

**The Republic of Croatia**

**NATIONAL IMPLEMENTATION PLAN FOR SOCIAL INCLUSION  
(2007-2008)**

## CONTENTS

<b>1. INTRODUCTION</b> .....	<b>4</b>
<b>2. KEY CHALLENGES AND PRIORITIES</b> .....	<b>5</b>
<b>3. TARGETED GROUPS, IMPLEMENTATION ACTIVITIES, INDICATORS AND INSTITUTIONS IN CHARGE</b> .....	<b>7</b>
<b>3.1. INCREASING THE LEVEL OF EMPLOYABILITY AND CREATING BETTER EMPLOYMENT OPPORTUNITIES FOR LONG-TERM UNEMPLOYED AND OTHER VULNERABLE GROUPS ON THE LABOUR MARKET</b> .....	<b>7</b>
<b>3.2. IMPROVING THE EDUCATIONAL STRUCTURE OF POPULATION, COORDINATING EDUCATION/TRAINING WITH LABOUR MARKET REQUIREMENTS AND ENCOURAGING EDUCATION/TRAINING OF ADULTS</b> .....	<b>12</b>
<b>3.3. FINANCIALLY STABILISING THE HEALTH CARE SYSTEM WITHOUT JEOPARDISING EQUALITY IN ACCESS TO HEALTH CARE SERVICES</b> .....	<b>14</b>
<b>3.4. EXPANDING THE SOCIAL SERVICES NETWORK, DEVELOPING A DEINSTITUTIONALISED SERVICES SYSTEM AND IMPROVING ACCESS TO SERVICES</b> .....	<b>15</b>
<b>3.5. DEVELOPING SERVICES AIMED AT CARING FOR PRESCHOOL AND SCHOOL CHILDREN</b> ...	<b>19</b>
<b>3.6. FACILITATING ACCESS TO HOUSING FOR SOCIALLY DISADVANTAGED GROUPS</b> .....	<b>19</b>
<b>3.7. PROMOTING GENDER EQUALITY IN CURBING POVERTY AND SOCIAL EXCLUSION BEARING IN MIND THE GENDER DIFFERENCE WHEN MAKING AND IMPLEMENTING DECISIONS</b> .....	<b>20</b>
<b>3.8. ENABLING REVITALISATION AND SUSTAINABLE DEVELOPMENT OF DEPRIVED AREAS AND ENCOURAGING A BALANCED REGIONAL DEVELOPMENT OF CROATIA</b> .....	<b>21</b>
<b>3.9. CONSIDERING LONG-TERM AND SUSTAINABLE SOLUTION FOR POVERTY ISSUE AMONG SENIOR CITIZENS AND PENSIONERS</b> .....	<b>22</b>
<b>4. LAUNCHING RESEARCH PROJECTS</b> .....	<b>22</b>

## List of abbreviations

AEA	Adult Education Agency
ALMP	Active Labour Market Policy
ASHE	Agency for Science and Higher Education
ASSC	Areas of Special State Concern
BD	Behavioural Disorders
CBS	Croatian Bureau of Statistics
CCE	Croatian Chamber of Economy
CCSD	Council for Civil Society Development
CCTC	Croatian Chamber of Trades and Crafts
CEA	Croatian Employers' Association
CES	Croatian Employment Service
CHII	Croatian Health Insurance Institute
CIPI	Croatian Institute for Pension Insurance
CNIPH	Croatian National Institute of Public Health
CWV	Croatian War Veterans
FPREPD	Fund for Professional Rehabilitation and Employment of Persons with Disabilities
MELE	Ministry of the Economy, Labour and Entrepreneurship
MEPPPC	Ministry of Environment Protection, Physical Planning and Construction
MF	Ministry of Finance
MFVAIS	Ministry of the Family, Veterans' Affairs and Intergenerational Solidarity
MHSW	Ministry of Health and Social Welfare
MI	Ministry of the Interior
MJ	Ministry of Justice
MSES	Ministry of Science, Education and Sports
MRDFWM	Ministry of Regional Development, Forestry and Water Management
NCEEE	National Centre for External Education Evaluation
NGOs	Non-Governmental Organizations
OCNDA	Office for Combating Narcotic Drugs Abuse
OCNGO	Office for Cooperation with NGOs
OEM	Office for Ethnic Minorities
OGE	Office for Gender Equality
REA	Real Estate Agency
SWC	Social Welfare Centre
ULRSG	Units of Local and Regional Self-Government
VETA	Vocational Education and Training Agency

## 1. INTRODUCTION

At the Lisbon Council in 2000, the EU adopted sustainable economic growth, increase of employment and higher level of social cohesion as its strategic objectives at the same time admitting that the achievement of the mentioned objectives was not possible without a systematic fight against poverty and social exclusion, or in other words without the modernisation of European social policy and investment into human resources. Also, the so-called open method of coordination – OMC was adopted as the key mechanism in achieving the set objectives in the area of poverty and social exclusion policies. Thanks to OMC, joint objectives in the fight against poverty and social exclusion were accepted, social exclusion monitoring indicators (the ‘Laeken Indicators’) were adopted, the preparation of Joint Inclusion Memorandum – JIM and National Action Plan on Social Inclusion – NAP/incl was envisaged and reporting mechanisms on the achievements of national policies and experience exchange were established.

All EU member states have the obligation to participate in OMC. This obligation also includes the candidate countries currently undergoing the EU accession process that are allowed to fully participate in OMC and are expected to incorporate the joint EU objectives in the fight against poverty and social exclusion into their national policies. Since fighting poverty and social exclusion is one of the important objectives of the social policy of the Government of the Republic of Croatia and since Croatia is a candidate country, Croatia initiated the preparation of its first Joint Inclusion Memorandum in September 2005 with the aim of preparing Croatia for full participation in OMC in the area of poverty and social exclusion. The document was produced in cooperation with the European Commission and signed on March 5, 2007. All relevant stakeholders (Ministries, local government bodies, social partners, academic institutions, civil society organisations etc.) participated in the preparation of JIM. JIM identified main sources of social exclusion, the most vulnerable groups in regard to poverty and social exclusion, key challenges and finally, the most important measures that can improve social inclusion in Croatia.

It should be pointed out that social inclusion is a continuous process, requiring constant monitoring and an adjustment of adopted measures to the new and altered circumstances. This is why it is important to evaluate the efficiency of the proposed measures and policies with clearly defined indicators, on the basis of which it will be possible to monitor the realisation of measures and make a comparison between Croatia and the member states. Successful implementation of measures defined by JIM presupposes efficient cooperation between various Government bodies, social partners, local authorities, civil society organisations and representatives of groups stricken by poverty and social exclusion.

In accordance with OMC and pursuant to the agreement made with the European Commission, Croatia undertook to prepare implementation plan of measures that had been accepted as JIM priorities. Bearing in mind that Croatia is not yet an EU member, instead of NAP it was agreed that Croatia prepare National Implementation Plan for Social Inclusion for 2007-2008 that would include priorities defined in JIM, but also a new EU framework for social protection and social inclusion.

Later in the document there is a plan of priority activities planned for 2007-2008, indication of targeted groups, defined indicators that will measure the level of activity realisation and institutions (organisations) that were identified as in charge of the implementation of activities.

