

Proposal

The Republic of Croatia

**NATIONAL IMPLEMENTATION PLAN ON SOCIAL INCLUSION
2009 – 2010**

May 2009

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Abbreviation list

AAE	Agency for Adult Education
AHE	Agency for Higher Education
ALMP	Active Labour Market Policies
ASSC	Areas of Special State Concern
ATMIP	Agency for Transactions and Mediation in Immovable Properties
AVET	Agency for Vocational Education and Training
BD	Behaviour disorders
CBS	Central Bureau of Statistics
CCE	Croatian Chamber of Economy
CCSD	Council for Civil Society Development
CCTC	Croatian Chamber of Trades and Crafts
CDNPO	Centre for Development of Non-profit Organizations
CEA	Croatian Employers' Association
CES	Croatian Employment Service
CFSSA	Croatian Financial Services Supervisory Agency
CIHI	Croatian Institute for Health Insurance
CMAC	Croatian Mine Action Centre
CPII	Croatian Pension Insurance Institute
CQF	Croatian Qualifications Framework
CSO	Civil Society Organizations
CSW	Centre for Social Welfare
EU	European Union
FPREDP	Fund for Professional Rehabilitation and Employment of People with Disabilities
FTRH	Former tenancy right holder
ETTA	Education and Teacher Training Agency
GOCNGOs	Government's Office for Cooperation with NGOs
GOGE	Government's Office for Gender Equality
GOHR	Government's Office for Human Rights
GONM	Government's Office for National Minorities
GOPDM	Government's Office for Prevention of Drugs Abuse
GOSP	Government's Office for Social Partnership
JIM	Joint Inclusion Memorandum
LRSGU	Local and regional self-government units
LSGU	Local self-government units
MELE	Ministry of Economy, Labour and Entrepreneurship
MF	Ministry of Finance
MEPPPC	Ministry of Environmental Protection, Physical Planning and Construction
MFVAIS	Ministry of Family, Veterans' Affairs and Intergenerational Solidarity
MHSW	Ministry of Health and Social Welfare
MJ	Ministry of Justice
MRDFWM	Ministry of Regional Development, Forestry and Water Management
MSES	Ministry of Science, Education and Sports
NEPP	National Employment Promotion Plan
NIPSI	National Implementation Plan on Social Inclusion
OMC	Open method of coordination
PHC	Primary Health Care
PIA	Pension Insurance Act
PHI	Public Health Institute
UNDP	United Nations Development Programme

1. INTRODUCTION

Over the last 50 years, the European Union has successfully promoted economic growth and has increased employment possibilities, gender equality and has improved working conditions. The European Union has played an important role in combating discrimination, poverty and lowering regional disparities. Although the EU has limited power and responsibility (in line with the subsidiarity principle), it can, in partnership with Member States, have a significant influence on the citizens' quality of life. At the Lisbon Council (2000), the EU adopted sustainable economic growth, an increase in employment and a higher level of social cohesion as its strategic objectives, and admitted that the stated objectives cannot be attained without a systematic eradication of poverty and social exclusion, in other words, without modernizing the European social policy and investing in human resources. It was also agreed to adopt the open method of coordination – OMC, a key mechanism in pursuing the adopted objectives in the area regarding the eradication of poverty and social exclusion. On account of OMC, common objectives in the area regarding the eradication of poverty and social exclusion and indicators used for monitoring social exclusion (so called Laeken indicators) were adopted. The drafting of the Joint Inclusion Memorandum (JIM) and the National Implementation Plan on Social Inclusion (NIPSI) was designated, and mechanisms of reporting on the accomplishments of national policies and exchange of experience were established.

Building on these achievements, the *Renewed Social Agenda* from July 2008 brings together a range of EU policies in order to support actions in seven priority areas:

- Children and youth – tomorrow's Europe
- Investing in people: more and better jobs, new skills
- Mobility
- Longer and healthier lives
- Combating poverty and social exclusion
- Fighting discrimination and promoting gender equality
- Opportunities, access and solidarity on the global scene

On the same occasion, the European Commission proposed the *strengthening of OMC in the field of social protection and social inclusion* in order to achieve better results in the period from 2008 – 2011 and set a path for a successful development framework in 2010. The *Statement* of the European Commission defines four priority areas:

- *Increasing political commitment (determination) and the visibility of the social area;*
- *Strengthening the positive interaction with other EU policies;*
- *Reinforcing the analytical tools;*
- *Developing better ownership through peer reviews, mutual learning and involvement of all relevant actors.*

In this matter, great attention is directed towards common indicators. Defining common indicators in terms of social protection and social inclusion implies the definition of common indicators to compare best practices and to measure progress towards these common objectives. As such, common indicators do not mean common policies. The broad methodological framework consists of a list of related primary and secondary indicators and three sub-groups (Social Inclusion, Pension, Health and Long-Term Care). Primary indicators are a set of lead indicators which cover all essential dimensions of the defined objectives. Secondary indicators aim at supporting these lead indicators by providing greater insight into the nature of the problem. These indicators are used for the overall *National Reports on*

Strategies for Social Protection and Social Inclusion, the specific national reports on Social Inclusion, Pension and Health and Long-Term Care, as well as for the joint report presented to the European Commission and the Council.

All Member States are obliged to participate in OMC, but candidate countries in the process of EU accession can fully participate as well, and are expected to implement common EU objectives into their national policies regarding the eradication of poverty and social exclusion. Since the eradication of poverty and social exclusion are one of the important social policy objectives of the Croatian Government and Croatia is a candidate country for EU accession, Croatia began drafting its first Joint Inclusion Memorandum in September 2005. The purpose of the Memorandum was to prepare Croatia for full participation in OMC in the area regarding the eradication of poverty and social exclusion. The document was drafted in cooperation with the European Commission, and signed on 5 March 2007. All relevant stakeholders of the Croatian society participated in drafting JIM (ministries, local authorities, social partners, academic institutions, civil society organizations). JIM identified the main social exclusion sources, the most vulnerable groups in terms of poverty and social exclusion, key challenges and, finally, the most important measures that can improve social inclusion in Croatia.

It should be emphasized that social inclusion is a continual process that requires constant monitoring as well as the adaptation of agreed measures to new and changed circumstances. In this manner, it is important to assess the effectiveness of the proposed measures and policies by using clearly defined indicators as a base for monitoring measure implementation, thus allowing a comparison between Croatia and other Member States. Successful measure implementation defined in JIM presumes an effective cooperation between Government bodies, social partners, local authorities, civil society organizations and the representatives of groups affected by poverty and social exclusion.

In accordance with OMC and in agreement with the European Commission, Croatia has undertaken to draft an implementation plan for measures adopted as priorities in JIM. Therefore, Croatia has already designed and implemented its first National Implementation Plan on Social Inclusion for the period 2007 – 2008. In the middle of 2008, the report on the implementation of undertaken measures in the key fields of combating poverty and social exclusion was presented to the European Commission and partners. At the end of 2008, the European Commission issued an evaluation report regarding the achieved progress in the implementation of measures defined in JIM and the Implementation Plan. Some significant steps in different fields of social inclusion were made, and the cooperation between different stakeholders involved in the Joint Inclusion Memorandum implementation process was improved. Since the measures require continual adaptation to new circumstances, Croatia has started designing a new national implementation plan for the period from 2009 – 2010, which will include the challenges from the previous implementation plan and any measures not included in the earlier action plan.

In that sense, a plan was drafted for priority activities to be implemented between 2009 - 2010, target groups were identified, indicators for activities' efficiency were defined and institutions (organisations) for the implementation of these activities were identified. In preparing this Implementation Plan, measures and activities from the previous National Implementation Plan for 2007 - 2008 were taken into account (some of these measures are implemented or are continuing, some are modified and some have been changed for various reasons).

For the purpose of better harmonisation of the strategic documents of the Republic of Croatia, this implementation plan transposed and adapted many tasks from the *National Employment Promotion Plan 2009 - 2010 (NEPP)* that were important from the point of view of social inclusion and an improvement in quality of life in Croatia.

