



29 April 2008

RAP/Cha/CRO/II(2008)

EUROPEAN SOCIAL CHARTER

Second report on the implementation of
the European Social Charter

submitted by

THE GOVERNMENT OF CROATIA

(for the period 01/01/04 to 31/12/06:
Articles 1 and 9)

Report registered at the Secretariat on 28 April 2008

CYCLE 2008

REPORT ON THE APPLICATION OF THE EUROPEAN SOCIAL CHARTER

For the period from January 2004 to December 2006 made by the Government of the Republic of Croatia in accordance with Article 21 of the European Social Charter, on the measures taken to give effect to the accepted provisions of the European Social Charter, the instrument of ratification or approval of which was deposited on 26 February 2003, and relating to Articles 1 and 9 of the Charter.

This report also covers the application of such provisions in the following nonmetropolitan territories to which, in conformity with Article 34, they have been declared applicable:

In accordance with Article 23 of the Charter, copies of this report have been communicated to:

- *Union of Autonomous Trade Unions of Croatia*
- *Independent Trade Unions of Croatia*
- *Croatian Association of Trade Unions*
- *Federation of Croatian Trade Unions of Public Services*
- *Association of Workers' Trade Unions of Croatia*
- *UNI-Cro Trade Union of Services*
- *Croatian Association of Employers.*

.....

ARTICLE 1: THE RIGHT TO WORK

...

Legislation of the Republic of Croatia

1. Constitution of the Republic of Croatia

The provisions of the Constitution of the Republic of Croatia were not subject to any changes in the reporting period

2. International agreements

In 2007, the Republic of Croatia ratified the Recruitment and Placement of Seafarers Convention, 1996 of the International Labour Organisation (no. 179).

3. Primary legislation

The primary legislation has not changed.

4. Secondary legislation

In the area of employment, the National Employment Action Plan 2005-2008 was adopted, as were the measures of the 2006 Annual Employment Promotion Plan.

Also, pursuant to the Constitution and the Labour Act, which is the general regulation governing labour-law matters, the rights and obligations of inmates, that is, convicted persons who are either serving their prison term on the basis of a legally effective court decision, or have been referred to serve their prison term on their own initiative even before the legal effectiveness of the court decision, are regulated by special laws and subordinate regulations and, in particular:

- Act on the Execution of Prison Sentences (Official Gazette, no. 190/03 – consolidated version)
- Act on the Execution of Protective Supervision and the Performance of Community Service (Official Gazette, no. 128/99)
- Act on the Execution of Sanctions Imposed for Criminal Offences, Economic Transgressions and Misdemeanours (Official Gazette, nos. 21/74, 39/74, 55/88, 19/90, 66/93 and 29/94)
- Juvenile Courts Act (Official Gazette, no. 111/97, 27/98, 12/02)
- Ordinance on the execution of the correctional measure of referral to a correctional facility (Official Gazette, no. 97/2001)
- Occupational Safety and Health Act (Official Gazette, nos. 59/96, corrigendum no. 94/96 and no. 114/03)
- Ordinance on work and occupational training, the list of jobs and job descriptions for inmates, and remuneration for such work (Official Gazette, nos. 24/02 and 43/02)
- Ordinance on the costs of production, assessment, display, storage and sale of objects produced through the work of inmates in their free time (Official Gazette, no. 81/02)
- Ordinance on disposal of money (Official Gazette, no. 81/02)
- Ordinance on underwear, clothing, footwear and bedding for inmates (Official Gazette, no. 61/02)
- Ordinance on basic and vocational training for inmates (Official Gazette, no. 113/02)
- Ordinance on the arrangements of serving prison sentences whereby inmates continue working with their employers or carrying out self-employment activities (Official Gazette, no. 81/02)

Article 1, paragraph 2

A. Please indicate the policy followed by your government in attempting to reach and maintain full employment. Please supplement with details of the measures and programmes implemented to achieve as high and stable a level of employment as possible.

Please indicate, if possible, the trend in total employment policy expenditure over the past five years, including the relative shares of "active" (job creation, training, etc.) and "passive" (financial compensation, etc.) measures.

Please indicate the active policy measures taken in order to favour access to employment of groups most exposed to or affected by unemployment (eg. women, the young¹, older workers, the long-term unemployed^{2,3} the disabled, immigrants and/or ethnic minorities). Please give indications on the number of beneficiaries from these measures and information, if possible, on their impact on employment.

Employment Promotion Programme

The operational implementation of the Programme began on 1 March 2002 and lasted until 4 August 2005, when the Government of the Republic of Croatia adopted a decision to suspend the implementation of the Employment Promotion Programme on the date of adoption of that decision. The Decision was published in Official Gazette number 98/05 of 10 August 2005.

¹ Aged between fifteen and twenty-four.

² Persons without employment for over one year and seeking employment.

The Programme contains 6 groups of measures, whose aims are: to foster employment of young people with university qualifications, to shorten the period of study and improve the quality of studies, to encourage graduates to return to their places of origin, to discourage young people from leaving the Republic of Croatia, to make it possible for them to acquire practical knowledge and become independent in the professions for which they were schooled, to foster employment of young people in craft occupations, to match labour market needs with scarce skills through educational programmes and, in particular, to foster employment of elderly and disabled persons and demobilised veterans of the Homeland War. A short description of the Programme is given below.

PROGRAMME A	FROM COLLEGE TO WORK
PROGRAMME B	FROM CLASSROOM TO WORKSHOP
PROGRAMME C	BY LEARNING TOWARDS JOBS FOR ALL
PROGRAMME D	WITH EXPERIENCE TOWARDS PROFIT
PROGRAMME E	A CHANCE FOR US TOO
PROGRAMME F	WORK FOR VETERANS

A – "From College to Work"

The **target group** includes all persons with university qualifications younger than 27 years, who completed their studies within the average studying period at their faculty specified for the previous year. These persons may come from the unemployment register, if they have not finished an internship in the prescribed duration, or graduates who finished their studies in the current year.

This programme contains the following 5 measures:

Measure A1 ("Twins") covers employment of young people in the civil service and public enterprises to prepare them to replace retired workers. The subsidy amounts to 60 per cent of the base rate for the payment of contributions for extended pension insurance for university qualifications. The duration of the subsidy is 20 months for the civil service and 12 months for public enterprises.

Measure A2 covers employment on research projects in the private and the state sector. The projects conducted by bodies of state administration and public enterprises must be approved by the competent body, whereas the projects conducted by private employers must be indicated in their medium-term operating plans. The subsidy amounts to 80 per cent of the base rate for the payment of contributions for extended pension insurance for university qualifications. The subsidy is granted for the duration of the project, but for no longer than 24 months.

Measure A3 promotes employment in the areas of special state concern (*područja od posebne državne skrbi*) and areas where specific scarce skills are needed. The subsidy amounts to 80 per cent of the base rate for the payment of contributions for extended pension insurance for university qualifications in the first year of work, 60 per cent in the second and 40 per cent in the third. In addition, the employer may be given a one-off grant of EUR 1,000 in HRK equivalent if he or she keeps the person concerned in employment for 12 additional months, after the subsidy has expired, and the employee may be given EUR 2,500 for re-settlement.

Measure A4 relates to employment in the private sector and bodies of local government and self-government, and in companies owned by them. The employer is obliged to keep the same number of employees working under open-ended employment contracts for a period of 12 months from filing the application. The subsidy amounts to 60 per cent of the base rate for the payment of contributions for extended pension insurance, for university qualifications. In addition, the employer may be given a one-off grant of EUR 1,000 if he or she keeps the person concerned in employment for additional 12

months.

It should be added that the actual amount of the (potential) subsidy in Programme A is established as part of a system of "vouchers" (a record in the database of persons belonging to the target group), issued depending on the speed of employment in a specific occupation and on whether the person concerned returns to his or her place of origin.

B – "From Classroom to Workshop"

The aim of Measure B is to provide employment for persons with secondary school qualifications acquired in vocational programmes in crafts businesses and licensed workshops of particular companies. It is intended for persons with no work experience, who have been on the unemployment register for at least 6 months or who will finish school in the current year. The subsidy amounts to 100 per cent of the gross salary and is paid for a period of 6 months, on the basis of a net salary of HRK 1,500, and after that to the amount of contributions levied on and from the gross salary for a period of 18 months.

C – "By Learning towards Jobs for All"

Programme C contains the following 2 measures:

Measure C1 is aimed at fostering employment of persons under 30 years of age, who have up to 6 months of work experience in their occupation or up to 12 months of work experience outside their occupation. Persons who qualify as beneficiaries of measures under Programmes A and B are excluded from the target group for this Programme. This measure primarily relates to internship programmes. The subsidy is determined in the amount of contributions levied on and from the gross salary during the internship. The duration of the subsidy depends on the qualification level, but it may not be longer than 12 months, with the exception of interns in the legal profession, notarial profession and the justice system, where it may not be longer than 24 months.

Measure C2 includes subsidies for educational activities – on-the-job training and occupational training, additional training, re-training and occupational improvement for known and unknown employers. Beneficiaries of this measure include all persons who have been on the unemployment register for more than 30 days, regardless of their age, qualification level and previous work experience. In addition, beneficiaries may also include employed persons whom their employers wish to keep in employment. The subsidy is paid in the amount of contributions on and from the salary during the time these activities are taking place, but for no longer than 12 months.

D – "With Experience towards Profit"

This measure relates to employment of women over 45 years of age and men over 50 years of age, who have been unemployed for more than 6 months. The subsidy amounts to 100 per cent of the salary (on the basis of a net salary of HRK 2,500) during the period of 6 months, and to the amount of contributions on and from the salary for additional 12 months.

E – "A Chance for Us Too"

Programme E contains the following 2 measures:

Measure E1 fosters employment of disabled persons whose disability was identified prior to age 15. The subsidy covers 80 per cent of the gross salary for a period of 12 months. The employer who keeps this person in employment for 12 months is entitled to EUR 1,000, whilst for 24 months the employer

receives twice as much.

Measure E2 relates to employment of disabled persons and hard-to-employ individuals. In addition to financing 60 per cent of the gross salary, the subsidy also provides for a EUR 1,000 grant for employers who keep trained persons in employment for a period of 12 months, whilst for a period twice as long EUR 2,000 are granted.

F – "Work for Veterans"

The target group for this programme includes unemployed veterans, as well as unemployed children and spouses of killed or missing veterans. The subsidy amounts to 70 per cent of the gross salary in the first year and 50 per cent in the second year of work.

Additional benefits for employers:

Employers who have fulfilled their contractual obligations arising from subsidy contracts under Programmes A, C1, C2 – on-the-job training, E and F, and who keep the person subsidised in employment for additional 12 months may be granted a one-off bonus amounting to EUR 1,000 in HRK equivalent.

An overview of persons hired under particular programmes is given in the table below.

Employment Promotion Programme – persons hired in the period from 1 January to 4 August 2005:

Programme	2005
A – From College to Work	1,084
B – From Classroom to Workshop	252
C – By Learning towards Jobs for All	10,538
D- With Experience towards Profit	1,071
E – A Chance for Us Too	70
F – Work for Veterans	1,470
TOTAL	14,485

A total of HRK 992,601,199.46 were paid for the implementation of these 5 programmes and, in particular:

<u>Year</u>	<u>Funds paid</u>
2005	256,538,820.04
2006	420,275,185.88

The Annual Employment Promotion Plan: **the Government of the Republic of Croatia adopted the 2006 Annual Employment Promotion Plan, which includes a variety of measures for promoting or co-financing employment, education and self-employment.**

The measures falling within the competence of the Croatian Employment Service are directed at providing employment and education to the long-term unemployed, young persons with no work experience, older working-age persons, and persons with lower education levels, and those who discontinued their education, to acquire additional knowledge and skills that are in demand on the

labour market. Moreover, some of the operational measures were about promoting the integration of disadvantaged persons on the labour market (e.g. disabled persons, hard-to-employ individuals, unemployed single parents of under-age children, etc.) and the fight against their discrimination, in particular, by providing employment subsidies for them and including them in public works programmes implemented by local self-government units. Finally, as part as the Annual Employment Promotion Plan, the Croatian Employment Service was also implementing measures to prepare interested individuals for employment and self-employment, and provided employment subsidies for unemployed Roma people, in accordance with the National Programme for the Roma and the Action Plan for the Decade of Roma Inclusion 2005-2015.

The measures of the 2006 Annual Employment Promotion Plan falling within the competence of the Croatian Employment Service

Subsidies are directed at enhancing the employment of those on the unemployment register through:

- employment subsidies for young people with no work experience
- employment subsidies for the long-term unemployed
- employment subsidies for older persons
- employment subsidies for special groups of unemployed people

The measures falling within the competence of the Croatian Employment Service are divided into: employment incentives, training incentives, provision of education to unemployed people and employment subsidies for the Public Works Programme.

In distinction from the measures of the previous Employment Promotion Programme, those of the 2006 Annual Employment Promotion Plan were developed through partnership between trade unions, employers, state administration bodies and other institutions, which created the conditions for better economic development on the local level and active employment of unemployed people on the labour market.

Funds for the implementation of these measures are earmarked in the financial plan of each of the responsible subjects on an annual basis. This prevents the spending of extra public funds because the cost of implementation is determined in advance and financial obligations are not taken on if the required funds have not been earmarked. The cost per measure is invariable and is determined on the basis of the amounts of base rates for the payment of contributions, which vary depending on the level of education of the unemployed persons to be covered by the measures of the Annual Employment Promotion Plan.

1. Employment subsidies for young people with no work experience (Measure 1)

The narrow objective of this measure is to speed up the employment of young people with no work experience under 25 and 29 years of age, respectively, because their share in the total unemployment is 23 per cent.

It should also be noted that in the Republic of Croatia there is no other mechanism making it possible for young people to "gain their first work experience" in the occupation for which they have received education (except for the occupations where the obligation to complete internship or pass a professional exam is laid down by law), nor are there any on-the-job-training programmes for persons who have not finished elementary school or those without any profession/occupation.

Target groups:

- unemployed persons under 25 years of age with no work experience;
- unemployed persons under 29 years of age with no work experience or with up to six months of work experience outside their profession/occupation;
- those who have been on the unemployment register for at least 6 months or those who applied for joining the unemployment register within 90 days of completing their regular education.

This measure allows employers to receive employment subsidies in respect of persons with no occupation for a period of 18 months, in respect of persons with vocational occupations and secondary school qualifications for a period of 12 months, in respect of persons with two-year post-secondary and university qualifications for a period of 12 months, and when it comes to occupations for which the length of internship is laid down by law, subsidies will be granted for the longest period – 18 months.

Measure 1 was planned to cover 1,036 persons in 2006, and the implementation results on 31 December 2006 showed that 1,024 persons were employed, 480 of whom were women. Within the planned number, priority was given to persons with no occupation and to those with vocational occupations, who are hired by small and medium-sized employers. The implementation results have revealed that those who found a job through Measure 1 were most frequently persons with secondary, two-year post-secondary and university qualifications, who were hired by small and medium-sized employers.

As this measure involves internship, it should be pointed out that internship programmes submitted have shown qualitative improvements in relation to first years of work of young persons with no work experience, because most employers really understand that the first year of work is the year in which young persons can learn and become independent in the occupation for which the school trained them.

2. Employment subsidies for the long-term unemployed (Measure 2)

The narrow objective of this measure is to grant employment subsidies for all unemployed persons on the unemployment register regardless of their work experience and age, provided that they have been on the unemployment register for at least 12 months or 6 months (those younger than 25).

With the introduction of this measure employers are encouraged to hire persons who, due to their long-term unemployment, are in a disadvantaged position on the labour market, and are not in a position to show the advantages that accrue from their previous work experience, and their professional knowledge and skills that are believed to be lost as a result of their long-term unemployment.

Target groups:

- all unemployed persons who have been on the unemployment register for at least 12 months in the previous 16-month period, regardless of their years of service, age and level of education;
- unemployed persons under 25 years of age who have been on the unemployment register for at least 6 months in the previous 8-month period, regardless of their years of service and level of education.

This measure allows employers to receive employment subsidies in respect of persons with no occupation for a period of 15 months, in respect of persons with vocational occupations and secondary school qualifications for a period of 12 months, and in respect of persons with two-year post-secondary and university qualifications for a period of 10 months.

An employment subsidy may also be granted for the level of education lower than that of the person subsidised, but only in respect of persons who have been on the unemployment register for at least 24 months.

Measure 2 was planned to cover 995 persons in 2006, and the implementation results on 31 December 2006 showed that 1,238 persons were employed, 792 of whom were women.

The implementation results reveal special interest on the part of employers in persons with vocational occupations and secondary school qualifications under 40 years of age, regardless of the length of their previous unemployment. In these cases, the work experience acquired does not represent an obstacle to employment, but represents a certain advantage over other target groups of unemployed persons.

3. Employment subsidies for older persons (Measure 3)

The narrow objective of this measure is to provide employment subsidies for women over 45 years of age and men over 50 years of age, who have been on the unemployment register for more than 6 months, for persons who have lost their job by reason of redundancy (since their share in the total registered unemployment is 10 per cent), and persons whose employment contract was terminated by reason of redundancy and who are still on their notice period.

Target groups:

1.3.1. Women over 45 years of age and men over 50 years of age:

- who have been on the unemployment register for at least 6 months;
- regardless of their previous work experience and level of education.

1.3.2. Women over 45 years of age and men over 50 years of age whose employment contract has been terminated by reason of redundancy and, in particular:

- regardless of the time they have spent on the unemployment register and their level of education;
- provided that they have signed a Professional Employment Plan at the Employment Service.

1.3.3. Women over 45 years of age and men over 50 years of age who are still on their notice period by reason of redundancy:

- the subsidy applies during the notice period before the person is registered at the Employment Service;
- regardless of the person's level of education.

This measure allows employers to receive employment subsidies in respect of persons with no occupation for a period of 18 months, in respect of persons with vocational occupations and secondary school qualifications for a period of 18 months, and in respect of persons with two-year post-secondary and university qualifications for a period of 18 months.

Measure 3 was planned to cover 620 persons in 2006, and the implementation results on 31 December 2006 showed that 579 persons were employed, 354 of whom were women.

4. Employment subsidies for special groups of unemployed people (Measure 4)

The narrow objective of this measure is to include in the world of work all persons who, due to their illness or other personality characteristics, are unable to compete on the labour market on equal terms. In this way, they would be given a chance to support themselves without having recourse to social assistance mechanisms.

This target groups of unemployed persons includes hard-to-employ individuals, assessed as such by the vocational guidance services, unemployed single parents of minor children, unemployed women who, before becoming unemployed, were beneficiaries of the right to maternity leave for a third and each subsequent child, unemployed veterans, children and spouses of killed and missing veterans, women victims of violence, victims of trafficking in human beings, asylum seekers, former inmates, parents with 4 or more minor children, disabled persons.

Persons of all target groups must have been on the Employment Service's unemployment register for at least six months.

This measure allows employers to receive employment subsidies in respect of persons with no occupation for a period of 18 months, in respect of persons with vocational occupations and secondary school qualifications for a period of 18 months, and in respect of persons with two-year post-secondary and university qualifications for a period of 18 months.

Measure 4 was planned to cover 880 persons in 2006, and the implementation results on 31 December 2006 showed that 268 persons were employed, 36 of whom were women.

5.1. Training subsidies for known employers (newly employed and those whose jobs were retained)

The narrow objective of this measure is to create the conditions for faster employment of the long-term unemployed, enable the acquisition of additional skills and knowledge needed on the labour market so as to reduce the mismatch between the supply and demand, reduce the short supply of certain occupations, increase the employability of persons with skills in abundant supply, who are on the unemployment register, and enable the acquisition of knowledge and skills by employed persons when their employers introduce new technologies.

The percentage of eligible costs of further training must not be higher than:

- for general further training (occupational improvement):

- 80 per cent of the eligible costs of further training – small and medium-sized employer
- 50 per cent of the eligible costs of further training – large employer

- for special further training (acquisition of additional knowledge and skills related to the person's profession/occupation):

- 45 per cent of the eligible costs of further training – small and medium-sized employer
- 25 per cent of the eligible costs of further training – large employer

Target groups:

- newly employed workers – participants in further training programmes

- all unemployed persons regardless of their qualifications and years of service; at least 90 days on the Croatian Employment Service's unemployment register, provided that they have signed a Professional Employment Plan.

- employed workers – participants in further training programmes

- according to the employer's choice.

Measure 5 was planned to cover 1,126 persons in 2006, and the implementation results on 31 December 2006 showed that 378 persons were employed, 119 of whom were women.

5.1. Training subsidies for unknown employers

The Croatian Employment Service has been continuously carrying out training activities for unemployed persons and, in particular, through the following types of activities: occupational improvement, additional training and retraining, and the acquisition and expansion of knowledge and skills.

Target groups:

- all unemployed persons who have been on the unemployment register for at least 12 months, regardless of their age, level of education and work experience,
- all persons under 35 years of age, who are willing to carry out seasonal work, regardless of time spent on the unemployment register, qualifications and work experience,
- all unemployed persons on the unemployment register who are willing to accept employment in shipbuilding and construction.

The level of subsidy:

- 100 per cent of the costs of training courses and the material costs of the educational establishment are subsidised;
- the Employment Service makes a grant to participants at the same level as the minimum unemployment benefit, and pays travel costs and insurance against accident in the workplace.

Unemployed persons may join training programmes for occupations and additional expertise and skills they need to acquire to become competitive and fill the vacancies available on the local labour market, in accordance with the programmes of educational establishments.

Measure 5.2 was planned to cover 2,700 persons in 2006, and the implementation results on 31 December 2006 showed that 873 persons were employed, 383 of whom were women.

6. Public works

The objective of the measure:

- by means of community benefit work, affirm social inclusion and mitigate social consequences of unemployment through co-operation between units of local self-government and institutions owned by them, and non-governmental organisations.

The narrow objective of the measure is, by means of community benefit work, affirm social inclusion and mitigate social consequences of unemployment through co-operation between units of local self-government and institutions owned by them, and non-governmental organisations.

Public works are intended to enable the performance of certain not-for-profit activities, which can not be performed as part of the regular activities of local self-government units and institutions owned by them. The implementation of public works helps enhance a more uniform development of local communities and encourages local initiatives, especially in the areas where there is high unemployment.

Public works programmes must be highly labour intensive, they must involve not-for-profit and non competitive activities (city cleaning services, maintenance of public green areas, roads, parks, historical monuments, etc.). Programmes may also be implemented in the social welfare sector, public administration, education, science and culture, environmental protection, agriculture and forestry, utilities, and other activities encouraging the development of the local community.

Unemployed persons who may be subsidised as part of a public works programme include the long-term unemployed, hard-to-employ individuals, older workers without qualifications, young persons with no occupation and work experience, single parents, parents of four or more minor children, women who have been victims of violence, under the condition that they have been on the unemployment register for at least 6 months. Participants in a public works programme are chosen by the initiator of the public works, with the professional assistance of counsellors for unemployed persons.

The involvement of the mentioned groups of unemployed persons in public works programmes has motivated the long term unemployed to enter the world of work, and at the same time local initiatives fostered socially responsible behaviour with the aim of mitigating social consequences of unemployment on the local level.

During the implementation of Measure 6 (Public Works), 101 applications were received and 98 contracts were signed, under which 512 persons from the unemployment register were hired.

Measure	Paid until 31 Dec 2006
Measure 1 – Employment subsidies for young people with no work experience	26,090,145.87
Measure 2 – Employment subsidies for the long-term unemployed	27,459,790.34
Measure 3 – Employment subsidies for women over 45 and men over 50 years of age	19,777,239.08
Measure 4 – Employment subsidies for special groups of unemployed people	8,570,782.98
Measure 5.1 – Training subsidies for unknown employers	1,930,845.72
Measure 5.2 – Training subsidies for unknown employers	6,800,011.66
Public works	3,099,572.96
TOTAL	93,728,388.61

Under the measures of the National Programme for the Roma, the 2006 Action Plan for the Decade of Roma Inclusion, relating to employment of, and training for, unemployed members of the Roma national minority in the period between 23 March and 31 December 2006 a total of 57 applications were received, and 56 contracts were signed on employment and training subsidies for unemployed members of the Roma national minority, and on financing their employment in public works programmes. These measures covered 220 members of the Roma national minority registered on the unemployment register, 206 of whom were employed and 14 were included in training programmes for unknown employers.

Measure	Paid until 31 Dec 2006
Public works	2,358,633.97
Training for unknown employers	68,060.92
Employment subsidies	118,005.75
TOTAL	2,544.700.64

Article 1 – The right to work (answer to the additional question – Question no. 2)

The share of the average number of beneficiaries of measures in the average number of unemployed persons was 4.7 per cent in 2005 and 0.6 per cent in 2006.

The amount spent on active labour market policy measures in 2005 was HRK 255.9 million, which was 0.11 per cent of the gross domestic product, whilst in 2006 the amount spent was HRK 93.7 million, which was 0.04 per cent of the GDP.

RIGHTS DURING UNEMPLOYMENT

"PASSIVE MEASURE" (unemployment benefit)

The rights deriving from unemployment can be claimed by unemployed persons registered with the Croatian Employment Service (hereinafter: "the Employment Service"). The types of rights and methods of claiming these rights are regulated by the Act on Employment Mediation and Entitlements during Unemployment (Official Gazette, nos. 32/02, 86/02, 114/03 and 151/03, hereinafter: "the Act") and by the Employment Service's general acts. The Act prescribes mandatory insurance against the contingency of unemployment for all employed workers. This insurance is based on the principle of solidarity and provides for the right to unemployment benefit, pension insurance, financial assistance and coverage of costs during education, one-time financial assistance and coverage of travel and resettlement costs, as well as health insurance in accordance with the health insurance legislation.

Unemployment benefit

a) The acquisition of the right to an unemployment benefit

An unemployment benefit is granted to an unemployed person who had worked 9 months in the period of 24 months preceding the termination of employment.

A woman who has a child under one year of age at the time when her employment is terminated does not have to meet the requirement of prior employment. Nevertheless, such a woman must meet all other requirements for unemployment benefit provided for by the Act, and may not exercise the right to unemployment benefit under other regulations.

An unemployed person must register with the Employment Service within 30 days of the date of termination of employment, or after the expiration of sick or maternity leave taken following the termination of employment, and must file a claim for unemployment benefit. If the 30-day deadline is missed for justified reasons, the person concerned may register and file a claim within 8 days of the end of the reason that accounted for the deadline being missed, but no later than within 60 days of missing the deadline.

Persons who became unemployed as a result of wilful misconduct or by agreement with their employers may not acquire the right to unemployment benefit.

b) The duration of unemployment benefit

An unemployed person is entitled to unemployment benefit for a period ranging from 76 to 390 days, depending on the total time spent at work.

Persons exempted from this rule include:

- an unemployed man who has spent 35 years at work and an unemployed woman who has spent 30 years at work. These persons are entitled to unemployment benefit until they find another job or until any of the reasons occurs for termination of the entitlement provided for by the Act.
- a woman who, at the time when her employment is terminated, has a child under one year of age is entitled to unemployment benefit until the child's first birthday.

c) The level of unemployment benefit

The level of unemployment benefit is determined on the basis of the average salary (reduced by the contributions levied for full working time) earned by the unemployed person in the last three months immediately preceding the cessation of his or her employment. But if the average salary cannot be established, the unemployment benefit is determined on the basis of the amount of the average unemployment benefit paid by the Employment Service in the previous month.

