

# **GOOD PRACTICE**

## **LOCAL PARTNERSHIP FOR EMPLOYMENT**



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<b>Title</b>
<b>Local partnership for employment</b>
<b>Location / geographic coverage</b>
Krapina Zagorje County, Croatia.
<b>Summary</b>
<p>Local partnerships for employment have been established with the purpose of promoting development of human resources at the regional level using partnership approach and standards of the European Social Fund. Local partnership in the area of Krapina Zagorje county was established and operates from 15.12.2010 under the name Partner Council for Krapina Zagorje County Labour market.</p> <p>The main task after the establishment was to develop a Human Resources Development Strategy that is made pursuant to the relevant labour market analysis and information gathered from various sources, in accordance with the actual needs of the local labour market and in accordance with regional and national objectives. Representatives of all three sectors - civil, economic and public participated in that activity. Further activities are aimed at strengthening the capacity of partners and other stakeholders through the development and application of various joint projects on tenders, education through various workshops with the purpose of strengthening partnerships in order to be able to better respond to local problems and situations primarily in terms of market requirements and / or needs to adopt new knowledge and skills and thus lead to the improvement of the situation at the regional and local labour market.</p> <p>Members actively participate in the LPE focusing activities on recognition of LPE to involve as many partners, especially from civil society because these organizations are essential in encouraging local social development and active participation of citizens in solving local problems. Members of LPE are actively working on developing methods that will enable the exchange of knowledge and experiences to empower all partners. The task of all members is that the companies/organizations/ civil society organizations that are in the Partnership will be presented and in the future recognized as a desirable employer or an attractive partner on projects and that the membership in a Local partnership brings a certain kind of respect, recognition and reliability.</p> <p>Furthermore, LPE should clearly define the responsibilities and duties of members for the purpose of more quality and better functioning of LPE in the future.</p>
<b>Type of the good practice</b>
Initiative.
<b>Stakeholders and partners</b>
<p>Final beneficiaries of this good practice are all residents of Krapina Zagorje County. LPE consists of representatives from economic, civil and public sector (companies, institutions, schools, cities and civil society organizations) who should primarily, on the basis of mutual partnership relations and mutual cooperation, strengthen its capacity to monitor trends and recognizing the needs of the labour market and to build an active communication between each other and with other employers in terms of knowledge transfer and recognition of their needs.</p>

### Issue / challenge and goals / assumptions

Partnership for employment brings together relevant stakeholders in the labour market (economic, civil and public sector) with the aim of solving problems and directing activities related to increasing employment and employability on local and regional level through partnership approach in accordance with regional and national objectives. Such activities are necessary due to the large increase in unemployment in recent years at the local, regional as well as national level. The problem of high unemployment rate has become one of the most important issues and the key of resolving it lies in joint engagement and partnership approach of all stakeholders in the labour market and because of these reasons Local partnership for employment in Krapina Zagorje County was established.

Through local partnerships in order to strengthen the capacity of all partners and other stakeholders variety of workshops and trainings are held, partners are also working together to develop and apply project on tenders, they are responsible for the development and revision of the Krapina Zagorje County Human Resources Development Strategy with the aim of better problem-solving and responding the needs of the local labour market. As already stated, it is assumed that only through partnership approach and joint efforts of all relevant stakeholders of the labour market can successfully respond to the challenges that the labour market presents us.

### How does it work?

Local partnerships for employment bring together partners from economic, civil and public sector (companies, institutions, schools, cities and civil society organizations) in order that through collaboration, active communication respecting the principles of partnership approach more successful and better respond to the needs and challenges of the local/regional labour market. They achieve this by strengthening their own capacity through various workshops and trainings, working together on the development of project documentation and applying on a variety of tenders and continuing to develop and revise the Krapina Zagorje County Human Resources Development Strategy as well as various Action Plans. Creating an institutional framework for human resources development at the county level was necessary in order to set objectives for the purpose of achieving higher employment with competitive and socially responsible economy. LPE is established in a way that interested partners signed the Agreement on local partnership for employment and on the first constituent session adopted Rules of Procedure, elected governing bodies, created a work plan. Work of the Partnership members takes place through the Thematic working groups (for the economy, education and the creation of new employment opportunities).