The Government of the Republic of Croatia is obliged to submit a report to the European Commission on the implementation of JIM by mid-2009 based on NIPSI. In the process of report writing, each authority and institution will provide information and/or analyse the activities within their competence.

2. KEY CHALLENGES AND PRIORITIES

In the Joint Memorandum on Social Inclusion, the Republic of Croatia has identified key challenges and priorities in its fight against poverty and social exclusion (Chapter 8). A consensus was reached regarding these priorities among the most important stakeholders in Croatian society, whereas the Republic of Croatia has undertaken the obligation to implement the defined objectives. The key priorities that Croatia is planning to achieve through this implementation plan are the following:

- To increase the employability level of the long-term unemployed groups, above all by directing active policy measures of the labour market towards the disabled, Roma, older workers and former drug addicts. Special attention will be paid to avoid discrimination against women. Full implementation of regulations regarding the employment of minorities from the Constitutional Act on Ethnic minorities will be ensured. Records will be kept on the participation of welfare beneficiaries in the active policy programmes regarding the labour market.
- To expand the scope of secondary and university education (through the expansion of compulsory education and better monitoring of children to prevent dropping out, i.e. stimulating completion of some form of education in order to acquire working skills, and systematic proposals and implementation of measures for successful graduation and shorter college-time). To continue with vocational education reform according to the Vocational Study Strategy for the purpose of harmonisation with the requirements of the labour market. To invest and systematically stimulate life-long learning.
- To expand the network of social services for children, the elderly and the disabled (especially in smaller towns and rural areas). To draft an implementation plan on the deinstitutionalisation of children and services for the disabled (preventing the construction of new institutions, spreading alternative forms of social service provisions and reducing the number of users of social welfare institutions). To maximise necessary community-based services. To form a strategy for social service decentralisation (transferring the right to establish social welfare institutions to the county level), with an emphasis on the areas of special state concern. To stimulate cooperation between local communities and associations in providing services. To provide choices to the beneficiaries of the services. To stimulate better harmonisation between work and private life, especially regarding women. To invest in institutions for children's education.
- To invest greater efforts in the prevention of diseases and disabilities. To enable equal access to health institutions for the entire population (especially on the islands and in the mountain areas).

- To define and develop the concept of social housing. To develop a more appropriate system of housing subsidies and assistance for households in inadequate accommodation. To increase the capacities of homeless shelters. To accelerate the resolution of the returnees' housing issues through tenancy right programmes, especially for the former tenancy right holders.
- To systematically work on reducing regional differences through measures of economic and fiscal policy. To develop locally adapted economic projects that are harmonised with county development strategies, i.e. regional operational programmes. To provide better financial support to those NGO programmes regarding multiply deprived areas.
- To agree on a long-term and sustainable solution to poverty issues among senior citizens and to protect them during the transitional period with targeted social programmes.
- To continuously monitor the implementation of healthcare reform from the point of view of its influence on poorer citizens, i.e. their access to all health services.

2.1. Challenges in activity planning and implementation of priorities in economic and financial crisis

After respective GDP growth rates of about 4% over a number of years, in 2008 Croatia's GDP started to display growth retardation: from 4.3% in the first quarter to 1.6% in the third quarter. The estimates regarding the duration of the potential crisis and the seriousness are different, but everybody mostly agrees that GDP in 2009 will be negative (about 2% - 3%). Due to that, since the last quarter of 2008, the number of unemployed people has increased (November/December 2008 by 2.9%), and a similar trend has continued in 2009. In February 2009, unemployment increased by 3.4% compared to the previous month, or 1% compared to January 2008.

A significant number of Croatian citizens suffer from bad social conditions and lack adequate access to public goods and services, while due to the recession, increased unemployment and budgetary problems, we can expect further deterioration of the social image (although it is difficult to accurately predict and plan the number of unemployed and poverty-stricken persons). In order to alleviate the crisis, the Government is proposing and implementing appropriate measures regarding economic and fiscal policy. The Government is trying to formulate the mentioned measures pursuant to the principle of social justice, i.e. equal allocation of the burden of crisis and fiscal consolidation among all categories of society. In that sense, the Government promised not to reduce the existing social rights. The key factor is to prevent a substantial increase in unemployment and to ensure adequate conditions for quicker employment in case of dismissal.

The measures of social policy and reducing the impact of the crisis on the most endangered citizens are necessary in order to prevent the living standards of the poorest citizens from dropping even lower. The state budget, as well as the local budgets, should not reduce the means of ensuring material rights for the socially endangered groups (social welfare beneficiaries, the unemployed, the elderly without pensions, elderly with low pensions, etc.) It is possible that the number of social welfare beneficiaries in 2009 will not dramatically increase, because most of those that are unemployed will compensate their income loss through unemployment benefits. However, if the unfavourable economic trends continue throughout 2010, it is possible to expect an increase in the number of users of different types

of social benefits, meaning that in that case additional means and programmes for the most vulnerable groups will have to be activated. The role of the local authorities is crucial, while the local government units should become actively involved in ensuring assistance for the poorest citizens.

There are no measures that guarantee the prevention of a drop in GDP in 2009. However, measures that are well formulated and implemented might preserve a greater number of jobs and mitigate the impact on the standard of living, as well as prevent the number of poor citizens from increasing.

The economic and financial crisis have made planning and the implementation of activities regarding decentralisation especially difficult. The National Strategy for functional and financial decentralisation and human resource development from 2007, and the NIPSI 2007 - 2008, predicted the transferring of establishment rights of CSW, family centres and most social welfare homes to the county level. The possibility of decentralising establishment rights and the operation of centres and homes to the level of the large cities was also envisaged, pursuant to the agreement between the county and local authorities. A prerequisite for decentralisation of the social welfare system is to build a framework and strategy for financial decentralisation. Given that financial decentralisation is currently difficult to implement, the whole process of social welfare decentralisation has been postponed. Still, this implementation plan envisages drafting new social welfare legal regulations that will enable a more efficient implementation of system decentralisation the moment the conditions for financial decentralisation are created.

For the implementation of activities, state government bodies ensured funds in the State budget, for the year 2009 in total HRK 888.648.843, and for the year 2010 in total HRK 792.025.026.

3. TARGET GROUPS, IMPLEMENTATION ACTIVITIES, INDICATORS AND RESPONSIBLE INSTITUTIONS

3.1. Raise the level of employability and create greater employment opportunities for those most affected by long-term unemployment and other vulnerable groups on the labour market

3.1.1. – Solving the issue of long-term unemployment

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Unemployed persons above 50 years of age	<ul style="list-style-type: none"> Co-financing employment for unemployed elderly persons 	<ul style="list-style-type: none"> Number and gender of persons employed through state-aided employment 	Organizer: MELE, CES	Republic of Croatia State Budget, program 1671, activity A689023, accounts 3522, 3523 and 3722 HRK 123.185.300	No	Continuation of measure on the basis of Croatian Employment Service regional departments' and social partners' proposals, but age limit for women was raised.
	<ul style="list-style-type: none"> Financing education for unemployed persons above 50 years of age according to needs of the labour market 	<ul style="list-style-type: none"> Number and gender of persons who successfully finished education programmes 			No	
Elderly employed persons probably facing job loss	<ul style="list-style-type: none"> Co-financing employment with another employer for elderly employed persons during termination period (labour displacement) 	<ul style="list-style-type: none"> Number and gender of persons who continued working for another employer 			No	
Employed persons above 50 years of age probably facing job loss	<ul style="list-style-type: none"> Co-financing education for employed persons above 50 years of age who will probably face job loss when employer switches to new production programmes or new technologies 	<ul style="list-style-type: none"> Number and gender of persons who retained employment 			No	
Unemployed persons above 25 years of age who have been registered as unemployed for 12 months minimum	<ul style="list-style-type: none"> Co-financing employment for persons affected by long-term unemployment (activity includes two target groups – those affected by long-term unemployment and young people) 	<ul style="list-style-type: none"> Number and gender of persons employed through co-financing 	Organizer: MELE, CES	Republic of Croatia State Budget, position A689023 HRK 123.185.300	No	Continuation of measure on the basis of Croatian Employment Service regional departments' and social partners' proposals

