SHELTERED AND INTEGRATIVE WORKSHOPS

A sheltered or integrative workshop is an institution or a company that provides protected jobs for persons with disabilities, for whom the center for Vocational Rehabilitation has determined, through an assessment and opinion, that they are employable only in protective workplaces.

> Due to their disability, PwDs employed there can achieve between 30% and 70% of the expected work efficiency

A protective workshop must have at least 5 employees, and of the total number of employees, at least 51% must be persons with disabilities

There is also a form of work unit for employing persons with disabilities that the employer establishes by a special act as a separate accounting unit There is no specific legal framework for sheltered employment

Employment status for persons with disabilities in a sheltered environment may fall under various categories

EMPLOYMENT IN CROATIA

The Croatian law mandates that certain employers, particularly those with 20 employees or more, must allocate a specified percentage of their workforce for individuals with disabilities. Failure to comply results in fines, and these fines contribute to a government fund supporting the employment of persons with disabilities

Employers in the public sector are obligated to give preference to a candidate with disability during employment if a person achieves an equally good results as the candidate with the highest score OPEN LABOUR MARKET

Regular company some individuals with disabilities may be employed in the regular job market with accommodations and support, aiming for full inclusion

Supported Employment

This model involves providing assistance and support to persons with disabilities in finding and maintaining employment in the regular job market. The support is tailored to the individual's needs and can include job coaching, workplace accommodations, and other assistance

Employment within Social Enterprises

some social enterprises in Croatia focus on employing persons with disabilities. These enterprises may operate in various sectors, and their primary goal is to provide employment opportunities and promote social inclusion