



**EXERCISING THE RIGHT TO EMPLOYMENT OF  
NATIONAL MINORITIES IN PUBLIC SERVICES  
AND ENSURING GENDER EQUALITY IN 2012.**





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## Political framework

In creating a framework for the protection of national minorities in the Republic of Croatia question of protecting the Serbian minority community has always had special meaning. Specifically, with a share of about 5% in the population, the Serbian minority in Croatia is the largest, and the consequences of war and the minority position is certainly sensitive. Numerous studies show that the risk of social exclusion for the Serbian minority is by far the largest, and that, besides Serbian, only Roma minority community is exposed to such high risk of social isolation and social exclusion.

An additional problem is the fact that the Serbian community in large parts of Croatia, in areas affected by war and reintegrated into the Croatian state and legal system with operation "Storm" and before that with the operation "Flash" generally makes a "returnee" population, which in the longer term after 1995. had fled to Bosnia and Herzegovina or Serbia. For a long period of time state institutions have prevented the return, and destruction of refugee property was tolerated and in this way their return was impeded, and for a while administrative barriers to return were established. Only after 2000. began intensive return of refugees and reconstruction of houses destroyed in the war and after liberation.

Position of the Serbian community in Podunavlje, which was reintegrated in the Croatian legal system with Erdut agreement negotiated in 1995. was different. Unlike the areas that were covered by operations "Flash" and "Storm" in Podunavlje region, in the area of peaceful reintegration, were mainly maintained prewar members of Serbian national community, but during and after the integration a system of national ghettoization was established, with minimum contacts between the two communities, who live in the same area, but only beside each other, not with each other. Fundamental difference in the position of the Serbian community in the Podunavlje region, in terms of the position and the areas that were covered by operations "Flash" and "Storm" in this is that in Podunavlje members of the Serbian community are not threatened by social exclusion, and members of the community were from beginning of process quite equally represented in public services, public administration and local self-administrative apparatus. In this area the impact of the political dimension of the division between the two communities in the local government was guaranteed, and

this was before 2002. when the Constitutional Act on rights of National Minorities, which regulates the right to representation / proportional representation of ethnic minorities in representative bodies and the bodies that perform executive duties at the local and regional governments was brought.

The problem in the implementation of minority protection in Croatia, when it comes to the Serbian minority community, largely comes from the fact that the position of the community in different parts of the Croatia is so profoundly different. Minority political class judged that her political position is largely protected by arrangement arising from Erdut agreement, because he protects her vested rights in this part of the Croatia and guarantees its representation in administration at the national level in the four ministries. Such model, however, generates a low intensity tension between national communities, and inter-ethnic relations are established as a sort of “frozen” political problem.

Maintenance of model of “low intensity conflict” has never been in the interest of those who argued for the concept of civil society and the friendly cooperation as equal citizens. That is why, as opposed to “minority political class,” which has all its arrangements, and its political coalition with the ruling party at the national level, attempted to exercise in accordance with what comes from Erdut agreement, “minority civil society” supported the initiative for universal addressing of minority problems and creating a framework of minority protection that will be functional for the entire national territory. Not until 2002., as a condition for Croatia to sign the Stabilization and Association Agreement with the EU, the adoption of the Constitutional Act on rights of National Minorities established such a universal framework of minority protection.

Legislator’s intention in making the Constitutional Act on rights of National Minorities was to ensure the prerequisites that each “group of Croatian citizens whose members are traditionally settled on Croatian territory, and who have ethnic, linguistic, cultural and / or religious characteristics different from other citizens and who are led by the desire to preserve these characteristics, “as constitutional law defines minorities, indeed preserve its identity. Another, equally important, aim of the Constitutional Act is to ensure the continuity of the Croatian pluralistic character, in which minorities, particularly Serbian minority community, traditionally make up a significant part of the population. Thus, the concept of the right to proportional representation of minorities



in local and regional governments, as well as in administration and the judiciary, which is defined by the Constitutional Act, in particular its Article 22,

Article 22 of the Constitutional Act says:

1. The local government and the local (regional) self-government (hereinafter referred to as the self-government) in which according to the provisions of the Constitutional Act should ensure proportional representation of members of its representative body from members of national and the representation of ethnic minorities in its executive body.
2. To members of national minorities is ensured the right to representation in the state administration and judicial bodies in accordance with the provisions of a special law, taking into account the participation of national minorities in the overall population at the level at which is established government authority or judicial body and acquired rights.
3. To members of national minorities is ensured representation in the bodies of self-government in accordance with the provisions of a special law regulating the local (regional) self-government and in accordance with the acquired rights.
4. In filling vacancies referred to in paragraph 2 and 3 this article, the advantage under the same conditions have representatives of national minorities.

The smallest problem in entitlement from this article is related to his first “political” paragraph. However, and this is showing considerable problems arising from the interpretation of norms about it in relation to what is established proportionality. Specifically, the foundation for that, according to Article 20, paragraph 7 of the Constitutional Act on rights of National Minorities, represents the last census. The problem can not be fully resolved until the publication of the results of the census conducted in 2011. Specifically, the previous census was conducted in 2001. when in beginning of return of refugees, and the rules by which it implemented, enumerated only those who are constantly dwelling in the area six months before the census. At the political level, the resulting problem can be solved, and diction pursuant to the same paragraph, because the statutes of the municipalities, cities and counties can be corrected regarding changes in the population, but this almost never happens.

## Positive discrimination in employment in the public sector

Unlike the business sector, in which in access to employment positive discrimination of members of minority communities is not applied nor any segmented policies to boost employment, which would be towards direct members / ethnic minorities, in the public sector there are constitutional and legal requirements for the application of principle of positive discrimination of members of minority communities, especially those in the local or regional governments that account for more than 15% of the population and have a right to proportional representation in local and regional government.

Creators of the Constitutional Act took the idea to ensure consociational relationship between national communities, above all in the local and regional governments in which members of two communities live together. Areas of special state interest in a part are areas where before the war, ethnic minorities made up the majority of the population (Knin and Glina district according to the Constitutional Act from 1991.). Today only in one county, therefore, unit of regional self-government (Vukovarsko-srijemska), according to the census of 2001., which is relevant to the exercise of rights under the applicable Constitutional Act, the Serbian minority makes up more than 15% of the population (15.45%) and thus is entitled to proportional representation in the representative body of the regional government.

Introduction of positive discrimination in employment in the public sector, no matter how acceptable and good idea is, has a huge flaw, which is further intensified by etatistic tradition. Specifically, in the Croatian system of additional mechanisms of protection is otherwise overemphasized etatistic element - excessive reliance on the state in a broader sense. The fact that there is a mechanism of positive discrimination of minorities in employment in state bodies, in the broad sense of the word, and that there is no mechanism to encourage minority employment in the business sector, the issue of minority protection is defined as “additional cost” and the members of the minority are suggested that instead of principle of taking responsibility for their destiny, in conditions in which the state guarantees the equality of all in the labor market, look for a solution to their problems in a paternalistic attitude towards the state (in the broad sense).

## Gender equality and minority rights

Numerous studies, for example, UNDP's 2006, Human Resource Development in Croatia "Unplugged: Faces of Social Exclusion in Croatia", show that belonging to Serbian minority community increases the risk of poverty and social exclusion. In addition, research conducted by the Serbian Democratic Forum conducted the same year showed that life in the areas affected by the war, and where most of the Serbian minority community lives, significantly increases the risk of social exclusion and poverty, and that the areas in question suffered immense social devastation. Study on the functioning of the local government in areas of special state concern (Analysis of protection of minority rights in local government; SDF, 2006.) showed that in four of the analyzed regions, which belong to a number of Croatian counties (Dalmatia or parts of Zadarska and Šibensko-kninska County; Lika, or parts of Ličko-senjska, Banija and Kordun or parts of Sisačko-moslavačka and Karlovačka County, and Western Slavonia) lives only about half of the pre-war population, where, of course, the greatest demographic devastation suffered Serbian national community. However, far more serious consequence of war and the types of social relations, established after the war, is the fact is that the in those areas remained only a third of pre-war work positions.

Association with a national minority community as a vulnerable social group is always accompanied with an increased risk of social exclusion, discrimination and the risk increases substantially by simultaneously belonging to two vulnerable groups. Therefore, it is particularly important to address the position of women in society, as they are in the present circumstances the biggest vulnerable group. The position of women - members of national minorities is heavier than the position of other members of the local community. As in the realization of the rights of national minorities, as well as in achieving gender equality, the main obstacle is not a legislative framework than patriarchal relations, stereotypes and real obstacles at the local level. It is important to note that Croatia has signed and ratified international documents that have a greater effect than domestic law, but the problem is they are only declaratory nature, as well as domestic laws, policies and recommendations, and they do not apply. While leaving aside the fact that many of the laws, regulations and recommendations is just

copied from other countries, and has not taken into account the terms and conditions at the local level

**Let's look at the most important provisions on this issue:**

In Article 3 the Constitution defines the highest values of the constitutional order of the Republic of Croatia that was the basis for the interpretation of the Constitution. These are: freedom, equality, national equality and gender equality, peace, social justice, respect for human rights, inviolability of ownership, conservation of nature and the environment, and a democratic multiparty system.