The minimum benefit may not be lower than 20 per cent of the amount of the average salary paid in the economy in the Republic Croatia according to the most recent officially published data, whilst the maximum benefit is established by a decision of the Government of the Republic of Croatia on the proposal of the minister responsible for labour affairs, subject to obtaining the prior opinion of the Economic and Social Council and the minister responsible for finance.

Pursuant to Article 35 of the Act on Employment Mediation and Entitlements during Unemployment, the Government of the Republic of Croatia, at its session of 27 September 2007, rendered the Decision on the maximum amount of unemployment benefit, specifying that the maximum amount of unemployment benefit is HRK 1,200.00 per month.

d) One-time supplement

An unemployed person whose employment was terminated as a result of dismissal from work for business or personal reasons is, in addition to the determined amount of unemployment benefit, also entitled to a one-time supplement amounting to two, four or six maximum monthly benefits if he or she was employed with the last employer for 20 or more years, 25 or more years and 30 or more years, respectively.

e) Extension of the right to an unemployment benefit

After the expiration of the period of receiving an unemployment benefit, the entitlement to unemployment benefit may be extended if the following circumstances have occurred during the time of receipt of this benefit:

- to a woman during pregnancy and after childbirth, up to the child's first birthday, or for two months after the birth of a stillborn child or after the death of a child under one year of age; the duration of this right is prolonged under the same conditions in the event of subsequent

- pregnancies,
- during temporary inability to work, for no longer than 3 months.

2. Pension insurance

The law provides that the right to pension insurance is granted to the following categories of persons:

- an unemployed person who has been granted the right to unemployment benefit and meets the age requirement for old-age pension, up until he or she fulfils the first qualifying-period requirement for old-age pension, but for a period not longer than 5 years,
- an unemployed woman who, at the time when her employment or service is terminated, is caring for a child under one year of age, until the child's first birthday.

3. Other rights during unemployment

The law provides that unemployed persons have the right to financial assistance and reimbursement of costs they incur during their education, and to one-time financial assistance and reimbursement of travel and resettlement costs.

a) Financial assistance and reimbursement of costs incurred during education

An unemployed person whom the Employment Service has referred for education is entitled to financial assistance during this education in the amount of the minimum unemployment benefit payable by the Employment Service.

b) Reimbursement of travel and resettlement costs

If the Employment Service is unable to find employment for an unemployed person in his or her place of residence, and if this person finds employment in another place by himself or herself or through the mediation of the Employment Service, he or she has the right to one-time financial assistance and to coverage of travel and resettlement costs for himself or herself and for his or her spouse and children, from the place of residence to the place of employment.

The following table shows the average number of recipients of unemployment benefit and the funds paid in the period from 1 January 2005 to 31 December 2006.

UNEMPLOYMENT BENEFIT – NUMBER OF RECIPIENTS AND THE FUNDS PAID			
Year	Average no. of recipients of unemployment benefit	Funds paid for unemployment benefits - in HRK	
2005	72,801	887,824,586	
2006	66,407	815,747,224	

HRK 887.8 million were spent in 2005 for unemployment benefit payments, which amounted to 0.38 per cent of the gross domestic product, whereas in 2006 HRK 815.7 million were spent, which amounted to 0.33 per cent of the GDP.

B. Please indicate the trends in employment³ covering all sectors of the economy. In connection with this, indicate as far as possible, the activity rate⁴, the employment rate⁵ and the breakdown of employment by region, by sex, by age, by employment status (employed, self-employed), by type of employment (full time and part time, permanent and fixed term, temporary), and by sector of activity.

Please give the trend of the figures and percentages of unemployed in your country, including the proportion of unemployed to the total labour force.

Please give a breakdown of the unemployed by region, category, sex, age and by length of unemployment.

Active population by age and sex, 2005-2006

in '000

	Active population				Employed				Unemployed			
	2005/I	2005/II	2006/I	2006/II	2005/I	2005/II	2006/I	2006/II	2005/I	2005/II	2006/I	2006/II
Total												
Total	1,802	1,802	1,755	1,815	1,566	1,580	1,548	1,624	236	222	206	191
15-24	202	209	178	202	135	142	127	143	67	67	51	59
25-49	1,121	1,109	1,085	1,118	992	988	966	1,017	130	120	119	101
50-64	410	428	434	432	372	393	399	400	38	35	36	32
65+	68	56	57	64	67	56	57	64	.	.	.	.
15-64	1,734	1,746	1,697	1,752	1,499	1,524	1,491	1,560	235	222	206	191
Males												
Total	975	988	954	971	854	880	855	881	121	108	98	90
15-24	119	120	104	114	83	84	77	82	36	36	27	32
25-49	582	581	564	582	521	531	514	539	61	50	50	43
50-64	238	257	257	244	216	236	236	229	22	21	21	15
65+	35	29	28	31	35	29	28	31	.	.	.	.
15-64	940	959	926	940	820	851	827	850	120	108	98	90
Females												
Total	827	814	801	844	712	700	693	743	115	114	108	101
15-24	83	89	74	88	52	58	50	62	30	31	24	27
25-49	539	527	521	535	471	457	452	478	68	70	69	58
50-64	172	171	177	188	156	158	163	171	16	13	15	17
65+	33	27	29	33	32	27	29	33	.	.	.	.
15-64	794	787	772	811	679	673	664	710	115	114	108	101

Source: Central Bureau of Statistics, LFS

³ Reference is made to the definition of employment adopted by the Thirteenth International Conference of Labour Statisticians (Geneva, 1982) or any further versions.

⁴ The activity rate represents the total labour force as a percentage of the population aged 15 years and over and living in private households. The labour force is defined as the sum of persons in employment plus the unemployed.

⁵ The employment rate represents persons in employment as a percentage of the population aged 15-64 years and living in private households.

Activity of the population by age and sex, 2005-2006

	Activity rates				Employment/population ratios (Employment rates)				Unemployment rates			
	2005/I	2005/II	2006/I	2006/II	2005/I	2005/II	2006/I	2006/II	2005/I	2005/II	2006/I	2006/II
Total												
Total	49.9	49.2	48.3	49.8	43.3	43.2	42.6	44.5	13.1	12.3	11.8	10.5
15-24	37.2	38.2	32.8	38.0	24.9	26.0	23.4	27.0	33.1	32.0	28.7	29.0
25-49	84.0	83.2	81.8	83.7	74.3	74.2	72.8	76.1	11.6	10.9	11.0	9.0
50-64	47.4	48.2	49.3	48.5	43.0	44.3	45.3	45.0	9.4	8.1	8.2	7.3
65+	7.8	6.3	6.5	7.2	7.7	6.3	6.5	7.2	.	.	.	.
15-64	63.2	63.1	61.7	63.5	54.6	55.0	54.2	56.6	13.5	12.7	12.1	10.9
Males												
Total	57.3	57.2	55.7	56.5	50.2	51.0	49.9	51.2	12.4	11.0	10.3	9.3
15-24	41.5	42.3	36.7	41.1	28.8	29.6	27.1	29.5	30.6	30.2	25.9	28.2
25-49	87.2	87.3	85.9	87.2	78.0	79.7	78.2	80.7	10.6	8.7	8.9	7.5
50-64	59.4	61.0	61.2	58.2	53.9	56.0	56.2	54.7	9.3	8.3	8.2	6.1
65+	10.1	8.3	8.0	8.7	10.0	8.2	8.0	8.7	.	.	.	.
15-64	69.3	69.9	68.0	68.9	60.4	62.0	60.8	62.3	12.8	11.3	10.6	9.6
Females												
Total	43.3	42.1	41.8	43.8	37.3	36.2	36.1	38.6	13.9	14.0	13.5	11.9
15-24	32.4	33.8	28.7	34.5	20.5	22.2	19.4	24.2	36.8	34.4	32.5	30.0
25-49	80.8	79.1	77.7	80.2	70.6	68.6	67.4	71.6	12.6	13.3	13.3	10.7
50-64	37.1	36.6	38.5	39.9	33.6	33.7	35.3	36.3	9.4	7.8	8.2	8.9
65+	6.3	5.0	5.5	6.2	6.2	5.0	5.5	6.2	.	.	.	.
15-64	57.2	56.4	55.6	58.2	49.0	48.2	47.8	51.0	14.4	14.5	14.0	12.4

Source: Central Bureau of Statistics, LFS

Persons in employment by sector of ownership,
status in employment an sex, 2005-2006

%	in '000											
	Total				Males				Females			
	2005/I	2005/II	2006/I	2006/II	2005/I	2005/II	2006/I	2006/II	2005/I	2005/II	2006/I	2006/II
Total												
Persons in employment	1,566	1,580	1,548	1,624	854	880	855	881	712	700	693	743
Persons in paid employment	1,169	1,194	1,191	1,253	633	661	645	667	536	533	545	586
Self-employed persons	356	352	321	337	211	210	202	203	145	142	120	134
Unpaid family workers	41	34	37	34	10	9	8	11	31	25	28	24
Private sector												
Persons in employment	1,076	1,072	1,061	1,117	602	610	608	633	474	462	453	484
Persons in paid employment	679	686	703	745	381	391	398	419	298	294	305	326
Self-employed persons	356	352	321	337	211	210	202	203	145	142	120	134
Unpaid family workers	41	34	37	34	10	9	8	11	31	25	28	24
Sector of state ownership and sector in transition												
Persons in paid employment	490	508	488	508	252	270	247	248	238	238	240	260
Sector of state ownership	476	497	476	496	243	262	240	240	233	235	236	256
Sector in transition	14	11	11	12	8	8	7	8	6	3	4	4

Source: Central Bureau of Statistics, LFS

Employment structure by the areas of the NCEA in %, 2005-2006

Area of the NCEA	2005/I	2005/II	2006/I	2006/II
Agriculture, hunting and forestry	17.0	17.0	14.5	13.6
Fishing	0.3	0.3	0.3	0.2
Mining and quarrying	0.6	0.6	0.6	0.4
Manufacturing	17.7	18.3	19.4	18.7
Electricity, gas and water supply	1.8	1.9	1.4	1.5
Construction	8.3	8.0	8.9	7.9
Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	14.3	13.6	14.6	14.9
Hotels and restaurants	5.4	5.2	5.4	5.9
Transport, storage and communication	6.2	6.9	6.6	6.6
Financial intermediation	1.8	1.8	2.6	2.3
Real estate, renting and business activities	4.9	4.7	4.9	5.3
Public administration and defence: compulsory social security	6.8	6.0	6.2	6.3
Education	5.1	6.0	5.3	6.3
Health and social work	5.4	5.4	5.3	5.4
Other community, social and personal service activities	3.9	4.1	3.9	4.3
Private households with employed	0.4	0.2	0.1	0.4
Extra-territorial organisations	.	.	.	.
Total	100	100	100	100

Source: Central Bureau of Statistics, LFS

Unemployed persons by duration of job search, 2005-2006

%	Total, '000				Total, %			
	2005/I	2005/II	2006/I	2006/II	2005/I	2005/II	2006/I	2006/II
Total	236	222	206	191	100	100	100	100
Unemployed persons who found job ¹⁾	5	4	5	2	2.3	1.6	2.5	0.9
Less than 1 month	8	10	7	12	3.5	4.4	3.6	6.1
1-3 months	25	41	26	27	10.5	18.6	12.6	14.4
4-6 months	30	17	25	18	12.9	7.6	12.2	9.2
7-12 months	38	29	35	28	16.1	13.1	16.8	14.4
13-24 months	36	34	21	25	15.1	15.4	10.0	13.2
25 months and over	94	87	87	80	39.7	39.2	42.3	41.8

Source: Central Bureau of statistics. LFS

¹⁾ According to the international methodology, persons who, at the time of the Survey, have found a job to start later are also considered unemployed.

Other statistical data are given below, on p. 83 of the Report (Source: Central Bureau of Statistics).

Labour market indicators in Croatia on the basis of the data of the Labour Force Survey

Active population

According to the most recently published data from the Labour Force Survey, in the second half of 2006 Croatia had 1,815,000 economically active inhabitants. Of this number, 971,000 were men and 844,000 were women. In the second half of 2006, the rate of economic activity in Croatia was 49.8 per cent and, specifically 56.5 per cent for men and 43.8 per cent for women.

In comparison with the same period of 2005, the activity rate increased by 0.6 percentage points, which was the result of the increase in the activity rate for women from 42.1 to 43.8 per cent, whilst at the same time the activity rate for men fell from 57.2 to 56.5 per cent.

Employment

According to data of the Labour Force Survey, in the second half of 2006 the Republic of Croatia had 1,624,000 persons in employment. Of this number, 881,000 were men and 743,000 were women.

The employment rate of the population in the 15-64 age group was 56.6 per cent, whereby the employment rate for men (62.3 per cent) was far higher than the employment rate for women (51.0 per cent). Therefore, similarly to the rate of economic activity, the rate of employment among women is 11.3 percentage points lower than the same rate for men.

However, comparisons with the same period of 2005 have revealed an increase in the total employment rate (by 1.6 percentage points), where the employment rate for women (2.8 per cent) has risen much more than that for men (0.3 per cent).

Basic indicators of the activity of the population according to the LFS, 2005-2006									
Year	Activity rate			Employment/population ratio (Employment rate)			Unemployment rate		
	Total	Males	Females	Total	Males	Females	Total	Males	Females
2005/I	49.9	57.3	43.3	54.6	60.4	49.0	13.1	12.4	13.9
2005/II	49.2	57.2	42.1	55.0	62.0	48.2	12.3	11.0	14.0
2006/I	48.3	55.7	41.8	54.2	60.8	47.8	11.8	10.3	13.5
2006/II	49.8	56.5	43.8	56.6	62.3	51.0	10.5	9.3	11.9

The structure of employment by status in employment – As regards status in employment, the structure of the employed population has not changed significantly. The majority of the employed persons in Croatia are persons in paid employment, i.e. workers employed with employers, which is evident from the following table.

Employment according to employment status and sex, 2005-2006.								
Year	Persons in employment		Persons in paid employment		Self-employed Persons		Unpaid Family Workers	
	Number	Share	Number	Share	Number	Share	Number	Share
Total								
2005/I	1,566,000	100	1,169,000	74.6	356,000	22.7	41,000	2.6
2005/II	1,580,000	100	1,194,000	75.6	352,000	22.3	34,000	2.2
2006/I	1,548,000	100	1,191,000	76.9	321,000	20.7	37,000	2.4
2006/II	1,624,000	100	1,253,000	77.2	337,000	20.8	34,000	2.1
Males								
2005/I	854,000	100	633,000	74.1	211,000	24.7	10,000	1.2
2005/II	880,000	100	661,000	75.1	210,000	23.9	9,000	1.0
2006/I	855,000	100	645,000	75.4	202,000	23.6	8,000	0.9
2006/II	881,000	100	667,000	75.7	203,000	23.0	11,000	1.2
Females								
2005/I	712,000	100	536,000	75.3	145,000	20.4	31,000	4.4
2005/II	700,000	100	533,000	76.1	142,000	20.3	25,000	3.6
2006/I	693,000	100	545,000	78.6	120,000	17.3	28,000	4.0
2006/II	743,000	100	586,000	78.9	134,000	18.0	24,000	3.2

Thus, out of the 1,624,000 employed persons that Croatia had in the second half of the year 2006, 1,253,000 or 77.2 per cent were persons in paid employment, 337,000 or 20.8 per cent were self-employed persons and 34,000 or 2.1 per cent were unpaid family workers. The share of persons in paid employment was gradually increasing in the reporting period, whilst the share of self-employed persons and unpaid family workers was declining subject to semi-annual slight oscillations.

The structure of employment by length of employment – According to the data of the Eurostat, in 2006 a total of 12.9 per cent of the total number of persons in paid employment worked under fixed-term contracts, where the share of women (13.1 per cent) surpassed that of men (12.6 per cent).

At the same time, the proportion of persons in paid employment working part time was 9.4 per cent, and here again women had a greater share (11.7 per cent) than men (7.5 per cent). A comparison with the previous year shows an increase in the number of persons in paid employment working part time (from 7.7 per cent to 9.4 per cent).

Employees working under fixed-term contracts and those working part time, by sex (share in total employment - %), 2005-2006						
Year	Employees working under fixed-term contracts (% of total employment)			The share of persons working part time in total employment (%)		
	Total	Males	Females	Total	Males	Females
2005	12.8	12.7	13.0	7.7	5.4	10.4
2006	12.9	13.1	12.6	9.4	7.5	11.7

The structure of employment by sectors of activity – In the second half of the year 2006, 57.7 per cent of employed persons were working in service activities, 28.5 per cent in non-agricultural activities, and 13.8 in agricultural activities. Specifically, the greatest share of persons was employed in manufacturing (18.7 per cent), then in trade (14.9 per cent), and agriculture, hunting and forestry (13.6 per cent). In comparison with the same period of 2005, there was a 3.8 per cent increase in the share of persons employed in service activities, and a decline in the share of those working in agricultural (by 3.5 per cent) and non-agricultural (by 0.3 per cent) activities.

Employment structure by the areas of the NCEA – LFS (%)				
Area of the NCEA	2005/I	2005/II	2006/I	2006/II
Agriculture, hunting and forestry	17.0	17.0	14.5	13.6
Fishing	0.3	0.3	0.3	0.2
Mining and quarrying	0.6	0.6	0.6	0.4
Manufacturing	17.7	18.3	19.4	18.7
Electricity, gas and water supply	1.8	1.9	1.4	1.5
Construction	8.3	8.0	8.9	7.9
Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	14.3	13.6	14.6	14.9
Hotels and restaurants	5.4	5.2	5.4	5.9
Transport, storage and communication	6.2	6.9	6.6	6.6
Financial intermediation	1.8	1.8	2.6	2.3
Real estate, renting and business activities	4.9	4.7	4.9	5.3
Public administration and defence: compulsory social security	6.8	6.0	6.2	6.3
Education	5.1	6.0	5.3	6.3
Health and social work	5.4	5.4	5.3	5.4
Other community, social and personal service activities	3.9	4.1	3.9	4.3
Private households with employed persons	0.4	0.2	0.1	0.4
Extra-territorial organisations	.	.	.	.
Total	100	100	100	100

Unemployment

According to the data of the Labour Force Survey, there were a total of 191,000 unemployed persons in Croatia in the second half of 2006, which was 14.0 per cent less than in the second half of 2005.

The gender structure of the total unemployment shows the following shares: 47.1 per cent were men and 52.9 per cent were women.

The age structure of unemployed persons shows that as much as 52.6 per cent of them belong to the

most active group (25-49 years), 30.7 per cent are young persons from 15 to 24 years of age, and the remaining 16.7 per cent are persons older than 50.

The ILO survey unemployment rate in the second half of 2006 was 10.5 per cent, which was 1.8 percentage points less than in the second half of 2005. Female unemployment rate was 11.9 per cent, and male unemployment rate was 9.3 per cent.

Unemployed persons and unemployment rate according to LFS,						
Year	Unemployed persons, in			Unemployment rate, %		
	Total	Males	Females	Total	Males	Females
2005/I	236	121	115	13,1	12,4	13,9
2005/II	222	108	114	12,3	11,0	14,0
2006/I	206	98	108	11,8	10,3	13,5
2006/II	191	90	101	10,5	9,3	11,9

Unemployment by duration of job search – In the second half of 2006 more than one half of the total number of unemployed persons (55.0 per cent) were those belonging to the group of the long-term unemployed, that is, persons who have been searching for work for more than 12 months, and 41.8 per cent of them have been searching for work for more than 2 years (compared to 39.2 per cent in the second half of 2005). The smallest group of unemployed people includes those searching for work less than one month (12,000 or 6.1 per cent).

Unemployment by duration of job search according to LFS, 2005-2006								
%	Total, '000				Total, %			
	2005/I	2005/II	2006/I	2006/II	2005/I	2005/II	2006/I	2006/II
Total	236	222	206	191	100	100	100	100
Unemployed persons who found a job ¹⁾	5	4	5	2	2,3	1,6	2,5	0,9
Less than 1 month	8	10	7	12	3,5	4,4	3,6	6,1
1-3 months	25	41	26	27	10,5	18,6	12,6	14,4
4-6 months	30	17	25	18	12,9	7,6	12,2	9,2
7-12 months	38	29	35	28	16,1	13,1	16,8	14,4
13-24 months	36	34	21	25	15,1	15,4	10,0	13,2
25 months and over	94	87	87	80	39,7	39,2	42,3	41,8

¹⁾ According to the international methodology, persons who, at the time of the Survey, have found a job to start later are also considered unemployed.

Like other European countries, Croatia publishes unemployment data on the basis of two sources, that is, they rely on two methods of measurement. Each of these methods is based on precisely established

procedures and definitions. The first method of measuring unemployment is on the basis of the Labour Force Survey (LFS), conducted by the Croatian Bureau of Statistics (CBS) since 1996 on a sample basis at the household level, following the recommendations, methods and definitions of the International Labour Organisation. In 1996 and 1997, the Survey was conducted once a year, whereas from 1998 to 2006 it was conducted continually on a half-year basis, i.e. the data is published twice a year – for the first and the second half-year. Since 2007 the Labour Force Survey data have been processed and published on a quarterly basis.

The second measurement method is based on administrative sources, that is to say, the records kept by the Croatian Employment Service in accordance with the national legislation in force.

According to the data of the Croatian Employment Service, in 2006 the average monthly number of unemployed persons in Croatia was 291,616, which was a 5.5 per cent decrease in comparison with 2005.

The structure of registered unemployment by sex – In 2006, the average monthly number of unemployed women registered with the Croatian Employment Service was 175,097 or 3.2 per cent less than in 2005. It should be emphasised that the pace of decline in female unemployment during 2006 was slower than that related to total unemployment, that is to say, the percentage decline in male unemployment (8.9 per cent) was greater than the percentage decline in female unemployment (3.2 per cent). For this reason, the proportion of men in the total unemployment fell, whilst the proportion of women rose from 58.6 to 60.0 per cent.

The average number of unemployed persons by sex, 2005-2006				
	2005		2006	
	Number	%	Number	%
Males	127,942	41.4	116,519	40.0
Females	180,796	58.6	175,097	60.0
TOTAL	308,738	100.0	291,616	100.0

The age structure of registered unemployment – In 2006, in the registered unemployment there were 24.5 per cent persons aged 50 or more, whereas young persons under 24 years accounted for 19.4 per cent of the total population of unemployed persons. It should be pointed out that the number and share of the youngest age group of unemployed persons in the total unemployment has significantly decreased over the last few years, whereas the number and share of the oldest age group has been on the increase. Thus, the share of the 50+ age group rose from 22.0 per cent in 2005 to 24.5 per cent in 2006, and reached almost one quarter of the total population of unemployed persons.

The average number of unemployed persons by age, 2005-2006				
Age	2005		2006	
	Number	%	Number	%
From 15 to 19	17,220	5.6	16,023	5.5
From 20 to 24	45,140	14.6	40,558	13.9
From 25 to 29	39,309	12.7	36,649	12.6
From 30 to 34	32,988	10.7	30,297	10.4
From 35 to 39	33,719	10.9	29,753	10.2
From 40 to 44	33,983	11.0	31,457	10.8
From 45 to 49	38,489	12.5	35,326	12.1
50 and more	67,890	22.0	71,553	24.5
TOTAL	308,738	100	291,616	100

The structure of registered unemployment by length of unemployment – In late 2006, there were 43.5 per cent of persons who had been waiting for a job less than 1 year amongst the registered unemployed people (i.e. the short-term unemployed), whilst 56.5 per cent of unemployed persons had been waiting for a job more than 1 year, and as much as 33.5 per cent waited more than 3 years. In comparison with the year 2005, the share of persons with a short duration of unemployment increased, and the share of the long term unemployed declined (by 1.5 percentage points). The share of the long term unemployed in the total unemployment is somewhat greater in women (58.2 per cent) than in men (53.8 per cent).

The length of unemployment varies depending on the level of education. It turned out to be in correlation with the level of education. Those who are most frequently affected by short-term unemployment (under one year) include people with university qualifications, whereas workers with the lowest qualifications (with no education or with unfinished elementary school education) wait longest for a job.

Unemployment by length of unemployment (31 December 2005 and 2006)				
Length of unemployment	2005		2006	
	Number	%	Number	%
Less than 3 months	56,680	18.4	57,535	19.6
From 3 to 6 months	35,500	11.5	38,791	13.2
From 6 to 9 months	18,252	5.9	15,446	5.3
From 9 to 12 months	19,005	6.2	15,729	5.4
From 1 to 2 years	49,554	16.1	40,486	13.8
From 2 to 3 years	29,771	9.7	27,066	9.2
More than 3 years	99,089	32.2	98,100	33.5
TOTAL	307,851	100.0	293,153	100.0

The structure of registered unemployment by counties – The highest registered unemployment, in absolute and relative terms, was recorded in the Split-Dalmatia County, the City of Zagreb and the Osijek-Baranja County. Thus, in late 2006 the Split-Dalmatia County had 38,836 unemployed persons

or 13.2 per cent of the total number of the whole Croatia, the City of Zagreb had 35,761 or 12.2 per cent, and the Osijek-Baranja County had 29,767 or 10.2 per cent.

Unemployment by counties (31 December 2005 and 2006)						
County	2005			2006		
	Number	%	Employment rate	Number	%	Employment rate
Zagreb	13,432	4.4	16.7	12,870	4.4	15.6
Krapina-Zagorje	6,058	2.0	14.7	5,480	1.9	13.4
Sisak-Moslavina	18,290	5.9	29.9	17,050	5.8	28.2
Karlovac	13,546	4.4	27.6	12,851	4.4	26.7
Varaždin	10,099	3.3	14.2	8,800	3.0	12.4
Koprivnica-Križevci	7,870	2.6	16.8	7,417	2.5	15.9
Bjelovar-Bilogora	12,302	4.0	25.6	11,886	4.1	24.8
Primorje-Gorski Kotar	17,832	5.8	13.4	16,899	5.8	12.6
Lika-Senj	3,730	1.2	22.4	3,832	1.3	22.9
Virovitica-Podravina	9,771	3.2	29.6	9,421	3.2	28.9
Požega-Slavonia	5,470	1.8	20.9	5,477	1.9	21.0
Brod-Posavina	15,788	5.1	29.5	15,311	5.2	28.5
Zadar	11,361	3.7	20.9	11,898	4.1	21.2
Osijek-Baranja	31,288	10.2	26.1	29,767	10.2	24.6
Šibenik-Knin	9,850	3.2	26.5	9,122	3.1	24.7
Vukovar-Srijem	19,260	6.3	32.1	18,280	6.2	30.3
Split-Dalmatia	39,653	12.9	22.3	38,836	13.2	21.6
Istra	7,076	2.3	8.0	7,232	2.5	8.0
Dubrovnik-Neretva	8,314	2.7	18.3	8,400	2.9	18.1
Međimurje	7,020	2.3	15.5	6,563	2.2	14.3
The City of Zagreb	39,841	12.9	7.8	35,761	12.2	6.8
TOTAL	307,851	100.0	17.1	293,153	100.0	16.1

There are major differences in the unemployment rate on a regional, i.e. county, basis. In December 2006, the average unemployment rate on the national level was 16.1 per cent, and in eight counties it was below the average national rate and in thirteen counties it was above the average national rate. The lowest unemployment rate was recorded in the City of Zagreb (6.8 per cent) and in Istra County (8.0 per cent), whereas the highest rate was in the territory of the Vukovar-Srijem County (30.3 per cent). In comparison with 2005, the unemployment rate fell in all counties with the biggest decrease being recorded in the Varaždin County (by 1.9 percentage points) and in the Sisak-Moslavina County, the Šibenik Knin County and the Vukovar County (by 1.8 percentage points).