Depending on the needs, such as tenders for obtaining EU funding, funding from national and Community programmes, members are convened, partners and activities are agreed and then they work together on the development of project proposals. Members of the Partnership conduct workshops, organize round tables, fairs and include other members in these activities.

Due to exchange of information, announcements and events etc. a web page [www.partnerstvo-razvoj.net](http://www.partnerstvo-razvoj.net) is opened where you can find all the relevant information related to the labour market of Krapina Zagorje County, which are important for: entrepreneurs, employed, unemployed, pupils and students. The website will be further upgraded with new features that will help further functioning and development of LPE.

### Results

The partnership has brought together relevant members interested in working and development of activities. In their initial activities, members created first Krapina Zagorje County Human Resources Development Strategy for the period since 2011-2013. Now follows development of the new Strategy for the period of 2014-2020 where all the members will be actively engaged. There is a good turnout

for working in Thematic working groups and other activities that are carried out. Every year a new work plan is brought and the work report for the previous period is reviewed. Because of the still insufficient knowledge of the existence and operation of the Partnership in the wider local community, it is essential that the Partnership continues to promote their activities and attract new members, especially from civil society in order to successfully fulfill its mission.

### **Evaluation**

An official evaluation of the work of local partnership of Krapina Zagorje County that operates under the name Partner Council for Krapina Zagorje County Labour market has not yet been made, but it has been noticed that in some areas a little bit of work in order to make LPE more efficient and successful is necessary. Members of LPE regularly come to meetings where often express overall problems concerning their working environment and trends of the local/regional labour market but do not engage themselves in finding constructive solutions for problems. Also, institutional and financial organization for LPE is not sufficient and often planned activities must be implemented parallel with the regular work of the members by using own resources, equipment and office space. For these reasons, it is necessary to work on the motivational system of the LPE creating a sense of belonging and develop a common identity of the partnership that will promote the principle of equality among members and will develop their sense of contributing to public good. The project which was recently approved will contribute to this area through workshops, team-building and other activities trying to strengthen the partnership for the purpose of its greater efficiency and better functioning in the future.

### **Lessons learned**

Local partnerships contribute with their work to the creation, development, programming and monitoring HRD documents at the local/regional level. To make LPE sustainable it is essential that all members actively participate in work and that activities are focused on the recognition of LPE to involve as many partners, especially from civil society since these organizations are very important in encouraging local social development and active participation of citizens in solving local problems. Members of LPE should actively work on developing methods that will enable the exchange of knowledge and experiences to empower all partners. They should also continue to work to ensure that companies/organizations/civil society organizations that are in the Partnership to be presented and in the future recognized as a desirable employer or an attractive partner on projects and that membership in the LPE brings a certain kind of respect, recognition, and reliability. Furthermore, LPE should clearly define the responsibilities and duties of members for the purpose of more quality and better functioning of LPE in the future.

### **Sustainability and transferability**

In order to make LPE sustainable it is necessary that all members actively participate in the work and direct their activities on the recognition of LPE in order to involve as many members who will then be able to efficiently and better perform the tasks LPE. This can be achieved by a variety of activities that will encourage motivation of LPE members to engage more actively in the work of the Partnership. The necessity of the existence of local partnerships has been recognized on the national level and therefore grants have been published for the functioning of LPE as well as carrying out the necessary activities that contribute to strengthening, expanding and successful work of the LPE. To make this example of good practice applicable in other countries it is essential that there is a common will and desire of relevant stakeholders at local/regional labour markets to join together and using the partnership approach attempt to contribute solving problems in their local labour markets. The support of higher levels of government is also very important, particularly financial, which would enable easier operation of such local partnerships but also realized the importance of the existence of such a body at lower levels.

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