



ANALYSIS OF LOCAL REPORTS:
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RESEARCH REPORT

The study on the socioeconomic status of Serb national minorities was conducted in three counties (Karlovac, Sisak-Moslavina and Požega-Slavonia) in the following units of local self-government: Krnjak, Vojnic, Vrginmost, Karlovac, Dvor, Pakrac, Lipik and Plaški. These are local and regional self-government units that implement the project "3 Counties for Civil Society Development and National Minority Institutions" implemented by the Serbian Democratic Forum, which is aimed at strengthening the local capacities of the Serbian national minority for participation in social and The economic life of local communities.

A great deal of attention in the project, as well as in this research, is devoted to building local capacities for using European structural and investment funds by local organizations, institutions and business entities.

The study involved a total of 167 participants resident in the local self-government units. Figure 2 shows the distribution of respondents according to their place of residence. When selecting participants, we were guided by the principle of balance of all selected local self-government units. As shown, the respondents were balanced in the selection of the participants, so that 20 participants participated in each of the local communities, except in the case of the city of Karlovac, where 24 respondents participated and the town of Pakrac where 23 participants participated.

The same principle has been applied in the context of the sex of the respondent. Namely, 84 women and 83 males participated in the study, thus achieving the balance of the sample tested according to the gender criterion.

Regarding the age structure of the surveyed, out of the total number (167) of respondents, 10 respondents came from age groups 21-30 and 61-70. The highest number of people in the group is 51-60, then 31-40 and 41-50. Given the distribution of age cohorts, the mean value is 41-50 years, as shown in Figure 4.

Regarding the educational dimension of respondents, the highest number of respondents have completed upper secondary education as the highest level of education, 77 which makes up half of the respondents, or 47%. Higher level of professional studies (undergraduate and / or undergraduate studies, Level 5 and 6 HKO) have 32 respondents or 20%, while high qualifications (graduate study, level 7 HKO) have 54 respondents, which make up 33%. The ratio between the participants who have the highest level of education as secondary school and those who have the highest level of qualifications in higher education are balanced, with 47% of those with high school education while the higher education participants make 53% of the total number of respondents . The distribution of respondents by educational level is shown in the following figure:

With regard to the working status of the respondents, of the total number of people participating in the survey, 114 are employed, which makes up 68% of the respondents, while 53 are unemployed, which makes up 32%. If we take into account the educational status of employed individuals, it is noticed that most of the employees have completed a university degree or a professional degree, while a smaller number of employees with the most completed secondary school. Namely, out of the total number of employees, 67% have high or higher qualifications, while 33% have completed secondary education. These data point to the trend of hiring highly educated people and reducing the workforce in the context of lower-qualified jobs.

Respondents also answered questions about average monthly earnings. Given the average monthly income, the participants are grouped into groups: (a) below HRK 3,000.00 per

month, (b) from HRK 3,001.00 to HRK 5,000.00 per month, (c) HRK 5,001.00 to HRK 8,000.00 HRK monthly, and (d) more than HRK 8,000.00 per month. The results show that the largest number of research participants belong to the second group (from HRK 3,001.00 to HRK 5,000.00 per month) and 97 of them, accounting for 58% of the total number of respondents. Groups A and C or groups of less than 3,000 and between 5,001 and 8,000 are of similar size. While in group A is 27 participants or 16%, in group B there are 31 participants and 19% of those surveyed. More than 8,000.00 HRK monthly earns only 12 respondents. These indicators point to the devastating trend in average incomes of Serbian national minority households in local self-government units surveyed.

The research conducted during 2016 and 2017 on the employment of members of national minorities in public institutions included data from three counties: Karlovac, Sisak-Moslavina and Požega-Slavonia counties in Lipik, Pakrac, Dvor, Vojni , Krnjak and Plaški, On which the project is being implemented. According to the data presented in Table 1, in all the local self-government units surveyed, members of the Serbian national minority are subordinate to the administrative bodies in relation to the share of the population represented by the Serbian national minority.

