

# Eurostat

## Labour market policy statistics

### Qualitative report

Croatia, 2017

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## A - Introduction

## Introduction

The Eurostat Labour Market Policy (LMP) database collects information on labour market interventions implemented by each of the EU Member States and Norway. Data are collected according to a comprehensive methodology, which classifies interventions into three main types – services, measures and supports – and into nine detailed categories according to the type of action (see below). Readers are recommended to refer to the LMP methodology <sup>1</sup> for details of this classification scheme and definitions of terms used in this report.

The LMP database collects quantitative data on expenditure and participants for each intervention. These are published annually and are available online from the Eurostat website <sup>2</sup>. The quantitative data are complemented by a set of qualitative information describing each intervention. This represents an invaluable source of reference to support a harmonised approach to the classification of national interventions and to help interpret the detailed figures on expenditure and participants. These qualitative data are compiled into a series of **Labour market policy statistics: Qualitative Reports** and produced as separate volumes for each country/year.

The reports all have the same structure:

- Part A Introduction

- Part B Inventory of interventions - a list of all interventions reported for the relevant year, grouped by type of action and including a national language version of the intervention name.

- Part C Qualitative information by intervention - presents the available information about each intervention in three sections: *Identification*, *Description*, and *Supplementary information*. The *Description* contains seven sub-sections: Aim, Beneficiaries/participants, Action/instrument, Financing/support, Eligibility, Legal basis, and Recent changes. The *Supplementary information* contains eight sub-sections describing the breakdown of expenditure, target groups, the treatment of unemployment spells, receipt of benefits, planned duration and other characteristics of the intervention. Together, these items summarise the qualitative information collected through the LMP questionnaire.

- Part D Reference data - provides a description of the populations considered as reference data within the LMP database, giving national definitions of those considered as registered unemployed and other groups registered with the public employment services (PES).

- Part E Abbreviations

The qualitative information in the LMP database is updated annually with the contribution of delegates from each country and Eurostat cannot take responsibility for the validity of the content. The reports are published annually by Eurostat in English and reports for other years that are not currently in the online library can be produced on request.

### Classification of interventions by type of action

#### *LMP services*

1. Labour market services

#### *LMP measures*

2. Training
4. Employment incentives
5. Supported employment and rehabilitation
6. Direct job creation
7. Start-up incentives

*LMP supports*

- 8. Out-of-work income maintenance and support
- 9. Early retirement

<sup>1</sup>

[http://epp.eurostat.ec.europa.eu/portal/page/portal/product\\_details/publication?p\\_product\\_code=KS-GQ-13-002](http://epp.eurostat.ec.europa.eu/portal/page/portal/product_details/publication?p_product_code=KS-GQ-13-002)

<sup>2</sup> [http://epp.eurostat.ec.europa.eu/portal/page/portal/labour\\_market/labour\\_market\\_policy](http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/labour_market_policy)

## B - Inventory of interventions

Category, intervention number and name (English/National language)

1	Labour market services	
36	Information sessions in group	Grupno informiranje
37	Providing information on vacancies	Pružanje informacija o slobodnim radnim mjestima
38	Mediation services for employers	Usluge posredovanja za poslodavce
39	Online vacancy database	On-line baza slobodnih radnih mjesta
40	Online jobseekers database	On-line baza tražitelja zaposlenja
41	Group Counselling for acquiring job-search skills	Grupno savjetovanje za stjecanje vještina traženja posla
42	Providing information within vocational guidance	Profesionalno informiranje
43	Counselling within vocational guidance	Profesionalno savjetovanje
44	Making individual action plans and job-search assistance	Definiranje profesionalnog plana traženja posla
45	Psychological counselling and work ability assessment	Psihologijsko savjetovanje i procjena radne sposobnosti
46	Mobile teams - information services	Informiranje mobilnih timova
47	Mobile teams - counselling and mediation services	Savjetovanje mobilnih timova
48	Information services for persons with disabilities	Informiranje osoba s invaliditetom
49	Counselling services for persons with disabilities	Savjetovanje osoba s invaliditetom
50	[Component] Other activities of the PES - Administration of LMP measures	[Component] Administriranje mjera, potpora i ostale usluge Zavoda - Administracija LMP mjera
50	[Component] Other activities of the PES - Administration of LMP supports	[Component] Administriranje mjera, potpora i ostale usluge Zavoda - Administracija LMP potpora
50	[Component] Other activities of the PES - Other services/activities	[Component] Administriranje mjera, potpora i ostale usluge Zavoda - Ostale usluge
2	Training	
29	Training of the unemployed war veterans	Strucno osposobljavanje nezaposlenih hrvatskih branitelja i djece smrtno stradalih, zatocenih ili nestalih hrvatskih branitelja
96	Training of the unemployed	Obrazovanje nezaposlenih
97	Training of the employed	Potpore za usavršavanje
98	Workplace training	Osposobljavanje na radnom mjestu
99	Occupational traineeship without commencing employment	Stručno osposobljavanje za rad bez zasnivanja radnog odnosa

4	Employment incentives	
33	Business expansion subsidy when hiring unemployed war veterans	Potpura za prosirenje postojece djelatnosti
51	Travel expenses compensation	Naknada putnih troškova
52	Reduction of contributions when hiring first-time jobseekers	Olakšica pri zapošljavanju osoba koje se prvi put zapošljavaju
54	Relocation financial assistance	Jednokratna novčana pomoć
62	Reduction of contributions when hiring long-term unemployed persons	Olakšica pri zapošljavanju dugotrajno nezaposlenih osoba
95	Co-financing the employment of unemployed persons	Potpore za zapošljavanje
5	Supported employment and rehabilitation	
53	Support for the employment of people with disabilities	Potpomognuta zaposlenost osoba s invaliditetom
6	Direct job creation	
100	Public Works	Javni rad
7	Start-up incentives	
24	Co-financing the self-employment of the unemployed	Sufinanciranje samozapostljavanja nezaposlenih osoba
26	Capitalisation of unemployment benefits	Jednokratna isplata novcane naknade
34	Self-employment for war veterans	Samozapostljavanje branitelja
8	Out-of-work income maintenance and support	
25	Unemployment benefit	Novcana naknada
35	Compensation for shorter workweek	Potpura za ocuvanje radnih mjesta
76	Support for permanent seasonal workers	Pomoć stalnim sezoncima
63	Wage compensation in the case of bankruptcy	Isplata placa u slucaju stecaja poslodavca
9	Early retirement	
Mixed	\$\$353	

