



CROATIA GENDER LANDSCAPE 2024

KEY MESSAGES

Throughout her life, a Croatian women builds up...

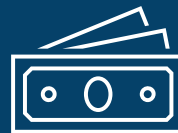


significant human
capital

But this does not appear to fully translate into...



positive labor market
outcomes



income-generation
opportunities



decision-making
power

AMONG KEY BARRIERS ARE...



Lack of flexible
work arrangements



Lack of job
opportunities



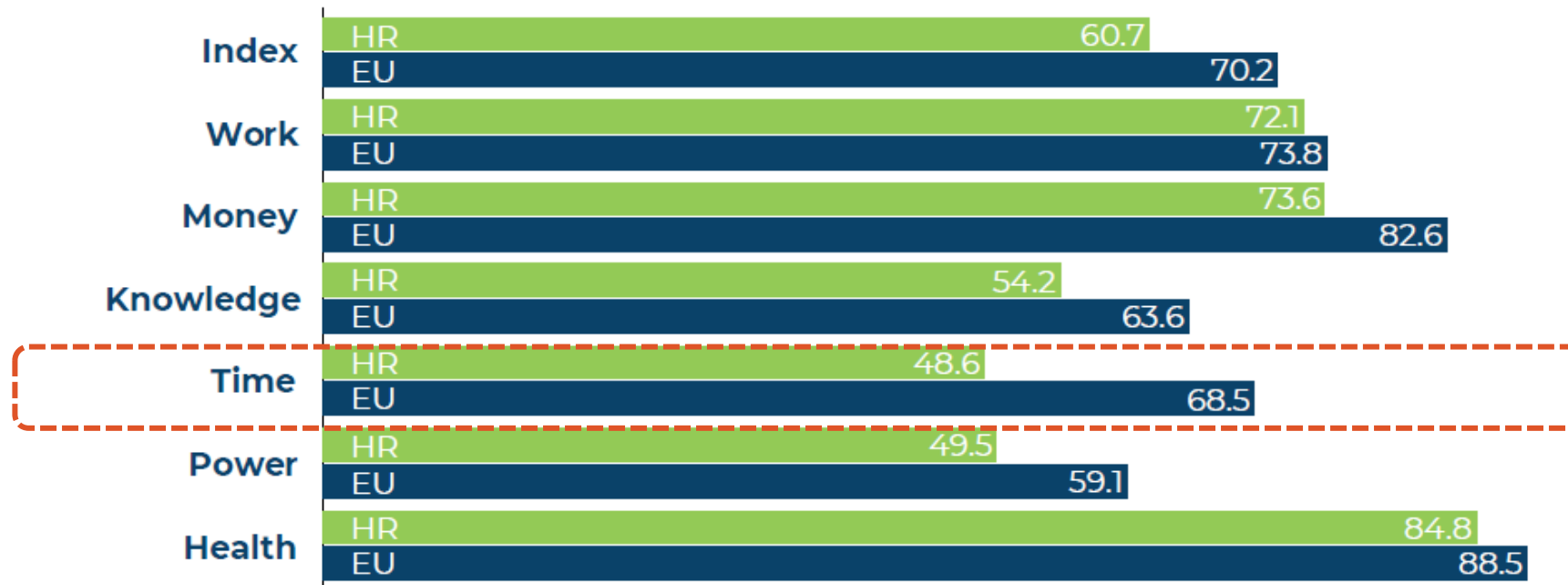
Lack of childcare
and elderly care



Stereotypes and
social norms

Croatia's overall gender equality index score has improved over the past decade, but challenges remain in specific domains.