Dependence is most evident in the Municipality of Dvor, where the Serb minority is 71% of the total population, while 21% of the national minority are employed in the public sector. According to a survey conducted by the Serbian Democratic Forum during 2016 and 2017, as shown in the diagrams below, most of the members of the Serbian national minority are unemployed and of the total number of employees, the largest (66.67%) are employed in private Persons (companies and trades) and civil society organizations (14.82%) who have the status of private non-profit organizations. A share of 18.52% refers to employees outside the private sector, which includes employees in public institutions, bodies and companies either through employment contracts or through public works or other measures of active employment policy. A large part of employees outside private companies refers to occasionally employed people through public works. Precisely because of the number of employees in public works, which is a temporary employee, it is not possible to determine the exact proportion of employees in the private and public sector, but given the temporary and occasional nature of employment through public works and because of the nature of the job, indicators indicate that employment in public institutions and societies smaller than the survey showed.

Below are the survey results for each unit of local self-government that has entered the survey.

Plaški Municipality

The official statistics on the number of Serbian nationals (List 2011) and the data of the Croatian Employment Service on unemployed persons in the Plaški Municipality area were collected for the purpose of achieving the monitoring objectives. To determine the degree of implementation of Article 22 of the Constitutional Law on the Rights of National Minorities, a questionnaire was prepared and distributed among the users of the Council, and a questionnaire by relevant bodies. The survey questionnaire included 20 working members of the Serbian national minority and only one body relevant to this survey. Of the 28 respondents who answered the survey, 10 were men and 11 women. From the data collected it is evident that the average age of respondents is 49 years.

As far as employment is concerned, more than half (6) is employed in the private sector and 1 in non-governmental organizations / associations. Concerning Employment in the JLS / TDU / PT, When discussing the TDU / PT / JLS competitions, 13 respondents were informed

about vacancies, 11 of which were submitted to one of the invited vacancies. Interestingly, according to the survey data, only one person reported on two tenders, while the other respondents reported only one contest. Regarding the use of the rights prescribed by Article 22 of the Constitutional Law on the Rights of National Minorities, this possibility was exercised by 11 persons.

Analyzing the collected data we can conclude that every fourth respondent exercised the right to positive discrimination in employment, or used the possibility of referring to Article 22 of the Constitutional Act on the Rights of National Minorities. According to this we can conclude that Serb people do not dare to emphasize their nationality when it comes to employment opportunities. As regards information on open competitions, every third respondent replied that he was aware of the announced tenders. Further analysis showed that 11 out of 5 were admitted to the invitations to tender from the local self-government unit, while the other 4 were temporarily employed within the Public Program works.

In accordance with the above, we come to the conclusion that out of the 11 persons who referred to Article 22 of the Constitutional Act, only one person actually got employment, or 10%, which is in favor of the fact that neither the provisions of Article 22 can guarantee that Persons from the Serbian national minority should be employed. When analyzing the part related to why applicants for employment were not admitted to the competition, it is interesting that all 8 answers related to national affiliation. This is in favor of the fact that there is still a feeling of inequality in the Serb community against the majority people.

Krnjak Municipality

The official statistics on the number of Serbian nationals (List of 2011) and the data of the Croatian Employment Service for unemployed persons in the municipality of Krnjak have been collected for the purpose of achieving the monitoring objectives. To determine the degree of implementation of Article 22 of the Constitutional Law on the Rights of National Minorities, a questionnaire was prepared and distributed among the users of the Council, and a questionnaire by relevant bodies. The survey questionnaire included 21 working-age members of the Serbian national minority and only one body relevant for this research. Of the 28 respondents who responded to the survey, 10 were men and 12 women. From the data collected it is evident that the average age of respondents is 49 years.

It is apparent from the table that almost half of the surveyed members of the Serbian national minority are employed. This data is more than positive when taken into account the fact that Krnjak is an area of special state concern where the economy is in a continuous trend of stagnation.

As far as employment is concerned, more than half (7) is employed in the private sector and 2 in non-governmental organizations / associations. Concerning Employment in JLS / TDU / PT, When discussing TDU / PT / JLS competitions, 15 respondents were informed about vacancies, 13 of which were submitted to one of the invited vacancies. Interestingly, according to the survey data, only one person reported on two tenders, while the other respondents reported only one contest.

Regarding the use of the rights prescribed by Article 22 of the Constitutional Law on the Rights of National Minorities, this possibility was exercised by 11 persons, of whom 5 were admitted to the competition. Such a large number of employees in the JLS can be grateful to the Public Works Program, but this is only a temporary indicator, since employment within the Public Works Program is limited to 6 months. It is interesting that all 8 respondents who are not accepted as reasons for their nationality belong. Analyzing the collected data we can conclude that every fourth respondent exercised the right to positive discrimination in

employment, or used the possibility of referring to Article 22 of the Constitutional Act on the Rights of National Minorities. According to this we can conclude that Serb people do not dare to emphasize their nationality when it comes to employment opportunities.

