

Republic of Croatia

**NATIONAL EMPLOYMENT PROMOTION
PLAN FOR 2011 AND 2012**

February 2011

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LIST OF ABBREVIATIONS AND ACRONYMS:

AHE – Agency for Higher Education
AMEUP – Agency for Mobility and EU Programmes
AVETAЕ – Agency for Vocational Education and Training and Adult Education
CBS – Central Bureau of Statistics
CCC – Croatian Chamber of Commerce
CCTC – Croatian Chamber of Trades and Crafts
CEA – Croatian Employers' Association
CES – Croatian Employment Service
CODEF – Central Office for Development Strategy and Co-ordination of European Union Funds
CPII – Croatian Pension Insurance Institute
CSOPA – Central State Office for Public Administration
CYN – Croatian Youth Network
ETTA – Education and Teacher Training Agency
FVREPD – Fund for Vocational Rehabilitation and Employment of Persons with Disabilities
GONM – Government Office for National Minorities
HAMAG – Croatian Agency for Small and Medium-Sized Enterprises
IDE – Institute for the Development of Education
LSGU – Local self-government units
MELE – Ministry of the Economy, Labour and Entrepreneurship
MF – Ministry of Finance
MFVAIS – Ministry of the Family, Veterans' Affairs and Inter-generational Solidarity
MHSW – Ministry of Health and Social Welfare
MJ – Ministry of Justice
MPA – Ministry of Public Administration
MRDFWM – Ministry of Regional Development, Forestry and Water Management
MSES – Ministry of Science, Education and Sports
MSTI – Ministry of the Sea, Transport and Infrastructure
MT – Ministry of Tourism
NCEVE – National Centre for the External Evaluation of Education
OCNDA – Office for Combating Narcotic Drug Abuse
OHR – Office for Human Rights
OSP – Office for Social Partnership
RCTC – Regional Chamber of Trades and Crafts
REGOS – Central Registry of Insured Persons

1. INTRODUCTION

In April 2008, the Government of the Republic of Croatia issued a Conclusion to adopt the *Joint Assessment of the Employment Policy Priorities of the Republic of Croatia – JAP*. The JAP was prepared within the framework of European Union Pre-accession Strategy for the Republic of Croatia, as a result of co-operation between the European Commission (Directorate General for Employment, Social Affairs and Equal Opportunities) and the Government of the Republic of Croatia (Ministry of the Economy, Labour and Entrepreneurship), and it presents an agreed set of employment policy goals, which are necessary to further the transformation of the Croatian labour market and the preparation for the process of accession to the EU, especially by adjusting the employment system, for it to be able to implement European Employment Strategy in the future.

In May 2008, the JAP was signed in Bruxelles by the highest representatives of the European Commission and the Government of the Republic of Croatia.

The JAP provides an analysis of the economic and labour market situation as well as Croatia's employment policies and, on the basis of this analysis, sets out employment challenges and priorities for action in Croatia.

Priorities for action are as follows:

- attract and retain more people in employment, increase labour supply and modernise social protection systems;
- improve adaptability of workers and enterprises;
- increase investment in human capital through better education and skills;
- include social partners in the implementation of the JAP by promoting the principles of good governance.

With the adoption of the Joint Assessment of the Employment Policy Priorities of the Republic of Croatia (JAP) a new cycle of active employment measures was launched. The Ministry of the Economy, Labour and Entrepreneurship, as the body responsible for co-ordinating JAP implementation, appointed a working group charged with preparing a plan for implementing JAP measures. The working group drew up the National Employment Promotion Plan 2009-2010 (NEPP), and at its session on 21 May 2009 the Government of the RoC rendered a Decision to adopt the National Employment Promotion Plan 2009-2010.

After the completion of this cycle of measures, in September 2010 the Ministry of the Economy, Labour and Entrepreneurship appointed a new working group charged with drawing up the National Employment Promotion Plan 2011-2012. Members of this working group were representatives of competent ministries, institutes and offices of the Government of the Republic of Croatia, as well as representatives of social partners and the civil society.

2. KEY PRIORITIES FOR ACTION

The Joint Assessment of the Employment Policy Priorities of the Republic of Croatia (JAP) identifies the main challenges of the current labour market of Croatia.

The main challenges are as follows: the employment rate in Croatia is significantly lower than the EU average; the low employment rates in Croatia are the result of both low activity rates and high unemployment rates; long-term unemployment is persistently at very high levels in Croatia; youth unemployment represents another serious challenge for the Croatian labour market, as it is persistently at very high levels; skills mismatch, that is to say, a mismatch between the skill structure of labour supply and the skill structure of labour demand; the risk of "flexibility at the margin" (segmentation of the labour market); some national and ethnic minorities continue to face difficulties in education and on the labour market; other vulnerable groups are also facing difficulties on the labour market (persons with disabilities, veterans of the Homeland War, ...); considerable regional disparities.

The key priorities were identified in the JAP as a result of an analysis of the labour market in Croatia, and they are:

- Increasing the employability and participation rate of prime-age women (especially those with low or inadequate skills)
- Increasing the employability and participation rate of older people
- Increasing the employability and participation rate of young people
- Addressing the long-term unemployment problem
- Reducing the skills mismatch (mismatch between labour force knowledge and skills and labour market needs) and increasing investment in human capital through better education and skills
- Improving adaptability of workers¹ and enterprises
- Good governance
- Administrative capacity-building

¹ Any gender-specific words and expressions used in this document relate to both the masculine and feminine gender, regardless of whether they are used in the masculine or in the feminine form

3. STRATEGIC GOALS AND IMPLEMENTATION MEASURES

3.1. Goal: Increase the employability and participation rate of prime-age women²

Implementation measures:

3.1.1. Review the existing legislation and labour market policies to ensure they are well suited to increasing the labour market participation of lower-skilled women, with special emphasis on boosting their motivation to participate in continuing education and training.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Unemployed women with low and/or inadequate educational background	On a continuous basis	3.1.1.1. Implement programmes to boost motivation of women with low or inadequate educational levels for joining educational programmes.	The number of persons included in the programmes	CES	State Budget funds earmarked for regular activities	NO

3.1.2. Provide more education, training and work-practice programmes geared to the needs and circumstances of prime-age women (in particular those with low or inadequate skills) returning to the labour market (especially after maternity leave, or after caring for their children/family members or after temporary inability to work).

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Adult education institutions	On a continuous basis	3.1.2.1. Provide adult education institutions	Assistance provided to adult education institutions in the form	AVETAE	State Budget funds earmarked for regular activities.	NO

² Prime-age women are women in the 25-49 age group (*Joint Assessment of the Employment Policy Priorities of the Republic of Croatia – JAP*)

		with expert and advisory assistance in drawing up training and work-practice programmes intended for prime-age women.	of programmes referred to the AVETAE for expert pedagogical opinion			
Unemployed prime-age women with low and/or inadequate educational background.	2011-2012	3.1.2.2. Increase the participation of unemployed prime-age women with low and/or inadequate educational background, in labour market educational programmes.	An increase in the number of unemployed prime-age women with low or inadequate educational background participating in educational programmes.	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: benefits for citizens – 3722, Amount: HRK 116,357,900.00*	NO
Unemployed women who are victims of domestic violence	2011-2012	3.1.2.3. Increase the participation of unemployed women who are victims of domestic violence in labour market educational programmes.	An increase in the number of unemployed women who are victims of domestic violence in educational programmes.	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: benefits for citizens – 3722, Amount: HRK 116,357,900.00*	YES
Unemployed women over 40, long-term unemployed women, inactive women, unemployed women from regions with high unemployment rates, unemployed women belonging to national minorities, in particular the Roma national minority	2011-2012	3.1.2.4. Implement the "Women in the Labour Market" project (service delivery contract and grant award contract).	The "Women in the Labour Market" project has been implemented	CES	The Project is financed from IPA funds (85% EU funds and 15% RoC funds): EUR 2,000,000 (EUR 1,700,000 – EU, EUR 300,000 – RoC) for grant award contract, and EUR 871,500 (EUR 740,775 – EU, EUR 130,725 – RoC) for service delivery contract.	NO

					<p>State Budget, Section: 05025, Programme: 3301, Activity: T813010.</p> <p>For 2011, to Account 3237 the amount of EUR 522,900 (EUR 444,465 – EU, EUR 78,435 –RoC), to 3811 the amount of EUR 0.</p> <p>For 2012, to Account 3237 the amount of EUR 87,150 (EUR 74,077.50 – EU, EUR 13,072.50 – RoC), to 3811 the amount of EUR 400,000 (EUR 340,000 –EU, EUR 60,000 – RoC).</p> <p>For 2011, to Account 3237 the amount of HRK 3,869,460, to 3811 the amount of HRK 0.</p> <p>For 2012, to Account 3237 the amount of HRK 644,910, to 3811 the amount of HRK 2,960,000.</p>	
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3.1.3. Increase the availability of affordable child care and review the system of child allowance in order to analyse whether it would be possible to establish a policy that combines the child allowance system with the child care system. In addition, increase the number of one-shift schools to facilitate women's participation in the labour market.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Unemployed prime-age women	2011-2012	3.1.3.1. Repair, expand and construct schools, educational and sports facilities, according to priorities identified by the MSES, and also nursery schools and other facilities intended to raise the level of child care.	The number of reconstructed and constructed schools and pre-school facilities, health facilities and children's playgrounds.	MRDFWM	2011 State Budget, Section: 06205, 2901, Activity: K549024, Account: 42, Amount: HRK 18,000,000.00, K54913, Account: 363, Amount: HRK 10,000,000.00 T570346, Account: 363, Amount: HRK 46,800,000.00, K570341, Account: 363, Amount: HRK 5,000,000.00 2012 State Budget, Section: 06205, 2901, Activity: T570346, Account: 363, Amount: HRK 50,000,000.00, K570341, Account: 363, Amount: HRK 5,000,000.00	NO
Unemployed prime-age women	2011-2012	3.1.3.2. Promote the development of a network of social services in the community	The number of social services that have been developed in the community	MHSW	From regular funds allocated to the MHSW and funds derived from the IPA project. The Project is financed from IPA funds (85%	YES

		(expansion of social services in the community will, amongst other things, be developed through the IPA project run by the MHSW, and by encouraging local self-government units to give priority in their social plans to developing community services which support families)			<p>EU funds and 15% RoC funds) in the total amount of EUR 2,450,000 (EUR 2,082,500 – EU funds, EUR 367,500 – national contribution) for grant award contract.</p> <p>State Budget, Section: 05025, Programme: 3301, Activity: T813010.</p> <p>For 2011, to Account 3811 the amount of EUR 1,306,667 (EUR 1,110,666.95 – EU funds, EUR 196,000.05 – national contribution)</p> <p>For 2012, to Account 3811 the amount of EUR 353,333 (EUR 300,333.05 – EU funds, EUR 52,999.95 – national contribution)</p> <p>For 2013, to Account 3811 the amount of EUR 490,000</p>	
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3.1.4. Examine, in cooperation with the social partners, ways to increase the availability of flexible working arrangements.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
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Employers	2011-2012	3.1.4.1. Inform employers about the possibilities of introducing flexible working hours – about statutory provisions on reduced contributions for part-time work and about work at home and work from home options.	The number of employers who have been informed, the number of articles published, the number of meetings held, and the number of bulletins sent	CCTC; CCC; CEA	Funds provided by implementing subjects as part of their regular activities.	NO
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3.2. Goal: Increase the employability and participation rate of older people

Implementation measures:

3.2.1. Develop policies to support active ageing and ensure that adequate incentives exist for the workers to continue on the labour market while at the same time discouraging early retirement.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Workers (men 60+, women 55+)	On a continuous basis	3.2.1.1. Explore the possibility of allowing pensioners to work on the basis of an employment contract while at the same time retaining part of their pension.	The number of meetings held on this subject	MELE (Directorate for pension insurance)	State Budget funds earmarked for regular activities	YES
Pensioners, employers	On a continuous basis	3.2.1.2. Inform the public about the possibilities of working while retired, via the CPII's website, info desks in	The number of copies of printed material, informative television and radio programmes broadcast and informative meetings	CPII	State Budget funds earmarked for regular activities	NO

		its regional offices, the Call Centre and a toll-free number.	held, the CPII's website			
Female workers aged between 55 and 60 Female workers aged between 60 and 65	On a continuous basis	3.2.1.3. Gradually increase the statutory retirement age for early retirement pension and old-age pension for women (introducing equal requirements as those that need to be met by men).	The number of female beneficiaries of early retirement pensions and old-age pensions	MELE (Directorate for Pension Insurance) – responsible for proposing legislative amendments and carrying out administrative supervision CPII – Implementing institution	State Budget funds earmarked for regular activities	YES
Workers (women and men)	On a continuous basis	3.2.1.4. Reduce the amount of early retirement pension.	The number of beneficiaries of early retirement pensions	MELE (Directorate for Pension Insurance) – responsible for proposing legislative amendments and carrying out administrative supervision CPII – Implementing institution	State Budget funds earmarked for regular activities	YES
Workers (women and men)	On a continuous basis	3.2.1.5. Encourage workers to remain in the world of work for as long as possible, by means of gradual increase of old-age pension.	The number of beneficiaries of old-age pensions obtained after reaching the age prescribed for acquiring the right to old-age pension	MELE (Directorate for Pension Insurance) – responsible for proposing legislative amendments and carrying out administrative supervision CPII – Implementing institution	State Budget funds earmarked for regular activities	YES
Unemployed and employed older	On a continuous basis	3.2.1.6. Implement	The number of persons included in	CES	State Budget funds earmarked for regular	NO

persons		motivational programmes for older unemployed and employed persons, to promote an active approach to job seeking or include them in educational programmes.	motivational programmes		activities	
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3.2.2. Review and adequately set financial incentives for employers to hire and keep older workers.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Employers	2011-2012	3.2.2.1. Inform employers about the pension reform and promote employment of older workers	The number of employers who have been informed	CEA, CCTC	Funds provided by implementing subjects as part of their regular activities	NO
Unemployed persons older than 50	2011-2012	3.2.2.2. Provide employment subsidies for older unemployed persons.	The number of persons hired using employment subsidies	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: 3522 – subsidies for companies outside the public sector (Amount: HRK 30,200,000.00), and 3523 – subsidies for craftsmen and farmers (Amount: HRK 25,000,000.00)*	NO
Employed persons	2011-2012	3.2.2.3.	The number of persons	CES	For 2011 – State	NO

older than 50 who are at risk of losing job		Provide employment subsidies for employed persons older than 50 who are at risk of losing job due to business reasons or by reason of redundancy, to enable them to find employment with other employers.	who continued to work with other employers.		Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: 3522 – subsidies for companies outside the public sector (Amount: HRK 30,200,000.00), and 3523 – subsidies for craftsmen and farmers (Amount: HRK 25,000,000.00)*	
Unemployed persons older than 50 and employed persons older than 50 who are at risk of losing job	2011-2012	3.2.2.4. Employment subsidies for "job sharing" arrangements involving unemployed persons older than 50 from the CES's unemployment register and employed persons older than 50 who are at risk of losing job due to business reasons or by reason of redundancy.	The number of persons employed through employment subsidies and the number of those who retained their employment.	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: 3522 – subsidies for companies outside the public sector (Amount: HRK 30,200,000.00), and 3523 – subsidies for craftsmen and farmers (Amount: HRK 25,000,000.00)*	YES