In Article 14, is established the equality of all before the law: citizens of Croatia have all the rights and freedoms regardless of race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, education, social status or other characteristics.

Article 35 defines personal and political freedoms and rights: each citizen is guaranteed the respect and legal protection of private and family life, dignity, reputation and honor.

In Article 54, are determined the economic, social and cultural rights of citizens: everyone has the right to work and freedom of work, everyone is free to choose his vocation and occupation, and everyone is under equal conditions to all jobs and duties.

Gender Equality is defined in Article 5 of Law on Gender Equality (116/03) as: "Gender equality means that women and men are equally present in all areas of public and private life, to have equal status and equal opportunities to all rights and equal benefit from the results achieved . "

It is worth mentioning and other relevant documents in the area, such as the National Policy for the Promotion of Gender Equality 2006.-2010, the Beijing Declaration and Platform for Action, IV. UN World Conference on Women, Beijing in 1995.; document EC Roadmap for equality between women and men 2006. - 2010., And Recommendation REC (2P003) 3 of the Committee of Ministers to member states on balanced participation of women and men in political and public decision-making and Explanatory Memorandum. The recommendation states that a balanced participation

of women and men in political and public decision-makers of full respect for human rights, social justice and a necessary condition for the better functioning of a democratic society.

Contrary to expectations, it turned out that the country's citizens are greatly sensitized to recognize problems. Discrimination against women and discriminatory behavior towards them, unfortunately, are a daily occurrence, and do not apply to assistance mechanisms and rule of law that would have regulated this issue and act - if not eliminate - at least minimize violations of women's rights. Of course, not all the blame is on the system, which raises the issue of personal responsibility and the need to change the conditions that make us unhappy and disconnected. It is noticed that most women are passive, even where there are opportunities for the different behavior. They justify it with family or work commitments, or the fear of rejection and lack of understanding of the need to do something. This stems from the so-called normal matrix so called socially acceptable behavior.

In the area of human - women's rights numerous studies show that there are still major problems in the area of gender equality and that all citizens of the Republic of Croatia still do not have equal opportunities. Therefore there should be consistent strive for application of laws that promote gender equality.

## A review of research on women in the labor market

Official data on the status of women, members of minority groups, are inadequate, and depend on the self-identification of minority identity of subjects. Position of minority groups in the labor market are questioned sporadically by NGOs, especially in light of instructional norms of the Constitutional Act on rights of National Minorities (Article 22). According to the research “The exercise of the right to employment, of Serbian national minority under the Constitutional Act on rights of National Minorities,” conducted by the SDF 2008., “the main problems of the Serbian ethnic community in Croatia, especially that part of the community that lives as a returnee population in the areas affected by the war in the Croatian state territory reintegrated operations” Flash “and” Storm “, lack of equal opportunity and great risk of social exclusion, unemployment and poverty. “However, the researches that were carried out did not specifically investigate and illuminate the position of women minority members.

There have been few studies that have dealt with the position of women in the labor market, whether it is a relationship between the salaries of men and women, women in positions of decision-making, women scientists and so on. Identification of standards of discrimination against women in employment is one of the researches relevant to the consideration of the status of women, members of minority groups in the labor market. It was conducted on a representative sample of 1017 unemployed women. One of the research results that is interesting for the context of this study is the fact is that with ads for a job in which age requirement for getting a job in interviewees was met in 68.7% of cases. Questions about marital status and number of children were asked to respondents in a job interview in 62.9% of cases, although according to the Labor Law and the Law on Gender Equality it cannot be asked, and consequently these laws were directly violated. In a job interview with a question about the birth and family planning was met 37.8% of women. Most respondents were not asked other questions on personal life, and 19.8% of those who did, they got 1% of the issue of ethnicity. One of the conclusions of the research that women usually have a good opinion of their own abilities in the labor market, they find that they are discriminated against and that they do not provide enough opportunities for employment, business and the ownership of capital as men.

Valerija Botrić, from the Institute of Economics, in her article “Unemployment and long term unemployment in Croatia: Evidence from the labor force survey,” analyzes the differences between the individual characteristics of the employed and unemployed in the Croatian labor market. The analysis was conducted based on data from the Labor Force Survey of the Central Bureau of Statistics for 2006. The results show that the occupation, marital status, immigrant and unemployed status are significant predictors of unemployment for both populations, and in education, age and residence in urban areas there are some gender differences. An interesting finding is that the results for men and women differ somewhat. So the marital status as opposed to the single status in connection with a lower risk of unemployment, and immigrant status and urban population is positively related to unemployment. Also interesting is the variable that age for male population showed no bit, and older women have a higher risk of unemployment.

In the report of the Ombudsperson for gender equality on the results of measures of employment promotion of CES in 2008. data can be found on how the measures were implemented in the counties in terms of gender equality. Generally, the individual measures included fewer women than men, however, in these cases, the percentage of women applicants is approximately equal to the percentage in which they became beneficiaries of these measures. CES has implemented measures to encourage the employment of young people, long-term unemployed, the elderly and special groups from the unemployment register. Result of policy measures is 7531 employed or involved in the education of persons, of which 3641, or 48.3% of women. Of these, the most employed and involved in education on the basis of the annual plan was in Zagreb (770 persons, 63.6% are women), and in Osijek-Baranja County (750, of which 39.3% women), and lowest in Lika-Senj: (73, of which 20.5% women) and Požega-(128, of which 41.4% women). In the three counties in which the relevant discussions were being held within the focus groups, and that are Vukovarsko-srijemska County where were involved 562 people, of which 47.5% were women, and in Šibensko-kninska County 282 people, of which 47.5% of women, and Sisačko-moslavačka County 401 people, of which 47.8% were women.

In terms of education levels, there are no significant differences between women and men. Women are getting closer to men in all stages, especially in the high levels of education. Although it was a long time ago, it is important to note that according to

the last census, and the data of National Bureau of Statistics regarding education, with university degree were 11.2% women in contrast to 12.8% of men in 2005. year with a masters degree was 48.6% women in contrast to 51.4% of men, and with doctorate were 45.2% women in contrast to 54.8% of men (NBS, 2007). More women than men completed high school, as are more graduates from institutions of higher education.



## Demographic aspects

Demographic devastation of areas affected by the war, is fundamental characteristic of this areas. Regarding demographic devastation, only thing worst is economic devastation of the area.

In simplified interpretations is mainly emphasized the change in the ethnic structure of the population, although it is more accentuated, areas affected by the war have lost a significant part of the population in general, so that the Croatian population is significantly less in numbers than before the war.

The only worse impact than demographic, is the impact on the number of jobs in these areas. Specifically, in areas affected by war today there are about half the number of pre-war population, but there is only about a third of pre-war job positions.

**Table 1.** Demographic trends in the areas of special state concern

Regions		Population			
Areas					
Cities/Municipalities	1991.	2001.	Decrease		Indeks
<b>Banija – Kordun</b>	<b>73.063</b>	<b>41.995</b>	<b>31.068</b>		<b>57,5</b>
Glina	22.731	9.868	12.863		43,4
Petrinja	35.251	23.413	11.838		66,4
Topusko	6.842	3.219	3.623		47,1
Vojnić	8.239	5.495	2.744		66,7
<b>Lika</b>	<b>14.237</b>	<b>7.222</b>	<b>7.015</b>		<b>50,7</b>
Plitvička Jezera	7.156	4.668	2.488		65,2
Udbina	4.628	1.649	2.979		35,6
Vrhovine	2.453	905	1.548		36,9
<b>Dalmacija</b>	<b>71.266</b>	<b>37.557</b>	<b>33.709</b>		<b>52,7</b>
Benkovac	25.567	9.786	15.781		38,3
Drniš	14.647	8.595	6.052		58,9
Knin	23.025	15.190	7.835		66
Skradin	8.027	3.986	4.041		49,7
<b>Western Slavonija</b>	<b>48.633</b>	<b>35.566</b>	<b>13.067</b>		<b>73,1</b>
Brestovac	5.424	4.028	1.396		74,3
Đulovac	4.617	3.640	977		78,8
Okučani	5.712	4.224	1.488		73,9
Pakrac	17.036	8.855	8.181		52
Slatina	15.844	14.819	1.025		93,5
<b>Eastern Slavonija</b>	<b>90.473</b>	<b>66.486</b>	<b>23.987</b>		<b>73,5</b>
Beli Manastir	15.300	10.986	4.314		71,8
Darda	8.685	7.062	1.623		81,3
Erdut	10.197	8.417	1.780		82,5
Ilok	9.748	8.351	1.397		85,7
Vukovar	46.543	31.670	14.873		68
<b>Total</b>	<b>297.672</b>	<b>188.826</b>	<b>108.846</b>		<b>63,4</b>