*Number of measures:* **64**



## C - Qualitative information by intervention

### Identification

Country Croatia 2017 Category 1 - Labour market services  
Intervention n°/name 36 Information sessions in group  
Type of action: 1.1.1 - Information services

### Description

**Aim:**

To provide accurate information on conditions in the labour market, on services the CES provides in order to help in jobsearch, and the importance of active job search.

**Beneficiaries:**

Registered unemployed persons

**Action/Instrument:**

Small groups of unemployed are informed on conditions in the labour market, on services the CES provides in order to help in jobsearch, the rights and obligations of an unemployed person, and the importance of active jobsearch.

**Finanacina/Support:**

National budget

**Eligibility:**

Registered unemployed

**Legal basis:**

The Law on Mediation in Employment and Entitlements during Unemployment

**Recent changes:**

### Supplementary information

Breakdown of expenditure: Transfers to service providers  
Target groups: Registered unemployed (All)  
Treatment of unemployment spells: Continuous/Continuous  
Receipt of benefits: None  
Planned duration: Continuously available  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2002 *Year Ended:* Ongoing

### Identification

Country Croatia 2017 Category 1 - Labour market services  
Intervention n°/name 37 Providing information on vacancies  
Type of action: 1.1.1 - Information services

### Description

**Aim:**

To help unemployed persons find appropriate vacancies.

**Beneficiaries:**

Registered unemployed and other registered jobseekers

**Action/Instrument:**

All registered jobseekers receive notice from their counsellors whenever there is a vacancy available.

**Financing/Support:**

National budget

**Eligibility:**

Registered unemployed and other registered people

**Legal basis:**

The Law on Mediation in Employment and Entitlements during Unemployment

**Recent changes:**

### Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)  
Other registered jobseekers (All)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: Continuously available

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing

### Identification

Country Croatia 2017 Category 1 - Labour market services  
Intervention n°/name 38 Mediation services for employers  
Type of action: 1.1.1 - Information services

### Description

Aim:  
To help employers find appropriate workers from the registered unemployed database.  
Beneficiaries:  
Employers  
Action/Instrument:  
Employers may search through the CES web-database of jobseeker's CV as well as ask for professional assistance in the process of selection.  
Finanacina/Support:  
National budget  
Eligibility:  
Employers  
Legal basis:  
The Law on Mediation in Employment and Entitlements during Unemployment  
Recent changes:

### Supplementary information

Breakdown of expenditure: Transfers to service providers  
Target groups: Not registered (Public priorities and Other)  
Treatment of unemployment spells: No answer  
Receipt of benefits: None  
Planned duration: Continuously available  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2002 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 1 - Labour market services  
Intervention n°/name 39 Online vacancy database  
Type of action: 1.1.1 - Information services

## Description

**Aim:**

To help unemployed persons find appropriate vacancies through an up-to-date online vacancy database.

**Beneficiaries:**

Registered unemployed persons and other jobseekers

**Action/Instrument:**

An online vacancy database is available to all jobseekers. Job-seekers can search through the up-to-date database and view categorised vacancies.

**Finanacina/Support:**

National budget

**Eligibility:**

Registered unemployed and other jobseekers

**Legal basis:**

The Law on Mediation in Employment and Entitlements during Unemployment

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)  
Other registered jobseekers (All)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: Continuously available

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2005 *Year Ended:* Ongoing

### Identification

Country Croatia 2017 Category 1 - Labour market services  
Intervention n°/name 40 Online jobseekers database  
Type of action: 1.1.1 - Information services

### Description

**Aim:**

To help employers search through the database in order to find appropriate workers.

**Beneficiaries:**

Employers

**Action/Instrument:**

An online jobseekers CV database is available to all employers who are register at the PES website. They can search through the up-to-date database and view categorised jobseekers profiles.

**Finanacina/Support:**

National budget

**Eligibility:**

Employers

**Legal basis:**

The Law on Mediation in Employment and Entitlements during Unemployment

**Recent changes:**

### Supplementary information

Breakdown of expenditure: Transfers to service providers  
Target groups: Not registered (Public priorities and Other)  
Treatment of unemployment spells: No answer  
Receipt of benefits: None  
Planned duration: Continuously available  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2010 *Year Ended:* Ongoing

### Identification

Country Croatia 2017 Category 1 - Labour market services  
Intervention n°/name 41 Group Counselling for acquiring job-search skills  
Type of action: 1.1.1 - Information services

### Description

**Aim:**

To help increase competences, motivation and active job search skills.

**Beneficiaries:**

Registered unemployed persons and other registered jobseekers

**Action/Instrument:**

Workshops targeted at increasing competences, motivation, active job search skills and the importance of unemployed persons' attitude: how to search for a job, how to present yourself to the employer and methods of self-assessment.

**Finanacina/Support:**

National budget

**Eligibility:**

Registered unemployed, other jobseekers

**Legal basis:**

The Law on Mediation in Employment and Entitlements during Unemployment

**Recent changes:**

### Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)  
Other registered jobseekers (All)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: Continuously available

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 1 - Labour market services  
Intervention n°/name 42 Providing information within vocational guidance  
Type of action: 1.1.1 - Information services

## Description

### Aim:

To provide information on further education and career opportunities to all interested parties in order to help them in their choice of further education and career development

### Beneficiaries:

Pupils, students, unemployed persons, employers and others (parents, teachers, school principals)

### Action/Instrument:

Flyers, posters, regional brochures and guides containing relevant information on education and career opportunities are being distributed to pupils and students on yearly basis. e-Guidance portal provides all the relevant information on career opportunities and enhancement of career management skills, along with descriptions on more than 250 occupations. Fifth version of self-assessment questionnaire My choice was developed as a part of e-Guidance portal. Purpose of the questionnaire is to help users learn about their interests and competences and to advise them on the best career path.