C. Please indicate the trend in the number and the nature of vacant jobs in your country.

In 2006, the total number of vacant jobs reported to the Croatian Employment Service significantly rose (by 19,948 or 18.0 per cent), namely, employers reported a total of 130,517 vacant jobs to the Employment Service.

Vacant jobs reported, 2005-2006	
Year	Number
2005	110,569
2006	130,517

Speaking of the National Classification of Economic Activities (NCEA), the greatest number of vacancies was reported by employers in the manufacturing industry (22.2 per cent), wholesale and retail trade (18.2 per cent), hotels and restaurants (14.1 per cent), construction industry (11.6 per cent), and real estate business (10.2 per cent).

The regional distribution of vacancies shows that the most vacancies were reported in the City of Zagreb (17.1 per cent), and the least in the Lika-Senj County (0.9 per cent). In comparison with the previous year, the number of vacancies reported rose in eighteen counties and fell in three: the Požega-Slavonia County (680 persons less), the Lika-Senj County (341 persons less) and the Osijek-Baranja County (214 persons less). The greatest increase was recorded in the City of Zagreb (5,372 persons more), the Primorje-Gorski Kotar County (3,558 persons more), Vukovar-Srijem County (1,655 persons more) and the Zagreb County (1,538 persons more).

Occupations most sought by employers in 2006 were simple occupations, such as cleaners, couriers, transport workers, workers with no qualifications and similar (24.3 per cent of the total number of vacancies reported), which was 29.7 per cent more than in 2005. Also, there was a demand for workers in the services and trade industry (23.7 per cent), and for workers in crafts and individual production (19.6 per cent), where the increase from 2005 was 25.5 per cent and 26.2 per cent, respectively.

Article 1, paragraph 2

[The Appendix to the Charter stipulates that this provision shall not be interpreted as prohibiting or authorising any union security clause or practice.]

Elimination of all forms of discrimination in employment

A. Please give information concerning legislative or other measures taken to ensure the elimination of all discrimination in employment which might be based on sex, social or national origin, political opinion, religion, race, colour or age and to promote effectively equal opportunities in seeking employment and in taking up an occupation⁶.

Please give information in this respect on existing sanctions and remedies in cases of discrimination in employment.

Service replacing military service (alternative service)

⁶ The term "discrimination" in this Form is to be understood in terms of ILO Convention No. 111 (Discrimination, Employment, Occupations), Article 1.

The Civilian Service Act (Official Gazette, no. 25/03) lays down the rights and duties for persons who carry out their civic duty of military service through civilian service, because, due to their religious or moral views (conscientious objection), they are not prepared to take part in military service within the Armed Forces of the Republic of Croatia.

A person obliged to carry out civilian service is any male who is capable of military service, who is registered in the military register of the competent office of defence (recruit, regular or reserve), and whose application to serve civilian service has been approved by the Commission for Civilian Service.

Civilian service in the Republic of Croatia lasts eight months and each eight-hour working day counts as one day of civilian service.

A limitation to the performance of civilian service is when a person obliged to do military service possesses weapons.

When registering a person obliged to do military service, the competent office of defence must provide him with full, written information about his constitutional and statutory right to file a request for civilian service on the grounds of conscientious objection.

In selecting the legal person or body where civilian service is to be carried out, account is taken that this legal person or body is able to provide the person carrying out civilian service with an opportunity to perform the work in accordance with the provisions of the Civilian Service Act laying down that the existing jobs should not be jeopardised and that this arrangement should not impede unemployed people's access to available jobs.

A person allowed to carry out civilian service will, as a rule, carry out this service in the place where he resides, and if this is not possible, in the place closest to his residence.

Civilian service is carried out in the service of legal persons engaged in scientific, educational, culture, sporting, social, health, sanitary or humanitarian activities in the Republic of Croatia, which were not established for profit-making purposes.

Subject to certain conditions, civilian service may also be served with associations which have been promoting and safeguarding human rights, safeguarding health and advancing the quality of life, taking care of people with disabilities, taking care of children, promoting protection of the environment and sustainable development, associations which are involved in social welfare, promoting youth activities, promoting democracy and the development of civil society and culture.

When recruits are sent to carry out civilian service, priority is given to social welfare institutions taking care of persons with disabilities, educational and pre-school institutions who have integrated children with disabilities into their programmes, hospitals, and associations performing social and humanitarian activities and, in particular, those engaged in work with persons with disabilities, taking actions for the benefit of persons with disabilities, those dealing with problems of addicts, those dealing with problems of children and young people, taking care of old and infirm persons, mine victims, charities of religious communities active in the field of social welfare, humanitarian organisations operating under the Humanitarian Assistance Act engaged in collecting and distributing humanitarian assistance, that is, material and financial resources, such as religious communities and other domestic and foreign not-for-profit legal persons registered in the relevant register of the Republic of Croatia.

So, it is clear why the legislator placed the civilian service within the competence of the ministry

which is, through its institutions, most closely engaged in solving the problems of these groups of Croatian citizens.

Given the priority mentioned earlier, all requests for referral of recruits to social welfare institutions, associations, hospitals, schools and kindergartens taking care of people with disabilities have been granted.

Gender equality

In October 2006, the Croatian Parliament adopted the National Policy for the Promotion of Gender Equality 2006-2010, as the basic strategic document of the Republic of Croatia, whose aim is to eliminate discrimination of women and establish genuine gender equality, through the implementation of the equal opportunities policy. The National Policy contains special measures improving the position of women in the political, social, economic, cultural and public life, and the systematic approach employed to develop special measures was aimed at the improvement of an integral system of the protection and promotion of gender equality and gender mainstreaming.

It should be emphasised that the legal basis for the adoption of the National Policy was introduced into Croatian legislation with the coming into force of the Gender Equality Act. Pursuant to the provisions of this Act, gender equality means that men and women are equally present in all fields of public and private life, that they have the same status, equal opportunities to realise all rights, and equal benefit of the results realised.

The general objectives of the National Policy include, amongst other things, the creation of equal opportunities on the labour market and further strengthening of the institutional mechanisms and implementation methods of equal opportunities policies. The strategic approach is also founded on the commitments taken on with the signing of international agreements, and tasks in the process of accession to the European Union. The National Policy for the Promotion of Gender Equality lays down special measures to reduce unemployment and remove all forms of discrimination against women on the labour market, encourage women's entrepreneurship, provide for genuine equal opportunities for women and men on the labour market through the effective implementation of the labour legislation and by encouraging women to use the existing complaint mechanisms in the event of discrimination on the labour market, to strengthen and promote measures enabling harmonisation of family and professional responsibilities, including those raising awareness of equal sharing of household work and family responsibilities between men and women. The National Policy also provides for the introduction of measures aimed at the strengthening and networking of institutional mechanisms for the implementation of the policies of gender equality on a local and national level, including by providing adequate conditions of work, staff and financial resources.

The Government of the Republic of Croatia adopted a conclusion laying down the obligation to review and harmonise special regulations governing the area of responsibility of the Gender Equality Ombudsperson and her Office, and of ombudspersons responsible for other areas or for certain especially vulnerable groups, some of whom have already been established (e.g. Children's Ombudsperson), whilst for others, such as the ombudsperson for people with disabilities, legislative initiatives have been launched. In line with the arrangements that will be introduced by the new law, the regulations governing the scope of work of the Gender Equality Ombudsperson will also be harmonised, with a view to ensuring that her Office performs all the functions of an independent gender equality body laid down by the Directive 2002/73/EC. In this context, we believe that her Office will also have to be equipped with more than one staff member, for which funds will be provided in the State Budget.

In line with the National Population Policy that has been adopted, the Ministry of the Family, Veterans' Affairs and Intergenerational Solidarity will co-ordinate the preparation of a special law on family and parental leaves and benefits, which is supposed to partly rely on the amendments to the labour legislation.

To ensure the implementation of the Gender Equality Act, provision has been made for the establishment of two national mechanisms, the appointment of co-ordinators in state administration bodies and judicial protection.

The Office for Gender Equality was established on 3 February 2004, on the basis of a **Regulation by the Government of the Republic of Croatia** (OG 18/04), as a professional service of the Government of the Republic of Croatia responsible for the performance of professional and administrative tasks relating to the realisation of gender equality in the Republic of Croatia. It started its operations in March 2004.

The scope of work of the Office is defined by the **Government Regulation and Article 18, paragraph 2 of the Gender Equality Act (OG 116/03)**.

The Office creates an integral system for the protection and promotion of gender equality in the Republic of Croatia and monitors its effectiveness. It develops a national policy for the promotion of gender equality and monitors its implementation, examines the situation in terms of particular aspects of gender equality in the Republic of Croatia and the compliance of the Croatian legislation with the provisions of the Constitution of the Republic of Croatia, the Gender Equality Act and international instruments in the area of gender equality.

The Office co-ordinates all the activities aimed at achieving gender equality, proposes to the Government of the Republic of Croatia and state bodies the adoption or amendment of laws and other regulations and the adoption of other measures, carries out research and analyses, co-operates with non-governmental organisations active in the area of gender equality, promotes knowledge and awareness of gender equality and performs other activities in accordance with the Gender Equality Act.

With a view to improving the national standards of the protection and promotion of gender equality, the Office co-operates with the international community and international regional organisations, keeps records of international instruments, and launches initiatives for the ratification of certain instruments. It monitors the fulfilment of international obligations of the Republic of Croatia in the area of gender equality, monitors reports by international organisations on the situation of gender equality in the Republic of Croatia.

The Office also performs other tasks in the area of gender equality, entrusted to it by the Government of the Republic of Croatia.

The work of the Office is managed by the Director of Office, who is appointed and dismissed by the Government of the Republic of Croatia, on the proposal by the Prime Minister.

The Director of the Office is responsible for his or her work and for the work of the Office to the Government of the Republic of Croatia.

The Director of the Office has a deputy, who is appointed and dismissed by the Government of the

Republic of Croatia, on the proposal of the Director of the Office. The deputy is responsible for his or her work to the Director and the Government of the Republic of Croatia.

The Gender Equality Ombudsperson is appointed and dismissed by the Croatian Parliament on the proposal of the Government of the Republic of Croatia. He or she has a deputy who is appointed and dismissed by the Croatian Parliament on the proposal of the Ombudsperson.

The Ombudsperson and his or her deputy are state functionaries of the Republic of Croatia. They are appointed for a term of eight years and may be reappointed. The Ombudsperson and his or her deputy must be of different genders and one of them must have a law degree. The persons appointed as the Ombudsperson and his or her deputy must be Croatian nationals with university degrees, whose personal endeavours in the field of protection of human rights are well-known to the public.

The Ombudsperson acts autonomously and independently, monitors the implementation of this Act and other regulations relating to gender equality, and at least once a year submits a report to the Croatian Parliament. The Ombudsperson handles the cases involving violations of the principle of gender equality, cases of discrimination against individuals or groups of individuals committed by government bodies, bodies of local and territorial (regional) self-government units or other bodies vested with public authority, by employees of these bodies and other legal and natural persons. Everyone is entitled to approach the Ombudsperson and report violations of the provisions of this Act, regardless of whether or not this person is directly harmed, unless the victim expressly objects to it.

While carrying out the tasks that fall under his or her scope of work, the Ombudsperson is authorised to issue warnings, proposals and recommendations. The Ombudsperson is authorised to request reports from state administration bodies, local and territorial (regional) self-government units and other bodies with public authority, and if the Ombudsperson's request is not met, he or she may require their supervisory authority to carry out inspection of their work. If, in the course of his or her work, the Ombudsperson learns that a violation of the provisions of the Gender Equality Act contains elements of a criminal offence, he or she will file a report to the competent public prosecution office.

The Ombudsperson also has the right to file a motion with the Constitutional Court to initiate proceedings for review of the constitutionality of laws, and the conformity of other regulations with the Constitution and the law, if he or she believes that the principle of gender equality has been violated. Where the Ombudsperson finds that the principle of gender equality has been violated due to the lack of conformity of a legal regulation with the Gender Equality Act, he or she will initiate proceedings to amend this regulation.

Also, judicial protection is provided for persons who believe that they have been victims of discrimination referred to in the Act. These persons are entitled to seek damages according to civil obligations rules relating to the liability for damage.

The Act also provides for a penalty of HRK 3,000.00 to be imposed on the responsible person in a legal entity vested with public authority or legal entity whose majority shareholder is the state or a local and regional (territorial) self-government unit which fails to submit its action plan to the Office, which is considered to be a misdemeanour.

In 2004, co-ordinators were appointed at ministries and other state administration bodies in counties, who work together with the Office for Gender Equality and are responsible for the implementation of the Act.

Of course, we should not forget to mention that a significant role in the implementation of gender equality policies and the empowerment of women is played by non-governmental organisations. With their activities, they raise public awareness and participate in finding solutions for particular problems.

Also, as regards gender disaggregated data mentioned in Question B, the Ministry of Justice has provided the following employment-related data showing the gender profile of judicial officials and civil servants working in judicial bodies (as of 15 September 2007):

- court presidents: 225 (men – 110, women – 115)
- public prosecutors: 69 (men – 33, women – 36)
- judges: 1,662 (men – 542, women – 1,120)
- deputy public prosecutors: 507 (men – 186, women – 321)
- civil servants: 7,924 (men – 1279, women – 6645)

Part-time work

The provisions of Article 39 of the Labour Act specify that an employment contract may also be concluded for part-time working hours. This Act does not impose any limitations as regards stipulating part-time work, which means that, when stipulating part-time work arrangements, the employer and the worker are only bound by their own needs and interests. The Act also does not contain any provisions on the minimum or maximum duration of part-time working hours, nor does it provide for any limitations as regards the number of employers with whom the worker may enter into an employment contract for part-time work, but the employment contract should by all means contain a clause specifying that it is concluded for part-time work.

An employment contract for part-time work is subject to the Labour Act's provisions on the duration of annual leave, and other provisions of this Act regulating annual leave (e.g. the period after which the worker acquires the right to an annual leave, the right to a proportion of annual leave, taking portions of annual leave, carrying over annual leave to the next calendar year, schedule for taking annual leave, etc.).

If a worker enters into a part-time employment contract with an employer, he or she has the right to salary in proportion to the time worked. As already mentioned, a part-time worker is entitled to the same number of days of annual leave as a full-time worker, but while taking an annual leave a part-time worker will receive lower salary compensation, as a rule, proportionate to the time he or she has actually spent doing part-time work. A similar situation will occur in relation to salary bonuses for night work, two-shift work, afternoon work, arduous working conditions, weekend work, work on holidays and non-working days, and salary compensation during sick leave, interruption of work, etc.

When it comes to the manner, grounds, the procedure for, and form of documents terminating an employment contract, the Labour Act does not make any distinction between part-time and full-time employment contracts.

The fact that a worker is employed under a part-time employment contract will also not affect the determination of the notice period, because such a worker has the right to the same number of days of notice period as if he or she were employed under a full-time employment contract.

The right to a severance pay of a part-time worker is also not disputable, except that the base for the calculation of the severance pay for such a worker will be lower, because it is linked to the average monthly salary earned by the worker in a specific period of time. So, since the salary of such a worker

is proportionate to the time worked, his or her severance pay will also be lower than that provided to a full-time worker performing the same job, on the condition that they have the same length of continuous employment with that employer.

Employment of foreigners in the Republic of Croatia

The Foreigners Act (OG 109/03), which has been applied since 1 January 2004, contains provisions which regulate the work and employment of foreigners in the Republic of Croatia. Before the Foreigners Act was applied, work and employment of foreigners was regulated by the Employment of Foreigners Act (OG 19/92, 33/92, 89/92, 26/93 and 52/94).

A foreigner in the Republic of Croatia may work on the basis of a work or business permit, insofar as the Foreigners Act does not prescribe otherwise (Article 88, paragraph 1 of the Foreigners Act). The types of work permits prescribed by the Foreigners Act are work permits for a set annual quota, and work permits issued outside the annual quota of work permits, whilst the same Act also prescribes twenty-three categories of foreigners for whom no permit is required for work in the Republic of Croatia.

The Government of the Republic of Croatia, at the proposal of the Ministry of the Economy, Labour and Entrepreneurship, in line with migration policy and with respect for the situation on the labour market, sets the annual quota of work permits. The annual quota of work permits for foreigners is set numerically, in terms of economic activities and occupations for which employment is permitted, and territorially. It is also adopted for new employment, extension of work permits already issued and for seasonal employment.

Article 87, paragraph 2 of the Foreigners Act prescribes eight categories of foreigners who are issued work permits outside the annual quota, for example:

- foreign workers as daily migrants who have signed an employment contract in the Republic of Croatia for an indefinite period, subject to reciprocity;
- foreigners who do key work in companies and branch offices of foreign companies;
- spouses and children of foreigners who have been granted permanent stay in the Republic of Croatia, etc.

The categories of foreigners for whom a work permit is not necessary for work in the Republic of Croatia are defined in Article 95 of the Foreigners Act. They are for example:

- the founders, proxies, members of the management and members of the supervisory board of companies, those who carry out jobs in the company, and the carrying out of the jobs does not have the character of employment and does not last longer than three months a year all told;
- representatives of religious communities while they are carrying out matters exclusively related to religious service;
- the spouses and children of Croatian nationals who have been granted stay in the Republic of Croatia;
- persons who enter the Republic of Croatia for the purpose of taking part in sporting and chess events;
- experts who take part in fairs and exhibitions at which their employer is exhibiting or showing, etc.

A business permit is issued to a foreigner who has a registered trade or an activity equivalent to a trade or a free lance profession, runs the affairs in his or her own registered trade or in a legal entity in which

he or she has a majority holding, or a foreigner who provides services on behalf of a foreign employer. A business permit is considered to be permission for temporary stay and work in the territory of the Republic of Croatia.

In the light of the above, the Foreigners Act does not prescribe limitations to employment of foreigners in the Republic of Croatia on the grounds of their nationality. Work permits issued under the Decision on the annual quota of work permits adopted by the Government of the Republic of Croatia, at the proposal of the Ministry of the Economy, Labour and Entrepreneurship, are issued for occupations in short supply in the Republic of Croatia, regardless of the nationality of the foreigner, but the possibility is also prescribed of issuing work permits to certain categories of foreigners outside the annual quota of work permits and work without work permits, also regardless of their nationality.

On 13 July 2007, the Croatian Parliament adopted a new Foreigners Act, which will be applied from 1 January 2008. The new Act partially amends provisions relating to work by foreigners.

The most important amendments to the regulation of work by foreigners in the new Act are:

- the annual quota of work permits adopted by the Government of the Republic of Croatia no longer includes territorial distribution of work permits, but it will define the economic activities and occupations where employment is permitted, and the number of work permits for each economic activity and occupation;
- the concept of work permits which are issued outside the quota and work without work permits is retained, but the categories of foreigners are changed to which they apply;
- a business permit is no longer also a permit for temporary stay, but it relates exclusively to permission to work, so that foreigners must also regulate their temporary stay for the purpose of work, after they have their work or business permit approved. Also categories of foreigners are prescribed to whom a business permit may be issued, with the emphasis on the fact that their business must result in an increase in economic activity in the Republic of Croatia (Article 132 of the Act);
- the new Act prescribes categories of persons who do not need a work or business permit for work in the Republic of Croatia (for example, foreigners who have been granted permanent stay, foreigners who have been granted temporary stay for the purpose of family reunion a Croatian national, a foreigner with permanent stay and an asylum seeker).

This Act guarantees foreigners who work legally in the Republic of Croatia the same level of rights as Croatian nationals. The guaranteed rights especially relate to the prescribed maximum length of working hours and the shortest length of breaks, the shortest length of paid annual leave, the minimum wage, including payment for overtime work, health care conditions and safety at work, protective measures for employment and work by pregnant women, women and juvenile workers, and the prohibition of discrimination.

According to the Government Decision (OG 30/07) on setting the annual quota for work permits for employment of foreigners for 2007, the total annual quota is 4,613 work permits, of which 2,000 work permits are planned for extension of work permits already issued, and 2,613 for new employment.

1. Numerical presentation of work and business permits issued for the year 2005

	WORK PERMIT	BUSINESS PERMIT
2005	3875	3814

Presentation of number of foreign workers broken down by gender and qualifications in 2005:

Qualifications	Males	Females
Doctor's degree	2	-
Master's degree	4	2
University qualifications	973	262
Two-year post-secondary qualifications	129	53
Secondary school qualifications	2968	608
Highly skilled worker (VKV)	65	3
Skilled worker (KV)	635	6
Semi-skilled worker (PKV)	40	5
Lower qualifications	767	41
No qualifications	10	4
Unknown	381	32

Presentation of number of foreign workers broken down by gender and age in 2005:

Age	Males	Females
Younger than 20 years	46	14
20-25	503	112
26-30	881	251
31-35	952	207
36-40	936	161
41-45	877	96
46-60	1634	153
Over 60	145	22
Total	5974	1016

2. Numerical presentation of work and business permits issued for the year 2006

	WORK PERMIT	BUSINESS PERMIT
2006	5986	3985

Presentation of number of foreign workers broken down by gender and qualifications in 2006:

Qualifications	Males	Females
Doctor's degree	10	-
Master's degree	12	3

University qualifications	1171	382
Two-year post-secondary qualifications	150	67
Secondary school qualifications	4317	788
Highly skilled worker (VKV)	113	2
Skilled worker (KV)	821	12
Semi-skilled worker (PKV)	70	10
Lower qualifications	1419	99
No qualifications	41	4
Unknown	410	64

Presentation of number of foreign workers broken down by gender and age in 2006:

Age	Males	Females
Younger than 20 years	86	20
20-25	975	192
26-30	1245	320
31-35	1399	274
36-40	1312	193
41-45	1227	161
46-60	2051	236
Over 60	239	37
Total	8534	1433

Employment of persons abroad in 2005 and 2006

In 2005 and 2006 the Croatian Employment Service mediated in employing *seasonal workers and medical technicians*, and *"guest workers"* and *students* on summer practical experience in the FR Germany, as well as in employment of seafarers on ships belonging to foreign companies.

Through the mediation of the Employment Service, in 2005 and 2006, a total of 10,156 nationals of the Republic of Croatia were employed abroad

Number of workers employed abroad in 2005 and 2006						
Year	Total	Seasonal workers	Medical technicians	Guest workers	Students	Seafarers on foreign ships
2005	4,883	4,615	11	111	32	114
2006	5,273	5,013	12	103	31	114
Total	10,156	9,628	23	214	63	228

On the basis of the Arrangement on Employment Procedures for Croatian Workers in the FR Germany, signed between the FR Germany and the Republic of Croatia on 20 April 2005, the Employment Service informs, selects and directs people for work in the FR Germany.

The largest form of employment is seasonal. The largest number of seasonal workers is employed in agriculture in the FR Germany. In 2005 and 2006, a total of 9,628 seasonal workers were employed.

Medical technicians have been sent to work in FR Germany exclusively through the mediation of the Employment Service. In 2005 and 2006, 23 medical technicians were employed.

All activities regarding mediation in employment of seafarers on foreign ships have been carried out by the regional services of the Croatian Employment Service in Rijeka and Split, to which the Employment Service has transferred the work of mediation.

In 2005 and 2006, a total of 228 seafarers were employed on foreign ships from the unemployment register of the Croatian Employment Service.

The work of Croatian nationals abroad is limited by a work visa issued by the foreign state for a limited period of time. So for example, seasonal workers in FR Germany can work for a maximum of four months a year.

The Agreement between the Government of the Republic of Croatia and the Government of the Federal Republic of Germany on employment of workers for the purposes of improving their professional and linguistic knowledge (Agreement on Employment for Temporary Work) was concluded on 13 September 2002 (OG – International Agreements 14/2002) and prescribes the

possibility of employment (up to 18 months) of 500 workers from the Republic of Croatia in the FR Germany. In 2005 and 2006, 214 workers were employed according to this Agreement.

For the employment of regular students on summer practical experience in FR Germany (up to 3 months) the Central Mediation Office in Bonn allowed the Republic of Croatia a quota of 50 students a year. In 2005 and 2006, 63 students went to do their summer practical experience work in the FR Germany through this mediation.

We also emphasise that according to the Civil Servants Act, it is possible to employ foreigners in the civil service in positions which include execution of state authority, but under the condition of the prior consent of the central body of state administration responsible for the work of civil servants. For the time being, these people are also subject to regulations governing the issuing of work permits and must have been approved temporary stay for work in Croatia pursuant to the provisions of the Foreigners Act (OG 109/03). However, from the day the Republic of Croatia joins the EU, pursuant to the new Foreigners Act, nationals of member states and members of their families will no longer need a work permit for that form of work, but only the approval of the central body of state administration responsible for the work of civil servants.

In relation to the categories of employment to which access is denied to foreign nationals, apart from what has already been mentioned, the general conditions for employment in the civil service are established in Article 48 of the Civil Servants Act (OG 92/05).

Paragraph 1, point d) of this Article prescribes that a person employed in the civil service must have Croatian nationality.

The possibility of employment in the civil service of foreign nationals or persons without nationality is prescribed in paragraph 2 of this same Article of the Civil Servants Act.

That is to say, pursuant to these provisions of the Act, the employment of foreign nationals and persons without nationality in bodies of state administration is possible insofar as they meet the conditions for employment prescribed by a separate act, and their employment in the civil service has the prior approval of the central body of state administration responsible for the civil service.

In this regard, we point out that the special conditions which persons must meet for employment in the police, alongside the general conditions for employment, are established by Article 80 of the Police Act (OG 129/00).

Therefore, access to employment in bodies of state administration is not closed to foreign nationals.

However, in relation to Croatian nationals, the employment of foreign nationals is subject to additional conditions, that is, the obligation to obtain prior approval of employment by the central body of state administration mentioned.

In conclusion, we emphasise that the employment of persons in bodies of state administration in positions as civil service employees is conducted according to the provisions of the Labour Act.

This piece of general labour legislation does not prevent the concluding of employment contracts with foreign nationals, that is, Croatian nationality is not a condition for employment.

B. Please indicate any methods adopted:

- a) to seek the co-operation of employers' and workers' organisations and other appropriate bodies in promoting the acceptance and observance of the above policy of non-discrimination;**
- b) to ensure the acceptance and observance of the above policy through educational efforts.**

Bearing in mind the position of women on the labour market and taking into consideration the effort to promote the development of entrepreneurship in the RoC, to promote and encourage the education and self-employment of women, especially access to new technology, and the fact that it is necessary to ensure the consistent implementation of regulations in the field of labour and employment, and create other conditions to harmonise the work and family responsibilities of women and men, the Economic and Social Council, at its 51st session held on 19 February 2004, adopted the following

CONCLUSIONS**I. PROMOTING ENTREPRENEURSHIP****1. Promoting self-employment and participation by women in entrepreneurship**

As part of the reconstruction of companies, direct available resources to promote the participation of women in entrepreneurship.