Government of the Republic of Croatia shall have the obligation to submit a report to the European Commission on the implementation of JIM by mid-2008 on the basis of National Implementation Plan for Social Inclusion. During the preparation of the report each responsible institution in charge of implementation shall deliver the information and/or conduct the analysis of activities under its jurisdiction.

## **2. KEY CHALLENGES AND PRIORITIES**

In the Joint Inclusion Memorandum, the Republic of Croatia identified main challenges and priorities in the fight against poverty and social exclusion (Chapter 8). The most important stakeholders of the Croatian society agreed on the priorities and in agreement with the European Commission, the Republic of Croatia undertook to implement the set objectives. Key priorities that the Republic of Croatia intends to implement with this implementation plan are as follows:

- To increase the level of employability of groups most affected by long-term unemployment, primarily by directing active labour market policies towards persons with disabilities, the Roma, elder workers, former addicts; when hiring/looking for workers, special attention should be paid to eliminating discrimination towards women; to ensure full implementation of minority employment provisions of the Constitutional Act on Ethnic Minorities; to keep a record on participation of social assistance users in the active labour market policy programmes;
- To expand the scope of secondary and higher education (with extending the number of years of obligatory education and better monitoring and prevention of school dropouts, or encouraging the completion of a form of education which will provide vocational qualification and systematic proposing and implementation of measures for successful graduation and shorter studying period at a university); to reform vocational education for the purpose of conforming to labour market requirements; more investment into and a systematic encouragement of lifelong learning;
- To expand the network of social services for children, the elderly and persons with disabilities (particularly in smaller towns and rural areas); to draw up an action plan on deinstitutionalisation of services intended for children and persons with disabilities (stop the construction of new facilities, spread alternative forms of social services provision and reduce the number of users in social welfare facilities); to provide the necessary services in the communities in which the users are living as much as possible; to prepare a strategy for social services decentralisation (transfer of the founding rights of social welfare homes to county level) with an emphasis on areas of special state concern; to encourage the cooperation between local communities and associations/organisations in providing services; to give the users of services an opportunity to choose; to support better coordination of work and private life, especially in case of women by investing into kindergartens and educational facilities for children;
- To invest more effort into prevention of illness or disability (more frequent medical check-ups); to enable equal access to medical services for the entire population (especially the population living on the islands and in the mountain regions);
- To define and develop a concept of social housing; to develop a more appropriate system of housing subsidies and assistance for households with poor housing situation; to expand the capacities of homeless shelters; to speed up the settling of housing issues of the returnees through housing programmes especially for former tenancy rights holders;

- To work systematically on the reduction of regional differences through economy and fiscal policy measures; to develop economic projects adjusted to local circumstances and conformed to counties' development strategies or regional operational programmes; to provide better financial support to NGO programmes developed for multi-deprived areas;
- To agree on long-term and sustainable solution to the poverty issue among senior citizens and protect them during the transitional period with targeted social assistance programmes;
- In order to ensure access to high quality level of medical services to all it is necessary to monitor and evaluate the implementation of National Health Care Development Strategy 2006-2011 from the aspect of its impact on alleviating poverty and social exclusion.

### 3. TARGETED GROUPS, IMPLEMENTATION ACTIVITIES, INDICATORS AND INSTITUTIONS IN CHARGE

#### 3.1. Increasing the level of employability and creating better employment opportunities for long-term unemployed and other vulnerable groups on the labour market

Key employment promotion measures in 2008 (pursuant to the proposal of measures of the Annual Employment Promotion Plan for 2008):

- to hire 1081 young person up to 29 years of age (planned funds = HRK 28,135,831)
- to hire 1248 long-term unemployed persons (planned funds = HRK 30,278,524)
- to hire 753 elder persons, or women older than 45 and men older than 50 (planned funds = HRK 28,135,831)
- to hire 1029 persons by the known employer (planned funds = HRK 9,905,317)
- to hire 499 persons from a special group of the unemployed – e.g. unemployed single parents of under aged children, parents with 4 or more under aged children, persons with disabilities, treated addicts, women who were victims of family violence, former prisoners (planned funds = HRK 17,047,962)
- to hire 909 persons on account of public works (planned funds = HRK 13,350,226)
- to include 3,400 persons into co-financed education programmes for unknown employer (planned funds = HRK 30,566,939)

Employment promotion measures for the Roma

- to hire 100 ethnic Roma on account of public works
- to hire 30 ethnic Roma through the subsidized employment measures
- to include 80 ethnic Roma into training programmes for known and unknown employer

Targeted groups	Activities	Indicators	Institutions in charge of implementation
<b>Active and preventive measures for unemployed and inactive</b>			
All unemployed persons with disabilities	<ul style="list-style-type: none"> <li>• Evaluation of quota system efficiency</li> <li>• Evaluation of legislation system referring to hiring persons with disabilities</li> </ul>	<ul style="list-style-type: none"> <li>• Number of newly employed persons with disabilities compared to the total number of employees working for the employer to which the quota system is applied</li> </ul>	<p><b>Main implementer:</b> FPREPD</p> <p><b>Co-implementers:</b> CIPI, CES, MELE, MHSW</p>
<b>Active policy measures regarding employment:</b>			
<p>Young persons up to 29 years of age without prior work experience registered with CES</p> <p>Long-term unemployed persons registered with CES</p> <p>Unemployed women older than 45 and men older than 50 registered with CES</p>	<ul style="list-style-type: none"> <li>• Co-financing the employment of young persons without work experience and all unemployed persons listed in the records regardless of prior work experience and age who have been registered as unemployed for at least 12 months if they are over 25 years of age or for at least 6 months if they are younger</li> </ul>	<ul style="list-style-type: none"> <li>• Share of co-financed employment in the total employment of the targeted groups</li> <li>• Funds spent on subsidized employment</li> </ul>	<p><b>Main implementer:</b> CES, MELE</p> <p><b>Co-implementers:</b> MSES, ULRSG, social partners, NGOS</p>

	<p>than 25 years of age</p> <ul style="list-style-type: none"> <li>• Co-financing the employment of women older than 45 and men older than 50 under the condition that they have been registered as unemployed for at least 6 months or have been made redundant</li> </ul>		
<b>Encouragement of changes and promotion of flexibility and mobility on the labour market</b>			
<p>Unemployed persons registered with CES</p> <p>Persons employed according to employer's choice</p>	<ul style="list-style-type: none"> <li>• Subsidized training/education with the employment of newly employed persons from the records on unemployed and co-financing of training/education for the employed with the aim of holding on to the job – Co-financing of training/education for known employer.</li> </ul>	<ul style="list-style-type: none"> <li>• Share of subsidized employment in addition to training/education in the total employment from the records on the unemployed</li> </ul>	<p><b>Main implementer:</b> CES, MELE</p> <p><b>Co-implementer:</b> MSES, social partners, CCTC, CCE, CEA, AEA, educational institutions</p>
<b>Promotion of human capital development and lifelong learning</b>			
<p>Various groups of the unemployed (long-term unemployed, persons willing to work seasonal jobs and in particular professions, treated addicts, persons with disabilities, women who suffer family violence, human-trafficking victims, asylum seekers, former prisoners)</p>	<ul style="list-style-type: none"> <li>• Inclusion of unemployed persons with financing into training programmes with the aim of increasing the employability of particular groups with an emphasis on inclusion into lifelong education.</li> <li>• Ensuring the required personnel in terms of new and higher technologies</li> <li>• Creating conditions for faster employment of persons who have been unemployed for more than 12 months.</li> <li>• Faster and more efficient response to market needs for seasonal workers</li> </ul>	<ul style="list-style-type: none"> <li>• Number of persons from the targeted group included in the training</li> <li>• Share of subsidized training/education in the total inclusion of adults into lifelong learning</li> <li>• Time spent waiting for employment after completion of training/education</li> </ul>	<p><b>Main implementer:</b> MELE, CES</p> <p><b>Co-implementers:</b> educational institutions, MSES, VETA, AEA, ULRSG</p>
<p>Unemployed and employed persons with disabilities, students with difficulties in psychophysical development</p>	<ul style="list-style-type: none"> <li>• Professional training of students with developmental difficulties and rehabilitation of persons with disabilities</li> </ul>	<ul style="list-style-type: none"> <li>• Number of students with developmental difficulties included in educational programmes</li> <li>• Number of unemployed persons with disabilities included into professional rehabilitation programmes</li> <li>• Number of employed persons with disabilities after the completion of professional rehabilitation</li> <li>• Number of persons with disabilities included into</li> </ul>	<p><b>Main implementer:</b> FPREPD, MSES</p> <p><b>Co-implementer:</b> MELE, CES, VETA, sheltered workshops, professional rehabilitation</p>