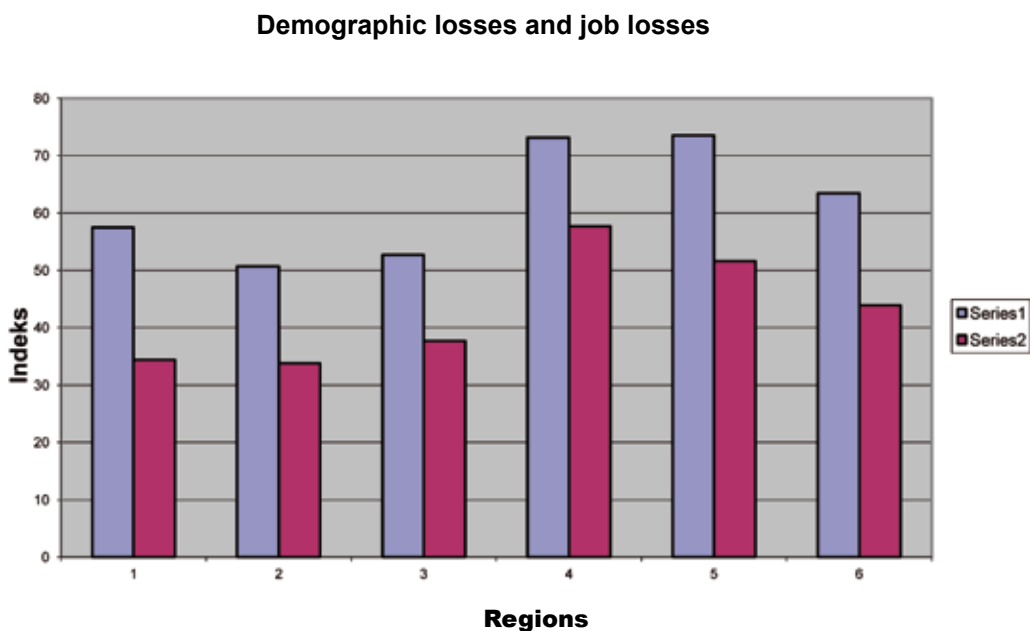
Demographic trends of the devastation are still evident when it comes to the position of the Serbian minority. Table 2 shows the relationship in the proportion of the population in these areas according to census from 1991. and 2001.

**Table 2.** Croats and Serbs according to Censuses from 1991. and 2001.

Regions  Areas Cities/ Municipalities	Croats				Serbs			
	1991.		2001.		1991.		2001.	
	N	%	N	%	N	%	N	%
<b>Banija – Kordun</b>	<b>25.685</b>	<b>35,2</b>	<b>30.017</b>	<b>71,5</b>	<b>41.283</b>	<b>56,5</b>	<b>9.339</b>	<b>22,2</b>
Glina	7.718	34,0	6.712	68,0	13.971	61,5	2.829	28,7
Petrinja	15.600	44,3	19.280	82,3	15.802	44,8	2.809	12,0
Topusko	2.251	33,0	2.045	63,5	4.144	60,7	954	29,6
Vojnić	116	1,4	1.980	36,0	7.366	89,4	2.747	50,0
<b>Lika</b>	<b>2.093</b>	<b>14,7</b>	<b>4.330</b>	<b>60,0</b>	<b>11.225</b>	<b>78,8</b>	<b>2.633</b>	<b>22,2</b>
Plitvička Jezera	1.600	22,4	3.141	67,3	4.970	69,5	1424	30,5
Udbina	408	8,8	841	51,0	3.993	86,3	711	43,1
Vrhovine	85	3,5	348	38,0	2.262	92,2	498	55,0
<b>Dalmacija</b>	<b>25.813</b>	<b>36,2</b>	<b>31.745</b>	<b>84,5</b>	<b>43.305</b>	<b>60,8</b>	<b>4.981</b>	<b>13,3</b>
Benkovac	8.645	36,2	8.845	90,4	16.301	63,8	730	7,5
Drniš	10.458	71,4	7.835	91,2	3.865	26,4	656	7,6
Knin	2.372	10,3	11.613	76,5	19.652	85,4	3.164	20,8
Skradin	4.338	54,0	3.452	86,6	3.487	43,4	431	10,8
<b>Western Slavonija</b>	<b>20.117</b>	<b>41,5</b>	<b>28.390</b>	<b>79,8</b>	<b>22.710</b>	<b>46,7</b>	<b>4.878</b>	<b>13,7</b>
Brestovac	3.176	58,6	3.578	88,8	1.919	35,4	345	8,6
Đulovac	1.118	24,2	2.893	79,5	3.043	65,9	580	15,9
Okučani	433	7,6	3.153	74,6	4.777	83,6	907	21,5
Pakrac	6.025	35,4	6.048	68,3	7.853	46,1	1.514	17,1
Slatina	9.425	59,5	12.718	85,8	5.118	32,3	1.532	10,3
<b>Eastern Slavonija</b>	<b>40.450</b>	<b>45,8</b>	<b>37.489</b>	<b>56,4</b>	<b>28.454</b>	<b>32,2</b>	<b>20.444</b>	<b>30,8</b>
Beli Manastir	4.945	37,7	6.085	55,4	4.217	32,2	2.920	26,6
Darda	3.104	35,7	3.663	51,9	3.293	37,9	2.008	28,4
Erdut	3.493	34,3	3.117	37,0	5.165	50,4	4.538	53,9
Ilok	6.848	70,3	6.425	77,0	672	6,9	566	6,8
Vukovar	22.060	47,4	18.199	57,5	15.107	32,5	10.412	32,9
<b>Total</b>	<b>114.218</b>	<b>38,4</b>	<b>131.971</b>	<b>69,9</b>	<b>146.977</b>	<b>49,4</b>	<b>42.275</b>	<b>22,4</b>

Demographic trends of losses for regions affected by war and economic devastation of these areas is clearly shown in Figure 1:

**Figure 1.**



*Legend:*

Regions: 1. Banija–Kordun; 2. Lika; 3. Dalmacija; 4. Eastern Slavonija; 5. Western Slavonija;  
6. Total

Series 1: Index of demographic losses 1991.-2001. (1991. = 100)

Series 2: Index of job losses 1991.-2001. (1991. = 100)

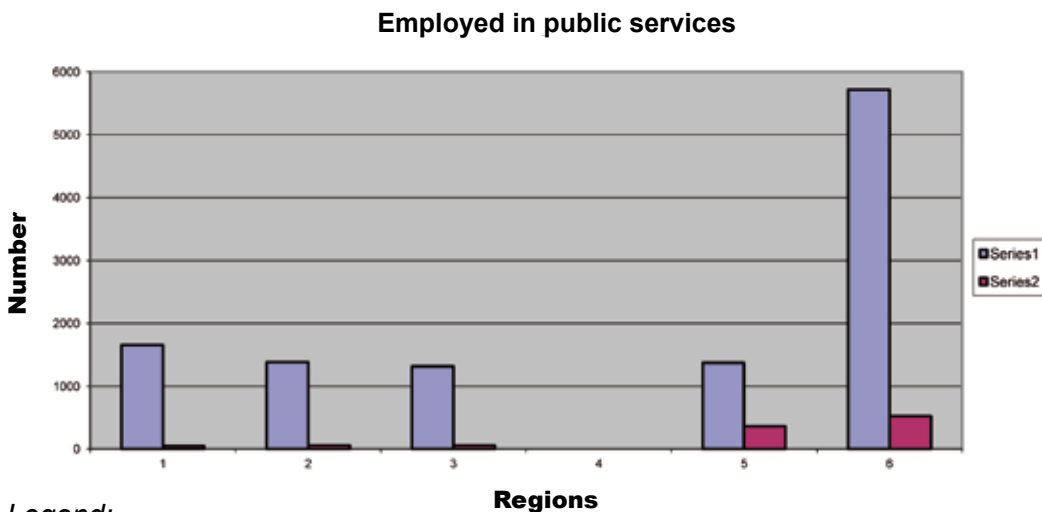
## National composition of employees in the public sector

SDF since 2006. monitors the rights of members of the Serbian national community and minorities in general, proportional representation in public services and positive discrimination in employment.

The initial picture of the areas of special state concern was catastrophic. Specifically, the public service in these areas constituted at a time when the Serb population in the main part of the region, except in the Danube region, was in exile, so that the public services were employed exclusively by members of the Croatian national community. And, in part with, “authentic” Croatian population, partly immigrants in these areas, mostly from Bosnia and Herzegovina, and a considerable portion of jobs in public administration were occupied by people who are from other cities, outside the areas of special state concern, every day coming to work in these areas.

Situation from 2006. is described by Figure 2.

