



# **OSH BAROMETER**

## **Croatia**

### Country Report

# Croatia Country Report Index

This document contains the OSH Barometer Country Report Summary of Croatia

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## Introduction **General information**

The **development and provision of the OSH BAROMETER — Status of Occupational Safety and Health in Europe** is a long-term activity of the European Commission's Directorate-General for Employment, Social Affairs and Inclusion (**DG Employment, Social Affairs and Inclusion**) and the European Agency for Safety and Health at Work (**EU-OSHA**). It aims to provide up-to-date online information for all interested parties and stakeholders about the status of OSH in the European Union.

The overall objective of this activity is to design and develop a reliable and stable information system on OSH in Europe, based on data from the relevant national and European data providers. From 2016 to 2018, two contractors of DG Employment, Social Affairs and Inclusion (Kooperationsstelle Hamburg IFE and Eurogip) developed the structure of the system, collected data for a selected number of indicators and assessed their reliability.

EU-OSHA will contribute to the establishment and maintenance of the **OSH BAROMETER** by designing and running the data visualisation tool, ensuring data quality in cooperation with key data providers and stakeholders, and feeding in the quantitative and qualitative data in close collaboration with EU institutions and Member State Contact Points. As part of its activity '**EU OSH INFO System**', EU-OSHA will publish an analytical report, based on the collected data, every 3 years.

The **OSH BAROMETER** uses the following data sources:

- Eurostat: data on economy, sectors, population, and employment
- Eurostat: Labour Force Survey (LFS), particularly the ad hoc module from 2013: 'Accidents at work and other work-related health problems'
- Eurostat: European Union Survey on Income and Living Conditions (EU-SILC)
- Eurofound: European Working Conditions Survey (EWCS)
- EU-OSHA: European Survey of Enterprises' New and Emerging Risks (ESENER) 2014
- European Commission, DG Employment, Social Affairs and Inclusion: several reports and studies
- Senior Labour Inspectors Committee (SLIC): non-confidential country evaluations
- National contact points in Member States: national data and descriptions
- EU-OSHA focal points/EU-OSHA: descriptions of the national OSH Systems in OSHwiki
- comprehensive reports from national or European sources

This methodology contains a compilation of all references and data sources that were used to provide texts, diagrams and tables, and in some cases additional explanations.

In most cases we provide the following data:

- the indicator and diagram/table/description title
- a short description of the data evaluation and visualisation approach
- exact source with name and link
- the period of reference (year/period) and the last update
- the coverage of Member States and other countries
- filter options or selection criteria of the source
- the measuring unit
- any calculation that EU-OSHA performed based on the original data
- visualisation basics
- other useful explanations and additional comments

## Generic information OSH authorities

This indicator is an overview of OSH authorities and relevant OSH institutions in the different Member States and at EU level.

For further information refer to Methodology



### OSH authority

#### Ministry of Labour and Pension System

See more in its website and in OSHwiki

The mandate of the Ministry of Labour and Pension System includes drafting legislation, monitoring occupational safety and health (OSH), making suggestions for awareness-raising campaigns, and organising activities to promote OSH.

#### State Labour Inspectorate

See more in its website and in OSHwiki

The State Labour Inspectorate is a government organisation. It is responsible for enforcing OSH legislation and performing inspections. There are 42 branches in five headquarters corresponding to the administrative centres of Osijek, Rijeka, Split, Varazdin and Zagreb. Each has an OSH department and a labour department. OSH inspectors are in charge of first-degree inspections in trade and crafts, mining, the energy sector, vessels under pressure, catering and tourism. Inspectors working in OSH departments are tasked with the second-degree procedures.

### Compensation and insurance body

#### Croatian Health Insurance Fund

See more in its website and in OSHwiki

The Croatian Institute for Health Insurance (Hrvatski zavod za zdravstveno osiguranje) is the administrative body for general health insurance, including industrial accident insurance under the ministerial responsibility of the Ministry of Health. From 2006 to 2010, the Croatian Institute for Occupational Health Insurance was responsible for the allocation of funds for prevention activities, diagnosis of and treatment for occupational diseases and accidents, and sick leave compensation. These tasks have been performed by the Croatian Institute for Health Insurance since 2011.

#### Croatian Pension Insurance Institute

See more in its website and in OSHwiki

The Croatian Pension Insurance Institute is a public institution established on the basis of the Pension Insurance Act, which also instigated the pension system reform aimed at providing mandatory pension insurance entitlements for employees, farmers, craftsmen and other workers. The institute is a legal successor of the former public pension and invalidity insurance funds of workers, self-employed persons and farmers, that is, of all previous institutions.

## Prevention institute

### Croatian Institute for Health Protection and Safety at Work (CIOH)

See more in its website and in OSHwiki

The CIOH (Hrvatski zavod za zaštitu zdravlja i sigurnost na radu) is a public institute under the ministerial responsibility of the Ministry of Health that is responsible for implementing relevant legislation. Its main objective is to improve the quality of occupational health for all Croatian employees. To this end, the CIOH is involved in defining measures for health protection, developing standards and working methods, and providing advice, supervision and training on occupational health protection. The CIOH is the body responsible for maintaining registers and databases, reporting and monitoring occupational accidents and diseases in Europe, and collecting and analysing data on working conditions and occupational accidents and diseases.

## Standardisation body

### Croatian Standards Institute

See more in its website and in OSHwiki

The Croatian Standards Institute — the national standards body for the Republic of Croatia— is an autonomous non-profit public institution. It pursues the following objectives related to standardisation and certification:

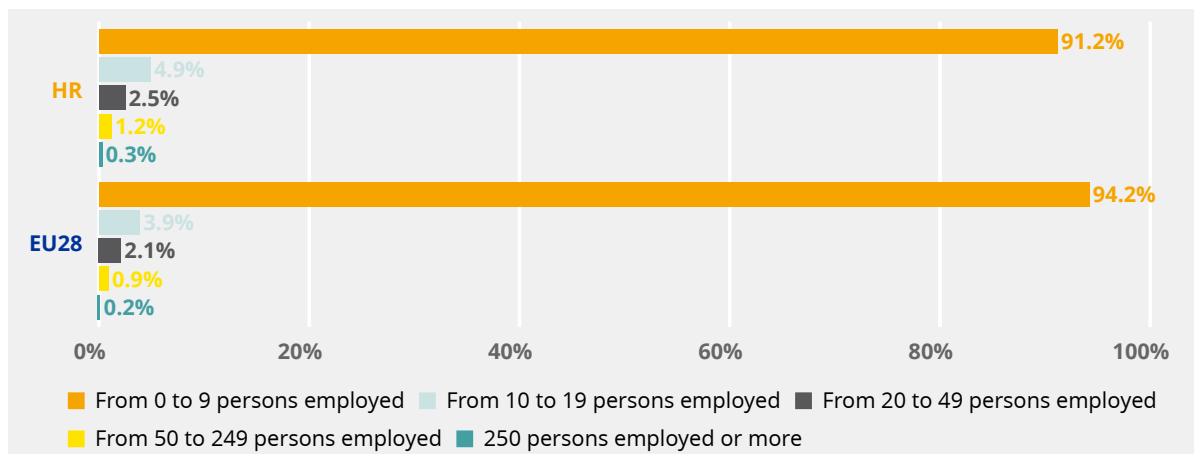
- increasing the safety level of products and processes;
- protecting human health, lives and the environment;
- promoting the quality of products, processes and services;
- ensuring the appropriate use of work, materials and energy;
- improving production efficiency;
- controlling variety, and ensuring compatibility and interchangeability;
- removing technical barriers to international trade.

## Generic information **Economic and sector profile**

The indicator 'Economic and sector profile' displays relevant data on the economy and sectoral structure of the EU and its Member States, e.g. percentages of company size, employment per sector and information on gross domestic product. Note: Not all data is available for every country.

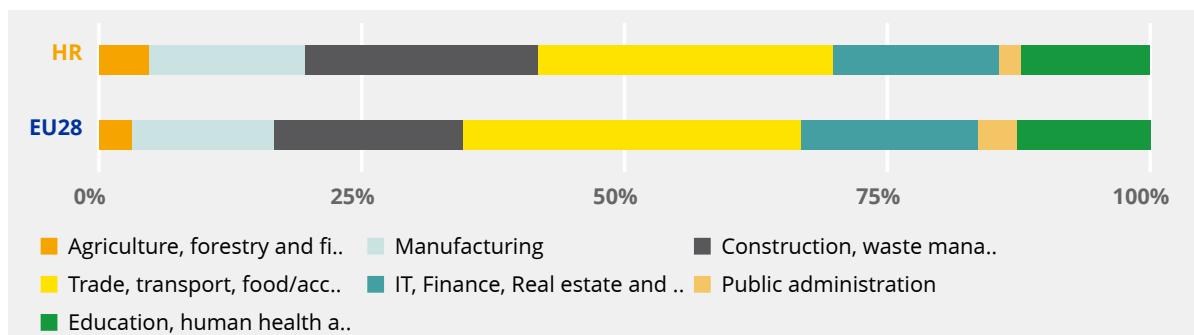
Source: EUROSTAT. For further information refer to Methodology

### Company size



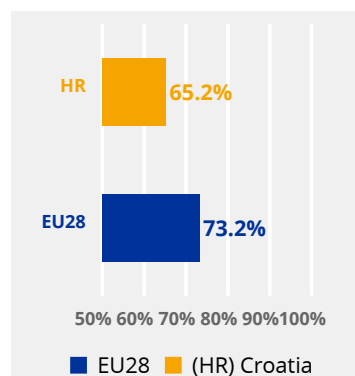
Sector	Country	Value (%)	Country	Value (%)
From 0 to 9 persons employed	HR	91.2	EU28	94.2
From 10 to 19 persons employed	HR	4.9	EU28	3.9
From 20 to 49 persons employed	HR	2.5	EU28	2.1
From 50 to 249 persons employed	HR	1.2	EU28	0.9
250 persons employed or more	HR	0.3	EU28	0.2

### Employment per sector



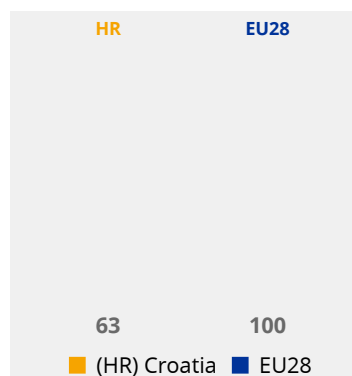
Sector	Country	Value (%)	Country	Value (%)
Agriculture, forestry and fishing	HR	4.7	EU28	3.2
Manufacturing	HR	14.9	EU28	13.5
Construction, waste management, water and electricity supply	HR	22.1	EU28	18
Trade, transport, food/accommodation and recreation activities	HR	28	EU28	32.1
IT, Finance, Real estate and other technical scientific or personal service activities	HR	15.8	EU28	16.9
Public administration	HR	2.2	EU28	3.7
Education, human health and social work activities	HR	12.2	EU28	12.7

## Employment rate



Country	Value (%)
EU28	73.2
(HR) Croatia	65.2

## GDP per capita in relation to EU28 average



Country	Value (%)
(HR) Croatia	62.9
EU28	100

## Income per capita





Country	Year	Income
(HR) Croatia	2010	7612
(HR) Croatia	2018	9877
EU28	2010	14841
EU28	2018	17079

## Generic information Workforce profile

This indicator includes a few key data on ageing workers and the workforce: median age, employment rate of different age groups, total and sex.

Source: EUROSTAT. For further information refer to Methodology

	Median age of population:	Employment rate (55 - 64):	Employment rate (female):	Employment rate (male):	Employment rate (total):	Unemployment rate:
<b>EU28</b>	<b>43.3 years</b>	<b>58.7 %</b>	<b>67.4 %</b>	<b>79 %</b>	<b>73.2 %</b>	<b>6.8 %</b>
	Median age of population:	Employment rate (55 - 64):	Employment rate (female):	Employment rate (male):	Employment rate (total):	Unemployment rate:
<b>HR</b>	<b>44 years</b>	<b>42.8 %</b>	<b>60.1 %</b>	<b>70.3 %</b>	<b>65.2 %</b>	<b>8.4 %</b>

## Steering of OSH **National strategies**

National strategies are well known as a policy instrument to enhance the effectiveness of an OSH system through the collaborative and smart use of resources. They include approaches such as priority setting, prior action defining and action plans. You will find here a short harmonised description of current national strategies based on the full mapping report of EU-OSHA on national strategies (December 2017) plus later updates as received from Member States.

For further information refer to Methodology



**Croatia**

### **Structure of each National strategy**

#### **Basic information**

No information available

#### **Background**

No information available

#### **Characteristics and objectives**

No information available

#### **Details and activity**

No information available

#### **Actors and stakeholders**

No information available

#### **Resources and timeframe**

No information available

#### **Evaluation**

No information available

#### **Relation to EU Strategic Framework**

No information available

### **Response of national strategies to EU challenges**

No information available



## Steering of OSH Social dialogue

This indicator consists of text-based descriptions of the social dialogue plus quantitative data, e.g. responses to ESENER 2019 questions. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology



**Croatia**

**19 %**

Joint consultative,  
employment forum  
or similar

**63 %**

Health and safety  
representative

**15 %**

Trade union  
representation

**27 %**

Health and safety  
committee



**EU27\_2020**

**24 %**

Joint consultative,  
employment forum  
or similar

**57 %**

Health and safety  
representative

**19 %**

Trade union  
representation

**23 %**

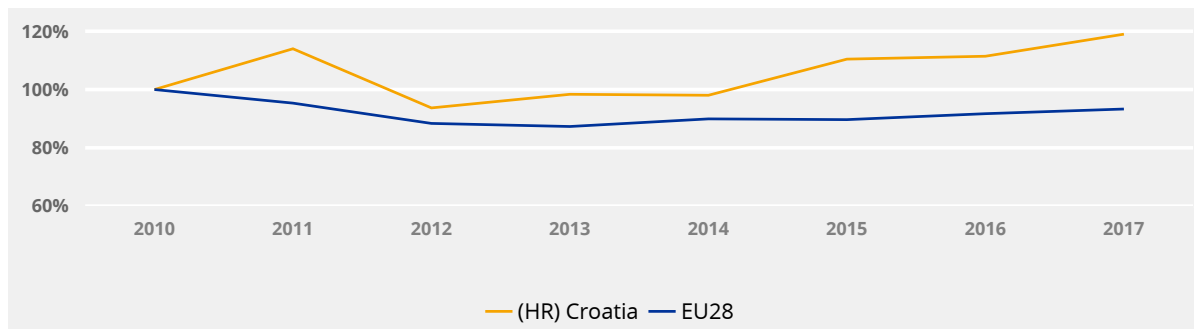
Health and safety  
committee

## OSH outcomes and working conditions **Work accidents**

This indicator consists of two data sets: trends in non-fatal work accidents from 2010, and fatal work accidents (Eurostat data).