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Persons affected by long-term unemployment who have been registered as unemployed for 12 months minimum	<ul style="list-style-type: none"> Co-financing and financing employment in public works' programmes 	<ul style="list-style-type: none"> Number and gender of persons employed in public works' programmes 			No	Continuation of measure on the basis of Croatian Employment Service regional departments' and social partners' proposals, but amount of subventions for unemployed persons for over 36 months modified
Persons affected by long-term unemployment	<ul style="list-style-type: none"> Financing inclusion in education programmes for persons affected by long-term unemployment according to labour market needs 	<ul style="list-style-type: none"> Number and gender of persons affected by long-term unemployment included in education programmes 			No	Continuation of measure on the basis of Croatian Employment Service regional departments' and social partners' proposals.
	<ul style="list-style-type: none"> Co-financing education for persons affected by long-term unemployment who accept positions in vocations and jobs for which there are no registered qualified persons 	<ul style="list-style-type: none"> Number and gender of persons employed accompanied by education 			No	
Employed persons exposed to risk of long-term unemployment	<ul style="list-style-type: none"> Co-financing education for employed persons who will probably face job loss when employer switches to new production programmes or new technologies 	<ul style="list-style-type: none"> Number and gender of persons who retained position accompanied by education 			No	

3.1.2. – Active and preventive measures for unemployed persons with disabilities and promoting integration of persons with disabilities

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Persons with disabilities	<ul style="list-style-type: none"> Evaluation of efficiency of quota system 	<ul style="list-style-type: none"> Number and gender of employed persons with disabilities in relation to total number of those employed by employer which applies the quota system 	Organizer: FPREDP Co-organizer: CES, CPII, MELE, MHSW, MSES, Employers, Protection workshops, CSOs, LRSGU.	Republic of Croatia State Budget, position A741005, HRK 1.042.339	No	Continuation of measure
	<ul style="list-style-type: none"> Evaluation of law regulations' system referring to employing persons with disabilities 	<ul style="list-style-type: none"> Regulation amendments 		A741006 HRK 45.530.549		
	<ul style="list-style-type: none"> Professional training and rehabilitation of persons with disabilities 	<ul style="list-style-type: none"> Number and gender of persons with disabilities included in education programmes 				
	Co-financing employability and maintaining the employment level: <ul style="list-style-type: none"> Co-financing costs of adjusting positions to working conditions Co-financing interest expenses for dedicated loans for purchasing machines, equipment, tools and appliances Salary compensation due to lower performance of persons with disabilities Co-financing portion of expenses of personal assistants or work therapists for persons with disabilities Recovery of contributions calculated and paid for salaries of persons with disabilities 	<ul style="list-style-type: none"> Number and gender of employed persons with disabilities exercising the right to incentives Number and gender of unemployed persons hired by employers who exercise the right to stipulated incentives Number of business entities exercising the right to incentives 				

3.1.3. – Raising the level of employability for young people

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Unemployed young persons	<ul style="list-style-type: none"> Financing inclusion in education programmes for young unemployed persons according to labour market needs 	<ul style="list-style-type: none"> Number and gender of persons included in education programmes 	Organizer: MELE, CES Organizer: MF, Tax Department Organizer: MELE, CES	Republic of Croatia State Budget, position A689023, HRK 123.185.300	No	Continuation of measure on the basis of Croatian Employment Service regional departments' and social partners' proposals.
	<ul style="list-style-type: none"> Co-financing first employment for young unemployed persons without working experience 	<ul style="list-style-type: none"> Number and gender of young unemployed persons without working experience employed through co-financing 			No	
	<ul style="list-style-type: none"> Utilisation of benefits regarding exemption from paying portion of contributions for persons with first time employment 	<ul style="list-style-type: none"> Number and gender of young persons without working experience employed utilising benefits regarding exemption from paying portion of contributions for persons with first time employment Number of employers utilising benefits regarding exemption from paying portion of contributions for persons with first time employment 				
Unemployed persons above 25 years of age registered as unemployed for 612 months minimum	<ul style="list-style-type: none"> Co-financing employment for persons affected by long-term unemployment 	<ul style="list-style-type: none"> Number and gender of persons employed through co-financing 			No	

3.1.4. – Solving the issue of long-term unemployment for special groups

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Unemployed persons <ul style="list-style-type: none"> • With disabilities • Croatian Homeland War veterans • Single parents • Parents with four or more under-aged children • Parents with children with special needs • Victims of family violence • Victims of human trafficking • Asylum seekers • Returnees serving prison sentences 	<ul style="list-style-type: none"> • Co-financing employment for persons affected by long-term unemployment 	<ul style="list-style-type: none"> • Number of persons from special groups employed through co-financing 	Organizer: MELE, CES	Republic of Croatia State Budget, position A689023, HRK 123.185.300	No	Continuation of measure on the basis of Croatian Employment Service regional departments' and social partners' proposals.
	<ul style="list-style-type: none"> • Financing education for special groups according to labour market needs 	<ul style="list-style-type: none"> • Number of persons from special groups included in education programmes 			No	
	<ul style="list-style-type: none"> • Co-financing employment for special groups in public works' programmes 	<ul style="list-style-type: none"> • Number of persons from special groups employed in public works' programmes 			No	

Former drug addicts	<ul style="list-style-type: none"> • Co-financed employment • Mediation in employment • Preparations for employment: estimation of working capacity and professional informing and counselling • Self-employment by opening trades, companies, cooperatives • Inclusion in training programmes, retraining or additional education not falling under ALMP measures 	<ul style="list-style-type: none"> • Number of persons employed through co-financing • Number of persons employed through CES mediation • Number of persons with evaluated working ability, number of informed persons and number of persons who received counselling • Ratio between the number of self-employed persons and other employed persons from target group, and number of former drug addicts included in the employment programme • Number of persons included in training programmes, retraining or additional education not falling under ALMP measures 	<p>Organizer: MELE, CES</p>	Resources from CES's regular activities	No	Measure is implemented on the basis of the Drug Addicts Re-socialisation Project for those who finished any kind of rehabilitation and treatment programme in a therapeutic community or prison system, and former addicts who are treated out of hospital and have been preserving abstinence and following prescribed treatment, passed by the Government on April 19, 2007
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	<ul style="list-style-type: none"> • Co-financing civil society organisations and other institutions which implement programmes focused on addicts during additional education, retraining or temporary and permanent employment • Organising conferences, regional education, round tables aimed at informing and improving public's perception and creating positive environment at place of employment 	<ul style="list-style-type: none"> • Ratio between the number of persons for which additional education and retraining was provided through organisations and non-governmental associations, and number of other persons who finished additional education and retraining programmes and attained employment as part of the Re-socialisation Project • Number of conferences/meetings held with members of business associations, chambers, unions, organisations • Number of informed employers and surveyed employers 	<p>Organizer: GOPDM</p> <p>Co-organizer: MELE, CES, MHSW, MSES, CCE, CCTC, CSW, CSO, LRSGU, Social partners, therapeutic communities.</p>	<p>Republic of Croatia State Budget, position A530001, A300007 and A530014 HRK 600.000 (2009) and HRK 800.000 (2010).</p>	<p>No</p>	<p>Measure is implemented on the basis of the Drug Addicts Re-socialisation Project for those who finished any kind of rehabilitation and treatment programme in a therapeutic community or prison system, and former addicts who are treated out of hospital and have been preserving abstinence and following prescribed treatment, passed by the Government on April 19, 2007</p>
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3.1.5. – Implementation of the National Programme for Roma

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Persons from Roma minority	<ul style="list-style-type: none"> Implementation of training programmes for Roma minority 	<ul style="list-style-type: none"> Number and gender of persons from Roma minority included in training programmes 	Organizer: MELE, CES Co-organizer: CSO, institutions for education	Republic of Croatia State Budget, position A689027, account 3722 HRK 3.000.000	No	Continuation of measure on the basis of Croatian Employment Service regional departments' and Roma associations' proposals.
	<ul style="list-style-type: none"> Co-financing employment for persons from Roma minority in public works' programmes 	<ul style="list-style-type: none"> Number and gender of persons from Roma minority employed through public works' programmes 			No	
	<ul style="list-style-type: none"> Co-financing employment for persons from Roma minority 	<ul style="list-style-type: none"> Number and gender of persons from Roma minority employed through co-financing 			No	
	<ul style="list-style-type: none"> Training for self-employment for persons from Roma minority 	<ul style="list-style-type: none"> Number and gender of persons from Roma minority included in training for self-employment 			Yes	New measure based on interest expressed by persons from Roma minority.
	<ul style="list-style-type: none"> Ensuring assistance to unemployed young persons from Roma minority with interest in finishing programmes for high-school and higher education during professional training without employment 	<ul style="list-style-type: none"> Number and gender of persons in professional training/introduction to positions programmes 			Yes	New measure based on Roma organisations' proposals.

