

Overview of national measures regarding employment and social security of displaced persons coming from Ukraine

Country Fiche – Croatia
February 2023

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1.0 Legal and institutional framework

1.1 Legal framework

1.1.1 List of the legal framework

- I. Legislation implementing the Temporary Protection Directive (TPD or the Directive)¹ and Council Implementing Decision (EU) 2022/382²

TPD was transposed through the [Act on International and Temporary Protection](#) (Official Gazette 70/15, 127/17), adopted on 12 June 2015, in force from 2 July.

A person under temporary protection is entitled to the following rights:

- ▶ residence/stay for the duration of temporary protection;
- ▶ an alien's Card under temporary protection, which is considered a residence permit;
- ▶ right to work without a residence and work permit or a certificate of registration of work;
- ▶ right to health care - by presenting the Card of a foreigner under temporary protection, such persons exercise all rights from the compulsory health insurance, and once employed, they receive the Card of a health insured person;
- ▶ fixed assets for living and accommodation;
- ▶ primary and secondary education equal to Croatian citizens;
- ▶ family reunification; and
- ▶ information on rights and obligations.

- II. Legislation having an impact on the (access to) (self-)employment and social security/welfare for the displaced persons coming from Ukraine

[Act on International and Temporary Protection](#) (Official Gazette 70/15, 127/17), adopted on 12 June 2015, in force from 2 July, provides that foreigners under temporary protection may work in Croatia without a residence or work permit or certificate of registration of work (Art. 86).

[Social Welfare Act](#) (Official Gazette 18/22, 46/22), adopted on 28 January 2022, in force from 17 February 2022.

¹ Council Directive 2001/55/EC of 20 July 2001 on minimum standards for giving temporary protection in the event of a mass influx of displaced persons and on measures promoting a balance of efforts between Member States in receiving such persons and bearing the consequences thereof, OJ L 212, 7 August 2001, p. 12-23, available at: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32001L0055>.

² Council Implementing Decision (EU) 2022/382 of 4 March 2022 establishing the existence of a mass influx of displaced persons from Ukraine within the meaning of Article 5 of Directive 2001/55/EC, and having the effect of introducing temporary protection, OJ L 71, 4 March 2022, p. 1-6, available at: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex:32022D0382>.

[Decision on Temporary Protection for Displaced Persons from Ukraine](#), adopted on 7 March 2022, in force from 7 March 2022.

[Decision on the establishment of an Interdepartmental Working Group for the Implementation of Activities for the Reception and Care of Refugees from Ukraine](#), adopted on 28 February 2022, in force from 28 February 2022.

[Labour Market Act](#) (Official Gazette 118/18, 32/20, 18/22), adopted on 14 December 2018, in force from 1 January 2019.

[Law on Foreigners](#) (Official Gazette 133/2020), adopted on 2 December 2020, in force from 1 January 2021.

[Ordinance on Healthcare Standards for Applicants for International Protection and Foreigners with Temporary Protection](#) (Official Gazette No 28/2000), adopted on 3 March 2020, in force from 21 March 2020.

[Decree on the Method of Calculating and the Amount of Allowances for the Support of Third-Country Nationals in the Republic of Croatia](#) (Official Gazette 14/21), adopted on 11 February 2021, in force from 13 February 2021.

[Anti-discrimination Act](#) (Official Gazette 85/08, 112/12), adopted on 15 July 2008, in force from 1 January 2009.

[Law on Mandatory Health Insurance and Healthcare for Foreigners in the Republic of Croatia](#) (Official Gazette No 80/13, 15/18, 26/21, 46/22), adopted on 21 June 2013, in force from 1 July 2013.

1.1.2 Beneficiaries (persons covered by temporary protection)

Type of beneficiary	National regime of temporary protection for displaced persons coming from Ukraine
Ukrainian nationals <ul style="list-style-type: none"> ▶ Residing in Ukraine ▶ displaced from 24 February 2022 	Yes See Decision on Temporary Protection for Displaced Persons from Ukraine.
Family members <ul style="list-style-type: none"> ▶ of a Ukrainian national present or residing in Ukraine before 24 February 2022 and displaced from Ukraine on or after 24 February 2022 ▶ of third-country nationals and stateless persons, who benefited from international protection or equivalent national protection in Ukraine before 24 February 2022 and were displaced from Ukraine on or after 24 February 2022 	Yes See Decision on Temporary Protection for Displaced Persons from Ukraine. A family member is defined as: <ul style="list-style-type: none"> ▶ a spouse or a non-marital partner (person in domestic partnership); ▶ minor children no matter whether they are born in marital or non-marital partnership or adopted; ▶ other close relatives who lived in the same household at the moment when the circumstances connected to displaced