3.2.3. Promote access to training for older persons (workers) as a part of lifelong learning strategy

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Organisations involved in work with	On a continuous basis	3.2.3.1. Implement the	The number of older persons included in	AMEUP	Total budget for Leonardo da Vinci	YES

older persons		Lifelong Learning Programme – Grundtvig Senior Volunteering Projects and Leonardo da Vinci Vocational Education and Training.	exchange projects, volunteering projects and Leonardo da Vinci vocational education and training projects.		subprogramme HRK 7,824,200.00, stated in the 2011 State Budget of the Republic of Croatia (OG 140/2010), Activity: A818005, Title: 80891, Source: 51, Account: 363 – assistance within the general budget). ³	
Small and medium-sized enterprises (heads of personnel departments, directors)	On a continuous basis	3.2.3.2. Organise thematic sessions as part of regular meetings of county chambers of commerce (professional groupings, economic councils) and at the Croatian Chamber of Commerce (professional groupings, communities) on the subject of life cycle approach to work through lifelong learning and better investment in human capital.	The number of meetings held, the number of county chambers involved.	CCC	CCC funds earmarked for regular activities	NO
Unemployed persons over 50 years of age	2011-2012	3.2.3.3. Finance training of unemployed persons over 50, according to labour market needs.	The number of persons who have successfully completed training programmes.	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: benefits for	NO

³ Funds needed to implement activities 3.2.3.1., 3.3.2.8. and 3.5.1.1. have been provided in the State Budget, Title 80891, Activity A818005, in the total amount of HRK 21,201,705.00.

					citizens (3722), Amount: HRK 116,357,900.00*	
Employed persons over 50 years of age at risk of losing job in the conditions in which their employers are introducing new production programmes or more advanced technologies.	2011-2012	3.2.3.4. Co-finance training of employed persons over 50 years of age, who are at risk of losing job in the conditions in which their employers are introducing new production programmes or more advanced technologies.	The number of persons who have retained employment due to participating in an training programme	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: 3522 – subsidies for companies outside the public sector (Amount: HRK 30,200,000.00), and 3523 – subsidies for craftsmen and farmers (Amount: HRK 25,000,000.00)*	NO

3.3. Goal: Increase the employability and participation rate of young people

Implementation measures:

3.3.1. Provide young first-time job-seekers with adapted support and measures that could facilitate labour market entry, such as vocational guidance (vocational information and counselling), counselling particularly focused on first steps in job-seeking, additional training to facilitate easy entry to the labour market, early and personalised support.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Small and medium-sized enterprises (CCC members)	On a continuous basis	3.3.1.1. Encourage active participation of representatives of small and medium-sized	The number of meetings of professional groupings, economic councils, vocational	CCC	CCC funds earmarked for regular activities	NO

		enterprises (CCC members) involved in local employment partnerships in the planning and programming of active labour market policies measures aimed at providing employment to young people.	associations held on the topic of employment subsidies for young people and for occupations in short supply			
Employers	2011-2012	3.3.1.2. Inform employers about statutory provisions on exemption from payment of contributions on gross salaries in the event of first employment of young persons.	The number of employers who have been informed, the number of copies of bulletins issued by county chambers in which this information was published, the number of meetings of professional groupings, economic councils, and vocational associations on the topic of employment of young people	CCTC, CCC, CEA	Funds provided by implementing subjects as part of their regular activities	NO
Young people and other persons interested in starting a crafts business.	On a continuous basis	3.3.1.3. Providing information and counselling, free of charge, to young people and vocational schools about the conditions and procedures for starting and running a crafts business by the CCC's Counselling Service and other services, by phone,	The number of enquiries, the number of copies of the "Trades and Crafts Herald" sent to schools and the number of visits to vocational schools, the number of leaflets printed and distributed.	CCTC	Funds provided by the CCTC (HRK 100,000.00).	NO

		personal contact, mail, e-mail, dissemination of information leaflets and distribution of the "Trades and Crafts Herald".				
Young entrepreneurs starting their first business	2011	<p>3.3.1.4. The "Entrepreneurship of Young Persons, Novices and Persons with Disabilities" Project for 2011.</p> <p>The objective of the grant: -purchase of equipment, tools, furniture and fittings, and protective devices (not including operating supplies, merchandise and vehicles), - launching a business, i.e. developing a business plan, consulting services, and entrepreneurship training (except for the costs of university studies), - the costs of founding a company, i.e. covering a part of registration costs (not including the initial capital).</p>	The number of grants approved and the number of beneficiaries, disaggregated by gender.	MELE (Directorate for SMEs), HAMAG	State Budget, Section: 050, Title: 05065, Activity: A560095 Incentives for target groups in the community, Amount: HRK 4,000,000.00 (Activity A560095 is the activity as part of which the "Entrepreneurship of Young Persons, Novices and Persons with Disabilities" project is being implemented; total amount envisaged for Activity A560095 in 2011 is HRK 4,000,000).	YES
Pupils in the final grades of primary schools	2011-2012	<p>3.3.1.5. Produce an information brochure on the conditions of education and on the educational</p>	The number of distributed copies of the information brochure	MSES	State Budget, Section: 08005, Programme: 3704, Activity: A580044, Account: 3631, Amount: HRK	NO

		<p>programmes accredited by the Ministry of Science, Education and Sports, and distribute it to pupils in the final grades of primary schools.</p> <p>Produce five types of information brochures on secondary school curricula, employment opportunities, descriptions of occupations, scholarship opportunities, and vocational guidance services provided by the Croatian Employment Service.</p>	The number of distributed copies of the information brochure	CES	10,000.00	State Budget funds earmarked for regular activities
Primary and secondary school teachers in the RoC	On a continuous basis	3.3.1.6. Strengthen teachers' computer literacy skills through professional training.	The number of primary and secondary school teachers in the Republic of Croatia certified in ECDL	MSES	State Budget, Section: 08005, Programme: 3803, AK252755, Account: 426, Amount: HRK 2,000,000.00	NO
Education beneficiaries	2011-2012	3.3.1.7. Develop entrepreneurship curricula in the areas of early and pre-school education, and primary, secondary and higher education.	Entrepreneurship curricula developed in the areas of early and pre-school education, and primary, secondary and higher education by the end of 2012.	MSES in co-operation with the advisory body to the Government – Co-ordinating Committee E4 – Education for Entrepreneurship	State Budget funds earmarked for regular activities	YES
Young people attending secondary vocational schools	2011-2012	3.3.1.8. Develop a database of employers offering practical instruction as part of apprenticeship	A database has been set up, offering information available to the public	CCTC	Funds provided by the implementing subject as part of its regular activities	YES

		programmes (by training programmes for licensed crafts), including a database of mentors, to make this information publicly available.				
Young people in the final grades of secondary schools and final years at university.	On a continuous basis	3.3.1.9. Inform young people in the final grades of secondary schools and in final years at university about the labour market and CES services	The number of young people in the final grades of secondary schools and final years at university who have been informed	CES	State Budget funds earmarked for regular activities	NO
Unemployed young people	On a continuous basis	3.3.1.10. Implement specific vocational information and counselling programmes, on an individual and group basis, for young unemployed people on the subject of active job seeking and career development planning (individual plans)	The number and gender of persons included in vocational information and counselling programmes.	CES	State Budget funds earmarked for regular activities	NO
Unemployed young people	On a continuous basis	3.3.1.11. Implement vocational counselling programmes aimed at encouraging young people, who have dropped out of secondary schools, to continue their education.	The number of persons included in vocational counselling programmes aimed at encouraging them to continue their education.	CES	State Budget funds earmarked for regular activities.	NO
Unemployed young people	2011-2012	3.3.1.12. Finance the inclusion of young unemployed persons in training programmes, according to labour market needs.	The number and gender of young persons included in training programmes.	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account:	NO

					benefits for citizens (3722), Amount: HRK 116,357,900.00*	
Unemployed young people	2011-2012	3.3.1.13. Provide employment subsidies for young, first-time job-seekers who are unemployed and have no employment record or work experience.	The number and gender of young persons with no employment record or work experience who found jobs through the employment subsidy scheme.	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: 3522 – subsidies for companies outside the public sector (Amount: HRK 30,200,000.00), and 3523 – subsidies for craftsmen and farmers (Amount: HRK 25,000,000.00)*	NO
Unemployed young people	2011-2012	3.3.1.14. Employment subsidies for "job sharing" arrangements involving unemployed young persons with no employment record or work experience.	The number and gender of young persons with no employment record or work experience who found jobs through the employment subsidy scheme.	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: 3522 – subsidies for companies outside the public sector (Amount: HRK 30,200,000.00), and 3523 – subsidies for craftsmen and farmers (Amount: HRK 25,000,000.00)*	NO
Long-term young unemployed people (for more than 1 year), inactive young people, young people facing the risk of unemployment, young people from	2011	3.3.1.15. Implement the "Youth in the Labour Market" project (service delivery contract and grant award contract).	The "Youth in the Labour Market" project has been implemented (service delivery contract and grant award contract).	CES	The Project is financed from IPA funds (85% EU funds and 15% RoC funds) in the total amount of EUR 1,099,055 (EUR 934,196.75 – EU, EUR 164,858.25 –	NO

<p>areas of special state concern, young members of national minorities.</p>					<p>RoC) for service delivery contract and EUR 2,306,985 (EUR 1,960,937.25 – EU, EUR 346,047.75 – RoC) for grant award contract.</p> <p>State Budget, Section: 05025, Programme: 3301, Activity: K813009.</p> <p>For 2011, to Account 3237 the amount of EUR 439,622 (EUR 373,678.70 – EU, EUR 65,943.30 – RoC), to 3811 the amount of EUR 245,227 (EUR 208,442.95 – EU, EUR 36,784.05 – RoC)</p> <p>For 2012, to Account 3237 the amount of EUR 0, to 3811 the amount of EUR 1,061,758 (EUR 902,494.30 – EU, EUR 159,263.70 – RoC)</p>	
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3.3.2. Provide work-practice programmes (educational programmes including practical instruction) that would give the young more opportunities to gain work experience.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Craftsmen and employers	2011	3.3.2.1. Encourage craftsmen to take an active part in the project "Inclusion of Pupils with Developmental Difficulties in Education for Employment".	The number of craftsmen and employers involved in the project.	CCTC, CCC, CEA	Funds provided by implementing subjects as part of their regular activities	YES
Young people (aged between 18 and 30)	On a continuous basis	3.3.2.2. The Programme "Youth in Action – Action 2: European Voluntary Service".	The number and gender of young people from Croatia going abroad for long-term volunteering	AMEUP	Total budget for Action 2 amounts to HRK 2,575,817.80, stated in the 2011 State Budget of the Republic of Croatia (OG 140/2010), Activity: A818004; Title: 80891; Source: 51; State Budget beneficiary: 43335, Account: 381 – current assistance). ⁴	YES
Small and medium-sized enterprises	On a continuous basis	3.3.2.3. Examine plans made by small and medium-sized enterprises to introduce vocational, practical training programmes enabling participants to gain	The number of educational programmes and occupations.	CCC	CCC funds earmarked for regular activities	NO

⁴ Funds needed to implement activities 3.3.2.2., 3.4.3.15. and 3.5.1.2. have been provided in the State Budget, Title 80891, Activity A818004, in the total amount of HRK 7,314,699.00.

		work experience.				
Crafts workshops, companies, institutions and associations	On a continuous basis	3.3.2.4. Increase the number of crafts businesses, companies and other legal persons licensed to implement apprenticeship programmes for crafts occupations, to enable the largest possible number of students to gain practical skills in a business environment.	The number of licences issued	CCTC	Financed partly from licence fees and partly by the implementing subject from its regular revenues generated from membership fees paid by CCTC members.	NO
Craftsmen, employers, employed persons	On a continuous basis	3.3.2.5. Continue the implementation of training programmes enabling entrepreneurs to acquire basic skills on how to teach young people – apprentices, and encourage them to join these programmes.	The number of entrepreneurs included in training programmes for acquiring basic skills on how to teach young people - apprentices.	CCTC	Funds provided by the implementing subject from its regular revenues generated from membership fees paid by CCTC members.	NO
Craftsmen and companies – providers of practical instruction	2011-2012	3.3.2.6. Award grants to craftsmen and companies – providers of practical instruction – in whose workshops and plants practical instruction is offered to students of vocational secondary schools receiving training for crafts	The number and gender of craftsmen and the number of companies who have been awarded grants.	MELE (Directorate for Crafts and Trades)	For 2011 – State Budget, Section: 05005, Programme: 1558, Activity: A822029, Account: 3863, Amount: HRK 2,159,000.00 (projections for 2012 – HRK 2,159,000.00)	NO

		occupations, as specified in the Ordinance on licensed and privileged crafts and the manner of issuing privileges.				
Unemployed young persons with no work experience who have acquired secondary or higher education qualifications	2011-2012	3.3.2.7. Cover the costs of compulsory pension insurance contributions and financial assistance during professional training for work without entering into an employment relationship.	The number and gender of persons included in occupational training programmes	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: benefits for citizens (3722), Amount: HRK 116,357,900.00*	NO
University students	On a continuous basis	3.3.2.8. Lifelong Learning Programme – Erasmus Subprogramme – opportunities for studies and and placements/internships abroad	The number of university students going abroad to do work practice	AMEUP	Total budget of the Erasmus Subprogramme HRK 12,258,105.00, stated in the 2011 State Budget of the Republic of Croatia (OG 140/2010), Activity: A818005, Title: 80891, Source: 51, Budget beneficiary: 43335, Account: 363 – assistance within the general budget). ⁵	YES

⁵ Funds needed to implement activities 3.2.3.1., 3.3.2.8. and 3.5.1.1. have been provided in the State Budget, Title 80891, Activity A818005, in the total amount of HRK 21,201,705.00.