	<ul style="list-style-type: none"> Financial support for education of Roma minority 	<ul style="list-style-type: none"> Number of granted scholarships Rate of Roma population in total number of students included in regular education pursuant to education system levels Proportion of scholarship resources for Roma minority out of total allocations by the Ministry of Science, Education and Sports for Roma 	Organizer: MSES, CES, CSO	MSES budget, position A767003 HRK 2.787.214	Yes	New measure based on proposal by Croatian Caritas and in line with educational policy of the Ministry of Science, Education and Sports
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3.1.6. *Creating new employment possibilities through promotion of female entrepreneurship*

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Women	<ul style="list-style-type: none"> Strengthening female entrepreneurship 	<ul style="list-style-type: none"> Decision on female entrepreneurship strategy 	Organizer: MELE, Directorate for Small Enterprises	Resources from State Budget within the framework of regular activities.	No	Continuation of measure
		<ul style="list-style-type: none"> Number of women owning trades Age structure of women owning trades Amount of education for female entrepreneurs 	Organizer: MELE - Crafts Directorate, GOGE, CSO			

3.2. Improving population's educational structure, aligning education with labour market demands and promoting education of adults

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Primary school children with special needs	<ul style="list-style-type: none"> • Inclusion in upbringing and education of students with special needs in primary school with full or partial integration pursuant to grade and type of developmental difficulty • Increase the number of experts (educators, psychologists and experts in education-rehabilitation, special education teachers) in primary schools in charge of working with children with special needs • Finance transportation costs for students with developmental difficulties and their chaperons; co-financing nutrition and special teaching instruments and aids for students with developmental difficulties at the stationery, specialised schools and students in special classes in primary schools • Carry out architectural adjustments at schools • Ensure the right to education, organise classes also at hospitals where education is implemented by teachers from the primary school in the vicinity 	<ul style="list-style-type: none"> • Number of students with developmental difficulties included in education in primary school • Number of newly employed expert associates (educators, psychologists and experts in education-rehabilitation, special education teachers) in primary schools in charge of working with children with special needs • Number of students with special needs and chaperons with financed transportation costs, co-financed nutrition and special teaching instruments and aids • Number of schools with architectural adjustments • Number of students included in education organised in hospitals 	<p>Organizer: MSES</p> <p>Co-organizer: MFVAIS, ETTA, CSO, institutions for education and life-long learning</p>	<p>Program 1247 A579003 HRK 14.600.000</p> <p>Program 1247 K579062 HRK 700.000</p>	Yes	New measure implemented by the Ministry in line with the State Pedagogical Standard and Educational Act in Primary and Secondary Schools. Drafting bylaws to regulate criteria and rules for education for students with special needs (gifted children and children with difficulties) is under way.

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
High-school and student populations	<ul style="list-style-type: none"> • Build a network of educational institutions and programmes for vocations required by the labour market • Further development of the Croatian Qualifications Framework which will provide better vertical and horizontal porosity, recognising formal, informal and non-formally acquired competencies, greater mobility on Croatian and EU labour markets and better bond between education and labour market • Develop local partnerships aimed at receiving information on educational/economic needs • Include economy and other social partners into committees and task forces of the Ministry, aimed at monitoring the qualification structure of the work force and the ability to find employment • Strengthen the network between labour market and educational offer via enrolment planning which reflects a rational network of programmes based on labour market analyses • Through scholarship policy, encourage gender balanced attendance of educational programmes which offer knowledge and skills demanded by the labour market, based on information 	<ul style="list-style-type: none"> • Participation of stakeholders' representatives in committees and task forces of the Ministry, monitoring monthly employment rate and labour market needs in relation to study programmes for higher education • Increased enrolment quota for educational programmes offering knowledge and skills demanded by the labour market, based on information from labour market institutions • Increased gender balance and total number of students with scholarships offering knowledge and skills demanded by the labour market, based on information from labour market institutions • Capacities of colleges and polytechnics on the regional level • Records of graduates from higher education per academic year and study type • Developed system of monitoring graduating students in higher education • Number of offices (services) for careers and monitoring college graduates • Number of student counselling 	<p>Organizer: MSES</p> <p>Co-organizer: CES, AAE, AVET, CEA, MELE - Directorate for Labour and Labour Market, trade unions, CSO, institutions for education and life-long learning</p>	<p>Program 1432 Positions A621001, 3721 – HRK 33.800.000 A621002, 3721 – HRK 7.200.000 A621003, 3721 – HRK 10.700.000 A621004, 3721 – HRK 8.200.000 A621074, 3721 – HRK 3.900.000 A621148, 3721 – HRK 4.750.000 A621138, 3721 – HRK 550.000 A621168, 3721 – HRK 900.000 approximately HRK 70.000.000 (activities in the field of higher education)</p> <p>Program 1246 A589085 HRK 208.750</p>	No	Continuation of measure. Target group is more precisely defined by taking into consideration student population, and thus stipulated activities have been elaborated in more detail.

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
	<p>from labour market institutions</p> <ul style="list-style-type: none"> • Through public campaigns, highlight the value and use of education • Realising polycentric development of higher education in small urban environments • Develop a system of monitoring graduating students in higher education • Reduce the number of students that study for too many years • Develop offices (services) for careers and monitoring college graduates • Develop and strengthen student counselling centres at colleges 	<p>centres at colleges in relation to the number of colleges, and number of students asking for assistance/advice</p>				
<p>Students of vocational high schools being educated for scarce craft occupations and who wish to enrol in such educational programmes</p>	<ul style="list-style-type: none"> • Increase participation of vocational high school attendees through scholarships • Continue current scholarships and expand the number of students with scholarship for scarce craft occupations, and the number of scholarship donors, taking into consideration principles of gender balance in scarce vocations • Change and modernise educational programmes in line with the Croatian Qualifications Framework, and increasing the number of practical classes to be implemented in a modern and technologically developed 	<ul style="list-style-type: none"> • Number of student on scholarships, number of scholarship donors and total number of scholarships • Number of modified programmes and index of increase in hours of practical classes 	<p>Organizer: MSES, AAE</p> <p>Co-organizer: CEA, CES, CCE, CCTC, MELE, trade unions, CSO, institutions for education and life-long learning</p>	<p>Program 1255, A7733043 – HRK 137.000 K110195 – HRK 5.500.000 K580034 – HRK 2.233.000</p>	<p>Yes</p>	<p>More precisely defined target group was added from previous measure, and activities and indicators have been elaborated in more detail</p>