**Figure 2:**



*Legend:*

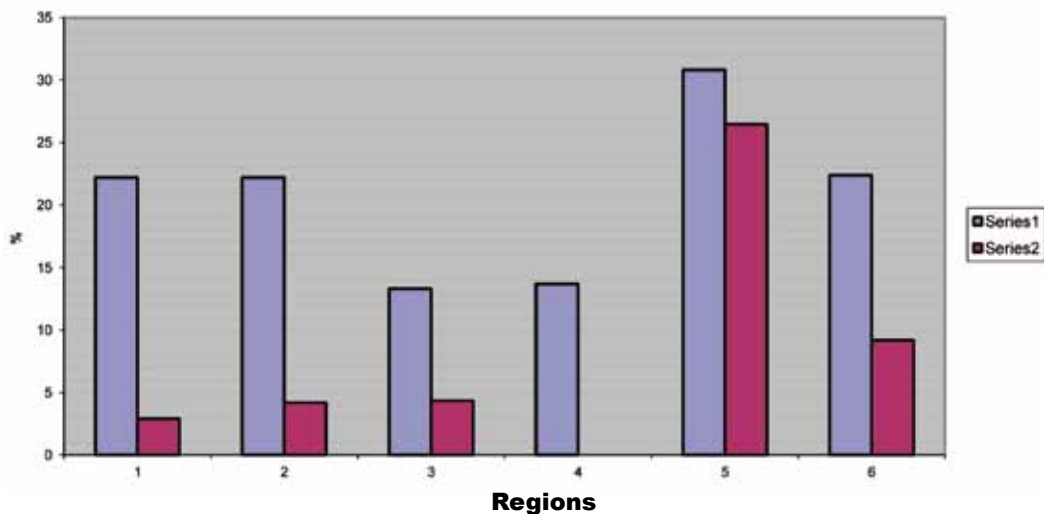
Regions: 1. Banija–Kordun; 2. Lika; 3. Dalmacija; 4. Eastern Slavonija; 5. Western Slavonija;  
6. Total

- Series 1: Total population
- Series 2: Members of Serbian minority

The disproportion of the relationship in the population and in the number of employees is shown in Figure 3.

**Figure 3:**

**Share of Serbian minority in population and within employed in public sector**



*Legend:*

Regions: 1. Banija–Kordun; 2. Lika; 3. Dalmacija; 4. Eastern Slavonija; 5. Western Slavonija; 6. Total

Series 1: The share of the Serbian minority in the population, according to the 2001 Census. (%)

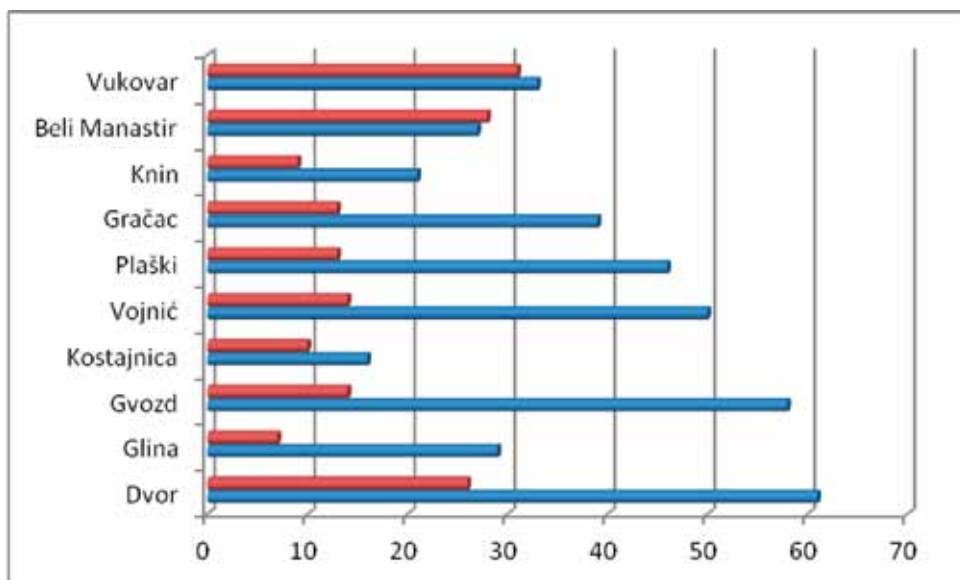
Series 2: The share of the Serbian minority among public sector employees, according to the SDF research 2006. (%)

Although Constitutional Act was by then in force for four years, until 2006. there has been no visible progress in social integration. Research, however, shows that the situation in the Podunavlje region is different than in other parts of the Croatia and that, despite the ghettoization of the Serbian minority in areas where minority rights were realized on the basis of Erdut agreement, and not based on Constitutional Act, a proportionality of representation of minorities in public services was achieved.

Studies from 2008. showed only a slight improvement and a slight change. Four years later, after a full political mandate, the situation is as shown in Figure 4, only a little better.

**Figure 4** : Share of members of the Serbian community in the population and among public sector employees in 2012.

(cities and municipalities level)

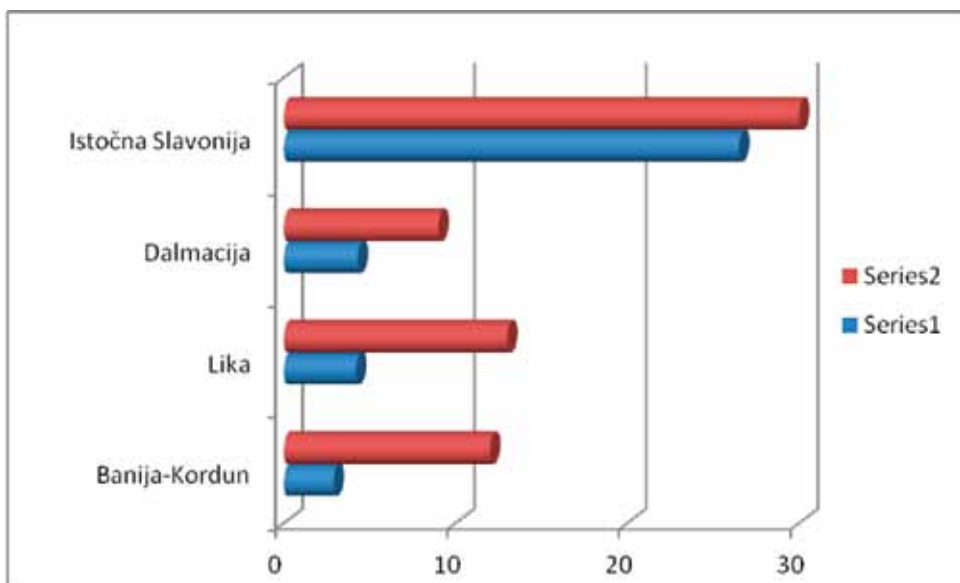


*Explanation:* Blue: share of the members of Serbian community in the population  
 Red: share of the members of Serbian community among employees in the public sector

Figure 5 shows that the imbalance in the representation of members of the Serbian minority in the population, and according to the census back in 2001. among public sector employees in the areas affected by the war remained so great that over the long term future may not be possible to compensate this issue. One should know that the economic crisis has intensified relations in the public sector, it will be in the next period will be conducted very restrictive employment policy, and that employment in the public sector will obviously not have the capacity to alleviate the burden on the state in which the Serbian community is fairly socially excluded. See Figure 5.

**Figure 5:** Proportion of members of the Serbian community in the population and among public sector employees in 2012.

(regional level)

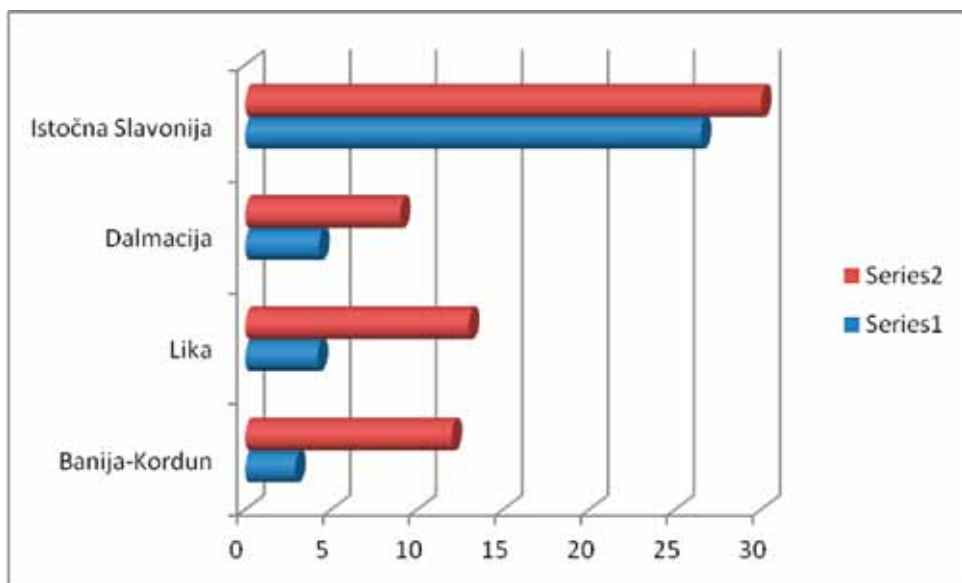


*Explanation:* Blue: share of the of the members of Serbian community among employees in the public sector  
 Red: share of the of the Serbian community among employees in the public sector



Even in Eastern Slavonia, Serbian community is now under-represented in the public service, but this under-representation is within the statistical error. Because of differences in the patterns of research in 2008. and 2012. one could, however, get the impression that even in the Podunavlje reached a certain improvement, but real data show that there is no tendency of increasment in the number of staff members of the Serbian community in the public service and public institutions, but that even a minority number gradually declines, because when a new employment happends it is not taken into account the maintenance of established relationships, which are the result of the peaceful reintegration and Erdut agreement. Progress is more noticeable in Kordun and Banija, and in Lika, than in Dalmatia, where the dominant attitude towards members of minority and returnee communities is far more restrictive and less favorable.