3.4. Goal: Addressing the long-term unemployment problem

Implementation measures:

3.4.1. Review⁶ and evaluate the existing programmes for the long-term unemployed and people at risk of becoming long-term unemployed and, based on the results of the evaluation, develop an effective policy strategy in this area.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Persons with disabilities receiving pre-employment benefit	2011	3.4.1.1. Establish a model for evaluating the employability of persons with disabilities receiving pre-employment benefit.	A model for evaluating the employability of persons with disabilities receiving pre-employment benefit has been developed.	FVEEPD	State Budget, Section: 0503, Programme: 1494, Activity: A741005, Account: 3722, Amount: HRK 400,000.00	YES
Persons interested in additional training or re-training for the purpose of finding employment more easily	On a continuous basis	3.4.1.2. Enable all employed and unemployed persons, in particular the long-term unemployed, to pass professional competence, assistant craftsman and master craftsman exams, in accordance with labour market needs, to be able to find employment more easily or start a self-employment business.	The number of professional competence exams for licensed crafts, and the number of assistant craftsman and master craftsman exams.	CCTC	Funds provided by the implementing subject from exam fees	NO
Long-term	2011. – 2012.	3.4.1.3.	The number and	MFVAIS	For 2011 – State	NO

⁶ In the period 2011-2012 planned analyses will not be conducted due to the lack of administrative capacity and financial resources.

unemployed persons		Engage long-term unemployed persons in providing inter-generational solidarity social services to older persons.	gender of persons engaged to provide social services to older persons The number of local communities		Budget, Section: 04605 Ministry of the Family, Veterans' Affairs and Inter-generational Solidarity, 1522 – Inter-generational solidarity, Activities: A754002 and A754003, Account: 3631, Amount: HRK 39,000,000.00. For 2012 – State Budget, Section: 04605 Ministry of the Family, Veterans' Affairs and Inter-generational Solidarity, 1522 – Inter-generational solidarity, Activities A754002 and A754003, Account: 3631, Amount: HRK 40,000,000.00.	
Unemployed persons younger than 25 years, who have been on the unemployment register for at least 6 months, or 12 months in the case of persons older than 25 years.	2011-2012	3.4.1.4. Employment subsidies for the long-term unemployed	The number and gender of persons hired using employment subsidies	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: 3522 – subsidies for companies outside the public sector (Amount: HRK 30,200,000.00), and 3523 – subsidies for craftsmen and farmers (Amount: HRK 25,000,000.00)*	NO

Unemployed persons younger than 25 years, who have been on the unemployment register for at least 6 months, or 12 months in the case of persons older than 25 years.	2011-2012	3.4.1.5. Employment subsidies for "job sharing" arrangements involving long-term unemployed persons	The number and gender of persons hired using employment subsidies	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: 3522 – subsidies for companies outside the public sector (Amount: HRK 30,200,000.00), and 3523 – subsidies for craftsmen and farmers (Amount: HRK 25,000,000.00)*	YES
Long-term unemployed persons	On a continuous basis	3.4.1.6. Provide information and counselling to the long-term unemployed on how to start a business or obtain a self-employment incentive from other providers of incentives.	The number and gender of persons who have received information and counselling	CES	State Budget funds earmarked for regular activities	NO
Unemployed persons younger than 25 years, who have been on the unemployment register for at least 6 months, or 12 months in the case of persons older than 25 years.	2011-2012	3.4.1.7. Provide subsidies for self-employment of long-term unemployed persons	The number and gender of self-employed persons and the number of newly-founded companies and crafts businesses	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: 3522 – subsidies for companies outside the public sector (Amount: HRK 30,200,000.00), and 3523 – subsidies for craftsmen and farmers (Amount: HRK 25,000,000.00)*	NO
Unemployed persons	2011-2012	3.4.1.8.	The number and	CES	For 2011 – State	NO

who have been on the unemployment register for at least 12 months and unemployed persons who have been on the unemployment register for at least 36 months		Provide employment subsidies and finance employment in public works programmes.	gender of persons hired in public works programmes		Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: benefits for citizens (3722), Amount: HRK 116,357,900.00*	
Highly-educated long-term unemployed persons	2011/2012	3.4.1.9. Participate in the implementation of the project "Improving Access to Sustainable Employment of Long-term Unemployed Highly-educated Persons" (grant award contract).	The project "Improving Access to Sustainable Employment of Long-term Unemployed Highly-educated Persons" (grant award contract) has been implemented.	CES	The Project will be financed from IPA funds (85% EU funds and 15% RoC funds) in the total amount of EUR 1,000,000 (EUR 850,000 – EU, EUR 150,000 – RoC) State Budget, Section: 05025, Programme: 3301, Activity: K813009 For 2011, to Account 3811 the amount of EUR 426,667 (EUR 362,666.95 – EU, EUR 64,000.05 – RoC) For 2012, to Account 3811 the amount of EUR 500,000 (EUR 425,000 – EU, EUR 75,000 – RoC)	YES
Employers, long-term unemployed persons and other job seekers	2011-2012	3.4.1.10. Implement the IPA project "The New Approaches of the	The project " The New Approaches of the Croatian Employment Service in Delivering	CES	The Project will be financed from IPA programme funds (85% EU funds and 15%	YES

		Croatian Employment Service in Delivering Services to Clients" (service contract).	Services to Clients" (service contract) has been implemented.		<p>RoC funds) in the total amount of EUR 1,500,000 (EUR 1,275,000 – EU, EUR 225,000 – RoC)</p> <p>State Budget, Section: 05025, Programme: 3301, Activity: K813009</p> <p>For 2011, to Account 3237 the amount of EUR 450,000 (EUR 382,500 – EU, EUR 67,500 – RoC)</p> <p>For 2012, to Account 3237 the amount of EUR 705,000 (EUR 599,250 – EU, EUR 105,750 – RoC)</p>	
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3.4.2. Provide adequate training for the (long-term) unemployed and others at risk of becoming (long-term) unemployed.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Organisations involved in work with unemployed persons	On a continuous basis	3.4.2.1. Action under the Leonardo da Vinci Lifelong Learning Programme – People on the Labour Market Mobility	The number of institutions and unemployed adults referred for activities involving international professional training	AMEUP	Total budget for Leonardo da Vinci subprogramme – HRK 7,824,200.00, stated in the 2011 State Budget of the Republic of Croatia (OG 140/2010), Activity A818005, Title: 80891,	YES

					Source: 51, Budget beneficiary: 43335, Account: 363 – assistance within the general budget).	
Persons with disabilities in receipt of pre-employment benefit	2012	3.4.2.2. Provide training for persons with disabilities in receipt of pre-employment benefit, after their employability has been assessed according to the established model (Measure 3.4.1.).	The number of persons with disabilities in receipt of pre-employment benefit who have gone through appropriate training programmes, and the number of persons with disabilities who were employed after undergoing training	FVEEPD	State Budget, Section: 0503, Programme: 1494, Activity: A741005, Account: 3722, Amount: HRK 400,000.00	YES
Long-term unemployed persons	On a continuous basis	3.4.2.3. Develop and implement programmes to boost motivation of long-term unemployed persons for enrolling in educational programmes.	The number and gender of persons included in programmes for boosting motivation	CES	State Budget funds earmarked for regular activities	NO
Long-term unemployed persons	2011-2012	3.4.2.4. Finance the inclusion of long-term unemployed persons in training programmes tailored to meet labour market needs.	The number and gender of long-term unemployed persons included in training programmes.	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: benefits for citizens (3722), Amount: HRK 116,357,900.00*	NO
Long-term unemployed persons	2011-2012	3.4.2.5. Co-finance the training of long-term unemployed persons	The number and gender of persons employed following training	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301,	NO

		who have taken up employment in occupations and jobs for which no qualified persons can be found in the unemployment register.			Activity: A689023, Account: 3522 – subsidies for companies outside the public sector (Amount: HRK 30,200,000.00), and 3523 – subsidies for craftsmen and farmers (Amount: HRK 25,000,000.00)*	
Long-term employed persons at risk of losing their jobs in the conditions in which their employers are introducing new products or technologies.	2011-2012	3.4.2.6. Co-finance the education of long-term employed persons at risk of losing their jobs because their employers are introducing new production programmes or technologies.	The number and gender of persons who have retained their jobs	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: 3522 – subsidies for companies outside the public sector (Amount: HRK 30,200,000.00), and 3523 – subsidies for craftsmen and farmers (Amount: HRK 25,000,000.00)*	NO
Workers at risk of losing their jobs because the companies in which they work are going through a process of restructuring, or because they are subject to bankruptcy or winding up proceedings	2011-2012	3.4.2.7. Create preconditions for forming and financing Mobile Teams, which would operate on the premises of employers going through a process of restructuring, privatisation or change of business activity or production programme; Mobile Teams would consist	The number of mobile teams, the number of employers and the number of workers to whom expert assistance has been offered	CES, CEA, trade union confederations	Funds will be provided from the 2011 State Budget, under the appropriation for the CES's regular activities.	NO

		of representatives of the CES, trade unions and employers and they would offer expert assistance in the form of preparation for new employment and employment before the notice period has expired.				
Workers at risk of unemployment and long-term unemployed persons	2011-2012	3.4.2.8. Implement the project "Training for Employment of Redundant Workers, Those Threatened by Unemployment and the Long-term Unemployed" (national project – direct grant).	The "Training for Employment of Redundant Workers, Those Threatened by Unemployment and the Long-term Unemployed" project is being implemented.	CES	The Project will be financed from IPA funds (2010-2011) (85% EU funds and 15% RoC funds), EUR 4,300,000 (EUR 3,655,000 – EU, EUR 645,000 – RoC) State Budget, Section: 05025, Programme: 3301, Activity: K813009 For 2011, to Account 3633 the amount of EUR 970,538 (EUR 824,957.30 – EU, EUR 145,580.70 – RoC) For 2012, to Account 3633 the amount of EUR 1,453,462 (EUR 1,235,442.70 – EU, EUR 218,019.30 – RoC) and for Activity:	YES

					A813020 For 2011, to Account 3721 the amount of HRK 1,909,200. For 2012, to Account 3721 the amount of HRK 1,909,200.	
Trade union representatives	2011-2012	3.4.2.9. Strengthen the involvement of trade union representatives in mobile teams in terms of co-ordination and co-operation, as well as education and informing.	The number of training sessions (seminars/ workshops) held	CES, trade union confederations	Funds provided by implementing subjects as part of their regular activities	YES

3.4.3. Implement more effectively the current programmes for the vulnerable groups in the labour market and expand them, in particular with a view to making a significant impact on employment of the Serb minority, the Roma and other minorities. (In this context, launch separate studies to analyse and monitor the employment situation of the Serb minority and Roma minority, assessing the risks they face and identifying appropriate policy responses.)