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
	<p>economic environment</p> <ul style="list-style-type: none"> • Equip and modernise exercise labs (school workshops) • Work on development of teaching curriculum for new vocations for which the need occurs on the labour market 	<ul style="list-style-type: none"> • Number of equipped and modernised exercise labs • Number of developed teaching curriculum for new vocations for which the need occurs on the labour market 				
<p>All citizens of the Republic of Croatia, especially persons with lower level of education or qualifications and with weaker motivation to continue education or studying</p>	<ul style="list-style-type: none"> • Inform attendees about possibilities of joining education for adults • Develop and implement campaigns on importance of life-long learning (for example, literacy project during Life-long Learning Week) for women with lower or inadequate level of education • Develop and implement campaigns on importance of life-long learning (for example, literacy project during Life-long Learning Week) with emphasis on informal and non-formal learning in working environment and at place of work 	<ul style="list-style-type: none"> • Number of attendees and provided information on possibilities of joining education for adults • Developed and implemented campaign on importance of life-long learning • Number of conferences held, number of campaigns, number of persons included in a campaign 	<p>Organizer: MSES, AAE</p> <p>Co-organizer: CEA, AVET, AHE, CES, CCE, CCTC, trade unions, CSO, institutions for education</p>	<p>Program 1255, activity A733047, account 3631 – HRK 260.000</p> <p>AAE: For 2009, Resources from State Budget, section 08060, program 1246, activity A589085, account 3233 (HRK 10.000), 3237 (HRK 20.000), 3239 (HRK 20.000); MSES: For 2009, State Budget, section 08005, program</p>	<p>No</p>	<p>Modified, more precisely defined target groups; curriculum defined in more detail. In the National Implementation Plan for Social Inclusion 2007 – 2008, the following groups were stipulated as target groups: unemployed adults, working-active age and absence of first employment, and activities were connected to strengthen the capacity of the Agency for Education of Adults.</p>

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
				1255, activity A580014, account 3631, amount HRK 50.000 (for travelling costs and advertising material)		

3.3. Preventive measures and ensuring equal access to healthcare services

3.3.1. Cardiovascular disease prevention programme

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Adult population ≥19 years	<ul style="list-style-type: none"> Health promotion measures: inform, educate and stimulate population to adopt healthier life styles and prevent habits which contribute to cardiovascular diseases (information regarding proper diet, importance of regular physical activity and overall health conditions, harmful effects of smoking, harmful effects of alcohol abuse) Restrictive measures: since the beginning of May, the Act on 	<ul style="list-style-type: none"> Mortality rate from cardiovascular diseases for age 0-64 Mortality rate from cerebrovascular diseases for age 0-64 Mortality rate from myocardial infarction for age 0-64 Mortality rate from coronary diseases for all age groups Mortality rate from cerebrovascular diseases for all age groups 	Organizer: Primary healthcare - doctors of general/family medicine in cooperation with community nurses and county public health institutes (PHIs)	Resources ensured by Croatian public health institute (PHI) from annual contracts with doctors in primary health care, community nurses and county PHIs	No	Continuation of measure – each person insured by mandatory health insurance ≥19 years of age.

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
	Prohibition of Smoking in Public Places is implemented in full	<ul style="list-style-type: none"> • Mortality rate from myocardial infarction for all age groups 				

3.3.2. Early detection of breast cancer screening programme

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Women between 50 – 60 years of age (those insured and those without mandatory health insurance)	<ul style="list-style-type: none"> • Organise mammography screening for age group 50 – 69, every two years 	<ul style="list-style-type: none"> • Number of invited women and coverage • Number of suspicious test results • Number of confirmed breast cancers • Breast cancer incidence • Breast cancer mortality rate 	Organizer: County PHIs (send invitations, organise examinations, monitor coverage and activity report), Contractual radiologists	Resources from State Budget A618172 HRK 1.890.000. In 2008, total spent HRK 40.000.000 on resources for programme implementation	No	Invited number: 604,536 women. Breast cancer confirmed for 1,115 of them, coverage 54.3%

3.3.3. Early detection of colorectal cancer programme

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Insured persons between the age 71 – 75	<ul style="list-style-type: none"> Organised screening: invitation letters with brochures, fecal occult blood test with instructions for testing; organised colonoscopy examinations for each insured person with positive fecal occult blood test 	<ul style="list-style-type: none"> Number of invited insured persons and coverage Number of suspect test results Number and coverage of turnout for colonoscopy per suspect test result Number of confirmed colorectal cancers colorectal cancer incidence colorectal cancer mortality rate 	Organizer: County PHIs (send invitations, organise examinations, monitor coverage and activity report), Diagnostic laboratories, Internists-Gastroenterologists who perform colonoscopies in stationary healthcare institutions (hospitals)	Resources from State Budget A618215 Malignant Diseases' Prevention HRK 8.000.000 In 2008, total spent HRK 40.000.000 on resources for programme implementation	No	Invited number: 206.168 insured persons, 43.862 (21.3%) of which responded. Positive pathohistological finding: 9.5% of 43.862 who responded. Colorectal cancer cases determined through colonoscopy and pathohistological finding: 6.6% colonoscopy. Other pathological findings (polyps, haemorrhoids, diverticula, other) 74%

3.3.4. Programme on improving access to and quality of healthcare services for Roma children

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Roma newborns and children that were not included in regular vaccination due to being uninformed or not attending preventive check-ups and vaccinations in primary healthcare	<ul style="list-style-type: none"> • Systematic work on upgrading health of Roma newborns and children by equalising the level of vaccinations for Roma children with the rest of the population, that is, increasing the number of vaccinations for children whose parents are not familiar with or have neglected the opportunity to utilise healthcare, aimed at preventive check-ups and vaccinating their children: <ul style="list-style-type: none"> ○ Epidemiologic search and determination of situation in the field ○ Informing and healthcare education of parents on utilising healthcare preventive services guaranteed by the law (Act on Protection of the Public from Communicable Diseases) and Convention on Children's Rights ○ Campaign vaccination of Roma children who were not included in regular vaccination 	<ul style="list-style-type: none"> • Number of Roma newborns and children per county • Regular vaccination coverage • Number of campaign vaccinations per county and campaign vaccination coverage • Occurrence of illnesses in Roma children for which they were vaccinated 	<p>Organizer: County PHIs (visit Roma settlements, epidemiological search with situation analysis, plan required dosages and vaccination schedule for campaign vaccination), informing and healthcare workshops with parents – county PHIs and community nurse services; work with primary healthcare aimed at active searching for Roma insured persons where healthcare preventive measures are not</p>	For vaccinations: within resources for vaccinations determined by State Budget		Survey results in counties regarding implemented regular vaccinations for Roma children: 1. Special research on vaccinating Roma children implemented in 6 counties (Zagreb County, Sisak-Moslavina, Karlovac, Lika-Senj, Koprivnica-Križevci, City of Zagreb) vaccination coverage for pre-school Roma children 24 – 65%, and 60-100% for school children 2. vaccination coverage for 7 counties (Požega-Slavonija, Brod-Posavina, Osijek-Baranja, Vukovar-Srijem and Međimurje County) which have pointed out the problem of

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
			<p>implemented – county PHIs, Primary Health Care - family doctors, paediatricians and community nurse service</p> <p>Co-organizer: Croatian PHI – Service for Epidemiology of Communicable Diseases</p>			<p>not being able to provide data according to nationality: vaccination coverage 80-90%</p> <p>3. there are no data for 7 counties that have no or have a very low number of data on vaccination coverage for Roma children</p> <p>4. coverage of all children in the Republic of Croatia, irrelative of nationality; 90 – 99%, depending on vaccination type prescribed by the National Programme</p>

3.3.5. Prevention of illnesses and disability

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Overall population	<ul style="list-style-type: none"> Cooperation with civil society organizations (specific prevention programmes and CSO projects which refer to promotion and protection of health and other functional and working abilities in the event of chronic diseases and disability of special significance for public health) 	<ul style="list-style-type: none"> Number of prevention programmes and CSO projects in the field of health and level of financial resources ensured by MHSW 	Organizer: MHSW, CSO in the field of health	Resources from State Budget A 618192 Cooperation with civil societies HRK 526.000 A618184 Prevention, early detection, treatment and rehabilitation of addicts HRK 2.000.000 (lottery resources) A618157 Other organisations HRK 7.000.000 A618007 Croatian Red Cross HRK 3.400.000 In 2008 it is spent HRK 13.300.000		Number of programmes and projects: 112

