

Summary Table of Peer Country Comments

	Situation in the peer country relative to the host country	Assessment of the policy measure	Assessment of success factors and transferability	Questions to the host country
Estonia	<ul style="list-style-type: none"> ▪ Differently from the HC, Estonian economy recovered quickly from the recession and the unemployment rate was 6.8% in 2016. ▪ In addition, Estonia has considerably lower share of long-term unemployment among all unemployed, which is also below the EU average. ▪ At the same time, people with disabilities constitute a higher share of registered unemployed due to recent reform of disability benefits. In September 2017, 31% of all registered unemployed at EUIF were people with disabilities. 	<ul style="list-style-type: none"> ▪ Establishing a single point of contact for disabled people was achieved through the recent reform of disability benefits that transferred the duty to assess and pay the work ability pension to EUIF. It also involved inter-institutional cooperation and data exchange between institutions. ▪ Currently, EUIF applies a three-layer service model aiming to support more vulnerable groups of unemployed, including LTU. ▪ The first layer are job mediation consultants. The second layer are case managers who assist the persons in need of extra support in her/his job search. The third layer are case managers II who assess the work ability and support disabled in their job search. 	<ul style="list-style-type: none"> ▪ The three-level service model has been considered as very successful way to address the individualised needs of highly diverse group of unemployed in Estonia. ▪ The reform of disability benefits in 2016 have further promoted the single point of contact approach for activation and social services at least for people with disabilities. ▪ EUIF faces also several challenges. EUIF has to support not only voluntary, but also involuntary clients (e.g. those who register only to get health insurance) who are not interested in activation measures. Secondly, the ability of EUIF to attract and maintain the experienced and motivated staff is another major challenge. Thirdly, the scarcity and quality of outsourced trainings/services is another crucial challenge. 	<ul style="list-style-type: none"> ▪ Is there an assessment/analysis of the efficiency of the statistically assisted profiling (StAP) of the unemployed? Has it improved the employability, the sustainability of employment and reduced the share of LTU, as potentially the counsellors should have now more time to focus on more vulnerable groups of unemployed? ▪ Is there an assessment/analysis of how do the unemployed perceive StAP's usefulness? Is the reduced satisfaction with HZZ services due to less direct contact with counsellor? ▪ What are the main challenges of the Croatian system to support LTU? ▪ What are the main motivators for inactive and unemployed to register at HZZ? Is there an universal health insurance in Croatia?
Ireland	<ul style="list-style-type: none"> ▪ Following a significant economic downturn in 2008-2011, the economic and employment situation has steadily improved. The recovery has been earlier than in Croatia. However, the potential impact of "Brexit" on the economic prospects of Irish enterprises that mainly export to 	<ul style="list-style-type: none"> ▪ Ireland's Pathway to Work Strategy in 2012 was part of a dual strategy which included the "Action Plan for Jobs". It was a strategic response to the problem of the growth in long-term unemployment. ▪ The creation of Intreo in 2012 created a single point of contact for both job 	<ul style="list-style-type: none"> ▪ The recovery of the Irish economy has been driven by export led growth that more recently greater domestic retail and services spending. This is providing greater job opportunities for unemployed and long term unemployed persons. ▪ The economic crisis in Ireland 	<ul style="list-style-type: none"> ▪ What IT systems are in place/ and are being developed to facilitate the development of a Single Point of Contact (SPOC) for the LTU? ▪ How is the information gained from the HZZ survey of employers used to modify existing training and education programmes for LTU