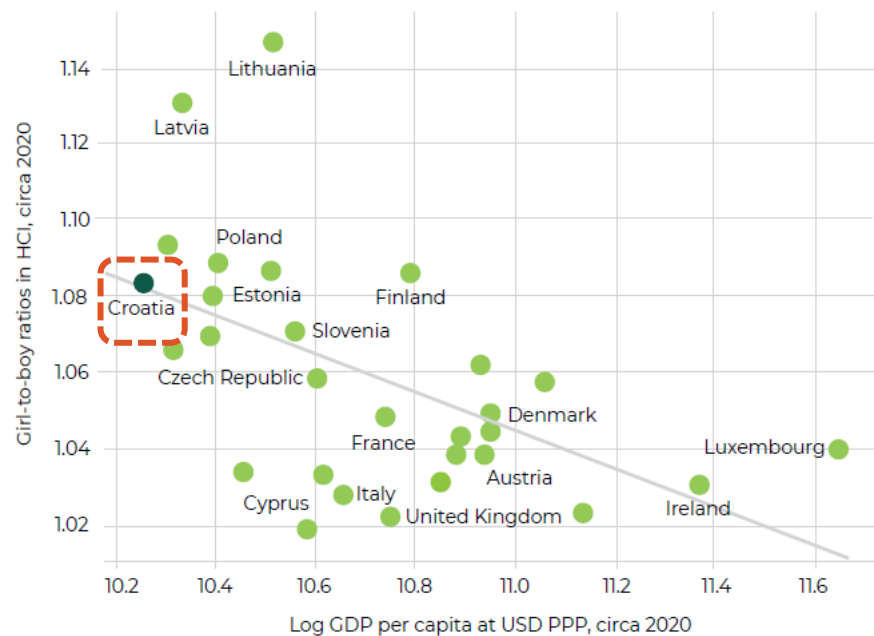
The largest gender gap between Croatia and the rest of the EU is in the allocation of time spent on care, domestic work, and social activities



Source: European Institute for Gender Equality, 2023

In childhood, Croatian girls outperform boys in the accumulation of human capital.

Croatia's human capital gender gap in favor of girls ranked among the largest in the EU



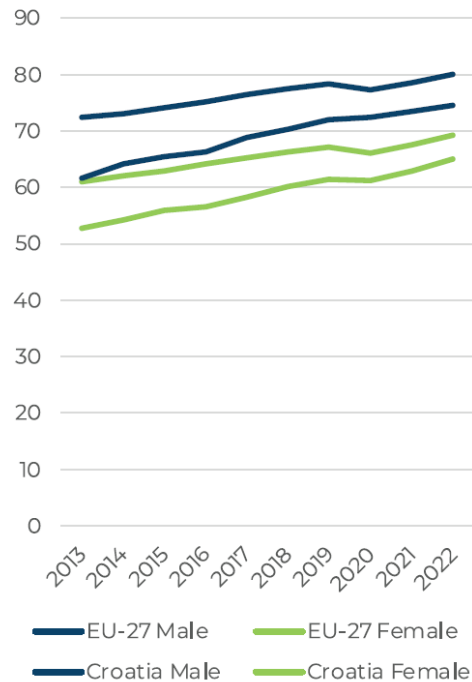
Girls outperform boys in test scores and years of schooling

HCI and its components	Boys	Girls
Overall HCI	0.68	0.74
Expected years of schooling	13.2	13.6
Learning-adjusted years of school	10.2	10.7
Harmonized test scores	482.9	492.2

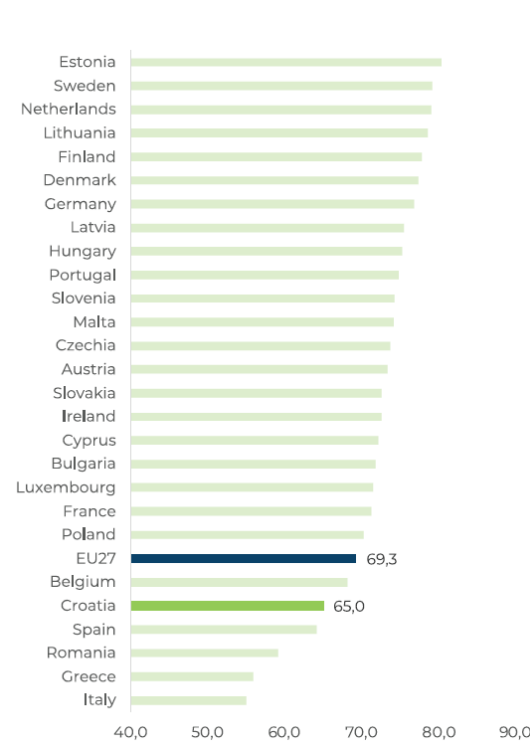
Source: Human Capital Project, 2023

However, when reaching working-age, Croatian women has one of the lowest employment rates in the EU.

