



Measures for Gaining First Work Experience / Internship

Mjere za stjecanje prvog radnog iskustva / pripravništva

Description

Timespan

The instrument has been introduced in 2009 as part of the package of 8 main measures for employment. The previous period of implementation was 2015-2017. In December 2017, the new Guidance on Development and Implementation of Active Politics of Employment 2018-2020 was adopted by the Government.

Stage

FULLY OPERATIONAL

Focus area



MATCHING SKILLS FOR TODAY'S JOB MARKET

Foundations

Policy area



ACTIVE LABOUR MARKET POLICIES

Measures for Gaining First Work Experience/Internship are measures used for qualification of young people for work in professions in which they were educated, with the aim of gaining experience or formal condition for taking state exam.

Policy goal

Support for employment with the aim of stimulating employment of unemployed people in unfavourable position at workplaces, available to all beneficiaries under the same conditions. They are in accordance with national and EU legislation in the field of state support. Support in the form of subventions for salaries, are allocated to entrepreneurs that employ young people without work experiences, and they amount to 50% of the expense of work of that person per year.

Mismatch

OTHER

Measures for Gaining First Work Experience/Internship are measures used for the qualifications of young people for work in workplace in professions in which they were educated, with the aim of gaining experience or formal conditions for taking state exams.

Aim of policy instrument



MATCH SKILLS OF YOUNG GRADUATES

Legal basis

LAW

Act on Employment Mediation and Unemployment Rights, Guidance on Development and Implementation of Active Politics of Employment adopted by the Government, Strategy for Lifelong Career Guidance, which created this instrument was adopted for the period 2016-2020.

Administrative level

NATIONAL

Main responsible body

Ministry of Labour and Pension System, Croatian Public Employment Service (CES).

Stakeholders



GOVERNMENT (CENTRAL & REGIONAL)

The Croatian Employment Service allocates supports for people without previous probation for internship in the form of subventions of the part of the expense of salary to employers that employ persons in unfavourable position in the labour market.

Funding

Supports for Employment for Gaining First Working experience/Internship (state budget, YEI, ESF): 78,246,526.70 HRK

Professional training for work without establishing employment (state budget, ESF (years 2015-2017)): 729,173.175 HRK

Intended beneficiaries

Beneficiaries include:

- Unemployed people without work experience registered in records of unemployed people of the Croatian Employment Service.
- Unemployed people without work experience in jobs at their educational level (from the field of education, health and social care) that were not employed with regular salary during the previous 6 months and are registered in records of unemployed people of the Croatian Employment Service.
- Unemployed people up to 30 years old that don't have more than 12 hours of internship in professions they were educated in and are registered in the records of unemployed people by the Croatian Employment Services for 30 days.
- Unemployed people that have obligation to take professional exam, and were already involved in a measure of professional training for work without establishing employment in full duration, but in lower level of education, and are registered in the records of unemployed people by the Croatian Employment Services for 30 days.
- Unemployed people that have obligation to take professional exam, with internships in professions they were educated for, who passed the limit, prescribed by the Ministry, in which it is necessary to take a professional exam (special rules by the Ministry regulate internships for certain professions), and the employer didn't enable them to take the professional exam, and that are registered in the records of unemployed persons by the Croatian Employment Services for 30 days.
- Unemployed persons more than 30 years old that don't have more than 12 months of internship in profession they were educated for and don't have formal criteria for taking a professional exam and are registered in records of unemployed persons by the Croatian Employment Service.

Processes

Use of labour market intelligence



OTHER

In order to use the measure of Professional Training for Work Without Establishing Employment, the employer has to create a program of professional training for the participants. The employer also provides the mentor with adequate profession, level of education or work experience.

Financial schemes

The instrument is composed of three measures with different beneficiaries.

Support for Employment for Gaining First Working experience/Internship: In the private sector - 50% of the amount of gross salary, without maximum limit, in accordance with salary of that employer and travel expense. In public Services: 100% of the amount of internship salary, which is 85% of the workplace salary, in accordance with the Ordinance on Denominations of Workplaces and Coefficients of Complexity of Jobs in Public Services and Travel Expense.