### Financing/Support:

National budget

### Eligibility:

All parties interested in education and career opportunities

### Legal basis:

Guidelines for the development and implementation of active policy measures 2015-2017

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)  
Not registered (Youth)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: One-off

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing



### Identification

Country Croatia 2017 Category 1 - Labour market services  
Intervention n°/name 46 Mobile teams - information services  
Type of action: 1.1.1 - Information services

### Description

**Aim:**

To provide relevant information to persons who are at risk of losing their jobs.

**Beneficiaries:**

Workers whose employer is under restructuring

**Action/Instrument:**

The Croatian Employment Service has established mobile teams of experts in each regional office. They provide counselling and mediation services to workers employed in companies with redundant workers. Mobile teams provide support to the workers who could be made redundant, and who could be facing the challenge of searching new employment in the open labour market. They provide information on their services, on the opportunities on the labour market and on various rights and services which PES provides in general.

**Finanacina/Support:**

National budget

**Eligibility:**

Workers whose employer is under restructuring

**Legal basis:**

The Law on Mediation in Employment and Entitlements during Unemployment  
National Employment Promotion Plan 2011-2012

**Recent changes:**

### Supplementary information

Breakdown of expenditure: Transfers to service providers  
Target groups: Employed (Public priorities and Other)  
Treatment of unemployment spells: Not relevant  
Receipt of benefits: None  
Planned duration: Continuously available  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2009 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 1 - Labour market services  
Intervention n°/name 48 Information services for persons with disabilities  
Type of action: 1.1.1 - Information services

## Description

**Aim:**

To inform unemployed persons with disabilities on their opportunities of career development in the labour market and on the services provided by the PES.

**Beneficiaries:**

Registered unemployed persons with disabilities

**Action/Instrument:**

Employment counsellors inform unemployed persons with disabilities on their opportunities of career development in the labour market and all the services PES can offer in order to help integrate them into the labour market and help them assess their working potential.

**Finanacina/Support:**

National budget

**Eligibility:**

Registered unemployed persons with disabilities

**Legal basis:**

Act on the Professional Rehabilitation and Employment of Persons with Disabilities- in full implementation from January 2015

National Strategy of Equal Opportunities for Persons with Disabilities 2007- 2015 – Strategy for the period 2016- 2020 currently in process of drafting

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to service providers  
Target groups: Registered unemployed (Disabled)  
Treatment of unemployment spells: Continuous/Continuous  
Receipt of benefits: None  
Planned duration: One-off  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2002 *Year Ended:* Ongoing

### Identification

Country Croatia 2017 Category 1 - Labour market services  
Intervention n°/name 43 Counselling within vocational guidance  
Type of action: 1.1.2 - Individual case-management

### Description

Aim:  
To provide professional assistance in one's choice of occupation and professional development.

Beneficiaries:  
Pupils (elementary and secondary school), registered unemployed

Action/Instrument:  
The participants go through individual counselling which helps them to determine their individual needs and possibilities and help them find an appropriate employment. Vocational guidance counselling includes interview, psychological testing and medical examination, if necessary.

Financing/Support:  
National budget

Eligibility:  
Pupils interested in vocational guidance

Legal basis:  
Guidelines for the development and implementation of active policy measures 2015-2017

Recent changes:

### Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (Youth)  
Not registered (Youth)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: One-off

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 1 - Labour market services  
Intervention n°/name 44 Making individual action plans and job-search assistance  
Type of action: 1.1.2 - Individual case-management

## Description

**Aim:**

To help determine the working, professional and vocational potential of an unemployed person, offer expert assistance in the creation of individual action plan for finding employment.

**Beneficiaries:**

Registered unemployed

**Action/Instrument:**

Individual action plan (IAP) is mandatory for unemployed persons by the law and it has to be signed with PES counsellors within 60 days after registration. IAP includes a list of appropriate jobs and occupations, and a list of planned activities including job search, participation in workshops, career counselling, training, activities towards self-employment, etc. IAP is tailored to skills and abilities of each individual. An unemployed person has to inform PES on activities taken. If planned activities are not taken, a person is deleted from the register. A revision is undertaken every 6 months during the period of unemployment. IAP can be revised earlier if circumstances arise that require a change in the list of activities.

**Financing/Support:**

National budget

**Eligibility:**

Employment counsellors determine working, professional and vocational potential of an unemployed person, offer expert assistance in the creation of individual action plan and mediate in employment

**Legal basis:**

The Law on Mediation in Employment and Entitlements during Unemployment

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to service providers  
Target groups: Registered unemployed (All)  
Treatment of unemployment spells: Continuous/Continuous  
Receipt of benefits: None  
Planned duration: Continuously available  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2002 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 1 - Labour market services  
Intervention n°/name 45 Psychological counselling and work ability assessment  
Type of action: 1.1.2 - Individual case-management

## Description

**Aim:**

To provide assessment aimed at defining persons working potential, abilities and skills in order to help a person choose appropriate career path.

**Beneficiaries:**

Registered unemployed persons and persons with disabilities

**Action/Instrument:**

The CES team provides an expert assessment of persons working potential, abilities and skills in order to define which occupations would be most appropriate. This includes psychological testing, interview and psychological counselling as well as medical examination (if required).

**Finanacina/Support:**

National budget

**Eligibility:**

Registered unemployed persons and persons with disabilities

**Legal basis:**

Act on the Professional Rehabilitation and Employment of Persons with Disabilities- in full implementation from January 2015

National Strategy of Equal Opportunities for Persons with Disabilities 2007- 2015 – Strategy for the period 2016- 2020 currently in process of drafting

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to service providers  
Target groups: Registered unemployed (All, Disabled)  
Treatment of unemployment spells: Continuous/Continuous  
Receipt of benefits: None  
Planned duration: One-off  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2002 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 1 - Labour market services  
Intervention n°/name 47 Mobile teams - counselling and mediation services  
Type of action: 1.1.2 - Individual case-management

## Description

**Aim:**

To provide assistance for persons who are at risk of losing their jobs.