		training/educational activities with the aim of holding on to the job	institutions, NGOs of persons with disabilities
Unemployed Croatian war veterans and children of Croatian defenders that were killed, imprisoned or are missing, and other natural and legal entities that employ persons from the targeted group	<ul style="list-style-type: none"> <li>• Vocational training</li> </ul>	<ul style="list-style-type: none"> <li>• Share of the unemployed war veterans in the total inclusion of adult persons into subsidized educational activities</li> </ul>	<p><b>Main implementer:</b> MFVAIS</p> <p><b>Co-implementers:</b> CES, educational institutions, employers, AEA, veterans' associations</p>
<p><b>Programme for vocational training and employment of Croatian war veterans and children of Croatian war veterans that were killed, imprisoned or are missing 2008-2011 (total planned funds = HRK 40,000,000)</b></p> <ul style="list-style-type: none"> <li>• vocational training and acquiring additional skills (700 applications; planned funds = HRK 4,000,000)</li> <li>• self-employment (365 applications; planned funds = HRK 10,950,000)</li> <li>• grant/support for expanding the existing business activity (66-200 applications; planned funds = HRK 9,000,000)</li> <li>• grant/support for founding veterans' cooperatives (40 applications; total HRK 6,000,000)</li> <li>• grant/support for projects of veterans' cooperatives (41 applications; planned funds = HRK 2,050,000)</li> <li>• giving loans to small and medium entrepreneurship – no new applications have been accepted on account of carrying our obligations from previous years (planned funds = HRK 8,000,000)</li> </ul>			
Vocational training and acquiring additional skills	<ul style="list-style-type: none"> <li>• Financing the first vocational training, retraining, additional training, vocational training for the purpose of self-employment</li> <li>• Acquiring additional knowledge and skills, passing master craftsman exam for the purpose of self-employment</li> </ul>	<ul style="list-style-type: none"> <li>• Share of unemployed veterans in the total inclusion of adult persons into subsidized educational activities</li> </ul>	<p><b>Main implementer:</b> MFVAIS</p> <p><b>Co-implementer:</b> CES, educational institutions, employers, AEA, veterans' associations</p>
Self-employment	<ul style="list-style-type: none"> <li>• Approving self-employment grant</li> </ul>	<ul style="list-style-type: none"> <li>• Share of unemployed veterans in total inclusion of subsidized self-employment</li> </ul>	<p><b>Main implementer:</b> MFVAIS</p> <p><b>Co-implementer:</b> CES, veterans' associations</p>
Grant for expanding the existing business activity	<ul style="list-style-type: none"> <li>• Ensuring funds for at least 66 applications (in case the applicant undertakes to employ three persons from the targeted group he will be granted funds to the amount of HRK 135,000.00) or not more than 200 applications (in case the applicant undertakes to employ one person from the targeted group he will be granted funds to the amount of HRK 45,000.00).</li> </ul>	<ul style="list-style-type: none"> <li>• Number of grant users and number of employed persons on such basis</li> </ul>	<p><b>Main implementer:</b> MFVAIS</p> <p><b>Co-implementer:</b> CES, veterans' associations</p>

Grant for founding veterans' cooperatives	<ul style="list-style-type: none"> <li>Supporting the founding of veterans' cooperatives</li> </ul>	<ul style="list-style-type: none"> <li>Number of newly founded cooperatives and number of their members</li> </ul>	<p><b>Main implementer:</b> MFVAIS</p> <p><b>Co-implementers:</b> veterans' associations</p>
Grant for the projects of veterans' cooperatives	<ul style="list-style-type: none"> <li>Supporting the cooperatives that expand the activities and that have proved as profitable and successful and require funds for new projects.</li> </ul>	<ul style="list-style-type: none"> <li>Number of cooperatives-users and number of their members</li> </ul>	<p><b>Main implementer:</b> MFVAIS</p> <p><b>Co-implementer:</b> veterans' associations</p>
Giving loans to small and medium entrepreneurship	<ul style="list-style-type: none"> <li>Fulfilling earlier obligations concerning the payment of subsidized interest rate for realised entrepreneur loans (new applications were not accepted)</li> </ul>	<ul style="list-style-type: none"> <li>Number of users of entrepreneur loans</li> </ul>	<p><b>Main implementer:</b> MFVAIS</p> <p><b>Co-implementers:</b> veterans' associations</p>
<b>Promotion of integration and fight against discrimination of persons who are in disadvantaged position on the labour market</b>			
Unemployed and employed persons with disabilities	<ul style="list-style-type: none"> <li>Co-financing the costs of workplace and work conditions' adjustment</li> <li>Co-financing interest rates for designated loans for the purchase of machinery, equipment, tools or supplies</li> <li>Compensation of wage percentage due to reduced work efficiency of a person with disability</li> <li>Co-financing of part of costs for personal assistant or work therapist for persons with disabilities</li> <li>Three-month return of contributions paid on the wages of employed persons with disabilities</li> </ul>	<ul style="list-style-type: none"> <li>Number of employed persons with disabilities receiving employment incentives</li> <li>Number of unemployed persons hired by employers that gained the right to employment incentives</li> <li>Number of business entities with the right to employment incentives</li> </ul>	<p><b>Main implementer:</b> FPREPD</p> <p><b>Co-implementers:</b> MELE, CES, employers, sheltered workshops, NGOs of persons with disabilities, ULRSG, CBS</p>
Specific groups of the unemployed (unemployed war veterans, children and spouses of Croatian war veterans who were killed and are missing, persons with lower employability factor (according to CES categorisation), unemployed single parents with under aged children, unemployed women who used prolonged maternity leave right before they were unemployed, parents having 4 or more under aged children, persons with	<ul style="list-style-type: none"> <li>Co-financing the employment of specific groups of the unemployed registered with CES</li> </ul>	<ul style="list-style-type: none"> <li>Share of co-financed employment of persons from special group of the unemployed in total employment</li> </ul>	<p><b>Main implementers:</b> CES, MFVAIS, MELE</p> <p><b>Co-implementers:</b> MI, SWC, NGOs, FPREPD, MJ (Prison system administration),</p>