Type of beneficiary	National regime of temporary protection for displaced persons coming from Ukraine
	persons from Ukraine took effect and who were at that time completely or mostly dependent on these persons.
Third-country nationals and stateless persons beneficiaries of international or equivalent national protection in Ukraine until 24 February 2022	Yes See Decision on Temporary Protection for Displaced Persons from Ukraine)
Stateless persons and nationals of third countries, legally residing in Ukraine before 24 February 2022 on the basis of a valid permanent resident permit and unable to return in safe and durable conditions to their country or region of origin	Yes See Decision on Temporary Protection for Displaced Persons from Ukraine.
Other persons who are displaced for the same reasons and from the same country of region of origin (Article 7(1) of TPD), including <ul style="list-style-type: none"> ▶ stateless persons and ▶ nationals of third countries other than Ukraine, who are residing legally in Ukraine and who are unable to return in safe and durable conditions to their country or region of origin (Article 2(3) Council Decision).	No
Any additional category of beneficiaries (i.e. persons who arrived from Ukraine before 24 February 2022)	Yes See the Decision on Temporary Protection for Displaced Persons from Ukraine. Ukrainian nationals and their family members who left Ukraine due to security situation just before 24 February 2022 and who cannot return to Ukraine due to the armed conflict.

1.2 Institutional framework

- a) National competent authority(ies) providing assistance to the persons enjoying temporary (or adequate) protection coming from Ukraine.

Scope of work	Name of the authority (in EN)	Name of the authority (in national language)	Hyperlink
General (including status change in Section 2)	Ministry of the Interior (status, residence)	<i>Ministarstvo unutarnjih poslova</i>	www.mup.hr https://hrvatskazaukrajину.gov.hr/informacije/status-privremene-zastite/152
Employment rights	Ministry of Labour, Pension System, Family and Social Policy Croatian Employment Service ENIC/NARIC Office Ministry of Finance – Tax Administration	<i>Ministarstvo rada, mirovinskoga sustava, obitelji i socijalne politike</i> <i>Hrvatski zavod za zapošljavanje</i> <i>Ured ENIC/NARIC</i> <i>Ministarstvo financina – Porezna uprava</i>	https://mrosp.gov.hr/ https://hrvatskazaukrajину.gov.hr/UserDocsImages/dokumenti/HR/Aktivnosti%20-%20datoteke/Ministarstvo%20rada%20letak%20HR.pdf https://www.hzz.hr/en/ https://www.azvo.hr/en/enic-naric-office https://www.porezna-uprava.hr/en/Pages/default.aspx
Social welfare and social security rights	Ministry of Labour, Pension System, Family and Social Policy Croaticum – Centar za hrvatski kao drugi i strani jezik Ministry of Health	<i>Ministarstvo rada, mirovinskoga sustava, obitelji i socijalne politike</i> <i>Croaticum – Centre for Croatian as a Second and Foreign Language</i> <i>Ministarstvo zdravstva</i>	https://mrosp.gov.hr/ https://hrvatskazaukrajину.gov.hr/UserDocsImages/dokumenti/HR/Aktivnosti%20-%20datoteke/Ministarstvo%20rada%20letak%20HR.pdf https://croaticum.ffzg.unizg.hr/?page_id=4674 https://zdravlje.gov.hr/

Scope of work	Name of the authority (in EN)	Name of the authority (in national language)	Hyperlink
	Croatian Institute of Public Health	<i>Hrvatski zavod za javno zdravstvo</i>	https://www.hzjz.hr/en/mreza-zavoda-za-javno-zdravstvo/

- b) Existence of a mechanism in place to coordinate the work of these national authorities with respect to persons enjoying temporary (or adequate) protection coming from Ukraine.

Yes, the coordination between authorities has been established.

On 28 February 2022, the Government of the Republic of Croatia adopted the Decision on the establishment of an Interdepartmental Working Group for the Implementation of Activities for the Reception and Care of Refugees from Ukraine. The Ministry of Interior coordinates its work, while the Civil Protection Directorate of the Ministry of Interior performs expert, technical and administrative tasks necessary for the functioning of the Interdepartmental Working Group.