For further information refer to Methodology

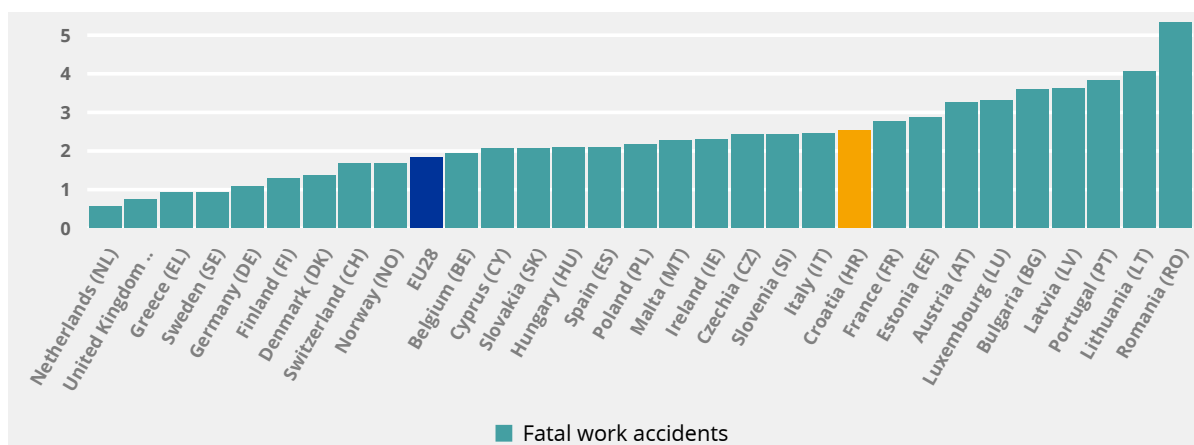
### Non-fatal work accidents



The diagram shows the development of non-fatal work accidents between 2010 until the latest available year. The year 2010 has been set as baseline (2010 = 100). The country lines and the EU line (dark blue) show the trend as percentage of the value of this base year.

Country	Year	Value (%)	Country	Year	Value (%)
(HR) Croatia	2010	100	EU28	2010	100
(HR) Croatia	2011	114	EU28	2011	95.3
(HR) Croatia	2012	93.7	EU28	2012	88.4
(HR) Croatia	2013	98.4	EU28	2013	87.3
(HR) Croatia	2014	98	EU28	2014	89.9
(HR) Croatia	2015	110.4	EU28	2015	89.7
(HR) Croatia	2016	111.4	EU28	2016	91.7
(HR) Croatia	2017	119	EU28	2017	93.3

### Fatal work accidents



This diagram shows the number of fatal accidents for every Member State per 100,000 employees. The EU average was 1,85 accidents per 100,000 employees in the period 2010-2017. The source of the data is the incidence rate as published by Eurostat.

Country	Value (accidents)
EU28	1.9
Croatia (HR)	2.5

## OSH outcomes and working conditions

### Health perception of the workers

This indicator contains six data sets based on responses in the European Working Conditions Survey (EWCS) 2015 from Eurofound and the Labour Force Survey 2013 from Eurostat. Every 8 years this survey has an ad hoc module on OSH-related questions. All data are from the latest OSH ad hoc module. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology



**EU28**

**86 %**

Satisfaction with working conditions

**8 %**

Health problem in the last 12 months

**42 %**

Sick but at work

**25 %**

Health affected by work

**8 %**

More than 15 days of absence

**73 %**

Likelihood of staying in current job until 60 years old



**Croatia**

**78 %**

Satisfaction with working conditions

**5 %**

Health problem in the last 12 months

**40 %**

Sick but at work

**30 %**

Health affected by work

**8 %**

More than 15 days of absence

**64 %**

Likelihood of staying in current job until 60 years old

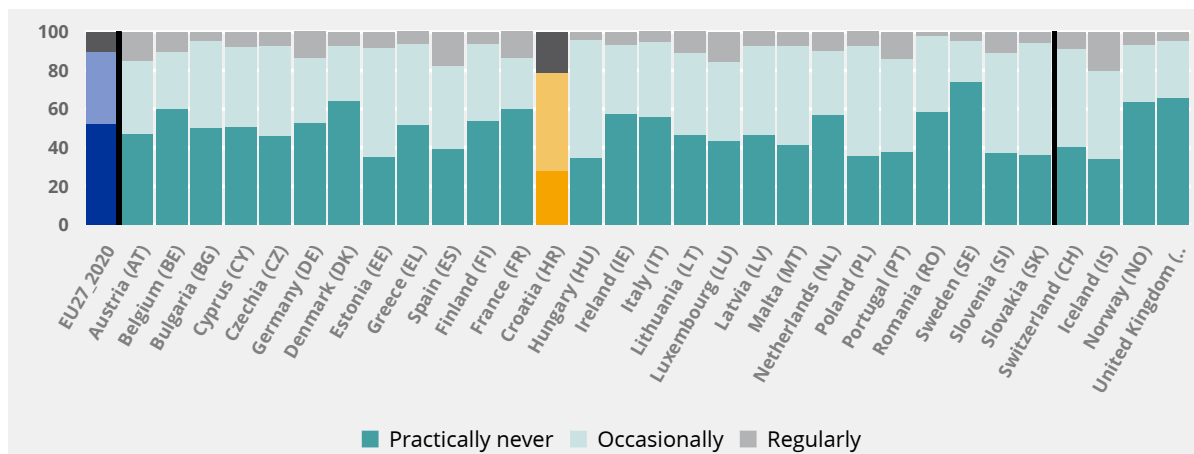
## OSH outcomes and working conditions

### OSH culture and health awareness

This indicator provides data on typical aspects of OSH culture and health awareness such as sickness absence analysis, existence of prevention plans, or the implementation of measures for better safety and health. Note: Percentages might not total 100% because of rounding.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

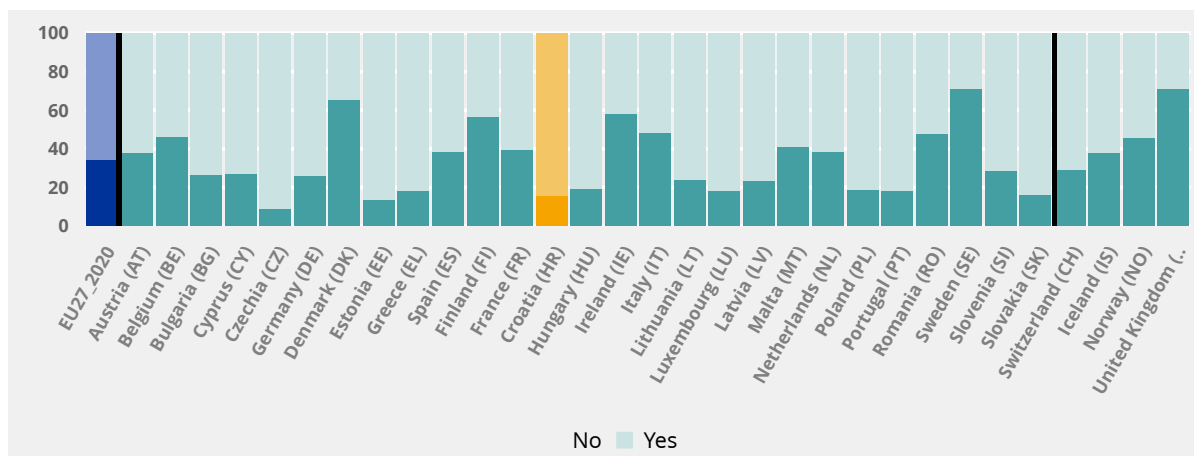
#### Health and safety discussed



The diagram presents the responses in the ESENER 2019 Survey to the question: “How often is health and safety discussed between employee representatives and the management? Do such discussions take place regularly, only when particular health and safety issues arise or not at all?”

Country	Practically never (%)	Occasionally (%)	Regularly (%)
EU27_2020	10	37.5	52.4
Croatia (HR)	20.8	50.9	28.3

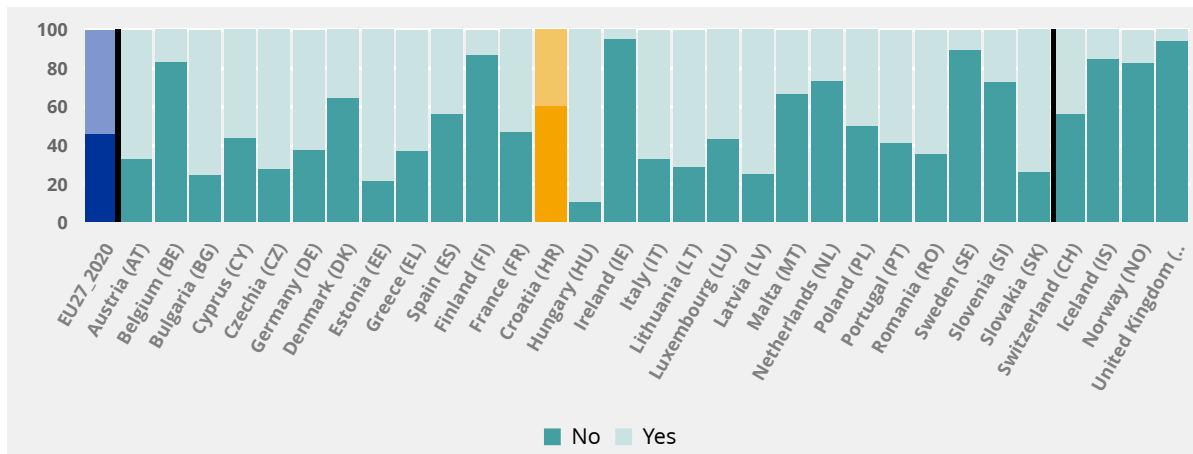
#### Action plan to prevent stress



The diagram presents the responses in the ESENER 2019 Survey to the question: “Does your establishment have an action plan to prevent work-related stress?”

Country	Yes (%)	No (%)
EU27_2020	34.6	65.4
Croatia (HR)	15.7	84.3

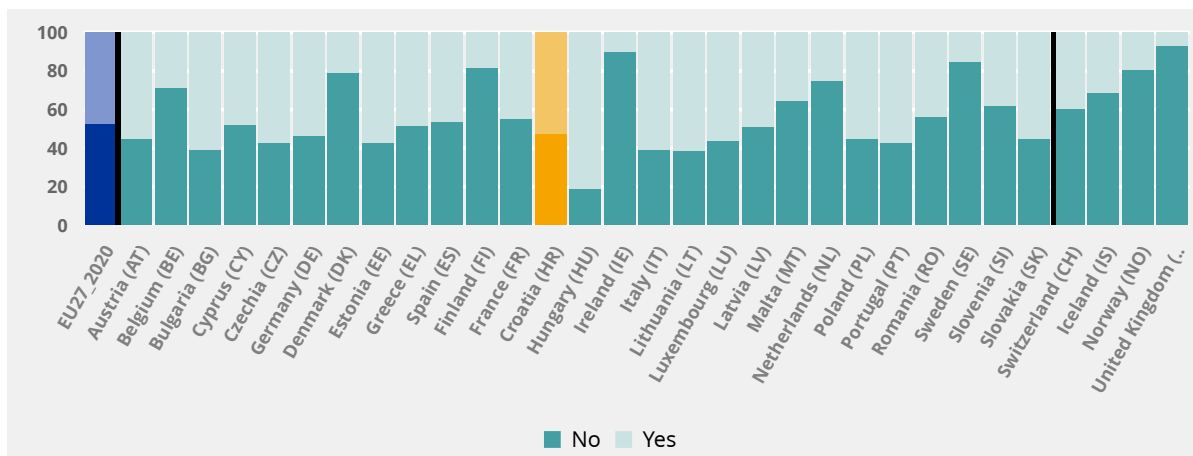
## Procedure against bullying



The diagram presents the responses in the ESENER 2019 Survey to the question: “Does your establishment have an action plan to prevent work-related stress?”