3.3.6. Ensure equal access to healthcare services

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Overall population	<ul style="list-style-type: none"> Realisation of “National Waiting List” project – monitoring movements on waiting lists 	<ul style="list-style-type: none"> Number of waiting days for specific healthcare services in hospital healthcare 	Organizer: MHSW, healthcare institutions	Within the scope of regular activities		CT - 75, MR - 97 Heart ultrasound - 286 Hip replacement - 386
Overall population	<ul style="list-style-type: none"> Realisation of the project on reorganising urgent medical assistance 	<ul style="list-style-type: none"> Legal frame created Institute for urgent medical assistance 	Organizer: MHSW	Resources from State Budget A 618160 Upgrading urgent medical assistance HRK 3.000.000 Resources from regular activities		
Overall population	<ul style="list-style-type: none"> Introduce unique system of quality standards in healthcare Monitor the work of the Agency for Quality and Accreditation in Healthcare 	<ul style="list-style-type: none"> Operation of the Agency for Quality and Accreditation in Healthcare initiated 	Organizer: MHSW, Agency for Quality and Accreditation in Healthcare	Resources from State Budget A734203 Agency for Quality and Accreditation in Healthcare HRK 1.900.000 Resources from regular activities		
Overall population	<ul style="list-style-type: none"> Realisation of specialisations’ plan 	<ul style="list-style-type: none"> Number of planned specialisations and number of initiated 	Organizer: MHSW,	HRK 45.000.000,00	Yes	1. Academic year 2008/2009 the

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
		specialisations and sub specialisation • Ratio between number of specialists under contract with the Croatian Institute of public Health and doctors in general/family medicine in the level of primary healthcare	healthcare institutions	HRK 35.000.000 spent in 2008		Croatian Institute of public Health financed 341 specialisations in general/family medicine and 185 other specialisation 2. in primary healthcare, medical doctors under contract for PHC: 56% of doctors without specialisation - 44% specialists
Overall population	<ul style="list-style-type: none"> Track data on insurance premium payment for vulnerable groups 	<ul style="list-style-type: none"> Total number of insured persons Total number of concluded supplementary health insurance policies Number of persons insured with basic insurance (social welfare centre) Total number of insured persons exercising their right to supplementary insurance charged to the budget Number of persons insured with basic insurance (unemployment) 	Organizer: CIHI, MHSW	HRK 605.000.000 envisaged for supplementary insurance for persons who have the right to be at the state burden	No	<ol style="list-style-type: none"> 4.345.806 717.930 29.814 2009 indicator 498.831

3.4. Expand the network of social services, develop the system of extra-institutional services and improve access to services

3.4.1. Deinstitutionalization

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
<p>Children without appropriate parental care</p> <p>Children and young people with behavioural disorders</p> <p>Children and adults with disabilities</p> <p>Adults with mental disorders</p>	<ul style="list-style-type: none"> Prevention of institutionalization and support to families to prevent separation from family Increase the number of foster families and persons accommodated in such families Realization of caretaker parent rights for the parent Analysis of individual needs of users living in institutions Prepare the user to leave the institution Transformation plans for social welfare homes Establish methodological centres and support services (pilot projects) 	<ul style="list-style-type: none"> Number of persons in social welfare institutions Number of persons in extra-institutional forms of care Number of parents who have acquired the caretaker parent status Quantity and quality of support measures to vulnerable families with children Assessment of needs of users in institutions completed Transformation plans for social welfare homes created Number of users who have left the institutions Number of methodological centres established 	<p>Organizer: MHSW</p> <p>Co-organizer: LRSGU, social welfare institutions, CSO</p>	<p>State Budget funds A 734169 Assistance and care allowance HRK 17.960.000 A734185 Personal disability benefit HRK 9.680.000 A790002 Assistance and care at home HRK 837.200 A 734187 Benefits for accommodation of children in foster families; Benefits for accommodation of adults in foster families HRK 200.000</p>	<p>No</p> <p>No</p>	<p>Continuation of measures with clearer definition of indicators</p> <p>Implementation period 2009 – 2013</p>

	<ul style="list-style-type: none"> • Co-finance projects and programs of private non-profit organizations in the area of implementation of deinstitutionalization 	<ul style="list-style-type: none"> • Number of co-financed organizations • Level of funds allocated per organization • Covered number of users of organizations 	Organizer: MHSW, MFVAIS, CSW, public social welfare institutions, CSO	State Budget funds A 734189 Aid to unions and associations HRK 3.000.000		
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3.4.2. Expansion of the network of extra-institutional services for elderly and infirm persons

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Elderly and infirm persons	<ul style="list-style-type: none"> • Continue the activities within 75 programs of day care and assistance at home • Start at least 5 new programs of day care and assistance at home • Increase the number of new users by approximately 1000 persons • Conduct external evaluation of the programs of day care and assistance at home so far • Encourage normative regulation of provision of social services to the elderly in their homes and local communities 	<ul style="list-style-type: none"> • Number of counties and local communities covered by the programs of assistance at home and day care • Number of social services for the elderly in areas of special state concern • Number of elderly persons covered by extra-institutional forms of care for the elderly • Funds spent on extra-institutional aid programs for elderly and infirm persons (MFVAIS / LRSGU) • Evaluation report and guidelines for improving the program for the elderly • Adopted standards in providing extra-institutional services to 	Organizer: MFVAIS Co-organizer: MHSW, LRSGU	State Budget funds A 754002 A 754003 A 754006 A 754019 HRK 47.300.000	No No No Yes No	Free social services for elderly and infirm persons offered through programs of day care and assistance at home are a long-term form of extra-institutional care in local communities, which continue in 2009 through 75 existing programs and will be expanded in 2010 by 5 new programs. External evaluation is planned for the end of 2009 with the

		elderly persons in their homes and in local community				purpose of greater standardization of services for the elderly and creation of guidelines for legal foundation.
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3.4.3. Introduction of the institute of personal assistant in national legislation

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Persons with the most severe type and degree of disability	<ul style="list-style-type: none"> • Ensure personal assistant service to persons with the most severe type and degree of disability • Create Draft Proposal for the Personal Assistant Act 	<ul style="list-style-type: none"> • Number of persons with the most severe type and degree of disability included in the project • Adoption of the Personal Assistant Act 	Organizer: MFVAIS Co-organizer: Associations of persons with disabilities	HRK 17.564.787 provided in 2009	Yes	Implementation period 2009 – 2010

3.4.4. Decentralization of social services and benefits

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Users of benefits and social welfare services	<ul style="list-style-type: none"> • Prepare and adopt new legislation necessary for the process of governance, administrative and fiscal decentralization (preparation of the new Social Welfare Act) 	<ul style="list-style-type: none"> • Adoption of the new Social Welfare Act, which will contain regulations necessary for the implementation of the decentralization process 	Organizer: MHSW Co-organizer: MFVAIS,	State Budget funds within regular activities	No	

	<ul style="list-style-type: none"> • Develop a system of standards for implementing specific services and licensing the stakeholders for their implementation • Create a proposal for the improvement of the contracting system for social services of public interest with civil society organizations (associations) 	<ul style="list-style-type: none"> • Acceptance of standards for the implementation of specific services and for licensing the service providers • Activities of the Working Group in making the proposal for the improvement of the contracting system for social services of public interest with civil society organizations (associations) 	LSGU, Central State Administrative Office, GOCNGOs		No	Implementation period 2010 – 2011
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3.5. Develop services pertaining to care for school children and preschool children

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Preschool children	<ul style="list-style-type: none"> • Further analysis of regional differences in the coverage of children by preschool education • Open new preschool programs and services • Coordinate work of institutions providing care for children with parents' working hours • Organize the work of kindergartens during holidays to ensure quality work with children during holidays, according to parents' needs, but not exceeding 10-hour daily stay in kindergarten 	<ul style="list-style-type: none"> • Number and percentage of coverage of preschool children in child care institutions by regions and urbanization levels, by years • Number and type of newly established kindergartens and preschool programs, by years • Number of kindergartens whose working hours are harmonized with parents' working hours, by years • Number and capacities of newly established kindergartens and/or programs offered by business 	Organizer: LRSGU Co-organizer: MSES, employers, CSO, CCSD, GOCNGOs	LRSGU funds	No	The measure is multi-annual (continuation of measures with clearer definition of activities, target groups and indicators)