The Interdepartmental Working Group has representatives from a number of national institutions and bodies which are involved in providing help to the persons displaced from Ukraine. The representatives from following institutions and bodies are part of the Working Group:

- ▶ Ministry of Interior
- ▶ Office of the President of the Government of the Republic of Croatia
- ▶ Office of the Vice President of the Government of the Republic of Croatia
- ▶ Ministry of Foreign and European Affairs
- ▶ Ministry of Finance
- ▶ Ministry of Health
- ▶ Ministry of Science and Education
- ▶ Ministry of Physical Planning, Construction and State Assets
- ▶ Ministry of Economy and Sustainable Development
- ▶ Ministry of Labour, Pension System, Family and Social Policy
- ▶ Ministry of Tourism and Sports
- ▶ Ministry of Agriculture
- ▶ Ministry of the Sea, Transport and Infrastructure
- ▶ Ministry of Culture and Media
- ▶ Ministry of Defence

- ▶ Central State Office for Reconstruction and House Care
- ▶ Agency for Transactions and Mediation in Real Estate
- ▶ Representatives of Ukrainian minority in the Republic of Croatia.

The Interdepartmental Working Group has to coordinate all the activities related to the acceptance, residence, food, healthcare, status rights, education and other issues related to providing help for displaced persons from Ukraine.

2.0 Possibility of changing the status

- a) Difference between temporary protection status and other forms of adequate protection³ under national law, in respect of third country nationals and stateless persons coming from Ukraine.

The Republic of Croatia does not provide the status of “adequate protection”, within the meaning of Article 2(2) of the Council Decision. All categories of persons listed in the Decision of the Republic of Croatia are qualified for temporary protection.

- b) Possibility to file status change inside the territory without the requirement for the person to first leave the country or return to Ukraine from temporary protection or other forms of adequate protection to employment-based residence permit during the temporary protection regime and at the end of this regime (e.g. single permit for work, EU Blue Card for highly-qualified workers, seasonal workers, family reunification).

There is a possibility of changing status from temporary protection to single work permit, EU Blue Card, seasonal worker and family reunification.

Other forms of adequate protection do not exist in Croatia.

- c) Relevant national legislation on changing the status (including the procedure to be followed).

Status change from temporary protection to single permit to work

The conditions set in the legislation to apply for such a status change while remaining in the country:

Displaced persons from Ukraine may apply for a single permit, while they have the temporary protection status, based on the Law on Foreigners (Articles 88-103). Conditions are the same as for other third-country nations who are applying for a single permit to work.

Depending on whether the issuing of a residence and work permit is based on the opinion of the Croatian Employment Service or not and whether there is a need for this occupation on the labour market or not, a labour

³ 'Adequate protection' under national law is referred to in Article 2(2) of the Council Decision as a possible alternative that may be offered by Member States to temporary protection and therefore does not have to entail benefits identical to those attached to temporary protection as provided for in Directive 2001/55/EC. Nevertheless, when implementing the Council Decision, Member States must respect the Charter of fundamental rights of the European Union and the spirit of Directive 2001/55/EC. The respect for human dignity and therefore a dignified standard of living (such as residency rights, access to means of subsistence and accommodation, emergency care and adequate care for minors) has to be ensured in respect of everyone.

market test is conducted and the opinion of the Regional Office of the Croatian Employment Service is sought. Some categories of residence and work permits require the fulfilment of additional conditions. For regulated professions, one has to submit the proof that the requirements in accordance with special rules on professional qualifications for performing the regulated profession are fulfilled.

In case a single permit is granted, temporary protection ceases.

Any difference in admission criteria and conditions between first time applicant and when applying for a change of status:

In case such persons have resided in the territory of the Republic of Croatia based on the status of temporary protection, they do not have to submit a certificate of impunity from their home country.

Any alteration of rights with respect to

residence:

The stay is approved for the duration of the employment contract, i.e. up to one year. If the residence and work permit is granted for a period of up to one year and the person stays abroad for more than 90 days or for more than 30 days at a time, the residence and work permit is revoked. Exceptionally, third-country nationals who leave the Republic of Croatia on a one-time basis for up to 90 days for justified reasons will not have their stay revoked if they notify the competent police administration of the police station before leaving the Republic of Croatia.