**Beneficiaries:**

Workers whose employer is under restructuring

**Action/Instrument:**

The Croatian Employment Service has established mobile teams of experts in each regional office. They provide counselling and mediation services to workers employed in companies with redundant workers. Mobile teams provide support to the workers who could be made redundant, and who could be facing the challenge of searching new employment in the open labour market. Mobile teams provide various services such as; providing information on the labour market and on various rights, counselling, i.e. helping define worker's working potential, organizing workshops directed at acquiring employment search skills, expert training, help in self-employment and in starting private business, organizing internal employment offices in the companies which advertise job vacancies, mediating in the open labour market and co-financing employment for workers over 50 years old.

**Finanacina/Support:**

National budget

**Eligibility:**

Workers whose employer is under restructuring

**Legal basis:**

The Law on Mediation in Employment and Entitlements during Unemployment  
National Employment Promotion Plan 2011-2012

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to service providers  
Target groups: Employed (Public priorities and Other)  
Treatment of unemployment spells: Not relevant  
Receipt of benefits: None  
Planned duration: Not specified  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2009 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 1 - Labour market services  
Intervention n°/name 49 Counselling services for persons with disabilities  
Type of action: 1.1.2 - Individual case-management

## Description

**Aim:**

To increase motivation and potential of unemployed persons with disabilities for improvement of their integration into the labour market and to guide them in further career development.

**Beneficiaries:**

Registered unemployed persons with disabilities

**Action/Instrument:**

Unemployed persons with disabilities go through group (workshops) or individual counselling. This procedure helps determine their individual needs and possibilities and help them find appropriate employment and activate them.

**Finanacina/Support:**

National budget

**Eligibility:**

Registered unemployed persons with disabilities

**Legal basis:**

Act on the Professional Rehabilitation and Employment of Persons with Disabilities- in full implementation from January 2015

National Strategy of Equal Opportunities for Persons with Disabilities 2007- 2015 – Strategy for the period 2016- 2020 currently in process of drafting

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to service providers  
Target groups: Registered unemployed (Disabled)  
Treatment of unemployment spells: Continuous/Continuous  
Receipt of benefits: None  
Planned duration: One-off  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2002 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 1 - Labour market services

Intervention n°/name 50 Other activities of the PES

Type of action: 1.2.1 - Administration of LMP measures  
1.2.2 - Administration of LMP supports  
1.2.3 - Others services / activities

## Description

**Aim:**

Provision of administrative services and implementation of other activities of the PES.

**Beneficiaries:**

All persons who request for information, help etc. to the PES

**Action/Instrument:**

Employed at PES are charged for implementing activities under PES. This intervention covers activities of the PES related to: the implementation of LMP measures - 1.2.1., administration and payment of LMP supports - 1.2.2 and all other services, activities and general overheads of the PES not covered anywhere else - 1.2.3

**Financing/Support:**

National budget

**Eligibility:**

All persons who request for information, help etc. to the PES

**Legal basis:**

The Law on Mediation in Employment and Entitlements during Unemployment

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)  
Employed (All)

Treatment of unemployment spells: Not relevant

Receipt of benefits: None

Planned duration: Not relevant

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing



## Identification

Country Croatia 2017 Category 2 - Training  
Intervention n°/name 29 Training of the unemployed war veterans  
Type of action: 2.1 - Institutional training

## Description

### Aim:

To help integrate unemployed war veterans and unemployed children of killed, captured or missing war veterans into the labour market by increasing their level of qualifications.

### Beneficiaries:

Non-employed, registered or not, Croatian war veterans and children of killed, captured or missing Croatian war veterans

### Action/Instrument:

Implemented by providers (training institutions) individually selected by participants. Generally, the Ministry is paying the cost of training, retraining, additional training and master examination directly to the service provider.

Exceptionally, there is a possibility of refunding costs to the participants (instead of paying it to providers) if they are fulfilling conditions prescribed by Public invitation for applications and if they have successfully completed the training and paid the costs by themselves in the meantime.

### Financing/Support:

National budget

### Eligibility:

Non-employed, registered or not, Croatian war veterans and children of killed, captured or missing Croatian war veterans

### Legal basis:

The Program of Professional Training and Employment of Croatian Homeland War Veterans and Children of Killed, Imprisoned or Missing Croatian Homeland War Veterans for the period 2012-2013, which was adopted by the Government of the Republic of Croatia in its conclusion of 12 April 2012.

The Law on the Rights of Croatian War Veterans and their Families

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals ( Reimbursements), Transfers to service providers

Target groups: Registered unemployed (Public priorities and Other)  
Not registered (Public priorities and Other)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: One-off

Responsible institution(s): Central government

Area of application: National

Implementation: *Year started:* 2008 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 2 - Training  
Intervention n°/name 96 Training of the unemployed  
Type of action: 2.1 - Institutional training

## Description

**Aim:**

To improve skills and thus employability of the unemployed.

**Beneficiaries:**

Unemployed persons

**Action/Instrument:**

Implemented by providers (training institutions) selected by the Croatian Employment Service via a public tender. During individual counselling, employment counsellors assess the level of unemployed person's employability. In case unemployed person needs some additional knowledge and skills, they are referred to employment preparation and training programs which correspond to person's previous education and their individual characteristics. Training programmes are selected according to the local labour market needs. Training institutions are paid 100% of the training cost, and unemployed persons are paid insurance, travel expenses, financial aid and medical examination, if necessary.

**Financing/Support:**

National budget

**Eligibility:**

Training programs are aimed at integrating unemployed persons into the labour market. The list of programs is created every year by each regional PES office according to the labour market needs of each region.