Country	Yes (%)	No (%)
EU27_2020	46.3	53.7
Croatia (HR)	60.6	39.4

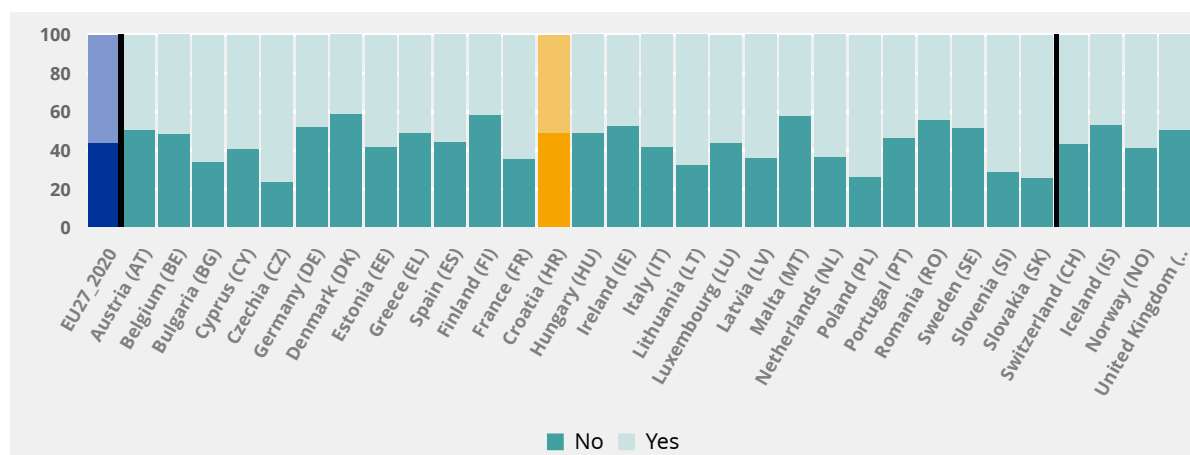
## Procedures to deal with threats



The diagram presents the responses in the ESENER 2019 Survey to the question: “Is there a procedure in place to deal with possible cases of bullying or harassment?”

Country	Yes (%)	No (%)
EU27_2020	52.6	47.4
Croatia (HR)	47.2	52.8

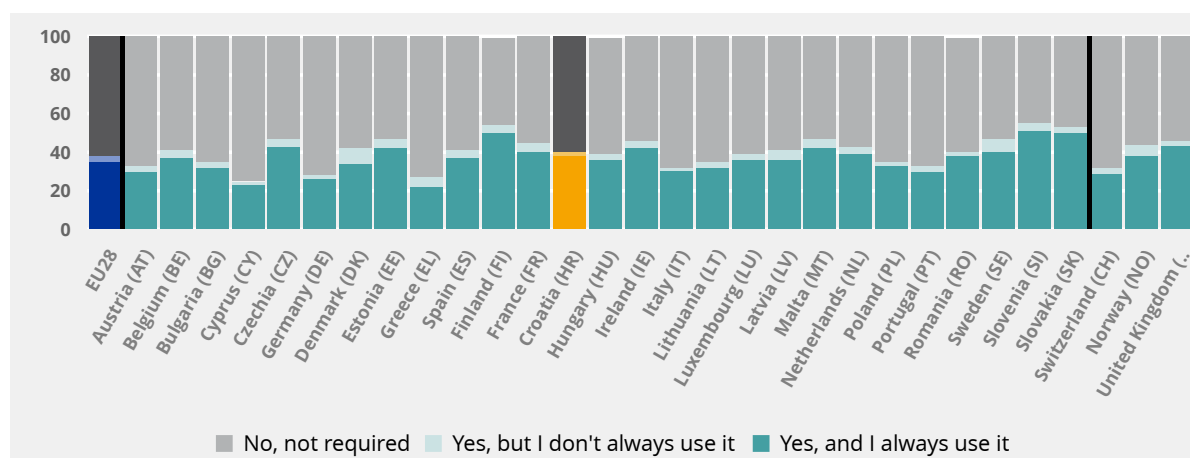
## Measures to reduce work pressure



The diagram presents the responses in the ESENER 2019 Survey to the question: “Is there a procedure to deal with possible cases of threats, abuse or assaults by clients, patients pupils or members in public?”

Country	Yes (%)	No (%)
EU27_2020	44.1	55.9
Croatia (HR)	49.3	50.7

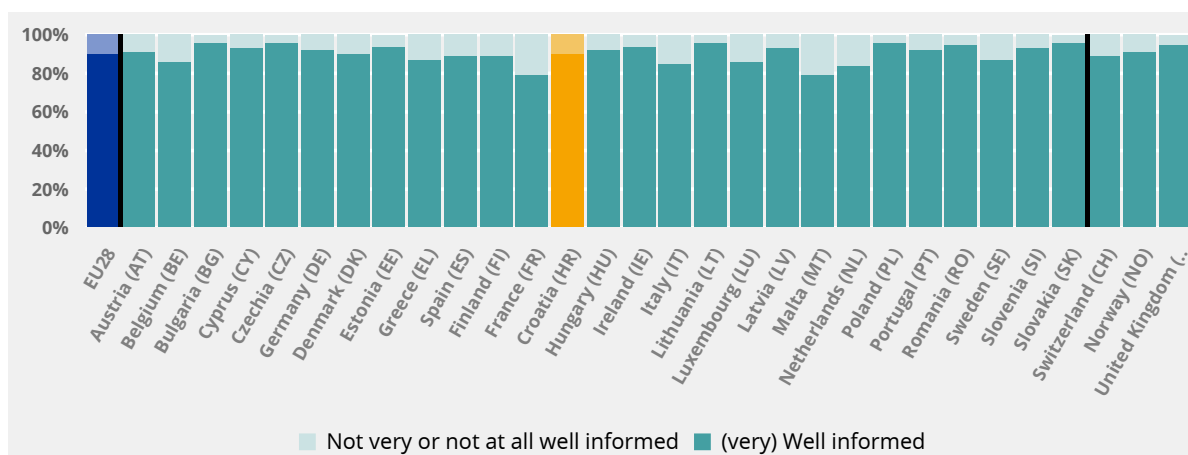
## Use of personal protective equipment



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: “In the last 3 years, has your establishment used any of the following measures to prevent psychosocial risks?” The diagram shows the response to the following answer option: “Reorganisation of work in order to reduce job demands and work pressure”

Country	No, not required (%)	Yes, but not required (%)	Yes and always (%)
EU28	62	3	35
Croatia (HR)	60	2	38

## Information about risks



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question : “Does your job ever require that you wear personal protective equipment and do you use it?”

Country	Yes (%)	No (%)
EU28	90	10
Croatia (HR)	90	10

## OSH outcomes and working conditions

### Working conditions

This indicator provides data on typical aspects of OSH culture and health awareness such as sickness absence analysis, existence of prevention plans, or the implementation of measures for better safety and health. Note: Percentages might not total 100% because of rounding.

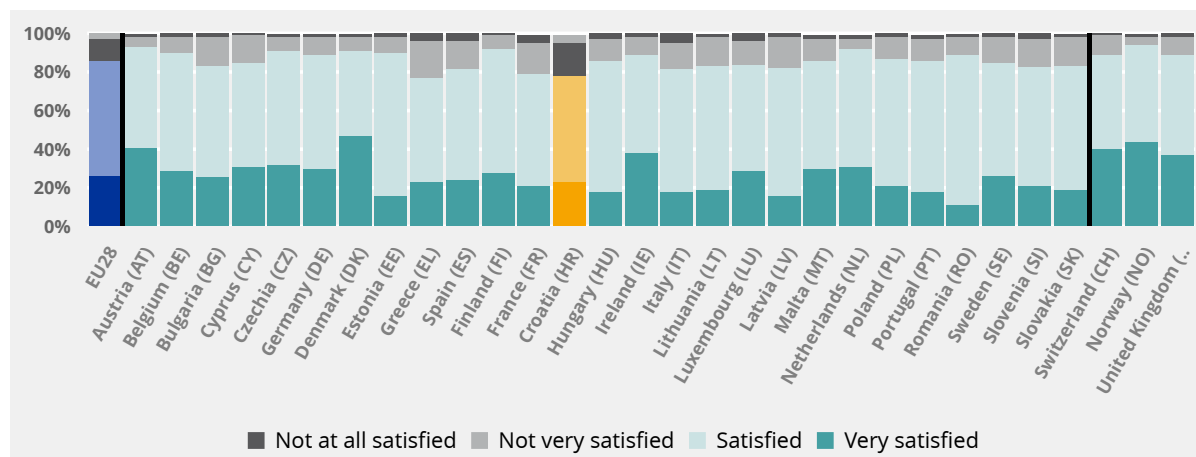
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

### Overall opinion

This topic displays data on the workers' overall general assessment of risks and their overall satisfaction with working conditions. Note: Percentages might not total 100% because of rounding.

Source: European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

#### How satisfied are you with working conditions in your main paid job?

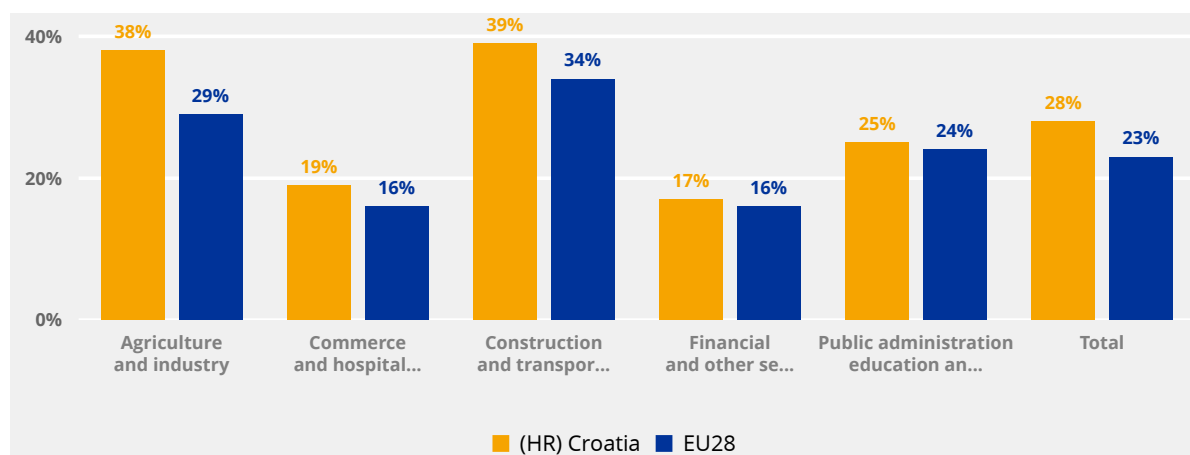


The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "How satisfied are you with working conditions in your main paid job?"

Country	Not at all satisfied (%)	Not very satisfied (%)	Satisfied (%)	Very satisfied (%)
EU28	3	11	60	26
Croatia (HR)	4	17	55	23



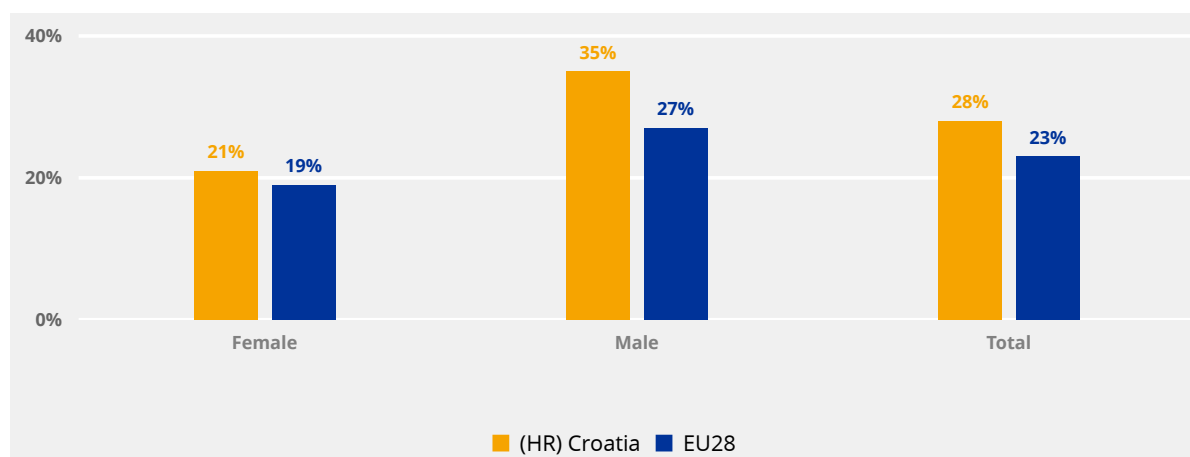
## Do you think your health or safety is at risk because of your work?



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and sector - to the question : "Do you think your health or safety is at risk because of your work?"

Sector	Country	Value (%)	Country	Value (%)
Agriculture and industry	(HR) Croatia	38	EU28	29
Commerce and hospitality	(HR) Croatia	19	EU28	16
Construction and transport	(HR) Croatia	39	EU28	34
Financial and other services	(HR) Croatia	17	EU28	16
Public administration education and health	(HR) Croatia	25	EU28	24
Total	(HR) Croatia	28	EU28	23

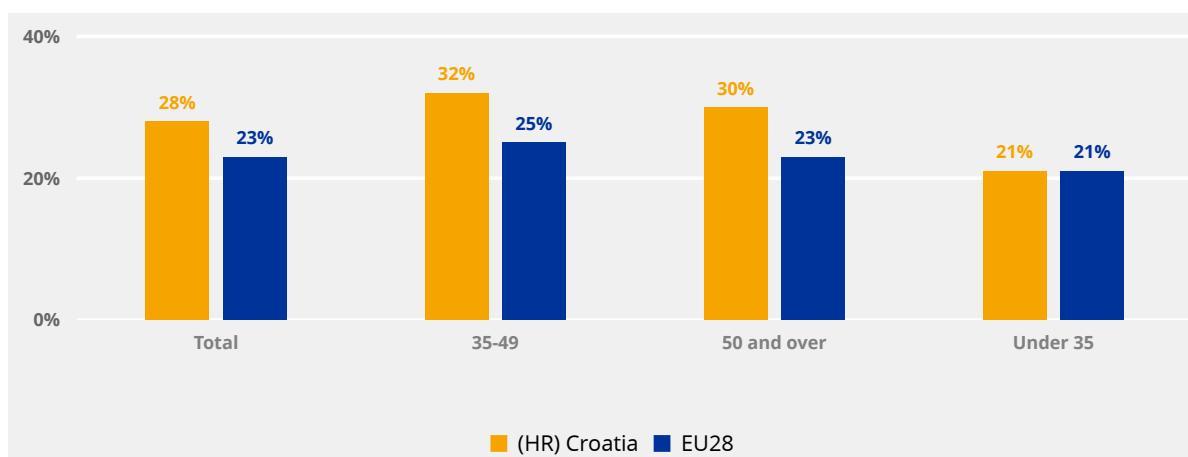
## Do you think your health or safety is at risk because of your work?