Workers posted to another Member State will not lose their right to stay while they are posted and stay in another Member State.

employment rights:

Such persons can perform only those jobs for which they have been issued a residence and work permit and only with a certain employer.

Individuals are guaranteed, inter alia, the following rights (Article 138 of the Law on Foreigners):

- ▶ working conditions including salary and termination of the employment contract;
- ▶ counselling services provided by public employment services;
- ▶ freedom of association and membership in organizations representing workers or employers, including the remuneration paid to them by such organizations.

The rights are exercised in accordance with the rules of the Republic of the Republic of Croatia which regulate specific areas.

social welfare and social security rights:

Persons who have obtained a single permit acquire the social security and social welfare rights based on the single permit status and lose the social security and social welfare rights based on the temporary protection status.

The following rights are guaranteed (Article 138 of the Act) for persons with a single permit:

- ▶ social security rights as defined by Regulation (EC) No 883/2004.

The rights are exercised in accordance with the rules of the Republic of Croatia which regulate specific areas.

Status change from temporary protection to EU Blue Card

The conditions set in the legislation to apply for such a status change while remaining in the country:

Displaced persons from Ukraine can apply from the Croatian territory for the EU Blue Card in accordance with Article 126 of the Law on Foreigners, while they have temporary protection status. Legal conditions are the same as for all third-country nationals who regulate their status on the basis of the EU Blue Card, i.e. they must

have a certain minimum gross salary (1.5 gross annual salary); a proof of higher education; and an employment contract for at least one year. For regulated professions, a proof that they meet the requirements in accordance with the special rules on professional qualifications for performing the regulated profession is required.

If a Blue Card is granted, temporary protection ceases.

Any difference in admission criteria and conditions between first time applicant and when applying for a change of status:

In case such persons have resided in the territory of the Republic of Croatia based on the status of temporary protection, they do not have to submit a certificate of impunity from their home country.

Any alteration of rights with respect to

<p>residence:</p> <p>The EU Blue Card is issued with a validity period of up to two years, or if the contract is shorter, it is issued for the duration of the contract plus three months.</p> <p>The EU Blue Card ceases if a person has moved or resided outside the EEA for more than 24 consecutive months.</p>	<p>employment rights:</p> <p>Such persons can perform only those jobs for which they have been issued the EU Blue Card and only with a certain employer.</p> <p>Individuals are guaranteed, inter alia, the following rights (Article 138 of the Law on Foreigners):</p> <ul style="list-style-type: none"> ▶ working conditions including salary and termination of the employment contract; ▶ counselling services provided by public employment services; ▶ freedom of association and membership in organizations representing workers or employers, including the remuneration paid to them by such organizations. <p>The rights are exercised in accordance with the rules of the Republic of the Republic of Croatia which regulate specific areas.</p>	<p>social welfare and social security rights:</p> <p>Based on Article 131 of the Law on Foreigners, one has the right to social welfare and child allowance. The rights are exercised in accordance with the rules of the Republic of Croatia which regulate specific areas.</p>
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Status change from temporary protection to seasonal work (up to 90 days or up to six months)

The conditions set in the legislation to apply for such a status change while remaining in the country:

Displaced persons from Ukraine may apply from the territory of the Republic of Croatia to regulate their status on the basis of residence and work permits for seasonal employment in agriculture, forestry, catering and tourism in accordance with Article 104 of the Law of Foreigners (Official Gazette 133/20), while in temporary protection status. The legal requirements are the same as for all third-country nationals who regulate their status on the basis of a residence and work permit for seasonal employment. For seasonal work lasting up to 90 days

it is not necessary to conduct a labour market test, nor is the opinion of the regional office of the Croatian Employment Service required, nor is it necessary to obtain a residence permit (card).

For residence and work permits up to six months, depending on whether occupation is deficient or not, a labour market test is required. The opinion of the Regional Office of the Croatian Employment Service is sought. Seasonal workers must be provided with adequate accommodation.

If a residence and work permit is granted, temporary protection ceases.

Any difference in admission criteria and conditions between first time applicant and when applying for a change of status:

In case such persons have resided in the territory of the Republic of Croatia based on the status of temporary protection, they do not have to submit a certificate of impunity from their home country.