Professional Training for Work Without Establishing Employment:
To employer: mandatory contribution to pension insurance (Croatian Pension Insurance Institute) in the amount of 7.314,24 HRK for 12-24 months; mandatory contribution to health insurance (Croatian Health Insurance Institute) in the amount of 5.668,56 HRK for 12-24 months; and cost of education up to 7.000,00 HRK. To beneficiary: financial help that amounts to 2.751,84 HRK, paid by Croatian Employment Service; expense of taking professional exam covered by the Croatian Employment Service; and travel expenses paid by employer.

Training for Gaining Adequate Work Experience: To employer: mandatory contribution to pension insurance (Croatian Pension Insurance Institute) in the amount of 7.314,24 HRK for 12 months; mandatory contribution to health insurance (Croatian Health Insurance Institute) in the amount of 5.668,56 HRK for 12 months; and cost of education up to 7.000,00 HRK. To beneficiary: financial help that amounts to 2.751,84 HRK, paid by Croatian Employment Service; expense of taking professional exam covered by the Croatian Employment Service; and travel expenses paid by employer.

Frequency of updates

Reports on the implementation of the instruments of the Strategy for Lifelong Career Guidance in the Republic of Croatia 2016-2020 have not been published.

Development

Changes in 2018 compared to 2017 - Support for Employment for Gaining First Working experience/Internship: Ensured a higher amount of salary to people without an internship with the aim of gaining first work experience internship. Ensured the expense of the salary of interns in the public sector is covered. Professional training for work without establishing employment: Stricter criteria for approval in cases when participants of professional training are not mandatory interns, especially in public and private sector. People can choose if they will be included into professional training in higher or lower level of education, if they can't find employment at higher level of education.

Training for Gaining Adequate Work Experience: Introducing this measure for people over the age of 30, who according to the Labour Act have an obligation of taking a professional exam.

Barriers

Reports on the implementation of the instruments of the Strategy for Lifelong Career Guidance in the Republic of Croatia 2016-2020 have not been published.

Success factors

Reports on the implementation of the instruments of the Strategy for Lifelong Career Guidance in the Republic of Croatia 2016-2020 have not been published.

Monitoring

Indicator to measure the progress of the policy instrument is the number of beneficiaries. A report on the implementation of the instruments of the Strategy for Lifelong Career Guidance contains statistics for 2015 and 2016 for professional training for work without establishing employment (32,494 for 2015 and 33,366 for 2016).

Innovativeness

VERY INNOVATIVE

The innovation is to give individual initiatives through a universal scheme available for employees, jobseekers, self-employed, whatever their status. Another innovative feature is to develop a training session chosen through an agreement between an employee and his manager or company responsible.

Sustainability

Evidence of effectiveness

The report on the implementation of the instruments of the Strategy for Lifelong Career Guidance contains statistics for 2014, 2015 and 2016 for supports for employment for gaining first working experience/internship (1,885 for 2014, 7,361 for 2015 and 8,108 for 2016) and professional training for work without establishing employment (9,000 for 2014, 32,494 for 2015 and 33,366 for 2016). In regards to professional training for work without establishing employment, there were 32,494 beneficiaries in 2015 and 33,366 in 2016.

Engagement of stakeholders

The Guidance on Development and Implementation of Active Politics of Employment specifies the role of the Croatian Employment Service in the policy.

Transferability

EASILY TRANSFERABLE

Providing support for gaining first work experience/internship can be easily transferred.

Sustainability

The Guidance on Development and Implementation of Active Politics of Employment was adopted for the years 2018-2020, and the Strategy for Lifelong Career Guidance that created this instrument was adopted for the period 2016-2020. So it is expected that the instrument will continue for at least two years.

Permanent Seasonal Worker

Stalni sezonac

Description

Timespan

The instrument was introduced in 2013. Previous period of implementation was 2015-2017. In December 2017, the new Guidance on Development and Implementation of Active Politics of Employment 2018-2020 was adopted by the Government.

Stage

FULLY OPERATIONAL

Focus area



Foundations

Policy area



Support for permanent seasonal workers in the period they are not employed.