As regards information on open competitions, every third respondent replied that he was aware of the announced tenders. Further analysis showed that 11 out of 5 were admitted to the invitations to tender from the local self-government unit, while the other 4 were temporarily employed within the Public Program works. In accordance with the above, we come to the conclusion that out of the 11 persons who referred to Article 22 of the Constitutional Act, only one person actually got employment, or 10%, which is in favor of the fact that neither the provisions of Article 22 can guarantee that Persons from the Serbian national minority should be employed. When analyzing the part related to why applicants for employment were not admitted to the competition, it is interesting that all 8 answers related to national affiliation. This is in favor of the fact that there is still a feeling of inequality in the Serb community against the majority people.

Municipality of Vojni

The official statistics on the number of Serbian nationals (List 2011) and the data of the Croatian Employment Service for unemployed persons in the area of Vojni municipality have been collected for the purpose of achieving the monitoring objectives. To determine the degree of implementation of Article 22 of the Constitutional Law on the Rights of National Minorities, a questionnaire was prepared and distributed among the users of the Council, and a questionnaire by relevant bodies. The questionnaire included 32 working members of the Serbian national minority and only one body relevant to this survey. Out of the 28 respondents who answered the survey, 17 were men and 15 women. From the data collected it is evident that the average age of respondents is 51 years. Every sixth respondent is faculty educated but only half is employed. The other half of the highly educated people who participated in the survey are persons over 50 and belong to a group of hard-working persons.

It is apparent from the table that almost half of the surveyed members of the Serbian national minority are employed. This data is more than positive when taken into account the fact that Vojnic is an area of special state concern where the economy is in a continuous trend of stagnation. As far as employment is concerned, more than half (12) is employed in the private sector by 3 people in non-governmental organizations / associations. Concerning Employment in JLS / TDU / PT, When discussing TDU / PT / JLS competitions, 15 respondents were informed about vacancies, 13 of which were submitted to one of the invited vacancies. Interestingly, according to the survey data, only one person reported on two tenders, while the other respondents reported only one contest. Regarding the use of the rights prescribed by Article 22 of the Constitutional Law on the Rights of National Minorities, this possibility was exercised by 11 persons, of whom 5 were admitted to the competition. Such a large number of employees in the JLS can be grateful to the Public Works Program, but this is only a temporary indicator, since employment within the Public Works Program is limited to 6 months. It is interesting that all 8 respondents who are not accepted as reasons for their nationality belong.

Analyzing the collected data we can conclude that every fourth respondent exercised the right to a positive discrimination in employment, or used the possibility of referring to Article 22 of the Constitutional Act on the Rights of National Minorities. According to this we can conclude that Serb people do not dare to emphasize their nationality when it comes to employment opportunities. As for information on open competitions, every third respondent replied that he was aware of the announced tenders. Further analysis showed that 11 out of

5 were admitted to the invitations to tender from the local self-government unit, while the other 4 were temporarily employed within the Public Program works. In accordance with the above, it is apparent from the 11 persons who referred to Article 22 of the Constitutional Act that only one person actually received employment, or 10%, which is in favor of the fact that neither the provisions of Article 22 can guarantee that persons from the Serbian national minority should be employed.

When analyzing the part related to why applicants for employment were not admitted to the competition, it is interesting that all 8 answers related to national affiliation. This is in favor of the fact that there is still a sense of inequality in the Serb community against the majority people. An additional problem is the fact that the average number of respondents is 54, which is in favor of the aging population and the current trend of young people leaving not only from Vojnic but from the Republic of Croatia.

Municipality of Dvor

The official statistics on the number of Serbian nationals (List of 2011) and the data of the Croatian Employment Service on unemployed persons in the area of Dvor Municipality have been collected for the purpose of achieving the monitoring objectives. To determine the degree of implementation of Article 22 of the Constitutional Law on the Rights of National Minorities, a questionnaire was prepared and distributed among the users of the Council, and a questionnaire by relevant bodies. The survey questionnaire included 28 working members of the Serbian national minority and only one body relevant for this research.

Of the 28 respondents who answered questionnaire 11 are men and 17 women. From the data collected, it is apparent that the average age of respondents is 54 years. Each fifth respondent (22.72%) is faculty educated but only half are employed. The other half of the highly educated people who participated in the survey are persons over 50 and belong to a group of hard-working persons.