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Unemployed persons: Homeland War veterans, single parents, parents of four or more minor children, parents of children with special needs, victims of domestic violence,	2011-2012	3.4.3.1. Provide employment subsidies for special groups of unemployed persons from the CES's unemployment register and dismissed persons whose notice period has not expired	The number and gender of persons belonging to special groups who were employed through the employment subsidy scheme.	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: 3522 – subsidies for companies outside the public sector (Amount:	NO

rehabilitated addicts, victims of trafficking in human beings, asylees, ex-convicts, persons on parole, young people leaving the institutional care system (social welfare institutions and foster families), dismissed persons whose notice period has not expired, persons who have not completed secondary education.					HRK 30,200,000.00), and 3523 – subsidies for craftsmen and farmers (Amount: HRK 25,000,000.00)*	
Unemployed persons: persons with disabilities, Homeland War veterans, single parents, parents of four or more minor children, parents of children with special needs, victims of domestic violence, rehabilitated addicts, victims of trafficking in human beings, asylees, ex-convicts, persons on parole, young people leaving the institutional care system (social welfare institutions and foster families)	2011-2012	3.4.3.2. Provide employment subsidies for "job sharing" arrangements involving special groups of unemployed persons from the CES's unemployment register	The number and gender of persons belonging to special groups who were employed through the employment subsidy scheme.	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: 3522 – subsidies for companies outside the public sector (Amount: HRK 30,200,000.00), and 3523 – subsidies for craftsmen and farmers (Amount: HRK 25,000,000.00)*	YES

Unemployed persons with disabilities and dismissed persons with disabilities whose notice period has not expired	2011-2012	3.4.3.3. Provide employment subsidies for unemployed persons with disabilities and dismissed persons with disabilities whose notice period has not expired	The number and gender of persons with disabilities who have been employed	CES	For 2011 – State Budget, Active labour market policies – 3301, Activity: A689023, Account: 3522 – subsidies for companies outside the public sector (Amount: HRK 30,200,000.00), and 3523 – subsidies for craftsmen and farmers (Amount: HRK 25,000,000.00)*	YES
Unemployed persons with disabilities, Homeland War veterans, single parents, parents of four or more minor children, parents of children with special needs, victims of domestic violence, rehabilitated addicts, victims of trafficking in human beings, asylees, ex-convicts, persons on parole, young people leaving the institutional care system (social welfare institutions and foster families)	2011-2012	3.4.3.4. Provide funding for training of special groups according to labour market needs	The number and gender of persons belonging to special groups who have been included in training programmes	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: benefits for citizens (3722), Amount: HRK 116,357,900.00*	NO
Unemployed persons with disabilities, Homeland War veterans, single	2011-2012	3.4.3.5. Provide subsidies for the employment of special groups in	The number and gender of persons belonging to special groups employed in public works	CES	For 2011 – State Budget, Section: 05025, Active labour market policies –	NO

parents, parents of four or more underage children, parents of children with special needs, victims of domestic violence, rehabilitated addicts, victims of trafficking in human beings, asylees, ex-convicts, persons on parole, young people leaving the institutional care system (social welfare institutions and foster families)		public works programmes	programmes		3301, Activity: A689023, Account: benefits for citizens (3722), Amount: HRK 116,357,900.00*	
Persons belonging to the Roma national minority	On a continuous basis until 2015	3.4.3.6. Implement training programmes for persons belonging to the Roma national minority.	The number and gender of persons belonging to the Roma national minority who have been included in training programmes.	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689027, Account: 3722 – benefits for citizens, Amount: HRK 6,000,000.00*	NO
Persons belonging to the Roma national minority	On a continuous basis until 2015	3.4.3.7. Provide subsidies for the employment of persons belonging to the Roma national minority in public works programmes.	The number and gender of persons belonging to the Roma national minority included in public works programmes	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689027, Account: 3722 – benefits for citizens, Amount: HRK 6,000,000.00*	NO
Persons belonging to the Roma national	On a continuous basis until 2015	3.4.3.8. Provide employment	The number and gender of persons belonging to	CES	For 2011 – State Budget, Section:	NO

minority		subsidies for persons belonging to the Roma national minority.	the Roma national minority employed through the employment subsidy scheme.		05025, Active labour market policies – 3301, Activity: A689027, Account: 3722 – benefits for citizens, Amount: HRK 6,000,000.00*	
Persons belonging to the Roma national minority	On a continuous basis until 2015	3.4.3.9. Provide training in self-employment.	The number and gender of persons belonging to the Roma national minority included in training in self-employment	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689027, Account: 3722 – benefits for citizens, Amount: HRK 6,000,000.00*	NO
Young persons belonging to the Roma national minority who have acquired secondary or higher education qualifications	2011-2012	3.4.3.10. Cover the costs of compulsory pension insurance contributions and monetary allowance during occupational training without commencing employment.	The number and gender of young persons belonging to the Roma national minority who have been included in occupational training without commencing employment	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689027, Account: 3722 – benefits for citizens, Amount: HRK 6,000,000.00*	NO
Long-term unemployed people with disabilities (more than 1 year); inactive people with disabilities, employed people with disabilities, unemployed people with disabilities in less developed areas; potential employers of persons with	2011	3.4.3.11. Implement the project "Fostering Effective Inclusion of People with Disabilities into the Labour Market" (service delivery contract and grant award contract).	The project "Fostering Effective Inclusion of People with Disabilities into the Labour Market" has been implemented.	CES	The Project will be financed from IPA funds (85% EU funds and 15% RoC funds) in the amount of EUR 956,300 for service delivery contract, and EUR 1,351,737.96 for grant award contract. For 2011 and 2012, State Budget, Section: 05025, Programme: 1269, Activity:	NO

disabilities					<p>T813010.</p> <p>For 2011, to Account 3237 the amount of EUR 384,200 (EUR 326,570 – EU, EUR 57,630 – RoC), and to Account 3811 the amount of EUR 278,160 (EUR 236,436 – EU, EUR 41,724 – RoC)</p> <p>For 2012, to Account 3811 the amount of EUR 341,940 (EUR 290,649 – EU, EUR 51,291 – RoC)</p>	
Unemployed persons with disabilities, long-term unemployed young people with low educational background, persons who have been unemployed for more than 5 years, unemployed persons belonging to Roma and other national minorities threatened by social exclusion	2012	3.4.3.12. Implement the project "Improving Labour Market Access of Disadvantaged Groups" (grant award contract).	The project "Improving Labour Market Access of Disadvantaged Groups" has been implemented.	CES	<p>Funds under the IPA 2010-2011 Programme. Total amount: EUR 2,000,000 (EUR 1,700,000 – EU, EUR 300,000 – RoC). The Project will be financed from IPA funds (85% EU funds and 15% RoC funds).</p> <p>State Budget, Section: 05025, Programme: 3301, Activity: T813010</p> <p>For 2011, to Account 3811 the amount of EUR 151,479 (EUR 128,757.15 – EU,</p>	YES

					EUR 22,721.85 – RoC) For 2012, to Account 3811 the amount of EUR 1,148,521 (EUR 976,242.85 – EU, EUR 172,278.15 – RoC)	
Rehabilitated addicts	2011-2012	3.4.3.13. 1. Inform and encourage the establishment of co-operatives promoting social and co-operative entrepreneurship with the goal of enhancing self-employment of rehabilitated addicts. 2. Co-finance non-governmental organisations and other institutions running projects aimed at offering assistance to addicts in relation to additional training, re-training and temporary or permanent employment, as well as other forms of assistance related to social integration of rehabilitated addicts in the community.	The number of meetings held with non-governmental organisations providing assistance to rehabilitated addicts. The number of established co-operatives developing social and co-operative entrepreneurship for rehabilitated addicts. The number of rehabilitated addicts who have found employment in co-operatives. The number of financed programmes and projects offered by non-governmental organisations. The number of rehabilitated addicts included in programmes offered by associations.	Implementing subject: OCNDA Co-implementing subjects: MELE (Directorate for SMEs), MHSW, MP, Directorate for the Prison System, Croatian Federation of Co-operatives, non-governmental organisations	State Budget funds earmarked for regular activities of the Office. Regular State Budget funds earmarked for financing non-governmental organisations in 2011 and 2012.	YES
Rehabilitated addicts	2011-2012	3.4.3.14.	The number of meetings	Implementing subject:	Funds provided by the	YES

and other socially vulnerable groups		Promoting, informing and providing training to non-governmental organisations and units of local and regional self-government on the public works measure, the methodology of drawing up programmes and creating partnerships in implementing the measure.	and training sessions held with non-governmental organisations and units of local and regional self-government	CES Co-implementing subjects: competent ministries and bodies of state administration, non-governmental organisations	implementing subject from State Budget funds earmarked for its regular activities.	
Young people belonging to national minorities and the Roma minority (aged between 13 and 30) and other marginalised groups (rehabilitated addicts, displaced persons, etc.)	On a continuous basis	3.4.3.15. Implement activities under the Youth in Action Programme targeted at marginalised groups	The number and gender of participants belonging to minorities and other marginalised groups	AMEUP	Total budget for the "Youth in Action" programme amounts to HRK 7,314,699.00, as stated in the 2011 State Budget of the Republic of Croatia (OG 140/2010), Activity: A818004, Title: 80891, Source: 51, Budget beneficiary: 43335, Account: 383 – assistance within the general budget). ⁷	YES
Persons with disabilities	On a continuous basis	3.4.3.16. Provide employment subsidies for people with disabilities and retain them in employment through incentives.	The number and gender of persons with disabilities who were employed or who retained their jobs	FVEEPD	State Budget, Section: 0503, Programme: 1494, Activity: A741006, Account: 3721, Amount for 2011 is HRK 45,094,408.00, and	NO

⁷ Funds needed to implement activities 3.3.2.2., 3.4.3.15. and 3.5.1.2. have been provided in the State Budget, Title 80891, Activity A818004, in the total amount of HRK 7,314,699.00.

					projections for 2012 under the same appropriation are HRK 53,394,359.00	
Persons belonging to the Roma minority, persons with disabilities, refugees, displaced persons and returnees, rehabilitated addicts, older persons, persons entitled to financial assistance	On a continuous basis	<p>3.4.3.17.</p> <p>1. Annual statistical monitoring. 2. Data analysis. 3. Strengthening inter-departmental co-operation in preparing measures which promote employment of the indicated group.</p> <p>(Long-term unemployed persons in receipt of permanent benefit – statistical monitoring by gender, age, duration of unemployment, qualifications and occupation, and family status, with special emphasis on persons belonging to the Roma minority and persons with disabilities.)</p>	<p>1. Report</p> <p>2. Analysis</p> <p>3. A co-operation agreement has been signed (part of activities under the IPA project "Establishing Support in Social Inclusion and Employment of Disadvantaged and Marginalised Groups")</p>	MHSW, FVEEPD, CES	Funds provided by the MHSW and the FVEEPD as part of their regular activities	<p>NO</p> <p>The activity follows up on the analysis of long-term unemployed persons in receipt of permanent benefit, by gender, age, duration of unemployment, qualifications and occupation, and family status, with special emphasis on persons belonging to the Roma minority and persons with disabilities.</p>
Employers	2011-2012	<p>3.4.3.18.</p> <p>Organise one-day training sessions for employers with the aim of raising their awareness about the unacceptability of discriminatory</p>	<p>The number of meetings that have been organised</p> <p>The number and gender of participants</p>	OHR	Funds will be provided through the Community Programme for Employment and Social Solidarity.	YES

		conduct and advantages of diversity management. (Holding seminars for employers on the subject of anti-discrimination provisions and promotion of diversity management.)				
National minorities in the Republic of Croatia	2011	3.4.3.19. Seminar on employment of members of national minorities in the Republic of Croatia, with special reference to the Roma national minority.	A seminar has been organised on the topic of employment of members of national minorities.	Implementing subject: GONM Co-implementing subject: CES	Funds provided by the implementing subject, State Budget, Section: 020, Activity: 513002, Account: 3235, 3237, Amount: HRK 40,000.00	YES
Long-term unemployed persons, unemployed women, young people and persons with disabilities	On a continuous basis	3.4.3.20. Hold thematic training workshops for target groups through the network of Family Centres.	The number and gender of participants in thematic workshops	MFVAIS, Family Centres	State Budget funds earmarked for regular activities of Family Centres	YES
Unemployed Homeland War veterans and children of veterans killed, captured or missing in the Homeland War	2011	3.4.3.21. Professional Training Measure ⁸ .	- the number of granted applications for the Professional Training Measure - the number of beneficiaries of the Professional Training Measure	MFVAIS		NO

⁸ Implementation of measures under the Programme of Professional Training for and Employment of Unemployed Homeland War Veterans and Children of Veterans Killed, Captured or Missing in the Homeland War, adopted by the Conclusion of the Government of the RoC of 23 August 2007, is elaborated in more detail under activities 3.4.3.22. to 3.4.3.27. For 2011, funds have been provided in the State Budget, Section 046, Programme 1571, Activity A753009, Accounts 3721 and 3811, 3523, 3233, 3299, in the total amount of HRK 23,770,000.00.

Unemployed Homeland War veterans and children of veterans killed, captured or missing in the Homeland War	2011	3.4.3.22. Self-Employment Measure	- a reduction in the number of unemployed veterans - the number of granted applications for the Self-Employment Measure - the number of beneficiaries of the Self-Employment Measure	MFVAIS	For 2011 – State Budget, Section: 046, Programme: 1571, Activity: A753009, Account: 3721, Amount: HRK 7,000,000.00	NO
Unemployed Homeland War veterans and children of veterans killed, captured or missing in the Homeland War, and other natural and legal persons recruiting persons belonging to the target group	2011	3.4.3.23. Business Expansion Incentive Measure.	- a reduction in the number of unemployed veterans - the number of granted applications for the Business Expansion Incentive Measure - the number of beneficiaries of the Business Expansion Incentive Measure	MFVAIS		NO
Unemployed Homeland War veterans and children of veterans killed, captured or missing in the Homeland War	2011	3.4.3.24. Measure involving provision of incentives for the establishment of veterans' co-operatives.	- an increase in the number of veterans' co-operatives and their self-employed members (Homeland War veterans) - a reduction in the number of unemployed Homeland War veterans	MFVAIS	For 2011 – State Budget, Section: 046, Programme: 1571, Activity: A753009,	NO
Unemployed Homeland War veterans and children of veterans killed, captured or missing in the Homeland War	2011	3.4.3.25. Measure involving provision of support for projects of Homeland War veterans' co-operatives	- a reduction in the number of unemployed Homeland War veterans, a greater competitiveness of veterans' co-operatives in the labour market	MFVAIS	Account: 3811, Amount: HRK 11,950,000.00	NO