Policy goal

The goal of the measure is to provide financial support to seasonal workers in the period they are not working, in order to ensure necessary work force for employers in all services during the periods of reduced amount of work, due to seasonal characteristics of the business. In addition to the financial help to seasonal workers, a payment of part of the expenses of prolonged pension insurance is given to employers in the period seasonal workers are not working and are registered for prolonged pension insurance in the period of 6 months between two seasons.

This is a social measure aimed at preserving workplaces. The employer can use the instrument for as many seasonal workers as he has employees. Permanent seasonal worker can also be hired in the period of prolonged insurance, in order to participate in the preparations for the next season and in special events that he/she doesn't have opportunity to do during the season. For these activities, the employer can reward the person with a monthly amount that cannot be higher than the amount of the average monthly compensation during the unemployment paid in the previous year (in 2017, this was 2004,42 HRK). Seasonal workers receive financial help for the whole out-of-season period (no more than 6 months), regardless if they work for that period or not - this is also a social measure. They can work during that period for the employer on preparations for the next season and out-of-season events for which they can be additionally awarded with the amount that is not higher than the average compensation for the unemployed persons in the previous year.

Mismatch

OTHER

Financial support for permanent seasonal workers in the period they are not employed.

Aim of policy instrument

 OTHER

Financial support for permanent seasonal workers in the period they are not employed.

Legal basis

LAW

Act on Employment Mediation and Unemployment Rights, Guidance on Development and Implementation of Active Politics of Employment adopted by the Government, Strategy for Lifelong Career Guidance, which created this instrument was adopted for the period 2016-2020.

Administrative level

NATIONAL

Main responsible body

Ministry of Labour and Pension System, Croatian Public Employment Service (CES).

Stakeholders



GOVERNMENT (CENTRAL & REGIONAL)

The instrument is implemented by the Croatian Employment Service (ministry of Labour and Pension System). The Government provides the funding for the measure from the State Budget and it is co-financed from the ESF.

Funding

State budget, ESF for period 2015-2017: 17,995,495 HRK
National budget for period 2018-2020: 76,435,430,00 HRK
EU for period 2018-2020: 34,485,729,00 HRK

Intended beneficiaries

People that continuously worked at the same employer for at least six months and that will work at the same employer for at least one more season. The payment of financial help to seasonal workers and the payment of part of the expenses of prolonged pension insurance to employers in the period seasonal workers are not working and are registered for prolonged pension insurance for a period of 6 months between two seasons.

Processes

Use of labour market intelligence

● ● ● OTHER

The Government, through the Ministry of Labour and Pension System and Croatian Employment Service, provides financial support for seasonal workers in the period out of season. The employer has to fill in a request for financial support, with necessary additional documentation. The CES evaluates the request and approves the support.

Financial schemes

To employer: 100% of expense of prolonged insurance for first 3 months, and the next period over the duration of 3 months (maximum 50% of prolonged insurance).

To individual: financial help for a maximum of 6 months of prolonged pension insurance in the amount determined based on the calculation of financial compensation during the time of unemployment, and maximum 70% of the amount of average salary paid in Croatia for the first 90 days, and 35% for remaining period.

Frequency of updates

Reports on the implementation of the instruments of the Strategy for Lifelong Career Guidance in the Republic of Croatia 2016-2020 have not been published.

Development

There were no changes in 2018 compared to 2017.

Barriers

There is no available information on possible barriers to the implementation of the policy instrument.

Success factors

Reports on the implementation of the instruments of the Strategy for Lifelong Career Guidance in the Republic of Croatia 2016-2020 have not been published.

Monitoring

Indicator to measure the progress of the policy instrument are the number of permanent season workers using the instrument. Progress is measured each year, and numbers are published in the Report on the Implementation of the Guidance on Development and Implementation of Active Politics of Employment.

Innovativeness

VERY INNOVATIVE

The innovation is to give individual initiatives through a universal scheme available for employees, jobseekers, self-employed, whatever their status. Another innovative feature is to develop a training session chosen through an agreement between an employee and his manager or company responsible.

Sustainability

Evidence of effectiveness

According to the Report on implementation of the Guidance on Development and Implementation of Active Politics of Employment, the number of permanent seasonal workers included in intervention in 2014 was 369, in 2015 1,991 and in 2016 2,835 (compared to the 1,476 planned in 2016).