**Figure 6:** Share of the memebers of Serbian community among employees at the regional level 2008. and 2012.



*Explanation:* Blue: share of the members of Serbian community among employees in the public sector in 2008.  
 Red: share of the members of Serbian community among employees in the public sector in 2012.

A particular problem when it comes to personal composition of employees in the public service in the areas affected by the war is the fact that these services are still being done by substantial number of employees who come from other parts of the Croatia, who do not live in the local government in which they work, and that do not contribute anything to the development of the community, while the funding of their work is far more expensive for the state budget or the budget of the local government, because, in addition to salary and travel expenses are paid. Its a paradox that in local communities there are often considerable number of people, members of minority communities, with appropriate qualifications, skills and competencies required to perform such work, who are unemployed and do not contribute to the development of their local community, and would be smaller budgetary cost, if were employed in these places, because they would not be paid for travel expenses.

## National (in) equality and employment of women

According to information of UNHCR office ("Sustainability of Minority Return in Croatia", 2007.) For the period of the 1995 - 2007. for the area of responsibility of the UNHCR office in Sisak to the area of Sisačko-moslavačka County have returned a total of 26,418 people, and in the area of Vukovarsko-srijemska County total of 1821 persons. In the same period, according to the Government, for the Sisak Sisačko-moslavačka County have been registered a return of 15,803 people, and for Vukovarsko-srijemska County 1481 people. Data on organized return (Government and UNHCR procedure) for Sisačko-moslavačka County show the number of 10,615 people, and for Vukovarsko-srijemska 340 persons. It can be concluded that in the Vukovarsko-srijemska County the most intense year of return was the 1999., and in Sisačko-moslavačka County is the period from 1999. to 2002.

For the area of the Šibensko-kninska County for the period from 1995. - 2008. we find the following information: in the area of responsibility of the UNHCR office in Knin, the total number of returnees was 20,709. Registered spontaneous returns according to the Government in Sibensko-Kninska County is 17,332 people, and in organized return 3377 persons came back. The largest number of people returned in 2000.

For the period from 1995. - 2008. the data is available for the City of Zagreb. In the area of responsibility of the UNHCR in Zagreb returned a total of 7851 persons. According to data from the Government spontaneously returned 5404 people, and organized a total of 2447 persons. The most intense return to Zagreb was in 1999. and 2000. Unfortunately, among this data is not specified gender structure, so we do not know how many women have returned, and how many men.

According to the report of the Ombudsman in 2008. The largest number of complaints from members of national minorities referred to the administrative area in which in the total number of cases, a large proportion was associated with the consequences of war and the breakup of former Yugoslavia. Basically they were the acts of pension and disability insurance, renewal, housing and citizenship. Although the number of such complaints decreased, both in absolute and relative terms, it is still one of the most important areas of the Ombudsmans work, because it is mostly a very lengthy

administrative procedure. Submitters of complaints are mostly Serb returnees, but also those who left Croatia and want to go back and (or) exercise rights that are given to them under the regulations of Croatian laws.

Those who have contacted the Office of the Ombudsman, when it came to complaints referred to the return of property or the conduct of administrative bodies dealing with their demands, usually do not report their nationality or ethnic origin. This could be concluded only indirectly from the record of the case. Fewer appellants referred to the nationality or ethnicity, and that when they thought they were discriminated against because of that. Such complaints were from the areas of employment, labor and staff relations, citizenship and conduct of police or prison officers. When such complaints came to the Ombudsman so far he acted within the powers he had under the Ombudsman Act. It is important to note that in the work on the complaints, after 2008. Ombudsman used higher powers that stem from the Anti-Discrimination Act.

As among employment programs for harder employable persons there are no ones that are clearly focused on women's employment, there are also no programs that would relate only to the employment of the members of minority groups. CES, referring to the law on the right of access to information and legislation that protects privacy and personal data, do not maintain statistics on unemployment structured according to the members of minority communities. Also, public institutions, public agencies, and businesses in the business sector do not keep statistics on ethnicity of employees. This presents a problem for all researchers of inter-ethnic relations and all the analysis of position of minorities in the labor market are largely relying on estimates and experience of persons active in minority organizations or civil society organizations.

Here are some of the experiences UNDP gathered in their research the in 2008.:

- Although the war ended more than ten years ago, here it really does not show. You have the job advertisements where it says "Looking for employees, Croatian ...." (advertisement for a position that was posted at the entrance to the Department of Employment 2-3 years ago). You have stores, shopping centers, where there are no women members of Serbian nationality. We had two cases when the women came to complain, because they heard that the

store “Naš dom”, which opened in late 2008. , sought injunction, to which they normally could not come, that there must not be employed by any Serbian.

- Women that before the war worked in Knin hospital as a midwife 20 years and more, 1996. returned to Croatia (after its refuge) and still failed to employ. Croatian Helsinki Comitee, to which she addressed seeking legal help, wrote a statement asking the hospital directorate to explain this case, the directorate has changed, but she is still not employed.
- Pharmaceutical technician, although she has all the paperwork to prove her experience and education necessary for this position, and despite the clearly expressed interest in the job since 1997. she is waiting for a job, and the position for which she applied employed the person who has lived in Bosnia (Croatian nationality) and hospital funded education for the job, and travel expenses for the relation Šibenik-Knin
- Example of a highly educated member of the Serbian national minority (post-graduate level education in the field of social sciences) who cannot get a job in education in this area despite the qualifications (acquired in Belgrade). An additional obstacle is the fact that she has documents as a permanent resident foreigner. (Pakrac)
- Another is the case of nurse, which has for a few years after returning to the Republic of Serbia from exile persistently sought a job at a hospital in Petrinja and she could not get to the hospital until it came under Petrinja General Hospital, Dr. I. Pedišić from Sisak. In fact, responses to her requests were not received or were negative. It was only around the 2004 until she got a job in a new hospital in Petrinja.
- A third nurse by no means could be employed in a hospital, health center, etc. in Petrinja and Sisak. After numerous attempts she got a job at a private health clinic, which provides medical services and on the field. In addition, she also had trouble passing the professional exam, because she could not find her documentation on internship although she did her intership before the war in a hospital in Petrinja.

- The fourth person, also a nurse, failed to get a job in the state health institution but she got a job in Zagreb, in a private home for the elderly. Her employment started during the war, and now she has trouble in convalidating that part of her work years.
- In addition to these cases, it is worth mentioning the case of two educational workers who could never get a job, because from 1991. to 1995. they remained in the occupied territory. (SDF, Petrinja)
- Woman, 43 g, Dipl. Econ, before the war finished Faculty in Osijek, an ethnic Hungarian (but no Hungarian name), married to Serb (Serbian last name), looking for a job. She attended additional training for financial inspectors (lasting nearly a year), which she herself funded. She answered the call for a financial inspector for special taxes. The application was duly sent to Zagreb. For four job places 169 applications were received. She came into the second round of the talks in Zagreb, after she gave her ID card, she was asked, "And who called you?" - The national question. She was not employed, and when she later, asked indirectly "through connections and channels," she was told to lay low and it's not time for her to be among those four.
- Woman, 60 years before the war, acquired disability. During the war she lived in her house in Dalj from where she did not move. After reintegration authorities do not acknowledge her disability, she is unable to work, work years and other rights are not exercised because she is in the so-called group. "Serbian workers of conglomerate Borovo, dispute led to the Supreme Court but she was rejected on the grounds that " she shares destiny of her area. "
- There have been parties that have applied for the jobs - NGO has encouraged them to take the written job applications and declare on national origin. In fact, in cases where they did not get a job, in a written explanation from the Commission is very difficult to discern whether it is discrimination. Many give up on the submission of any appeals. Discrimination is difficult to prove.
- Parties regularly seek legal advice and logging in discrimination cases. CHC seeks explanation from the hospitals, the Ministry of Health, regarding the criteria by which the selection of candidates is held, aiming on discrimination

on ethnic grounds. Everybody(hospital) distance themselves from it, because under the Act on the Protection of Personal Data data on the nationality is not collected. Such a response is ridiculous, because everyone knows who's who regarding the nationality.