Unemployed Homeland War veterans and children of veterans killed, captured or missing in the Homeland War	2011	3.4.3.26. Providing loans to SMEs (no new applications have been received since 2007, but obligations assumed during 2005 and 2006 are continued to be covered)	- a reduction in the number of unemployed veterans - the proportion of self-employment subsidies in the total employment of Homeland War veterans	MFVAIS	For 2011 – State Budget, Section: 046, Programme: 1571, Activity: A753009, Account: 3523, Amount: HRK 4,500,000.00	NO
Unemployed Homeland War veterans and children of veterans killed, captured or missing in the Homeland War	2011	3.4.3.27. Promotion and information services – Publication of public calls and broadcasting information via the Media servis.	- ensure a greater availability of information for potential beneficiaries of Programme measures	MFVAIS	For 2011 – State Budget, Section: 046, Programme: 1571, Activity: A753009, Account: 3233, Amount: HRK 120,000.00	YES
Unemployed Homeland War veterans and children of veterans killed, captured or missing in the Homeland War	2011	3.4.3.28. Organise a fair of co-operatives of Homeland War veterans and hold round table discussions on the topics relevant to business operations of veterans' co-operatives.	- the number of co-operatives gathered for the purpose of presenting new products, establishing links, improving business operations, resolving matters of common interest for veterans' co-operatives in co-operation with other bodies of state administration and other competent institutions	MFVAIS	For 2011 – State Budget, Section: 046, Programme: 1571, Activity: A753009, Account: 3299, Amount: HRK 200,000.00	YES
Unemployed Homeland War veterans and children of veterans killed,	2011 The Programme is adopted for a period of four years	3.4.3.29. Make a proposal and adopt a new employment	- the adoption of the new Programme.	MFVAIS	State Budget funds earmarked for regular activities	YES

captured or missing in the Homeland War	(2012-2015) (As a rule, the Programme is adopted for a four-year period, so it is assumed that a new programme will be adopted for the period 2012-2015)	programme.				
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3.4.4. Develop and implement an appropriate regional development policy strategy aiming at ensuring more balanced development throughout the country, while taking into account social inclusion and anti-poverty strategies.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Craftsmen, associations of craftsmen and regional chambers of trades and crafts	On a continuous basis	3.4.4.1. Involve representatives of craftsmen in local and regional employment partnerships.	The number of representatives of craftsmen involved in partnerships.	CCTC	As part of regular activities	NO
Employers on islands, who have their headquarters on islands and carry out their business activities there	On a continuous basis	3.4.4.2. Provision of <i>de minimis</i> state aid (<i>De minimis</i> aid provided to employers on islands for the purpose of job retention)	The number of <i>de minimis</i> state aid grants awarded to employers on islands. The number of jobs retained	MSTI (Directorate for Island and Coastal Development)	State Budget, Section: 065, Title: 05, Programme: 3211, Activity: A570356, Account: 3522 and Account: 3523, in 2011 the amount of HRK 7,000,000.00, in 2012 the amount of HRK 8,000,000.00	NO
Pupils, students, pensioners, people older than 65 and people with	On a continuous basis	3.4.4.3. Provide subsidies to ensure free public road transportation on	The number of beneficiaries of public road transportation subsidies on islands.	MSTI (Directorate for Island and Coastal Development)	State Budget, Section: 065, Title: 05, Programme: 4012, Activity: A570352,	NO

disabilities living on islands and having their permanent residence there		islands. (Public road transportation subsidies on islands)			Account: 3722, in 2011 the amount of HRK 26,000,000.00, in 2012 the amount of HRK 28,000,000.00	
Households on islands whose members have permanent residence there	On a continuous basis	3.4.4.4. Water rate subsidies for households not connected to water supply systems (Water consumption benefits – water rate subsidies for households on islands, which are supplied by water carriers or road vehicles)	The number of beneficiaries of water consumption benefits	MSTI (Directorate for Island and Coastal Development)	State Budget, Section: 065, Title: 05, Programme: 1866, Activity: A570354, Account: 3722, in 2011 the amount of HRK 13,000,000.00, in 2012 the amount of HRK 13,000,000.00	NO
Small entrepreneurs – manufacturers on islands	On a continuous basis	3.4.4.5. Promotion and marketing of traditional local products on islands (Introduce the "Croatian Island Product" designation with the aim of promoting the development of production on islands by making island products more visible and strengthen their competitive position).	The number of products and manufacturers on islands who have acquired the right to use the "Croatian Island Product" designation.	MSTI (Directorate for Island and Coastal Development)	State Budget, Section: 065, Title: 05, Programme: 3211, Activity: A819012, in 2011 the amount of HRK 220,000.00, in 2012 the amount of HRK 270,000.00	NO
Persons of particular professions or occupations whose services have been specifically identified as needed in the areas	2011-2012 Continuous implementation	3.4.4.6. Lease out family houses or flats in state ownership; donate buildable land and building material for	The number of persons of particular professions or occupations whose services have been specifically identified	MRDFWM	State Budget, Section: 06025, Programme: 4009, Programme of Care for Displaced Persons, Returnees and Refugees: 1512,	YES

of special state concern		house to target groups according to information provided by the CES regional office, upon request by a body of state administration or local self-government.	as needed in the ASSCs, who have been provided with housing.		Activity: K570492, Account: 3822, Amount: HRK 7,500,000.00 in 2011 and HRK 7,500,000.00 in 2012 (Provision of housing to 50 families is planned each year; HRK 150,000.00 is necessary for each housing unit) ⁹	
Units of regional and local self-government, regional/local public institutions or associations, public enterprises owned by bodies of local/regional self-government, regional/local tourist boards. All beneficiaries must be legal persons having not-for-profit status. Beneficiaries, i.e. proposers of individual projects must be from 10 counties which have been identified as the least developed counties	2011-2012	3.4.4.7. Provide grants for business infrastructure, for developing business infrastructure: business zones, business incubators and other institutions and services supporting the development of small and medium-sized enterprises, and for developing and improving public tourist infrastructure, especially in the areas of medical, culture and active tourism.	Newly-created jobs in areas that are lagging behind in development (Target figures: 2011 – 50, 2012 – 300, 2014 – 450) Newly-created jobs are a direct result of implemented projects – investment in developing business infrastructure.	MRDFWM	State Budget, Section: 06205, Programme: 2901 – Promoting regional infrastructure and regional economy, Activity: K820022 (IPA IIIC REGIONAL COMPETITIVENESS OPERATIONAL PROGRAMME), Accounts: 3631 and 3632, Source: 51 – EU aid for 2011 HRK 25,968.94 and for 2012 HRK 39,580.33 National contribution (Source: 12) provided by grant beneficiaries with whom contracts have been concluded.	YES

⁹ Funds needed to implement Activity 3.4.4.6. have been provided in the State Budget, Section 06025, as part of Activity K570492, in the total amount of HRK 143,000,000 in 2011 and HRK 185,000,000 in 2012.

(Virovitica-Podravina, Vukovar-Srijem, Brod-Posavina, Sisak-Moslavina, Šibenik-Knin, Osijek-Baranja, Lika-Senj, Požega-Slavonija, Karlovac and Zadar Counties)						
Unemployed persons from the entire territory of the RoC	2011-2012	3.4.4.8. Repair, expand and construct basic communal and social infrastructure to enable more balanced development across the Republic of Croatia.	The number of LSGUs and beneficiaries covered, and the number of sub-projects, the quantity of expanded and constructed basic communal and social infrastructure.	MRDFWM	<p>2011 State Budget, Section: 06205, 2901, Activity: K549131, Account: 363, Amount: HRK 5,000,000.00 T570346, Account: 363, Amount: HRK 53,200,000.00, K570341, Account: 363, Amount: HRK 46,900,000.00 K549109, Account: 363, Amount: HRK 5,000,000.00 K549110, Account: 363, Amount: HRK 18,700,000.00</p> <p>2012 State Budget, Section: 06205, 2901, Activities: T570346, Account: 363, Amount: HRK 50,000,000.00, K570341, Account: 363, Amount: HRK</p>	NO

					15,000,000.00 K549109, Account: 363, Amount: HRK 2,000,000.00 K549110, Account: 363, Amount: HRK 8,000,000.00	
Unemployed persons from the entire territory of the RoC, s with special emphasis on areas of special state concern	On a continuous basis	3.4.4.9. Implement programmes involving the reconstruction of war-damaged housing units (organised reconstruction of houses with damage levels 4-6 and provision of financial grants for repair of housing units with damage levels 1-3), and Housing Provision Programmes in the Areas of Special State Concern (repair and construction of flats and provision of building material for reconstruction and construction of family houses).	In the period 2011-2012 it is planned to reconstruct 1,000 family houses with damage levels 4-6 and provide support for repairs on 500 housing units through payment of financial grants. Through Housing Provision Programmes it is planned to repair or construct about 1,200 flats, and through provision of building material it is planned to reconstruct or build around 3,000 family houses.	MRDFWM	2011 State Budget and 2012 projections, Section: 06205, Programme: 1512, Activities: A549007, K549030, K570492, total amount for 2011-2012 is HRK 942,000,000.00 2011 State Budget, Amount: HRK 491,000,000.00, A549007, Account: 382, - HRK 4,000,000.00 K549030, Account: 382, - HRK 145,000,000.00 K570492, Account: 363, - HRK 20,000,000.00 K570492, Account: 382, - HRK 143,000,000.00 K570492, Account: 421, - HRK 179,000,000.00 2012 State Budget projections, Amount: HRK 451,000,000.00:	NO

					K549030, Account: 382, - HRK 66,000,000.00 K570492, Account: 363, - HRK 20,000,000.00 K570492, Account: 382, - HRK 185,000,000.00 K570492, Account: 421, - HRK 180,000,000.00	
Local labour market stakeholders (existing local employment partnerships, CES regional offices, Croatian Chamber of Commerce, employers' associations, employers, trade unions, vocational schools, entrepreneurship centres, regional development agencies, units of local self-government, units of regional self-government, non-governmental organisations)	2011	3.4.4.10. Implement the "Local Partnerships for Employment – Phase 3" project (service contract and grant award contract).	The "Local Partnerships for Employment – Phase 3" project (service contract and grant award contract) has been implemented.	CES	The Project will be financed from IPA funds (85% EU funds and 15% RoC funds) in the amount of EUR 1,870,780 (EUR 1,590,163 – EU, EUR 280,617 – RoC) for service delivery contract, and EUR 2,299,180 (EUR 1,954,303 – EU, EUR 344,877 – RoC) for grant award contract. For 2011 and 2012 – State Budget, Section: 05025, Programme: 3301, Activity: K813009 For 2011, to Account 3237 the amount of EUR 611,992 (EUR 520,193.20 – EU, EUR 91,798.80 – RoC), and to Account 3811 the	NO

					<p>amount of EUR 1,412,344 (EUR 1,200,492.40 – EU, EUR 211,851.60 – RoC)</p> <p>For 2012, to account 3237 the amount of EUR 0, and to Account 3811 the amount of EUR 459,836 (EUR 390,860.60 – EU, EUR 68,975.40 – RoC)</p>	
Local employment partnerships, local labour market stakeholders	2012	3.4.4.11. Implement the project "Local Employment Development Initiatives" (grant award contract).	The project "Local Employment Development Initiatives" is being implemented (grant award contract).	CES	<p>Funds from the IPA Programme (85%) and from the State Budget (15%). Total value of the project is EUR 2,540,000 (EUR 2,159,000 – EU, EUR 381,000 – RoC)</p> <p>State Budget, Section: 05025, Programme: 3301, Activity: K813009</p> <p>For 2011, to Account 3811 the amount of EUR 0</p> <p>For 2012, to Account 3811 the amount of EUR 419,200 (EUR 356,320 – EU, EUR 62,880 – RoC)</p>	NO

3.5. Goal: Reduce skills mismatch (mismatch between labour force knowledge and skills and labour market needs) and increase investment in human capital through better education and skills

Implementation measures:

3.5.1. Develop institutional prerequisites and capacities to analyse and anticipate labour market skills/competencies needs at all levels.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Vocational education students and vocational teachers, adult education teachers	On a continuous basis	3.5.1.1. Promote the mobility of vocational students and teachers through mobility programmes (Leonardo da Vinci and Grundtvig).	The number of institutions, the number and gender of students and teachers participating in exchange programmes	AMEUP	Total budget for Grundtvig subprogramme amounts to HRK 1,119,400.00, stated in the 2011 State Budget of the Republic of Croatia (OG 140/2010), Activity A818005, Title: 80891, Source: 51, Budget beneficiary: 43335, Account: 363 – assistance within the general budget). Total budget for Leonardo da Vinci subprogramme is HRK 7,824,200.00, stated in the 2011 State Budget of the Republic of	NO

					Croatia (OG 140/2010), Activity: A818005, Title: 80891, Source: 51, Budget beneficiary: 43335, Account: 363 – assistance within the general budget). ¹⁰	
Persons active in youth work and youth organisations	On a continuous basis	3.5.1.2. "Youth in Action – Action 4: Youth Support Systems" (Training and networking of persons active in youth work and youth organisations and Training and Co-operation Plan)	The number of persons included in the activities concerned	AMEUP	Total budget for Action 4 amounts to HRK 550,644.20, as stated in the 2011 State Budget of the Republic of Croatia (OG 140/2010), Activity: A818004, Title: 80891, Source: 51, Budget beneficiary: 43335, Account: 381 – current donations). ¹¹	YES
Sectoral councils	On a continuous basis	3.5.1.3. Strengthen the role of sectoral councils in expressing labour market needs through further	Sectoral profiles and strategies have been developed	AVETAE	State Budget, Section: 08091, Programme: 1804, Activity: A848014, Accounts: 3211,	YES

¹⁰ Funds needed to implement activities 3.2.3.1., 3.3.2.8. and 3.5.1.1. have been provided in the State Budget, Title 80891, Activity A818005, in the total amount of HRK 21,201,705.00.