Promote entrepreneurship and self-employment of women by specific non-repayable and/or subsidised loans for starting businesses (start-up loans) and other lines of credit with constant supervision and evaluation of their realisation.

Implementation measures will be defined in co-ordination with the Ministry of the Economy, Labour and Entrepreneurship.

2. Education in small and medium-sized enterprises and promotion of women entrepreneurship

Systematic promotion of women entrepreneurship through training programs on women in business, offering support in terms of organisation, funding, premises, and other support.

Implementation measures will be defined within the National Employment Action Plan; EU Guideline 2 – Job creation and entrepreneurship.

3. Promotion of development of services in the home and care for the chronically sick and elderly

Promote the development and legalisation of offering services in the home and care for the chronically sick and elderly by creating legal, tax, organisational and other conditions.

Implementation measures will be defined in co-ordination with the Ministry of Health and Social Welfare.

4 Introduction of the subject of enterprise into the secondary school system as a whole

As part of regular secondary school education introduce the subject of enterprise, with the aim of strengthening awareness of the significance and nature of enterprise in the younger generation.

Implementation measures will be defined within the National Employment Action Plan; EU Guideline 2 – Job creation and entrepreneurship.

II. PROMOTING EMPLOYMENT

1. Promotion of the foundation of agencies for occasional and temporary employment

Promote the application of the legal possibilities to found agencies for occasional and temporary employment in all parts of the RoC more rapidly, to promote employment through greater use of more flexible forms of work.

Implementation measures will be defined within the National Action Plan for Employment; EU Guideline 3 – Address change and promote adaptability and mobility in the labour market.

2. Tax incentives for employment of women

It is proposed to give certain tax incentives for companies and institutions where there are more than 50 per cent of women employed in relation to the total number of employed.

Implementation measures will be defined within the Ministry of Finance.

3. Amendments and supplements to measures to promote employment by the Government of the RoC

Initiate amendments to the employment promotion Measure D (employment subsidies for women over 25 years of age, and men over 50 years of age) in that it should relate to all persons over 25 years of age.

Supplement employment promotion measures by a programme aimed at single parents exposed to unemployment or social exclusion.

Implementation measures will be defined within the National Employment Action Plan; EU Guideline 1 – Active and preventative measures for the unemployed and inactive.

III. PROJECTS RELATED TO CARE AND EDUCATION OF PRE-SCHOOL CHILDREN

1. a. Support for private initiatives for care and education of pre-school children

Promote self-employment of unemployed persons, above all pre-school teachers, in the area of services aimed at care and education of children, by creating the legal, financial, organisational, spatial and other conditions for founding nurseries and kindergartens in private ownership.

Implementation measures will be defined in co-ordination with the county economic and social council for each county.

1. b. Support for private initiatives for care and education of pre-school children in companies

Encourage large companies to open the possibility of offering organisational and business

opportunities to organise care and education of the children of employees.

Implementation measures will be defined in co-ordination with the Croatian Employers' Association.

2. Systematic planning of building institutions for care and education of pre-school children and family support services

In all zoning and other plans to develop municipalities, towns and regions, to plan locations and infrastructure to build institutions for care and education of children, and the necessary family support services.

Implementation measures will be defined in co-ordination with the county economic and social council for each county.

3. Harmonising the work of institutions for care and education of pre-school and school age children

Harmonise the working hours of institutions for care and education of children of pre-school and early school age with the parents' working hours from 6.00 to 18.00 hours.

Implementation measures will be defined within the Ministry of Science, Education and Sports.

IV. CONSISTENT IMPLEMENTATION OF THE LAW IN THE FIELD OF LABOUR AND EMPLOYMENT

1. Equal representation of women

The social partners in all activities will ensure the equal representation of women, and especially when establishing the membership of negotiation committees for collective bargaining, for the purpose of active representation of specific interests of employed women.

Implementation measures will be defined within the National Employment Plan; EU Guideline 6 – Gender equality.

2. Establishing the real conditions of work for women

The inspection service responsible for supervision of the application of employment and safety at work regulations, each time they conduct an inspection, are obliged to establish the conditions in which women work for the employer, who is the subject of the inspection, and report on this separately in the record of the inspection and their regular annual reports.

Employers and trade unions will regularly undertake preventive activities to prevent possible violations on time, or on the basis of the findings of the State Inspection Service to rectify the failings established.

Implementation measures will be defined as part of the National Employment Plan; EU Guideline 6 – Gender equality.

3. Standards to identify discrimination in employment

Introduce standards to identify various forms of discrimination in employment of women and mechanisms to remove them, including judicial protection.

Promote the adoption of a Code on Employment of Women within companies and interest organisations.

Implementation measures will be defined as part of the National Employment Plan; EU Guideline 6 – Gender equality.

4. Continuous monitoring of trends on the labour market

Continuously monitor the differences between the genders and trends on the labour market, and draw up quarterly assessments which would be included in the annual report by the Croatian Employment Service.

Implementation measures will be defined as part of the National Employment Plan; EU Guideline 6 – Gender equality.

5. Analysis of regulations in the field of protection of maternity and parenthood with a proposal for their improvement

Analyse regulations in the field of the protection of maternity and parenthood, and propose measures to improve them and the equal sharing of parental responsibility for care of children.

Implementation measures will be defined as part of the National Employment Plan; EU Guideline 6 – Gender equality.

V. STRENGTHENING WOMEN'S NETWORKS

1. The Office of the Gender Equality Ombudsperson

Urgently establish the effective work of the Office of the Gender Equality Ombudsperson, especially in order to prevent the forms of discrimination that occur in the employment of women in terms of age and gender.

2. The Gender Equality Office of the Government of the RoC

Urgently establish the effective work of the Gender Equality Office of the Government of the RoC for continuous monitoring of the level of gender equality, and for proposing and implementing measures to improve it.

3. Local links between women's initiatives

Strengthen links between different women's associations, with the emphasis on practical implementation of initiatives aimed at the education, work and employment of women, to improve their position on the labour market, and on the appropriate care for children and other family needs.

Implementation measures will be defined as part of the National Employment Plan; EU

Guideline 6 – Gender equality.

VI. THE ROLE OF THE MEDIA IN PROMOTING THE POSITION OF WOMEN ON THE LABOUR MARKET

1. Informative-educational flyers

Print informative and educational flyers containing necessary information related to promotion and inclusion of women in entrepreneurship.

Implementation measures will be defined as part of the National Employment Plan; EU Guideline 6 – Gender equality.

2. Promotion of entrepreneurship in the media

Promote activities in the field of entrepreneurship and women's entrepreneurship in the media, and especially specialised business programmes.

Implementation measures will be defined as part of the National Employment Plan; EU Guideline 2 – Job creation and entrepreneurship.

VII. IMPROVEMENT OF STATISTICAL MONITORING OF DATA

1. Systematic statistical monitoring and integration of indicators relevant for gaining an insight into gender differences in the social security system and the labour market

Implementation measures will be defined as part of the National Employment Plan; EU Guideline 6 – Gender equality.

VIII. LEGISLATION AND COLLECTIVE AGREEMENTS

1. Regulate the rights of employed mothers after the end of maternity leave

Regulate the rights of employed mothers, and especially those who exercise the right to maternity leave, in that after returning to work, they are enabled as needed to receive additional professional training at work, insofar as changes have occurred in technology or working methods, and return to the same work or other work requiring the same qualifications.

Implementation measures will be defined as part of the National Employment Plan; EU Guideline 6 – Gender equality

2. Amend the Act on Employment Mediation and Entitlements during Unemployment

It is necessary to amend the Act on Employment Mediation and Entitlements during Unemployment (Official Gazette 32/02, 86/02 and 114/03), by amending Article 11, paragraph 3, that is, so that it prescribes that the provisions of points 2 and 3 of Article 11 do not relate to pregnant women, and women with children up to 7 years of age, instead of “the third year of the child’s life”.

Implementation measures will be defined as part of the National Employment Plan; EU

Guideline 6 – Gender equality.

3. Re-examine the provisions of the Labour Act

Re-examine some provisions of the Labour Act in order to establish incentive measures for employment of women with children.

Implementation measures will be defined as part of the National Employment Plan; EU Guideline 6 – Gender equality.

4. Analyse the social welfare system

Conduct an analysis and adjust the social security system to provide for flexibility of women on the labour market.

Implementation measures will be defined as part of the National Employment Plan; EU Guideline 6 – Gender equality.

C. Please indicate the guarantees, including applicable sanctions and remedies, which prevent any discrimination in regard to members of workers' organisations at the time of engagement, promotion or dismissal.

Since the Initial Report there have been no changes to the labour legislation of the Republic of Croatia in this respect.

Prohibition of forced labour

D. Please indicate whether any form of forced or compulsory labour is authorised or tolerated⁷.

In the Republic of Croatia, employment is a contractual relationship, so no one may ever ask an employee to work for an employer without prior consent.

E. If so, please describe the nature and scope of any such labour and indicate the extent to which recourse has been had thereto during the reference period.

F. Please indicate what measures are being taken to secure the complete abolition of forced or compulsory labour and the date by which these measures will be fully implemented.

The European Day against Human Trafficking was marked in Zagreb on 18 October 2007, as organised by the Human Rights Office of the Government of the RoC. The event was attended by the deputy prime minister responsible for human rights, minister and president of the National Council for Prevention of Trafficking in Human Beings, Jadranka Kosor.

At the event it was said that since 2002, when the monitoring of this phenomenon began, 65 victims of

⁷ The term "forced or compulsory labour" in this Form is to be understood in terms of ILO Convention No. 29 (Forced Labour), Article 2.

trafficking in human beings have been recorded in the Republic of Croatia, of whom the most frequent victims were young women, mostly from neighbouring countries. Pointing out how Croatia is successfully combating this problem, it was recalled that the amendments to the Criminal Code of last year significantly tightened the provisions regarding the criminal offence of trafficking in human beings. It was pointed out in this that in the prevention of this serious criminal offence, which damages human dignity, it is still necessary to undertake measures in future to prevent trafficking in human beings, to penalise the perpetrators of trafficking in human beings, and to support the victims of trafficking. It was emphasised that in suppression of trafficking in human beings, the Government co-operates with NGOs who care for victims of trafficking in human beings, and who run two shelters in the Republic of Croatia for victims of trafficking, of which one is also aimed at children.

G. Please give information concerning the conditions under which work is carried out in prison establishments.

The constitutional and legislative framework has remained unchanged and was explained in detail in the Report for the period from January 2003 to December 2004, and additionally explained in the reasoned replies to additional questions by the European Committee of Social Rights of the Council of Europe. In that sense, the constitutional prohibition of forced and compulsory labour is still consistently respected and implemented, as stated expressly in Article 23, paragraph 2.

The Act on the Execution of Prison Sentences in Article 3 expressly establishes that inmates enjoy protection of their fundamental rights established by the Constitution of the Republic of Croatia, international agreements and this Act. This provision is additionally reinforced by the provisions of Article 14, which specifically states that the right to work is one of an inmate's rights, whilst the provisions of Article 10 prohibit discrimination of inmates or bringing them into an unequal position with others on the basis of race, skin colour, gender, language, religion, political or other beliefs, national or social origins, property, birth, education, social status or other characteristics. From this it is clear that the provisions of laws and subordinate regulations are applied equally to all persons who are serving prison sentences in Croatia.

The term "inmates" includes adults, both male and female (Article 8, paragraph 1, item 3 of the Act).

On the other hand, for juvenile perpetrators of criminal offences, the provisions of the Juvenile Courts Act are applied, which prescribe that a minor person is one who at the time of perpetrating the criminal offence had reached fourteen but not yet eighteen years of life. Furthermore, a minor who at the time of perpetrating the criminal offence had reached fourteen but not yet sixteen years of life (a young minor) may only receive correctional measures. A minor who at the time of perpetrating the criminal offence had reached sixteen but not yet eighteen years of life (an older minor) may receive correctional measures, and under the conditions prescribed by this Act, they may also be sentenced to juvenile prison.

One of the correctional measures is referral to a correctional facility, and the manner and conditions for the execution of this measure are defined in the Act on the Execution of Sanctions Imposed for Criminal Offences, Economic Transgressions and Misdemeanours and the accompanying Ordinance on the execution of the correctional measure of referral to a correctional facility. The provisions of these regulations are equally applied to all juvenile perpetrators of criminal offences who are sent to a correctional facility for correctional measures, or to serve a sentence in a juvenile prison and are in the Republic of Croatia.

Pursuant to the relevant provisions of the Labour Act, as the general regulation governing rights and

obligations arising from work, persons younger than fifteen years may not be employed. In the same way, juvenile perpetrators of criminal offences who receive correctional measures and are sent to a correctional facility or are sentenced to juvenile prison are permitted to work according to their psychological and physical abilities, vocational training and the possibilities of the correctional facility or the penal facility in which the juvenile prison sentence is served. The jobs done by minors are defined by a special decision, along with the payment for their work, where the prohibition of work by minors which could endanger their health, morality or development is consistently applied. In addition, it is forbidden for persons under eighteen years of age to work at night and overtime. It should be especially pointed out that for juveniles who attend school and work, that is who do vocational practical training as part of their vocational training and professional education, the working hours are defined according to the time frame of the verified training program. Here the priority is given to attaining the necessary knowledge and skills, that is training juveniles to attain the best possible results from the correctional measures imposed or the prison sentence in juvenile prison.

The mutual connection and alignment of the provisions of the Constitution and the aforementioned laws and subordinate regulations is also explained in detail in the first report and the replies to the additional questions by the Committee.

The additional efforts should be mentioned, which were made in this reporting period by the Directorate for the Prison System of the Ministry of Justice to create conditions for the wide ranging reconstruction of the existing accommodation facilities for inmates, primarily in Glina Penitentiary and Zagreb Prison, as well as building a new penitentiary and prison in the area of Šibenik. These capital investments are aimed not only at providing suitable accommodation conditions in the narrow sense (dormitories, sanitary facilities, dining rooms), but of course all the accompanying activities which take place during the execution of prison sentences, that is, work by inmates, and work and occupational therapy for inmates, who, due to old age, health or other psychological and physical limitations, are not able to take an active part in the usual work process. The project of regional production of food for the prison system has resulted in a larger number of inmates becoming engaged in agriculture and raising livestock, and there has also been a noticeable rise in the number of inmates involved in production activities in the printing industry, metal and wood manufacturing.

This may be seen from the statistical indicators for 2005 and 2006 enclosed.

WORK OF INMATES IN 2005

In the reporting period, there were on average 1,190 inmates (36.80 per cent of the total average monthly figure) who were engaged in some form of work, of whom 200 inmates on average worked longer than the regular working hours.

The inmates worked as follows:

- | | |
|--|--------------|
| - in prison workshops | 474 (39.83%) |
| - performing auxiliary, technical, manual and intellectual work (maintenance work) | 653 (54.87%) |
| - outside the penitentiary or prison | 42 (3.53%) |
| - in the companies "Lipovica" and "Orljava" | 21 (1.77%) |

Prison workshops are mainly organised within departments for work and the vocational training of inmates. The activities performed in workshops include carpentry, metal work, hospitality services, agriculture, maintenance, gravelling, stone exploitation, manufacturing goods made of concrete, etc.

Auxiliary and technical jobs in which inmates in penitentiaries and prisons work mainly involve maintaining cleanliness and tidying up the premises and the area of the penitentiary or prison, washing vehicles, painting, auxiliary tasks in the laundry, kitchen, warehouse, prison workshop, etc.

When it comes to work outside penitentiaries or prisons, inmates performed auxiliary jobs in a saw-mill, construction industry, landscape gardening, loading and unloading, agriculture, etc. Some of them also continued their own self-employment activity or work for their employer.

In the reporting period 27 inmates continued to work for their previous employers and, in particular, 9 inmates serving their term in Bjelovar Prison, 5 in Karlovac Prison, 4 in Osijek Prison, 3 in Split Prison, 1 in Varaždin Prison and 5 in Zagreb Prison. Employers paid HRK 204,687.06 for their work, of which HRK 51,171.13 were paid out to inmates. Three inmates continued to conduct their self-employment activity, one who was serving his term in Karlovac Prison, one who was serving his term in Rijeka Prison, and one who was serving his term in Split Prison. They paid HRK 3,744.00 to co-finance the costs of serving their prison terms.

Inmates in penitentiaries, prisons and correctional facilities worked as follows:

	Penitentiaries	Prisons	Correctional facilities
Work in prison workshops	413 (48%)	42(16%)	19 (32%)
Maintenance work	427 (44%)	186(69%)	40 (68%)
Work outside the penitentiary or prison	-	42 (15%)	-
Work in the relevant companies	21 (8%)	-	-
TOTAL:	861	270	59

In comparison with the period from 1 January to 31 December 2004, the average number of working inmates rose 5.40 per cent. However, this increase only relates to penitentiaries (7.49 per cent), because in prisons the average number of working inmates fell by 8.06 per cent.

In the reporting period a total of HRK 8,090,777.27 was paid to inmates as remuneration for their work, of which HRK 7,385,742.86 was paid for work in regular working hours, and HRK 705.034,41 for overtime work.

The average remuneration for work amounted to HRK 517.21 for work in regular working hours and HRK 810.97 for regular work plus the work after full-time working hours.

The highest amounts of remuneration for work in regular working hours were, on average, earned in the companies (HRK 678.30), whereas the lowest were paid for work outside penitentiaries and prisons (HRK 378,78).

The income generated by the work of inmates in the reporting period was HRK 32,763,987.00, and the expenditures amounted to HRK 30,137,574.00, resulting in the surplus income of HRK 2,626,413.00.

Due to insufficient budgetary funds, the surplus income was entirely spent. Also, additional HRK 3,778,611.00 was generated on account of future income from inmates' work, which were allocated to co-finance the costs of their serving their prison terms.

1. Income generated through the work of inmates in the penitentiary or prison	31,431,875
2. Income generated through the work of inmates outside the penitentiary or prison	1,332,112
3. TOTAL INCOME (1+2)	32,763,987
4. Expenses incurred as a result of inmates' work	26,600,243
5. Remunerations paid to inmates for their work	3,513,915
6. Rewards paid	23,416
7. TOTAL EXPENSES (4+5+6)	30,137,574
8. Average number of inmates who worked	518
9. REMAINING INCOME (3-7)	2,626,413
10. Use of the remaining income	
10.a. Expenses for the improvement of living and working conditions in penitentiaries or prisons	476,817
10.b. Expenses for technological improvement of work	2,644
10.c. Current expenditure	4,222,923
10.d. Capital expenditure	1,702,640
11. UNUSED PART OF THE REMAINING INCOME	-3,778,611

TOTAL AVERAGE NUMBER OF INMATES WORKING PER MONTH	REGULAR WORK	OVERTIME WORK
Auxiliary technical, manual and intellectual work	653	100
Work in the prison workshop	474	95
Work in the companies "Orljava" and "Lipovica"	21	5
Work outside the prison or penitentiary	42	0
TOTAL	1,190	200
REMUNERATIONS PAID FOR REGULAR WORK		GRAND TOTAL
		7,385,742.86
Average monthly amount per inmate		517.21
Maximum individual amount		785.57
Minimum individual amount		387.79
Auxiliary technical, manual and intellectual work	Total	3,990,609.78
	Average monthly amount per inmate	509.27
Work in the prison workshop	Total	3,033,295.67
	Average monthly amount per inmate	533.28
Work in the companies "Orljava" and "Lipovica"	Total	170,932.76
	Average monthly amount per inmate	678.30
Work outside the prison or penitentiary	Total	190,904.65
	Average monthly amount per inmate	378.78
REMUNERATIONS PAID FOR OVERTIME WORK	Total	705,034.41
	Average monthly amount per inmate	293.76

WORK OF INMATES IN 2006

In the reporting period, there were on average 1,319 inmates (36.84 per cent of the total average monthly figure) who were engaged in some form of work (the full number of hours per month), of whom 179 inmates on average worked longer than the regular working hours.

The inmates worked as follows:

- in prison workshops 531 (40.26%)
- performing auxiliary, technical, manual and intellectual work (maintenance work) 739 (56.03%)
- outside the penitentiary or prison 34 (2.58%)
- in the companies "Lipovica" and "Orljava" 15 (1.13%)

Inmates in penitentiaries, prisons and correctional facilities worked as follows:

	Penitentiaries	Prisons	Correctional facilities
Work in prison workshops	442 (46%)	55(19%)	34 (49%)
Maintenance work	496 (52%)	208(70%)	35 (51%)
Work outside the penitentiary or prison	-	34 (11%)	-
Work in the relevant companies	15 (2%)	-	-
TOTAL:	953	297	69

In comparison with the period from 1 January to 31 December 2005, the average number of inmates working full monthly hours rose 10.84 per cent.

The employment rate of inmates in penitentiaries is 70.86 per cent, in prisons 14.58 per cent, and the employment rate of wards in correctional facilities is 100 per cent.

According to the data from the payroll records, the number of working inmates, regardless of the number of hours worked, was 1,513, which was a 13.25 per cent increase in comparison with the previous period. The employment rate of inmates in penitentiaries is 71.91 per cent, in prisons 18.90 per cent, and the employment rate of wards in correctional facilities is 100 per cent.

In the reporting period 25 inmates continued to work for their previous employers and, in particular, 8 inmates serving their term in Bjelovar Prison, 1 in Karlovac Prison, 1 in Osijek Prison, 1 in Split Prison, 4 in Rijeka Prison and 12 in Zagreb Prison. Employers paid HRK 178,507.10 for their work, of which HRK 44,374.61 were paid out to inmates. Two inmates continued to conduct their self-employment activity, one who was serving his term in Split Prison, one who was serving his term in Rijeka Prison. They paid HRK 5,564.00 to co-finance the costs of serving their prison terms.

Prison workshops are mainly organised within departments for work and the vocational training of inmates. The activities performed in workshops include carpentry, metal work, hospitality services, agriculture, maintenance, gravelling, stone exploitation, manufacturing goods made of concrete, etc.

Auxiliary and technical jobs in which inmates in penitentiaries and prisons work mainly involve maintaining cleanliness and tidying up the premises and the area of the penitentiary or prison, washing

vehicles, painting, auxiliary tasks in the laundry, kitchen, warehouse, prison workshop, etc.

When it comes to work outside penitentiaries or prisons, inmates performed auxiliary jobs in a saw-mill, construction industry, landscape gardening, loading and unloading, agriculture, etc. Some of them also continued their own self-employment activity or work for their employer.

In the reporting period a total of HRK 8,524,629.58 was paid to inmates as remuneration for their work, of which HRK 8,013,898.54 was paid for work in regular working hours, and HRK 510,731.04 for overtime work.

The average remuneration for work amounted to HRK 506.31 for work in regular working hours and HRK 744.08 for regular work plus the work after full-time working hours.

The highest amounts of remuneration for work in regular working hours were, on average, earned in the companies (HRK 740.94), whereas the lowest were paid for work outside penitentiaries and prisons (HRK 290.26).

The income generated by the work of inmates in the reporting period was HRK 37,854,548.00, and the expenditures amounted to HRK 33,785,273.00, resulting in the surplus income of HRK 4,069,275.00.

Due to insufficient budgetary funds, the surplus income was entirely spent. Also, additional HRK 1,276,672.00 was generated on account of future income from inmates' work, which were allocated to co-finance the costs of their serving their prison terms.

Below you can find a comparative overview relating to the work of inmates in the period from 2003 to 2006.

Breakdown by places of work:

Place of work	2003	2004	2005	2006	% decrease/increase 2006/2005	% decrease/increase 2006/2003
Prison workshop	470	460	474	531	12.03	12.98
Maintenance work	591	607	653	739	13.17	25.04
Outside the penitentiary, prison	33	43	42	34	- 19.05	3.03
In the companies "Lipovica" and "Orljava"	31	19	21	15	- 28.57	- 51.61
TOTAL	1,125	1,129	1,190	1,319	10.84	17.24

Breakdown by penitentiaries, prisons and correctional facilities:

	2003	2004	2005	2006	% decrease/ increase 2006/2005	% decrease/ increase 2006/2003
In penitentiaries	788	801	861	953	10.69	20.94
In prisons	271	273	270	297	10.00	9.59
In correctional facilities	66	55	59	69	16.95	4.55
TOTAL	1,125	1,129	1,190	1,319	10.84	17.24

1. Income generated through the work of inmates in the penitentiary or prison			36,857,345
2. Income generated through the work of inmates outside the penitentiary or prison			997,203
3. TOTAL INCOME (1+2)			37,854,548
4. Expenses incurred as a result of inmates' work			29,981,906
5. Remunerations paid to inmates for their work			3,783,358
6. Rewards paid			20,009
7. TOTAL EXPENSES (4+5+6)			33,785,273
8. Average number of inmates who worked			580
9. REMAINING INCOME (3-7)			4,069,275
10. Use of the remaining income			
10.a. Expenses for the improvement of living and working conditions in penitentiaries or prisons			0
10.b. Expenses for technological improvement of work			0
10.c. Current expenditure			4,511,710
10.d. Capital expenditure			834,237
11. UNUSED PART OF THE REMAINING INCOME			-1,276,672

Chapter III of the Act on the Execution of Prison Sentences (OG 190/03 – revised text lays down the rights of inmates and regulates their protection. In this context, Article 14 of this Act specifies that every inmate is, amongst other things entitled to work, subject to the conditions set forth in the Act (Article 14, paragraph 1, item 4).

The term "inmates" includes adults, both male and female (Article 8, paragraph 1, item 3 of the Act).

Below you can find the clarification regarding Article 84, paragraph 5 of the Act, in conjunction with paragraph 1 of the same article, given in response to the additional question by the European

Committee of Social Rights.

Remuneration received by inmates working for private employers is determined according to the employers' general acts. The price for the inmate's work, determined in this manner, is paid into the account of the penitentiary or prison, and 25 per cent of this amount is paid to the inmate as remuneration for his or her work, which, however, may not be lower than the amount the inmate would have received had he worked a job of the same complexity and in the same duration within the penitentiary or prison, as the case may be.

Pursuant to Articles 16, 17 and 18 of the Ordinance on work and occupational training, the list of jobs and job descriptions for inmates, and remuneration for such work and rewards (Official Gazette, nos. 24/02 and 43/02), all financial resources generated through the work of inmates are used:

- to cover the expenditures incurred as a result of the performance of work,
- to pay remunerations and rewards to inmates.

The part of income (to which the Committee's question actually refers) that remains after covering the aforementioned expenditures is used for:

- the improvement of working and living conditions of inmates in penitentiaries or prisons (at least 20 per cent of the remaining income),
- technological improvements of work processes,
- current expenditures,
- capital expenditures.

Prior approval from the minister of justice must be obtained each time the penitentiary or prison intends to use the remaining income.

In addition, it is important to make reference to Article 111 of the Act mentioned, which regulates maternity protection. Namely, Article 111, paragraph 7 provides that the tasks which a pregnant inmate or an inmate in confinement, or an inmate who has the right to be with her until the child's third birthday are to be determined by a medical doctor.

