-job skills training, vocational rehabilitation services and job placement programmes, financed by a dedicated Youth Employment Fund.

Youth Employment Fund (1)

- The Youth Employment Fund (YEF) - established through a technical assistance package of the ILO – was further strengthened to co-finance integrated active labour market programmes targeting disadvantaged youth (15-29 years of age);
- The Management Committee of the YEF is responsible for approving eligibility criteria and the service lines to be offered. Eligibility criteria are designed on those factors that most determine poor labour market outcomes and social exclusion (based on employment and social indicators).

Youth Employment Fund (2)

The Fund provides the resources for:

- **Individualized assistance:** profiling of risk factors, labour market information, employment counselling and career guidance, motivation training, individual planning;
- **Off- and on-the-job training:** Competency based training for in-demand occupations organized by training institutions and private enterprises combined with subsidized employment;
- **Self-employment programme:** Self-employment and vocational skills training, business advisory services, seed grant and individualized mentoring;
- **Programme for young persons with disabilities:** on-the-job training combined with subsidized employment. The measure includes grants for employers to adapt premises and work-stations.

Key Results (1)

- 2,837 disadvantaged young men and women (49% and 51%, respectively) treated and employed;
- 89% of beneficiaries had primary education or less; 64% were long-term unemployed; 69% had no prior work experience; 15% belonged to Roma population groups, 6% were youth with disabilities and 8% were young beneficiaries of social assistance;
- The number of disadvantaged youth registered in the Districts targeted by the YEF dropped by 24.9%, while the proportion of registered youth (15-29) dropped by 5 percentage points, In neighbouring Districts, the respective shares increased by 25% and over 6 percentage points.

Key Results (2)

- The placement rate at follow up was 24.4% for on-the-job training, 74.3% for self-employment and 97.6% per cent for programmes targeting young persons with disabilities;
- Over 60% of beneficiaries employed after training worked in the same occupation and enterprise of the programme;
- Over 90% had earnings above the minimum wage;
- The programmes financed by the Fund succeeded in increasing labour market attachment of the target group (measured in terms of progression of the individual towards labour market activity).