Any alteration of rights with respect to

residence:

Seasonal workers must be provided with adequate accommodation.

employment rights:

Article 108 of the Law on Foreigners provides that seasonal workers have the right, as a Croatian citizen, inter alia, to:

- ▶ employment conditions, including the minimum age for employment, and working conditions, including salary and termination of employment, working hours, holidays, vacations, holidays and non-working days, as well as health and safety requirements at work and protection of employment rights in accordance with the general labour rules;
- ▶ the right to take part in strikes and industrial action, the freedom to organize and to join a trade union or any other professional organization, and the rights and privileges granted by such organizations, including the right to bargain collectively and to bargain collectively;
- ▶ arrears of payments from employers, in connection with possible unpaid receipts from work, to a third-country national;
- ▶ seasonal work counselling services provided by the competent public employment service.

social welfare and social security rights:

Seasonal workers have the right, as a Croatian citizen, inter alia, to:

- ▶ social security rights, as defined by Article 3 of Regulation (EC) No 883/2004

Seasonal workers exercise their rights in accordance with the rules of the Republic of Croatia and the collective agreements which bind the employer, if any, and which regulate certain sector.

	<p>Seasonal workers exercise their rights in accordance with the rules of the Republic of Croatia and the collective agreements which bind the employer, if any, and which regulate certain sector.</p>	
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Status change from temporary protection to family reunification

The conditions set in the legislation to apply for such a status change while remaining in the country:

Displaced persons from Ukraine may apply from the territory of the Republic of Croatia for the regulation of their status on the basis of family reunification in accordance with Article 63 of the Law on Foreigners, while having the temporary protection status. The legal requirements are the same as for all third-country nationals.

If family reunification is granted, temporary protection ceases.

Any difference in admission criteria and conditions between first time applicant and when applying for a change of status:

In case such persons have resided in the territory of the Republic of Croatia based on the status of temporary protection, they do not have to submit a certificate of impunity from their home country.

Any alteration of rights with respect to

residence:

If such persons stay abroad in one year altogether for more than 90 days or more than 30 days at a time, the temporary stay is terminated. Exceptionally, third-country nationals who leave the Republic of Croatia on a one-time basis for up to 90 days for justified reasons will not have their temporary residence terminated if they notify the competent police administration or police station of their departure from the Republic of Croatia.

employment rights:

Depending on the status of the sponsor, individuals have the right to work without a residence and work permit (for example, family members of Croatian citizens or if a sponsor is a person with long-term residence)

If they can work without a residence and work permit, same rights as in case of change from temporary protection to single residence and work permit apply.

social welfare and social security rights:

If individuals can work without a residence and work permit, for example family members of Croatian citizens or if a sponsor is a person with long-term residence same rights as in case of change from temporary protection to single residence and work permit apply.

Status change from temporary protection to stay based on education/study/scientific research

The conditions set in the legislation to apply for such a status change while remaining in the country:

Displaced persons from Ukraine may apply from the territory of the Republic of Croatia to regulate their status on the basis of education/study/scientific research based on a guest contract in accordance with Article 73 of

the Law on Foreigners, while having the temporary protection status. The legal requirements are the same as for all third-country nationals.

If temporary residence based on education/study/scientific research is granted, temporary protection ceases.

Any difference in admission criteria and conditions between first time applicant and when applying for a change of status:

In case such persons have resided in the territory of the Republic of Croatia based on the status of temporary protection, they do not have to submit a certificate of impunity from their home country.

Any alteration of rights with respect to

residence:

If such persons stay abroad in one year altogether for more than 90 days or more than 30 days at a time, the temporary stay is terminated. Exceptionally, third-country nationals who leave the Republic of Croatia on a one-time basis for up to 90 days for justified reasons do not have their temporary stay revoked if they notify the competent police administration or police station of their departure from the Republic of Croatia.

If they are mobile in other Member State, the temporary stay will not end during the mobility.

employment rights:

Article 75 of the Law on Foreigners stipulates employment rights, depending on whether such persons are researchers, students or persons in education.

Researchers have the same rights as Croatian citizens in relation to:

- ▶ working conditions, including salary and termination of employment contracts, as well as safety requirements at the place of work;
- ▶ the freedom to organise and to join a trade union or any other professional organization, and the rights and privileges granted by such organizations, including the right to bargain collectively and to conclude collective agreements,
- ▶ counselling services provided by public employment services.

Third-country nationals exercise their rights in accordance with the rules of the Republic of Croatia governing specific areas.

social welfare and social security rights:

Based on Article 75 of the Law on Foreigners, researchers have social security rights as defined by EC Regulation 883/2004.

