

3.6 Integration of young people in the labour market

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Youth employment measures

[Act on Employment Mediation and Unemployment Rights](#) in Article 34 stipulates that the Government of the Republic of Croatia designates the action plans for employment, and the Minister of Labour and Pension system governs the committee responsible for these policies.

[Active labour market measures](#) are within the jurisdiction of the Croatian Employment Service, which besides the [vocational training](#) under the [Youth Guarantee](#) also covers another three programmes that facilitate the inclusion of youth into the labour market:

1. [Public works](#) based on socially useful work initiated by the local community or civil society organizations;
2. [Employment subsidies](#) involving the co-financing of up to 50% costs of the annual gross II wage, or 75% for persons with disabilities;

3. Measure “[permanent seasonal worker](#)” aimed to financially support workers who are employed only during the season, and the second part of the year they are not employed. Employer is financed with 100% of the expense of extended insurance for the first 3 months, and in the next period lasting for no more than 3 months 50% of the extended insurance.

The [Croatian Employment Service](#) offers supporting measures for youth via the [youth centres](#), where job recruitment specialists are trained for effective communication with young people, group work and workshops for young people. Youth centres offer counselling and support in job search; active job seeking workshops; employment mediation; access to computers and portals to database of vacancies; publishing of the curriculum vitae on the portal called ”job market” [BurzaRada]; thematic lectures on important topics related to employment and information on active employment policies.

Flexicurity measures focusing on young people

Regulations enabling labour market flexibility are introduced by the [Labour Act](#) of 2014 (OG 93/2014), whereat young workers are not specifically targeted by the legislative framework. However, young workers are the ones who use the most flexible forms of employment, mostly through the [Agency for Temporary Employment](#).

Security provisions for young employees and young job-seekers

Measures that facilitate an inter-employment period or mobility between employments are ensured through the [Youth Guarantee](#) and imply obtaining a quality offer within 4 months of leaving or ending education, or entering unemployment, regardless of whether a person is registered with CES or not.

[Pre-qualification within the](#) Croatian Employment Service and access to [lifelong career guidance centres](#) are the main mechanisms that facilitate job finding for young people. These centres, in addition to information on potential employment and employment programmes, offer the possibility to use [tools for self-informing](#) and [assessment of competencies](#), [educational opportunities](#), [the labour market](#) trends. The centres also provide individual and group information, presentations and workshops.

Reconciliation of private and working life for young people

[Parental leave](#) is the main tool for facilitating the reconciliation of private and working life of young people. Parental leave can be used up to 12 months after the birth of the child for the first and second child and up to the third year of the child's life for the third child.

Part-time work is provided to parents of children with developmental difficulties. Outside this framework, part-time work is seldom used and depends on the agreement between the employer and the employee.

Working from home as a flexible form of engagement also depends on the agreement between the employer and

the employee and is used only to a lesser extent.

There are no incentives or measures for the inclusion and retention of young women in the labour market.

Funding of existing schemes/initiatives

Financing of the employment measures come either from the national budget or through European programmes, such as the European Social Fund. The main body responsible for administering the financing of employment measures is [The Ministry of Labour and Pension System](#), and the main provider through which the money is allocated to the beneficiaries of the measure is the [Croatian Employment Service](#).

For the year 2017, HRK 1.5 billion is foreseen for employment measures, of which 650 million will come from the European Social Fund.

Quality assurance

Mechanisms and indicators used to measure the quality of employment programmes relate to the number of beneficiaries by certain characteristics (age, gender, profession, educational status, work experience, type and size of company, and the like). Based on the above mentioned characteristics, monthly and annual statistics are produced, which are monitored through the [Croatian Employment Service](#) (CES) publication. If necessary, the CES, on the basis of the implementation of measures, adjusts the conditions for the implementation of measures in a particular year.

[The Council for the Youth Guarantee Implementation Plan](#) was established to monitor the implementation of the [Youth Guarantee](#) measures. The Council adopts [annual reports on the Youth Guarantee Implementation Plan](#), based on which it provides recommendations for further implementation. The number of beneficiaries included in a particular YG measure, the moment of entry/exit from the measure, as well as the situation upon exiting the individual measure (whether the person has returned to unemployment or remained in the labour market/education). There are also [Annual Reports on the Youth Guarantee Implementation Plan Implementation](#).

The Croatian Employment Service contracted the [Evaluation of participant, mentor and employer experiences of the measure “the Occupational training without commencing employment”](#), which was conducted by [The Institute of Public Finance](#) in 2016.

The [External Evaluation of Active Labour-Market Policy Measures 2010-2013](#) was conducted in 2015 and, based on evaluation results presented in 2016, employment measures are redefined for the period 2017-2018.