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and gender- to the question: "Do you think your health or safety is at risk because of your work?"

Gender	Country	Value (%)	Country	Value (%)
Female	(HR) Croatia	21	EU28	19
Male	(HR) Croatia	35	EU28	27
Total	(HR) Croatia	28	EU28	23

## Do you think your health or safety is at risk because of your work?



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and age - to the question : “Do you think your health or safety is at risk because of your work?”

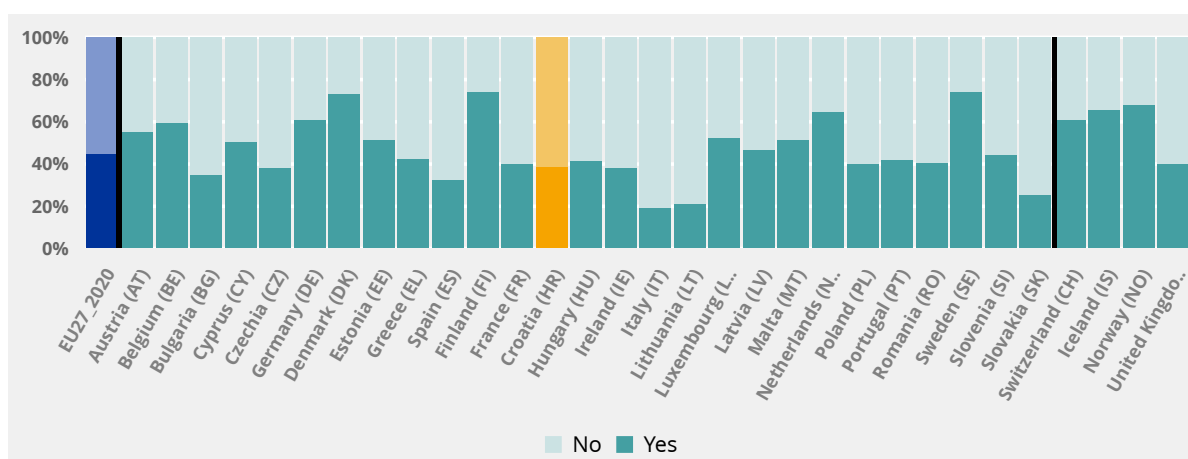
Age	Country	Value (%)	Country	Value (%)
Total	(HR) Croatia	28	EU28	23
35-49	(HR) Croatia	32	EU28	25
50 and over	(HR) Croatia	30	EU28	23
Under 35	(HR) Croatia	21	EU28	21

## Mental risk

This topic displays data from surveys on certain important aspects of mental risks such as time pressure, poor communication or cooperation, employees' lack of influence, job insecurity, difficult customers or clients, long or irregular working hours and discrimination. Note: Percentages might not total 100% because of rounding.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

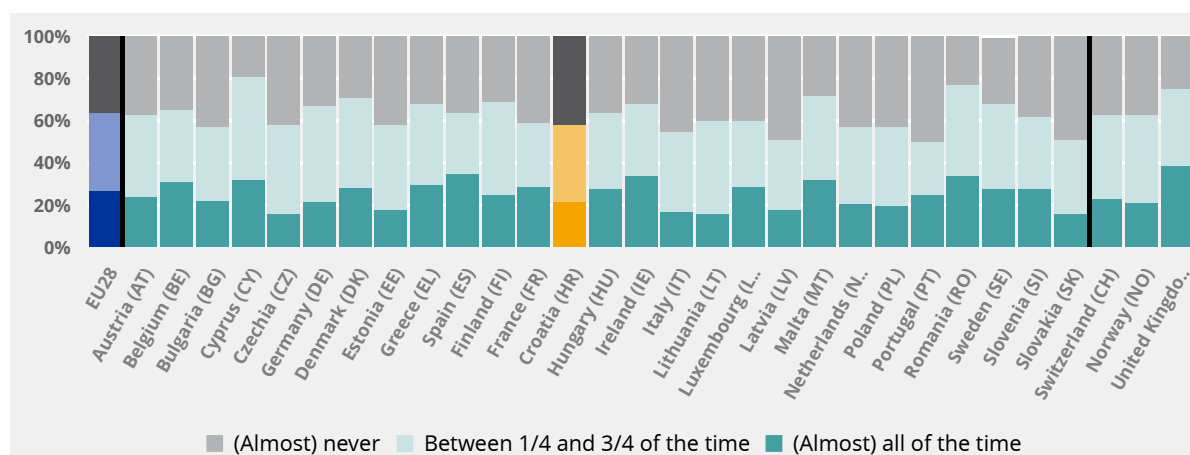
### Please tell me for each of the following risks whether or not it is present in the establishment? Time pressure



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Time pressure".

Country	Yes (%)	No (%)
EU27_2020	45.1	54.9
Croatia (HR)	38.8	61.2

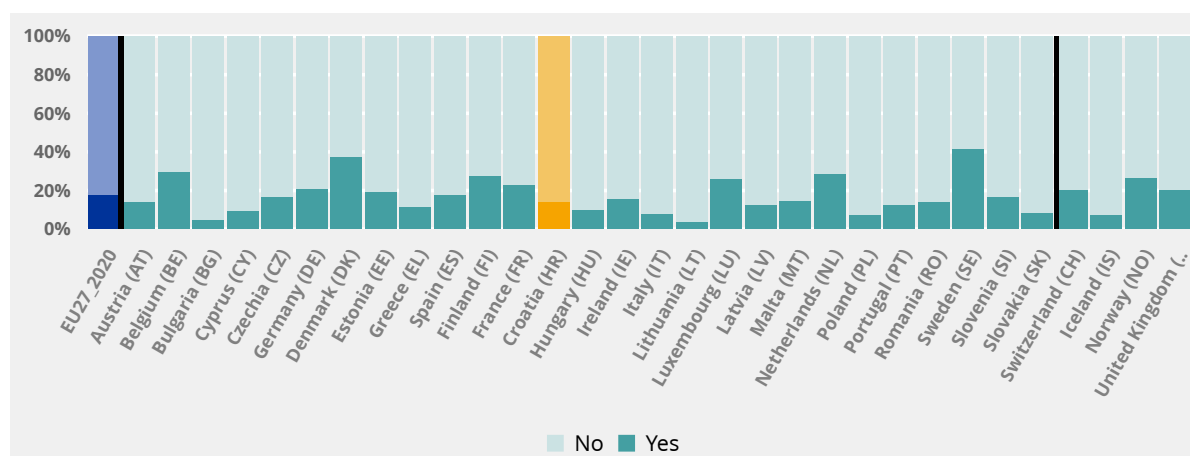
## Does your job involve working to tight deadlines?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Does your job involve working to tight deadlines?"

Country	Never (%)	¼ and ¾ of the time (%)	All the time (%)
EU28	36	37	27
Croatia (HR)	42	36	22

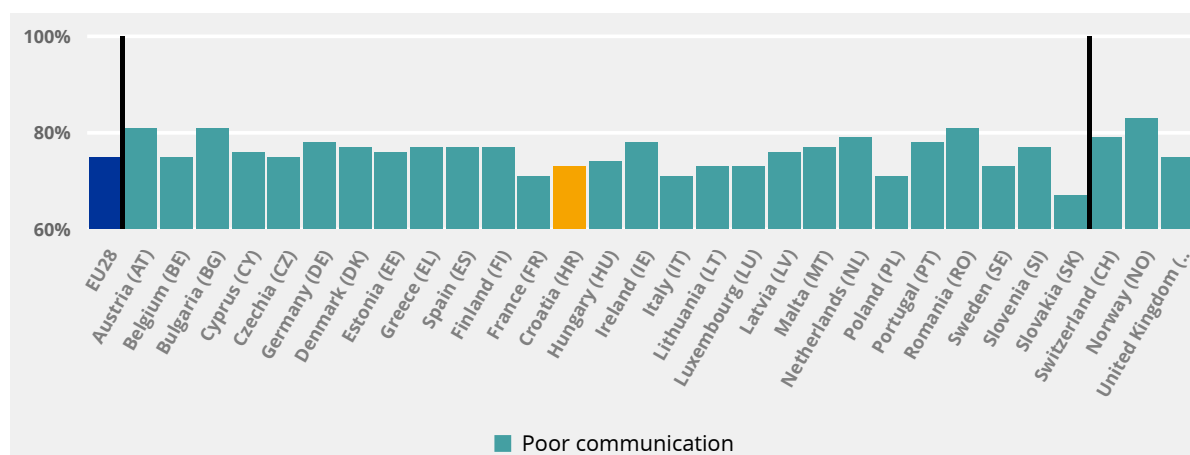
## Please tell me for each of the following risks whether or not it is present in the establishment? Poor communication



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Poor communication or cooperation."

Country	Yes (%)	No (%)
EU27_2020	17.9	82.1
Croatia (HR)	14.5	85.5

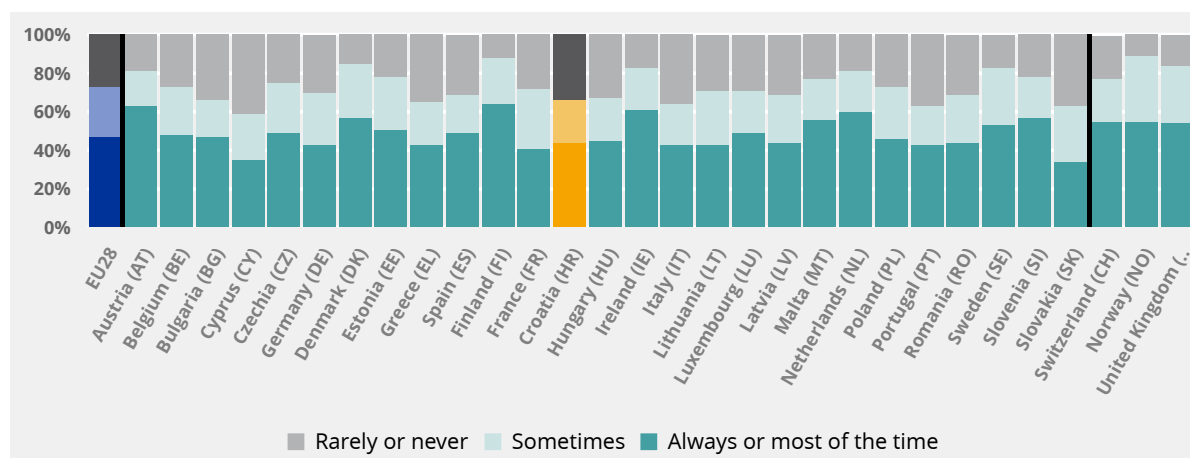
## Level of fairness, cooperation and trust



The diagram presents a composite indicator “Level of fairness, cooperation and trust” based on responses to a number of questions in the European Working Conditions Survey 2015 (EWCS).

Country	Value (%)
EU28	75
Croatia (HR)	73

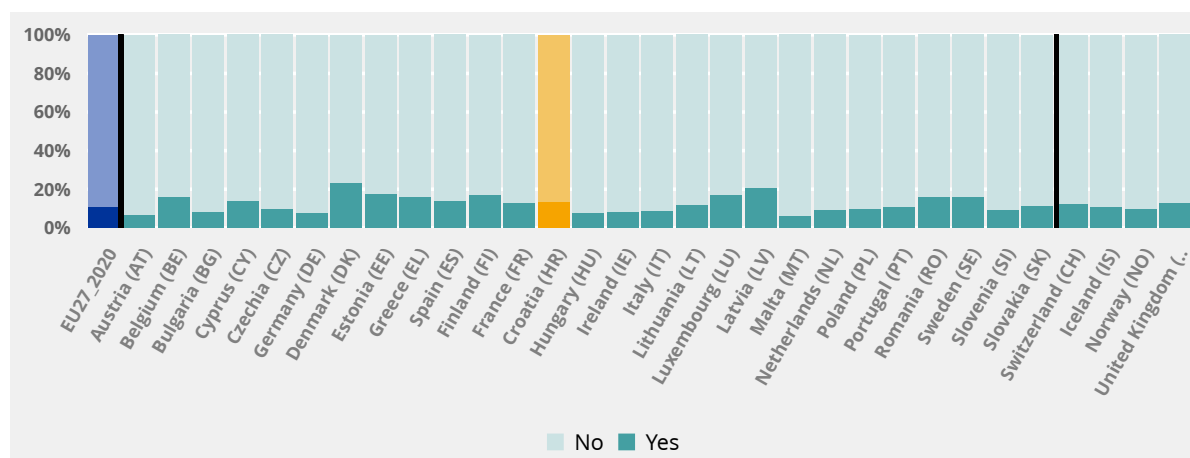
## Can you influence decisions that are important for your work?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Can you influence decisions that are important for your work?”