Third-country nationals exercise their rights in accordance with the rules of the Republic of Croatia governing specific areas.

Status change from temporary protection to temporary residence of digital nomads

The conditions set in the legislation to apply for such a status change while remaining in the country:

Displaced persons from Ukraine may apply to have their status regulated as digital nomads if they are employed or perform business through communication technology for a company or their own company which is not registered in the Republic of Croatia and do not perform business or provide services to employers in Croatia.

Temporary residence is granted for up to one year (possibly shorter). However, temporary residence cannot be extended. After the expiration of six months from the expiration of the temporary stay of the digital nomad, a request for re-regulate one's stay as a digital nomad may be submitted. Pursuant to the Decree on the Method of Calculating and the Amount of Allowances for the Support of Third-Country Nationals in the Republic of Croatia, third-country nationals acquiring temporary residence for the purpose of staying as a digital nomad must have at least 2.5 average monthly net salary for the previous year based on officially published data from the Central Bureau of Statistics. At the moment, the amount of required funds on a monthly basis is minimum HRK 17 822.50, which is proven by a bank account statement from which the regular inflow of funds in the requested amount or payroll for at least six months is visible as proof of secured funds in the required amount.

Legal requirements are the same as for all third-country nationals.

If temporary residence is granted, temporary protection ceases.

Any difference in admission criteria and conditions between first time applicant and when applying for a change of status:

In case such individuals have resided in the territory of the Republic of Croatia based on the status of temporary protection, they do not have to submit a certificate of impunity from their home country.

Any alteration of rights with respect to

<p>residence:</p> <p>If such persons stay abroad in one year altogether for more than 90 days or more than 30 days at a time, temporary stay is terminated. Exceptionally, third-country nationals who leave the Republic of Croatia on a one-time basis for up to 90 days for justified reasons do not have their temporary stay revoked if they notify the competent police administration or police station of their departure from the Republic of Croatia.</p>	<p>employment rights:</p> <p>Such individuals work for a company or their own company which is not registered in the Republic of Croatia and do not perform business or provide services to employers in the territory of the Republic of Croatia.</p>	<p>social welfare and social security rights:</p> <p>No rights provided.</p>
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Status change from temporary protection to temporary residence for other purposes

The conditions set in the legislation to apply for such a status change while remaining in the country:

Displaced persons coming from Ukraine can apply from the territory of the Republic of Croatia to regulate their status on a different basis such as the use of real estate, medical treatment, tourist stay, etc. Legal conditions are the same as for all third-country nationals.

If temporary residence is granted, temporary protection ceases.

Any difference in admission criteria and conditions between first time applicant and when applying for a change of status:		
In case such individuals have resided in the territory of the Republic of Croatia based on the status of temporary protection, they do not have to submit a certificate of impunity from their home country.		
Any alteration of rights with respect to		
residence:	employment rights:	social welfare and social security rights:
If such persons stay abroad in one year altogether for more than 90 days or more than 30 days at a time, temporary stay is terminated. Exceptionally, third-country nationals who leave the Republic of Croatia on a one-time basis for up to 90 days for justified reasons do not have their temporary stay revoked if they notify the competent police administration or police station of their departure from the Republic of Croatia.	These individuals cannot work based on their temporary residence.	No rights provided.

- d) Measures aiming to preclude registration of displaced persons in more than one Member State/EEA-EFTA country (see Article 26 of the Temporary Protection Directive).

If the beneficiary of temporary protection in the Republic of Croatia subsequently moves to another EU Member State and that Member State issues a residence permit on the basis of temporary protection, the card of a foreigner under temporary protection in the Republic of Croatia is revoked, since the person has acquired the temporary residence status in another Member State.

3.0 Access to labour market (Article 12 of the Temporary Protection Directive)

- a) Overview on how equal treatment on the labour market as regards working conditions is ensured for persons enjoying temporary (or adequate) protection from Ukraine.

Persons under temporary protection in Croatia have access to the labour market and the right to register at the Croatian Employment Service. They have equal rights and obligations as unemployed Croatian citizens registered at the Croatian Employment Service (Article 14 of the Labour Market Act, Official Gazette 118/18, 32/20, 18/22).