	<ul style="list-style-type: none"> • Encourage greater involvement of business organizations and provide conditions for the care of preschool children of their employees • Greater LRSGU involvement in the area of organizing care for preschool children 	organizations and LRSGU which offer care for preschool children, by years				
School children	<ul style="list-style-type: none"> • Coordinate schools' working hours with parents' working hours 	<ul style="list-style-type: none"> • Share of school children covered by extended day school program • Number of single-shift schools 	Organizer: MSES Co-organizer: LRSGU		No	The measure is multi-annual
Children and pupils belonging to the Roma national minority	<ul style="list-style-type: none"> • Encourage co-financing of the parental share in the preschool education programs • Co-finance preschool program • Provide conditions for the inclusion of Roma pupils in extended day school program • Train associate assistants to work with Roma pupils • Increase the number of classes with Roma pupils integrated into the class • Include Roma pupils in arts programs in regular elementary schools • Provide free textbooks and transport 	<ul style="list-style-type: none"> • Number of MSES subsidies for the share of parental co-financing of children included in preschool education programs • Number of pupils who co-finance the preschool programs • Number of Roma pupils included in extended day school program • Number of associate assistants trained to work with Roma pupils • Number of classes with Roma pupils integrated into the class • Number of Roma pupils included in arts programs in regular elementary schools • Number of Roma children with free textbooks and transport provided 	Organizer: MSES Co-organizer: CSO, GOSP, ETTA	MSES budget, position A767015 HRK 700.000	Yes	New measure in line with the educational policy of the Ministry of Science, Education and Sports towards the members of the Roma national minority.

3.6. Facilitate access to housing for socially vulnerable groups

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Socially vulnerable	<ul style="list-style-type: none"> Define the concept of welfare housing through the completion of the Welfare Housing Strategy 	<ul style="list-style-type: none"> Welfare Housing Strategy 	Organizer: MEPPPC	Republic of Croatia State Budget HRK 100.000	No	Creation of the Welfare Housing Strategy is in the final stage pending the completion of an additional survey on housing conditions in the Republic of Croatia
Socially vulnerable and persons with disability	<ul style="list-style-type: none"> Allocation of welfare apartments 	<ul style="list-style-type: none"> Increased number of people with housing issues resolved 	Organizer: LRSGU			
Socially vulnerable	<ul style="list-style-type: none"> Assess the housing needs of different groups of socially vulnerable population 	<ul style="list-style-type: none"> Identified key housing problems Housing priorities set 	Organizer: MHSW, CSO			
Returnees – former tenancy right holders (FTRH)	<ul style="list-style-type: none"> Construction, reconstruction and purchase of apartments 	<ul style="list-style-type: none"> Number of returnees – former tenancy right holders with housing issues resolved 	Organizer: MRDFWM Co-organizer: ATMIP, MEPPPC	State Budget funds within regular activities: division 062 MRDFWM, K570492 Housing in the areas of special state concern – activities 4211 Housing facilities HRK 107.960.541	No	The measure is multi-annual

Homeless	<ul style="list-style-type: none"> • Increase the capacities of shelters • Strengthen the homeless reintegration program in cooperation with CSW and CSO 	<ul style="list-style-type: none"> • Number of places in shelters • Number of homeless persons who have left shelters and live independently 	Organizer: LRSGU, CSW, CSO		No	
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3.7. Promote gender equality in combating poverty and social exclusion

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Women	<ul style="list-style-type: none"> • Further strengthen capacities of county committees for promoting gender equality, on the basis of the Gender Equality Act (Official Gazette, 82/08) and GOGA analysis 	<ul style="list-style-type: none"> • Funds for the work of county committees • Activities of the county committees after local elections 	Organizer: LRSGU Organizer: GOGA Co-organizer: CSO, CCSD, GOCNGOs	From the LRSGU budget The GOGA funds are provided within the Office's regular activities.	Yes	Partially (after local elections, the composition of county assemblies and committees are changed)
Women	<ul style="list-style-type: none"> • Incentive activities for reducing female unemployment • Eliminate all forms of discrimination of women on labour market by applying the provisions of the Gender Equality Act and Act on Combating Discrimination 	<ul style="list-style-type: none"> • Female unemployment rate • Monitoring the courts' actions regarding penalties to employers 	Organizer: MELE Organizer: MJ Co-organizer: GOGA, GOHR, Public attorney for gender equality, Ombudsman		No Yes	Further work on this measure is needed. MP introduces new ways of monitoring the courts' actions in cases of discrimination, and it will be possible to collect relevant information.

Women with disabilities	<ul style="list-style-type: none"> Finance projects intended to improve the position of women with disabilities 	<ul style="list-style-type: none"> Conducting research on women with disabilities Number of projects intended for women with disabilities 	<p>Organizer: MHSW</p> <p>Co-organizer: MFVAIS, MSES, GOGE, CSO for persons with disabilities, LRSGU</p>	MFVAIS From the part of proceeds of games of chance – priority area of contest in 2009	No	
Roma women	<ul style="list-style-type: none"> Provide conditions for the inclusion of Roma women into programs for employment preparation, assessment of remaining working capacity 	<ul style="list-style-type: none"> Implementing the National Roma Plan and the Decade for the Inclusion of Roma Action Plan 2005-2015 Number of unemployed Roma women over the age of 45 covered by the assessment of working capacity and included in the employment preparation programs Increase in the number of scholarships and subsidies 	<p>Organizer: GONM, CES</p> <p>Co-organizer: GOGE, CSO for the Roma minority, LRSGU</p>	Program 1251 A767003, HRK 2.787.000	No	
Women	<ul style="list-style-type: none"> Establish a database on the economic position of women 	<ul style="list-style-type: none"> Database on tax types classified by taxpayers' genders and the share of women in total tax revenues 	<p>Organizer: MF, Tax Administration</p>		Yes	

3.8. Enable revitalization and sustainable development of deprived areas and promote balanced regional development of Croatia

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Persons living in areas of special state concern, mountainous and other deprived areas	<ul style="list-style-type: none"> • Adopt the regional development strategy 	<ul style="list-style-type: none"> • The Regional Development Strategy adopted 	Organizer: MRDFWM	State Budget funds within regular activities	Yes	
living in areas of special state concern	<ul style="list-style-type: none"> • Eliminate the threat of mines in areas of special state concern 	<ul style="list-style-type: none"> • Size of the area with the threat of mines eliminated • Maps of demined areas • Demining Certificates • Statements of non-contamination of an area with mines and explosive devices 	Organizer: CMAC	State Budget funds within regular activities, division 22005, activity A672007 – demining, HRK 196.377.000 (2009) and HRK 232.762.000 (2010)	Yes	
Returnees and inhabitants of areas of special state concern	<ul style="list-style-type: none"> • Return of refugees and displaced persons • Implementation of housing solutions in areas of special state concern 	<ul style="list-style-type: none"> • Number of refugees and displaced persons who have returned • Number of persons with housing issues resolved and those who still have housing issues 	Organizer: MRDFWM Co-organizer: LSGU	State Budget funds within regular activities: division 062, K570492 Housing in the areas of special state concern – activities 3632 and 3822	No	Continuation of the measure. The measure is multi-annual.

3.9. Consider long-term and sustainable solution to the problem of poverty among elderly citizens and retired persons

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Retired persons	<ul style="list-style-type: none"> Examine the role of minimum pension within the reformed pension system 	<ul style="list-style-type: none"> Number of persons receiving minimum pension Share of funds for minimum pension 	Organizer: MELE, CPII	State Budget funds within regular activities Division 050-MELE-20-CPII	No	Continuation of measure. Planned number of users of minimum pension in 2009 is 146.000 - Share of funds for the part of pension pertaining to minimum pension, projected for 2009 is HRK 881.000 In 2009, further decline in the number of minimum pension users with respect to 2007 is expected, considering the application of the Act on Bonus on Pensions Received according to PIA and the modification to PIA which refers to an increase in the amount of early retirement pension.

