

## For more information

Delegation of the European Commission  
To the Republic of Croatia  
Press and Information Section  
Masarykova 1  
HR-10000 Zagreb  
Tel: 00 385 1 4896 500  
Fax: 00 385 1 4896 555  
Email: [mailko@delhrv.cec.eu.int](mailto:mailko@delhrv.cec.eu.int)  
Website: <http://www.delhrv.cec.eu.int>

CARDS 2001 Project Implementation Unit  
Croatian Employment Service  
Radnička cesta 1  
HR-10000 Zagreb Croatia  
Tel: 00 385 1 6126 092  
Fax: 00 385 1 6126 038  
Email: [jensenniels@hotmail.com](mailto:jensenniels@hotmail.com)  
[dario.baron@hzz.hr](mailto:dario.baron@hzz.hr)

## This project is funded by the EUROPEAN UNION

Croatia is a full participant in the Stabilisation and Association Process, which is the framework for European Union support to peace. It includes the Stabilisation and Association Agreement and the CARDS assistance programme.

Through the CARDS (Community Assistance for Reconstruction, Development and Stabilisation) programme, the European Union supports the overall economic and social development of Croatia as well as it assists Croatia to fulfil its obligations under the Stabilisation and Association Agreement.

The CARDS programme priorities for Croatia are:

- Democratic stabilisation
- Economic and social development
- Justice and home affairs
- Public administration reform
- Environment and natural resources

The indicative financial allocation for CARDS assistance for Croatia for the period 2001-04 is € 249 million. Croatia also benefits from the CARDS regional Programme, which has an allocation of € 95 million over the period 2001-04.



The European Union CARDS programme for Croatia

## CARDS 2001: LABOUR MARKET RESTRUCTURING TECHNICAL ASSISTANCE PROJECT

*Support to the Institutional Development of the Croatian  
Employment Service and provision of redeployment  
services for workers displaced from companies  
restructuring or privatising*

 **ARCADIS BMB**

A project implemented by  
ARCADIS BMB, The Netherlands

## Labour market restructuring technical assistance, Croatia

*"Support to the Institutional Development of the Croatian Employment Service and provision of redeployment services for workers displaced from companies restructuring or privatising".*

### The concept

Through strengthening of the function of the Croatian Employment Service and assisting major companies in their effort of restructuring, the project will actively support the policy of the Croatian Government to speed up the process of integration with the EU and the global economy. It is considered vital for Croatia to improve the quality of the labour force and increase the flexibility of the labour market.

The CARDS 2001 Labour Market Restructuring project supports this venture by providing technical assistance to the restructuring process of the Employment Service system and assisting companies to reduce their workforce in a socially viable manner. The project also links to the CARDS 2001 VET project providing technical assistance to the vocational education and training reform in Croatia.

**Countries in the process of joining the European Union are all in some stage of Labour Market and Vocational Education and Training reform. These reforms are aimed at modernising the function of the labour market to meet the standards and structures of the European Union and in this way increase the living standard of the people in the transition countries.**

### The objectives

The main objective of the project is to improve the adaptability, employability and the

development of entrepreneurship skills of employees from companies undergoing economic restructuring who are threatened by unemployment; and to improve the prospects of unemployed people to quickly reintegrate into the labour market. Through the assistance to the Croatian Employment Service system and to companies passing through restructuring processes the project is supposed to reduce the risk of unemployment for redundant workers.

### Project components

The project has six components dealing with the following tasks:

- Review of the methods of labour market information and preparation of new guidelines for various types of data collection.
- Design and test of medium term quantitative labour market surveys in four Croatian macro-regions including e.g. the design of an analytical framework for the estimation of future employment and training needs in different sectors of the economy from the enterprise perspective.
- Assessment of educational information and instruments used in counselling at vocational schools and in the Croatian Employment Service system.
- Continued expansion of the IT-support in the Croatian Employment service system.
- Assistance to a number of Mobility Centres being set up in companies being restructured and prepared for privatisation aiming at the smoothest possible retrenchment of surplus labour.
- Training of staff in Mobility centres established at the companies.

In addition, the project will evaluate the gross impact of the aforementioned activities in order to ensure sustainability beyond the present CARDS project.

### The key partners

The Ministry of Labour and Social Welfare, the Ministry of Education, the Croatian Employment Service, and the Institute for Educational Development, Trade Unions, the Employers Association and the Chambers of Commerce and Trades/Crafts, the Central Bureau of Statistics, VET-schools and the CARDS-2001 VET project.

### Project duration and implementation

The total value of the technical assistance project is € 0.9 million. Additionally, the EU has foreseen a substantial allocation for IT-equipment and a € 1.5 million grant for a Labour Redeployment Fund assisting companies with surplus labour with their restructuring. The project is expected to last 18 months and finish by November 2004. An international consortium led by ARCADIS BMB, from The Netherlands, with Human Dynamics from Austria as partner is in charge of the implementation. The expert team consists of a Danish team leader, an Irish and two British short-term experts. The European Training Foundation (ETF), the EU agency promoting innovative practice in human resource development for societies and economies in transition will together with the EC-Delegation in Croatia monitor and evaluate the implementation of the project.