Engagement of stakeholders

The Guidance on Development and Implementation of Active Politics of Employment specifies the role of the Croatian Employment Service in the policy.

Transferability

EASILY TRANSFERABLE

Support for permanent seasonal workers can be easily transferred to other countries. The instrument is successful in Croatia, as 18% of GDP comes from tourism and tourism causes big migrations of workers in tourism during the season. Tourism is a notable source of income. Considering high percentage of unemployment and demand for workers in tourism, this measure helps reduce unemployment and maintains number of workers in tourism. This instrument would be successfully transferred to other countries with similar economic conditions and needs.

Sustainability

The Guidance on Development and Implementation of Active Politics of Employment was adopted for years 2018-2020, and the Strategy for Lifelong Career Guidance that created this instrument was adopted for the period 2016-2020. So it is expected that the instrument will continue for at least two years.

Public work

Javni rad

Description

Timespan

The instrument was introduced in 2006. The previous period of implementation was 2015-2017. In December 2017, the new Guidance on Development and Implementation of Active Politics of Employment 2018-2020 was adopted by the Government.

Stage

FULLY OPERATIONAL

Focus area



MATCHING SKILLS FOR TODAY'S JOB MARKET

Foundations

Policy area



ACTIVE LABOUR MARKET POLICIES

Public work is an instrument of the active politics of labour market in the area of direct creation of new workplaces.

Policy goal

The goal of the instrument is the inclusion of unemployed people in programs of involvement in socially beneficial jobs. Public work is an instrument in the active politics of labour market in the area of direct creation of new workplaces. Socially beneficial work that is implemented in limited time period provides financing and co-financing of employment of unemployed people from target groups. It is especially beneficial for activation and increase of employment and participation of people in particularly unfavourable positions in the labour market, especially older people. The program of public work is initiated by local community, civil society organizations and other subjects. Public work has to be non-profit and non-competitive to the existing economy in that area. A preference is given to projects in the area of social care, education, protection and preservation of environment, maintenance and communal work.

Mismatch

OTHER

Public work is an instrument of the active politics of labour market in the area of direct creation of new workplaces.

Aim of policy instrument



OTHER

Public work is an instrument of the active politics of labour market in the area of direct creation of new workplaces.

Legal basis

LAW

Act on Employment Mediation and Unemployment Rights, Guidance on Development and Implementation of Active Politics of Employment adopted by the Government, Strategy for Lifelong Career Guidance, which created this instrument was adopted for the period 2016-2020.

Administrative level

NATIONAL

Main responsible body

Ministry of Labour and Pension System, Croatian Public Employment Service (CES).

Stakeholders



GOVERNMENT (CENTRAL & REGIONAL)



SOCIAL PARTNERS

The role of the employers (local government and administration units, institutions and non-profit organizations, social entrepreneurs) is to create a program of public work and to implement them. The role of the Regional/local office of the Croatian Employment Service is to evaluate and approve programs for financing or co-financing of programs of public work of employers.

Non-profit organizations and social entrepreneurs can also use this instrument. They have to create a program of public work. Non-profit organizations can use this measure only if they didn't have and don't have at the moment any employees, and they didn't use this measure in previous years, unless it is determined that it is an exceptionally useful program. Non-profit organizations that exist for 12 months or less can't use this instrument to employ more than three people.

Funding

State budget: 362,489,535 HRK

EU funds: 326,673,699 HRK

Intended beneficiaries

Long-time unemployed people, people with disability, people in an unfavourable position in the labour market, young people, people older than 50, beneficiaries of minimal compensation for unemployed people registered by Croatian Employment Service. The instrument provides financing and co-financing of employment of unemployed people from the above target groups, increasing their employability. Young unemployed people are mostly referred to public work related to education (assistants to teachers), social care, social entrepreneurship, work on EU projects etc.

Processes

Use of labour market intelligence



ENABLE STRATEGIC BUSINESS DECISIONS

Employers (local government and administration units, institutions and non-profit organizations, social entrepreneurs) fill in a prescribed form that lists all elements of the program of public work that they plan to implement. The regional/local office of the Croatian Employment Service evaluates the standardised form and approves requests for financing or co-financing of programs of public work to employers. In accordance with the evaluation of the employer, beneficiaries of public work can also be referred to short-term programs of education that are necessary for carrying out public work for a maximum duration of 2 months. The employer refers people involved in public work to the program of education and chooses the institution, and the Croatian Employment service refunds the expense of the education to the employer.