disabilities, treated addicts, women who suffer family violence, human trafficking victims, asylum seekers, former prisoners)			ULRSG and institutions owned by them
Specific groups of the unemployed (unemployed war veterans, children and spouses of Croatian war veterans who were killed and are missing, persons with lower employability factor (according to CES categorisation), unemployed single parents with under aged children, unemployed women who used prolonged maternity leave right before they were unemployed, parents having 4 or more under aged children, persons with disabilities, treated addicts, women who suffer family violence, human trafficking victims, asylum seekers, former prisoners)	<ul style="list-style-type: none"> <li>• Public works</li> <li>• Community service aimed at promoting social inclusion and alleviating social consequences of long-term unemployment through cooperation between local self-government units and institutions owned by them, non-governmental organisations</li> <li>• Increasing the employability of long-term unemployed persons having lower level education and more years of age, with special emphasis on their social inclusion</li> <li>• Ensuring advantages of implementation of public works' programme in counties with unemployment rate that is above average for the Republic of Croatia</li> </ul>	<ul style="list-style-type: none"> <li>• Number of unemployed persons involved in public works with calculation of the time spent waiting for employment in public works' programme.</li> </ul>	<p><b>Main implementer:</b> CES</p> <p><b>Co-implementers:</b> SWC, NGOs, FPREPD, ULRSG and institutions owned by them</p>
Unemployed ethnic Roma listed in records on the unemployed	<ul style="list-style-type: none"> <li>• Literacy programmes, programmes for acquiring knowledge, skills and profession</li> <li>• Evaluating work potential and preparing for employment through structured motivational workshops tailored to Roma requirements</li> <li>• Holding meetings on the issues related to the employment of the Roma with employers' associations, unions, Roma associations at local level</li> <li>• Determining entrepreneur potential, organising courses aimed at acquiring knowledge for running a business activity, obtaining initial funds for work start-up</li> <li>• Public works in local community for the construction of necessary infrastructure for Roma settlements (sewerage, electrification, landscaping)</li> <li>• Development of an organised system for waste gathering and sorting and inclusion of older population of Roma into that system</li> </ul>	<ul style="list-style-type: none"> <li>• Number of trained persons who are ethnic Roma compared to total number of trained persons from the records on the unemployed</li> <li>• Number of persons who are ethnic Roma included into public works compared to number of persons included into public works from the records on the unemployed</li> <li>• Number of subsidized jobs for Roma compared to total number of employed ethnic Roma</li> </ul>	<p><b>Main implementers:</b> MELE, CES, OEM</p> <p><b>Co-implementers:</b> Roma NGOs, ULRSG, CCE, CCTC, MSES,</p>

Former (treated) addicts	<ul style="list-style-type: none"> <li>• Subsidizing gross salary</li> <li>• Co-financed employment</li> <li>• Preparation for employment: work ability evaluation; professional guidance counselling</li> <li>• Self-employment through starting a trade, company, cooperative</li> <li>• Creating positive atmosphere on employer's part</li> <li>• Inclusion into programmes and institutions in charge of training, additional schooling and retraining</li> </ul>	<ul style="list-style-type: none"> <li>• Number of persons employed with co-financing</li> <li>• Number of persons for which evaluation of work and professional ability and health state was carried out</li> <li>• Ratio between the number of persons who successfully completed evaluation test and number of persons included into employment programme for treated addicts</li> <li>• Ratio between the number of employers that were contacted and number of employers with which employment agreement was concluded</li> <li>• Number of conferences / meetings held with members of employers' associations, chambers, unions; providing information to and surveying the employers</li> <li>• Ratio between the number of self-employed persons and number of other employed persons from the targeted group and number of persons included into employment programme for treated addicts</li> </ul>	<p><b>Main implementer:</b> OCNDA</p> <p><b>Co-implementers:</b> MHSW, MSES, MELE, CES, CCE, CCTC, SWC, NGOs, ULRSG, social partners, therapeutic communities</p>
Unemployed persons who are users of permanent social assistance	<ul style="list-style-type: none"> <li>• Inclusion of social assistance users into ALMP measures</li> </ul>	<ul style="list-style-type: none"> <li>• Share of permanent social assistance users included into certain ALMP measures</li> </ul>	<p><b>Implementers:</b> SWC,, CES</p>

### ***3.2. Improving the educational structure of population, coordinating education/training with labour market requirements and encouraging education/training of adults***

Joint Inclusion Memorandum identified the basic problems of educational system such as a low level of education and a very low level of lifelong learning, discrepancies between educational system and labour market requirements and lack of basic criteria for evaluating the system efficiency. Current educational system reform is aimed at responding to such challenges especially with the introduction of obligatory secondary school education and introduction of a number of measures enabling it (such as free transportation to school, free textbooks and the like). Funds for the implementation of the reform were earmarked in the 2008 State Budget – HRK 150 million was allocated for implementation of obligatory secondary school programme, HRK 20 million was allocated for student accommodation facilities and HRK 75 million for free textbooks. Special attention was paid to persons who require retraining, within the framework of literacy decade project that includes 1400 persons per year. Also, as was mentioned in the Memorandum, there are no numeric indicators with which one can work in the coming period.

Targeted groups	Activities	Indicators	Institutions in charge of implementation
Secondary school population	<ul style="list-style-type: none"> <li>• Implementation of measures from the National Programme for the introduction of obligatory secondary school – free transportation, accommodation and textbooks for the 1<sup>st</sup> grade, new employment of qualified personnel</li> <li>• Continuation of the vocational training reform – adjusting the training to the labour market requirements</li> <li>• Activities on Croatian Qualification Framework – opening of the system and availability of education</li> <li>• Further reinforcement of expert institutions’ capacities – VETA, ASHE, NCEEE</li> <li>• Bringing into line the legislation with changes in education and society</li> <li>• Further development of partnership</li> <li>• Development of quality system in education</li> </ul>	<ul style="list-style-type: none"> <li>• Funds allocated for the implementation of measures</li> <li>• Number of newly employed qualified personnel/assistants</li> <li>• Number of realised loans with subsidized interest rates</li> <li>• Act on Vocational Training prepared and adopted</li> <li>• Development and application of methodologies for standards referring to professions, qualifications and curricula</li> <li>• Activities on IPA programme projects (system modernisation)</li> <li>• Issuing of an action plan for preparation of Croatian Qualification Framework</li> <li>• Determining the work methodology used for Croatian Qualification Framework and appointing the work groups</li> <li>• Project activities for the use of the EU funds for the reinforcement of expert institutions’ capacities</li> <li>• Issuing regulations for the purpose of arranging the implementation of the State Matura exam</li> <li>• State Matura exam tested – a report about it</li> <li>• Analysis and results of the test of State Matura exam – application of regulations and number of corrective interventions</li> </ul>	<p><b>Main implementer:</b> MSES</p> <p><b>Co-implementers:</b> VETA, AEA, social partners, ASHE, NCEEE</p>
Adult unemployed persons – active age – who lost their job or are still waiting for first employment	<ul style="list-style-type: none"> <li>• Implementation of CARDS 2004 programme</li> <li>• Strengthening of AEA capacities through EU funds (IPA)</li> <li>• Establishment of partnerships</li> <li>• Strengthening the capacities of adult education institutions</li> <li>• Facilitating education for persons with developmental difficulties</li> </ul>	<ul style="list-style-type: none"> <li>• Proposal of adult education strategy – bringing it up to date</li> <li>• Implementation regulation adopted</li> <li>• Number of institutions with successful application of legislation and by-laws</li> <li>• Setting up the database of all educated persons</li> <li>• Report on the implementation of CARDS-2004</li> <li>• Number of persons included who were encouraged to retrain for jobs in short supply</li> <li>• Coverage of persons with difficulties in the process of additional training/retraining working for known employer</li> </ul>	<p><b>Main implementer:</b> MSES</p> <p><b>Co-implementers:</b> AEA, social partners,</p>