Country	Rarely or never (%)	Sometimes (%)	Always or most of the time (%)
EU28	27	26	47
Croatia (HR)	34	22	44

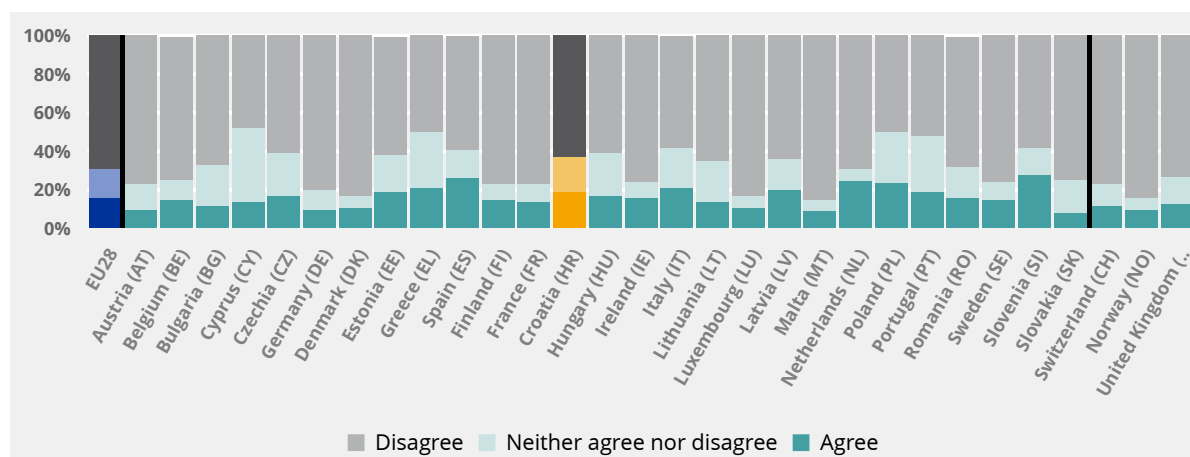
## Please tell me for each of the following risks whether or not it is present in the establishment? Fear of job loss



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Fear of job loss."

Country	Yes (%)	No (%)
EU27_2020	11.1	88.9
Croatia (HR)	13.7	86.3

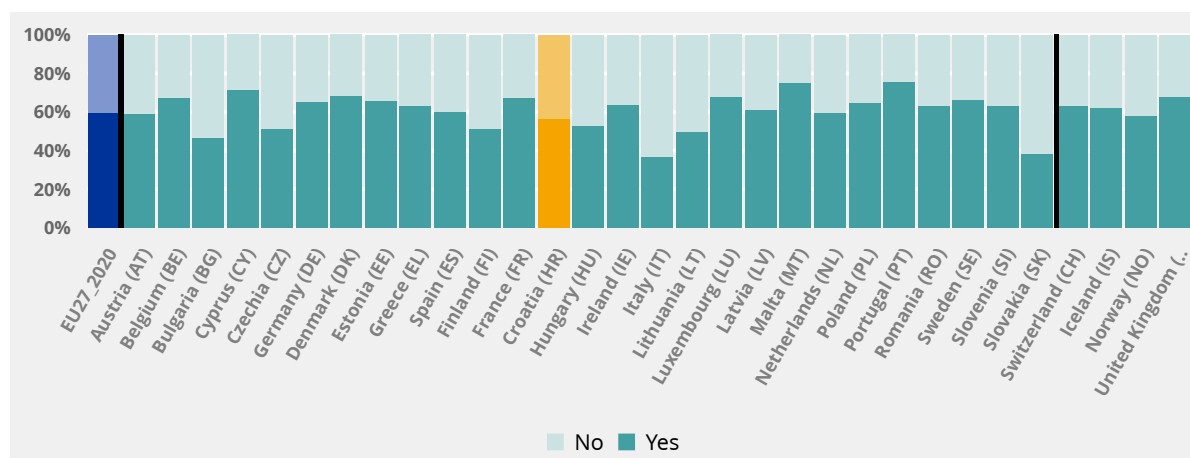
## I might lose my job in the next 6 months



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "I might lose my job in the next 6 months"

Country	Disagree (%)	Neither agree or disagree (%)	Agree (%)
EU28	69	15	16
Croatia (HR)	64	18	19

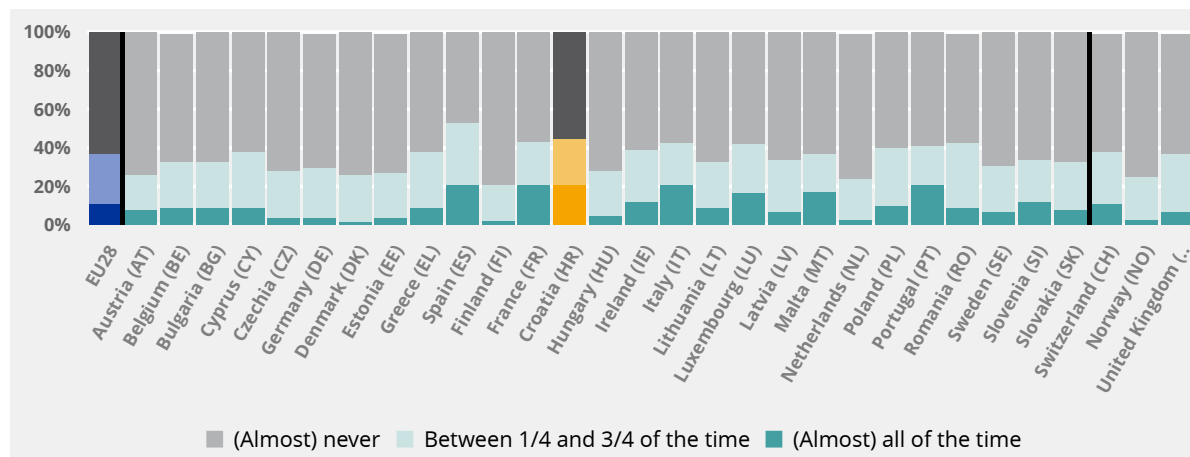
## Please tell me for each of the following risks whether or not it is present in the establishment? Difficult clients



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Having to deal with difficult customers, patients, pupils etc".

Country	Yes (%)	No (%)
EU27_2020	59.7	40.3
Croatia (HR)	56.5	43.5

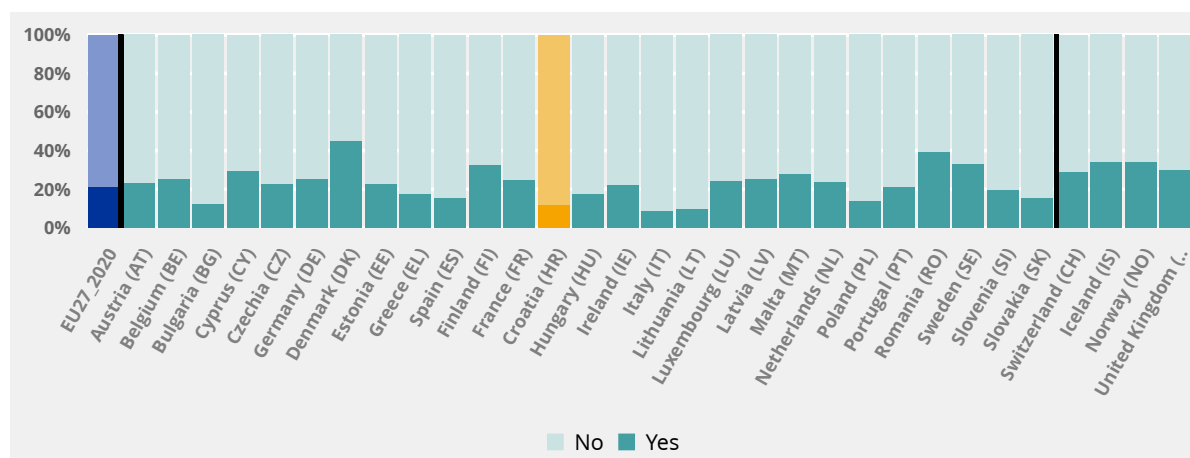
## Does your work involve handling angry clients?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Does your work involve handling angry clients?"

Country	Never (%)	1/4 and 3/4 of the time (%)	All the time (%)
EU28	63	26	11
Croatia (HR)	55	24	21

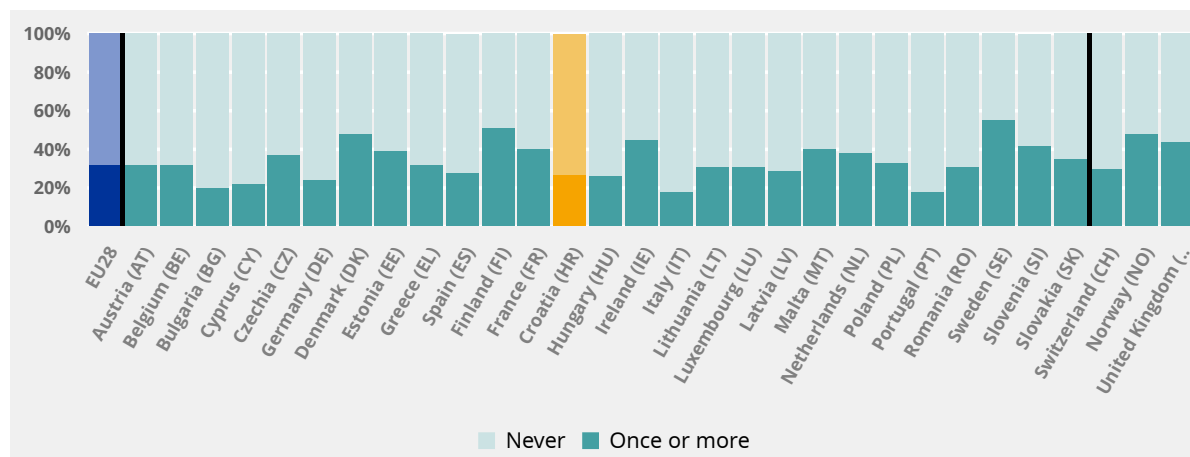
## Please tell me for each of the following risks whether or not it is present in the establishment? Working hours



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Long or irregular working hours."

Country	Yes (%)	No (%)
EU27_2020	21.5	78.5
Croatia (HR)	12.1	87.9

## How many times a month do you work more than 10 hours a day?

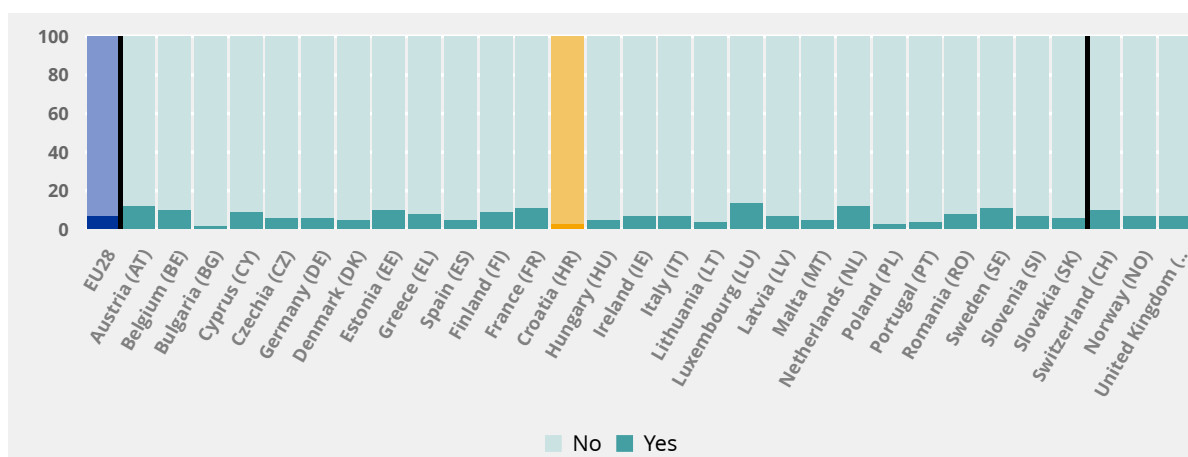


The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "How many times a month do you work more than 10 hours a day?"

Country	Yes (%)	No (%)
EU28	32	68
Croatia (HR)	27	73



## Have you been subjected to discrimination at work in the last 12 months?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Have you been subjected to discrimination at work in the last 12 months?"

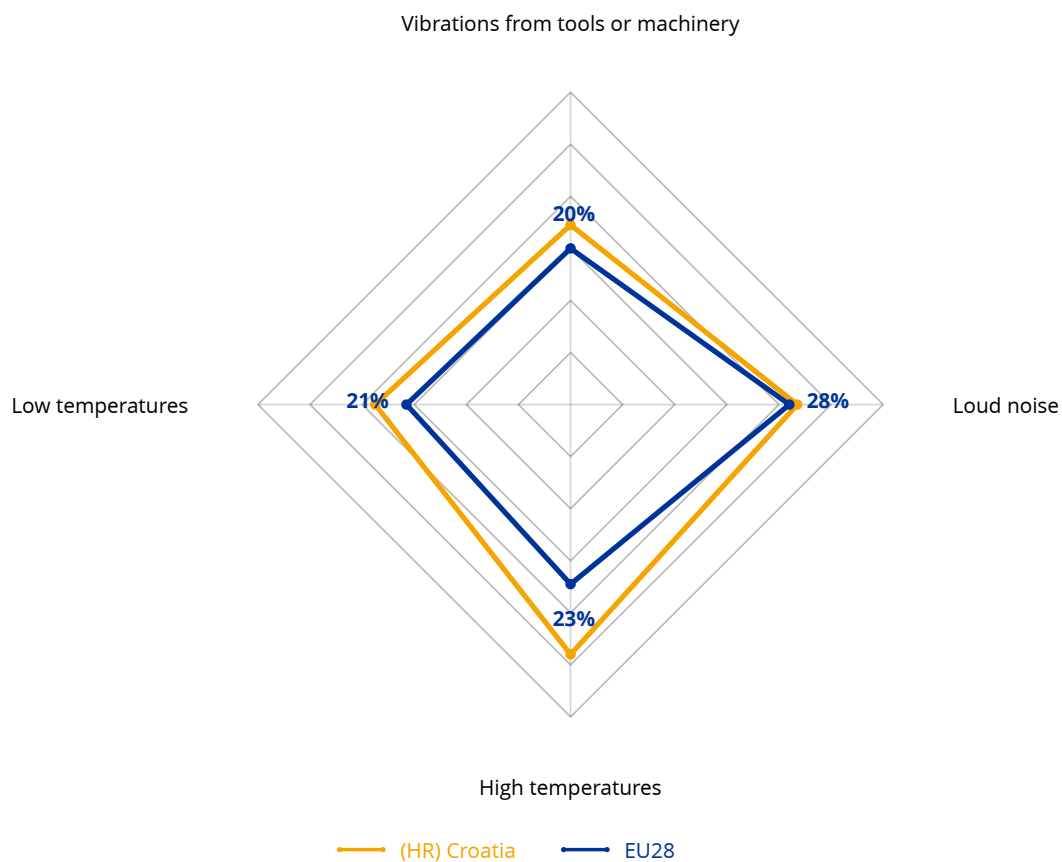
Country	Yes (%)	No (%)
EU28	7	93
Croatia (HR)	3	97