**Legal basis:**

The Law on Mediation in Employment and Entitlements during Unemployment  
Guidelines for the Development and Implementation of Active Policy Measures 2015-2017

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments), Transfers to service providers  
Target groups: Registered unemployed (All)  
Treatment of unemployment spells: Continuous/Continuous  
Receipt of benefits: Cash benefits (Source: Current intervention)  
Planned duration: Variable  
Responsible institution(s): Social security funds  
Area of application: National  
Implementation: *Year started:* 2006 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 2 - Training  
Intervention n°/name 97 Training of the employed  
Type of action: 2.1 - Institutional training

## Description

### Aim:

To provide training for the newly-employed tailored to the needs of the employer, and to increase the level of qualification of the workforce, to adjust the business standards of enterprises, to provide necessary knowledge and skills for workers facing the introduction of new production programs and technologies, to maintain employment of older workers and other workers threatened by unemployment.

### Beneficiaries:

Newly employed workers from the unemployment register. Other workers facing the introduction of new technologies and production programs, employed with the employer at least for a year, with a permanent work contract

### Action/Instrument:

Training is conducted at employers or in professional training institutions. Eligible employers, according to the State Aid Act and Commission Regulation 651/2014 are given training subsidy by the PES in order to organize training for their workers. The measure falls under the category of state aid for training.

### Finanacina/Support:

National budget

### Eligibility:

Newly employed persons must be chosen from the unemployment register to perform tasks in occupations which lack qualified workforce.

### Legal basis:

The State Aid Law

The Commission Regulation (EC) 651/2014 (General Block Exemption Regulation)

The Law on Mediation in Employment and Entitlements during Unemployment

Guidelines for the Development and Implementation of Active Policy Measures 2015-2017

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to employers ( Lump-sum payments)

Target groups: Registered unemployed (All)  
Employed (Public priorities and Other)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Variable

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2006 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 2 - Training  
Intervention n°/name 98 Workplace training  
Type of action: 2.2 - Workplace training

## Description

### Aim:

To train unemployed persons in specific knowledge and skills needed for work at a concrete workplace.

### Beneficiaries:

Unemployed persons with at most upper secondary education who do not have work experience for work at a concrete workplace.

### Action/Instrument:

PES covers mentorship expenses to the employer providing training for unemployed persons. The participants receive financial aid, travel expenses compensation and insurance coverage. Employers must organize training and provide mentorship to unemployed participants.

### Finanacina/Support:

National budget

### Eligibility:

Women and young people without work experience registered as unemployed, women who have been unemployed for over 12 months because they have been taking care of family members, women over 45 registered as unemployed over 12 months and persons with disabilities.

### Legal basis:

The Law on Mediation in Employment and Entitlements during Unemployment  
Guidelines for the Development and Implementatiton of Active Policy Measures 2015-2017

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments), Transfers to service providers  
Target groups: Registered unemployed (All)  
Treatment of unemployment spells: Continuous/Continuous  
Receipt of benefits: Cash benefits (Source: Current intervention)  
Planned duration: Typical: 6 Months, Maximum: 6 Months  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2015 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 2 - Training  
Intervention n°/name 99 Occupational traineeship without commencing employment  
Type of action: 2.2 - Workplace training

## Description

### Aim:

To improve the employability of inexperienced young persons by providing necessary work experience.

### Beneficiaries:

Unemployed persons who do not have more than 1 year of work experience in their occupation and are registered as unemployed for at least 30 days.

### Action/Instrument:

Workplace training is conducted at the employer's. The employer provides a mentor for the participant, and receives reimbursement of contributions they must pay each month, while the participant receives financial aid and travel expenses compensation from the PES.

### Financing/Support:

National budget

### Eligibility:

The person must be registered as unemployed.

The employer must provide all the conditions necessary for the implementation of training, training program and a mentor.

### Legal basis:

The Law on Mediation in Employment and Entitlements during Unemployment

Employment Promotion Act

Guidelines for the Development and Implementation of Active Policy Measures 2015-2017

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments), Transfers to employers (Periodic cash payments)  
Target groups: Registered unemployed (Youth)  
Treatment of unemployment spells: Broken  
Receipt of benefits: Cash benefits (Source: Current intervention)  
Planned duration: Typical: 12 Months, Maximum: 24 Months  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2010 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 4 - Employment incentives  
Intervention n°/name 54 Relocation financial assistance  
Type of action: 4.1.1 - Permanent

## Description

**Aim:**

To provide financial assistance for people who must move out of their place of residence in order to pursue a job.

**Beneficiaries:**

Registered unemployed persons who are not able to find employment in their place of residence, but find permanent employment outside their place of residence.

**Action/Instrument:**

In case the PES cannot find a suitable employment for a person in their place of residence, and this person finds, by themselves or through PES mediation services, a permanent employment outside their place of residence, they are entitled to a lump-sum relocation allowance, travel cost compensation and relocation cost compensation.

**Financing/Support:**

National budget

**Eligibility:**

Registered unemployed persons who are not able to find employment in their place of residence, but find employment outside their place of residence.

**Legal basis:**

The Law on Mediation in Employment and Entitlements during Unemployment

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to individuals ( Lump-sum payments)  
Target groups: Registered unemployed (All)  
Treatment of unemployment spells: Broken  
Receipt of benefits: Cash benefits (Source: Current intervention)  
Planned duration: One-off  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2002 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 4 - Employment incentives  
Intervention n°/name 33 Business expansion subsidy when hiring unemployed war veterans  
Type of action: 4.1.2 - Temporary

## Description

**Aim:**

To provide financial incentives to employers who employ Croatian war veterans and children of killed, captured or missing war veterans.

**Beneficiaries:**

Non-employed Croatian war veterans and children of killed, captured or missing war veterans

**Action/Instrument:**

The employers who employ 1 to 3 Croatian Homeland War veterans and/or children of killed, imprisoned or missing Croatian war veterans are given a subsidy. Subsidy is fixed and depends on number of hired persons from target group. The employer signs the contract with the Ministry and a fixed-term contract with the person from the target group. The employer must keep the person in employment for 24 months.