<p>Persons with developmental difficulties – secondary school population and younger unemployed population (without first employment)</p>	<ul style="list-style-type: none"> <li>• Further development of vocational training for children with developmental difficulties</li> <li>• Increasing the share of inclusion into regular vocational training through IPA project</li> <li>• Increasing the share of persons with developmental difficulties into adult education programmes through the implementation of IPA projects</li> <li>• Updating the curricula</li> <li>• Strengthening the capacities of educational institutions for working with persons with developmental difficulties</li> <li>• Strengthening the employers' capacity to hire persons with developmental difficulties</li> </ul>	<ul style="list-style-type: none"> <li>• Expert analysis of the current situation</li> <li>• Proposal of vocational training concept for persons with developmental difficulties</li> <li>• Number of children included into special and adjusted vocational programmes in institutions for regular education according to disability type</li> <li>• Number of newly employed experts in special education in regular education</li> <li>• Number of adult persons included in retraining/additional training according to disability type</li> <li>• Number of expert workshops for institutions with vocational training programmes for adults with developmental difficulties</li> <li>• Response of employers to training to work with and accept persons with difficulties through IPA project</li> <li>• Funds in State Budget earmarked for vocational training of children with developmental difficulties</li> </ul>	<p><b>Main implementer:</b> MSES</p> <p><b>Co-implementers:</b> NGOs, VETA, CES, ASHE, local departments in charge of education, AEA, social partners</p>
---	---	--	---

### ***3.3. Financially stabilising the health care system without jeopardising equality in access to health care services***

Joint Inclusion Memorandum emphasised the importance of the health care reform without jeopardising equality in access to health care services. Therefore, the National Strategy of Health Care Service Development 2006-2011 is particularly important. The document was adopted by the Croatian Parliament in 2006. The National Strategy points out the availability of health care system (territorial, temporal and economic) and aims to improve it with a number of measures, such as establishing a new system for emergency medical assistance outside a hospital, publishing and reducing waiting lists and modifying the capitation fee.

Activities within the framework of the National Strategy are particularly aimed at prevention programmes, for instance Cardiovascular Diseases Prevention Programme, National Breast Cancer Prevention Programme, Cervix Cancer Prevention Programme and Suicide Prevention Programme. Annual expenses of Croatian Institute for Health Insurance for the mentioned programmes (without expenses of public health institutes at county level and expenses for carrying out activities at primary level that cannot yet be identified) amount to HRK 1,366,373.60. The analysis of the condition in 2005 was prepared for each programme and so were implementation indicators for 2006-2007. This was also applied to vaccination rate in children between 0 and 6 years, which is part of Health Care Plan and Programme Measures included into obligatory medical insurance.

Bearing in mind the observed inequalities in the access to health care services for particular income groups, Croatian Institute for Health Insurance plans to carry out a research on causes of death according to age, gender, employment and ethnicity in order to determine the existing differences.

Targeted groups	Activities	Indicators	Institutions in charge of implementation
Entire population	<ul style="list-style-type: none"> <li>• Illness and disability prevention               <ul style="list-style-type: none"> <li>- Cardiovascular diseases prevention</li> <li>- Breast cancer prevention</li> <li>- Cervix cancer prevention</li> <li>- Suicide and self-injury prevention</li> <li>- Vaccination rate in infant age</li> <li>- Preventive check-ups for older than 50</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Prevention programme implementation total mortality data</li> <li>• Mortality data in regard to age, gender, employment and ethnic structure</li> <li>• Share of total vaccination rate of children</li> <li>• Share of vaccination rate of the Roma infants</li> <li>• Share of preventive check-ups</li> <li>• Realisation of other measures from National Health Care Strategy</li> </ul>	MHSW, CNIPH, CHII, NGOs
Entire population	<ul style="list-style-type: none"> <li>• Ensure equal access to medical services</li> </ul>	<ul style="list-style-type: none"> <li>• Realisation of National Health Care Strategy measures</li> <li>• Basic insurance coverage and share of other types of insurance</li> <li>• Level of insurance of the unemployed and persons with basic insurance provided by social welfare centre</li> <li>• Share of hospitals with published waiting lists</li> <li>• Ratio between number of specialists and general practitioners at the level of primary health care</li> </ul>	MHSW, CNIPH, CHII
The poor	<ul style="list-style-type: none"> <li>• Analyse the impact of paying insurance premiums and participation fees (co-payment) on vulnerable groups</li> </ul>	<ul style="list-style-type: none"> <li>• Data on exemption from payment for persons whose income is below the established amount</li> </ul>	MHSW, ULRSG

### ***3.4. Expanding the social services network, developing a deinstitutionalised services system and improving access to services***

Key priorities in this area are deinstitutionalisation and decentralisation of social services.

#### ***3.4.1. Deinstitutionalisation***

Target groups	Activities	Indicators	Institutions in charge of implementation	Implementation period
	<b>STAGE I</b>			
	<ul style="list-style-type: none"> <li>• Stopping the growth of the number of persons in social welfare institutions</li> </ul>	<ul style="list-style-type: none"> <li>• Number of persons in social welfare institutions</li> <li>• Number of persons</li> </ul>	<b>Main implementer:</b> MHSW,	2007-2009