## Physical risk

This topic displays data on exposure to chemical and biological substances, exposure to noise, vibrations and high or low temperatures, and working tasks involving carrying, lifting or work in tiring or painful positions.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

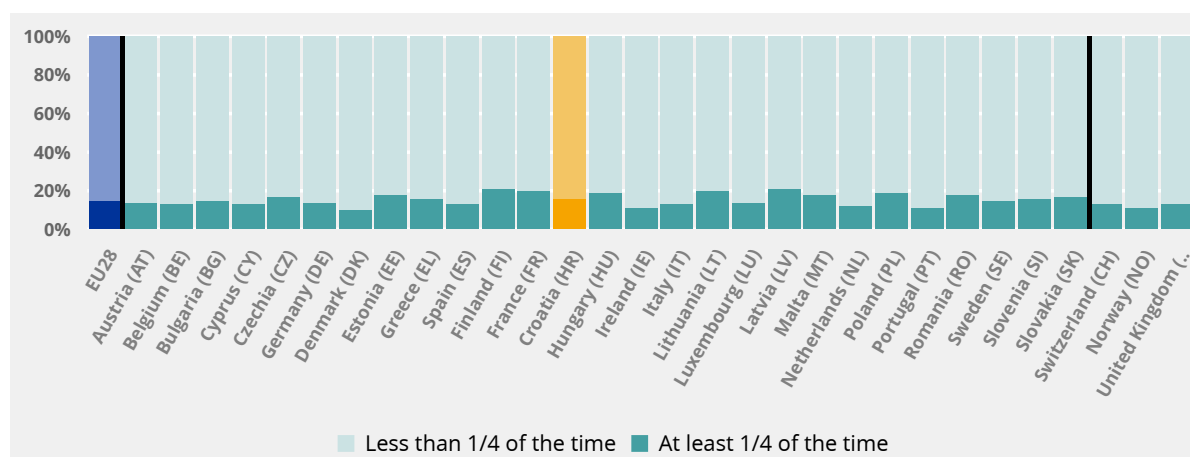
### Vibrations, loud noise and temperature



Indicator	Country	Value (%)
Vibrations from tools or machinery	EU28	20
Loud noise	EU28	28
High temperatures	EU28	23
Low temperatures	EU28	21
Vibrations from tools or machinery	(HR) Croatia	23
Loud noise	(HR) Croatia	29
High temperatures	(HR) Croatia	32
Low temperatures	(HR) Croatia	25

### Exposure to dangerous substances

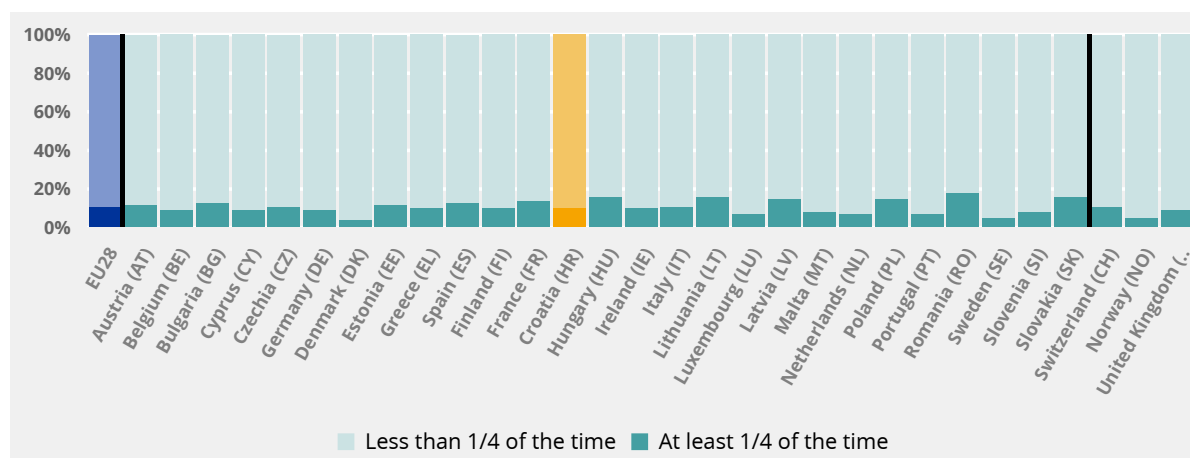
## Are you exposed to breathing in smoke, fumes, powder or dust?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to breathing in smoke, fumes, powder or dust?"

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	85	15
Croatia (HR)	84	16

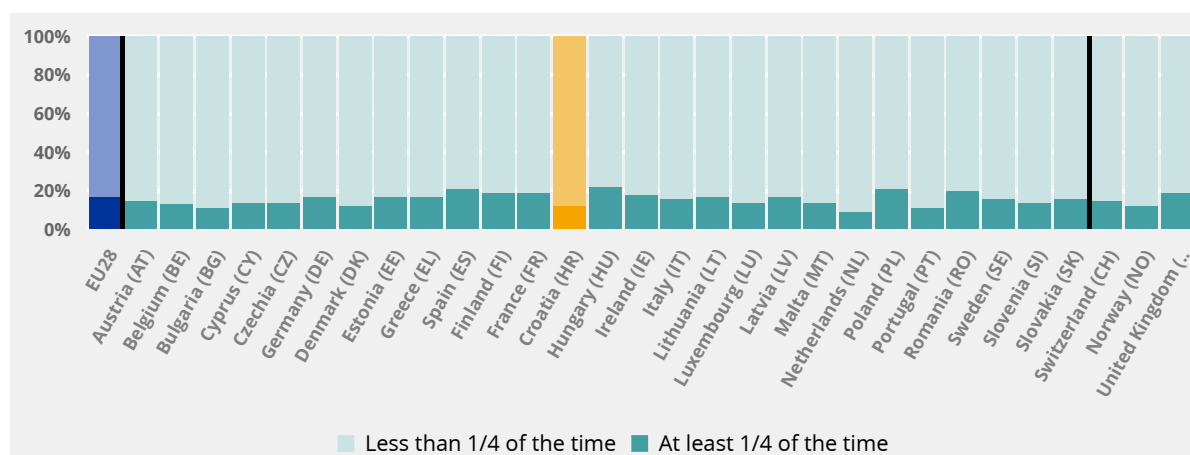
## Are you exposed to breathing in vapours?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to breathing in vapours?"

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	89	11
Croatia (HR)	90	10

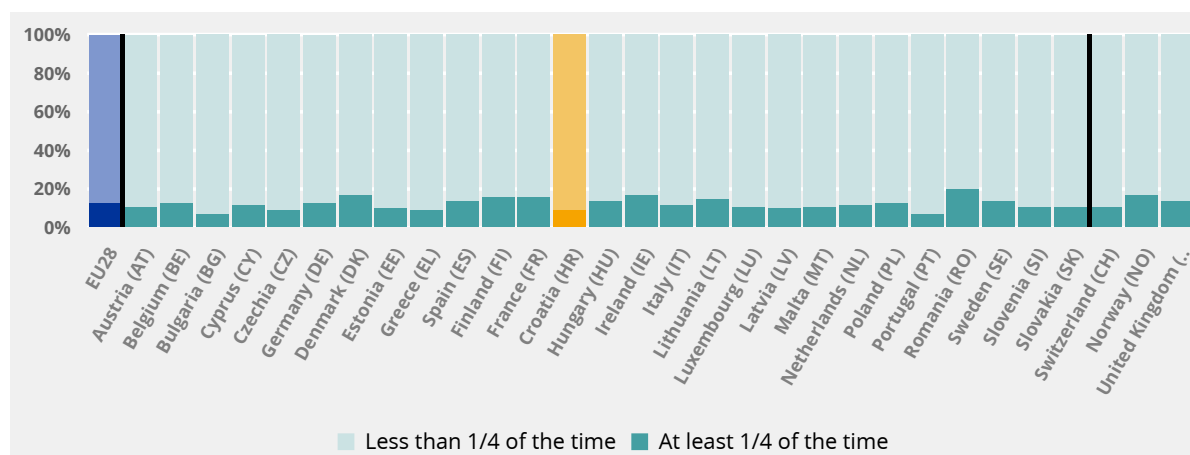
## Are you exposed to chemical products or substances?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to chemical products or substances?"

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	83	17
Croatia (HR)	88	12

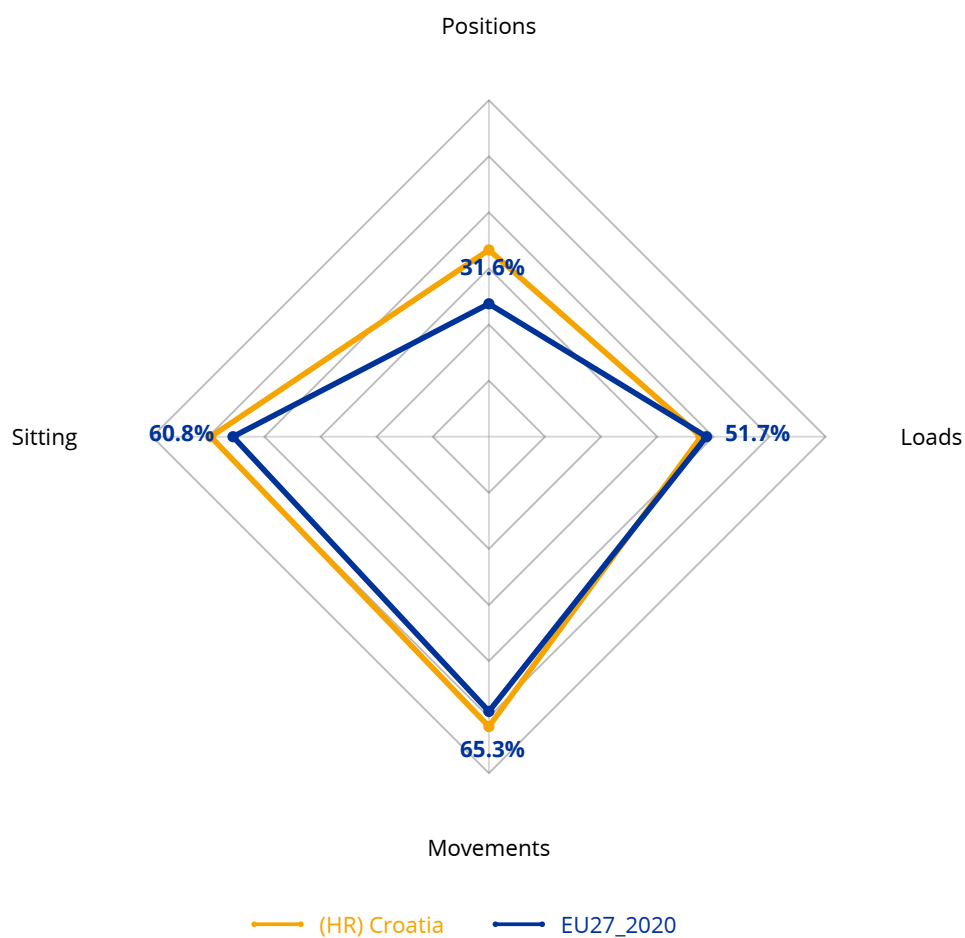
## Are you exposed to materials which can be infectious?



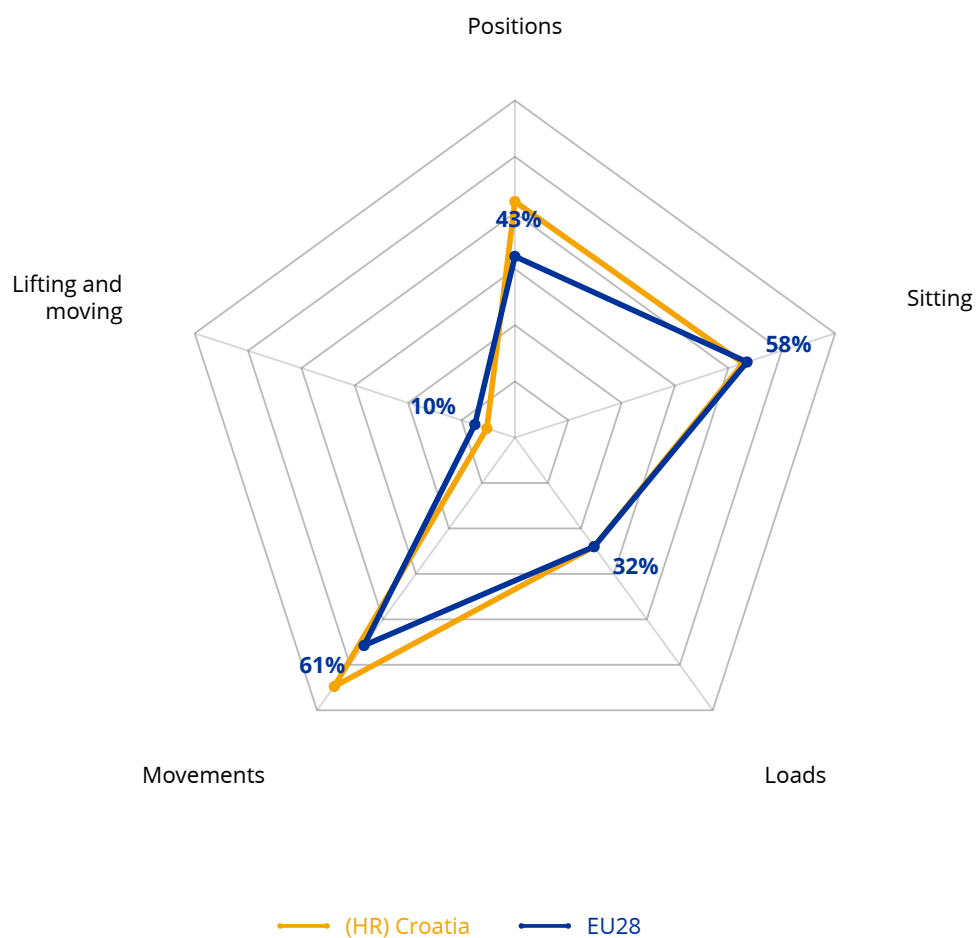
The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to materials which can be infectious?"