¹¹ Funds needed to implement activities 3.3.2.2., 3.4.3.15. and 3.5.1.2. have been provided in the State Budget, Title 80891, Activity A818004, in the total amount of HRK 7,314,699.00.

		development of profiles and strategies of 13 educational sectors.			3235, 3237, Amount for 2011: HRK 700,000.00	
Small and medium-sized enterprises (companies and crafts businesses)	On a continuous basis	3.5.1.4. Carry out an analysis of educational needs in the small and medium-sized sectors, with special emphasis on entrepreneurship skills.	The competencies (knowledge and skills) that employees lack have been identified.	Implementing subject: CCC Co-implementing subject: CCTC, MELE (Directorate for SMEs)	In 2011 – from the MELE's budget (Section: 05005, Programme: 1560, Activity: A560087, Account: 3811, Amount: HRK 50,000.00 for 2011), and the CCC's funds earmarked for its regular activities. ¹² In 2012 – if the MELE does not sign a new agreement, funds will be provided by the CCC as part of its regular activities	NO
Countries included in the project (a group of South East Europe countries).	2010-2012	3.5.1.5. Implement the 3 rd Project Activity under the "Regional Centre for Entrepreneurship Learning for South East Europe Countries – SEECCEL" project (as an institution)	- Curricula for ISCED2 and ISCED5/6 levels of formal education have been developed; - a methodology of implementing the "training need analysis" has been developed.	MELE (Directorate for SMEs)	State Budget, EUR 300,000.00 for 3 years (2010-2012) IPA Multi-beneficiary funds/ EUR 1,700,000.00 pursuant to the Agreement with DG ENLARGEMENT Funds from the	NO

¹² Funds needed to implement activity 3.5.1.4. have been provided under the State Budget appropriation at item A560087, Account 3811, Amount HRK 1,000,000.

		<p>Founders are: Government of the RoC, MELE and CCC.</p> <p>3rd Project Activity: - entrepreneurship as the key competence in elementary education (developing a curriculum and establishing links between educational institutions and economic subjects) - entrepreneurship as the key competence in higher education and establishing links between science and the economy -training need analysis in small enterprise subjects</p> <p>Experts from all countries included in the Project participate in the activities of working groups.</p>			<p>2011 Budget for SEECEL (Regional Centre for Entrepreneurship Learning for South East Europe Countries) will be paid from the appropriation: Training promotion, Activity: A560087, Account: 3811 (current donations) in the amount of HRK 1,000,000.00</p>	
Working-age persons, craftsmen, novice craftsmen	2011-2012	3.5.1.6. Implement the "Additional Training and Re-training in Crafts and Trades" project, aimed at	The number and gender of persons who have passed professional competence and master craftsman	MELE (Directorate for Trades and Crafts)	For 2011 – State Budget, Section: 05005, Programme: 1568, Activity: A822029,	NO

		enabling faster employment and self-employment and bringing the qualification structure of the working-age population in line with the real requirements of the small business sector in the Republic of Croatia.	exams, the number of persons who have undergone re-training and passed assistant's/final exams.		Account: 3523, Amount: HRK 2,513,800.00 (2012 projections amount to HRK 2,513,800.00)	
Educational institutions and persons attending formal education	On a continuous basis	3.5.1.7. Work of an inter-departmental working body charged with monitoring labour market needs.	Sessions of the inter-departmental working body have been held.	AHE	Proposals for 2011 have been defined for activity: Section: 38487, Programme: 3705, A621155; 3211; 3237; 3293. A total of HRK 654,675.00	YES (a new activity according to the Economic Recovery Plan)
Not defined	On a continuous basis	3.5.1.8. Carry out monitoring activities and analyses, and prepare forecasts about labour market needs for particular occupations, and draw up recommendations concerning education enrolment policy.	Monitoring activities and analyses have been carried out and forecasts prepared about labour market needs for particular occupations, and recommendations have been drawn up concerning education enrolment policy.	CES	State Budget funds earmarked for regular activities	YES
Labour market institutions,	2011-2012	3.5.1.9. Continue the	Data exchange system.	MELE, CES, CBS, MSES, CPII, MF-TD, REGOS, AVETAE, CCTC	State Budget funds earmarked for	NO

education system institutions		establishment of an institutional mechanism for the exchange of data among labour market institutions and between labour market institutions and education system institutions.			regular activities	
Employers, unemployed persons, pupils, students and other labour market stakeholders	2011-2012	3.5.1.10. Job fairs – with the aim of enabling direct contacts between employers and potential employees, promoting job seeking activities, establishing partnerships among labour market stakeholders, providing information on educational opportunities, scholarships and the importance of lifelong learning.	The number of job fairs held, along with the number of workshops, roundtable discussions, forums, the number of visitors, the number of received CVs, and the number of persons employed as a result of contacts made during the fair	Implementing subject: CES Co-implementing subjects: social partners, educational institutions	State Budget funds earmarked for regular activities	NO
Not defined	2011-2012	3.5.1.11. Carry out a survey among employers with the aim of gathering information about their labour needs, shortcomings and redundant workers,	The survey has been carried out. A report has been produced on the results of the survey at the national and regional levels.	CES	State Budget funds earmarked for regular activities	NO

		if any, which would serve as a basis for forecasting future labour market needs.				
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3.5.2. Improve the organised guidance system for young people in their choice of education and provide better information on labour market needs.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Pupils in the final grades of primary school, their parents, teaching staff.	On a continuous basis	3.5.2.1. Carry out promotional activities to increase interest in enrolling educational programmes for crafts occupations among primary school pupils (campaigns organised in counties: "I Want to Be a Master Craftsman", "Eight Graders' Career Fair", organised visits and conversations with pupils and parents in primary schools in co-operation with all stakeholders; organising and holding seminars for teachers, class teachers and expert associates in primary schools to inform them about enrolment requirements and	The number of events organised, the number of visitors at promotional events, the number of schools involved, and the number of pupils and teachers covered.	Implementing subject: CCTC Co-implementing subject: CES	CCTC, RCTCs, trade vocationals schools, sponsors, Amount: HRK 900,000.00 CES from regular funds	NO

		options, etc.)				
Pupils attending primary school educational programmes	2011-2013	3.5.2.2. Develop vocational guidance services in primary schools.	The number of expert meetings on the topic of vocational guidance for pupils at the level of primary education	ETTA	Section: 23962, Programme: 3701, Activity: A767022, 323 – Amount: HRK 2,072,855.00	NO
Pupils attending secondary school educational programmes	2011-2013	3.5.2.3. Develop vocational guidance services in secondary schools.	The number of expert meetings on the topic of vocational guidance for pupils at the level of secondary education	ETTA	Section: 23962, Programme: 3701, Activity: A767022, 323 – HRK 2,072,855.00	NO
Students receiving education for occupations in short supply	2011-2012	3.5.2.4. Encourage enrolment in studies for occupations in short supply at the national and regional level, by granting state scholarships to full-time students pursuing these studies.	The number of scholarships awarded, disaggregated by gender of scholarship holders	Depends on the legal framework; to be determined later/ (MSES)	Section: 08006, Programme: 3705, A621184, 381 – HRK 8,000,000.00	NO
Students receiving education for occupations in short supply	2011	3.5.2.5. Issue new ordinances on the procedure for awarding scholarships to students receiving education for occupations in short supply.	A new ordinance on the procedure for awarding scholarships to students has been issued.	MSES	State Budget funds earmarked for regular activities	YES

Young people who have finished primary, secondary or tertiary education.	On a continuous basis	3.5.2.6. Provide young people with information obtained from the results of the survey conducted among employers and the survey on career intentions of pupils in the final grades of primary and secondary schools, and with data obtained from other sources.	The number and gender of young people who have been informed.	CES	State Budget funds earmarked for regular activities	NO
Pupils of primary and secondary schools, students, young unemployed persons	On a continuous basis	3.5.2.7. Increase the availability of vocational guidance services (vocational information and counselling) through the use of the "My Choice" vocational guidance computer program – procure a national licence for the program.	The number and gender of young persons who have received information and counselling through the "My Choice" program.	CES	State Budget funds earmarked for regular activities	YES
Pupils of primary and secondary schools, young unemployed persons and other job seekers	2011	3.5.2.8. Develop an updated version of the "My Choice" vocational guidance computer program.	A new version of the "My Choice" 4.0 program has been developed.	CES	State Budget funds earmarked for regular activities	YES
Pupils in the final grades of primary and secondary schools, expert associates in schools	On a continuous basis	3.5.2.9. Conduct a national survey on career intentions of pupils in the final grades of primary and secondary	The number of pupils in the final grades of primary and secondary schools who have been included in the survey	CES	State Budget funds earmarked for regular activities	YES

		schools, which will serve as the basis for planning vocational guidance services and will be used as an element for creating the enrolment policy.				
Employers, unemployed persons and other job seekers, pupils, students	2011/2012	3.5.2.10. Implement the IPA project "The New Approaches of the Croatian Employment Service in Delivering Services to Clients"	The IPA project "The New Approaches of the Croatian Employment Service in Delivering Services to Clients" has been implemented.	CES	The Project will be financed from IPA funds in the total amount of EUR 1,500,000 (EUR 1,275,000 – EU, EUR 225,000 – RoC) State Budget, Section: 05025, Programme: 3301, Activity: K813009, For 2011, to Account 3237 the amount of EUR 350,000 (EUR 297,500 – EU, EUR 52,500 – RoC) For 2012, to Account 3237 the amount of EUR 750,000 (EUR 637,500 – EU, EUR 112,500 – RoC)	YES
Young persons, unemployed persons	2011-2012	3.5.2.11. Participate in the implementation of the project "CES Services to Clients: Improving Lifelong Career Guidance and ICT Support" (service	The project "CES Services to Clients: Improving Lifelong Career Guidance and ICT Support" has been implemented	CES	The Project will be financed from IPA funds (85% EU funds and 15% RoC funds) in the total amount of EUR 2,300,000.00 (EUR 1,955,000 – EU, EUR 345,000 – RoC)	NO

		delivery contract and equipment supply contract).			<p>for service delivery contract and EUR 1,300,000 (EUR 1,105,000 – EU, EUR 195,000 – RoC) for equipment supply contract.</p> <p>State Budget, Section: 05025, Programme: 3301, Activity: K813009</p> <p>For 2011, to Account 3237 the amount of EUR 490,000 (EUR 416,500 – EU, EUR 73,500 – RoC), to 4221 the amount of EUR 1,300,000 (EUR 1,105,000 – EU, EUR 195,000 – RoC)</p> <p>For 2012, to Account 3237 the amount of EUR 620,000 (EUR 527,000 – EU, EUR 93,000 – RoC), to 4221 the amount of 0</p>	
Primary and secondary school pupils	On a continuous basis	3.5.2.12. Carry out promotional activities to enhance enrolment of primary and secondary school pupils in educational programmes on the basis of the gender equality principle – to increase the interest of	The number of primary and secondary school pupils who have been informed	CES	State Budget funds earmarked for regular activities	YES

		female pupils in pursuing traditionally male occupations.				
Pupils with developmental problems	On a continuous basis	3.5.2.13. Provide vocational counselling to pupils with developmental problems.	The number of pupils with developmental problems who have received counselling	CES	State Budget funds earmarked for regular activities	YES

3.5.3. Integrate/include the needs of the labour market in education policies at all levels.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Beneficiaries of education in the RoC	2011-2012	3.5.3.1. Work towards development and implementation of the Croatian Qualifications Framework.	The number of programmes produced which have been aligned with the CQF's principles. The number of qualifications standards developed	MSES/ AVETAE	Section: 46173, Programme: 3701, Activity: A848015, Account: 32, Amount: (85% EU funds – 15% national contribution) – EUR 1,468,000. For 2011, the amount of EUR 600,000 (EUR 510,000 – EU, EUR 90,000 – RoC). For 2012, the amount of EUR 428,400 (EUR 364,140 – EU, EUR 64,260 – RoC).	NO
Students, higher education institutions	2012	3.5.3.2. Modify enrolment policies of universities, polytechnics and post-secondary schools.	Define funding agreements	MSES in co-operation with higher education institutions	Defining funding agreements, in itself, does not require any new funds from the budget. The application of performance agreements will	YES (a new activity according to the Economic Recovery Plan)

					commence in 2013.	
Vocational schools	2011-2012	3.5.3.3. Develop new vocational curricula based, amongst other things, on labour market needs, according to the methodology for developing occupational standards, qualifications and curricula.	New vocational curricula have been developed.	AVETAE	State Budget, Section: 08091, Programme: 1804, Activity: A848014, Accounts: 3211, 3235, 3237, Amount: HRK 150,000.00	YES
Educational institutions at the local level	2011-2012	3.5.3.4. Implement the project "Regional Network of Local Educational Institutions" (service delivery contract and grant award contract)	A regional network of local educational institutions has been established.	AVETAE	The Project will be financed from IPA funds (85% EU funds and 15% RoC funds) in the amount of EUR 1,500,000 for service delivery contract and EUR 3,500,000 for grant award contract. Financing through the AVETAE /Department for Financing and Contracting IPA Programmes (DEFECO) – IPA IV Human Resources Development Programme – Priority Axis 3, Enhancing human capital and employability. For 2011, the amount of EUR 587,500 (EUR 499,375 – EU, EUR	NO

					88,125 – RoC). For 2012, the amount of EUR 146,875 (EUR 124,844 – EU, EUR 22,031 – RoC). (Section: 08065, Programme: 1804, Activity: A848015, Account: 3237)	
Pupils who have completed compulsory education	On a continuous basis	3.5.3.5. Strengthen the links between the labour market and the educational offer by planning enrolment in such a way that it reflects a rational network of programmes on the basis of labour market analyses.	The number of programmes, by sector, within the framework of an established network of programmes.	MSES	State Budget, Section: 08005, program 3704, Activity: A580044, Account: 363 – Amount: HRK 308,411.00	YES
Beneficiaries of the educational system	2011	3.5.3.6. Adopt quality and quantity indicators for financing public universities.	A legal regulation has been adopted by the Government of the RoC	MSES	State Budget funds earmarked for regular activities	YES

