



## European network of legal experts in gender equality and non-discrimination

### NEWS REPORT

<b>Country:</b>	Croatia
<b>Title:</b>	Discriminatory provisions in contracts between a Croatian hospital and resident physicians
<b>Date:</b>	16 May 2017
<b>Expert:</b>	Nada Bodiroga-Vukobrat
<b><u>Context</u></b>	
<b>Issue at stake:</b>	Time spent on maternity/parental leave or sick leave does not count as time spent in service for the purpose of fulfilling the obligations of resident physicians towards the hospital
<b>Ground of discrimination:</b>	Sex
<b>Source:</b>	Miscellaneous
<b>Field:</b>	Employment; pregnancy and maternity; parental leave
<b>Applicable law:</b>	Gender Equality Act (Official Gazette <i>Narodne novine</i> No. 82/08)

### **Content**

**Development:** The Croatian Association of Hospital Doctors (HUBOL) informed the Ombudsperson on Gender Equality about a discriminatory provision in a standard contract on residency between the General Hospital Sisak and resident physicians. The Ombudsperson confirmed that she is investigating the case of potential gender discrimination as information about it appeared in the media.

**Key points of analysis:** A provision in employment contract between resident physicians and one General Hospital (in town Sisak) stipulates that "in case of incapacity of the resident physician to perform work obligations after completion of the residency period, and if that incapacity is longer than 30 days per year (maternity leave, parental leave, sick leave or other circumstances), work obligation is prolonged in proportion to the time of incapacity for work".

### **Internet link source:**

HRT (Croatian Radio Television), Dnevnik 20 February 2017:

<https://hrti.hrt.hr/#/video/list/category/125/dnevnik>.

Internet news portal Index.hr: <http://www.index.hr/vijesti/clanak/sramota-u-sisackoj-bolnici-lijecnica-ne-smije-ostati-trudna-nakon-specijalistickog-ispita/951688.aspx>.