Active employment policy measures for persons with disabilities in the Republic of Croatia and the role of the Disabilities Registry

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Croatian disabilities registry- data for 2016

511 194 persons with disabilities in Croatia = 11.9% of the population

203 606 (39.8%) women
307 588 (60.2%) men

35 367 children with significant developmental difficulties = 6.9%

13 334 (38%) girls
22 033 boys (62%)
Croatia and the protection of rights for persons with disability

- The Republic of Croatia has an obligation to protect and promote the human rights of persons with disabilities so they can equally participate in the civic, political, economic, social and cultural areas of life.

- Croatia was the third country in the world to sign the UN Convention on the Rights of Persons with Disabilities in 2007, thus confirming its determination to enable all persons with disabilities to fully exercise their fundamental human rights.

- Adoption of national strategies:
  - National Policy for Persons with Disability 2003-2006
  - National Strategy for the Equalization of Opportunities for Persons with Disabilities for the period 2007 to 2015
Act on Professional Rehabilitation and Employment of Persons with Disabilities

- In 2013 Croatia adopted the Act on Professional Rehabilitation and Employment of Persons with Disabilities, which regulates measures for encouraging employment of persons with disabilities.

- Employers with 20 employees or more: obliged to hire a certain number of persons with disabilities – the number cannot be smaller than 2% of the total number of employees.

  - They are employed depending on their field of work, for a job position of their choice.
  - The number depends on the total number of employees and their field of Employers who do not fulfil this quota must pay a compensation fee.
Criteria for the employment quota system for persons with disabilities-Ordinance

- The regulating criteria for entering the employment quota system of persons with disabilities:
  - 60% physical disability due to loss of function in lower extremities
  - 70% physical disability due to loss of function in upper extremities
  - 70% physical disability due to hearing loss
  - 80% physical disability due to injury of any other kind
  - 90% total physical disability, in case of several various injuries, provided: there is 60% physical disability of lower extremities, 70% physical disability of upper extremities, or 70% physical disability due to other type of injury

- Confirmed status/disability certificate/medical records and opinions:
  - Disabled worker
  - on Tailored Form of Education
  - Medical Disabled Croatian Homeland War veterans
  - Certificate records and opinions verifying the disability of a person
Role of the Croatian Institute of Public Health in the employment quota system

- Staff and computer application of the registry checks if the application meets the criteria

- Check whether the employer has fulfilled the quota

Employers who do not fulfill this quota must pay a compensation fee, 120€ per unemployed person

Employer’s application → Croatian National Disabilities Registry

Institute of Expertise, Professional Rehabilitation and Employment of Persons with Disabilities and the Croatian Pension Insurance System Institute
Role of the Croatian Institute of Public Health in the employment quota system

- Around 11 000 persons with disabilities have been employed so far by implementing this measure

- This is a good example on how the Registries, besides providing health statistics, can also directly contribute to a higher quality of life of the entire population

Information provided by Tomislav Benjak, MD, PhD, Head of the Disabilities Registry, CIPH