Financial schemes

100% or 50% of the cost of minimal gross salary and costs of travel for days spent in public work, refunding the full cost of education for people involved in public work that were referred to the program of education necessary for carrying out of the public work.

Frequency of updates

It is not possible to find concrete data on conditions and frequency of changes to the instrument. Reports on the implementation of the instruments of the Strategy for Lifelong Career Guidance in the Republic of Croatia 2016-2020 have not been published.

Development

There is no available information on possible adjustments of the policy instrument.

Barriers

Reports on the implementation of the instruments of the Strategy for Lifelong Career Guidance in the Republic of Croatia 2016-2020 have not been published.

Success factors

Reports on the implementation of the instruments of the Strategy for Lifelong Career Guidance in the Republic of Croatia 2016-2020 have not been published.

Monitoring

Indicators to measure the progress of the policy instrument are the number of people aged 15 to 29 included in public work; the number of long-time unemployed people included in public work; the number of people older than 50 included in public work; and the number of members of special groups of unemployed included in public work. Progress is measured each year, and numbers are published in the Report on the Implementation of the Guidance on Development and Implementation of Active Politics of Employment.

Innovativeness

VERY INNOVATIVE

The innovation is to give individual initiatives through a universal scheme available for employees, jobseekers, self-employed, whatever their status. Another innovative feature is to develop a training session chosen through an agreement between an employee and his manager or company responsible.

Sustainability

Evidence of effectiveness

According to the Report on implementation of the Guidance on Development and Implementation of Active Politics of Employment, in relation to employment of older people in the labour market, the instrument public work realised higher results than expected. 3,663 people aged over 50 participated in public work, 1,000 more people than planned.

In relation to employment of people with disability, the number of people has continuous increased over the years. However, the planned result was not reached in 2016 (854 people with disability were involved in public work, compared to the 1,197 planned).

In relation to employment of long-term unemployed, planned results were not achieved in 2016. There was an increase in the number of beneficiaries over the years, however, the planned results in relation to certain groups of beneficiaries were not achieved (people with disability, long-term unemployed people).

Engagement of stakeholders

The Guidance on Development and Implementation of Active Politics of Employment specifies the role of the Croatian Employment Service in the policy.

Transferability

EASILY TRANSFERABLE

Funding and co-funding of creation of workplaces for socially beneficial work by local government units can be transferred to other countries. There are no special conditions to be met, except to adopt political decision to introduce and implement the measure (and secure funds for its implementation).

Sustainability

The Guidance on Development and Implementation of Active Politics of Employment was adopted for years 2018-2020, so it is expected that the instrument will continue over the next two years at least.

Supports for preserving jobs

Potpore za očuvanje radnih mjesta

Description

Timespan

Support for preservation of jobs as instrument of financial support to entrepreneurs with temporary difficulties that were caused by economic crisis was introduced to Croatian labour market in 2009 by adoption of the Law on Preservation of Jobs OG 94/09. Activities take place between September and June each school year.

Stage

FULLY OPERATIONAL

the instrument was first introduced through a special law, the Law on Supports for Preserving Workplaces, which due to its ineffectiveness, was later placed out of force. However, the instrument continued to be implemented as part of the active politics of employment.

Focus area



MATCHING SKILLS FOR TODAY'S JOB MARKET

Foundations

Policy area



ACTIVE LABOUR MARKET POLICIES

The measure aims to preserve workplaces at employers that had temporary reduction of business activities.

Policy goal

The goal of the measure is preserving workplaces at employers that had temporary reduction of business activities and/or losses in business transactions, and gaining necessary knowledges and skills by workers that need to be prepared for the market considering potential loss of workplace and difficulties in business activity of the employer.

Compensation for the part of the expense of the salary for persons that work part-time at employers that have reduced amount of work. Employers can shorten working hours by 40%, due to reduced amount of work or the age of workers who can't fulfil demands of the workplace, in order to avoid dismissal. Support can also be provided for education or training of workers employed at employers that are experiencing difficulties, so that they can be employed in case they lose their jobs.