3.5.4. Continue to increase the share of graduates at the upper secondary and tertiary education levels.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Pupils attending educational programmes providing training for crafts occupations	2011-2012	3.5.4.1. Award scholarships to pupils receiving education for crafts occupations	The number of holders of scholarship among pupils enrolled in educational programmes for occupations in short supply.	Implementing subject: CCTC, Regional Chambers for Trades and Crafts Co-implementing subjects: MELE (Directorate for Trades and Crafts), MT	Funds provided by implementing subjects	YES
Beneficiaries of the educational system	2011-2014	3.5.4.2. Implement IPA project under the Operational Programme on Human Resources Development and implement the Croatian Qualifications Framework.	The number of concluded contracts on implementing IPA project in this grant scheme.	MSES/ AVETAE	Section: 46173, Programme: 3701, Activity: A848015, Account: 36, Amount: (85% EU funds – 15% national contribution). The value of the grant in this activity is EUR 4,400,000, and it will be paid from the aforesaid appropriations in 2012 (80% pre-financing /10% interim payment and 10% final payment) according to currency rates at the moment of payment. Refunds relating to the amount of 85% of paid funds (EU	YES

					<p>contribution) are to be made upon approved and submitted requests for funds by the NF to the EU.</p> <p>In the 2012 State Budget, the amount of EUR 3,500,000 in total (EUR 2,975,000 – EU, EUR 525,000 – RoC).</p>	
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3.5.5. Improve the quality and availability of vocational education and investigate possible incentives aimed at establishing stronger links with the labour market and ensuring social inclusion and fairness

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Vocational education students, and vocational teachers.	2011-2012	3.5.5.1. Implement a new methodology of programming vocational curricula, which will serve labour market needs and continuation of education.	The Ordinance on the methodology of programming vocational curricula has been issued; the number of curricula which have been implemented.	AVETAE	<p>State Budget funds earmarked for regular activities.</p> <p>Through the IPA project entitled "Implementation of New Curricula" (EUR 3,709,913.18 for grant award contract (European Commission funds to the amount of 85% and national contribution of 15% through the AVETAE/Department for Financing and Contracting IPA Programmes (DEFCO)) – IPA IV Human</p>	NO

					<p>Resources Development Programme – Priority Axis 3, Enhancing human capital and employability.</p> <p>For 2012 – the amount of EUR 526,167 in total (EUR 447,242 – EU, EUR 78,925 – RoC).</p> <p>(Section: 08065, Programme: 1804, Activity: A848015, Account: 3633)</p>	
Vocational education students	2011-2012	<p>3.5.5.2. Draw up and implement occupational standards and vocational qualifications, based on learning outcomes/ competences, volume of acquired qualifications – credits, the National Qualifications Framework reference level, and the European Qualifications Framework reference level.</p>	A register of occupational standards and vocational qualifications has been established.	AVETAE	<p>State Budget, Section: 08091, Programme: 1804, Activity: A848014, Account: 3237, Amount: HRK 350,000.00</p> <p>IPA project "Strengthening Institutional Framework for the Development of the VET Occupational Standards/Qualifications & Curricula" (EUR 1,874,000 for service delivery contract (European Commission funds – 85%, national contribution 15% through the AVETAE /Department for Financing and Contracting IPA Programmes (DEFECO))</p>	YES

					<p>- IPA IV Human Resources Development Programme – Priority Axis 3, Enhancing human capital and employability.</p> <p>For 2011, the amount of EUR 600,000 (EUR 510,000 – EU, EUR 90,000 – RoC).</p> <p>For 2012, the amount of EUR 659,976 (EUR 560,979.60 – EU, EUR 98,996.40 – RoC).</p> <p>(Section: 08065, Programme: 1804, Activity: A848015, Account: 3237)</p>	
Vocational education students	2011-2012	<p>3.5.5.3. Improve quality assurance for the vocational education and training system by developing relevant criteria and elements, and by introducing a system of self-evaluation and external evaluation of vocational education and training.</p>	A system of self-evaluation and external evaluation of vocational education and training has been developed and implemented.	AVETAE	<p>State Budget funds earmarked for regular activities.</p> <p>IPA project "Vocational Education and Training (VET) Quality Assurance Development", (EUR 1,740,000 for service delivery contract (European Commission funds – 85%, national contribution – 15% through the AVETAE / Department for Financing and Contracting IPA Programmes (DEFECO))</p>	YES

					<p>- IPA IV Human Resources Development Programme – Priority Axis 3, Enhancing human capital and employability.</p> <p>For 2011, the amount of EUR 1,147,825 in total (EUR 975,651.25 – EU, EUR 172,173.75 – RoC).</p> <p>For 2012, the amount of EUR 163,975 in total (EUR 139,378.75 – EU, EUR 24,596.25 – RoC).</p> <p>(Section: 08065, Programme: 1804, Activity: A848015, Account: 3237)</p>	
Vocational schools and vocational education students	2011-2012	3.5.5.4. Promote innovations in vocational education and training, and strengthen the capacity of vocational schools for carrying out project activities and for applying successfully for grants under the pre-accession IPA fund and future ESF funds.	Schools have submitted projects and have been awarded grants from IPA funds.	AVETAE	<p>State Budget funds earmarked for regular activities.</p> <p>IPA project "Implementation of New Curricula" (service delivery contract in the amount of EUR 1,100,000 (European Commission funds – 85%, national contribution – 15% through the AVETAE / Department for Financing and Contracting IPA Programmes (DEFECO))</p>	NO

					<p>- IPA IV Human Resources Development Programme – Priority Axis 3, Enhancing human capital and employability.</p> <p>For 2011, the amount of EUR 639,300 (EUR 543,405 – EU, EUR 95,895 – RoC).</p> <p>For 2012, the amount of EUR 106,550 (EUR 90,567.50 – EU, EUR 15,982.50 – RoC).</p> <p>(Section: 08065, Programme: 1804, Activity: A848015, Account: 3237).</p>	
AVETAE, vocational education students	2011-2012	3.5.5.5. Strengthen human resources development in the vocational education and training system.	AVETAE staff has received additional training in implementing the reform of the vocational education and training system.	AVETAE	<p>State Budget, Section: 08091, Programme: 1804, Activity: A848001, Account: 3213, Amount: HRK 66,488.00.</p> <p>IPA project "Comprehensive Strengthening of the Capacities of the Agency for Vocational Education and Training" in the amount of EUR 1,200,000 under a service delivery contract (European Commission funds – 85%, national</p>	NO

					<p>contribution – 15%. Financed through the AVETAE /Department for Financing and Contracting IPA Programmes (DEFKO)) – IPA IV Human Resources Development Programme – Priority Axis 3, Enhancing human capital and employability.</p> <p>For 2011, the amount of EUR 450,000 (EUR 382,500 – EU, EUR 67,500 – RoC). For 2012, the amount of EUR 367,950 (EUR 312,757.50 – EU, EUR 55,192.50 – RoC).</p> <p>(Section: 08065, Programme: 1804, Activity: A848015, Account: 3237)</p>	
Vocational teachers, students, and institutions.	On a continuous basis	3.5.5.6. Strengthen the competencies of vocational teachers through professional training.	The Plan of Professional Training of Vocational Teachers 2010-2011 has been published.	AVETAE	State Budget, Section: 08091, Programme: 1804, Activity: A848010, Accounts: 3211, 3235, 3237, 3239, 3293 and 3299, Amount: HRK 400,000.00	NO
Vocational education students	On a continuous basis	3.5.5.7. Continually promote the vocational education system in order to make it more	The number of school competitions organised in specific vocational areas and disciplines and events,	AVETAE	State Budget, Section: 08065, Programme: 1804, Activity: A848018, Accounts: 3211, 3231, 3233, 3235,	NO

		attractive (through promotional activities, by organising school competitions and events, etc.)	the number of promotional activities of students' companies (web pages, fairs ...), printed brochures, etc.		3237, 3631, 3811, Amount: HRK 2,202,738.00	
Legal persons holding licences for practical instruction under apprenticeship programmes	2011-2012	3.5.5.8. Monitor the quality of practical instruction provided as part of apprenticeship programmes in legal persons holding licences for providing such instruction, on the basis of clearly defined criteria and monitoring instruments.	The number of inspections carried out in relation to provision of practical instruction under apprenticeship programmes	Implementing subject: CCTC Co-implementing subject: MELE (Directorate for Trades and Crafts)	As part of regular activities	YES
Pupils in secondary vocational schools	On a continuous basis	3.5.5.9. Award scholarships to pupils receiving education for crafts occupations that have been identified as occupations in short supply by regional chambers of trades and crafts and regional offices of the Croatian Employment Service	The number of holders of scholarship among pupils enrolled in educational programmes for occupations in short supply.	MELE (Directorate for Trades and Crafts)	For 2011 – State Budget, Section: 05005, Programme: 1558, Activity: A822029, Account: 3811, Amount: HRK 1,200,200.00 (2012 projections amount to HRK 1,200,200.00)	NO
Persons enrolling in programmes for new occupations in the vocational education system.	2011 (the second stage of the project will be completed on 31 October 2011)	3.5.5.10. Continue co-operation between the MELE and the Society for Technical Assistance (GTZ) owned by the German Government in implementing the	The number of persons who have enrolled in programmes for new occupations within the framework of the "Vocational Education Development" project.	Implementing subject: MELE (Directorate for Trades and Crafts), CES Co-implementing subject: CCTC	Foreign aid funds	NO

		"Vocational Education Development" project focussing on the labour market in the RoC. Curricula for new occupations are being developed as part of the project, e.g. car mechanic, which have been found to be in demand on the labour market.				
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3.5.6. Provide adequate support and create incentives for employers to invest in continuous education of their employees.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Business community	2011-2012	3.5.6.1. Promote positive examples set by employers who are investing in the education of their workers.	The number of employers whose positive examples have been promoted.	CEA, CCTC, CCC	Funds provided by the implementing subjects as part of their regular activities	NO

3.5.7. Develop an integrated lifelong learning strategy and extend the duration of compulsory education.¹³

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Beneficiaries of education	2011-2013	3.5.7.1. Develop a model for recognition/validation of non-formal and informal learning as part of the projects for developing the Croatian Qualifications Framework.	A model for recognition/validation of non-formal and informal learning as part of developing the Croatian Qualifications Framework has been developed.	MSES	State Budget, Section: 08005, Programme: 3704, Activity: A580044 , Account: 363 – HRK 308,411	NO
Beneficiaries of education	2011-2013	3.5.7.2. Start working on the Lifelong Learning Strategy on the basis of the activities undertaken with the aim of developing the CROQF	A proposal for the Lifelong Learning Strategy has been prepared.	MSES	State Budget, Section: 08005, Programme 3704, Activity: A580044 , Account: 363 – HRK 308,411	NO
Economically active population	On a continuous basis	3.5.7.3. Develop and conduct a campaign on the importance of lifelong learning (for example, as part of the Lifelong Learning Week).	The number of meetings held, the number of campaign holders, the number of persons covered by the campaign	Implementing subject: AVETAE Co-implementing subject: MSES	State Budget, Section: 08091, Programme: 1904, Activity: A848009, Accounts 3211, 3233, 3235, 3237, 3239, 3291, 3293, 363, Amount: HRK 481,500.00	NO

¹³ Pursuant to the Decision by the Government of the RoC of July 2009, the National Programme of Measures for the Introduction of Compulsory Secondary Education is no longer implemented.

					MSES: State Budget, Section: 08005, Programme: 3704, Activity: A580014, Account: 363, Amount: HRK 50,000	
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3.6. Goal: Improve adaptability of workers and enterprises¹⁴

Implementation measures:

3.6.1. Define a policy strategy aimed at improving the existing combination of security and flexibility in Croatia's labour market, taking into account the principles and pathways laid down for flexicurity.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Social partners	2011-2012	3.6.1.1. Intensify activities aimed at considering changes to the legislative framework, in order to facilitate the application of the flexicurity strategy.	Policy measures and the legislative framework enabling the application of the flexicurity strategy have been defined.	MELE (Directorate for Labour)	State Budget funds earmarked for regular activities	YES

¹⁴ For the purposes of this document, an enterprise refers to economic or other activities carried out by entrepreneurs; an entrepreneur is deemed to mean any legal or natural person independently and permanently performing economic activities with the goal of earning income..

3.6.2. Implement particular incentives and measures to increase participation of adults in training under two components of the flexicurity concept: comprehensive lifelong learning strategy and effective active labour market policies.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Employers and workers, employers' and workers' associations	2011-2012	3.6.2.1. Inform the business community (especially small and medium-sized enterprises) about existing tax exemptions for employers who invest in the education and training of their workers	The number of employers who have received information, brochures published and seminars held.	CCTC, CEA, CCC	Funds provided by implementing subjects as part of their regular activities	NO
Employees who, due to business problems, work less than full-time working hours of 40 hours a week	2011-2012	3.6.2.2. Subsidise the difference in the amounts of employees' net wages before and after the reduction of working hours.	The number of persons covered by subsidies.	CES, MELE (Directorate for Labour)	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: 3522 – subsidies for companies outside the public sector (Amount: hrk 30,200,000.00), and 3523 – subsidies for craftsmen and farmers (Amount: HRK 25,000,000.00)*	YES
Unemployed persons registered on the unemployment register	2011/2012	3.6.2.3. Subsidise employment of substitute workers hired to replace workers included in educational	The number and gender of persons who have filled the positions that remained vacant due to education.	CES	For 2011 – State Budget, Section: 05025, Active labour market policies – 3301, Activity: A689023, Account: 3522 –	YES

		programmes.			subsidies for companies outside the public sector (Amount: HRK 30,200,000.00), and 3523 – subsidies for craftsmen and farmers (Amount: HRK 25,000,000.00)*	
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3.7. Goal: Good governance

Implementation measures:

3.7.1. Closely involve the social partners in the implementation of the JAP.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Social partners	On a continuous basis	3.7.1.1. Involve social partners as participants in the process of developing activities, as subjects responsible for implementing individual activities, and also in monitoring and reporting on the implementation of the measures/activities from the National Employment Promotion Plan.	The number of representatives of social partners involved in the development, implementation and monitoring of measures/activities.	MELE (Directorate for Labour)	State Budget funds earmarked for regular activities	NO
All stakeholders included in the work of the Economic and	On a continuous basis	3.7.1.2. Inform and report to the national ESC and	The number of sessions at which the topic of	Implementing subject: MELE (Directorate for Labour) – at the	State Budget funds earmarked for regular activities	NO

