

Facts and Figures on Gender Equality Croatia

CONTACTS

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LEGAL FRAMEWORK:

ILO Conventions ratified:

No. 100, 111 and 156- ratified 1991

No. 183 – not ratified

(**No.103** – ratified in 1991)¹.

National legislation:

A *Gender Equality Law* entered into force in July 2003. It establishes general principles for the protection and promotion of sex equality and defines the means of protection from discrimination and creation of equal opportunities for men and women.

Chapter IV deals with discrimination in the fields of employment and work .

Further equality provisions, such as equal pay for work of equal value and the prohibition to use sex or age as a condition for employment, are placed in the *Labour Code* and in the *Employment Act*. Gender equality was stated as a basic value in the new *Constitution* from 2000.

The *Labour Code* was amended in July 2003. Numerous modifications were adopted, inter alia relating to discrimination (inter alia on the basis of sex), protection of workers' life, health, offences committed by the employer and their sanctions. It also provides protective rules on pregnant

women. The amendments finally entered into force in January 2004.

In July 2004 also amendments of *the Act on health insurance* relating to parental leave entered into force.

Since July 2004 Croatian *Penal Code* contains regulations related to trafficking of persons. It entered into force in October 2004².

¹ ILO Ilolox

² ILO Natlex

GENDER EQUALITY MACHINERY:

Governmental Office on Gender Equality was established in July 2003 on the basis of Gender Equality Act. It is independent body responsible primarily to the Government. It formulates the government policy concerning equal gender status, initiates legislative actions. It also performs policy analysis, coordination and monitoring of implementation of gender policy.

Other gender equality bodies - *Parliamentary Committee on Gender Equality* was established in 2000, which deals mainly with how gender equality is

implemented in legislation. Furthermore, Croatia has an *Ombudsperson*, which take cases in which public authority has endangered citizens' rights although no specific reference is made to gender discrimination.

Gender Equality Committees on the local level – level of the counties; part of the local self-government (not yet established in all the counties, but in the most of them)³.

³ UNIFEM Database on National Women's Machinery completed by KARAT, November 2004

SOME BASIC INDICATORS

Female/Male employment and unemployment: In 2003, the employment rate (15+) for women was 46.7% and for men 60.3%⁴. The unemployment rate in 2003 was 15.7% for women and 13.1% for men⁵.

University graduates: In 2002, 55% of all the university graduates were women⁶.

Female/Male part time work: 9.9% of total female employment was part-time

compared with 7.6% of total male employment, both in 2001⁷. In 2003 67.4% of part time workers and 46.1% of full time workers were women⁸.

Sex distribution by employment sector: Women comprised 43.9% of total employees in the agricultural sector, 30.3% in the industrial sector and 51.9% in service sector in 2001. Moreover, women made up 45.6% of

total employees in the public sector and 43.5% in the private sector⁹.

Retirement age: Women retire at the age of 55 and men at the age of 60 with 20 years of coverage or five years later with only 15 years of coverage. The retirement age is gradually changing to 60 for both men and women with 15 years of coverage by 2007¹⁰. (No changes)

Maternity benefit: 100% of salary payable until the child is 6 months (from 28 days to 45 days before expected date of childbirth). Additional benefit is payable

until the child is 1 year old. Minimum benefit is 1,600 kunas a month and maximum benefit is 4,250 kunas a month until the child is 6 months old and then 1,600 kunas a month after that until the child is 1 year old. Unemployed mothers receive 600 kunas a month during the entire maternity period¹¹. (No changes)

⁴ Eurostat

⁵ ILO/Laborsta

⁶ UNESCO

⁷ UNECE

⁸ SEELINE PROJECT

⁹ UNECE

¹⁰ ISSA

¹¹ ISSA

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<http://www.issa.int/>

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<http://laborsta.ilo.org/cgi-bin/brokerv8.exe>

ILO/Ilolex - <http://www.ilo.org/ilolex/cgi-lex/ratifce.pl?Croatia>

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http://www.ilo.org/dyn/natlex/natlex_browse.country?p_lang=en&p_country=HRV

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<http://www.unece.org/stats/gender/web/database.htm>

Government of Republic of Croatia
<http://www.vlada.hr/default.asp?ru=196&sid=&jezik=2>

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Websites of Croatian NGOs and Trade Unions

KARAT website www.karat.org