Mismatch

OTHER

The instrument is designed to preserve existing workplaces for employers that had temporary reduction of business activities.

Aim of policy instrument

● ● ● **OTHER**

The instrument is designed to preserve existing workplaces for employers that had temporary reduction of business activities and income.

Legal basis

OTHER

Instrument was first introduced through a special law, the Law on Supports for Preserving Workplaces, but due to its ineffectiveness, it was placed out of force. However

Administrative level

NATIONAL

Main responsible body

Ministry of Labour and Pension System, Croatian Public Employment Service (CES).

Stakeholders



GOVERNMENT (CENTRAL & REGIONAL)

Croatian Employment Service - implementing body. The employer submits requests and programs to the regional/local office of the Croatian Employment Service, where it is evaluated during the period of 15 days and the notification is sent to the employer.

Ministry of Labour and Pension System

Employers with temporary reduction of business activity and/or loss in business transactions - create program for preservation of workplaces in order to use the support for reducing working hours or education of workers.

Education can be implemented in institutions for education of adults.

Funding

State budget for period 2018-2020: 6,085,010 HRK

EU funds for period 2018-2020: 10,216,220 HRK

Intended beneficiaries

Workers employed at employers, who due to temporary reduction of business activities and/or loss in business transactions, created a program for preservation of workplaces, allowing workers who work for them to remain employed.

Workers aged over 50 years old employed at employers with difficulties or that due to their personal working and other characteristics can't completely fulfil workplace demands.

Processes

Use of labour market intelligence



ENABLE STRATEGIC BUSINESS DECISIONS



OTHER

To enable strategic business decisions by employers that are experiencing temporary reductions and need to create plans to preserve working places, and to inform job-search decisions of workers of employers with difficulties that could become unemployed.

Financial schemes

Financial support to early intervention activities is covered by the national budget, which includes human and financial costs.

Frequency of updates

Operational plan for the Strategy is in creation according to the information received from the Ministry of Labour and Pension System.

Development

The law on Support for Preserving Workplaces was adopted in July 2014. It was adopted as an urgent measure in the period of economic crisis, with the aim of maintaining workers employment during temporary difficulties and reduction of business activities of employers. After the analysis of the affects of the implementation of the law, it was determined that since the law came into force (August 7th 2014) until the end of 2016, the support for reducing working hours involved only 321 worker at 18 employers (11 workers at two employers in 2014, 228 workers at 8 employers in 2015 and 82 workers at 8 employers in 2016), and that was not in accordance with the planned number of involved people, and so it was concluded that strategic goal of preservation of workplaces was not fulfilled. Support for education or training was not used by a single employer due to extremely high costs this kind of intervention would have.

Considering that the goal of the law was not realized, the law was placed out of force in February 2017. However, support that were prescribed by the law continued to be implemented as measures of the active policy of employment. The support for the education or training of workers is now supported in full cost.

Barriers

Support for education or training was not used by a single employer due to extremely high costs this kind of intervention would have.

Success factors

Reports on the implementation of the instruments of the Strategy for Lifelong Career Guidance in the Republic of Croatia 2016-2020 have not been published.

Monitoring

Reports on the implementation of the instruments of the Strategy for Lifelong Career Guidance in the Republic of Croatia 2016-2020 have not been published.

Innovativeness

VERY INNOVATIVE

The innovation is to give individual initiatives through a universal scheme available for employees, jobseekers, self-employed, whatever their status. Another innovative feature is to develop a training session chosen through an agreement between an employee and his manager or company responsible.

Sustainability

Evidence of effectiveness

Since the law in support for reducing working hours came into force (August 7th 2014) until the end of 2016, there were only 321 worker at 18 employers involved (11 workers at two employers in 2014, 228 workers at 8 employers in 2015 and 82 workers at 8 employers in 2016), and that was not in accordance with the planned number of involved people, so it was concluded that the strategic goal of preservation of workplaces was not fulfilled. Support for education or training was not used by a single employer, due to the extremely high costs this kind of intervention would have.

Engagement of stakeholders

The Guidance on Development and Implementation of Active Politics of Employment specifies the role of the Croatian Employment Service in the policy.

