



HRVATSKA UDRUGA POSLODAVACA
CROATIAN EMPLOYERS' ASSOCIATION

POSLODAVCI I POSREDOVANJE
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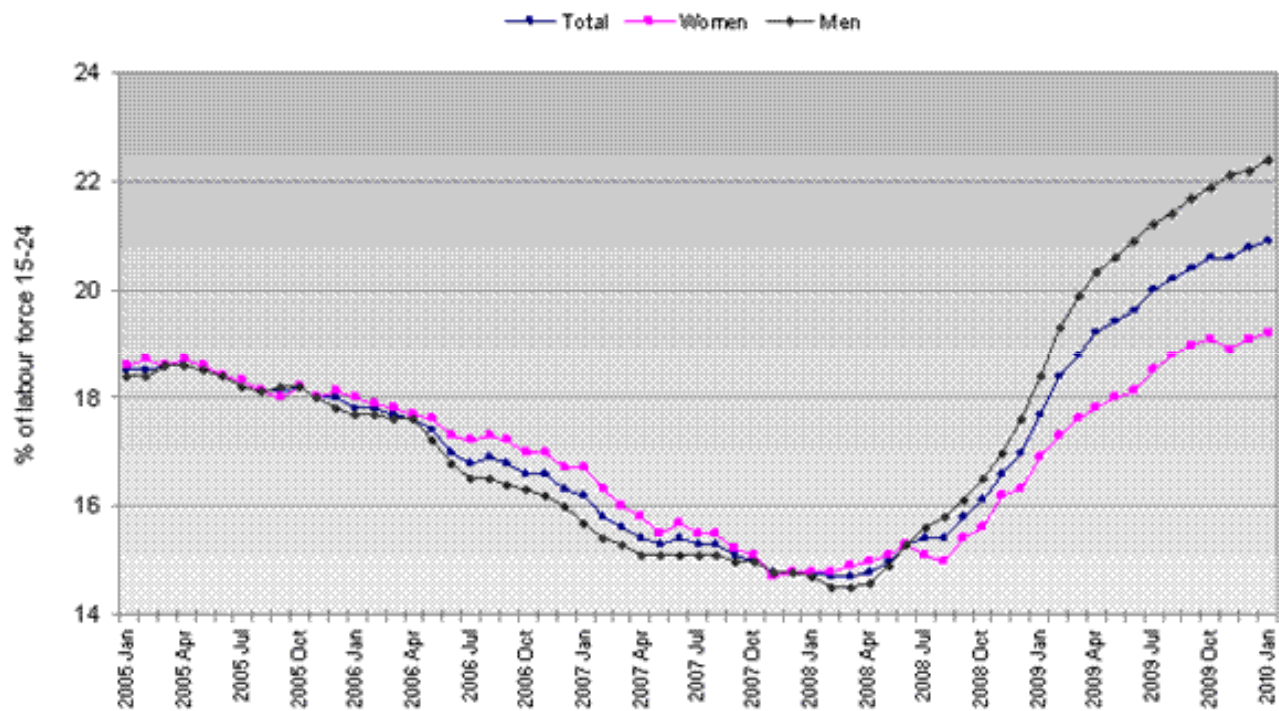


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POSLODOVANOST IZ OBLASTI
POSREDOVANJE U POSLODOVANJU...

(POSREDOVANJE U POSLODOVANJU IZ OBLASTI POSREDOVANJE U POSLODOVANJU; 18-24 POSREDOVANJE)

POSREDOVANJE



Source: Eurostat, Series on unemployment, Data seasonally adjusted.



- **Unemployment rate:** 4,4 %
- Number of unemployed persons: 358.214
- Unemployment figure for total population: 19,6%
- Number of unemployed young persons (15-24): 72.378
- No work experience: 36.502
- Unemployment figure for youth (15-24): 38%

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POŠTODAVCI IZ HRVATSKE – EMIGRACIJE:



- Republic of Croatia has the highest level of „brain drain” in Europe, every third Croat with University degree lives outside the country;
- The official data: during the last 3 years more than 32 000 people left Croatia, but „non-registered” patterns not included, thus making the figure certainly higher



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Active Labour Market (ALM) policies in Croatia

List of existing tax incentives and other forms of benefits for companies when employing young people:

The incentive package aimed specifically at youth: **Young and Creative**

- 1) **With half-and-half to the first job:** Employment of young people without working experience (incentives for employers, 50% or 30% of the gross-salary, depending on the size of the company, length of support is 12 months).
- 2) **Your initiative – your workplace:** Supporting self-employment; training in entrepreneurial skills and also incentives - 50% of the annual gross salary, 12 months
- 3) **Together we're stronger:** employment of cooperative's managers (incentives for employers, 50% or 30 % of the annual gross salary, depending on the size of the company), duration is 12 months;
- 4) **I'm learning and working:** training programmes for newly employed persons, co-financing education and training expences for from 25 % - 70% depending on the size of the company, the length of training programmes - up to 6 months



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ALM policies in Croatia

List of existing Youth Guarantee schemes/measures :

- 5) **Knowledge pays off:** goal of this measure is to increase the youth employability through additional education/trainings and to bridge the gap between offer and demand at the labour market (financing up to 100% training expences)
- 6) **Helping yourself – helping others:** employment of youth in institutions caring for vulnerable groups, helping them to reintegrate in the labour market, form of public works.
- 7) **Employment and experience:** target group: unemployed youth with University degree without experience, incentives for employers: paid contributions for health and pension insurance and „allowance” of 1600 kn. (approx. 210 euros). Successful measure: 9.585 beneficiaries.



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The opportunities offered to young entrepreneurs

The Ministry of Entrepreneurship and Crafts launched in 2012, so called, **Entrepreneurial impulse** – Plan for fostering entrepreneurship and handicrafts.

The Project is based on the system of individual grants, the lowest being 20.000 kn, and the highest 100.000 kn. (3-15.000 euros)

Another project: **Novice entrepreneur**, for start-ups, aiming at supporting the entrepreneurial activities in order to achieve growth and self-employment. The support ranges from 20.000 kn to 100.000 kn (individual support).



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Youth

- Young people are the engine of future economic development and growth;
- Demographic changes (ageing of population and negative demographic trends) make them even more important!
- Their contribution is enormous – they bring new ideas, new skills, enthusiasm, creativity , openness for learning processes and new technologies; mobility and adaptability;
- Government is responsible for creating the policy framework, including this segment. What can we do, as a social partner ?





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Our views

- Our main task is to intervene in the of decision making process,i.e- to try to influence in the process of drafting of all policies, including the employment policies;
- We advocate for better investment and entrepreneurial climate which will eventually attract more FDIs and create new and better jobs.
- We are emphasizing the importance of social dialogue (especially within Economic and Social Council)
- We lobby for education reform in order to have educational system which would create adaptable workforce for future labour demands.



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and last but not least...



The entrepreneurial climate should be improved,
new jobs can only be created by entrepreneurs!!!!