**Financing/Support:**

National budget

**Eligibility:**

The measure is targeted at successful employers who are expanding their business by employing 1 to 3 Croatian war veterans and children of killed, captured or missing war veterans.

**Legal basis:**

The Program of Professional Training and Employment of Croatian Homeland War Veterans and Children of Killed, Imprisoned or Missing Croatian Homeland War Veterans for the period 2012-2013, which was adopted by the Government of the Republic of Croatia in its conclusion of 12 April 2012.

The Law on the Rights of Croatian War Veterans and their Families

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to employers ( Lump-sum payments)  
Target groups: Registered unemployed (Public priorities and Other)  
Not registered (Public priorities and Other)  
Treatment of unemployment spells: Broken  
Receipt of benefits: None  
Planned duration: Typical: 24 Months  
Responsible institution(s): Central government  
Area of application: National  
Implementation: *Year started:* 2008 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 4 - Employment incentives  
Intervention n°/name 51 Travel expenses compensation  
Type of action: 4.1.2 - Temporary

## Description

**Aim:**

To compensate for first-time travel expenses.

**Beneficiaries:**

Persons who are not able to find employment in their place of residence but found temporary employment outside their place of residence.

**Action/Instrument:**

If the PES cannot find a suitable employment for a person in their place of residence and if this person finds (alone or through the PES mediation services) a temporary job outside their place of residence, He/she is entitled to travel expenses compensation.

**Finanacina/Support:**

National budget

**Eligibility:**

Unemployed persons who found employment outside their place of residence

**Legal basis:**

The Law on Mediation in Employment and Entitlements during Unemployment

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to individuals ( Lump-sum payments)  
Target groups: Registered unemployed (All)  
Treatment of unemployment spells: Broken  
Receipt of benefits: Cash benefits (Source: Current intervention)  
Planned duration: One-off  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2002 *Year Ended:* Ongoing



### Identification

Country Croatia 2017 Category 4 - Employment incentives  
Intervention n°/name 52 Reduction of contributions when hiring first-time jobseekers  
Type of action: 4.1.2 - Temporary

### Description

**Aim:**

To stimulate employers to hire first-time jobseekers

**Beneficiaries:**

Unemployed first-time jobseekers

**Action/Instrument:**

The employers hiring a person with no previous work experience do not need to pay health insurance contributions for two years.

**Finanacina/Support:**

National budget

**Eligibility:**

Registered unemployed persons entering this measure must have no previous work experience.

**Legal basis:**

Employment Promotion Act

**Recent changes:**

### Supplementary information

Breakdown of expenditure: Transfers to employers ( Reduced social contributions)

Target groups: Registered unemployed (All, Public priorities and Other)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Maximum: 24 Months

Responsible institution(s): Central government

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing

### Identification

Country Croatia 2017 Category 4 - Employment incentives  
Intervention n°/name 62 Reduction of contributions when hiring long-term unemployed persons  
Type of action: 4.1.2 - Temporary

### Description

**Aim:**

To stimulate employers to hire long-term unemployed persons

**Beneficiaries:**

Long-term unemployed persons

**Action/Instrument:**

The employers hiring a long-term unemployed person do not need to pay health insurance contributions for two years.

**Financing/Support:**

National budget

**Eligibility:**

Persons entering this measure must be long-term unemployed.

**Legal basis:**

Employment Promotion Act

**Recent changes:**

### Supplementary information

Breakdown of expenditure: Transfers to employers ( Reduced social contributions)

Target groups: Registered unemployed (LTU)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Typical: 24 Months, Maximum: 24 Months

Responsible institution(s): Central government

Area of application: National

Implementation: *Year started:* 2012 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 4 - Employment incentives

Intervention n°/name 95 Co-financing the employment of unemployed persons

Type of action: 4.1.2 - Temporary

## Description

### Aim:

To provide financial incentives to employers for the employment of persons threatened by social exclusion and long-term unemployment due to their education levels, living conditions, health and other personal characteristics.

### Beneficiaries:

Special groups of unemployed persons who have not been employed with the regular salary over the period of the 6 months prior to entering the measure, young long-term unemployed persons, former participants in occupational traineeship without commencing employment, the long-term unemployed, persons without upper secondary education, unemployed Roma minority, young unemployed persons aged 15-24, persons old 50+, persons with disabilities

### Action/Instrument:

The activity is implemented through a subsidy given to the employers who meet the criteria set by the State Aid Law and Commission Regulation 651/2014. The employer receives a lump-sum payment of the subsidy which amounts to up to 50% of the annual gross wage cost. Persons from the target group, the long-term unemployed persons, must have an employment plan with a referral to this activity. The employer signs the contract with the PES and a fixed-term contract with the unemployed person. The employer must keep the person in employment for 12 months. The measure falls under the category of state aid for employment.

### Financing/Support:

National budget

EU funds

### Eligibility:

The unemployed person must be registered as unemployed. Unemployed persons up to the 29 years of age registered for 6 months. Unemployed persons over 29 registered for 12 months.

### Legal basis:

The Law on Mediation in Employment and Entitlements during Unemployment

The State Aid Law

Commission Regulation 651/2014 (General Block Exemption Regulation)

Guidelines for the Development and Implementation of Active Policy Measures 2015-2017

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to employers ( Lump-sum payments)

Target groups: Registered unemployed (LTU, Youth, Older, Disabled, Immigrants/ethnic minorities, Public priorities and Other)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Maximum: 12 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2013 *Year Ended:* Ongoing

### Identification

Country Croatia 2017 Category 5 - Supported employment and rehabilitation

Intervention n°/name 53 Support for the employment of people with disabilities

Type of action: 5.1 - Supported employment

### Description

Aim:  
To promote employment opportunities for persons with reduced work capacity.