Transferability

EASILY TRANSFERABLE

This instrument is recognized under the EUROSTAT database on labour market politics, and can be easily transferred to another country. Similar measures were implemented in other countries.

Sustainability

The Guidance on Development and Implementation of Active Politics of Employment was adopted by the Government for the period 2018-2020, so it is expected that the instrument will continue for at least two years.

Training for the unemployed

Obrazovanje nezaposlenih

Description

Timespan

The instrument was first introduced in 2009, as a part of the National Plan for Enhancing Employment 2009-2010 (65 beneficiaries). The training of the unemployed starts during the first quarter of a calendar year and has an average duration of 6 months.

Stage

FULLY OPERATIONAL

Focus area



MATCHING SKILLS FOR TODAY'S JOB MARKET

Foundations

Policy area



ACTIVE LABOUR MARKET POLICIES

Enhancing access to employment and sustainable inclusion in the labour market. Training of the unemployed is a core active labour market measure (ALMM), which is implemented in Croatia for a long time, i.e. it has been part of all active labour market programmes (ALMP) developed since 2008. The main purpose of the measure is to directly influence local labour market supply and demand. It aims to combat skills mismatches and foster lifelong learning.

Policy goal

To enhance the employability of unemployed persons and create necessary qualified workforce, in order to diminish skills mismatches in the local labour market. Review 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. Provide adequate training for the unemployed and others at risk of becoming unemployed. 'Adequate' refers to inclusion of, for example, long-term unemployed people in training programmes tailored to meet labour market needs.

Mismatch

PART OF BROADER PROGRAMME, YET WITH EXPLICIT FOCUS

The guidance on Development and Implementation of Active Politics of Employment 2018-2020 defines as intervention "Education in accordance with needs of labour market". Under this intervention, the Croatian Employment Service will implement measures to include the unemployed into education. Other instruments under this intervention are: scholarships for students of crafts, education for crafts and education of unemployed war veterans and their families.

Aim of policy instrument



UPSKILL AND MATCH SKILLS OF UNEMPLOYED

Legal basis

LAW

Act on Employment Mediation and Unemployment Rights, Guidance on Development and Implementation of Active Politics of Employment adopted by the Government, Strategy for Lifelong Career Guidance, which created this instrument, was adopted for the period 2016-2020.

Administrative level

NATIONAL

Main responsible body

Ministry of Labour and Pension System, Croatian Public Employment Service (CES).

Stakeholders



GOVERNMENT (CENTRAL & REGIONAL)



TRAINING PROVIDERS (PUBLIC/PRIVATE)

The Ministry of Labour and Pension System is responsible for the design and approval of national active labour market programmes (usually for a two-year period).

CES is an implementing body, whose Managing Board adopts active labour market measures and implementation guidelines. CES is responsible for the implementation, monitoring and evaluation of the measures.

CES Regional Offices deliver a plan for training of the unemployed, conduct public procurement procedures, select the candidates, refer them to educational institutions and make all eligible payments (to the unemployed and service providers).

Funding

State budget for period 2018-2020: 329,658,250 HRK

EU funds for period 2018-2020: 311,452,750 HRK

Intended beneficiaries

The intended beneficiaries are unemployed people, especially long-time unemployed people, women, unemployed people with disability, young people, people aged over 50 years old. Unemployed people with insufficient or inadequate level of education are referred to educational programs demanded in the local labour market. That is especially useful for people with disability, due to limited possibilities of employment and need for gaining new knowledge and skills in order to be able to compete in the labour market. Young people are referred to education related to EU projects and professions of the future and education for entrepreneurship, in order to gain knowledge for starting their own business. People aged over 50 years old are one of the target groups of this instrument, due to necessity of lifelong education and gaining new knowledge and skills in order to stay competitive in the labour market.