Additionally, the Anti-discrimination Act provides protection against both direct and indirect discrimination, harassment, sexual harassment, encouragement to discrimination, segregation, multiple discrimination, and victimization (Articles 2-7). It protects against discrimination in the following fields: work, education, social

security and social welfare, health, judiciary and administration, housing, public information and media, access to goods and services, membership in trade unions, NGOs, political parties and other organizations, and access to culture and art (Article 8). It prohibits discrimination on the grounds of race or ethnic affiliation or colour, gender, language, religion, political or other belief, national or social origin, property, trade union membership, education, social status, marital or family status, age, health condition, disability, genetic heritage, native identity, expression or sexual orientation (Article 1).

b) Conditions applicable to persons enjoying temporary (or adequate) protection from Ukraine, (including the procedure to be followed):

I. The conditions regulating work permits/work authorisation, if required

Article 86 of the Act on International and Temporary Protection (Official Gazette 70/15, 127/17) provides that a foreigner under temporary protection may work in the Republic of Croatia without a residence or work permit or certificate of registration of work.

II. Recognition of qualifications/diplomas

Procedure for recognition of qualifications/diplomas for persons under temporary protection for regulated professions is the same as for other third-country nationals. However, a number of faculties within the University of Zagreb have offered their programmes and courses in English and Croatian and other services they provide to students (for example the use of library resources, etc.) to displaced persons coming from Ukraine.

III. Eligibility to receive assistance for job seekers (e.g., career counselling, skills assessment, locating appropriate job openings, etc.)

The Croatian Employment Service is conducting the following activities to provide support and help to unemployed persons under temporary protection:

- ▶ preparation for employment (individual counselling and individual consultations);
- ▶ employment mediation (providing information about job vacancies, assisting employers wishing to hire persons under temporary protection);
- ▶ including them in workshops (how to write a CV, how to apply for a job);
- ▶ including them in Active Labour Market measures.

The activities provided by the Croatian Employment Service to persons under temporary protection are equal to those provided to Croatian citizens.

IV. Availability of vocational training/educational opportunities for adults/practical workplace experience.

Persons enjoying temporary protection from Ukraine are entitled to the same vocational training and practical workplace experience as Croatian citizens.

- V. Any exceptions to the general law in force in the country applicable to remuneration and other conditions of (self-) employment

There are no specific issues or salient points identified for this question.

4.0 Social security, social welfare and means of subsistence assistance, as well as medical care (Article 13 of the Temporary Protection Directive)

- I. Types of benefits with description and coverage

Persons enjoying temporary protection who are employed are entitled to the same social security benefits as employees who are Croatian citizens (see above Section 3.0a) regarding the principle of equal treatment).

A person under temporary protection is entitled to the right to residence for the duration of temporary protection status and thus also to social security benefits linked to residence.

Social security rights are exercised in accordance with the rules of the Republic of Croatia which regulate specific areas.

The following social benefits are also provided to displaced persons from Ukraine.

Healthcare

Based on Articles 83(1)(4) and 87(1) of the Law on International and Temporary Protection, persons under temporary protection in Croatia have the right to healthcare, which is limited to emergency medical assistance and, for vulnerable groups, to appropriate medical and other assistance. The costs of such healthcare and medical examinations are borne by the Croatian Ministry of Health.

In March 2020, the Ordinance on Healthcare Standards for Applicants for International Protection and Foreigners with Temporary Protection (Official Gazette No 28/2000) entered into force, regulating the basic and supplementary medical examinations and the scope of healthcare for the applicants for international and temporary protection. The scope of the right to healthcare is determined by Art 6(1) of the Ordinance, which confirms that emergency healthcare includes the right to emergency medical assistance and essential treatment of illnesses and serious mental disorders, as well as the right to medicines from the basic list of medicines for emergency medical care and essential treatment. It includes the treatment of chronic diseases and conditions, the delay of which would directly or subsequently cause disability, other permanent damage or death, the treatment of serious mental disorders and the treatment of infectious diseases.

Additionally, the Ordinance regulates the scope of healthcare for vulnerable groups, especially children, elderly, seriously ill persons, pregnant women, victims of human trafficking, torture, rape or other severe mental, physical or sexual violence, granting them the right to additional healthcare. Pregnant and lactating women have the right to healthcare linked to the monitoring of pregnancy and labour in the same degree as a person with mandatory health insurance. Children up to the age of eighteen have the right to complete healthcare in accordance with the rules governing the right to healthcare for those with mandatory health insurance.

As mentioned on the [website](#) of the Ministry of Internal Affairs, the right to vaccination, testing and treatment against COVID-19 and the right to vaccination against other infectious diseases is also guaranteed.