TOTAL AVERAGE NUMBER OF INMATES WORKING PER MONTH	REGULAR WORK	OVERTIME WORK
Auxiliary technical, manual and intellectual work	739	88
Work in the prison workshop	531	90
Work in the companies "Orljava" and "Lipovica"	15	1
Work outside the prison or penitentiary	34	0
TOTAL	1,319	179
REMUNERATIONS PAID FOR REGULAR WORK		GRAND TOTAL
		8,013,898.54

Average monthly amount per inmate		506.31
Maximum individual amount		800.71
Minimum individual amount		363.49
Auxiliary technical, manual and intellectual work	Total	4,445,894.74
	Average monthly amount per inmate	501.34
Work in the prison workshop	Total	3,316,209.72
	Average monthly amount per inmate	520.43
Work in the companies "Orljava" and "Lipovica"	Total	133,369.60
	Average monthly amount per inmate	740.94
Work outside the prison or penitentiary	Total	118,424.48
	Average monthly amount per inmate	290.26
REMUNERATIONS PAID FOR OVERTIME WORK	Total	510,731.04
	Average monthly amount per inmate	237.77

1. Income generated through the work of inmates in the penitentiary or prison	36,857,345
2. Income generated through the work of inmates outside the penitentiary or prison	997,203
3. TOTAL INCOME (1+2)	37,854,548
4. Expenses incurred as a result of inmates' work	29,981,906
5. Remunerations paid to inmates for their work	3,783,358
6. Rewards paid	20,009
7. TOTAL EXPENSES (4+5+6)	33,785,273
8. Average number of inmates who worked	580
9. REMAINING INCOME (3-7)	4,069,275
10. Use of the remaining income	
10.a. Expenses for the improvement of living and working conditions in penitentiaries or prisons	0
10.b. Expenses for technological improvement of work	0
10.c. Current expenditure	4,511,710
10.d. Capital expenditure	834,237
11. UNUSED PART OF THE REMAINING INCOME	-1,276,672

Article 1, paragraph 3

A. Please describe the operation of free employment services available in your country, indicating the age, sex and nature of occupation of persons placed by them in employment and persons seeking employment.

Please indicate as far as possible the number of vacancies, the placement rate and the duration of unemployment of persons placed

In the course of 2006, a total of 149,460 persons were employed from the Employment Service's unemployment register, which was by 8,570 persons or 6.1 per cent more than in 2005. Out of the total number of persons employed, there were 84,016 women, whose share in the total employment was 56.2 per cent, compared to 54.8 per cent in 2005.

The largest share of the registered employment is related to persons with secondary school qualifications, including those who have finished three-year vocational secondary schools and secondary schools for qualified (KV) and highly qualified (VKV) workers (60,388 or 40.4 per cent), and persons who have finished four-year vocational schools and *gymnasium* schools (43,666 or 29.2 per cent). They were followed by those who finished elementary school education (15.8 per cent), university or academy (7.5 per cent), two-year post-secondary education (5.3 per cent), and persons who have no education or who have failed to complete their elementary education (1.8 per cent). In comparison with the previous year, registered employment increased at all levels of education, and the highest increase was recorded in the group of persons who failed to complete their elementary education (26.5 per cent) and those who completed two-year post-secondary education (18.3 per cent)

Employed from the Employment Service's unemployment register, 2005-2006							
Year	TOTAL	No education or unfinished elementary school	Elementary school	Vocational secondary school up to 3 yrs and school for skilled (KV) and highly skilled (VKV) workers	Vocational secondary school lasting 4 or more yrs and <i>gymnasium</i> school	Two-year post-secondary education, 1 st level of college education and professional studies	Faculty, academy, master's degree, doctor's degree
2003	140,890	2,167	21,366	60,181	40,140	6,703	10,333
Structure %	100	1.5	15.2	42.7	28.5	4.8	7.3
2004	149,460	2,741	23,546	60,388	43,666	7,929	11,190
Structure %	100	1.8	15.8	40.4	29.2	5.3	7.5
Index 2006/2005	112.1	126.5	110.2	100.3	108.8	118.3	108.3

The order of particular groups of occupations (according to the National Classification of Occupations - NCO) in the registered employment was as follows:

- services and trade occupations (37,320 or 25.0 per cent),
- simple occupations (34,123 or 22.8 per cent),
- occupations in trades and crafts and individual production (21,187 or 14.2 per cent),
- engineers, technicians and related occupations (18,990 or 12.7 per cent),

- administrative and clerical occupations (16,857 or 11.3 per cent),
- operators of machines and vehicles (9,966 or 6.7 per cent),
- professionals and scientists (9,788 or 6.5 per cent),
- agricultural, hunting, forest and fishery workers (1,100 or 0.7 per cent),
- executives, officials and managers (98 or 0.07 per cent), and
- military occupations (31 or 0.02 per cent),

Of the total number of persons employed, 118,362 persons (79.2 per cent) had previous work experience, whereas for 31,098 persons (20.8 per cent) this was their first employment. In comparison with the previous year, there was a 0.3 per cent increase in the number of employed persons with no work experience, whereas the share of those with previous work experience followed a downward trend.

A total of 127,022 (85.0 per cent) persons were employed under fixed-term employment contracts, whilst 22,438 (15.0 per cent) of them were employed under open-ended employment contracts. In comparison with 2005, the share of employment under open-ended contracts grew, and the share of fixed-term contracts decreased (by 0.6 percentage points).

The majority of persons with previous work experience who are registered on the unemployment register usually come from the manufacturing industry, trade, hotels and restaurants and the construction industry. Also, these four sectors of economic activity at the same time employ the highest number of persons. For example, in 2006 the figures relating to employed people were as follows:

- wholesale and retail trade: 32,200 persons or 21.5 per cent,
- manufacturing industry: 27,904 persons or 18.7 per cent,
- hotels and restaurants: 22,228 persons or 14.9 per cent, and
- construction industry: 14,305 persons or 9.6 per cent.

In comparison with the previous year, an increase in the registered employment was recorded in the majority of economic activities. The maximum absolute increase was recorded in the real estate industry and rental services (by 3,986 persons or 40.7 per cent), wholesale and retail trade (1,862 or 6.1 per cent), and the manufacturing industry (1,706 or 6.5 per cent), whilst a decrease in the registered employment was observed in agriculture, hunting and forestry (by 933 persons or 12.6 per cent), household services (by 240 persons or 9.7 per cent), and in financial intermediation (by 195 persons or 12.3 per cent).

The annual employment rate shows how many people of the total number of unemployed job seekers actually found jobs. In 2006, the employment rate was 27.6 per cent, which means that more than one quarter of job-seekers found employment during that year. Significant differences were noted in the employment rate of persons with different levels of education. The employment rate of persons with no education or those who did not finish elementary school was 10.3 per cent, of those who finished elementary school – 20.5 per cent, three-year vocational secondary schools and schools for skilled (KV) and highly skilled (VKV) workers – 29.4 per cent, vocational secondary school lasting 4 or more years or *gymnasium* – 29.6 per cent, two-year post-secondary education, with 1st level of college education and professional studies – 40.6 per cent, faculty, academy, master's degree, doctor's degree – 41.1 per cent. Therefore, the higher the level of education, the higher the employment rate.

B. Please describe the organisation of public employment services in your country indicating the accompanying measures for the unemployed, and where appropriate, the steps taken to revise the geographical distribution of local and regional employment centres and to redeploy resources when the changing patterns of economic activity and of population so warrant.

The organisation of public employment services

The Croatian Employment Service (hereinafter: "the Employment Service") was established in accordance with the Act on Employment Mediation and Entitlements during Unemployment (Official Gazette, nos. 32/02, 86/02, 114/03 and 151/03; hereinafter: "the Act"), as a public institution owned by the Republic of Croatia to which the regulations governing institutions apply.

The Employment Service performs the activities from the scope of its work through the following organisational units:

- Central Office
- regional offices and branch offices.

The Employment Service has organised its work in 22 regional offices, which have 94 branch offices. In this way, the Employment Service's presence on the whole territory of Croatia has been guaranteed.

The Employment Service is managed by the Management Council, which is composed of 9 members appointed by the Government of the Republic of Croatia, of which there are 3 representatives of trade unions, 3 representatives of employers and 3 representatives appointed at the proposal of the minister responsible for labour.

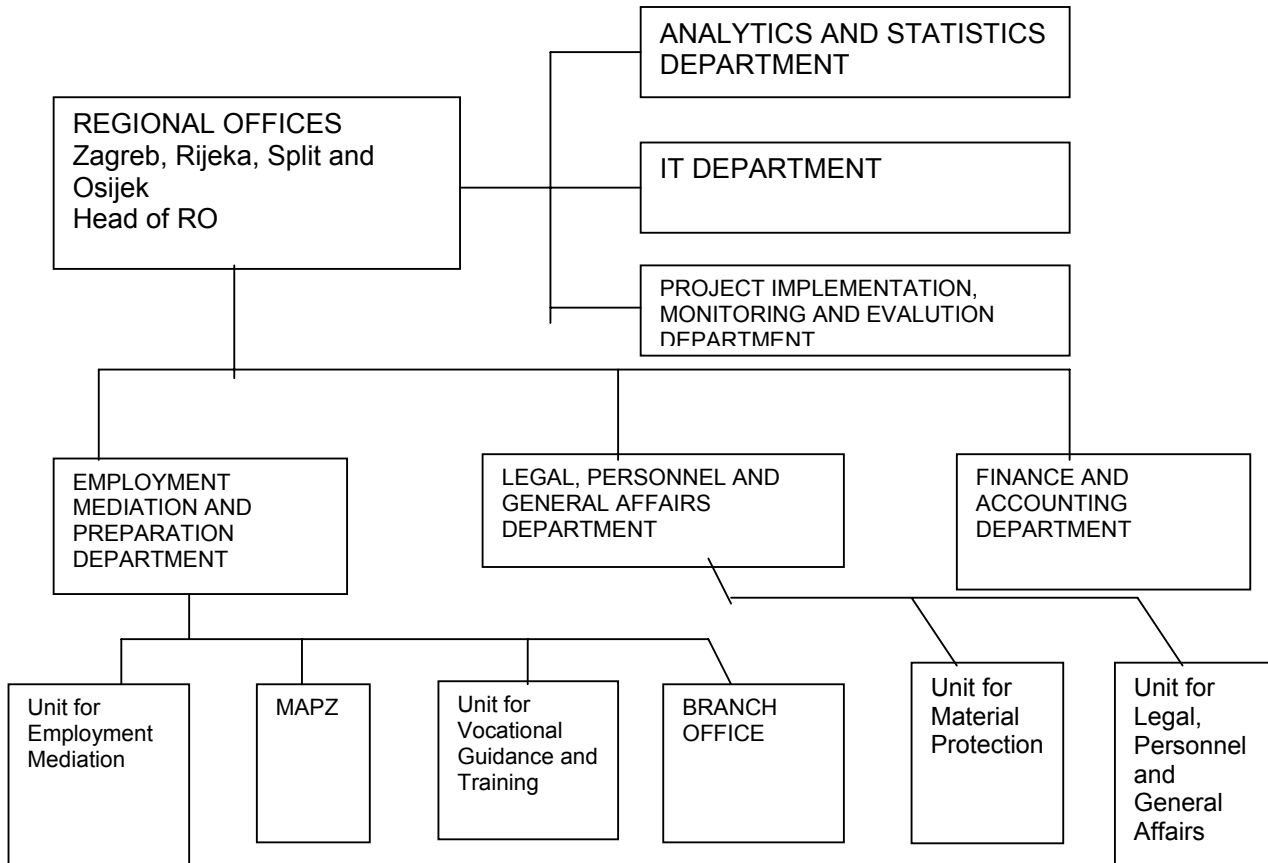
The Employment Service is managed by its Director, who represents the Employment Service and acts on its behalf.

The Croatian Employment Service's work policy, methods and techniques are implemented in the practice by regional offices which pursue the Employment Service's goals in the field, through direct contacts with unemployed persons, employers and other interested organisations.

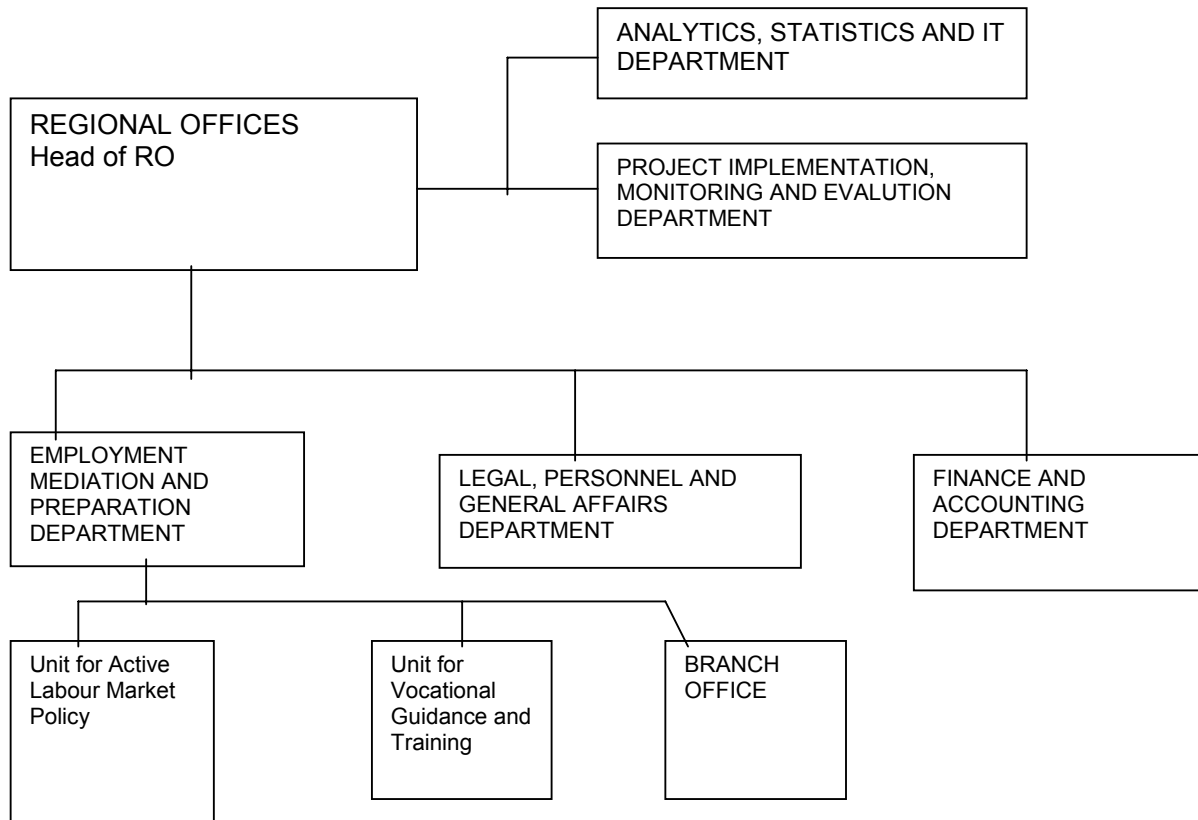
The Employment Service performs the following tasks:

1. monitors, analyses and researches economic, social and other trends, the level of employment, new employment and the level of unemployment, and their interactions, on the basis of which it proposes the measures for improvements in the field of employment,
2. keeps records of unemployed and other persons, mediates in employment between employers and persons seeking employment, monitors demand for workers and their employment, and co-operates with employers in this regard,
3. in co-operation with employers, educational institutions and other legal entities, organises and implements programmes of vocational guidance, educational programmes and other forms of the active labour market policy,
4. co-operates with educational institutions in order to adjust educational programmes to the demand for workers, and to undertake vocational guidance,
5. implements international agreements on employment and entitlements during unemployment,
6. carries out tasks regarding the employment of Croatian nationals in foreign countries and the realisation of their rights,
7. renders decision on the rights of unemployed persons and makes payments of unemployment benefits on the basis of the decisions rendered, and performs other activities.

ZAGREB, SPLIT, RIJEKA, OSIJEK
REGIONAL OFFICES



OTHER REGIONAL OFFICES



C. If both public and private free employment services exist in your country, please describe the steps taken to co-ordinate such services, and to determine the conditions governing the operation of private employment agencies.

Article 21 of the Act on Employment Mediation and Entitlements during Unemployment (Official Gazette, nos. 32/02, 86/02, 114/03 and 151/03, hereinafter: "the Act") specifies that in the provision of mediation services, the Croatian Employment Service (hereinafter: "the Employment Service") acts impartially as regards unemployed persons and employers.

Article 22 of the Act prescribes that the Employment Service provides mediation services free of charge. Expenses incurred by the Employment Service as a result of employer's special demands, and those incurred in relation to mediation abroad are reimbursed to the Employment Service by that employer.

The Act provides that activities related to employment can be domestically conducted by legal entities – companies and physical persons performing a self-employment activity, with the exception of those related to insurance against unemployment.

In addition, the same Act prescribes that secondary school institutions may only conduct the activities of mediation in employment for the occasional employment of full-time secondary school students.

In accordance with Article 3 of the Act, the Ordinance on the performance of activities related to employment other than through the Croatian Employment Service (Official Gazette, no. 96/02 and 159/04) was adopted. It regulates the conditions and the methods for performing activities related to employment, when these activities are performed by legal and physical persons outside the Croatian Employment Service.

Legal and physical persons and secondary school institutions may conduct activities in connection with employment if they:

- have been issued with a permit (decision) by the ministry responsible for labour,
- meet the personnel, organisational, physical, technical and other requirements prescribed for the conduct of these activities.

The ministry (the Ministry of the Economy, Labour and Entrepreneurship) keeps records about the permits issued and sends each decision to the attention of the Croatian Employment Service and the State Inspectorate.

Article 16 of the Ordinance provides that the mediator may only charge the employer for the services rendered in connection with employment, according to the price list which must be posted in the mediator's office.

The prices for services must be established as fixed amounts and may not be determined as a percentage of the salary agreed between the employer and the worker for whom the mediator rendered mediation services.

D. Please indicate whether and how the participation of representatives of employers and workers in the organisation and operation of the employment services and in the development of employment services policy is provided for.

Since the Initial Report there have been no legislative changes in relation to this chapter.

E. Please indicate what legislation or administrative guarantees are provided to ensure that these services are available to all.

Since the Initial Report there have been no legislative changes in relation to this chapter.

Article 1, paragraph 4

Please indicate, illustrating with relevant data as far as possible, what measures have been taken to provide or promote:

a. vocational guidance;⁸

b. vocational training;⁹

c. vocational rehabilitation;¹⁰

with the aim of giving everyone the possibility of earning his living in an occupation freely entered upon.

Please indicate whether equal access is ensured for all those interested, including nationals of the other Contracting Parties to the Charter lawfully resident or working regularly in your territory, and disabled people.

As part of its activities, the Croatian Employment Service covers the majority of tasks related to vocational guidance, although some tasks are being increasingly taken over by other actors in the community (schools, employers, social partners, associations, universities, civil initiatives).

Providing professional assistance to clients in making decisions about their further career path is one of the basic functions of the Employment Service, which is performed in accordance with international conventions. Assistance in vocational guidance is used both by those who for the first time choose the profession or occupation for which they will go to school and by those who, for whatever reason, have to make a decision about changing their current occupation or job.

Over the last few years, a marked trend has been observed where counselling services of vocational guidance are being increasingly used by the category of adult users. Growing problems related to employment place an additional emphasis on the need for vocational guidance or vocational selection of unemployed adults. It is especially important to emphasise that the greatest increase in the use of these services took place in relation to guidance and selection, which are based on a team approach to candidates who are subject to professional (psychological and medical) examination. The procedures for vocational guidance and selection are equally available to all clients of the Croatian Employment Service, including secondary school and university students, and the services are provided free of charge.

⁸ If your country has accepted Article 9, it is not necessary to describe the vocational guidance services here.

⁹ If your country has accepted the four paragraphs of Article 10, it is not necessary to describe the vocational training services here.

¹⁰ If your country has accepted the two paragraphs of Article 15, it is not necessary to describe the rehabilitation services for physically or mentally handicapped persons.

Vocational guidance consists of providing information and counselling. The provision of information is, as a rule, targeted to larger groups of beneficiaries – and for many of them this information is sufficient to make a specific occupation-related decision. The provision of vocational counselling is a more complex task. It is based on a more detailed analysis of the personal characteristics of the candidate which are important for his or her career success, such as his or her abilities, interests, motivation, skills, personality traits, health and similar. So, vocational counselling is the result of teamwork involving psychologists, physicians, pedagogues and, where necessary, other professionals. Alongside vocational counselling, which can help individuals to make optimal decisions about their vocation, it is also necessary to mention vocational selection, which is based on the same professional techniques, but is mainly intended for employers, to assist them in the selection of staff.

To be more specific, vocational guidance and selection procedures, carried out at the Croatian Employment Service, include the following activities:

1. The application of Career Intentions Surveys

Surveys on Career Intentions of Elementary and Secondary School Students are conducted once a year at the Croatian Employment Service. These Surveys are aimed at identifying students' career intentions, and priority groups of students and their needs for vocational information and guidance services. In 2006, a total of 59,862 students were interviewed, most of whom were elementary school students – 37,710, and the remaining 22,152 were secondary school students.

The provision of vocational information

The provision of vocational information is targeted at a wide variety of clients in terms of age, employment status and education. Some clients meet their information needs indirectly through various media (most often written material), whereas others are informed through direct oral communication. In 2005, the Central Service and regional offices of the Employment Service published about thirty different publications containing written information (information flyers, brochures etc.), with a total circulation of 91,000 copies, whilst in 2006 more than 113,000 copies of written information material were published: brochures for students in their final year of either elementary or secondary school, and other brochures and flyers, etc. It is important to mention that an increasing number of clients avail themselves of the opportunity of self-information, offered to them by the Employment Service through its Vocational Information Centres, web page and vocational guidance computer programs – the "Guide through Occupations" and "My Choice".

- In 2005, more than 40,000 clients – elementary and secondary school students, unemployed people and job seekers, and expert associates – received (oral) vocational information through direct contact. A total of 33,800 persons were informed in groups (about 1,000 collective information sessions were held), and 6,200 persons were informed on an individual basis. Of the total number of those who were given oral information there were 32 per cent unemployed persons/job seekers, and 68 per cent of elementary and secondary school students.
- In 2006, more than 40,080 beneficiaries – elementary and secondary school students, unemployed people and job seekers, and expert associates – received (oral) vocational information through direct contact. A total of 22,887 persons were informed in groups (962 collective information sessions were held), and 17,200 persons were informed on an individual basis. School students have the largest share in the total number of those who were given oral information – 69 per cent. They are followed by the groups of unemployed persons and job

seekers – 29 per cent, and expert associates – 2 per cent.

Vocational counselling

Vocational counselling includes determining the relevant characteristics of an individual, using psychological and diagnostic instruments and testing their abilities, skills, motivation and health.

- In 2005, individual counselling was provided to 18,000 persons, whose psychological and physical health had previously been examined. Of this number, 67 per cent were elementary and secondary school students, and university students, and 33 per cent unemployed persons and job seekers.
- In 2006, individual counselling was provided to 19,070 persons, whose psychological and physical health had previously been examined. Of this number, 75 per cent were elementary and secondary school students, and 25 per cent unemployed persons and job seekers. The majority of students, 57 per cent of them, received counselling due to being indecisive about the choice of school; 39 per cent of students received counselling due to their health, psycho-physical and social difficulties, and the remaining part – 4 per cent received counselling for a number of other reasons (identification of intellectual giftedness, scholarship opportunities, etc). The most common reasons why unemployed persons and job seekers sought counselling were the preparation of an Occupational Plan and referral for occupational training (about 55 per cent), and disability and employability factor problems (about 45 per cent).

To improve job-finding skills of unemployed people, expert associates of the Department of Vocational Guidance have been holding workshops on "How to Search for a Job – Writing CVs and Job Applications", "Presenting Yourself to the Employer" and "Self-Assessment Workshops".

- A total of 1,013 workshops were organised in 2005 and 6,724 persons attended these workshops.
- A total of 1,107 workshops were organised in 2006 and 7,603 persons attended these workshops.

Vocational selection

Vocational selection is mainly intended for employers, to assist them in the selection of staff, or when candidates are chosen among unemployed persons for certain educational programmes (training, retraining, additional training, etc). Vocational selection includes testing of the relevant abilities and personal characteristics of an individual, which are then compared with the competences needed for the performance of the occupation in question.

- In 2005, a total of 330 vocational selection procedures were carried out, which covered 4,042 persons. About 75 per cent of these selection procedures were about selecting a person to fill a vacancy (a service offered to employers), and about 25 per cent were about other selection procedures aimed at including unemployed persons in training activities.
- In 2006, a total of 552 vocational selection procedures were carried out, which covered 6,172 persons. Of the total number of these selection procedures 60 per cent were about selecting a person to fill a vacancy, and 40 per cent for education purposes. A total of 182 selection

procedures were carried with the aim of referring people to educational programmes, and they covered 2,455 persons. A total of 470 selection procedures were carried out with the aim of finding a person to fill a vacancy, and they covered 3,717 persons. Sixty per cent of the total number of selection procedures was carried out for the public sector and forty per cent for the private sector.

- In addition to vocational selection procedures, in 2005 work with employers also included the provision of 444 services for vocational information and counselling purposes relating to human resources, whilst in 2006, work with employers included 902 vocational information and counselling services relating to human resources.

The provision of vocational information and counselling is carried out, as already mentioned, for the following target groups: unemployed persons and those seeking employment, elementary and secondary school students and university students, employers and, in recent times, others who wish to advance their professional development. Within the elementary and secondary school student population, a number of sub-groups are actively targeted: those who are undecided about the continuation of their education or employment, those with developmental problems, those with health problems, those who do not manage to cover the basic curriculum, and gifted students. Work with students who have health problems or developmental problems is defined by the rules of the respective professions, the Quality Standards for Vocational Guidance laid down and adopted by the CES, and the Decision on elements and criteria for selecting candidates for enrolment in grade I of secondary school in a particular year, as taken by the Minister of Science, Education and Sport, in accordance with the Secondary Education Act. This Decision, among criteria common to all, stipulates extra criteria for enrolling students in secondary schools. Students in this group are enrolled in secondary schools on the basis of the opinion of the Department of Vocational Guidance, based on an assessment of the abilities, interests and state of health of each student and a prognosis of his or her success in completing the syllabus within the educational course suggested. This opinion is prescribed by the document "Quality Standards in Vocational Guidance and Selection in the CES" and is the result of the work of the vocational guidance team (a psychologist and pedagogue from the Department of Vocational Guidance, a doctor specialising in occupational medicine) in co-operation with professionals working at schools (pedagogue, rehabilitator, psychologist or social worker) and the student's parents. On the basis of a synthesis of all the relevant data, the Opinion suggests at least three alternatives for enrolling the student in secondary education. During the vocational guidance procedure, the experts working in the teams deal with difficulties in agreeing on the abilities, interests, motivation and expectations of the student and his or her parents on the one side, with the actual educational opportunities and the very limited range of educational courses available, on the other. Also, the problems that students with developmental problems face in continuing their education under the normal conditions prevailing in secondary schools, albeit according to adapted curricula, are self-evident. Although in formal terms there is a legal framework for continuing education under normal conditions, according to adapted curricula in secondary schools, few such arrangements are carried out in reality, even when a student approaches enrolment armed with an opinion from the vocational guidance services regarding his or her need to continue secondary education under normal conditions but according to an adapted curriculum.