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	<p>the UK is a major concern.</p> <ul style="list-style-type: none"> Both the level of unemployment and long-term unemployment have fallen. Much of the employment demand increase however is higher skilled. There are programmes for the upskilling and reskilling of unemployed persons. Ensuring the relevance of such programmes is an ongoing challenge. Efforts are also being made to strengthen engagement with employers essential in terms of recruiting and training of LTU persons. 	<p>seekers and employers. This has been a positive development.</p> <ul style="list-style-type: none"> Employers Engagement Strategy seeks to support job seekers into employment and meet employer's recruitment needs. Would be relevant for Croatia. JobPath provides a dedicated recruitment service for long-term unemployed people of interest to Croatia. Its outcomes are to be fully evaluated. Measures to align training and education programmes for the reintegration of unemployed persons into work would be of relevance to Croatia. Enterprises need to support the continuing development of their workforce especially for lower skilled workers. This is relevant for Ireland also. 	<p>commencing in 2008 was an impetus for the reform of the incomes payment and employment services.</p> <ul style="list-style-type: none"> Efforts to improve engagement with employers were driven by Government national strategies including "Pathways to Work" and the "Action Plan for Jobs" The creation of a single point of contact for jobseekers; the focus on better engagement with employers; and the use of a dedicated service for the recruitment of LTU persons have potential for transfer to Croatia. 	<p>persons to improve their employment prospects?</p> <ul style="list-style-type: none"> What is the nature of HZZ engagement with employers who are seeking staff in terms of supporting the filling of job by LTU persons. Are there examples of Job Fairs where employers with vacancies to fill can meet with long-term unemployed job seekers? What are the key metrics and /or determinants used to measure "good working relationships with employers"- either qualitative or quantitative?
Netherlands	<ul style="list-style-type: none"> The Netherlands has a relatively generous benefit scheme. The Netherlands has a low unemployment rate and also long-term unemployment. Group of long-term unemployed mostly consists of older job seekers (50 and older). Unemployment benefits are provided by public benefit 	<ul style="list-style-type: none"> Job seekers have to register at UWV to claim benefits. Have access to online platform. Work Profiler predicts employment probabilities, activation programs targeted at job seekers with low employment probabilities. Specific ALMP targeted at older job seekers: Successfully to Employment Program (STEP), placement fee, 	<ul style="list-style-type: none"> Work Profiler uses information on "soft" characteristics to predict employment probabilities. Not only useful for prediction, but also to detect hindering factors. Could be implemented in Croatia, but needs survey. STEP is a cost-effective way of reducing LTU of older job seekers. Could be transferred to Croatia, but perhaps not all the elements of STEP 	<ul style="list-style-type: none"> To what extent does the generosity of the Croatian benefit scheme play a role in the high LTU-rate in Croatia? How long are unemployed workers entitled to unemployment benefits and what is their replacement rate? And are they entitled to social assistance benefits after UI and for how long? Does Croatia have any activation programs targeted at LTU with

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	<p>administration (UWV) and social assistance benefits by municipalities.</p> <ul style="list-style-type: none"> Large share of (older) job seekers find work at temporary employment agency. 	<p>educational voucher.</p> <ul style="list-style-type: none"> Nationwide campaign to remove prejudices of employers against older job seekers. 	<p>(networking, job finding) are completely transferable to Croatia.</p> <ul style="list-style-type: none"> Incentives for employers to hire older and disabled job seekers (campaign, subsidies). Contact with private temporary employment agencies to place LTU on their vacancies. Transferability depends on share of employment at Croatian temp agencies. 	<p>debts and if so, are these programs effective?</p> <ul style="list-style-type: none"> How exactly do the caseworkers in the pilot project of StAP use StAP? Are there specific cut-offs to decide which job seekers receive assistance? Do caseworkers have access to the more detailed information on for example sector or previous entries in unemployment? How often do caseworkers meet with job seekers and how often do caseworkers refer job seekers to ALMP? What type of ALMP are available for job seekers and is participation voluntary or involuntary? Does Croatia have any hiring subsidies or placement fees? What is the share of employment with private temporary employment agencies in Croatia and are they included in the Local Partnerships for Employment?
Slovenia	<ul style="list-style-type: none"> Both Slovenia and Croatia experienced long periods of weak economic growth after 2008 financial crisis. In both countries, share of long-term unemployed is approximately one half. 	<ul style="list-style-type: none"> For long-term unemployed, the main motivation for being registered with the Slovenian PES is to receive unemployment benefits or social financial assistance. In dealing with the long-term unemployed, Slovenia has a long- 	<ul style="list-style-type: none"> The high ratio of unemployed individuals relative to PES counsellors is arguably a significant barrier in the activation of long-term unemployed in Slovenia. The lack of a single point of contact for the long-term unemployed, with 	<ul style="list-style-type: none"> What is the frequency of contact among unemployed with HZZ counsellors – does it differ for the long-term unemployed? What is the average caseload per counsellor? Given the relatively high

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	<ul style="list-style-type: none"> Furthermore, both countries' expenditures on ALMPs lag behind the EU average. 	<p>standing practice of offering early and more intense treatment to those at risk of becoming long-term unemployed.</p> <ul style="list-style-type: none"> Since the announcement of the EU Council Recommendation on the integration of the long-term unemployed, Slovenia's PES has intensified services to the long-term unemployed, including preparing a job-integration agreement once jobseekers pass 12 months of unemployment. In addition to employer outreach, Slovenia's PES builds relationships with employers by offering a comprehensive range of recruitment services. 	<p>responsibilities divided amongst the PES and the Centres for Social Work, results in inconsistent and arguably ineffective treatment of the long-term unemployed.</p> <ul style="list-style-type: none"> Having PES staff dedicated to working with employers helps build relationships (for certain ALMPs, Slovenia's PES conducts screening and referral of unemployed). Policymakers should also examine financial incentives for becoming employed (labour supply factors) as well as legislative provisions which may hinder hiring of older workers (labour demand factors). 	<p>unemployment rate in Croatia and assuming that HZZ has limited scope to hire more counsellors, to what extent can "parking" long-term unemployed be considered an optimal strategy?</p> <ul style="list-style-type: none"> Given slow but consistent increase in disability benefits, are individuals using the disability benefit receipt as a pathway to early retirement? Who is responsible for disbursing disability benefits in Croatia?