Beneficiaries:  
Persons with disabilities

Action/Instrument:  
Employers receive an open-ended subsidy for employment of persons with disabilities, optional compensations for reduced productivity and personal assistance, and optional lump-sum payments for workplace adjustment and training.

Financing/Support:  
National budget

Eligibility:  
Employers who obey the legal quota requirement for employment of persons with disabilities

Legal basis:  
Decision on the Way to Claim Disabled Persons Employment Subsidies  
Rules on incentives for employment of persons with disabilities

Recent changes:

### Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)

Target groups: Employed (Disabled)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Unlimited

Responsible institution(s): Central government

Area of application: National

Implementation: *Year started:* 2008 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 6 - Direct job creation  
Intervention n°/name 100 Public Works  
Type of action: 6 - Direct job creation

## Description

**Aim:**

To provide opportunities for socially useful work in order to activate unemployed persons.

**Beneficiaries:**

Registered long-term unemployed persons and specific groups of unemployed.

**Action/Instrument:**

Public works programmes must be community-service oriented, temporary, non-profit and not competitive in the local market. The programme organizer signs a contract with the PES and receives a monthly subsidy payment amounting to 50% or 100% of the minimum wage which the unemployed person receives (depending on the duration of unemployment). Unemployed persons also receive travel expenses compensation, if necessary.

**Finanacina/Support:**

National budget

EU funds

**Eligibility:**

The person must be registered as unemployed.

The employer must provide all the conditions necessary for the implementation of training, training program and a mentor.

**Legal basis:**

The Law on Mediation in Employment and Entitlements during Unemployment

Employment Promotion Act

Guidelines for the Development and Implementatiton of Active Policy Measures 2015-2017

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)  
Target groups: Registered unemployed (LTU, Public priorities and Other)  
Treatment of unemployment spells: Broken  
Receipt of benefits: None  
Planned duration: Typical: 6 Months, Maximum: 9 Months  
Responsible institution(s): Local government, Public employment services  
Area of application: National  
Implementation: *Year started:* 2006 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 7 - Start-up incentives  
Intervention n°/name 24 Co-financing the self-employment of the unemployed  
Type of action: 7 - Start-up incentives

## Description

**Aim:**

To provide financial incentives to the unemployed persons in order for them to start their own business.

**Beneficiaries:**

Registered unemployed persons with a developed business idea

**Action/Instrument:**

A fixed-amount subsidy is given to the unemployed person to cover the start-up expense and other business-related expenses. The subsidy falls under the category of De Minimis aid according to the Commission Regulation 1407/2013.

**Financing/Support:**

National budget  
EU funds

**Eligibility:**

The person must be registered as unemployed and have a business plan for starting the business activity.

**Legal basis:**

The Law on Mediation in Employment and Entitlements during Unemployment  
Guidelines for the Development and Implementation of Active Policy Measures 2015-2017  
Commission Regulation 1407/2013 on De Minimis Aid

**Recent changes:**

The amount of the subsidy provided increased in 2017.

## Supplementary information

Breakdown of expenditure: Transfers to individuals ( Lump-sum payments)  
Target groups: Registered unemployed (All)  
Treatment of unemployment spells: Broken  
Receipt of benefits: Cash benefits (Source: Current intervention)  
Planned duration: Maximum: 12 Months  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2010 *Year Ended:* Ongoing

### Identification

Country Croatia 2017 Category 7 - Start-up incentives  
Intervention n°/name 26 Capitalisation of unemployment benefits  
Type of action: 7 - Start-up incentives

### Description

**Aim:**

To provide the opportunity for people who are entitled to the unemployment benefit to use it for a business start-up.

**Beneficiaries:**

Unemployment benefit recipients

**Action/Instrument:**

Unemployment benefit recipients who decide to start their own business may submit request for the lump-sum payment of the remaining part of their unemployment benefit. Persons that receive a lump-sum payment of unemployment compensation for the remaining part of the entitlement period cannot re-register as unemployed during that period. That period is considered to be the duration of the intervention.

**Finanacina/Support:**

National budget

**Eligibility:**

Persons who have lost their jobs through no fault of their own or against their will, with at least 9 months of work experience in the last 24 months.

**Legal basis:**

The Law on Mediation in Employment and Entitlements during Unemployment

**Recent changes:**

### Supplementary information

Breakdown of expenditure: Transfers to individuals ( Lump-sum payments)

Target groups: Registered unemployed (Public priorities and Other)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: One-off

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 7 - Start-up incentives  
Intervention n°/name 34 Self-employment for war veterans  
Type of action: 7 - Start-up incentives

## Description

### Aim:

To provide financial incentives to non-employed Croatian war veterans and children of killed, captured or missing Croatian war veterans long-term non-employed persons in order for them to start their own business.

### Beneficiaries:

Non-employed Croatian war veterans and children of killed, captured or missing Croatian war veterans

### Action/Instrument:

The subsidy is given to the unemployed persons in order for them to buy the necessary equipment. One part of the subsidy is given after the contract has been signed and the other after the person provides evidence of compulsory contributions payments as well as the receipts proving that they have purchased the equipment.

### Financing/Support:

National budget

### Eligibility:

Non-employed, registered or not, Croatian war veterans and children of killed, captured or missing Croatian war veterans

### Legal basis:

The Program of Professional Training and Employment of Croatian Homeland War Veterans and Children of Killed, Imprisoned or Missing Croatian Homeland War Veterans for the period 2012-2013, which was adopted by the Government of the Republic of Croatia in its conclusion of 12 April 2012, The Law on the Rights of Croatian War Veterans and their Families

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals ( Lump-sum payments)  
Target groups: Registered unemployed (Public priorities and Other)  
Not registered (Public priorities and Other)  
Treatment of unemployment spells: Broken  
Receipt of benefits: Cash benefits (Source: Current intervention)  
Planned duration: Typical: 12 Months  
Responsible institution(s): Central government  
Area of application: National  
Implementation: *Year started:* 2008 *Year Ended:* Ongoing



## Identification

Country Croatia 2017 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 25 Unemployment benefit

Type of action: 8.1.1 - Unemployment insurance

## Description

### Aim:

To provide for people who have lost their jobs through no fault of their own or against their will the rights for the time of their unemployment.