Processes

Use of labour market intelligence



INFORM THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)



DESIGN TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED



INFORM AND TRAIN CAREER GUIDANCE AND COUNSELLORS



INFORM CAREER-MAKING DECISIONS OF STUDENTS



INFORM JOB-SEARCH DECISIONS OF UNEMPLOYED



ENABLE STRATEGIC BUSINESS DECISIONS

This instrument provides adequate training programmes (lasting around six months) by the PES for the unemployed and those at risk of becoming unemployed. 'Adequate' refers to inclusion of, for example, long-term unemployed people in training programmes tailored to meet labour market needs. Labour market needs feed into PES' annual local training plans on the basis of:

- (a) analysis of labour supply and demand;
- (b) expert opinions;
- (c) an employer survey;
- (d) development programmes implemented at county level.

A crucial condition for the strong link between labour market analysis and training programmes is the historically close connection between the PES and training providers.

Financial schemes

To educational institutions: 100% of cost

To health institutions: costs of medical examinations for educational programs that have them as requirement for enrolment.

To attender: financial support, in accordance with Art 55 of the Act on Employment Mediation and Unemployment Rights (NN 16/17). People who the CES referred for education has the right to financial help (in proportion to days spent in education) to the amount of 50% of the minimal salary after contributions for mandatory insurances have been paid.

Financial support is paid according to a defined calendar of working days and the highest monthly amount must not be higher than 50% of minimal salary reduced for contributions for mandatory insurances (respectively 1.375,92 HRK).

People that are referred to education are not erased from the records of unemployed people and he/she still receives financial support. If the person is receiving unemployment benefits, he/she will not receive further support during the training, but if benefits end during the training he/she will get the financial support from the instrument.

Travel expenses in accordance with the Decision of the Administrative Council of the CES on the amount of travel expenses for days spent in education if there is more than 2 km from the address of residence to the address of the educational institution.

Expenses of insurance according to the regulations of the Croatian Pension Insurance Institute, special contribution for protection of health at work at the rate of 0.5%.

Development

The training of the unemployed is implemented in the same way in all regions. The scope of implementation may vary according to the unemployment rate, availability of educational programmes and local labour market needs.

There is no information on the changes to the instrument over the years. There is a change in the amount provided for travel expenses in 2018 (now the amount is 1HRK per kilometre).

Barriers

In the case of the long-term unemployed, there is a higher risk of remaining unemployed once the training is over. The average duration of training is 6 months. However, there is no guarantee that after participating in the training, the beneficiary will get a permanent job.

Success factors

Analysis of the labour market and successful identification of needs for specific education for certain professions (e.g. nannies, nurses, seasonal work- chefs, waiters etc).

Monitoring

Reports on the implementation of the instruments of the Strategy for Lifelong Career Guidance in the Republic of Croatia 2016-2020 have not been published. Instrument was also monitored in previous periods and the indicators used were number of people educated under the instrument.

Innovativeness

VERY INNOVATIVE

The innovation is to give individual initiatives through a universal scheme available for employees, jobseekers, self-employed, whatever their status. Another innovative feature is to develop a training session chosen through an agreement between an employee and his manager or company responsible.

Sustainability

Evidence of effectiveness

Evaluation shows increased employability of people with basic school education and people with 1-3 year vocational secondary school.

Expected results are 11,053 beneficiaries for 2018, 11,665 for 2019 and 12,725 for 2020. There was increase in number of beneficiaries over the years. However, the expected results were not achieved in 2016. For example, the expected number of young beneficiaries for 2016 was 5,000 and the final number was 1,791; for beneficiaries older than 50, the expected number was 2,200 and the final number was 542; for beneficiaries with disability, there were 86 out of an expected 330; there were 1,628 women out of an expected 3,500; and 1,997 long-time unemployed out of an expected 6,500.

Engagement of stakeholders

The Ministry of Labour and Pension System is responsible for the design and approval of national active labour market programmes (usually for a two-year period). CES is an implementing body, whose Managing Board adopts active labour market measures and implementation guidelines. CES is responsible for the implementation, monitoring and evaluation of the measures. CES Regional Offices deliver a plan for training of the unemployed, conduct public procurement procedures, select the candidates, refer them to educational institutions and make all eligible payments (to the unemployed and service providers).

Transferability

EASILY TRANSFERABLE

Apart from procurement procedures, the implementation of the measure doesn't require any additional efforts.

Sustainability

The Guidance on Development and Implementation of Active Politics of Employment was adopted by the Government for the period 2018-2020, so it is expected that the instrument will continue for at least two years.