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	87	13
Croatia (HR)	91	9

## Ergonomic risks - ESENER



Indicator	Country	Value (%)
Positions	(HR) Croatia	44.4
Loads	(HR) Croatia	50.4
Movements	(HR) Croatia	68.9
Sitting	(HR) Croatia	66.1
Positions	EU27_2020	31.6
Loads	EU27_2020	51.7
Movements	EU27_2020	65.3
Sitting	EU27_2020	60.8



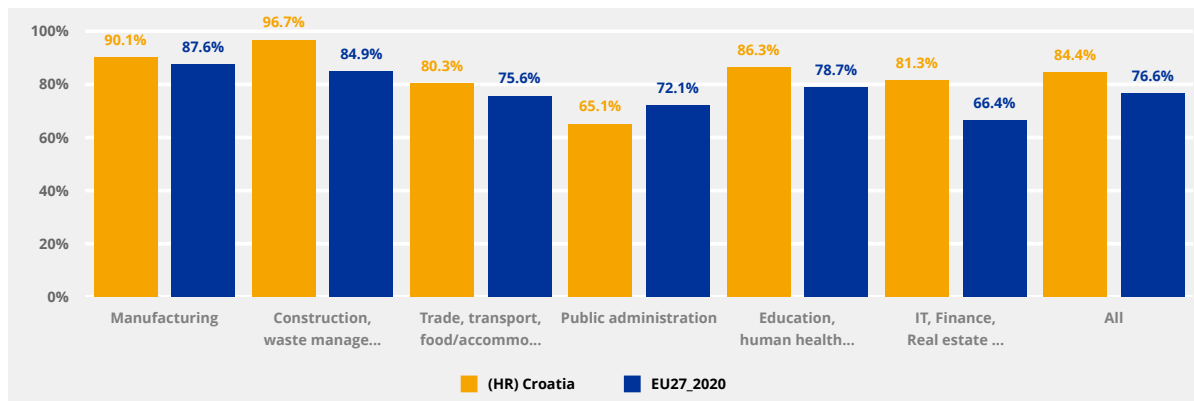
Indicator	Country	Value (%)
Positions	EU28	43
Sitting	EU28	58
Loads	EU28	32
Movements	EU28	61
Lifting and moving	EU28	10
Positions	(HR) Croatia	56
Sitting	(HR) Croatia	57
Loads	(HR) Croatia	32
Movements	(HR) Croatia	73
Lifting and moving	(HR) Croatia	7

## OSH outcomes and working conditions **Prevention in companies**

This indicator visualises data on how OSH is implemented on company/enterprise level, mainly focusing on risk assessment, related questions and OSH training for workers.

Source: ESENER 2019 Survey. For further information refer to Methodology

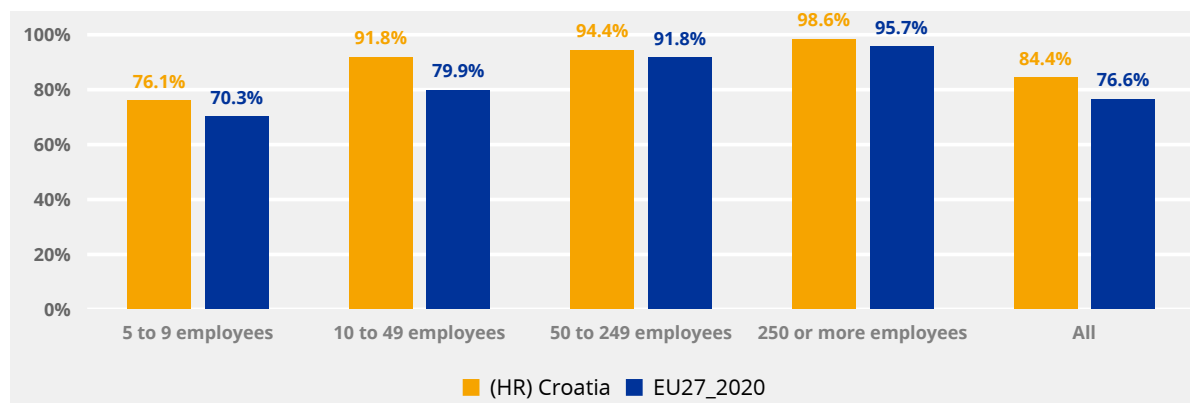
### Does your establishment regularly carry out workplace risk assessments?



The diagram displays 'yes' the responses in the ESENER 2019 Survey - by Member State and sector - to the question : "Does your establishment regularly carry out workplace risk assessments?"

Sector	Country	Value (%)	Country	Value (%)
Manufacturing	(HR) Croatia	90.1	EU27_2020	87.6
Construction, waste management, water and electricity supply	(HR) Croatia	96.7	EU27_2020	84.9
Trade, transport, food/accommodation and recreation activities	(HR) Croatia	80.3	EU27_2020	75.6
Public administration	(HR) Croatia	65.1	EU27_2020	72.1
Education, human health and social work activities	(HR) Croatia	86.3	EU27_2020	78.7
IT, Finance, Real estate and other technical scientific or personal service activities	(HR) Croatia	81.3	EU27_2020	66.4
All	(HR) Croatia	84.4	EU27_2020	76.6

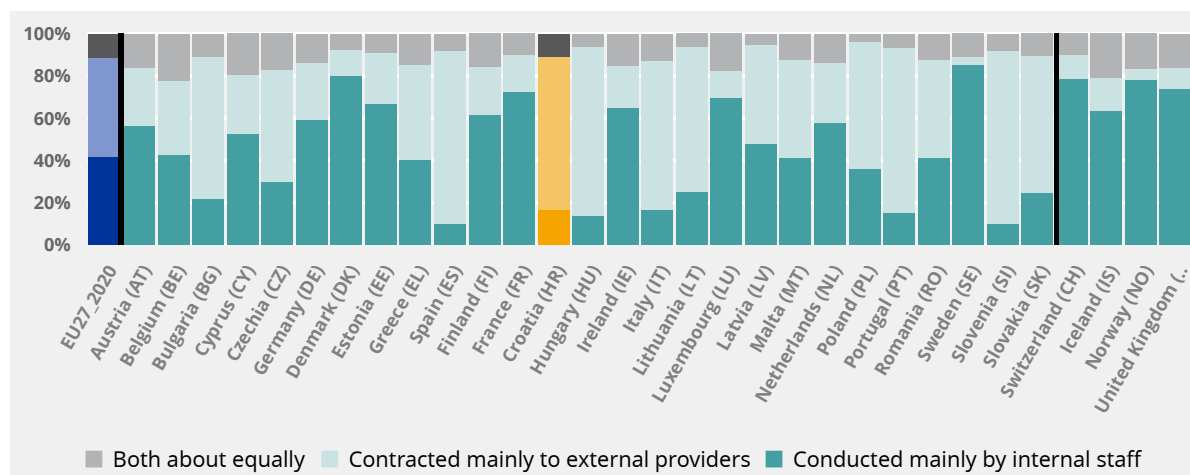
## Does your establishment regularly carry out workplace risk assessments?



The diagram presents the 'yes' responses in the ESENER 2019 Survey - by Member State and company size - to the question : “Does your establishment regularly carry out workplace risk assessments?”

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(HR) Croatia	76.1	EU27_2020	70.3
10 to 49 employees	(HR) Croatia	91.8	EU27_2020	79.9
50 to 249 employees	(HR) Croatia	94.4	EU27_2020	91.8
250 or more employees	(HR) Croatia	98.6	EU27_2020	95.7
All	(HR) Croatia	84.4	EU27_2020	76.6

## Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?

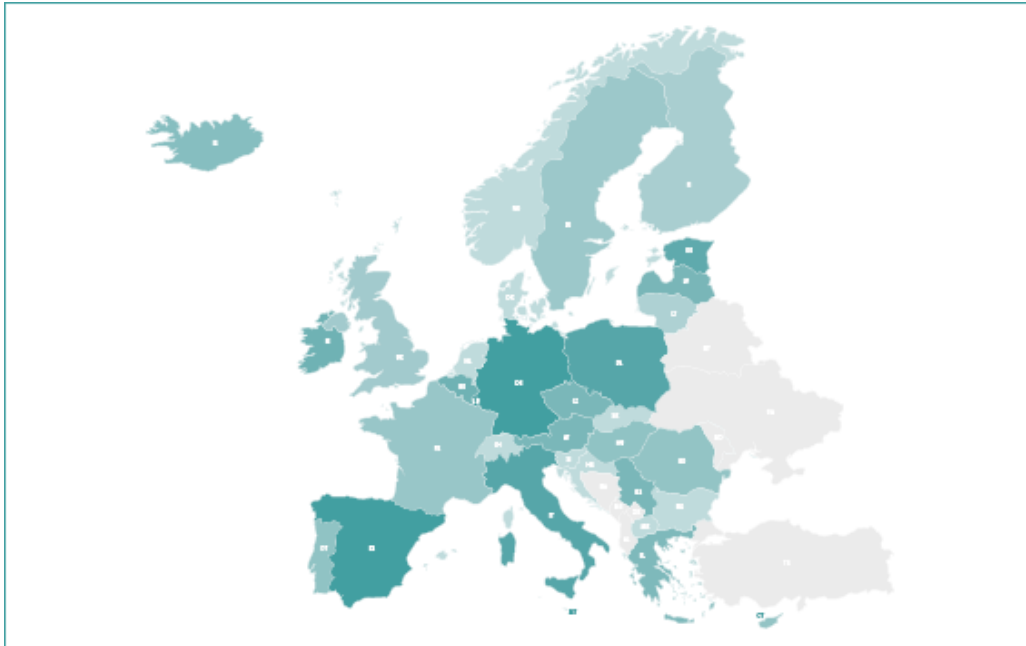


The diagram displays the responses in the ESENER 2019 Survey to the question: “Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?”

Country	Both about equal (%)	External (%)	Internal (%)
EU27_2020	11.2	47.1	41.7
Croatia (HR)	10.9	72.4	16.7

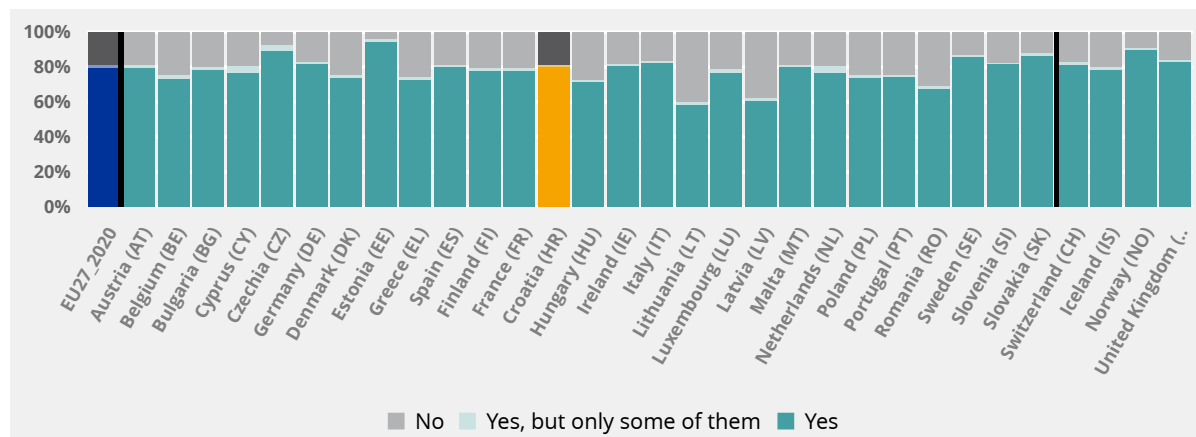


## Evaluated aspects in risk assessments



Responses to Evaluated aspects can be found in ESENER 2019 Survey in the section OSH Management – Aspects evaluated in the workplace risk assessment. For further information please, check the ESENER methodology.

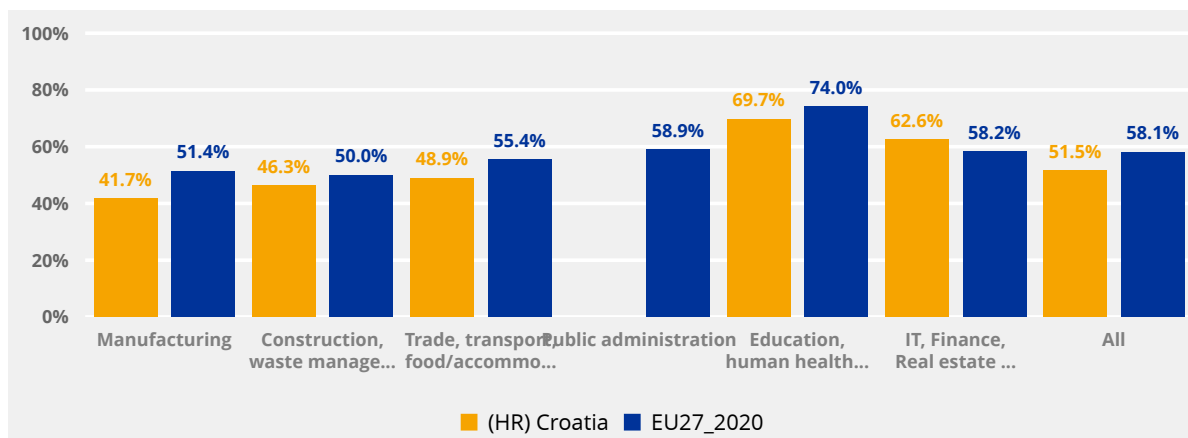
## Are the health and safety representatives provided with any training during work time?