### Beneficiaries:

Persons with at least 9 months of work experience in the last 24 months before registering at PES

### Action/Instrument:

Persons with at least 9 months of work experience in the last 24 months before registering at PES are eligible for the unemployment benefit if they have not caused (or agreed on) the termination of their employment. The person must register within 30 days since the termination of the work contract. Duration depends on previous period of employment. It can last from 90 days for those persons with only 9 months of previous employment to 450 days for those with 25 years of previous employment. For those 32 years of employment and 5 years below the pension age duration can last as long as that.

### Financing/Support:

National budget

### Eligibility:

Persons who have lost their jobs through no fault of their own or against their will who have at least 9 months of work experience in the last 24 months.

### Legal basis:

The Law on Mediation in Employment and Entitlements during Unemployment

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Registered unemployed (All)

Treatment of unemployment spells: Not relevant

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Variable

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 35 Compensation for shorter workweek

Type of action: 8.2 - Partial unemployment benefits

## Description

### Aim:

To provide financial incentives for workers who are employed with an employer who must introduce shorter working week and thus prevent them from losing their jobs.

### Beneficiaries:

Workers whose employer introduces a shorter workweek program

### Action/Instrument:

The PES provides salary compensation to those workers whose employer, due to the economic slowdown, must introduce full-time workweek shorter than 40 hours. Workers receive the salary compensation from their employer who is then reimbursed by the CES.

### Finanacina/Support:

National budget

### Eligibility:

Employers must prove that they are going through business difficulties and that they have created a programme aimed at preventing their workers from losing their jobs.

### Legal basis:

The Law on Mediation in Employment and Entitlements during Unemployment  
Guidelines for the Development and Implementation of Active Policy Measures 2015-2017  
Job Preservation Subsidies Act

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to employers ( Lump-sum payments)

Target groups: Employed (All)

Treatment of unemployment spells: Not relevant

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Maximum: 12 Months, Maximum extended: 3 Years

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2011 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 76 Support for permanent seasonal workers

Type of action: 8.2 - Partial unemployment benefits

## Description

**Aim:**

To provide financial incentives for permanent seasonal workers in the period of a year when they are not working.

**Beneficiaries:**

Permanent seasonal workers

**Action/Instrument:**

PES is covering 100% of the extended pension insurance for the first three months, and 50% for the rest of the period. The employer must provide the other half of expenses. Seasonal workers receive the financial aid during the period when they are not working. This is paid to them by their employer who is then reimbursed by the CES.

**Finanacina/Support:**

National budget

**Eligibility:**

Permanent seasonal workers are defined as those workers who have been employed at the same employer for at least 6 months prior to entering the activity and who will either work at the employer for the next three seasons or have previously worked for three seasons.

**Legal basis:**

The Law on Mediation in Employment and Entitlements during Unemployment  
Guidelines for the Development and Implementation of Active Policy Measures 2015-2017

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to employers ( Lump-sum payments)

Target groups: Employed (Public priorities and Other)

Treatment of unemployment spells: No answer

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Maximum: 6 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2013 *Year Ended:* Ongoing

## Identification

Country Croatia 2017 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 63 Wage compensation in the case of bankruptcy

Type of action: 8.5 - Bankruptcy compensation

## Description

### Aim:

To provide the protection of the rights of employees whose employment was terminated due to the insolvency of the employer

### Beneficiaries:

Employee who was employed by the employer at the time of the opening of the insolvency proceedings, as well as by an employee who was employed by the employer during the period of time for which the outstanding claims are to be paid.

### Action/Instrument:

The Agency ensures payment of employees outstanding claims by issuing a decision: 1. unpaid salaries for the last three months prior to the opening of the insolvency proceedings or prior to the termination of employment if employment was terminated within the period of three months prior to the opening of the insolvency proceedings; 2. unpaid sickness benefits; 3. salary compensation for the unused annual leave; 4. severance pay; 5. compensation for damages for an injury at work or occupational disease, awarded by a final decision.

### Financing/Support:

National budget

### Eligibility:

Employee who was employed by the employer at the time of the opening of the insolvency proceedings, as well as by an employee who was employed by the employer during the period of time for which the outstanding claims are to be paid.

### Legal basis:

The Act on the protection of employees' claims in the event of the insolvency of their employer

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals ( Lump-sum payments)

Target groups: Employed (Public priorities and Other)

Treatment of unemployment spells: Not relevant

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: One-off

Responsible institution(s): Central government

Area of application: National

Implementation: *Year started:* 2008 *Year Ended:* Ongoing

## D - Reference data

**R.1 Registered jobseekers (total)**

**56 Total jobseekers**

A person can be registered as unemployed if he or she is aged 15 to 65, out of work, out of regular education, able to work, actively seeking job and ready to start working. Persons that earn on a service contract can register as unemployed if their monthly earnings are less than the average unemployment compensation. Persons who own more than 25 percent of a firm or act as executives cannot register as unemployed. Registered self-employed agricultural workers also cannot register as unemployed.

Persons who cannot be registered as unemployed because they do not satisfy or do not want to satisfy the conditions, but they need employment mediation services, can register as other job seekers.

**57 Registered unemployed**

A person can be registered as unemployed if he or she is aged 15 to 65, out of work, out of regular education, able to work, actively seeking job and ready to start working. Persons that earn on a service contract can register as unemployed if their monthly earnings are less than the average unemployment compensation. Persons who own more than 25 percent of a firm or act as executives cannot register as unemployed. Registered self-employed agricultural workers also cannot register as unemployed.

**58 Other registered jobseekers**

Persons who cannot be registered as unemployed because they do not satisfy or do not want to satisfy the conditions, but they need employment mediation services, can register as other job seekers.

**59 Participants with individual action plans**

Unemployed



# Abbreviations

Abbreviation, Description