



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

FLASH REPORT

Country:	Croatia
Title:	Results of empirical research on gender equality in the labour market
Date:	9 July 2019
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<u>Context</u>	
Issue at stake:	Gender equality in the business world and the labour market is still not achieved, as shown by two independent reports published in 2019
Grounds of discrimination:	Gender
Field of application:	Employment, Equal pay, Gender mainstreaming
Source:	Policy development
Applicable law:	Gender Equality Act (Zakon o ravnopravnosti spolova), Official Gazette Narodne novine nos. 82/2008 and 69/2017

Content

Policy development: The results of two independent reports for which research was conducted during 2018 and published in the first half of 2019 present similar conclusions concerning the position of women in the business world and on the labour market. One research was conducted jointly by the Croatian Employers' Association and Deloitte ("Women in the Business World") and the other by the World Bank Group ("Croatia Country Gender Assessment"). There are no significant improvements concerning the position of women in the labour market and entrepreneurship and business world in general, despite the relatively well developed general legal anti-discrimination and gender equality framework in Croatia.

Key points of analysis: The study "Women in the Business World" was conducted from October to December 2018 and it is based on an on-line questionnaire, containing questions about the attitudes and factors affecting the position of women in the business world. The number of participants was relatively low (186 persons replied, out of which 177 women), but the authors of the research report stated that the respondents form a representative sample, and included top-level managers in companies and financial institutions, from various economic areas and working in firms of different sizes. The 2018 research compares the findings with the research conducted by the same group in 2013, revealing that there were no substantial changes and that women are still faced with more difficulties than men in their careers. For example, roughly the same share of participants (60 %) considers that women are paid less than their male counterparts as top executives, as well as that women are more often subject to personal questions about family circumstances and planning during job interviews, despite the fact that these types of questions are prohibited by law. More than half (58 %) of respondents find that women and men have equal financial results in terms of sales and profits, but at the same time, more than two thirds (77 %) consider that men advance quicker in their careers. Compared

to the 2013 research, the share of respondents who believe that women have to invest more than men to reach the same levels in the company has risen, from 77 % to a staggering 80 %. It is no surprise then, that the share of women members of management boards of the listed companies in Croatia was around 18.8 % in 2017, and this share with minor oscillations has remained stable for years.

The World Bank Country Gender Assessment report is based on a combination of literature review, quantitative and qualitative data, and roundtable discussions with targeted groups conducted in 2018, as well as the findings of the Systematic Country Diagnostic from the World Bank. The assessment includes a broad analysis of different fields, such as employment, entrepreneurship, education, social protection, sexual and gender-based violence, political representation, etc. In short, concerning the labour market and entrepreneurship, the assessment reveals that despite legislative and institutional improvements, there are persistent inequalities in the field of economic opportunities and earnings between men and women. On average, 61 % of women as opposed to 71 % of men are active, and the research shows that even though women start out at comparable employment levels as men, their labour market participation rate drops with age. This is the result of traditional gender norms and arrangements concerning the family, household and caring obligations, as well as discrimination faced by women in their reproductive age (25 – 40), who are frequently experiencing discriminatory treatment at job interviews or when they return to work after giving birth. The research shows that 32 % of Croatian women aged 25 – 64 are inactive due to care responsibilities. In addition, the majority of housework falls upon women, as only about one tenth of men (11.9 %) do housework.

Internet link source: "Žene u poslovnom svijetu" (*Women in the Business World*), Deloitte and the Croatian Employers' Association, 2019, available at: https://www2.deloitte.com/content/dam/Deloitte/hr/Documents/about-deloitte/hr_Zene_u_poslovnom_svijetu_2019.pdf.

Investing in Opportunities for All. Croatia Country Gender Assessment, World Bank Group, 2019, available at: <http://documents.worldbank.org/curated/en/237711560532005820/pdf/Investing-in-Opportunities-for-All-Croatia-Country-Gender-Assessment.pdf>.