Furthermore, the Croatian Employment Service attempts to identify scarce skills every year, on a regional basis, and forwards information to the relevant educational institutions. In co-operation with employers (scholarship opportunities), chambers of trades and crafts and chambers of commerce, it works to promote such occupations by using printed material or direct dissemination of information in schools.

Provision of vocational information and counselling for elementary and secondary school students begins at the start of their final year in either elementary or secondary school, in order to give students and parents adequate access to the aforementioned services and sufficient time to make the best decision about continuing education. The emphasis in the vocational guidance approach is in the fact that experts, through their methods of giving information and advice, play a supportive role (helping students to recognise their own abilities, interests and motivation, supplying information about existing educational courses and trends on the labour market), while the final decision rests with the student.

Since the brochure "Enrolling in Secondary School", published by the Ministry of Science, Education and Sports, is issued towards the end of the final year of elementary or secondary school (in spring), regional offices of the Croatian Employment Service, or their Departments of Vocational Guidance, print their own brochures every year for elementary and secondary school students, by regions, with the aim of giving more detailed, timely information to students about educational courses, description of individual occupations and competencies, that is the knowledge and skills which should be acquired during education, and information about employment for the occupations described. After the brochures have been distributed in elementary and secondary schools, surveys of the career intentions of the students are carried out, so that more detailed information and advice can be given in the process of deciding on students' continuing education, as outlined earlier.

Procedures concerning the provision of information and counselling and psychological and medical evaluations of students with psycho-physical developmental difficulties are carried out in accordance with the principles of the psychological and medical professions, which means adapting and individualising approaches wherever necessary, and intensive co-operation with professionals working at schools and with parents.

To provide elementary school students with vocational guidance, the Ministry of Science, Education and Sports, in co-operation with the Croatian Employment Service, publishes every year the brochure *Enrolling in Secondary School* with the following contents:

- the requirements for enrolling in secondary schools
- a list and description of all programmes for specific occupations
- a list of secondary schools, with corresponding educational programmes
- information about various institutions (student's hostels, offices of state administration, county chambers of trades and crafts, regional offices of the Croatian Employment Service)
- guidance on how to choose an occupation.

These brochures are sent to all elementary schools, regional offices of the Croatian Employment Service, county chambers of trades and crafts and bodies of local government and self-government responsible for education.

The activities of the Croatian Chamber of Trades and Crafts in the field of vocational guidance include the making of a flyer on education for licensed trades and crafts and the organisation of the event *I Want to be a Master Craftsman* as part of the Trades and Crafts Fair.

The availability of education for a profession is governed by the Secondary School Education Act. Secondary school education is available to everyone under equal conditions, according to his or her abilities (Article 3). Secondary school education of children who are members of national minorities is implemented under the provisions of the Act on the Education in the Language and Script of National Minorities (Article 5). Education of nationals of other contracting parties is available to all those who have regulated their stay in the Republic of Croatia on whatever basis.

Vocational rehabilitation or habilitation is an integral part of the overall rehabilitation/habilitation, aimed at providing the social integration of persons with developmental difficulties to the maximum possible degree.

The system of vocational rehabilitation consists of three indivisible successive components:

- vocational guidance,
- training for productive work, or vocational training/training for work, and
- employment.

Adult education

Adult education is based on the principle of lifelong learning. This can be formal, non-formal or informal.

Formal adult education includes:

- Elementary education for adults
- Secondary education for adults; gaining secondary educational or vocational qualifications, lower occupational qualifications, re-training, training and further training
- University (tertiary) education

Non-formal adult education is denoted by organised learning processes focussing on equipping adults to work, take part in various social activities and develop as individuals. Informal adult learning is denoted by activities through which adults accept attitudes and positive values, along with skills and knowledge, from daily experience and various other influences and sources in their environment.

Adult education is carried out in institutions registered to carry out adult education activities.

Persons over the age of fifteen who are not part of the regular education system and who fulfil the conditions prescribed by the educational programme may participate in adult education courses.

The Adult Education Act came into force on 20 February 2007. Among other things, the Act defines the activities and goals of the Council and Agency for Adult Education, defines forms of adult education and who, under which circumstances, may carry out adult education activities.

The Act, however, introduces some new provisions:

- adult education becomes an integral part of the whole education system in the Republic of Croatia, facilitating vertical mobility;
- the right of employees to educational leave and the involvement of all in financing education;
- partnership – involving all relevant factors in creating measures to improve and develop adult education.

Vertical mobility – integrating adult education in the Croatian education system overall enables those who have for whatever reason dropped out of the formal education system to return to it and continue their education to the highest possible level.

Right of employees to educational leave – for the first time, employees have the right to seven days

leave if they wish to spend that period undergoing some form of education. This right is to be exercised in agreement with one's employer. It may take the form of paid leave, which should also be regulated contractually with one's employer.

Since lifelong learning is a fundamental principle of the Strategy for Adult Education, whose goal is the personal development of individuals and economic development of the state, the Act stipulates that **all participate** in financing adult education, **according to the needs and abilities of the interested parties**, which are the state, local and regional self-government, employers and participants.

Partnership principle – this is realised within the Council for Adult Education, composed of representatives of ministries, employers, trades unions and educational institutions. The basic task of the Council is to monitor the situation and propose measures for the development of adult education to the Government of the Republic of Croatia. The Council also proposes financing for adult education courses for which funds are secured in the budget.

The importance of the Council arises from its very composition and status (as an expert, advisory body of the Government of the Republic of Croatia): representatives of each sector define problems in adult education **together** and propose measures to resolve them efficiently.

The Agency for Adult Education is a public institution founded by a Regulation of the Government of the Republic of Croatia in May 2006. Its activities are the monitoring, development, assessment and advancement of adult education. The Agency was founded as part of the Government's strategy for adult education adopted in 2005, which is based on the principle of lifelong learning.

GOALS:

- To replace permanent employment with permanent employability
- To increase adult participation in lifelong learning
- To achieve 21st century literacy
- To co-ordinate the education system and the labour market
- To promote a culture of learning

ACTIVITIES:

- Carrying out analytical and developmental tasks in adult education activities
- Co-ordinating the proposals of expert bodies
- Monitoring the professional work of adult education institutions
- Carrying out professional and advisory activities
- Implementing occupational training and further training of employees in the field of adult education
- Innovating, monitoring and assessing the implementation of adult education programmes
- Encouraging co-operation and participating in implementing programmes and projects relating to the field of adult education
- Keeping a database and providing state administration bodies and the competent ministry with information on records and other important information in connection with monitoring the status and development of adult educational activities
- Preparing analyses of the business processes of such activities
- Determining criteria for the establishment, implementation and supervision of a system for financing adult education in terms of courses, investments and material business activities
- Carrying out other activities defined by the Agency's founding act

- Carrying out tasks and duties as the national agency for the implementation of the Integrated Lifelong Learning Programme and the Youth in Action Programme of the European Commission.

At the same time, the Government of the Republic of Croatia, pursuant to Article 12, paragraph 2 of the Institutions Act, at a session held on 13 January 2005, passed the Regulation on Establishing the Agency for Vocational Education.

The Agency's activities are planning, developing, organising, monitoring and assessing the school and out-of school systems in the field of vocational training.

In carrying out the above activities the Agency carries out analytical, developmental and research work, prepares proposals for standards relating to particular occupations; co-ordinates proposals for expert solutions in the area of occupational and vocational education; prepares analyses of business processes (areas of work) and areas of vocation, provides bodies of state administration, the Government of the Republic of Croatia and the Croatian Parliament with (independent) information, and where necessary compiles relevant reports on individual topics concerning vocational education; monitors, co-operates and participates in the implementation of programmes and projects linked to the field of vocational education; carries out advisory activities; implements occupational training and further training in the field of vocational education and innovates, monitors and assesses the implementation of vocational education.

Average monthly gross and net salaries by gender

	2003		2004	
	Gross, HRK	Net	Gross	Net
Total	5,599	3,949	5,916	4,143
Men	5,868	4,134	6,206	4,341
Women	5,251	3,710	5,540	3,885
Difference in salaries (in HRK)	617	424	666	456
Difference in salaries (%)	10.5	10.3	10.7	10.5

Average monthly gross and net salaries by gender

	2005	
	Gross	Net
Total	6,192	4,352
Men	6,492	4,558
Women	5,806	4,087
Difference in salaries (in HRK)	686	471
%	10.6	10.3

2004 WOMEN									
County/Region			Employed in legal entities ¹⁾	Employed in trades and crafts, and free lance professions ²⁾	Active insurees - individual farmers ²⁾	Total employment	Unemployment ³⁾	Active population	Registered unemployment rate, % ⁴⁾
HR	CROATIA		487,989	109,657	28,679	626,325	189,134	815,459	23.2
HR01		NORTH-WEST CROATIA	233,207	41,310	13,710	288,227	49,544	337,771	14.7
HR011		City of Zagreb	152,800	22,378	609	175,787	23,248	199,035	11.7
HR012	I	Zagreb	20,775	6,935	3,529	31,239	8,285	39,524	21.0
HR013	II	Krapina-Zagorje	13,349	3,297	1,650	18,296	3,282	21,578	15.2
HR014	V	Varaždin	21,840	4,133	2,680	28,653	5,956	34,609	17.2
HR015	VI	Koprivnica-Križevci	11,569	2,169	3,851	17,589	4,343	21,932	19.8
HR016	XX	Medimurje	12,874	2,398	1,391	16,663	4,430	21,093	21.0
HR02		CENTRAL AND EASTERN (Panonian) CROATIA	102,124	26,832	11,705	140,661	73,101	213,762	34.2
HR021	VII	Bjelovar-Bilogora	10,745	2,210	3,050	16,005	5,968	21,973	27.2
HR022	X	Virovitica-Podravina	6,336	1,658	2,161	10,155	5,409	15,564	34.8
HR023	XI	Požega-Slavonia	7,056	1,608	583	9,247	3,307	12,554	26.3
HR024	XII	Brod-Posavina	10,052	4,015	968	15,035	9,297	24,332	38.2
HR025	XIV	Osijek-Baranja	30,082	6,105	1,561	37,748	18,860	56,608	33.3
HR026	XVI	Vukovar-Srijem	11,434	4,292	1,257	16,983	11,595	28,578	40.6
HR027	IV	Karlovac	12,194	3,402	872	16,468	8,012	24,480	32.7
HR028	III	Sisak-Moslavina	14,225	3,542	1,253	19,020	10,653	29,673	35.9

County/Region			Employed in legal entities ¹⁾	Employed in trades and crafts, and free lance professions ²⁾	Active insurees - individual farmers ²⁾	Total employment	Unemployment ³⁾	Active population	Registered unemployment rate, % ⁴⁾
HR03		ADRIATIC CROATIA	152,658	41,515	3,264	197,437	66,489	263,926	25.2
HR031	VIII	Primorje-Gorski Kotar	40,249	9,327	186	49,762	12,014	61,776	19.4
HR032	IX	Lika-Senj	4,019	1,174	482	5,675	1,956	7,631	25.6
HR033	XIII	Zadar	13,361	4,755	387	18,503	8,023	26,526	30.2
HR034	XV	Šibenik-Knin	8,838	2,640	121	11,599	6,937	18,536	37.4
HR035	XVII	Split-Dalmatia	46,312	13,123	971	60,406	26,702	87,108	30.7
HR036	XVIII	Istra	27,168	7,541	707	35,416	5,047	40,463	12.5
HR037	XIX	Dubrovnik-Neretva	12,711	2,955	410	16,076	5,810	21,886	26.5
			487,989	109,657	28,679	626,325	189,134	815,459	23.2
			487,989	109,657	28,679	626,325	189,134	815,459	23.2

1) These figures include persons employed in the police and defence forces.

2) These data were taken from the records on active insurees kept by the Croatian Pension Insurance Institute.

3) These data were taken from the records kept by the Croatian Employment Service.

4) The unemployment rate was calculated as the ratio between the number of unemployed people and the total active population.

NORTH-WEST CROATIA	233,207	41,310	13,710	288,227	49,544	337,771	14.7
CENTRAL AND EASTERN (Panonian) CROATIA	102,124	26,832	11,705	140,661	73,101	213,762	34.2
ADRIATIC CROATIA	152,658	41,515	3,264	197,437	66,489	263,926	25.2

2005 WOMEN									
County/Region			Employed in legal entities ¹⁾	Employed in trades and crafts, and free lance professions ²⁾	Active insurees - individual farmers ²⁾	Total employment	Unemployment ³⁾	Active population	Registered unemployment rate, % ⁴⁾
HR	CROATIA		493,323	113,007	24,785	631,115	189,964	821,079	23.1
HR01		NORTH-WEST CROATIA	234,808	42,165	11,577	288,550	51,265	339,815	15.1
HR011		City of Zagreb	154,343	22,807	519	177,669	24,211	201,880	12.0
HR012	I	Zagreb	21,249	7,121	3,000	31,370	8,555	39,925	21.4
HR013	II	Krapina-Zagorje	13,259	3,411	1,177	17,847	3,594	21,441	16.8
HR014	V	Varaždin	22,151	4,276	2,149	28,576	5,848	34,424	17.0
HR015	VI	Koprivnica-Križevci	11,463	2,230	3,461	17,154	4,595	21,749	21.1
HR016	XX	Međimurje	12,343	2,320	1,271	15,934	4,462	20,396	21.9
HR02		CENTRAL AND EASTERN (Panonian) CROATIA	103,250	27,545	10,490	141,285	73,913	215,198	34.3
HR021	VII	Bjelovar-Bilogora	10,761	2,214	2,678	15,653	6,354	22,007	28.9
HR022	X	Virovitica-Podravina	6,317	1,787	1,933	10,037	5,466	15,503	35.3
HR023	XI	Požega-Slavonia	7,081	1,727	501	9,309	3,264	12,573	26.0
HR024	XII	Brod-Posavina	10,357	4,077	896	15,330	9,352	24,682	37.9
HR025	XIV	Osijek-Baranja	30,532	6,258	1,429	38,219	18,997	57,216	33.2
HR026	XVI	Vukovar-Srijem	11,947	4,532	1,195	17,674	11,156	28,830	38.7
HR027	IV	Karlovac	11,989	3,436	749	16,174	8,306	24,480	33.9
HR028	III	Sisak-Moslavina	14,266	3,514	1,109	18,889	11,018	29,907	36.8

County/Region			Employed in legal entities ¹⁾	Employed in trades and crafts, and free lance professions ²⁾	Active insurees - individual farmers ³⁾	Total employment	Unemployment ³⁾	Active population	Registered unemployment rate, % ⁴⁾
HR03		ADRIATIC CROATIA	155,265	43,297	2,718	201,280	64,786	266,066	24.3
HR031	VIII	Primorje-Gorski Kotar	40,520	9,343	159	50,022	12,261	62,283	19.7
HR032	IX	Lika-Senj	3,975	1,309	380	5,664	2,103	7,767	27.1
HR033	XIII	Zadar	13,759	5,082	337	19,178	7,666	26,844	28.6
HR034	XV	Šibenik-Knin	9,256	2,862	108	12,226	6,281	18,507	33.9
HR035	XVII	Split-Dalmatia	47,030	13,858	787	61,675	25,775	87,450	29.5
HR036	XVIII	Istra	27,463	7,740	594	35,797	5,177	40,974	12.6
HR037	XIX	Dubrovnik-Neretva	13,262	3,103	353	16,718	5,523	22,241	24.8
			493,323	113,007	24,785	631,115	189,964	821,079	23.1
			493,323	113,007	24,785	631,115	189,964	821,079	23.1

1) These figures include persons employed in the police and defence forces.

2) These data were taken from the records on active insurees kept by the Croatian Pension Insurance Institute.

3) These data were taken from the records kept by the Croatian Employment Service.

4) The unemployment rate was calculated as the ratio between the number of unemployed people and the total active population.

NORTH-WEST CROATIA	234,808	42,165	11,577	288,550	51,265	339,815	15.1
CENTRAL AND EASTERN (Panonian) CROATIA	103,250	27,545	10,490	141,285	73,913	215,198	34.3
ADRIATIC CROATIA	155,265	43,297	2,718	201,280	64,786	266,066	24.3

2006 WOMEN									
County/Region			Employed in legal entities ¹⁾	Employed in trades and crafts, and free lance professions ²⁾	Active insurees - individual farmers ²⁾	Total employment	Unemployment ³⁾	Active population	Registered unemployment rate, % ⁴⁾
HR	CROATIA		513,197	115,327	21,836	650,360	185,014	835,374	22.1
HR01		NORTH-WEST CROATIA	245,482	42,882	10,175	298,539	49,865	348,404	14.3
HR011		City of Zagreb	161,337	23 082	444	184,863	23,612	208,475	11.3
HR012	I	Zagreb	22,440	7 405	2,522	32,367	8,381	40,748	20.6
HR013	II	Krapina-Zagorje	13,579	3 392	949	17,920	3,598	21,518	16.7
HR014	V	Varaždin	23,187	4 392	1,873	29,452	5,427	34,879	15.6
HR015	VI	Koprivnica-Križevci	11,839	2 341	3,221	17,401	4,430	21,831	20.3
HR016	XX	Međimurje	13,100	2 270	1,166	16,536	4,417	20,953	21.1
HR02		CENTRAL AND EASTERN (Panonian) CROATIA	107,123	27,962	9,326	144,411	73,477	217,888	33.7
HR021	VII	Bjelovar-Bilogora	11,027	2 310	2,458	15,795	6,651	22,446	29.6
HR022	X	Virovitica-Podravina	6,542	1 766	1,658	9,966	5,736	15,702	36.5
HR023	XI	Požega-Slavonia	7,148	1 741	422	9,311	3,244	12,555	25.8
HR024	XII	Brod-Posavina	10,702	4 249	805	15,756	9,454	25,210	37.5
HR025	XIV	Osijek-Baranja	31,602	6 249	1,297	39,148	18,603	57,751	32.2
HR026	XVI	Vukovar-Srijem	12,579	4 772	1,037	18,388	10,837	29,225	37.1
HR027	IV	Karlovac	12,644	3 290	647	16,581	8,218	24,799	33.1
HR028	III	Sisak-Moslavina	14,879	3 585	1,002	19,466	10,734	30,200	35.5

County/Region			Employed in legal entities ¹⁾	Employed in trades and crafts, and free lance professions ²⁾	Active insurees - individual farmers ²⁾	Total employment	Unemployment ³⁾	Active population	Registered unemployment rate, % ⁴⁾
HR03		ADRIATIC CROATIA	160,592	44,483	2,335	207,410	61,672	269,082	22.9
HR031	VIII	Primorje-Gorski Kotar	41,273	9 507	138	50,918	11,456	62,374	18.4
HR032	IX	Lika-Senj	4,058	1 371	310	5,739	2,125	7,864	27.0
HR033	XIII	Zadar	14,704	5 228	278	20,210	7,176	27,386	26.2
HR034	XV	Šibenik-Knin	9,676	2 967	97	12,740	5,715	18,455	31.0
HR035	XVII	Split-Dalmatia	48,560	14 311	684	63,555	24,738	88,293	28.0
HR036	XVIII	Istra	28,427	7 942	514	36,883	5,180	42,063	12.3
HR037	XIX	Dubrovnik-Neretva	13,894	3 157	314	17,365	5,282	22,647	23.3
			513,197	115,327	21,836	650,360	185,014	835,374	22.1
			513,197	115,327	21,836	650,360	185,014	835,374	22.1

1) These figures include persons employed in the police and defence forces.

2) These data were taken from the records on active insurees kept by the Croatian Pension Insurance Institute.

3) These data were taken from the records kept by the Croatian Employment Service.

4) The unemployment rate was calculated as the ratio between the number of unemployed people and the total active population.

NORTH-WEST CROATIA	245,482	42,882	10,175	298,539	49,865	348,404	14.3
CENTRAL AND EASTERN (PANONIAN) CROATIA	107,123	27,962	9,326	144,411	73,477	217,888	33.7
ADRIATIC CROATIA	160,592	44,483	2,335	207,410	61,672	269,082	22.9

2004 TOTAL									
County/Region			Employed in legal entities ¹⁾	Employed in trades and crafts, and free lance professions ²⁾	Active insurees - individual farmers ²⁾	Total employment	Unemployment ³⁾	Active population	Registered unemployment rate, % ⁴⁾
HR	CROATIA		1,095,643	244,675	56,081	1,396,399	325,238	1,721,637	18.9
HR01		NORTH-WEST CROATIA	502,526	94,819	24,522	621,867	85,770	707,637	12.1
HR011		City of Zagreb	322,338	46,998	1,229	370,565	39,627	410,192	9.7
HR012	I	Zagreb	53,166	17,280	6,239	76,685	13,739	90,424	15.2
HR013	II	Krapina-Zagorje	25,971	9,085	2,704	37,760	5,851	43,611	13.4
HR014	V	Varaždin	46,566	9,961	4,657	61,184	10,841	72,025	15.1
HR015	VI	Koprivnica-Križevci	26,292	5,005	7,187	38,484	8,187	46,671	17.5
HR016	XX	Međimurje	28,193	6,490	2,506	37,189	7,525	44,714	16.8
HR02		CENTRAL AND EASTERN (Panonian) CROATIA	249,315	58,054	23,544	330,913	131,761	462,674	28.5
HR021	VII	Bjelovar-Bilogora	24,797	5,163	5,930	35,890	11,653	47,543	24.5
HR022	X	Virovitica-Podravina	15,744	3,901	4,256	23,901	10,137	34,038	29.8
HR023	XI	Požega-Slavonia	17,038	3,328	1,282	21,648	5,908	27,556	21.4
HR024	XII	Brod-Posavina	27,158	8,804	2,196	38,158	16,426	54,584	30.1
HR025	XIV	Osijek-Baranja	71,583	13,085	3,360	88,028	33,860	121,888	27.8
HR026	XVI	Vukovar-Srijem	29,428	9,002	2,733	41,163	21,414	62,577	34.2
HR027	IV	Karlovac	28,237	7,426	1,489	37,152	13,370	50,522	26.5
HR028	III	Sisak-Moslavina	35,330	7,345	2,298	44,973	18,993	63,966	29.7

2004 TOTAL									
County/Region			Employed in legal entities ¹⁾	Employed in trades and crafts, and free lance professions ²⁾	Active insurees - individual farmers ²⁾	Total employment	Unemployment ³⁾	Active population	Registered unemployment rate, % ⁴⁾
HR03		ADRIATIC CROATIA	343,802	91,802	8,015	443,619	107,707	551,326	19.5
HR031	VIII	Primorje-Gorski Kotar	88,543	21,442	422	110,407	18,923	129,330	14.6
HR032	IX	Lika-Senj	11,723	2,622	818	15,163	3,406	18,569	18.3
HR033	XIII	Zadar	30,610	10,307	966	41,883	13,026	54,909	23.7
HR034	XV	Šibenik-Knin	20,317	5,832	320	26,469	12,159	38,628	31.5
HR035	XVII	Split-Dalmatia	104,732	26,878	2,485	134,095	42,901	176,996	24.2
HR036	XVIII	Istra	59,198	18,371	1,792	79,361	7,653	87,014	8.8
HR037	XIX	Dubrovnik-Neretva	28,679	6,350	1,212	36,241	9,639	45,880	21.0
			1,095,643	244,675	56,081	1,396,399	325,238	1,721,637	18.9
			1,095,643	244,675	56,081	1,396,399	325,238	1,721,637	18.9

1) These figures include persons employed in the police and defence forces.

2) These data were taken from the records on active insurees kept by the Croatian Pension Insurance Institute.

3) These data were taken from the records kept by the Croatian Employment Service.

4) The unemployment rate was calculated as the ratio between the number of unemployed people and the total active population.

NORTH-WEST CROATIA	502,526	94,819	24,522	621,867	85,770	707,637	12.1
CENTRAL AND EASTERN (Panonian) CROATIA	249,315	58,054	23,544	330,913	131,761	462,674	28.5
ADRIATIC CROATIA	343,802	91,802	8,015	443,619	107,707	551,326	19.5

2005 TOTAL									
County/Region		Employed in legal entities ¹⁾	Employed in trades and crafts, and free lance professions ²⁾	Active insurees - individual farmers ²⁾	Total employment	Unemployment ³⁾	Active population	Registered unemployment rate, % ⁴⁾	
HR	CROATIA		1,099,497	250,385	50,762	1,400,644	329,020	1,729,664	19.0
HR01		NORTH-WEST CROATIA	504,237	96,110	21,427	621,774	88,650	710,424	12.5
HR011		City of Zagreb	323,089	47,354	1,081	371,524	41,143	412,667	10.0
HR012	I	Zagreb	55,291	17,708	5,403	78,402	14,272	92,674	15.4
HR013	II	Krapina-Zagorje	25,531	9,305	2,001	36,837	6,436	43,273	14.9
HR014	V	Varaždin	47,076	10,206	3,831	61,113	10,810	71,923	15.0
HR015	VI	Koprivnica-Križevci	25,792	5,140	6,709	37,641	8,552	46,193	18.5
HR016	XX	Međimurje	27,458	6,397	2,402	36,257	7,437	43,694	17.0
HR02		CENTRAL AND EASTERN (Panonian) CROATIA	248,361	59,198	22,421	329,980	134,588	464,568	29.0
HR021	VII	Bjelovar-Bilogora	24,332	5,165	5,478	34,975	12,367	47,342	26.1
HR022	X	Virovitica-Podravina	15,303	4,097	4,120	23,520	10,323	33,843	30.5
HR023	XI	Požega-Slavonia	16,998	3,520	1,182	21,700	6,061	27,761	21.8
HR024	XII	Brod-Posavina	26,152	8,942	2,023	37,117	16,627	53,744	30.9
HR025	XIV	Osijek-Baranja	71,612	13,290	3,272	88,174	34,368	122,542	28.0
HR026	XVI	Vukovar-Srijem	29,599	9,232	2,892	41,723	21,078	62,801	33.6
HR027	IV	Karlovac	28,856	7,568	1,296	37,720	14,091	51,811	27.2
HR028	III	Sisak-Moslavina	35,509	7,384	2,158	45,051	19,673	64,724	30.4

2005 TOTAL									
County/Region			Employed in legal entities ¹⁾	Employed in trades and crafts, and free lance professions ²⁾	Active insurees - individual farmers ²⁾	Total employment	Unemployment ³⁾	Active population	Registered unemployment rate, % ⁴⁾
HR03		ADRIATIC CROATIA	346,899	95,077	6,914	448,890	105,782	554,672	19.1
HR031	VIII	Primorje-Gorski Kotar	89,273	21,718	375	111,366	19,115	130,481	14.6
HR032	IX	Lika-Senj	10,177	2,808	683	13,668	3,972	17,640	22.5
HR033	XIII	Zadar	32,034	10,859	852	43,745	12,609	56,354	22.4
HR034	XV	Šibenik-Knin	20,788	6,385	287	27,460	11,092	38,552	28.8
HR035	XVII	Split-Dalmatia	105,078	27,792	2,071	134,941	41,976	176,917	23.7
HR036	XVIII	Istra	60,283	18,919	1,557	80,759	7,803	88,562	8.8
HR037	XIX	Dubrovnik-Neretva	29,266	6,596	1,089	36,951	9,215	46,166	20.0
			1,099,497	250,385	50,762	1,400,644	329,020	1,729,664	19.0
			1,099,497	250,385	50,762	1,400,644	329,020	1,729,664	19.0

1) These figures include persons employed in the police and defence forces.