It is apparent from the table that almost half of the surveyed members of the Serbian national minority are employed. This data is more than positive when taken into account the fact that the Dvor is an area of special state concern where the economy is in a continuous trend of stagnation. As far as employment is concerned, more than half (11) is employed in the private sector by 3 people in non-governmental organizations / associations. With regard to employment in JLS / TDU / PT, one person is employed in the local self-government unit and 4 in public works.

When discussing the information about the TDU / PT / JLS competitions, 15 survey respondents had knowledge of vacancies, of which 13 were on one of the announced tenders. Interestingly, according to the survey data, only one person reported on two tenders, while the other respondents reported only one contest.

Regarding the use of the rights prescribed by Article 22 of the Constitutional Law on the Rights of National Minorities, this possibility was exercised by 11 persons, of whom 5 were admitted to the competition. Such a large number of employees in the JLS can be grateful to the Public Works Program, but this is only a temporary indicator, since employment within the Public Works Program is limited to 6 months. It is interesting that all 8 respondents who are not accepted as reasons for their nationality belong.

Analyzing the collected data we can conclude that every fourth respondent exercised the right to positive discrimination in employment, or used the possibility of referring to Article 22 of the Constitutional Act on the Rights of National Minorities. According to this we can conclude that Serb people do not dare to emphasize their nationality when it comes to

employment opportunities. As regards information on open competitions, every third respondent replied that he was aware of the announced tenders. Further analysis showed that 11 out of 5 were admitted to the vacancy announcements by the local self-government unit, but only one position refers to a high-ranking position, While the other 4 are temporarily employed within the Public Works program. In accordance with the above, we come to the conclusion that out of the 11 persons who referred to Article 22 of the Constitutional Act, only one person actually got employment, or 10%, which is in favor of the fact that neither the provisions of Article 22 can guarantee that Persons from the Serbian national minority should be employed.

When analyzing the part related to why applicants for employment were not admitted to the competition, it is interesting that all 8 answers related to national affiliation. This is in favor of the fact that there is still a feeling of inequality in the Serb community against the majority people. An additional problem is the fact that the average number of respondents is 54, which is in favor of aging and the current trend of young people not only from the Dvora but from the Republic of Croatia.

City of Pakrac

The official statistics on the number of Serbian nationals (List of 2011) and the data of the Croatian Employment Service on unemployed persons in the area of the City of Pakrac have been collected for the purpose of achieving the monitoring goals. To determine the degree of implementation of Article 22 of the Constitutional Law on the Rights of National Minorities, a questionnaire was prepared and distributed among the users of the Council, and a questionnaire by relevant bodies. The survey questionnaire included 44 working members of the Serbian national minority and only one body relevant to this survey (City of Pakrac).

Of the 44 respondents who answered the survey, 25 were men and 19 women. From the data collected it is evident that the average age of respondents is 52 years. According to the data obtained from JLS of Pakrac City of 21 persons, only one person was declared as a member of the Serbian national minority at a high command position. Each fifth respondent (22.72%) is faculty educated but only half are employed. The other half of the highly educated people who participated in the survey are persons over 50 and belong to a group of hard-working persons.

It is apparent from the table that almost half of the surveyed members of the Serbian national minority are employed. This data is more than positive when taken into account the fact that Pakrac is a region of special state concern where the economy is in a continuous trend of stagnation.

As far as employment is concerned, more than half (11) is employed in the private sector by 3 people in non-governmental organizations / associations. With regard to employment in JLS / TDU / PT, one person is employed in the local self-government unit and 4 in public works.

When discussing the information about the TDU / PT / JLS competitions, 15 survey respondents had knowledge of vacancies, of which 13 were on one of the announced tenders. Interestingly, according to the survey data, only one person reported on two tenders, while the other respondents reported only one contest.

Regarding the use of the rights prescribed by Article 22 of the Constitutional Law on the Rights of National Minorities, this possibility was exercised by 11 persons, of whom 5 were admitted to the competition. Such a large number of employees in the JLS can be grateful to the Public Works Program, but this is only a temporary indicator, since employment within

the Public Works Program is limited to 6 months. It is interesting that all 8 respondents who are not accepted as reasons for their nationality belong.