On 11 April 2022, the Law on Mandatory Health Insurance and Healthcare for Foreigners in the Republic of Croatia was [amended](#) (Official Gazette No 46/22), widening the right to healthcare of persons under temporary protection. According to the amendment, persons under temporary protection exercise the right to healthcare to the same extent as insured person from compulsory health insurance (Article 21(1) of the amended Law on Mandatory Health Insurance and Healthcare for Foreigners in the Republic of Croatia). As a consequence, the Law on International and Temporary Protection (in particular its Article 87(1)) is undergoing an amendment procedure in order to align it with this amendment.

Accommodation

A person under temporary protection in Croatia can be accommodated in:

- ▶ **Reception accommodation:** stay here is short, usually up to 48 hours and a person can sleep there and is provided food, internet, psychosocial and health support. After that, more permanent accommodation is offered in one of the collective accommodations.

Employees of the Directorate of Civil Protection, the Croatian Red Cross, police, health workers and, if necessary, organized mobile teams of other relevant bodies and operational forces of the civil protection system (social work, employment, education, civil protection operational forces etc.) are present in reception facilities.

Facilities of reception accommodations are:

- ▷ Varaždin City Sports Hall (small hall), Šetalište Franje Tuđmana 1;
 - ▷ Sports Hall South 2, Ulica kralja Petra Svačića 67, Osijek; and
 - ▷ City Sports Hall, OŠ dr. Jure Turića, Ulica Miroslava Kraljevića 19, Gospić.
- ▶ **Collective accommodation:** this is a more permanent form of accommodation in which a person is provided with accommodation, food and internet. At these locations hotel staff is present and deals with all issues related to accommodation and stay, while employees of the Directorate of Civil Protection and the Croatian Red Cross visit every day.
 - ▶ **Individual and/or private accommodation:** accommodation with citizens, relatives, friends, acquaintances or if a person is the owner of real estate in Croatia. Such persons continue to exercise other rights that belong to them.

Education

Persons enjoying temporary protection are entitled to primary school and secondary school education equally as Croatian citizens.

General social benefits

Persons enjoying temporary protection are also entitled to general social benefits that are available also to Croatian citizens.

The benefits in the social welfare system are:

- ▶ the guaranteed minimum benefit (the right to guaranteed minimum benefit is granted to a single person or household who does not have the means to meet basic living needs and cannot meet them on a monthly basis)
- ▶ compensation for housing costs
- ▶ compensation for vulnerable energy buyers
- ▶ compensation for personal needs
- ▶ one-time allowance
- ▶ funeral allowance
- ▶ full-time study allowance
- ▶ payment of dormitory accommodation costs
- ▶ personal disability allowance
- ▶ assistance and care allowance
- ▶ carer's parental status or carer's status.

II. Eligibility conditions

Regarding social security, please see above Section 4.0 I on healthcare.

Persons under temporary protection receive benefits and services in the social welfare system to the same extent as foreigners under subsidiary protection and asylum seekers, if they meet the conditions prescribed by the Social Welfare Act.

The purpose of benefits from the social welfare system is to provide material conditions for meeting basic living needs.

The local centre in charge of social welfare determines the fulfilment of the conditions for the recognition of rights determined by the Social Welfare Act.

- ## III. Any exceptions to the general law in force in the country to access to social security systems or social welfare system relating to employed or self-employed activities

No.

5.0 Public support instruments

Overview of other public support instruments facilitating labour market participation, information about and enforcement of rights and entitlements for displaced persons.

A dedicated Government page “Hrvatska za Ukrajinu” (“Croatia for Ukraine”) has been set up providing information on the reception and care of displaced persons from Ukraine, including with respect to employment topics:

- ▶ <https://hrvatskazaukrajinu.gov.hr/ua>
- ▶ <https://hrvatskazaukrajinu.gov.hr/informacije/zaposljavanje-i-rad/157>

The Croatian Employment Service also provides on their webpage information in Ukrainian language:

- ▶ <https://www.hzz.hr/ukr/>

Croatia introduced subsidies for Croatian persons hosting Ukrainians:

- ▶ <https://civilna-zastita.gov.hr/vijesti/javni-poziv-za-dostavu-ponuda-vlasnika-stambene-jedinice-za-stambeno-zbrinjavanje-raseljenih-osoba-iz-ukrajine-u-pojedinaenom-smjestaju/5518>