	<ul style="list-style-type: none"> Consider the method of fair distribution of the burden of pension reform 	<ul style="list-style-type: none"> Male and female pension ratio Ratio of pensions realized through intergenerational solidarity and on the basis of individual capitalized savings 	Organizer: MELE, CPII, CFSSA		Yes	New indicator CFSSA should also be actively included in implementation of this measure
	<ul style="list-style-type: none"> Take into the account the harmonization of pensions with minimum international standards 	<ul style="list-style-type: none"> Share of pensions in salaries 	Organizer: MELE, CPII		No	Continuation of measure
Elderly persons	<ul style="list-style-type: none"> Protect the segments of elderly population without adequate income through the system of social welfare 	<ul style="list-style-type: none"> Number of elderly persons exercising rights from the social welfare system 	Organizer: MHSW Co-organizer: CSW, LRSGU		No	Continuation of measure
Elderly persons without pensions	<ul style="list-style-type: none"> Discuss and propose a welfare pension model for elderly persons who do not receive pensions 	<ul style="list-style-type: none"> Estimate of the number of persons who will receive pensions Estimate of costs of welfare pensions and the method of determining the amount of pension Defining the ways to verify income status 	Organizer: MHSW, MELE, CPII, MF		Yes	

4. MEASURES RESULTING FROM RESEARCH PROJECTS CONDUCTED AS A PART OF THE JIM PROCESS

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Disadvantaged young people in educational system and on the labour market and particularly young	<ul style="list-style-type: none"> Promote <i>participation in higher education</i> and <i>staying in secondary education</i> Implementation of activities related to the improvement of access to 	<ul style="list-style-type: none"> (within NIPSI 3.2 and NEPP measures) (specific measures for young people with disabilities, minorities, 				

<p>people who were the users of social welfare</p>	<p>employment for groups with unequal opportunities for stable employment: especially <i>young Roma, members of other minorities, young people with disabilities, children from single-parent families and young people with no secondary-school education</i></p> <ul style="list-style-type: none"> • Provide <i>practical programs integrated into curricula, which offer young people more opportunities to gain working experience</i> • Implementation of activities related to the improvement of access to education for vulnerable social groups with poor educational opportunities, especially <i>young Roma, young people with disabilities, children from single-parent families and young people in rural areas</i> • Application of findings and use of data from the research conducted in further analytical efforts within NPPSC and NEPP (e.g. identification of vulnerable groups, needs and processes on the labour market, risk factors) 	<p>Roma, and persons with low education levels are included in NIPSI, 3.1)</p> <ul style="list-style-type: none"> • (within NEPP 3.3.2) • (measures for young people with disabilities and Roma are included in NIPSI, 3.2 and 3.5) • (Applicable to analytical and evaluation measures within 3.1 and 3.2) • (database and analyses freely available through UNDP) 				
<p>All citizens, particularly those facing excessive indebtedness and inability to pay off debts and pay bills</p>	<ul style="list-style-type: none"> • Organize workshops for prevention and reduction of excessive indebtedness • Create a Guide to prevention and reduction of excessive indebtedness, freely available on the project's web site 	<ul style="list-style-type: none"> • Number of workshops and participants • Number of visitors to the Guide's web page 	<p>Partnership for social inclusion</p>	<p>HRK 70.000 + 30.000</p>		

5. INITIATING NEW RESEARCH PROJECTS

5.1. *Research project on the development of social services and the possibilities of deinstitutionalization*

The goal of the project is to evaluate obstacles and possibilities for further deinstitutionalization of the system, based on the assessment of user needs. Taking into account that the Social Welfare System Development Project, supported by a loan from the World Bank, is being implemented at the same time, it is necessary to establish better connections between the two processes and to create a common matrix for monitoring and evaluating the development of social services, as well as increasing the visibility of the undertaken activities through public discussions.

The data collected and their analysis will form the basis for recommendations to MHSW for the adaptation of measures and priorities in combating social exclusion through an improved data collection and analysis mechanism and through the planning of a network of social services, based on the assessment of local needs, better coordination of national/regional/local levels and joint actions between the governmental and non-governmental sectors.

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Users and providers of social services/county and local stakeholders in planning social services	<ul style="list-style-type: none"> • Creation of a coherent system for monitoring and evaluating measures for the development of social services in the community (with adaptation of MHSW register forms which are used to collect official data) • Consultations with service providers (institutional and extra-institutional) and interviews/polls with service providers and social welfare users (part of the measure 3.4.1. Deinstitutionalization) • Creation of recommendations for planning the social service network at 	<ul style="list-style-type: none"> • Coherent matrix for monitoring and validating the implementation of JIM measures created • Recommendations for social service network planning at county level created • Number of participants at two regional workshops on social planning • Operative plans created for social planning in two counties as an example of successful joint action between the governmental and non-governmental sectors 	Organizer: <ul style="list-style-type: none"> • MHSW, • UNDP, • social welfare institutions, • LRSGU, • Academic community, • MFVAIS, • CSO 	Spent in 2008 HRK 250.000 (UNDP)	No	Continuation of activities from NIPSI 2007-2008 “Mapping alternative social services at county level”.

	<p>the county level and coordination of the existing MHSW network with the assessment of local needs</p> <ul style="list-style-type: none"> • Implementation of two regional workshops for social planning • Creation of operative plans for social planning in two counties • Creation of the County Guide to the Social Services Network, with a directory of service providers (the Guide will include institutional and extra-institutional services on the county territory) 	<ul style="list-style-type: none"> • The County Guide to the Social Services Network published 				
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5.2. Implementation of the National Strategy for Equal Opportunities for Persons with Disabilities 2007-2015

Target groups	Activities	Indicators	Responsible and implementing institutions	Planned funds	New measure yes /no	Continuation of measure from NIPSI 2007-2008 and explanation
Persons with disabilities and members of their families	<p>Implementation of measures of the National Strategy for Equal Opportunities for Persons with Disabilities from 2007 to 2015:</p> <p>1. Conduct research related to the activity area 1. Family, measure 2. Ensure as independent planning of life as possible for persons with disabilities and members of their families, activity – conduct</p>	<p>Results obtained from research will help in planning and creating special program activities with the purpose of improving the quality of life of persons with disabilities in families and in the wider community.</p> <p>1. Research conducted on the territory of the Republic of Croatia with the purpose of evaluating the status and needs of persons with disability, obtained results on the</p>	<p>Organizer: MFVAIS</p> <p>1. Social Work Study Centre, Faculty of Law, University of Zagreb</p>	<p>From the State Budget HRK 250.000,00</p>	Yes	

	<p>research on the territory of the Republic of Croatia with the purpose of evaluating the status and needs of families of persons with disabilities</p> <p>2. Conduct research related to the activity area 2. Life in the community, measure 1. Ensure a harmonized approach in offering quality services of support within community, activity – create an analysis of the current status of inclusion of persons with disabilities into community life</p> <p>3. Conduct research related to the activity area 8. Legal protection and protection from violence and abuse, measure 7. Organize seminars with the purpose of empowering persons with disabilities to combat all forms of violence, activity – perform an analysis of the current status and establish the needs of persons with disabilities</p> <p>4. Conduct research related to the activity area 11. Participation in political and public life, measure 2. Survey the viewpoints of all members of representative bodies on political dimensions of disability and inclusion of persons with different disabilities in political life, activities - prepare the research proposal, conduct research on a representative sample</p>	<p>status and needs of families of persons with disabilities</p> <p>2. Analysis of the current status of inclusion of persons with disabilities into community life performed, with the purpose of planning the activities and ensuring quality services in the community</p> <p>3. Analysis of the current status regarding all forms of violence performed, and needs of persons with disabilities established, with the purpose of providing legal protection, protection from violence and empowering persons with disabilities</p> <p>4. Conducted research on the viewpoints of all members of representative bodies on political dimensions of disability and inclusion of persons with different disabilities in political life, with recommendations for further activity</p>	<p>2. Social Work Study Centre, Faculty of Law, University of Zagreb</p> <p>3. Social Work Study Centre, Faculty of Law, University of Zagreb</p> <p>4. Faculty of Political Sciences</p>			
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