- As regards employment, members of minorities (Serbian) rarely turn to CHC, because as it is normal to be out of work.
- Several elementary schoolteachers asked for help, who are for a long time waiting for a job, because very often, when the contest was even announced, without explanation they were rejected. All inspections were engaged regarding these appeals and they have found that legally all is right, because the director has the discretion to choose the candidates. The problem is the law is flawed because it does not include educational institutions, and in this way the injured party in the appeal have nothing to call on. Also, it is common not to announce the work place advertisement because people are employed on "urgent" procedure or are employed in non-full-time (corruption). (CHC, Knin)

## **Institutional framework for equalizing opportunities for employment**

Only with the adoption of the Constitutional Act on rights of National Minorities in December 2002. was created consistent system of minority protection, based on three pillars: 1) the right to parliamentary representation of minorities at the national level, 2) the right to proportional representation of ethnic minorities in legislative and executive bodies of local self-government, where minorities make up more than 15% of the population and 3) the right of a minority self-government. The research, which is part of determining the index of openness of Croatian society 2005. among experts on the protection of minorities conducted by OSI Croatia, shows how minority rights are institutionally well-protected, and that the problem are insufficiently developed mechanisms for monitoring care and insufficient willingness of the majority to respond to violations of minority rights and the lack of implementing legislation that would allow the implementation of minority rights Constitutional Law on the representation in the state administration, the judiciary, civil service and local government administrative apparatus. The principle of positive discrimination contained in Article 22 Constitutional law as *intentio legis*, but not realized through implementing legislation (UNDP, *Unplugged*, 2006.). Croatian Employment Service implementing measures are covering some of the more difficult employable group of women. However, with the exception of the Roma minority, there are no targeted measures for members of other ethnic minorities. One of the obstacles in the implementation of such measures is certainly the fact that the Croatian Employment Service (CES), in accordance with the Law on Personal Data Protection, formally does not collect information on ethnicity. This still shows uncrossable barrier if we take into account that during the implementation of specific measures for the Roma minority to target ethnic groups came indirectly through the home addresses of the CES (the area in question, the Roma, in fact, live in separate settlements).

In addition, as we learn from the focused group discussions, in smaller communities everyone concerned - including the staff of CES - very well know who is of what nationality. Thus it seems that the biggest obstacle to the collection of data on national minorities (in our study) is not the above mentioned law as gap and / or lack of determination to grapple with the problems of the Serbian minority. For it appears to



be, from these talks, a lack of a strong will and interest. It is doubtful, in any manner, in the context of the affirmation of the rights of minorities, if it is possible to interpret / apply the law on protection of personal data in a way to contribute to the realization instructive provisions of Article 22 of the Constitutional Act on rights of National Minorities. Specifically, without data on the share of women members of national minorities in the total number of unemployed women is impossible to determine the weight and position of the group, and even design the appropriate mechanisms to improve their position. However, data on the nationality of it would be possible to collect anonymous, which would protect the right of citizens to protect their personal data.

The problem of high unemployment of women in PPDS and the problem of a large number of elderly returnee population that lives in relative traffic and incommunicado, without adequate infrastructure, common to be able to deal with the development of social entrepreneurship. As a concept, the term “social entrepreneurship” is designed in the mid-1990s, and refers to the entity that wants to reconcile social and economic objectives - which are the focus of enterprise social goals. So definitely, social entrepreneurship can include NGOs, foundations, voluntary and charitable organizations.

Despite the diversity, social enterprises provides social services and contributes to the integration of unemployed persons, thus assisting in the development of underdeveloped areas, reducing poverty and promoting cohesive communities (UNDP, Social Enterprise, 2008.).

## Conclusion

Affiliation to a vulnerable group significantly increases the risk of social exclusion, unemployment and poverty. Life in areas that were demographically and economically devastated in the war (and these are the areas where lives most members of Serbian community in Croatia). Because of underdevelopment and high unemployment, but also because drastically reduced economic activity in relation to the pre-war situation (in these areas two thirds of jobs have been lost) by itself causes the risk of social exclusion. And also, this risk is further increased by being in one, let alone two vulnerable groups.

Method, in which Croatia has so far dealt with the issue of unemployment of women, members of minority ethnic communities in the area, has not reduced the risk. Reducing support to employment of national minorities on the mechanisms under Article 22 of Constitutional Act, which primarily addresses issues of political proportions of members of the majority and minority communities in the executive bodies of local and regional governments, and then to the judiciary and public administration, makes the question of minority protection in the matter of political relations, and then connect to it clientelism and political corruption. Since the institution of public administration and public services were established before the entry into force of the Constitutional Law and the introduction of the right to “discriminate reactive” minorities, this right remains largely formal and does not help in increasing the employment opportunities of minorities. Corruption, “connections” and “reference” are perceived as the main “instruments” in employment in the public service and administration, especially in areas where employment is “scarce resource”.

A special issue of minority population in employment prospects of is the lack systematic policy of sustainable development. Neither the public nor the civil society does not recognize the segmented policies to encourage employment of less employable groups, and there is complete lacking of awareness on the importance of gender equality in access to employment.

Croatia has in the past twenty years, completely neglected the practice of social entrepreneurship, and local communities do not develop the climate for such

employment where profit was not the main interest. In areas where there is a huge shortage of jobs and the workforce has no skills that ensure high productivity and profitability of jobs, social entrepreneurship, what we once knew as “sheltered workshops,” could be a source of new employment. Local communities, primarily municipalities, can be a kind of incubator of organizations and cooperatives simple societies, which would renew traditional crafts, work with secondary raw materials, or took advantage of some regional particularities and ensure that recruitment would be “a goal in itself”, which would cover the costs of production and salaries, without any profit. Such projects are of particular interest in “women’s entrepreneurship.”

In the areas of special state concern civil society advocates implementing programs to subsidize employment of heavier employable groups. In doing so, it considers necessary and to define additional mechanisms for ensuring gender equality. In addition it is needed to overcome the kind of hypocrisy of the so-called “political correctness” that is reflected by a discussion on the approach of national minority positions. In small places, where the subjects in this study say that everyone knows everything about everyone, including everyone’s nationality, such a policy cannot be justified by the individual’s rights to privacy and confidentiality of their nationality.

## Appendix: Data on employment of minorities and women in the ten local governments included in the research

<b>Beli Manastir</b>	Total employed	Total employed minorities	Total employed minorities - percentage	Total employed members of Serbian minority	Total employed members of Serbian minority - percentage	Total employed women	Total employed women - percentage	Total employed women members of national minorities	Total employed women members of national minorities - percentage	Total employed women members of Serbian national minority	Total employed women members of Serbian national minority - percentage
SPopulation: 10.986 National minorities: 4.469 (41%) Serbs: 2.920 (27%) Women: 5.853 (53%)											
Center for EntrepreneurshipBeli Manastir	1	0	0%	0	0%	1	100%	0	0%	0	0%
City library	7	3	43%	2	29%	5	71%	2	40%	2	40%
Second High school*	58	23	40%	15	26%	39	67%	14	36%	9	23%
Home for the Aged and infirm persons	52	16	31%	15	29%	46	88%	15	33%	14	30%
Stanouprava d.o.o.	11	6	55%	5	45%	7	64%	3	43%	3	43%
Office of the State Administration	27	9	33%	4	15%	19	70%	8	42%	4	21%
City administration	18	5	28%	5	28%	13	72%	4	31%	4	31%
Police	114	44	39%	37	32%	28	25%	12	43%	12	43%
Employment service	10	7	70%	6	60%	8	80%	5	63%	5	63%
Home for the Aged and infirm persons Baranjsko sunce	39	10	26%	6	15%	34	87%	8	24%	4	12%
Public professional fire brigade	22	4	18%	4	18%	2	9%	1	50%	1	50%
<b>TOTAL</b>	<b>356</b>	<b>127</b>	<b>35%</b>	<b>99</b>	<b>28%</b>	<b>202</b>	<b>56%</b>	<b>72</b>	<b>36%</b>	<b>58</b>	<b>29%</b>

Note: \* In the Second High school is implemented in the language and script of the Serbian minority.

Baranja water supply has employed 57 people, including 11 women (19%), no records of their nationality.

Social Welfare Centre has 24 employed persons, of whom 17 women (71%), no records of their nationality.

CIHI has employed nine people, including eight women (89%), no records of their nationality.

<b>Dvor</b>	Total employed	Total employed minorities	Total employed minorities - percentage	Total employed members of Serbian minority	Total employed members of Serbian minority - percentage	Total employed women	Total employed women - percentage	Total employed women members of national minorities	Total employed women members of national minorities - percentage	Total employed women members of Serbian national minority	Total employed women members of Serbian national minority - percentage
Population: 5.742 National minorities: 3.528 (61%) Serbs: 3.495 (61%) Women: 3.063 (53%)											
Municipal administration	8	4	50%	4	50%	4	50%	1	25%	1	25%
Registry office	2	0	0%	0	0%	2	100%	0	0%	0	0%
Centre for Social Welfare	3	0	0%	0	0%	3	100%	0	0%	0	0%
Land Registry Division of the Municipal Court	3	0	0%	0	0%	3	100%	0	0%	0	0%
State Geodetic Administration-cadastre	2	0	0%	0	0%	1	50%	0	0%	0	0%
Tax Administration	4	0	0%	0	0%	4	100%	0	0%	0	0%
Forestry Office	20	1	5%	1	5%	2	10%	0	0%	0	0%
Croatian forests	15	3	20%	3	20%	3	20%	1	33%	1	33%
Croatian Electricity Company	20	1	5%	1	5%	3	15%	0	0%	0	0%
Croatian post office	7	0	0%	0	0%	0	0%	0	0%	0	0%
Croatian lottery	1	0	0%	0	0%	1	100%	0	0%	0	0%
Library	3	1	33%	1	33%	3	100%	1	33%	1	33%
Kindergarden	6	4	67%	4	67%	5	83%	3	60%	3	60%
Komunalac	11	3	27%	3	27%	1	9%	0	0%	0	0%
Healthcare Centre	22	10	45%	10	45%	15	68%	7	47%	7	47%
Red cross	16	13	81%	13	81%	9	56%	8	89%	8	89%
Health Insurance Fund	2	0	0%	0	0%	2	100%	0	0%	0	0%
Pension Fund	1	0	0%	0	0%	1	100%	0	0%	0	0%
Employment service	1	0	0%	0	0%	1	100%	0	0%	0	0%
Pharmacy	2	0	0%	0	0%	2	100%	0	0%	0	0%
Elementary school in Dvoru and branch school in Rujevac	36	8	22%	8	22%	26	72%	3	12%	3	12%
FINA	1	0	0%	0	0%	1	100%	0	0%	0	0%
<b>TOTAL</b>	<b>186</b>	<b>48</b>	<b>26%</b>	<b>48</b>	<b>26%</b>	<b>92</b>	<b>49%</b>	<b>24</b>	<b>26%</b>	<b>24</b>	<b>26%</b>