Analyzing the collected data we can conclude that every fourth respondent exercised the right to positive discrimination in employment, or used the possibility of referring to Article 22 of the Constitutional Act on the Rights of National Minorities. According to this we can conclude that Serb people do not dare to emphasize their nationality when it comes to employment opportunities. As regards information on open competitions, every third respondent replied that he was aware of the announced tenders. Further analysis showed that 11 out of 5 were admitted to the vacancy announcements by the local self-government unit, but only one position refers to a high-ranking position, While the other 4 are temporarily employed within the Public Works program. In accordance with the above, we come to the conclusion that out of the 11 persons who referred to Article 22 of the Constitutional Act, only one person actually got employment, or 10%, which is in favor of the fact that neither the provisions of Article 22 can guarantee that Persons from the Serbian national minority should be employed.

When analyzing the part related to why applicants for employment were not admitted to the competition, it is interesting that all 8 answers related to national affiliation. This is in favor of the fact that there is still a feeling of inequality in the Serb community against the majority people. An additional problem is the fact that the average year of respondents is 52, which is in favor of aging of the population and the present trend of young people not only from Pakrac but from the Republic of Croatia.

City of Lipik

In order to achieve the monitoring goals, we have obtained official statistical information on the number of Serbian nationals (List of 2011, www.dsz.hr) and data on unemployed people (www.hzz.hr) in the City of Pakrac. A questionnaire on the effectiveness of Article 22 of the Constitutional Law on the Rights of National Minorities was also prepared and distributed amongst the beneficiaries of the Council. The survey questionnaire included 30 working members of the Serbian national minority from Lipik municipality.

Out of 30 respondents, half are female members, and the remaining half are members of the male sex. The average number of respondents is 48. If we take the starting point of the 541 working-class members of the Serbian national minority, we can conclude that this survey was conducted on a sample of 5.54% of the population.

The only disadvantage is that only one respondent has higher education, but this is a fact that applies to all the population, as the vast majority of highly educated people find employment in the place of study and stay there. However, an insignificant percentage goes back home and finds employment in support of what is said and that this respondent with a VSS is employed.

It is apparent from the table that every fourth member of the Serbian national minority is employed. According to survey data, out of 8 employees 7 are employed in the private sector and only one in a public institution (hospitals).

When talking about the information of the respondents about the invitations made by the TDU / PT / JLS data is devastating, only 6 people who completed the survey had knowledge of vacancies. The situation is even worse when applying for a competition where only 4 people apply for a job. With the question of how many times a bid occurred, only one of the applicants came to two tenders, while others applied once.

The most relevant issue for our research is the lack of information and ignorance of our users about the rights provided by the Constitutional Law on the Rights of National Minorities. Namely, none of the respondents during the competition application has been referred to Article 22 of the cited Act. Consequently, no person was admitted at the announced tenders.

As far as the last question of opinion is concerned, two users are convinced that they have not been admitted due to their nationality, and the remaining two because of the non-fulfillment of the terms of the competition.

Taking into account the results obtained by conducting a survey among members of the Serbian national minority regarding the implementation of Article 22 of the Constitutional Act on the Rights of National Minorities, it can be concluded that the use of this legal right has not survived among the minority population. Since no person has invoked Article 22 and exploited the possibility of positive discrimination in employment, it can be concluded that persons at all have no information about the possibility of referring to the quoted Law because they do not want to call it. The research also shows that only 20% of the respondents had any knowledge of the announced tenders, while only 4 of them were invited to the competition.

It is difficult to expect new employment of members of the Serbian national minority since the Government of the Republic of Croatia's July 2016 prohibits the new employment of civil servants and employees in state administration bodies and professional services and offices of the Government of the Republic of Croatia as well as new employment of civil servants and employees in public services . The only possibility remains open to harassment for professional training without establishing employment relationships for young people. However, considering the educational structure (66.66% of SSS) and the age structure (48) of respondents, it is clear that they do not have any prospects for employment.



Projekt se provodi uz finansijsku potporu Središnje agencije za financiranje i ugovaranje programa i projekata Europske unije. Ovaj projekt sufinansira Vladin ured za udruge. Stajališta izražena u ovom dokumentu ne odražavaju nužno stajalište Ureda za udruge Vlade Republike Hrvatske.



This publication was made as the part of the project „3 counties for civil society and national minorities’ institution development“ which is financially supported by European Union through Instrument of Pre-Accession Assistance for the Republic of Croatia.

The content of this publication is the sole responsibility of Serbian Democratic Forum and it does not reflect the official positions of the European Union.