2) These data were taken from the records on active insurees kept by the Croatian Pension Insurance Institute.

3) These data were taken from the records kept by the Croatian Employment Service.

4) The unemployment rate was calculated as the ratio between the number of unemployed people and the total active population.

NORTH-WEST CROATIA	504,237	96,110	21,427	621,774	88,650	710,424	12.5
CENTRAL AND EASTERN (PANONIAN) CROATIA	248,361	59,198	22,421	329,980	134,588	464,568	29.0
ADRIATIC CROATIA	346,899	95,077	6,914	448,890	105,782	554,672	19.1

2006 TOTAL									
County/Region			Employed in legal entities ¹⁾	Employed in trades and crafts, and free lance professions ²⁾	Active insurees - individual farmers ²⁾	Total employment	Unemployment ³⁾	Active population	Registered unemployment rate, % ⁴⁾
HR	CROATIA		1,144,466	256,012	45,925	1,446,403	311,311	1,757,714	17.7
HR01		NORTH-WEST CROATIA	529,434	97,554	19,130	646,118	83,504	729,622	11.4
HR011		City of Zagreb	339,802	47,838	941	388,581	39,137	427,718	9.2
HR012	I	Zagreb	58,604	18,300	4,613	81,517	13,510	95,027	14.2
HR013	II	Krapina-Zagorje	26,475	9,337	1,644	37,456	6,076	43,532	14.0
HR014	V	Varaždin	48,870	10,371	3,357	62,598	9,857	72,455	13.6
HR015	VI	Koprivnica-Križevci	26,739	5,362	6,325	38,426	7,861	46,287	17.0
HR016	XX	Međimurje	28,944	6,346	2,250	37,540	7,063	44,603	15.8
HR02		CENTRAL AND EASTERN (Panonian) CROATIA	256,705	60,440	20,763	337,908	129,010	466,918	27.6
HR021	VII	Bjelovar-Bilogora	24,984	5,288	5,124	35,396	12,403	47,799	25.9
HR022	X	Virovitica-Podravina	15,637	4,038	3,686	23,361	10,177	33,538	30.3
HR023	XI	Požega-Slavonia	16,054	3,688	1,087	20,829	5,773	26,602	21.7
HR024	XII	Brod-Posavina	27,257	9,376	1,853	38,486	16,183	54,669	29.6
HR025	XIV	Osijek-Baranja	75,108	13,490	3,140	91,738	32,362	124,100	26.1
HR026	XVI	Vukovar-Srijem	31,025	9,607	2,726	43,358	19,755	63,113	31.3
HR027	IV	Karlovac	30,186	7,395	1,168	38,749	13,685	52,434	26.1
HR028	III	Sisak-Moslavina	36,454	7,558	1,979	45,991	18,672	64,663	28.9
2006 TOTAL									

County/Region			Employed in legal entities ¹⁾	Employed in trades and crafts, and free lance professions ²⁾	Active insurees - individual farmers ²⁾	Total employment	Unemployment ³⁾	Active population	Registered unemployment rate, % ⁴⁾
HR03		ADRIATIC CROATIA	358,327	98,018	6,032	462,377	98,797	561,174	17.6
HR031	VIII	Primorje-Gorski Kotar	91,718	21,856	334	113,908	17,585	131,493	13.4
HR032	IX	Lika-Senj	9,957	2,972	586	13,515	3,826	17,341	22.1
HR033	XIII	Zadar	32,250	11,321	741	44,312	11,691	56,003	20.9
HR034	XV	Šibenik-Knin	22,820	6,643	254	29,717	9,896	39,613	25.0
HR035	XVII	Split-Dalmatia	108,049	28,876	1,767	138,692	39,505	178,197	22.2
HR036	XVIII	Istra	62,914	19,601	1,352	83,867	7,687	91,554	8.4
HR037	XIX	Dubrovnik-Neretva	30,619	6,749	998	38,366	8,607	46,973	18.3
			1,144,466	256,012	45,925	1,446,403	311,311	1,757,714	17.7
			1,144,466	256,012	45,925	1,446,403	311,311	1,757,714	17.7

1) These figures include persons employed in the police and defence forces.

2) These data were taken from the records on active insurees kept by the Croatian Pension Insurance Institute.

3) These data were taken from the records kept by the Croatian Employment Service.

4) The unemployment rate was calculated as the ratio between the number of unemployed people and the total active population.

NORTH-WEST CROATIA	529,434	97,554	19,130	646,118	83,504	729,622	11.4
CENTRAL AND EASTERN (Panonian) CROATIA	256,705	60,440	20,763	337,908	129,010	466,918	27.6
ADRIATIC CROATIA	358,327	98,018	6,032	462,377	98,797	561,174	17.6

County		2004					
		Total			Women		
		Employed	Unempl.	Unemploy. rate (%)	Employed	Unempl.	Unemploy. rate (%)
I	Zagreb	370,565	39,627	9.7	175,787	23,248	11.7
II	Krapina-Zagorje	76,685	13,739	15.2	31,239	8,285	21.0
III	Sisak-Moslavina	37,760	5,851	13.4	18,296	3,282	15.2
IV	Karlovac	61,184	10,841	15.1	28,653	5,956	17.2
V	Varaždin	38,484	8,187	17.5	17,589	4,343	19.8
VI	Koprivnica-Križevci	37,189	7,525	16.8	16,663	4,430	21.0
VII	Bjelovar-Bilogora	35,890	11,653	24.5	16,005	5,968	27.2
VIII	Primorje-Gorski Kotar	23,901	10,137	29.8	10,155	5,409	34.8
IX	Lika-Senj	21,648	5,908	21.4	9,247	3,307	26.3
X	Virovitica-Podravina	38,158	16,426	30.1	15,035	9,297	38.2
XI	Požega-Slavonia	88,028	33,860	27.8	37,748	18,860	33.3
XII	Brod-Posavina	41,163	21,414	34.2	16,983	11,595	40.6
XIII	Zadar	37,152	13,370	26.5	16,468	8,012	32.7
XIV	Osijek-Baranja	44,973	18,993	29.7	19,020	10,653	35.9
XV	Šibenik-Knin	110,407	18,923	14.6	49,762	12,014	19.4
XVI	Vukovar-Srijem	15,163	3,406	18.3	5,675	1,956	25.6
XVII	Split-Dalmatia	41,883	13,026	23.7	18,503	8,023	30.2
XVIII	Istra	26,469	12,159	31.5	11,599	6,937	37.4
XIX	Dubrovnik-Neretva	134,095	42,901	24.2	60,406	26,702	30.7
XX	Međimurje	79,361	7,653	8.8	35,416	5,047	12.5
	The City of Zagreb	36,241	9,639	21.0	16,076	5,810	26.5
TOTAL CROATIA:		1,396,399	325,238	18.9	626,325	189,134	23.2

These data were obtained from the annual RAD-1G survey (as of 31 March), and they refer to persons employed in legal entities, those employed in trades and crafts and free lance professions, and persons employed as individual farmers.

County		2005					
		Total			Women		
		Employed	Unempl.	Unemploy. rate (%)	Employed	Unempl.	Unemploy. rate (%)
I	Zagreb	371,524	41.143	10,0	177,669	24.211	12.0
II	Krapina-Zagorje	78,402	14.272	15,4	31,370	8.555	21.4
III	Sisak-Moslavina	36,837	6.436	14,9	17,847	3.594	16.8
IV	Karlovac	61,113	10.810	15,0	28,576	5.848	17.0
V	Varaždin	37,641	8.552	18,5	17,154	4.595	21.1
VI	Koprivnica-Križevci	36,257	7.437	17,0	15,934	4.462	21.9
VII	Bjelovar-Bilogora	34,975	12.367	26,1	15,653	6.354	28.9
VIII	Primorje-Gorski Kotar	23,520	10.323	30,5	10,037	5.466	35.3
IX	Lika-Senj	21,700	6.061	21,8	9,309	3.264	26.0
X	Virovitica-Podravina	37,117	16.627	30,9	15,330	9.352	37.9
XI	Požega-Slavonia	88,174	34.368	28,0	38,219	18.997	33.2
XII	Brod-Posavina	41,723	21.078	33,6	17,674	11.156	38.7
XIII	Zadar	37,720	14.091	27,2	16,174	8.306	33.9
XIV	Osijek-Baranja	45,051	19.673	30,4	18,889	11.018	36.8
XV	Šibenik-Knin	111,366	19.115	14,6	50,022	12.261	19.7
XVI	Vukovar-Srijem	13,668	3.972	22,5	5,664	2.103	27.1
XVII	Split-Dalmatia	43,745	12.609	22,4	19,178	7.666	28.6
XVIII	Istra	27,460	11.092	28,8	12,226	6.281	33.9
XIX	Dubrovnik-Neretva	134,941	41.976	23,7	61,675	25.775	29.5
XX	Međimurje	80,759	7.803	8,8	35,797	5.177	12.6
	The City of Zagreb	36,951	9.215	20,0	16,718	5.523	24.8
TOTAL CROATIA:		1.400.644	329,020	19.0	631,115	189,964	23.1

These data were obtained from the annual RAD-1G survey (as of 31 March), and they refer to persons employed in legal entities, those employed in trades and crafts and free lance professions, and persons employed as individual farmers.

County		2006					
		Total			Women		
		Employed	Unempl.	Unemploy. rate (%)	Employed	Unempl.	Unemploy. rate (%)
I	Zagreb	388,581	39,137	9.2	184,863	23,612	11.3
II	Krapina-Zagorje	81,517	13,510	14.2	32,367	8,381	20.6
III	Sisak-Moslavina	37,456	6,076	14.0	17,920	3,598	16.7
IV	Karlovac	62,598	9,857	13.6	29,452	5,427	15.6
V	Varaždin	38,426	7,861	17.0	17,401	4,430	20.3
VI	Koprivnica-Križevci	37,540	7,063	15.8	16,536	4,417	21.1
VII	Bjelovar-Bilogora	35,396	12,403	25.9	15,795	6,651	29.6
VIII	Primorje-Gorski Kotar	23,361	10,177	30.3	9,966	5,736	36.5
IX	Lika-Senj	20,829	5,773	21.7	9,311	3,244	25.8
X	Virovitica-Podravina	38,486	16,183	29.6	15,756	9,454	37.5
XI	Požega-Slavonia	91,738	32,362	26.1	39,148	18,603	32.2
XII	Brod-Posavina	43,358	19,755	31.3	18,388	10,837	37.1
XIII	Zadar	38,749	13,685	26.1	16,581	8,218	33.1
XIV	Osijek-Baranja	45,991	18,672	28.9	19,466	10,734	35.5
XV	Šibenik-Knin	113,908	17,585	13.4	50,918	11,456	18.4
XVI	Vukovar-Srijem	13,515	3,826	22.1	5,739	2,125	27.0
XVII	Split-Dalmatia	44,312	11,691	20.9	20,210	7,176	26.2
XVIII	Istra	29,717	9,896	25.0	12,740	5,715	31.0
XIX	Dubrovnik-Neretva	138,692	39,505	22.2	63,555	24,738	28.0
XX	Medimurje	83,867	7,687	8.4	36,883	5,180	12.3
	The City of Zagreb	38,366	8,607	18.3	17,365	5,282	23.3
TOTAL CROATIA:		1,446,403	311,311	17.7	650,360	185,014	22.1

These data were obtained from the annual RAD-1G survey (as of 31 March), and they refer to persons employed in legal entities, those employed in trades and crafts and free lance professions, and persons employed as individual farmers.

Regions	2004					
	Total			Women		
	Employed	Unempl.	Unemploy. rate (%)	Employed	Unempl.	Unemploy. rate (%)
NORTH-WEST CROATIA	621,867	85,770	12.1	288,227	49,544	14.7
CENTRAL AND EASTERN (Panonian) CROATIA	330,913	131,761	28.5	140,661	73,101	34.2
ADRIATIC CROATIA	443,619	107,707	19.5	197,437	66,489	25.2
TOTAL CROATIA:	1,396,399	325,238	18.9	626,325	189,134	23.2

Regions	2005					
	Total			Women		
	Employed	Unempl.	Unemploy. rate (%)	Employed	Unempl.	Unemploy. rate (%)
NORTH-WEST CROATIA	621,774	88,650	12.5	288,550	51,265	15.1
CENTRAL AND EASTERN (Panonian) CROATIA	329,980	134,588	29.0	141,285	73,913	34.3
ADRIATIC CROATIA	448,890	105,782	19.1	201,280	64,786	24.3
TOTAL CROATIA:	1,400,644	329,020	19.0	631,115	189,964	23.1

Regions	2006					
	Total			Women		
	Employed	Unempl.	Unemploy. rate (%)	Employed	Unempl.	Unemploy. rate (%)
NORTH-WEST CROATIA	646,118	83,504	11.4	298,539	49,865	14.3
CENTRAL AND EASTERN (Panonian) CROATIA	337,908	129,010	27.6	144,411	73,477	33.7
ADRIATIC CROATIA	462,377	98,797	17.6	207,410	61,672	22.9
TOTAL CROATIA:	1,446,403	311,311	17.7	650,360	185,014	22.1

The registered unemployment rate was calculated as the ratio between the number of unemployed people and the total active population.

These data were obtained from the annual RAD-1G survey (as of 31 March), and they refer to persons employed in legal entities, those employed in trades and crafts and free lance professions, and persons employed as individual farmers.

County		2004					
		Total			Women		
		Employed	Unempl.	Unemploy. rate (%)	Employed	Unempl.	Unemploy. rate (%)
NORTH-WEST CROATIA		621,867	85,770	12.1	288,227	49,544	14.7
	City of Zagreb	36,241	9,639	21.0	16,076	5,810	26.5
I	Zagreb	370,565	39,627	9.7	175,787	23,248	11.7
II	Krapina-Zagorje	76,685	13,739	15.2	31,239	8,285	21.0
V	Varaždin	38,484	8,187	17.5	17,589	4,343	19.8
VI	Koprivnica-Križevci	37,189	7,525	16.8	16,663	4,430	21.0
XX	Međimurje	79,361	7,653	8.8	35,416	5,047	12.5
CENTRAL AND EASTERN (Panonian) CROATIA		330,913	131,761	28.5	140,661	73,101	34.2
VII	Bjelovar-Bilogora	35,890	11,653	24.5	16,005	5,968	27.2
X	Virovitica-Podravina	38,158	16,426	30.1	15,035	9,297	38.2
XI	Požega-Slavonia	88,028	33,860	27.8	37,748	18,860	33.3
XII	Brod-Posavina	41,163	21,414	34.2	16,983	11,595	40.6
XIV	Osijek-Baranja	44,973	18,993	29.7	19,020	10,653	35.9
XVI	Vukovar-Srijem	15,163	3,406	18.3	5,675	1,956	25.6
IV	Karlovac	61,184	10,841	15.1	28,653	5,956	17.2
III	Sisak-Moslavina	37,760	5,851	13.4	18,296	3,282	15.2
ADRIATIC CROATIA		443,619	107,707	19.5	197,437	66,489	25.2
VIII	Primorje-Gorski Kotar	23,901	10,137	29.8	10,155	5,409	34.8
IX	Lika-Senj	21,648	5,908	21.4	9,247	3,307	26.3
XIII	Zadar	37,152	13,370	26.5	16,468	8,012	32.7
XV	Šibenik-Knin	110,407	18,923	14.6	49,762	12,014	19.4
XVII	Split-Dalmatia	41,883	13,026	23.7	18,503	8,023	30.2
XVIII	Istra	26,469	12,159	31.5	11,599	6,937	37.4
XIX	Dubrovnik-Neretva	134,095	42,901	24.2	60,406	26,702	30.7
TOTAL CROATIA:		1,396,399	325,238	18.9	626,325	189,134	23.2

Note: The data on total employment include persons employed in legal entities, those employed in trades and crafts and free lance professions, and persons employed as individual farmers.
RAD-1G Survey (as of 31 March)

County		2005					
		Total			Women		
		Employed	Unempl.	Unemploy. rate (%)	Employed	Unempl.	Unemploy. rate (%)
NORTH-WEST CROATIA		621,774	88,650	12.5	288,550	51,265	15.1
	City of Zagreb	36,951	9,215	20.0	16,718	5,523	24.8
I	Zagreb	371,524	41,143	10.0	177,669	24,211	12.0
II	Krapina-Zagorje	78,402	14,272	15.4	31,370	8,555	21.4
V	Varaždin	37,641	8,552	18.5	17,154	4,595	21.1
VI	Koprivnica-Križevci	36,257	7,437	17.0	15,934	4,462	21.9
XX	Medimurje	80,759	7,803	8.8	35,797	5,177	12.6
CENTRAL AND EASTERN (Panonian) CROATIA		329,980	134,588	29.0	141,285	73,913	34.3
VII	Bjelovar-Bilogora	34,975	12,367	26.1	15,653	6,354	28.9
X	Virovitica-Podravina	37,117	16,627	30.9	15,330	9,352	37.9
XI	Požega-Slavonia	88,174	34,368	28.0	38,219	18,997	33.2
XII	Brod-Posavina	41,723	21,078	33.6	17,674	11,156	38.7
XIV	Osijek-Baranja	45,051	19,673	30.4	18,889	11,018	36.8
XVI	Vukovar-Srijem	13,668	3,972	22.5	5,664	2,103	27.1
IV	Karlovac	61,113	10,810	15.0	28,576	5,848	17.0
III	Sisak-Moslavina	36,837	6,436	14.9	17,847	3,594	16.8
ADRIATIC CROATIA		448,890	105,782	19.1	201,280	64,786	24.3
VIII	Primorje-Gorski Kotar	23,520	10,323	30.5	10,037	5,466	35.3
IX	Lika-Senj	21,700	6,061	21.8	9,309	3,264	26.0
XIII	Zadar	37,720	14,091	27.2	16,174	8,306	33.9
XV	Šibenik-Knin	111,366	19,115	14.6	50,022	12,261	19.7
XVII	Split-Dalmatia	43,745	12,609	22.4	19,178	7,666	28.6
XVIII	Istra	27,460	11,092	28.8	12,226	6,281	33.9
XIX	Dubrovnik-Neretva	134,941	41,976	23.7	61,675	25,775	29.5
TOTAL CROATIA:		1,400,644	329,020	19.0	631,115	189,964	23.1

Note: The data on total employment include persons employed in legal entities, those employed in trades and crafts and free lance professions, and persons employed as individual farmers.
RAD-1G Survey (as of 31 March)

County		2006					
		Total			Women		
		Employed	Unempl.	Unemploy. rate (%)	Employed	Unempl.	Unemploy. rate (%)
NORTH-WEST CROATIA		646,118	83,504	11.4	298,539	49,865	14.3
	City of Zagreb	38,366	8,607	18.3	17,365	5,282	23.3
I	Zagreb	388,581	39,137	9.2	184,863	23,612	11.3
II	Krapina-Zagorje	81,517	13,510	14.2	32,367	8,381	20.6
V	Varaždin	38,426	7,861	17.0	17,401	4,430	20.3
VI	Koprivnica-Križevci	37,540	7,063	15.8	16,536	4,417	21.1
XX	Međimurje	83,867	7,687	8.4	36,883	5,180	12.3
CENTRAL AND EASTERN (Panonian) CROATIA		337,908	129,010	27.6	144,411	73,477	33.7
VII	Bjelovar-Bilogora	35,396	12,403	25.9	15,795	6,651	29.6
X	Virovitica-Podravina	38,486	16,183	29.6	15,756	9,454	37.5
XI	Požega-Slavonia	91,738	32,362	26.1	39,148	18,603	32.2
XII	Brod-Posavina	43,358	19,755	31.3	18,388	10,837	37.1
XIV	Osijek-Baranja	45,991	18,672	28.9	19,466	10,734	35.5
XVI	Vukovar-Srijem	13,515	3,826	22.1	5,739	2,125	27.0
IV	Karlovac	62,598	9,857	13.6	29,452	5,427	15.6
III	Sisak-Moslavina	37,456	6,076	14.0	17,920	3,598	16.7
ADRIATIC CROATIA		462,377	98,797	17.6	207,410	61,672	22.9
VIII	Primorje-Gorski Kotar	23,361	10,177	30.3	9,966	5,736	36.5
IX	Lika-Senj	20,829	5,773	21.7	9,311	3,244	25.8
XIII	Zadar	38,749	13,685	26.1	16,581	8,218	33.1
XV	Šibenik-Knin	113,908	17,585	13.4	50,918	11,456	18.4
XVII	Split-Dalmatia	44,312	11,691	20.9	20,210	7,176	26.2
XVIII	Istra	29,717	9,896	25.0	12,740	5,715	31.0
XIX	Dubrovnik-Neretva	138,692	39,505	22.2	63,555	24,738	28.0
TOTAL CROATIA:		1,446,403	311,311	17.7	650,360	185,014	22.1

Note: The data on total employment include persons employed in legal entities, those employed in trades and crafts and free lance professions, and persons employed as individual farmers.
RAD-1G Survey (as of 31 March)

Average monthly gross and net salaries of persons employed in legal entities, by NCEA and gender

		Ø 2003					
		Average gross salary per employed person (in HRK)			Average net salary per employed person (in HRK)		
		Total	Men	Women	Total	Men	Women
	Total	5,599	5,868	5,251	3,949	4,134	3,710
A	AGRICULTURE, HUNTING AND FORESTRY	4,550	4,665	4,187	3,378	3,477	3,066
B	FISHING	3,953	4,050	3,493	2,880	2,933	2,629
C	MINING AND QUARRYING	6,192	6,198	6,162	4,429	4,442	4,359
D	MANUFACTURING	4,952	5,412	4,196	3,531	3,841	3,019
E	ELECTRICITY, GAS AND WATER SUPPLY	6,041	6,122	5,700	4,345	4,410	4,073
F	CONSTRUCTION	4,644	4,648	4,621	3,352	3,361	3,290
G	WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS	4,766	5,226	4,280	3,366	3,660	3,056
H	HOTELS AND RESTAURANTS	4,753	5,229	4,364	3,400	3,690	3,163
I	TRANSPORT, STORAGE AND COMMUNICATION	6,378	6,374	6,388	4,443	4,455	4,412
J	FINANCIAL INTERMEDIATION	8,944	10,776	8,188	5,865	6,833	5,466
K	REAL ESTATE, RENTING AND BUSINESS ACTIVITIES	5,925	6,274	5,417	4,041	4,246	3,741
L	PUBLIC ADMINISTRATION AND DEFENCE: COMPULSORY SOCIAL SECURITY	6,435	6,824	5,759	4,595	4,895	4,073
M	EDUCATION	5,862	6,670	5,577	4,163	4,636	3,995
N	HEALTH AND SOCIAL WORK	6,589	8,031	6,146	4,567	5,435	4,301
O	OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES	5,751	6,045	5,377	4,031	4,227	3,781
P	PRIVATE HOUSEHOLDS WITH EMPLOYED PERSONS	-	-	-	-	-	-
Q	EXTRA-TERRITORIAL ORGANIZATIONS	-	-	-	-	-	-

		Ø 2004					
		Average gross salary per employed person (in HRK)			Average net salary per employed person (in HRK)		
		Total	Men	Total	Men	Total	Men
	Total	5,916	6,206	5,540	4,143	4,341	3,885
A	AGRICULTURE, HUNTING AND FORESTRY	4,854	4,975	4,477	3,590	3,685	3,291
B	FISHING	3,848	3,931	3,429	2,850	2,908	2,556
C	MINING AND QUARRYING	6,478	6,511	6,319	4,563	4,598	4,395
D	MANUFACTURING	5,189	5,680	4,359	3,678	4,006	3,124
E	ELECTRICITY, GAS AND WATER SUPPLY	6,510	6,583	6,212	4,637	4,698	4,387
F	CONSTRUCTION	4,859	4,837	5,016	3,491	3,482	3,554
G	WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS	5,043	5,530	4,528	3,541	3,848	3,216
H	HOTELS AND RESTAURANTS	5,032	5,541	4,603	3,556	3,860	3,300
I	TRANSPORT, STORAGE AND COMMUNICATION	6,748	6,831	6,535	4,676	4,753	4,479
J	FINANCIAL INTERMEDIATION	9,292	11,187	8,497	6,039	7,049	5,615
K	REAL ESTATE, RENTING AND BUSINESS ACTIVITIES	6,346	6,689	5,829	4,293	4,499	3,982
L	PUBLIC ADMINISTRATION AND DEFENCE: COMPULSORY SOCIAL SECURITY	6,802	7,218	6,134	4,817	5,136	4,303
M	EDUCATION	6,302	7,369	5,931	4,423	5,043	4,208
N	HEALTH AND SOCIAL WORK	6,899	8,271	6,460	4,762	5,600	4,494
O	OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES	6,193	6,531	5,765	4,297	4,521	4,014
P	PRIVATE HOUSEHOLDS WITH EMPLOYED PERSONS	-	-	-	-	-	-
Q	EXTRA-TERRITORIAL ORGANIZATIONS	-	-	-	-	-	-

		Ø 2005					
		Average gross salary per employed person (in HRK)			Average net salary per employed person (in HRK)		
		Total	Men	Total	Men	Total	Men
	Total	6,192	6,492	5,806	4,352	4,558	4,087
A	AGRICULTURE, HUNTING AND FORESTRY	5,083	5,178	4,792	3,763	3,846	3,508
B	FISHING	4,220	4,330	3,687	3,104	3,175	2,758
C	MINING AND QUARRYING	6,923	6,918	6,952	4,900	4,912	4,838
D	MANUFACTURING	5,452	5,969	4,560	3,871	4,218	3,273
E	ELECTRICITY, GAS AND WATER SUPPLY	6,715	6,780	6,446	4,825	4,877	4,612
F	CONSTRUCTION	5,107	5,072	5,371	3,676	3,661	3,785
G	WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS	5,292	5,825	4,733	3,723	4,067	3,364
H	HOTELS AND RESTAURANTS	5,303	5,787	4,895	3,781	4,080	3,528
I	TRANSPORT, STORAGE AND COMMUNICATION	7,035	7,100	6,866	4,915	4,978	4,752
J	FINANCIAL INTERMEDIATION	9,994	12,115	9,088	6,518	7,649	6,034
K	REAL ESTATE, RENTING AND BUSINESS ACTIVITIES	6,776	7,143	6,230	4,588	4,811	4,256
L	PUBLIC ADMINISTRATION AND DEFENCE: COMPULSORY SOCIAL SECURITY	7,040	7,512	6,356	5,012	5,377	4,483
M	EDUCATION	6,409	7,460	6,052	4,530	5,145	4,321
N	HEALTH AND SOCIAL WORK	7,327	8,970	6,804	5,088	6,086	4,771
O	OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES	6,451	6,740	6,084	4,503	4,707	4,245
P	PRIVATE HOUSEHOLDS WITH EMPLOYED PERSONS	-	-	-	-	-	-
Q	EXTRA-TERRITORIAL ORGANIZATIONS	-	-	-	-	-	-

ARTICLE 9: THE RIGHT TO VOCATIONAL GUIDANCE

....