Social Council		local ESCs about the implementation of the National Employment Promotion Plan and the results achieved.	implementation of the National Employment Promotion Plan and the results achieved was discussed.	national level (the national ESC will inform local ESCs) Co-implementing subjects: OSP, CES, county ESCs		
Not defined	2011-2012	3.7.1.3. Conduct an external/independent analysis of the effectiveness of employment promotion measures falling within the competence of the CES.	The analysis has been conducted.	Implementing subject: CES Co-implementing subject: MELE (Directorate for Labour)	State Budget funds earmarked for regular activities	YES
CES Advisory Councils	On a continuous basis	3.7.1.4. Include the following topic as an obligatory item on the agenda at meetings of CES advisory councils: Reporting on the activities carried out and on information concerning activities planned for the purposes of JAP implementation.	The number of meetings held at which the indicated topic was discussed.	CES	State Budget funds earmarked for regular activities	YES

3.7.2. Develop a strategy for the bipartite dialogue and the social dialogue at sectoral level.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Organised youth	2011-2012	3.7.2.1.	-The number of	Implementing subject:	Funds have been	YES

sector; non-organised youth		Hold a structural dialogue on employment with youth organisations and non-organised youth.	consultations that have been organised; -the number of young people who have participated in consultations; -the number of proposals for improving the active labour market policy that have been received.	MFVAIS Co-implementing subjects: MELE, CEA, CYN	planned in the State Budget, Section for the Ministry of the Family, Veterans' Affairs and Inter-generational Solidarity for 2011 in the amount of HRK 55,000.00; Activity: 558047 – Youth Policies, 3811 – Current monetary donations	
Trade union and employers' branch associations at all levels	2011	3.7.2.2. Sign agreements on the establishment of sectoral councils and launch their activities. (Step up efforts aimed at establishing Sectoral Councils)	Sectoral Councils have been established. (In 2010 the "Agreement on the Establishment of the Social Council for the Textile, Footwear, Leather and Rubber Sector" was signed, and by the end of the year the "Agreement on the Establishment of the Social Council for the Forestry and Wood Processing Sector" will be signed)	Implementing subject: OSP Co-implementing subjects: Branch-level trade union associations and employers	Funds provided by implementing/co-implementing subjects as part of their regular activities	NO
Social partners (trade union and employers' confederations/higher-level associations)	2011-2012	3.7.2.3. Define common priorities for action in the stated period, work towards achieving them, and form bipartite expert working groups where necessary.	Priorities for action have been defined. The number of bipartite expert working groups that have been formed.	CEA and trade union confederations	Funds provided by implementing subjects as part of their regular activities	NO

Social partners (branch trade union and employers' associations)	2011-2012	3.7.2.4. Define common priorities for action in the stated period, and work towards achieving them.	The number of branch trade union and employers' associations which have defined common priorities for action.	CEA – branch associations and trade union confederations – branch associations	Funds provided by implementing subjects as part of their regular activities	NO

3.7.3. Establish clear criteria for representativeness of the social partners in economic and social councils and for collective bargaining.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Social partners (trade union and employers' confederations/higher-level associations)	2011	3.7.3.1. Draw up an Act on Determining the Representatives of Trade Union and Employers' Higher-level Associations in Tripartite Bodies at the National Level	1. An agreement between social partners has been signed. 2. Arbitration has been conducted (in the case of failure to sign an agreement). 3. The Act has been passed.	Implementing subject: MELE (Directorate for Labour) Co-implementing subjects: CEA and trade union confederations	State Budget funds earmarked for regular activities	YES
Social partners (branch trade union and employers' associations)	2011	3.7.3.2. Draw up an Act on the Representativeness of Trade Unions (trade union associations).	The Act has been passed.	Implementing subject: MELE (Directorate for Labour) Co-implementing subjects: trade union confederations	State Budget funds earmarked for regular activities	YES

3.7.4. Establish a programme to enforce the capacities of the social partners' organisations.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Social partners	2011-2012	3.7.4.1. Create preconditions for implementing the project "Promotion of Social Dialogue", which will be implemented by using structural funds.	Preconditions have been created.	Implementing subjects: OSP, social partners, MELE (Directorate for International co-operation in the Field of Labour and Social Security)	Funds provided by implementing subjects as part of their regular activities	YES

3.8. Goal: Administrative capacity-building

Implementation measures:

3.8.1. Establish sufficient administrative capacity for policy development, planning, implementation and monitoring in all relevant public bodies and agencies involved at central, regional and local levels. In particular, implement the planned increase of staff¹⁵ in the various labour market institutions in good time to ensure the implementation of the recommendations from the JAP.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Not defined	2011-2012	3.8.1.1. Provide the administrative capacity for regular and accurate – narrative and statistical – reporting on the content, participants and	The administrative capacity has been provided.	CES, MELE, MSES, MHSW, MT, MSTI, MRDFWM	State Budget funds earmarked for regular activities	NO

¹⁵ Please note that the *Decision to ban new recruitment of civil servants and civil service employees in state administration bodies, expert services and offices of the Government of the Republic of Croatia* (Official Gazette 153/09) is still in force.

		expenditures of employment policy measures and other interventions, according to the Eurostat methodology, by the Croatian Employment Service and other implementing institutions.				
Stakeholders in the areas of employment and education	2011	3.8.1.2. The Republic of Croatia joins the European Lifelong Guidance Policy Network and activities under the Network's programme of work are implemented.	Republic of Croatia's membership of the European Lifelong Guidance Policy Network	CES, MSES, MELE (Directorate for Labour)	State Budget funds earmarked for regular activities	YES
CES employees and representatives of other labour market stakeholders	2011-2012	3.8.1.3. Participate in the implementation of the project "Croatian Employment Service Labour Market Training Centre", under Component I of the Pre-accession Instrument (IPA) (service delivery contract).	The project "Croatian Employment Service Labour Market Training Centre", under Component I of the Pre-accession Instrument (IPA) (service delivery contract) has been implemented.	CES	The Project is financed from IPA funds in the amount of EUR 1,000,000 (80% EU funds in the amount of EUR 800,000 and 20% RoC funds in the amount of EUR 200,000). State Budget, Section: 05025, Programme: 3301, Code: T813008. For 2011, to	NO

					<p>Account 3237 the amount of HRK 1,560,000 (of which HRK 260,000 refers to national component, and HRK 1,300,000 to EU component).</p> <p>For 2012, to Account 3237 the amount of HRK 1,560,000. (of which HRK 260,000 refers to national component, and HRK 1,300,000 to EU component).</p>	
CES employees	2011	3.8.1.4. Implement the IPA project "Developing an Investment Plan for the CES" (framework contract).	The IPA project "Developing an Investment Plan for the CES" (framework contract) has been implemented.	CES	<p>The Project will be financed from IPA funds (85% EU funds and 15% RoC funds) in the amount of EUR 195,000 (EUR 165,750 – EU, EUR 29,250 – RoC).</p> <p>State Budget, Section: 05025, Programme: 3301, Activity: K813011,</p> <p>For 2011, to Account 3237 the amount of EUR 117,000 (EUR 99,450 – EU, EUR 17,550 – RoC)</p>	YES

					For 2012, to Account 3237 the amount of EUR 78,000 (EUR 66,300 – EU, EUR 11,700 – RoC)	
CES employees and other stakeholders in the area of employment	2011	3.8.1.5. Participate in the implementation of the project "Preparation of the Croatian Employment Service for Joining the EURES Network" (Twinning light contract).	The project "Preparation of the Croatian Employment Service for Joining the EURES Network" (Twinning light contract) has been implemented.	CES	The Project will be financed from IPA funds in the amount of EUR 230,000 (90% EU funds in the amount of EUR 207,000 and 10% RoC funds in the amount of EUR 23,000). State Budget, Section: 05025, Programme: 3301, Code: T813014. For 2011, to Account 3237 the amount of HRK 340,000 (of which HRK 34,000 refers to national component, and HRK 306,000 to EU component).	YES

3.8.2. Put in place training and recruitment policies ensuring adequate qualifications for the staff in the various labour market institutions.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
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Bodies of state administration	2011-2012	3.8.2.1. Organise training to strengthen the administrative capacity of bodies of state administration.	The number of persons included in training.	MPA	State Budget funds earmarked for regular activities	NO
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3.8.3. Ensure adequate staffing for the administration and management of the IPA instrument.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Bodies engaged in managing and implementing the Instrument for Pre-accession Assistance (IPA)	2011-2012 (on a continuous basis)	3.8.3.1. Provide adequate administrative capacity for managing and implementing the Instrument for Pre-accession Assistance (IPA).	The number of employees included in capacity strengthening activities.	CODEF	State Budget funds earmarked for regular activities	YES
Bodies engaged in managing and implementing the IPA Component IV – Human Resources Development.	2011-2012	3.8.3.2. Provide adequate administrative capacity for managing and implementing the Instrument for Pre-Accession Assistance (IPA) Component IV – Human Resources Development.	The number of newly employed staff, according to the results of the workload analyses that have been carried out.	MELE, MHSW, MSES, AVETAE, CES, (Operating Structure bodies and beneficiary institutions)	TOTAL 2011: HRK 7,980,000.00 MELE – Section: 05005, Programme: 3201, Activity: A560000, Account: 31, Amount: HRK 1,482,000.00 MHSW – Section: 10005, Programme: 3604, Activity: A618207, Account: 31, Amount: HRK 570,000.00	NO

					<p>MSES – Section: 08005, Programme: 3701, Activity: A577000, Account: 31, Amount: HRK 342,000.00</p> <p>CES – Section: 05025, Programme: 3301, Activity: A689013, Account: 31, Amount: HRK 3,648,000.00</p> <p>AVETAE – Section: 08091, Programme: 1801, Activity: A848001, Account: 31, Amount: HRK 1,938,000.00</p> <p>----- TOTAL 2012: HRK 1,710,000.00</p> <p>MELE – Section: 05005, Programme: 3201, Activity: A560000, Account: 31, Amount: HRK 456,000.00</p> <p>MHSW – Section: 10005, Programme: 3604, Activity: A618207, Account: 31, Amount: HRK 114,000.00</p> <p>MSES – Section:</p>	
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					<p>08005, Programme: 3701, Activity: A577000, Account: 31, Amount: HRK 228,000.00</p> <p>CES – Section: 05025, Programme: 3301, Activity: A689013, Account: 31, Amount: HRK 684,000.00</p> <p>AVETAE – Section: 08065, Programme: 1801, Activity: A848001, Account: 31, Amount: HRK 228,000.00</p> <p>(Note: The above indicated funds relate to Activities 3.8.3.2., 3.8.3.3. and 3.8.3.4.)</p>	
Employees in the bodies engaged in managing and implementing the IPA Component IV – Human Resources Development.	2012	3.8.3.3. Participate in the implementation of projects aimed at strengthening the capacity of IPA Component IV Operating Structure bodies and beneficiary institutions under the Operational Programme for Human Resources Development.	The number of employees included in capacity strengthening activities.	MELE, MHSW, MSES, AVETAE, CES	National contribution provided as part of regular activities from IPA appropriations, and from funds for the project "Strengthening the Capacity in the Area of Information, Publicity and Visibility"	NO
Employees of bodies	2012	3.8.3.4.	The number of	MELE, MHSW,	National contribution	YES

within beneficiary institutions		Strengthen the capacities of beneficiary institutions of IPA Component IV of the Operational Programme for Human Resources Development.	employees included in capacity strengthening activities.	MSES, CES, AVETAE, FVEEPD	provided as part of regular activities from IPA appropriations for institutions included in Component IV	
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3.8.4. Ensure adequate communication and coordination between the stakeholders at all levels.

Target groups	Time limit for implementation	Activities	Implementation indicators	Responsible and implementing institutions	Planned funds	New measure Yes/No
Representatives of competent ministries, institutes and offices of the Government of the Republic of Croatia, and representatives of social partners	2011-2012	3.8.4.1. Enhance communication between relevant stakeholders by holding regular sessions of the Commission for Monitoring the Implementation of the Joint Assessment of the Employment Policy Priorities of the RoC (JAP) and national employment action plans.	The number of sessions held by the Commission.	MELE (Directorate for Labour and the Labour Market)	State Budget funds earmarked for regular activities	YES
Employees of the Croatian Employment Service Young people involved in volunteer activities as	2011-2012	3.8.4.2. Raise the level of information and knowledge of CES employees about existing legal framework and	-The number of training sessions organised for CES employees by the end of 2011; - the number of	Implementing subject: CES Co-implementing subject: Croatian Network of Volunteer Centres	State Budget funds earmarked for regular activities	YES

secondary beneficiaries		volunteering practice in the RoC. -sub-activities: a) organise training sessions for CES employees on existing legal framework and volunteering practice in the RoC; b) set up info points in CES offices with the aim of promoting volunteering as an additional means of acquiring experience, knowledge and skills.	beneficiaries of training; - the number of info points set up in CES offices by the end of 2012, with the aim of promoting volunteering as an asset.			
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*Funds for implementing programmes of active policy measures within the competence of the CES have been provided in the State Budget within the framework of the Financial Plan of the Croatian Employment Service, as follows:

- for public works programmes and education of unemployed persons in the amount of HRK 116,357,900.00 (Section: 05025, Active labour market policies: 3301, Activity: A689023, Account: 3722 – benefits for citizens);
- for employment and professional training subsidies – Section: 05025, Active labour market policies: 3301, Activity: A689023, Account: 3522 – subsidies for companies outside the public sector (the amount of HRK 30,200,000.00), and 3523 – subsidies for craftsmen and farmers (the amount of HRK 25,000,000.00);
- Action Plan for the Roma (Section: 05025, Active labour market policies: 3301, Activity: A689027, Account: 3722 – benefits for citizens, Amount: HRK 6,000,000.00).