<p>Children without appropriate parental care</p> <p>Children and youth with behavioural disorders</p> <p>Children and adults with disability</p> <p>Adults with psychological disorders</p>	<ul style="list-style-type: none"> <li>• Legal regulation and strengthening of foster parenting</li> <li>• Gaining the right to care-giver status for 600 parents by the end of 2008</li> <li>• Preventing institutionalisation and supporting families in order to prevent separation from family</li> <li>• Mapping an alternative network of services in counties, according to institution or service provider's organisation, service type and end users</li> <li>• Preparing and adopting legislation necessary for deinstitutionalisation process</li> <li>• Education of personnel that will provide services in the new environment</li> <li>• Informing the public about deinstitutionalisation experiences and consequences</li> <li>• Analysis of individual needs of users and preparing users for leaving institutions</li> <li>• Plans for transformation of social welfare homes</li> </ul>	<p>receiving care outside institutions</p> <ul style="list-style-type: none"> <li>• Number of parents that gained the care-giver status</li> <li>• Number and quality of measures supporting vulnerable families with children</li> <li>• Coverage with different types of services at county level</li> <li>• Enacting the legislation necessary for deinstitutionalisation implementation</li> <li>• Organisation of public debates, TV-programmes and headlines about certain deinstitutionalisation aspects</li> <li>• Prepared plans for transformation of social welfare homes</li> <li>• Assessment of the number of users leaving the institutions</li> </ul>	<p><b>Co-implementer:</b> ULRSG, social welfare institutions, NGOs</p>		
	<b>STAGE II</b>				
	<ul style="list-style-type: none"> <li>• Analysis of individual needs of users and preparation of users for leaving the institutions</li> <li>• Founding the methodological centres and professional support services</li> <li>• Ensuring adequate housing capacities and living conditions for life outside an institution</li> <li>• Organising professional support in local communities</li> <li>• Leaving institutions and using services provided outside institutions</li> </ul>	<ul style="list-style-type: none"> <li>• Number of users leaving the institutions in the planned period</li> <li>• Number of founded methodological centres</li> </ul>	<p><b>Main implementer:</b> MHSW,</p> <p><b>Co-implementer:</b> ULRSG, social welfare institutions, NGOs</p>	2010-2013	
	<b>STAGE III</b>				
	<ul style="list-style-type: none"> <li>• Analysis of individual needs of users and preparation of users for leaving institutions</li> <li>• Ensuring adequate housing capacities and living conditions outside an institution</li> <li>• Organising professional support in local communities</li> <li>• Continuation of deinstitutionalization</li> </ul>	<ul style="list-style-type: none"> <li>• Share of population that left the institutions</li> </ul>	<p><b>Main implementer:</b> MHSW</p> <p><b>Co-implementers:</b> ULRSG, social welfare institutions, NGOs</p>	2014-2018	
<b>STAGE IV</b>					
<ul style="list-style-type: none"> <li>• Evaluating quality of service in deinstitutionalised system</li> <li>• Evaluation of financial efficiency</li> </ul>	<ul style="list-style-type: none"> <li>• Share of persons using different types of services outside institutions</li> </ul>	<p><b>Main implementer:</b> MHSW</p>	2019		

	(cost-effectiveness) of the system	<ul style="list-style-type: none"> <li>• Quality of different types of services outside institutions</li> <li>• Financial expenses for services outside institutions</li> </ul>	<b>Co-implementers:</b> ULRSG, social welfare institutions, NGOs	
--	------------------------------------	---	---	--

#### Expanding the network of services provided outside institutions for the elderly and infirm

Targeted groups	Activities	Indicators	Institutions in charge of implementation
The elderly and infirm	<ul style="list-style-type: none"> <li>• Expanding the network of services for the elderly in their homes and local communities:               <ul style="list-style-type: none"> <li>- In 2007 continuation of 44 programmes of day care and home care for the elderly in all counties except in the City of Zagreb (programmes will include approximately 8000 elderly persons and approximately HRK 23.5 million will be spent)</li> <li>- Continuation with the programmes in 2008 and initiating at least 5 new programmes of day care and home care (inclusion of 1000 new users is planned and so is the spending of HRK 31 million)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Number of counties and local communities included in home-care and day-care programmes</li> <li>• Availability of care services to the elderly at the Areas of Special State Concern</li> <li>• Number of the elderly receiving care outside institutions</li> <li>• Funds spent for care services programmes outside institutions for the elderly and infirm</li> </ul>	<b>Main implementer:</b> MFVAIS  <b>Co-implementers:</b> MHSW, ULRSG, NGOs
	<ul style="list-style-type: none"> <li>• Enacting legal framework which will regulate the provision of social services to the elderly in their homes</li> </ul>	<ul style="list-style-type: none"> <li>• Enacting laws on providing services to the elderly at home and in local community</li> </ul>	<b>Main implementer:</b> MFVAIS  <b>Co-implementer:</b> MHSW, ULRSG, NGOs

#### 3.4.2. Decentralisation of social services and fees

Certain improvements have already been made in regard to decentralisation of social welfare. For instance, the benefits covering dwelling costs and fuels are financed from funds allocated in the budget of local and regional self-government units, founding rights for homes for the elderly and infirm have been transferred to the level of regional self-government units (counties), regional self-government units are financing a part of current expenses of social welfare centres and participate in their management.

In order to use the advantages of decentralisation process, the counties have to have a high level of independence in managing resources, in order to adjust to local needs and preferences (subject to national minimum standards). Decentralisation in social welfare system presupposes a more significant fiscal decentralisation.

## Decentralisation: implementation plan

Targeted groups	Activities	Indicators	Institutions in charge of implementation	Implementation period
Users of social welfare benefits and services	<ul style="list-style-type: none"> <li>• Changing the existing and enacting new legislation necessary for management, administrative and fiscal decentralisation process</li> <li>• Education of and investing into human resources</li> <li>• Preparing a list of obligatory measures and state interventions that can be financially decentralised</li> <li>• Developing a standard system for implementation of particular services and licensing the providers</li> </ul>	<ul style="list-style-type: none"> <li>• Issuing new legislation necessary for implementation of decentralisation process</li> <li>• List of obligatory state measures that will be decentralised</li> <li>• Acceptance of standards for implementation of particular services and licensing of providers</li> </ul>	<p><b>Main implementer:</b> MHSW</p> <p><b>Co-implementer:</b> MFVAIS, ULRSG, Central State Administration Office</p>	2007-2009
	<ul style="list-style-type: none"> <li>• Transferring founding and managing rights of SWC, family centres and certain social welfare homes to regional self-government units (counties)</li> <li>• Transferring managing rights over SWC to city authorities pursuant to agreement</li> </ul>	<ul style="list-style-type: none"> <li>• Number and type of social welfare institutions for which the founding and managing rights were transferred to regional self-government units</li> <li>• Number of city authorities that took over SWC managing rights</li> </ul>	<p><b>Main implementer:</b> MHSW</p> <p><b>Co-implementer:</b> MFVAIS, ULRSG, Central State Administration Office</p>	2010-2011

## Responsibilities in a decentralised social welfare system

MHSW	Counties	Cities/municipalities	SWC
<ul style="list-style-type: none"> <li>• The policy-making function on the national level</li> <li>• Legal defining basic benefits and entitlement condition</li> <li>• Issuing implementation laws and regulations that define service standards (number of beds and the like), minimum standards for SWC operation (minimum number of employed persons, social workers per inhabitant/resident and the like)</li> <li>• Inspection and supervision (ensuring that norms and standards set are observed)</li> <li>• Management of capital grant programmes intended for the development of social services in the areas with poorly developed network of providers</li> </ul>	<ul style="list-style-type: none"> <li>• Enacting own legislation on additional benefits or top-ups compared to benefits determined by minimum standards</li> <li>• Acting as the second instance administrative body for appeals to decisions reached by SWCs as the first instance body</li> <li>• Setting the budget of SWCs, monitoring and supervising their activities, managing human resources</li> <li>• Supervision and audits</li> <li>• Payment of benefits on the basis of SWCs data</li> </ul>	<ul style="list-style-type: none"> <li>• Management of SWCs that were transferred to city authority jurisdiction pursuant to the agreement</li> <li>• Implementation of own social programmes</li> </ul>	<ul style="list-style-type: none"> <li>• Performance of present duties and obligations, except the payment of benefits which would be transferred to counties</li> </ul>

### 3.5. Developing services aimed at caring for preschool and school children

Services aimed at caring for preschool and school children are the most critical domain of social inclusion promotion. Since local self-government units are in charge of the mentioned services, we are presently not familiar with the plans to increase the share of children in preschool facilities. However, the first analyses of differences between counties in the number of children participating in preschool education have been made, but those analyses should be continued and supplemented with data for lower levels of local self-government. The Ministry of Science, Education and Sports also promotes and prepares plans for a larger number of children to stay after school (extended stay) and larger share of schools working in one shift only.