<b>Glina</b>	Total employed	Total employed minorities	Total employed minorities - percentage	Total employed members of Serbian minority	Total employed members of Serbian minority - percentage	Total employed women	Total employed women - percentage	Total employed women members of national minorities	Total employed women members of national minorities - percentage	Total employed women members of Serbian national minority	Total employed women members of Serbian national minority - percentage
Population: 9.868 National minorities: 2.875 (29%) Serbs: 2829 (29%) Women: 5.244 (53%)											
City Government	25	1	4%	1	4%	15	60%	0	0%	0	0%
Office of the State Administration	4	1	25%	1	25%	3	75%	1	33%	1	33%
The Registry Office	3	0	0%	0	0%	1	33%	0	0%	0	0%
Cadastral	6	0	0%	0	0%	3	50%	0	0%	0	0%
Tax Administration	6	0	0%	0	0%	3	50%	0	0%	0	0%
Municipal Court	24	0	0%	0	0%	19	79%	0	0%	0	0%
Magistrates Court	4	0	0%	0	0%	4	100%	0	0%	0	0%
Komunalac	47	2	4%	2	4%	7	15%	2	29%	2	29%
Kindergarten	7	0	0%	0	0%	7	100%	0	0%	0	0%
Library	5	0	0%	0	0%	3	60%	0	0%	0	0%
Croatia insurance	2	0	0%	0	0%	1	50%	0	0%	0	0%
FINA	3	0	0%	0	0%	3	100%	0	0%	0	0%
Croatian post office	12	0	0%	0	0%	3	25%	0	0%	0	0%
Croatian lottery	1	0	0%	0	0%	1	100%	0	0%	0	0%
Croatian Institute for Pension Insurance	1	0	0%	0	0%	0	0%	0	0%	0	0%
Croatian Institute for Health Insurance	4	0	0%	0	0%	3	75%	0	0%	0	0%
Centre for Social Welfare	16	3	19%	3	19%	12	75%	3	25%	3	25%
Employment service	2	0	0%	0	0%	2	100%	0	0%	0	0%
Healthcare Centre	17	1	6%	1	6%	9	53%	1	11%	1	11%
High school	40	0	0%	0	0%	27	68%	0	0%	0	0%
Elementary school	66	6	9%	6	9%	51	77%	3	6%	3	6%
Penitentiary	250	22	9%	16	6%	53	21%	6	11%	2	4%
<b>TOTAL</b>	<b>545</b>	<b>36</b>	<b>7%</b>	<b>30</b>	<b>6%</b>	<b>230</b>	<b>42%</b>	<b>16</b>	<b>7%</b>	<b>12</b>	<b>5%</b>

Note: Croatian Forests have a staff of 30 people, including seven women (23%), no records of their nationality.

Croatian Electricity Company does not keep records on nationality.

Croatian Roads, Nadcestarija Glina are not responsible for providing information about the ethnicity of staff, and are waiting for the manifestation of the relevant institutions.

<b>Gvozd</b>	Total employed	Total employed minorities	Total employed minorities - percentage	Total employed members of Serbian minority	Total employed members of Serbian minority - percentage	Total employed women	Total employed women - percentage	Total employed women members of national minorities	Total employed women members of national minorities - percentage	Total employed women members of Serbian national minority	Total employed women members of Serbian national minority - percentage
Population: 3.779											
National minorities: 2.208 (58%)											
Serbs: 2.193 (58%)											
Women: 2.041 (54%)											
Croatian post office	5	0	0%	0	0%	2	40%	0	0%	0	0%
Cadastre	4	0	0%	0	0%	2	50%	0	0%	0	0%
Land Registry	4	0	0%	0	0%	3	75%	0	0%	0	0%
Library	1	0	0%	0	0%	1	100%	0	0%	0	0%
Kindergarten	3	0	0%	0	0%	2	67%	0	0%	0	0%
Komunalac	6	5	83%	5	83%	1	17%	1	100%	1	100%
Healthcare centre	8	0	0%	0	0%	6	75%	0	0%	0	0%
Municipal administration	7	4	57%	4	57%	4	57%	1	25%	1	25%
Elementary school	24	9	38%	9	38%	17	71%	6	35%	6	35%
Police	50	2	4%	2	4%	0	0%	0	0%	0	0%
HEP	19	0	0%	0	0%	2	11%	0	0%	0	0%
Croatian forests	30	3	10%	3	10%	4	13%	1	25%	1	25%
Croatian Institute for Pension Insurance	2	0	0%	0	0%	1	50%	0	0%	0	0%
Croatian Institute for Health Insurance	1	0	0%	0	0%	0	0%	0	0%	0	0%
Employment service	1	0	0%	0	0%	0	0%	0	0%	0	0%
Centre for Social Welfare	1	0	0%	0	0%	1	100%	0	0%	0	0%
Red cross	1	1	100%	1	100%	0	0%	0	0%	0	0%
The Registry Office	1	0	0%	0	0%	0	0%	0	0%	0	0%
FINA	2	0	0%	0	0%	2	100%	0	0%	0	0%
Tax administration	3	1	33%	1	33%	2	67%	0	0%	0	0%
<b>TOTAL</b>	<b>173</b>	<b>25</b>	<b>14%</b>	<b>25</b>	<b>14%</b>	<b>50</b>	<b>29%</b>	<b>9</b>	<b>18%</b>	<b>9</b>	<b>18%</b>

<b>Hrvatska Kostajnica</b>											
Population: 2.746	Total employed	Total employed minorities	Total employed minorities - percentage	Total employed members of Serbian minority	Total employed members of Serbian minority - percentage	Total employed women	Total employed women - percentage	Total employed women members of national minorities	Total employed women members of national minorities - percentage	Total employed women members of Serbian national minority	Total employed women members of Serbian national minority - percentage
National minorities: 473 (17%)											
Serbs: 433 (16%)											
Women: 1.447 (53%)											
City Administration	18	2	11%	2	11%	5	28%	0	0%	0	0%
Croatian post office	6	0	0%	0	0%	2	33%	0	0%	0	0%
Cadastre	3	0	0%	0	0%	3	100%	0	0%	0	0%
Municipal court	24	1	4%	0	0%	18	75%	1	6%	0	0%
Library	4	0	0%	0	0%	3	75%	0	0%	0	0%
Kindergarten	10	1	10%	0	0%	9	90%	1	11%	0	0%
Utility company	19	2	11%	0	0%	1	5%	1	100%	0	0%
Elementary school	42	4	10%	3	7%	36	86%	4	11%	3	8%
High school	42	8	19%	6	14%	24	57%	4	17%	2	8%
Croatian Electricity Company	22	3	14%	2	9%	3	14%	1	33%	0	0%
Croatian forests	7	1	14%	1	14%	3	43%	0	0%	0	0%
State administration office	5	0	0%	0	0%	2	40%	0	0%	0	0%
Tax administration	5	0	0%	0	0%	3	60%	0	0%	0	0%
Croatian Institute for Health Insurance	2	0	0%	0	0%	2	100%	0	0%	0	0%
Croatian Institute for Pension Insurance	1	0	0%	0	0%	1	100%	0	0%	0	0%
Employment service	2	0	0%	0	0%	2	100%	0	0%	0	0%
Centre for Social Welfare	10	0	0%	0	0%	10	100%	0	0%	0	0%
Red cross	1	0	0%	0	0%	1	100%	0	0%	0	0%
Fire department	2	0	0%	0	0%	0	0%	0	0%	0	0%
<b>TOTAL</b>	<b>225</b>	<b>22</b>	<b>10%</b>	<b>14</b>	<b>6%</b>	<b>128</b>	<b>57%</b>	<b>12</b>	<b>9%</b>	<b>5</b>	<b>4%</b>