A. Please give a description of the service - its functions, organisation and operation - specifying in particular:

The legislative basis for vocational guidance services has remained the same.

a. whether access to services is free of charge;

All services provided as part of vocational guidance procedures are free of charge.

b. whether vocational guidance work is carried out in the public or private sectors;

Vocational guidance activities are carried out in the public and private sectors. Within the Croatian Employment Service, there are Departments of Vocational Guidance in twenty-two branch offices. The Croatian Employment Service is a public institution owned by the Republic of Croatia.

Along with the Croatian Employment Service, the educational sector also provides vocational guidance services – in elementary and secondary schools, faculties, Chambers, the institutions of various ministries for particular groups of clients, and an increasing number of private agencies.

The Croatian Employment Service carries out activities which include partnership with other institutions in the field of vocational guidance:

- During 2005 seminars for vocational guidance counsellors were held, oriented towards the needs of the labour market, on the principle of 'training the trainers'. Workshops were held in twelve locations in the Republic of Croatia. In each group half the participants were CES counsellors and half counsellors from elementary and secondary schools. Altogether 120 counsellors took part in the seminars.
- The Croatian Employment Service is also responsible for activities concerning the adaptation and use of a new vocational guidance program, "My Choice" (Moj izbor). These activities were carried out in co-operation with the Ministry of Science, Education and Sports and the Agency for Vocational Education, since the programme includes descriptions of the methods of education for each occupation described. The above programme is aimed at adult users and school students over the age of 13. The (first version of the) program has been distributed in CES branch offices and in 36 elementary and secondary schools. The CES intends to extend the number of institutions, particularly educational institutions, using this program.
- Similarly, a model of partnership in vocational guidance at local level in school student vocational guidance is being developed. This model includes, along with CES activities in elementary and secondary schools informing school students and parents about educational programmes, the activities of the Croatian Chamber of Trades and Crafts, particularly in relation to enrolment in courses for scarce trade skills, and requires further promotion in terms of employer action at local level, which will enable school students and others who are interested to acquaint themselves at first hand with certain jobs, etc.

- In co-operation with the County Offices for Education, the Croatian Employment Service passes on every year details of supply and demand in the labour market at local and regional levels, in order to plan enrolment policies.
- Co-operation with private agencies in the area of vocational guidance includes forwarding details from the Croatian Employment Service concerning supply and demand, as well as methods of work, along with distributing tests used and published by the Croatian Employment Service.

c. the measures taken to supply all persons with adequate information on the choice of employment;

The provision of vocational information is one of the first phases in preparing someone for employment. It embraces the widest possible group of users. Some are informed through various forms of printed material (flyers, brochures, etc.) and some are informed through direct oral communication. Self-information by the use of electronic technology is also used.

The vocational guidance services offered by the Croatian Employment Service are aimed at the unemployed, those who are seeking work and who are registered with the CES. These services are also offered to school students who are in the process of choosing secondary schools or universities.

The Ordinance on the method of reporting and keeping records in the Croatian Employment Service states that an unemployed foreign national with permanent stay status in the Republic of Croatia may be entered in CES records, according to his or her place of residence, as may an unemployed foreign national who is entitled to unemployment benefit upon termination of employment in the Republic of Croatia, on condition that he or she has temporary stay status in the Republic of Croatia. The Croatian Employment Service cannot carry out the role of intermediary in the employment of foreign nationals who are seeking employment, unless they have permanent stay status in the Republic of Croatia. It offers vocational guidance services (provision of information and counselling).

With the aim of creating equality for employment seekers from EU member states, members of their families and Croatian nationals, the provisions relating to the registration of EU nationals with the competent employment services in the Republic of Croatia must be changed.

d. the measures taken to ensure a close link between vocational guidance and training on the one hand and employment on the other

In order to achieve, as far as possible, a balance between supply and demand in the labour market, information about the current and expected employability of individual professions and occupations are always given as part of vocational guidance procedures. This information is also provided in educational institutions, in order that they may adjust the range of educational courses and the number of places offered (quota).

More detailed information is described in the preceding text relating to vocational guidance activities.

e. the measures in hand for improving the services;

New methods are being developed using electronic technology and group work, and Centres for Vocational Information have been set up. By creating conditions for self-information and self-assessment by users of vocational guidance services, counsellors can dedicate more time to individuals for whom expert advice is essential (e.g. disabled persons or those with other problems which may have a considerable influence on their choice of profession or occupation and on their work). For these reasons, the Strategy for Vocational Guidance has been adopted by the Croatian Employment Service. By using funds from the CARDS programme, a British computer program for vocational guidance from the CASCAiD organisation (entitled *Moj izbor* in Croatian ["My Choice"]) has been adapted, enabling users to engage in self-information and self-assessment. The first version of the program was completed at the end of 2006 and has been in use since 1 January 2007 in all regional offices of the Croatian Employment Service and in 36 elementary and secondary schools. The first version of the program contains a database of 250 occupation descriptions, with information on education and employment in the Republic of Croatia, and there is an interactive questionnaire which enables users to receive suggestions regarding occupations most suited to them, on the basis of the answers they give assessing their own interests and abilities. It is the CES's intention to continue developing this program by adding new descriptions of occupations, as well as extending the number of institutions using it.

f. the details of special measures to assist disabled persons.

Preparation for employment also includes vocational rehabilitation and encouraging the employment of disabled persons or persons with other factors limiting their employability. At the end of 2002 the Croatian Parliament passed the Act on Vocational Rehabilitation and Employment of Disabled Persons. This Act implies considerable extension of the role of the Croatian Employment Service in the vocational rehabilitation and employment of disabled persons, so that from 1 July 2003 the Department for Vocational Rehabilitation and Employment of Disabled Persons has been operating as part of the Central Office of the Croatian Employment Service. The Department's basic task is to plan and implement a new approach in preparing and employing the above-mentioned groups of unemployed people.

According to the census of 2001, there were 429,421 disabled persons (9.7 per cent of the population) in the Republic of Croatia. At the end of 2006, 5,790 disabled persons were registered with the Croatian Employment Service, or only 2 per cent of all those unemployed. However, these statistics do not represent a realistic framework for assessing the position of disabled people on the open labour market. More exact indicators and long-term experience in employing this group of people bear witness to the fact that disabled people are a group with restricted access to the labour market. This is not only caused by their disability, but by a number of different factors acting together. Apart from a lack of information and awareness in society, which has already been recognised, the basic problems in employing disabled persons are to be found in the following factors: an inadequate educational structure, lack of work experience, or long-term unemployment as both a cause and effect. This is because, on the whole, disabled persons tend to be educated for occupations which are not particularly required by the labour market. As a result, this group has no employment prospects and cannot achieve the necessary work experience, thus extending the period of unemployment, and the final consequences are the loss of knowledge and skills acquired, loss of motivation and other key factors in finding suitable employment. The aggravated position of unemployed disabled persons and those with other factors limiting their employability on the

open labour market require a multidisciplinary approach, and in relation to the employment of the groups concerned, measures to ensure their competitiveness should be taken early on, at the time when disability occurs and is confirmed, when special attention should be paid to discovering and developing their intellectual and working potential.

With the aim of strengthening the position of disabled persons and creating opportunities for them to be integrated in the world of work, the Croatian Employment Service carries out various activities, however, the fact remains that the problems of employing disabled persons cannot be resolved exclusively by individual effort, rather the competitiveness of such persons must be ensured very early on, at the moment when disability occurs, and this must be achieved through interdepartmental co-operation at all levels.

In the table below, the number of unemployed disabled persons registered with the Croatian Employment Service from 2004 onwards can be seen to be decreasing gradually, while the number of disabled persons on the unemployment register of the Croatian Employment Service who found employment is continually rising, so that during 2006, 1,211 disabled persons on the unemployment register of the Croatian Employment Service were employed.

Year	Unemployed on 31 December	Employed during the year
2004	7,322	1,065
2005	5,892	1,034
2006	5,790	1,211

It is worth mentioning that of the total number of employed disabled persons in the Republic of Croatia, most are from the City of Zagreb and Zagreb County. Apart from differences in market dynamics, the reason for higher employment in these regions is in greater educational opportunities, that is, better co-operation between the educational system and the labour market, and more intense involvement on the part of units of local self-government and associations for disabled persons, that is, associations which care for disabled persons.

Therefore one of the basic preconditions for the integration of disabled persons in the world of work is the setting up of a high-quality, co-ordinated network of support consisting of all the relevant players.

Pursuant to the Act on Vocational Rehabilitation and Employment of Disabled Persons (OG 143/02) and the Act on Amendments to the Act on Vocational Rehabilitation and Employment of Disabled Persons (OG 33/05), the Croatian Employment Service decides on the means of exercising the right to vocational rehabilitation on the part of unemployed disabled persons.

From the point of view of preparation for employment and employment of unemployed persons, vocational rehabilitation includes the following activities:

- Confirming remaining working and general abilities
- Provision of vocational information, counselling and assessment of vocational options
- Analysis of the labour market, employment opportunities and work involvement
- Assessment of the possibility of carrying out, developing and improving vocational training programmes
- Training for work, additional training, retraining and programmes for maintaining and

improving work and social skills and abilities during the period before employment.

In order to improve the quality of services offered to unemployed disabled persons and open up opportunities for them to exercise their rights, as laid down in the provisions of the Act on Vocational Rehabilitation and Employment of Disabled Persons (OG 143/02, 33/05), relating to inclusion in vocational rehabilitation processes, with the aim of later employment, the details of unemployed disabled persons have been updated and an improved database compiled. This database is the result of collecting documentation on disability, and intensive individual work with each unemployed disabled person on the part of employment counsellors. Vocational guidance counsellors and legal services were also involved in the compilation of details and preparation of the database, as well as employment mediation counsellors. To this end, teams for the vocational guidance and employment of unemployed disabled persons were formed at the level of each regional office of the Croatian Employment Service.

According to each regional office's organisational capabilities, the CES's business processes have been adapted to cater for an individual approach to unemployed disabled persons. Specially trained employment counsellors for disabled persons put into practice adapted, individualised methods of providing information and advice, i.e. preparation for employment, according to the capabilities and needs of the disabled person.

Research has been carried out in conjunction with the Faculty of Education and Rehabilitation Sciences concerning employer attitudes towards employing disabled persons. The results of this research have been used as a basis for planning future activities, with the goal of raising awareness among employers concerning the question of the working and personal potential of disabled persons.

The Croatian Employment Service is actively working on the formation of a network of support for the employment of disabled persons at local and regional levels. Recently CES staff have been included in the implementation of a series of projects, with the aim of linking all the relevant players in the employment of disabled persons, empowering disabled persons to build a pro-active, effective approach towards seeking employment and further raising public awareness of the importance of including disabled persons in the world of work.

The first step in implementing a new approach to raising the level of employability of disabled persons was preparation of Croatian Employment Service staff – counsellors for preparing and mediating employment on behalf of this group of unemployed persons. Thus, as part of the 'CARDS 2001' programme, 26 members of the CES staff received additional training during 2004.

In 2002 the Croatian Employment Service began implementing a measure for an active labour market policy entitled 'A chance for us too', by which the employment of disabled persons and others hard to employ is to be co-financed.

Participation in international projects:

Since the Republic of Croatia is in the preparation phase for membership of the European Union which, among other things, presupposes the creation and implementation of projects financed from European funds available, the Croatian Employment Service is responsible for several projects aimed at increasing opportunities for social inclusion:

The aim of the project 'Active Labour Market Measures for Groups Threatened by Social Exclusion' – PHARE 2005, is to strengthen the economic and social cohesion of the most vulnerable groups in Croatian society, by raising the level of their employability. Unemployed disabled persons are one of the target groups of this project.

The project 'Local Partnership for Employment' – CARDS 2002, intends to begin implementing policies for adult education within the perspective of lifelong learning, by building on existing and proposed reforms within the education and training system, and strengthen the synergy between institutions at the local level by encouraging a partnering approach; to strengthen the capacities of those involved locally in forming and implementing development plans in connection with employment, of which an integral part will be the training and employment of unemployed persons.

The IPA project 'Strengthening the Efficient Integration of Unemployed Disabled Persons in the Open Labour Market' is also in preparation. The goals of this project are, apart from improving the employability of the aforementioned group, to create new approaches to raising public awareness, particularly among employers, concerning the working and personal potential of disabled persons and employment procedures, and to prepare or adapt work environments and management of companies employing disabled persons. The need to prepare unemployed disabled people for interviews with potential employers has often been discussed. However, the question arises how much employers know about disabled people's potential and how often disabled people are refused employment, sometimes without even the opportunity of an interview, because employers have too little information and do not know how to approach disabled people. The results of research entitled 'Employer Attitudes to the Employment of Disabled Persons' bear this out. The research was carried out by the Croatian Employment Service during 2003 and 2004 in conjunction with the Faculty of Education and Rehabilitation Sciences. A marked contrast was discovered between the attitudes of employers who had no experience in working with disabled persons and those who had a certain amount of experience with disabled persons. Employers also cited possible non-acceptance on the part of work colleagues and difficulties in delegating work as barriers to the employment of disabled persons.

The UNDP 'Right to Life in the Community: Social Inclusion of Persons with Disabilities' Project is based on the standpoint that obstacles facing disabled persons in society are conditioned, that is, disabled persons have limited opportunities to take part in the life of the community because of barriers raised by their physical surroundings, or other social or institutional factors.

The overall goal of the Project is the advancement of the social inclusion of disabled persons through a series of activities. The Project is based on a human rights approach to offering services and stimulating co-operation between those responsible for the measures – state and public institutions, civil society organisations, the business sector and the media. By creating conditions for the synergetic action of the various bodies involved and measures implemented, this Project will contribute to the inclusion of innovative practices in the system of providing social welfare services, the educational system and the employment system.

Part of the Project relates to promoting the employment of disabled persons, focussing on the following target groups:

- Disabled persons and associations of disabled persons
- Employment counsellors for disabled persons
- Potential and actual employers of disabled persons on the open labour market

These are, along with units of local self-government, the social welfare system, the health care system, the educational system and the Fund for Vocational Rehabilitation and Employment of Disabled Persons, directly responsible for activities, i.e. are partners in the employment of disabled persons, and can only successfully carry out their tasks in the process by ensuring satisfactory mutual co-ordination, which will also be realised within the framework of this project.

Scientific research, the goal of which is to establish the attitudes of disabled persons regarding employment opportunities, their position in society, and their own assessment of their working potential, is also being carried out as part of this Project. The results of this research should indicate the mechanisms by which the employability of disabled persons could be increased and also enable guidelines to be drawn up to improve further the quality of work carried out with unemployed disabled persons in the area of vocational rehabilitation and employment.

Apart from this and the other activities mentioned, the Croatian Employment Service is carrying out active labour market policy measures, of which the following relate directly to groups of persons who are hard to employ, among whom are disabled persons.

Measure 4 - Employment subsidies for special groups of unemployed persons

(Guideline 7 – Promote the integration of and combat discrimination against people at a disadvantage in the labour market)

Target groups:

- Unemployed Croatian veterans, children and spouses of deceased or missing Croatian veterans, persons who are hard to employ according to vocational guidance assessment, unemployed single parents of minors, unemployed women who before the period of unemployment were on a maternity leave for a third or subsequent child, parents with four or more children under the age of 18 who have been registered with the Croatian Employment Service for at least six months.
- Disabled persons, rehabilitated drug addicts, women victims of violence, victims of trafficking in people, asylum seekers, former prisoners, without the requirement of a minimum period of registration as unemployed.

Duration of subsidy:

Regardless of level of education – 18 months

Level of subsidy for Measures 1 to 4:

- for persons with no occupation, a subsidy according to the base rate of HRK 2,169.65 (Article 4 of the Order)
- for persons with vocational qualifications and secondary level education, according to the base rate of HRK 4,029.35 (Article 6 of the Order)

- for persons with two-year post secondary and university qualifications, according to the base rate of HRK 6,190.00 (Article 3 of the Order)

Intensity of support for employment for Measures 1 to 4

- 50 per cent of the prescribed base rate – small employers
- 40 per cent of the prescribed base rate – medium-sized employers
- 20 per cent of the prescribed base rate – large employers

<h4>Measure 6 – Training subsidies for unknown employers</h4>
--

<p>(Guideline 4 – Promote development of human capital and lifelong learning)</p>

Target groups:

- all unemployed persons over the age of 25 registered as unemployed for at least 12 months, regardless of their level of education or work experience;
- all persons under the age of 25 registered as unemployed for more than 6 months, or registered within 90 days of the cessation of education;
- all persons under the age of 35 who are willing to carry out seasonal work, regardless of the length of the period of registration as unemployed, level of qualification or work experience;
- all persons registered as unemployed who are willing to accept work in shipbuilding and construction (occupations connected with construction engineering, electrical and mechanical engineering, groups connected with metalworking in new technologies and fitting);
- rehabilitated addicts, disabled persons, women victims of violence, victims of trafficking in people, asylum seekers, former prisoners – without the requirement of a minimum period of registration as unemployed.

Duration of subsidy:

The average length of training courses is 6 months, until 30 November 2007 at the latest.

Level of subsidy:

One hundred percent (100%) of the costs of training courses and the material costs of the educational establishment are subsidised. The CES makes a grant to participants at the same level as the minimum unemployment benefit, and pays travel costs and insurance against accident in the workplace.

In 2006, 15 disabled persons altogether were trained through this measure.

During 2005 and 2006 the Croatian Employment Service handled requests from employers for incentive payments for the employment or self-employment of disabled persons. In all, 248 requests were assessed positively and incentives for 863 workers were paid, at an expense of 11,832,944.92 HRK. Since 1 March 2007 the handling of this task has been taken over by the Fund for Vocational Rehabilitation and Employment of Disabled Persons.

The Social Welfare Act and amendments to the Social Welfare Act (OG 79/07), which came into force on 8 August 2007, also prescribe pre-employment benefit as a right within the

social welfare system, to be paid from state budget funds from the allocation for the Fund for Vocational Rehabilitation and Employment of Disabled Persons. The Fund is also charged with ensuring funds for pre-employment benefits to be paid. Also, the circle of candidates exercising this right has been widened. Before these amendments to the Social Welfare Act, a pre-employment benefit was claimed by disabled persons upon the cessation of secondary education, according to a special programme equipping them for independent work. In the future, pre-employment benefits will be paid to all persons with physical or mental disabilities or mental illness upon the cessation of primary, secondary or tertiary education, at the earliest upon their 15th birthday, in other words, regardless of the form or type of education.

In 2006, 271 children and 3,270 adults exercised the right to receive pre-employment benefit.

B. Please indicate the measures taken in the field of vocational guidance to promote occupational and social advancement.

Alongside the already mentioned provision of vocational information, the vocational guidance services also conduct vocational counselling procedures. Vocational counselling provides a higher level of preparation for employment, because it consists of expert evaluation and establishment of the relevant personal characteristics of individuals – e.g. their abilities, interests, motivation, health condition and other prerequisites for professional development and advancement. The goal is, therefore, to make it possible for the individual to make realistic choices, based on his or her personal wishes, needs and potential, which may lead to employment on the open labour market and professional advancement.

C. Please indicate the types of information available in the vocational guidance services and the means employed to disseminate this information.

The provision of vocational information is the process by which individual groups of users are offered information relevant to their making choices concerning a vocation, occupation or area of work. In this process, information must be prepared and presented so that users are given a basis upon which to make rational, appropriate choices. Given the wide range of users, this information includes a large number of different elements relevant to particular categories of users, and the means of presentation should be adapted to particular groups.

It should be emphasised that the range of information on offer is very wide and some elements are subject to relatively rapid change. Therefore, it is essential to compile and check information regularly and efficiently, processing it and adapting it to users. The basic sources of information are:

- The complete data of the Croatian Employment Service
- Data from the Ministry of Science, Education and Sports
- Data from the Central Bureau of Statistics of the Republic of Croatia
- Educational institutions
- Local self-government offices
- The Croatian Chamber of Commerce
- The Croatian Chamber of Trades and Crafts
- Associations and units of regional and local economy
- Career intentions surveys
- Other sources

Types of information used in vocational guidance primarily refer to descriptions of specific occupations, employment opportunities for these occupations, employment opportunities in the region, services offered by the Employment Service, etc. This information is targeted at a very wide range of beneficiaries – from school students who are only starting to think about their future profession and occupation, to the unemployed or employed persons, who are for any reason considering a change or advancement in their occupation.

The means of disseminating information are: written material (published in public media or in the form of brochures, flyers, memos, etc.); verbal group or individual information, or information through the Internet (CES website). Centres for Vocational Information have been set up in regional offices of the CES, aimed at the unemployed, those seeking employment, elementary and secondary school students, university students, CES employees and others (professionals working at schools, employers and others). The type of information offered includes: positions available at the time of enquiry, information about employers (general description, activities, contact person, number of employees and their qualification structure, personnel needs ...), a database on regular secondary education (description of occupations for which education is offered in the region, desirable characteristics and obstacles to working within certain occupations, addresses of schools, duration of courses, school subjects important for enrolment, enrolment conditions, points thresholds, number of unemployed); a database on two-year post-secondary and university education (general information, groups of studies and courses, details of classification procedures, curricula and employment opportunities); information on adult education options (training, re-training, courses, further training, acquiring occupational qualifications); information on possible sources of financial assistance for education, training and employment (grants, active labour market policy measures); handbooks and brochures (how to write a CV, look for work, useful information for those wishing to establish a craft trade or business, descriptions of new occupations); a selection of legislative texts and ordinances regulating education and employment; information concerning employment opportunities and the situation on the labour market.

The CES website carries a 'Guide to Occupations' describing about 260 occupations which, with the attached questionnaire, enables users to assess their vocational interests and be guided towards the most appropriate occupations.

At the end of 2006 the adaptation of the CASCAiD programme 'My Choice' was also completed; it has been in use since 1 January 2007 in regional offices of the CES, and is also used in 36 elementary and secondary schools (for a more detailed description see e) Measures in hand for improving the services.

D. Please indicate:

a. the total amount of public expenditure devoted to vocational guidance services during the reference period;

The expenditure of the CES devoted to vocational guidance in 2005 amounted to HRK 2,478,268.00, and in 2006 HRK 2,965,851.00. This expenditure includes the costs incurred by Departments of Vocational Guidance in regional offices and in the Central Office, including the requested information about staff salaries.

TOTAL EXPENDITURES OF THE CES DEVOTED TO VOCATIONAL GUIDANCE IN YEARS 2005 AND 2006		
	Year 2005	Year 2006
Health examinations	1,192,388	1,513,352
Psychological and diagnostic instruments	196,966	384,819
Information material	437,949	396,615
Counsellors' salaries	650,965	671,065
Total	2,478,268	2,965,851

b. the number of specialised staff of the vocational guidance services and their qualifications (teachers, psychologists, administrators, etc.);

The work involving vocational guidance in the Croatian Employment Service's Departments of Vocational Guidance in regional offices and in the Central Office is performed by 71 employees (in late 2006). Psychologists mostly perform vocational guidance work and only occasionally provide vocational information, whilst the provision of vocational information is for the most part carried out by pedagogues or counsellors holding other degrees (social workers, etc.). A small number of persons in certain regional offices or in the Central Office perform administrative work or the work of psychological technicians.

THE STRUCTURE OF EMPLOYEES IN DEPARTMENTS OF VOCATIONAL GUIDANCE OF REGIONAL OFFICES AND THE CENTRAL OFFICE	Number
Psychologist	53
Pedagogue	10
Others with university qualifications	3
Administrative staff (psychological technicians and administrative support)	5
Total	71

c. the number of persons benefiting from vocational guidance broken down by age, sex and educational background;

Vocational information activities

A standard annual activity of the Croatian Employment Service includes taking a Survey on Career Intentions of Elementary and Secondary School Students. In 2006, a total of 59,862 students were interviewed, most of whom were elementary school students – 37,710, and the remaining 22,152 were secondary school students.

The provision of vocational information through direct communication covered more than 40,080 users, of whom 22,887 persons were informed in groups (962 collective information sessions were held). About 17,200 persons were informed on an individual basis.

School students have the largest share in the total number of those who were verbally informed through direct communication – 69 per cent, and they are followed by the groups of unemployed persons and job seekers – 29 per cent, and expert associates – 2 per cent.

Vocational counselling activities

In 2006, individual counselling was provided to 19,070 persons. Of this number, 75 per cent were elementary and secondary school students, and 25 per cent unemployed persons and job seekers.

The majority of students, 57 per cent of them, received counselling due to being undecided about the choice of school; 39 per cent of students received counselling due to their health, psycho-physical or social difficulties, and the remaining part – 4 per cent received counselling for a number of other reasons (identification of intellectual giftedness, scholarship opportunities, etc.).

The most common reasons why unemployed persons and job seekers sought counselling were the preparation of an Occupational Plan and referral for occupational training (about 55 per cent), and disability and employability factor problems (about 45 per cent).

To improve job-finding skills of unemployed people/job seekers, the CES has been organising workshops on "How to Search for a Job – Writing CVs and Job Applications", "Presenting Yourself to the Employer" and the "Self-Assessment Workshop". A total of 1,107 workshops were organised in 2006 and 7,603 persons attended these workshops.

Vocational selection activities

In 2006, a total of 552 vocational selection procedures were carried out, which covered 6,172 persons. Of the total number of these selection procedures, 60 per cent were about selecting a person to fill a vacancy, and about 40 per cent were carried out for training purposes.

Referral for training activities was the subject of 182 selection procedures, which covered 2,455 persons.

A total of 470 selection procedures were carried out for employment purposes, covering 3,717 persons. Of the total number of selection procedures, 60 per cent were carried out for the public sector and 40 per cent for the private sector.

Apart from the vocational selection services, the work with employers also comprised the provision of 902 services in relation to information and counselling in the field of human resources.

We would like to point out that these data relate to information and counselling services provided by Departments of Vocational Guidance. They do not include the number of beneficiaries to whom these services are provided as part of employment mediation activities performed by employment counsellors.

Since, when it comes to vocational guidance activities, the Croatian Employment Service does not have an integrated IT infrastructure for recording the activities and services it offers, we do not have the information about the structure of beneficiaries in terms of the requested characteristics (sex, age, educational background).

d. the geographical and institutional distribution of vocational guidance services.

The geographical and institutional distribution has remained the same as described in the Initial Report.

E. Please indicate whether equality of access to vocational guidance is ensured for all those interested, including nationals of the other Contracting Parties to the Charter lawfully resident or working regularly in your territory, and disabled persons.

This is defined in Article 16 of Act on Employment Mediation and Entitlements during Unemployment ("Vocational guidance is aimed at providing assistance to children, young persons, unemployed, employed and other persons in choosing or changing their vocation and occupation"), and the fact that vocational guidance in Croatia has been provided on a professional and institutional level for more than 75 years now, and that it has been aligned with international conventions concerning vocational guidance.