Targeted groups	Activities	Indicators	Institutions in charge of implementation
Families with preschool children	<ul style="list-style-type: none"> <li>• Analysis of regional differences in the number of children included into preschool education</li> <li>• Opening new preschool programmes and services</li> <li>• Coordinating the working hours of child care facilities with working hours of the parents</li> <li>• Organising child care programmes in business organisations and companies</li> <li>• Greater involvement of ULRSG in organising care programmes for preschool children</li> </ul>	<ul style="list-style-type: none"> <li>• Share of preschool children in child care facilities according to regions and level of urbanisation</li> <li>• Number and type of newly opened programmes for preschool children</li> <li>• Changes in working hours of facilities for preschool children</li> <li>• Number and capacities of business organisations and companies offering care programmes for preschool children</li> </ul>	<p><b>Main implementer:</b> ULRSG</p> <p><b>Co-implementers:</b> MSES, employers, NGOs, CCSD, OCNGO</p>
School children	<ul style="list-style-type: none"> <li>• Coordinating the working hours of schools with the working hours of parents</li> </ul>	<ul style="list-style-type: none"> <li>• Share of school children included in after school programmes (extended stay) and share of schools working in one shift</li> </ul>	<p><b>Main implementer:</b> MSES</p> <p><b>Co-implementer:</b> ULRSG</p>

### 3.6. Facilitating access to housing for socially disadvantaged groups

Joint Inclusion Memorandum emphasised the importance of social housing concept which has not been adequately defined and regulated, so the activities on Social Housing Strategy represent an important step forward. This document aims to encourage activities of local self-government in regard to construction and allocation of social flats.

The most important activity in this area refers to construction and purchase of flats for the returnees, with a detailed account of activities of particular implementers. Organised construction is foreseen in counties where more than a hundred flats are required and where less than a hundred flats are required or where there is no available construction sites, the flats will be bought on the market. State Budget funds have been allocated for such purpose.

Targeted groups	Activities	Indicators	Institutions in charge of implementation
Socially disadvantaged persons and disabled persons	<ul style="list-style-type: none"> <li>Defining the concept of social housing</li> </ul>	<ul style="list-style-type: none"> <li>Social Housing Strategy</li> </ul>	MEPPPC
Socially disadvantaged persons and disabled persons	<ul style="list-style-type: none"> <li>Allocating social flats</li> </ul>	<ul style="list-style-type: none"> <li>Increased number of people with housing issue settled</li> </ul>	ULRSG
Socially disadvantaged persons	<ul style="list-style-type: none"> <li>Analysis of housing subsidies system</li> </ul>	<ul style="list-style-type: none"> <li>Coverage and adequateness of housing subsidies system</li> </ul>	MHSW
Returnees – former tenant’s right holders	<ul style="list-style-type: none"> <li>Construction, reconstruction and purchase of flats <ul style="list-style-type: none"> <li>Construct, reconstruct or purchase 1,400 housing units in 2007 (planned funds = HRK 386,860,000)</li> <li>Construct, reconstruct or purchase 1,900 housing units in 2008 and in 2009 (planned funds in 2008 and 2009 = HRK 1.35 billion)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Number of returnees – former tenant’s right holders with housing issue settled</li> </ul>	<p><b>Main implementer:</b> MRDFWM</p> <p><b>Co-implementer:</b> REA, MEPPPC</p>
Homeless persons	<ul style="list-style-type: none"> <li>Increasing the homeless shelter capacity</li> </ul>	<ul style="list-style-type: none"> <li>Number of vacancies in homeless shelters</li> </ul>	ULRSG

### ***3.7. Promoting gender equality in curbing poverty and social exclusion bearing in mind the gender difference when making and implementing decisions***

Gender equality or measures for promoting gender equality are one of the priorities of Croatian national politics. In this view, the following documents are particularly important – National Gender Equality Promotion Policy 2006 – 2010 and National Family Violence Prevention Strategy 2005 – 2007, specifying a number of measures to be monitored within the framework of Joint Inclusion Memorandum implementation. In these documents, special attention is paid to measures directed at social inclusion promotion and the improvement of status of marginal women groups.

Targeted groups	Activities	Indicators	Institutions in charge of implementation
Women	<ul style="list-style-type: none"> <li>Strengthening capacities of gender equality promotion committees at local levels</li> </ul>	<ul style="list-style-type: none"> <li>Increase percentage per county budget items for committees’ activities</li> </ul>	OGE, ULRSG, NGOs, CCSD, OCNGO
Women	<ul style="list-style-type: none"> <li>Reduction of women unemployment and elimination of all forms of women discrimination on the labour market</li> </ul>	<ul style="list-style-type: none"> <li>Women unemployment rate reduction</li> <li>Carrying out research on the Identification of Discrimination Standards when Employing Women</li> <li>Issuing a code on employing women at companies and organisations of</li> </ul>	OGE, MELE, social partners, NGOs, CCSD, OCNGO

		interest	
Women with disability	<ul style="list-style-type: none"> <li>Financing projects intended for improvement of the status of women with disability</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of research on the status of women with disability</li> <li>Number of projects intended for women with disability</li> </ul>	MHSW, MSES, MFVAIS, OGE, NGOs of persons with disabilities, ULRSG
Women with preschool children	<ul style="list-style-type: none"> <li>Facilitating the coordination of professional and family commitments</li> </ul>	<ul style="list-style-type: none"> <li>Opening new preschool programmes in public and private organisations</li> <li>Coordinating working hours with working hours of child care facilities</li> </ul>	ULRSG, MSES, NGOs, CCSO, OCNGO
Roma women	<ul style="list-style-type: none"> <li>Elimination of the Roma women discrimination</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of National Programme for the Roma and Roma Inclusion Decade Action Plan 2005-2015</li> <li>Co-financing research on the Status of Roma women in the Republic of Croatia carried out by the Roma Education Fund</li> <li>Increase in the number of scholarships and subsidies</li> </ul>	OEM, MSES, OGE, Roma NGOs, ULRSG
Women	<ul style="list-style-type: none"> <li>Strengthening women entrepreneurship</li> </ul>	<ul style="list-style-type: none"> <li>Issuing women entrepreneurship strategy</li> <li>Entering gender category into the form for registering a company or a trade</li> </ul>	MELE, MJ, CCTC, CBS, Tax authority, Commercial Court

### ***3.8. Enabling revitalisation and sustainable development of deprived areas and encouraging a balanced regional development of Croatia***

<b>Targeted groups</b>	<b>Activities</b>	<b>Indicators</b>	<b>Institutions in charge of implementation</b>
Persons living in areas of special state concern, mountainous areas and islands	<ul style="list-style-type: none"> <li>Developing procedures for implementation of the national policy for balanced regional development</li> <li>Co-financing projects aimed at public utility and business infrastructure development</li> <li>Bringing electricity to households</li> <li>Realisation of cross-border cooperation projects</li> </ul>	<ul style="list-style-type: none"> <li>Economic, demographic, medical and social indicators in ASSC and other deprived areas compared to the Croatian average</li> <li>Number of realised projects aimed at infrastructure development and cross-border cooperation</li> <li>Number of households without electricity</li> <li>Number of newly opened workplaces</li> </ul>	<b>Main implementer:</b> MRDFWM  <b>Co-implementer:</b> MF, ULRSG, NGOs
Persons living in the areas of special state concern, mountainous, island regions	<ul style="list-style-type: none"> <li>Systematic monitoring of preparation and implementation of operational programmes at county level</li> </ul>		MRDFWM ULRSG
Persons living in the areas of special state concern	<ul style="list-style-type: none"> <li>Clearing land plots and facilities from mines</li> </ul>	<ul style="list-style-type: none"> <li>Share of land plots and facilities that cannot be used because they are mined</li> </ul>	MRDFWM, ULRSG