The diagram displays the responses in the ESENER 2019 Survey to the question: “Are the health and safety representatives provided with any training during work time?”. additional information about this indicator can be obtained in ESENER 2019 Survey in the section OSH Management – Lack of information or adequate tools to deal with the risk effectively

Country	No (%)	Yes, but only some of them (%)	Yes (%)
EU27_2020	18.7	1	80.3
Croatia (HR)	18.4	0.4	81.2

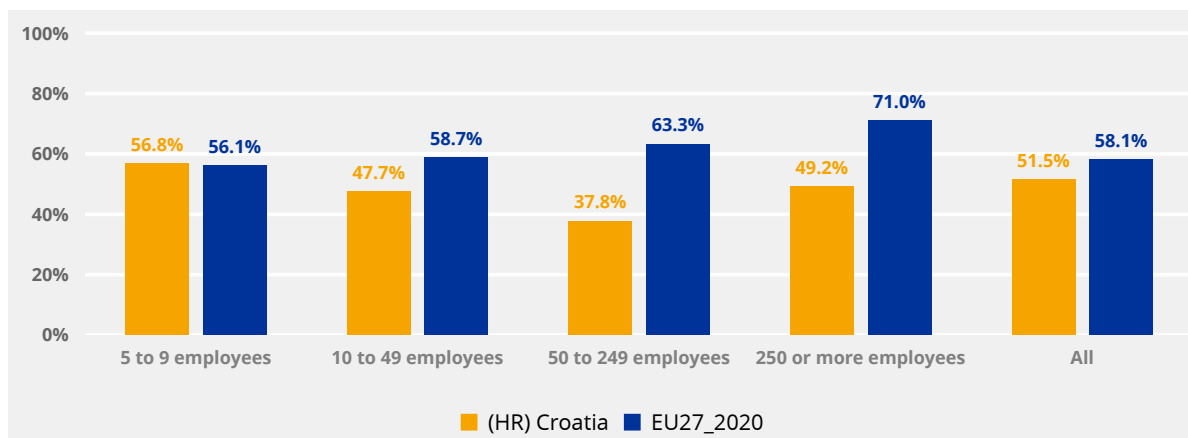
## Did the employees have a role in the design and set-up of measures to address psychosocial risks?



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and sector - to the question : "Did the employees have a role in the design and set-up of measures to address psychosocial risks?"

Sector	Country	Value (%)	Country	Value (%)
Manufacturing	(HR) Croatia	41.7	EU27_2020	51.4
Construction, waste management, water and electricity supply	(HR) Croatia	46.3	EU27_2020	50
Trade, transport, food/accommodation and recreation activities	(HR) Croatia	48.9	EU27_2020	55.4
Public administration	(HR) Croatia	58.9	EU27_2020	58.9
Education, human health and social work activities	(HR) Croatia	69.7	EU27_2020	74
IT, Finance, Real estate and other technical scientific or personal service activities	(HR) Croatia	62.6	EU27_2020	58.2
All	(HR) Croatia	51.5	EU27_2020	58.1

## Did the employees have a role in the design and set-up of measures to address psychosocial risks?



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and company size - to the question : “Did the employees have a role in the design and set-up of measures to address psychosocial risks?”

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(HR) Croatia	56.8	EU27_2020	56.1
10 to 49 employees	(HR) Croatia	47.7	EU27_2020	58.7
50 to 249 employees	(HR) Croatia	37.8	EU27_2020	63.3
250 or more employees	(HR) Croatia	49.2	EU27_2020	71
All	(HR) Croatia	51.5	EU27_2020	58.1

## OSH outcomes and working conditions

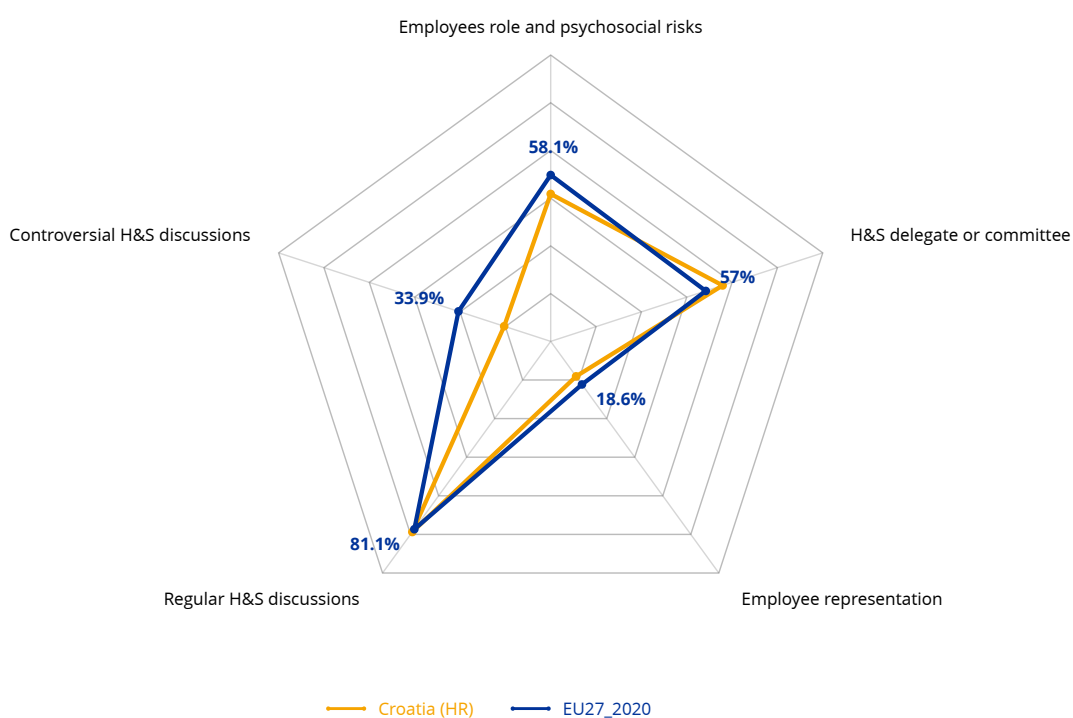
### Worker involvement

This section displays mainly quantitative data that show how workers are represented at company level and how they are involved in the prevention policy of the companies.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

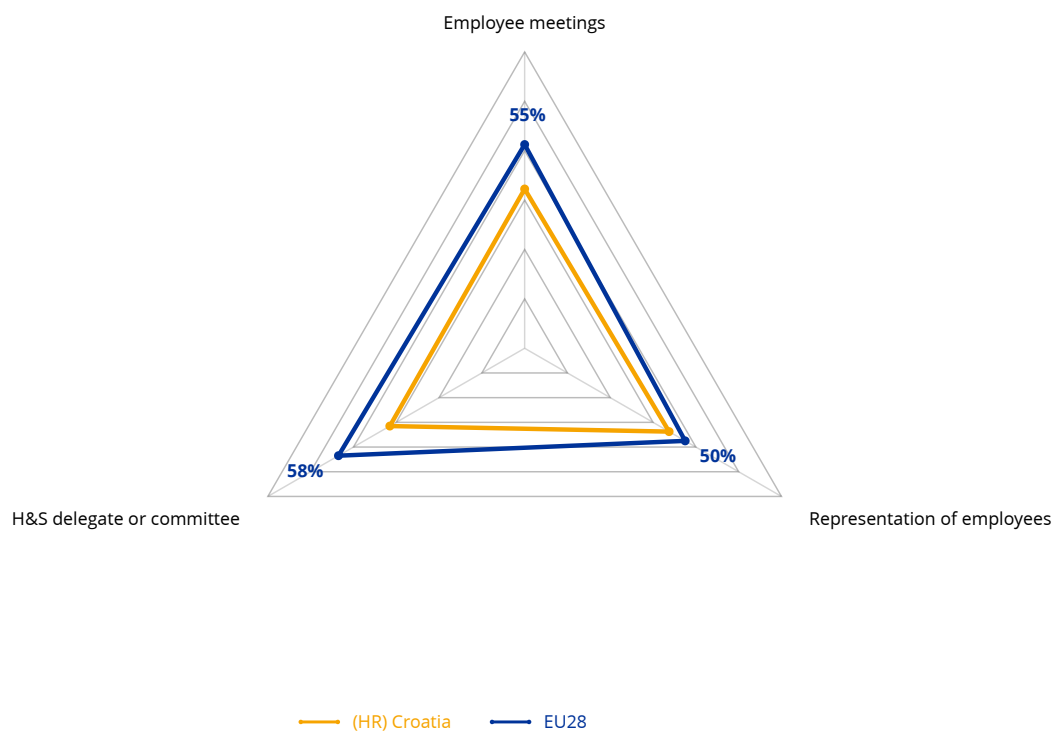
### Worker involvement

#### ESENER



Sector	Country	Value (%)
Employees role and psychosocial risks	EU27_2020	58.1
H&S delegate or committee	EU27_2020	57
Employee representation	EU27_2020	18.6
Regular H&S discussions	EU27_2020	81.1
Controversial H&S discussions	EU27_2020	33.9
Employees role and psychosocial risks	Croatia (HR)	51.5
H&S delegate or committee	Croatia (HR)	63.2
Employee representation	Croatia (HR)	15.1
Regular H&S discussions	Croatia (HR)	82.3
Controversial H&S discussions	Croatia (HR)	17.1

## EWCS



Sector	Country	Value (%)
Employee meetings	EU28	55
Representation of employees	EU28	50
H&S delegate or committee	EU28	58
Employee meetings	(HR) Croatia	43
Representation of employees	(HR) Croatia	45
H&S delegate or committee	(HR) Croatia	42

## OSH infrastructure **Enforcement capacity**

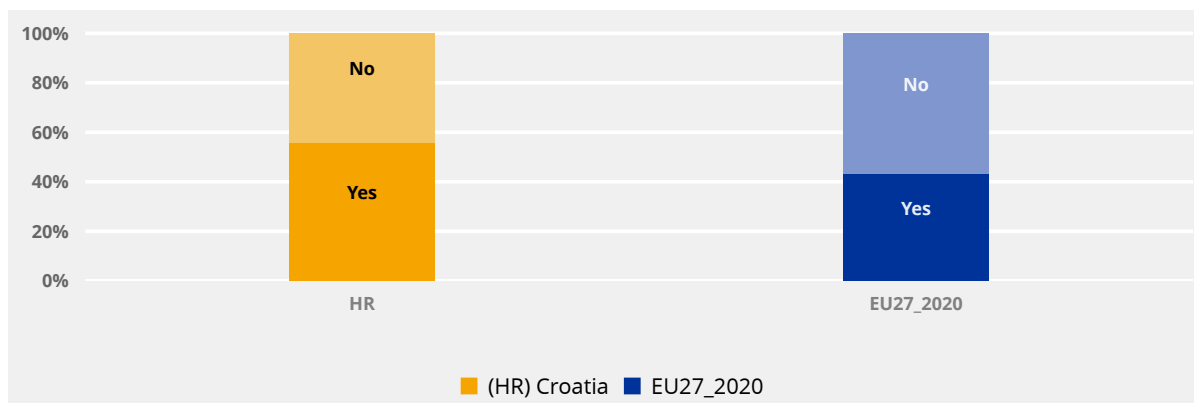
This indicator mainly contains the non-confidential parts of Senior Labour Inspectors Committee reports about enforcement in Member States

Sources: ESENER 2019 Survey and Senior Labour Inspectors' Committee.

For further information refer to Methodology

### **% of establishments inspected**

Have you been visited by the labour inspectorate in the last 3 years?



Country	Yes (%)	No (%)
(HR) Croatia	55.7	44.3
EU27_2020	43.2	56.8

### **Authority**

No information available

### **Scope of the Labor Inspection**

No information available

### **Inspector powers**

No information available

### **Strategy/Plan**

No information available

## OSH infrastructure **OSH statistics, surveys and research**

Here you will find a comprehensive overview of availability of OSH statistics and surveys on working conditions and research capacities in the different Member States and the EU.

For further information refer to Methodology



### **OSH statistics**

Croatian Institute for Health Protection and Safety at Work (hzzsr)

**Data holder:**

hzzsr

**Functionalities:**

- Monitoring of work accidents - (2009-2014)

Croatian Pension Insurance Institute( HZMO)

**Data holder:**

hzmo

**Functionalities:**

- Monitoring of work accidents - quarterly

Croatian Health Insurance Fund (hzzo.hr)

**Data holder:**

not published

**Functionalities:**

- Monitoring of work accidents - year range

Ministry of Labour and Pension System - Labour Inspectorate

**Data holder:**

not published

**Functionalities:**

- Monitoring of work accidents - year range

Croatian Institute for Public Health

**Data holder:**

HIJZ

**Functionalities:**

- Monitoring of occupational diseases

## Research Institutes

Institute for Occupational Medicine and Medical Research (IMROH) (Zagreb)

[Link to the institute](#)

**Short abstract**

The IMROH was established in 1947, originally as the Institute for Industrial Hygiene. Its research started in 1949, studying the health impacts of physical and chemical workplace conditions. From 1953, the institute expanded to include departments of oncology, immunochemistry, chemotherapy, balneology, climatology, and the history of medicine. The IMROH applies a multidisciplinary approach to studying how chemical, physical, and biological agents affect biological systems — in the general environment and in the work environment. This includes monitoring air, soil, water and food, and providing occupational health research, professional services and expert advice to policy-makers on environmental protection and safety at work.

[See more in OSHWiki](#)