<b>Plaški</b>	Total employed	Total employed minorities	Total employed minorities - percentage	Total employed members of Serbian minority	Total employed members of Serbian minority - percentage	Total employed women	Total employed women - percentage	Total employed women members of national minorities	Total employed women members of national minorities - percentage	Total employed women members of Serbian national minority	Total employed women members of Serbian national minority - percentage
Population: 2.292 National minorities: 1.069 (47%) Serbs: 1.054 (46%) Women: 1.190 (52%)											
Municipal administration	6	1	17%	1	17%	3	50%	0	0%	0	0%
Elementary school	15	1	7%	1	7%	11	73%	1	9%	1	9%
Healthcare Centre	7	1	14%	1	14%	7	100%	1	14%	1	14%
Utility company "Veks"	9	6	67%	6	67%	1	11%	1	100%	1	100%
Library	1	0	0%	0	0%	0	0%	0	0%	0	0%
Croatian forests	18	0	0%	0	0%	4	22%	0	0%	0	0%
Croatian Electricity Company	8	0	0%	0	0%	0	0%	0	0%	0	0%
Croatian post office	3	0	0%	0	0%	1	33%	0	0%	0	0%
Croatian railways	12	1	8%	1	8%	0	0%	0	0%	0	0%
Croatian lottery	1	0	0%	0	0%	1	100%	0	0%	0	0%
<b>TOTAL</b>	<b>80</b>	<b>10</b>	<b>13%</b>	<b>10</b>	<b>13%</b>	<b>28</b>	<b>35%</b>	<b>3</b>	<b>11%</b>	<b>3</b>	<b>11%</b>

<b>Vojnić</b>												
Population: 5.495												
National minorities: 3.192 (58%)												
Serbs: 2.747 (50%)												
Women: 2.817 (51%)												
	Total employed	Total employed minorities	Total employed minorities - percentage	Total employed members of Serbian minority	Total employed members of Serbian minority - percentage	Total employed women	Total employed women - percentage	Total employed women members of national minorities	Total employed women members of national minorities - percentage	Total employed women members of Serbian national minority	Total employed women members of Serbian national minority - percentage	
Croatian post office	5	0	0%	0	0%	1	20%	0	0%	0	0%	
Cadastre	2	1	50%	1	50%	1	50%	0	0%	0	0%	
Land Registry	2	0	0%	0	0%	1	50%	0	0%	0	0%	
Library	4	1	25%	1	25%	2	50%	1	50%	1	50%	
Kindergarten	3	0	0%	0	0%	3	100%	0	0%	0	0%	
Utility company	20	8	40%	8	40%	2	10%	2	100%	2	100%	
Healthcare center	20	7	35%	7	35%	13	65%	3	23%	3	23%	
Općinska uprava	9	3	33%	3	33%	7	78%	2	29%	2	29%	
Elementary school	44	5	11%	4	9%	36	82%	2	6%	2	6%	
Police	30	0	0%	0	0%	10	33%	0	0%	0	0%	
Croatian Electricity Company	12	0	0%	0	0%	0	0%	0	0%	0	0%	
Croatian forests	30	1	3%	1	3%	3	10%	0	0%	0	0%	
Croatian Institute for Health Insurance	2	0	0%	0	0%	2	100%	0	0%	0	0%	
Croatian Institute for Pension Insurance	1	0	0%	0	0%	1	100%	0	0%	0	0%	
Employment service	2	0	0%	0	0%	2	100%	0	0%	0	0%	
Centre for social care	2	0	0%	0	0%	2	100%	0	0%	0	0%	
Red cross	1	1	100%	1	100%	1	100%	1	100%	1	100%	
The Registry Office	1	0	0%	0	0%	1	100%	0	0%	0	0%	
Ured društvenih djelatnosti Karlovačke žup.-ispostava Vojnić	2	0	0%	0	0%	2	100%	0	0%	0	0%	
FINA	1	0	0%	0	0%	0	0%	0	0%	0	0%	
Tax administration	4	0	0%	0	0%	2	50%	0	0%	0	0%	
Fire department	1	0	0%	0	0%	0	0%	0	0%	0	0%	
<b>TOTAL</b>	<b>198</b>	<b>27</b>	<b>14%</b>	<b>26</b>	<b>13%</b>	<b>92</b>	<b>46%</b>	<b>11</b>	<b>12%</b>	<b>11</b>	<b>12%</b>	

<b>Vukovar</b>	Total employed	Total employed minorities	Total employed minorities - percentage	Total employed members of Serbian minority	Total employed members of Serbian minority - percentage	Total employed women	Total employed women - percentage	Total employed women members of national minorities	Total employed women members of national minorities - percentage	Total employed women members of Serbian national minority	Total employed women members of Serbian national minority - percentage
Population: 31.670 National minorities: 12.156 (38%) Serbs: 10.412 (33%) Women: 17.105 (54%)											
Elementary school Siniša Glavašević	71	37	52%	33	46%	56	79%	29	52%	25	45%
County State Attorney office	21	4	19%	4	19%	16	76%	4	25%	4	25%
Social care centre	30	11	37%	10	33%	23	77%	10	43%	9	39%
Technical School Nikola Tesla	98	66	67%	63	64%	48	49%	31	65%	29	60%
Elementary school Blago Zadro	46	4	9%	3	7%	37	80%	2	5%	2	5%
State Administration office	178	25	14%	24	13%	122	69%	18	15%	18	15%
City Administration	53	13	25%	11	21%	28	53%	7	25%	5	18%
Elementary school	29	7	24%	6	21%	23	79%	4	17%	4	17%
Elementary school Nikola Andrić	54	27	50%	26	48%	42	78%	18	43%	18	43%
City museum	14	2		2	14%	9	64%	1	11%	1	11%
<b>TOTAL</b>	<b>594</b>	<b>196</b>	<b>33%</b>	<b>182</b>	<b>31%</b>	<b>404</b>	<b>68%</b>	<b>124</b>	<b>31%</b>	<b>115</b>	<b>28%</b>

**Note:**

Ministry of Interior, police station Vukovar has 43% of the employed members of national minorities, 18% of employed women (of whom 42% ethnic minority). Data are provided in percentages, because figures are classified with label restricted.

Croatian Electricity Company - Elektra Vinkovci has 301 employee, among them 55 women (18%), according to Art. 8 of the Law on the protection of personal data is prohibited the collection of personal data relating to ethnic origin.

Water supply has not apprised on requested data, because there is no legal basis.

Croatian Institute for Health Insurance has nine people employed, including six women (67%), no records of their nationality.

<b>Gračac</b>											
Population: 3.923	Total employed	Total employed minorities	Total employed minorities - percentage	Total employed members of Serbian minority	Total employed members of Serbian minority - percentage	Total employed women	Total employed women - percentage	Total employed women members of national minorities	Total employed women members of national minorities - percentage	Total employed women members of Serbian national minority	Total employed women members of Serbian national minority - percentage
National minorities: 1.560 (40%)											
Serbs: 1.523 (39%)											
Women: 1.980 (50%)											
Croatian Institute for Pension Insurance	1	0	0%	0	0%	1	100%	0	0%	0	0%
State Administration office	6	0	0%	0	0%	3	50%	0	0%	0	0%
Municipality administration	8	2	25%	2	25%	5	63%	1	20%	1	20%
<b>TOTAL</b>	<b>15</b>	<b>2</b>	<b>13%</b>	<b>2</b>	<b>13%</b>	<b>9</b>	<b>60%</b>	<b>1</b>	<b>11%</b>	<b>1</b>	<b>11%</b>

**Note:**

Croatian Electricity Company has 10 people employed, 2 of them are women (20%), no records on ethnicity.

Ministry of Interior, Police Station Gracac: 19% of employed are women. Pursuant to the Regulations on the secrecy of official police data information about the total number of employees can not be given.

Croatian Institute for Health Insurance has two people employed, both women (100%), no records of their nationality.

<b>Knin</b>											
Population: 15.190 National minorities: 3.256 (21%) Serbs: 3.164 (21%) Women: 7.849 (52%)	Total employed	Total employed minorities	Total employed minorities - percentage	Total employed members of Serbian minority	Total employed members of Serbian minority - percentage	Total employed women	Total employed women - percentage	Total employed women members of national minorities	Total employed women members of national minorities - percentage	Total employed women members of Serbian national minority	Total employed women members of Serbian national minority - percentage
District State Attorney office	10	1	10%	0	0%	7	70%	1	14%	0	0%
State administration office	15	0	0%	0	0%	12	80%	0	0%	0	0%
Croatian employment service	5	0	0%	0	0%	4	80%	0	0%	0	0%
Croatian Chamber of Commerce	6	0	0%	0	0%	5	83%	0	0%	0	0%
Krka National Park	4	0	0%	0	0%	2	50%	0	0%	0	0%
Vocational High School	64	8	13%	8	13%	29	45%	1	3%	1	3%
<b>TOTAL</b>	<b>104</b>	<b>9</b>	<b>9%</b>	<b>8</b>	<b>8%</b>	<b>59</b>	<b>57%</b>	<b>2</b>	<b>3%</b>	<b>1</b>	<b>2%</b>

Note:

Lovro Monti High School has 55 employees, of whom 39 women (71%), no records on ethnicity.

General Hospital "Hrvatski ponos" has called on Article 8 of Law on Protection of Personal Data which prohibits collection of data relating to ethnic origin.

Croatian Health Insurance Institute has a total of 6 employees, of which 5 women (83%), no records of their nationality.

FINA has no information about the ethnicity of employees.

