



# **Instrument for Pre-Accession Assistance (IPA IV) Human Resources Development**

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# Objectives

**(Articles 10 and 11 Council Regulation 1085/2006)**

**1. The Human Resources Development Component shall support [candidate countries] in policy development as well as preparation for the implementation and management of the Community's cohesion policy, in particular in their preparation for the European Social Fund (ESF).**

**2. It may contribute towards the financing of the type of actions usually supported by the ESF.**





# Priorities

- **Employment;**
- **Education and training;**
- **Social Inclusion;**
- **Social Dialogue and Civil Society\*;**

\* *New priority only for Croatia*





## Scope

- **Increase adaptability of workers, enterprises and entrepreneurs;**
- **Enhance access to employment and sustainable inclusion in the labour market of job seekers;**
- **Reinforce social inclusion and integration of people at disadvantage and combat all forms of discrimination in the labour market;**
- **Promote partnerships, pacts and initiatives;**
- **Expand and enhance investment in human capital;**
- **Strengthen institutional capacity and the efficiency of public administrations and public services.**



## Target groups:

- **Unemployed or inactive women**
- **Young unemployed**
- **Unregistered workers**
- **Students dropped out /at risk of dropping out of education, particularly girls**
- **Students, teachers and counselors in vocational education**
- **Employees and employers in SMEs in specified sectors**
- **People with disabilities**
- **People under the poverty lines**
- **National minorities.**

## Financial allocations (€)

IPA IV 2007-2013	Croatia	FYROM	Montenegro	Turkey
<b>TOTAL (630 mil €)</b>	94,422,000	54,424,000	5,583,000*	473, 856, 486
<b>Employment</b>	26%	40%	34%	26%
<b>Social Inclusion</b>	26%	21%	19%	20%
<b>Education and training</b>	33%	32%	34%	47%
<b>Social Dialogue and Civil Society</b>	3%	N/A	N/A	N/A
<b>Technical Assistance</b>	9%	5%	10%	5%

\*2012-2013



## Policy and programming

Current reference policy documents that guide on policy priorities for implementing reforms on employment and social policies:

**JIM** (Joint Inclusion Memorandum) and **JAP** (Joint Assessment Paper on Employment Priorities)

Future policy document that aim to bring countries closer to the Europe 2020 strategy and governance in the field of employment and social policy: **ESRP** (Employment and Social Reform Programme).





## Main challenges

- absorption of the IPA funds;
- administrative capacity;
- regional disparities;
- high unemployment rates (Croatia – 15,7%, FYROM – 31%, Montenegro – 19,2%, Turkey – 9%)







## Main challenges

- low labour market participation (particularly vulnerable groups – women, long-term unemployed, young people, older, national minorities – particularly Roma and Serbs – for Croatia for ex.);
- substantial informal labour markets;
- poor quality of education/skills mismatch with labour market needs;
- weak social dialogue mechanisms.





# Type of projects

## Turkey:

Priority 1 – Employment – "Promoting Registered Employment Operation" (41 projects – this was a first time effort in Turkey to establish sustainable local partnerships to collaboratively combat undeclared work);





## Croatia:

Priority 2 – Social Inclusion – "ESCO - Education for Social Co-Operatives - new opportunities for people with disabilities" (the objective - to increase the employment opportunities of persons with disabilities through training for specific professions and (self)employment, providing work experience, establishing social cooperative), to promote social inclusion and raise awareness about the employment opportunities of persons with disabilities (12 persons employed through the project)





## IPA II

- A more integrated Instrument for Pre-Accession Assistance after 2014;
- **Key challenge:** Integrating our policy dialogue and pre accession funding;
- The separation between institution building objectives under the current IPA I and other components will disappear;
- The distinction based on the country's status in the accession process will be reduced;

As a result - all enlargement countries should benefit from the funds to support employment and social policy objectives, while coupled with a strong focus on reforms and institutional capacity building.





***THANK YOU FOR YOUR  
ATTENTION!***