Women living in rural areas	<ul style="list-style-type: none"> <li>Promoting women employment and self-employment in rural areas</li> </ul>	<ul style="list-style-type: none"> <li>Number of projects intended for employment and self-employment of women in rural areas</li> <li>Number of women employed in targeted projects</li> </ul>	<b>Main implementer:</b> MRDFWM, ULRSG, CES  <b>Co-implementer:</b> NGOs
Displaced persons, returnees and refugees, people living in ASSC	<ul style="list-style-type: none"> <li>Return of displaced persons and refugees</li> <li>Implementing the settling of housing issues in ASSC <ul style="list-style-type: none"> <li>Settling housing issue in case of remaining 13,000 claims in ASSC until 2010</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Number of displaced persons and refugees who returned</li> <li>Number of persons with housing issue settled and number of persons still waiting for it</li> </ul>	<b>Main implementer:</b> MRDFWM  <b>Co-implementer:</b> ULRSG

### 3.9. Considering long-term and sustainable solution for poverty issue among senior citizens and pensioners

Targeted groups	Activities	Indicators	Institutions in charge of implementation
Old-age pensioners	<ul style="list-style-type: none"> <li>Careful examination of the role of minimum pension in the reformed pension system</li> </ul>	<ul style="list-style-type: none"> <li>Number of pensioners receiving minimum pension</li> <li>Share of funds intended for minimum pension</li> </ul>	MELE, CIPI
Old-age pensioners	<ul style="list-style-type: none"> <li>Considering ways of just distribution of pension reform burden</li> </ul>	<ul style="list-style-type: none"> <li>Ratio between pensions of "old" and "new" pensioners</li> </ul>	MELE, CIPI,
Elderly persons	<ul style="list-style-type: none"> <li>Protecting parts of older population without pension benefits through social assistance system</li> </ul>	<ul style="list-style-type: none"> <li>Number of elderly persons receiving social assistance</li> <li>Share of social assistance payments in household income of older population that does not receive pension</li> </ul>	<b>Main implementer:</b> MHSW  <b>Co-implementer:</b> SWC, ULRSG

## 4. LAUNCHING RESEARCH PROJECTS

Also, during the implementation period of Joint Inclusion Memorandum, Croatia undertook to launch the following research projects:

Project	Objectives	Manner of realisation	Implementation period
1) Initiate research project on disadvantaged youth (who drop out of school and have difficulties finding employment)	<ul style="list-style-type: none"> <li>Identification of youth groups exposed to increased risk of dropping out of secondary school and encountering difficulties when entering labour market</li> <li>Identification of education profiles connected to difficulties encountered when entering the labour market (points of mismatch between education system and labour market)</li> </ul>	<ul style="list-style-type: none"> <li>Survey on youth who recently entered the labour market</li> <li>Micro and macro data of the Croatian Labour Force Survey 1998 – 2007</li> <li>Use of aggregated data of the Croatian Employment Service</li> </ul>	2007– 2009

	<ul style="list-style-type: none"> <li>• Analysis of effects and scope of institutionalised measures aimed at the increase of employability of vulnerable groups of young people</li> <li>• Comparison of policies, outcomes and risk factors to EU members</li> </ul>	<p>and education statistics of CBS</p> <ul style="list-style-type: none"> <li>• Use of indicators used in European studies on youth unemployment and employment</li> <li>• Use of existing studies on education system</li> </ul>	
<p>2) Initiate research project on over-indebtedness issues (outstanding credit card debts and loan- sharking)</p>	<ul style="list-style-type: none"> <li>• Analysis of EU countries' experience in prevention of indebtedness and exclusion</li> <li>• Identification of indebtedness in the Republic of Croatia according to income categories</li> <li>• Analysis of the effect of present measures aimed at preventing and alleviating over-indebtedness</li> <li>• Analysis of legal changes and procedures connected to loans for citizens, indebtedness prevention</li> <li>• Education, counselling on loans</li> <li>• Research and propose ways to stop credit indebtedness ending in social exclusion</li> </ul>	<ul style="list-style-type: none"> <li>• Use of secondary databases of financial and statistical institutions</li> <li>• Legislation</li> <li>• Exchange of experience with the European Consumer Debt Network</li> </ul>	<p>2007- 2008</p>

## 5. OVERVIEW OF THE FINANCIAL IMPACT

For the activities planned by this National Implementation Plan (NIP), the institutions in charge of implementation and direct implementers have envisaged the required funds primarily from their own budgets. Since the main implementers are, as a rule, users of the state budget, the funds required for the implementation of measures have been planned at the positions of ministries or institutes.

The majority of all planned activities was implemented during 2007, but it is foreseen that their implementation will continue in the period from 2008 to 2010, while the activities aimed at decentralisation and deinstitutionalisation will be carried out over a longer period.

Main implementers and users of the state budget are the following ministries: Ministry of Family, Veterans' Affairs and Intergenerational Solidarity, Ministry of Economy, Labour and Entrepreneurship, Ministry of Regional Development, Forestry and Water Management, Ministry of Environmental Protection, Physical Planning and Construction, Ministry of Science, Education and Sports, and Ministry of Health and Social Care.

The aforementioned bodies participate in the implementation of measures with the funds and measures allocated to their positions for this purpose in the 2008 State Budget as follows:

Ministry of Family, Veterans' Affairs and Intergenerational Solidarity has allocated HRK 31,000,000.00 for the implementation of measures under item 3.4 of the NIP and HRK 40,000,000.00 for the implementation of measures under item 3.1.

Ministry of Economy, Labour and Entrepreneurship has allocated HRK 160,034,170.00 for the implementation of measures under item 3.7 of NIP.

Ministry of Environmental Protection, Physical Planning and Construction has allocated HRK 230,490,500.00 for the implementation of activities under item 3.6 of NIP.

Ministry of Regional Development, Forestry and Water Management has allocated HRK 479,490,766.00 for the implementation of activities under item 3.8 of NIP.

Ministry of Science, Education and Sports has allocated HRK 587,704,000.00 for the implementation of activities under item 3.2 of NIP.

Ministry of Health and Social Care has allocated HRK 774,978.00 for the implementation of activities under item 3.3 and 4 of NIP.

Funds for activities in the field of public health and of the Croatian Institute for Health Insurance, as well for the strengthening of foster parenting and other activities from Stage I of the deinstitutionalisation project, have been allocated through the basic activity of the Ministry of Health and Social Care in the state budget.

With an aim of evaluating the efficiency of the implementation of measures and policies in the field of social inclusion and combating poverty, all implementers of measures and institutions that are in charge of implementation have the obligation to ensure funds for the implementation of all individual measures and to clearly define implementation success indicators and financial indicators for each proposed measure.