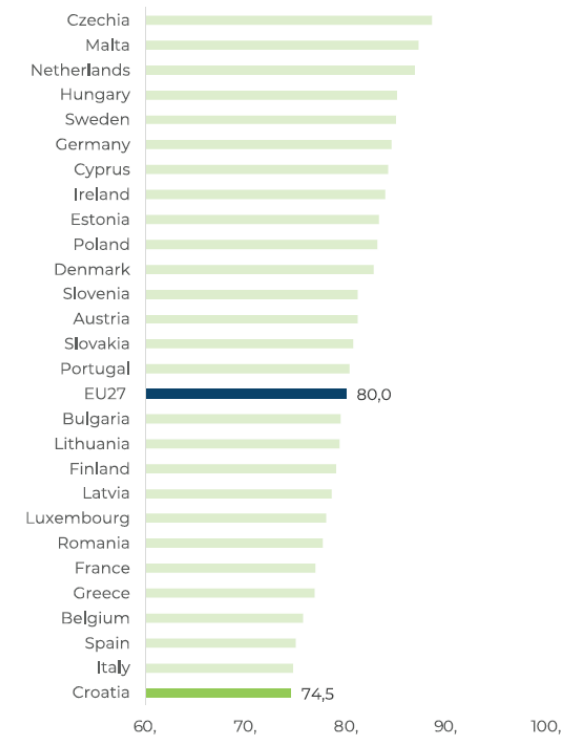
Since 2013, employment rate among Croatian women rose steadily from 52.8 percent to 65 percent.



But female employment rate remained the fifth lowest in the EU



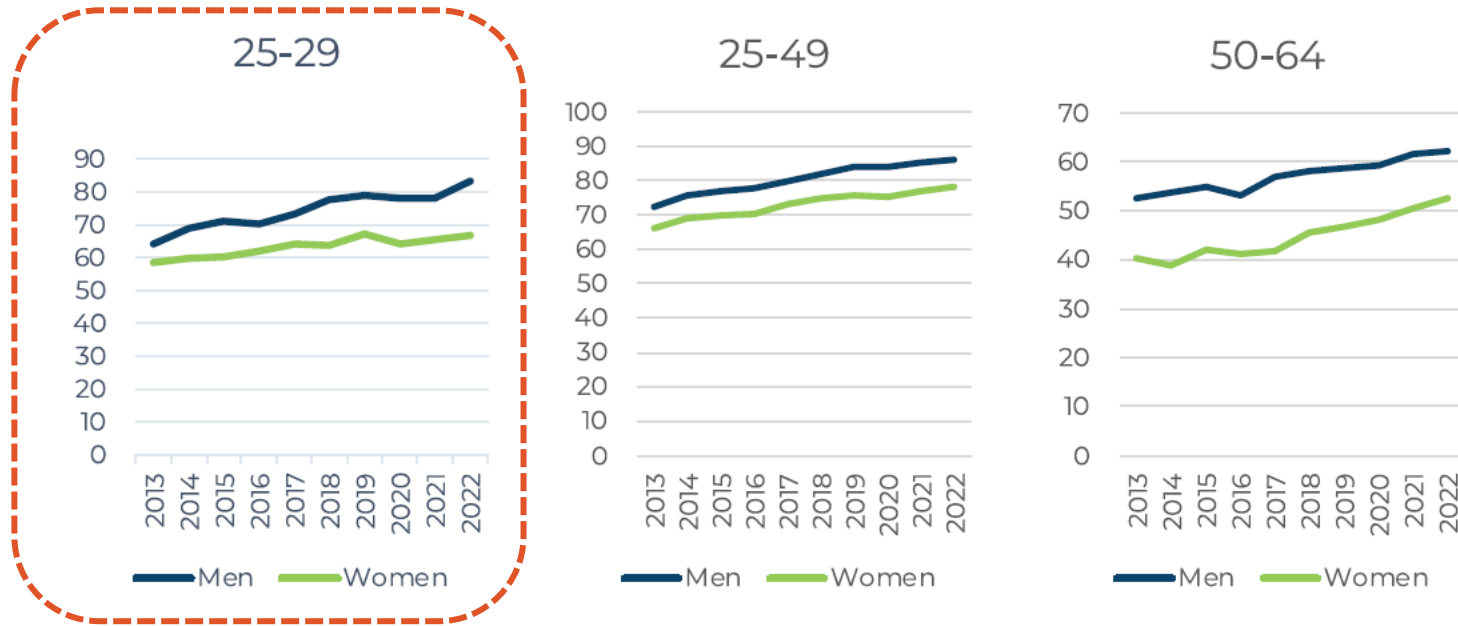
It is important to note that the male employment rate was the lowest in the bloc, highlighting the urgent need for job creation across the board



Source: Eurostat 2023 (LFSA_ARGAN)

Widening gender gap in employment rates among the ages of 25-29 points to the impact of career interruptions among women.

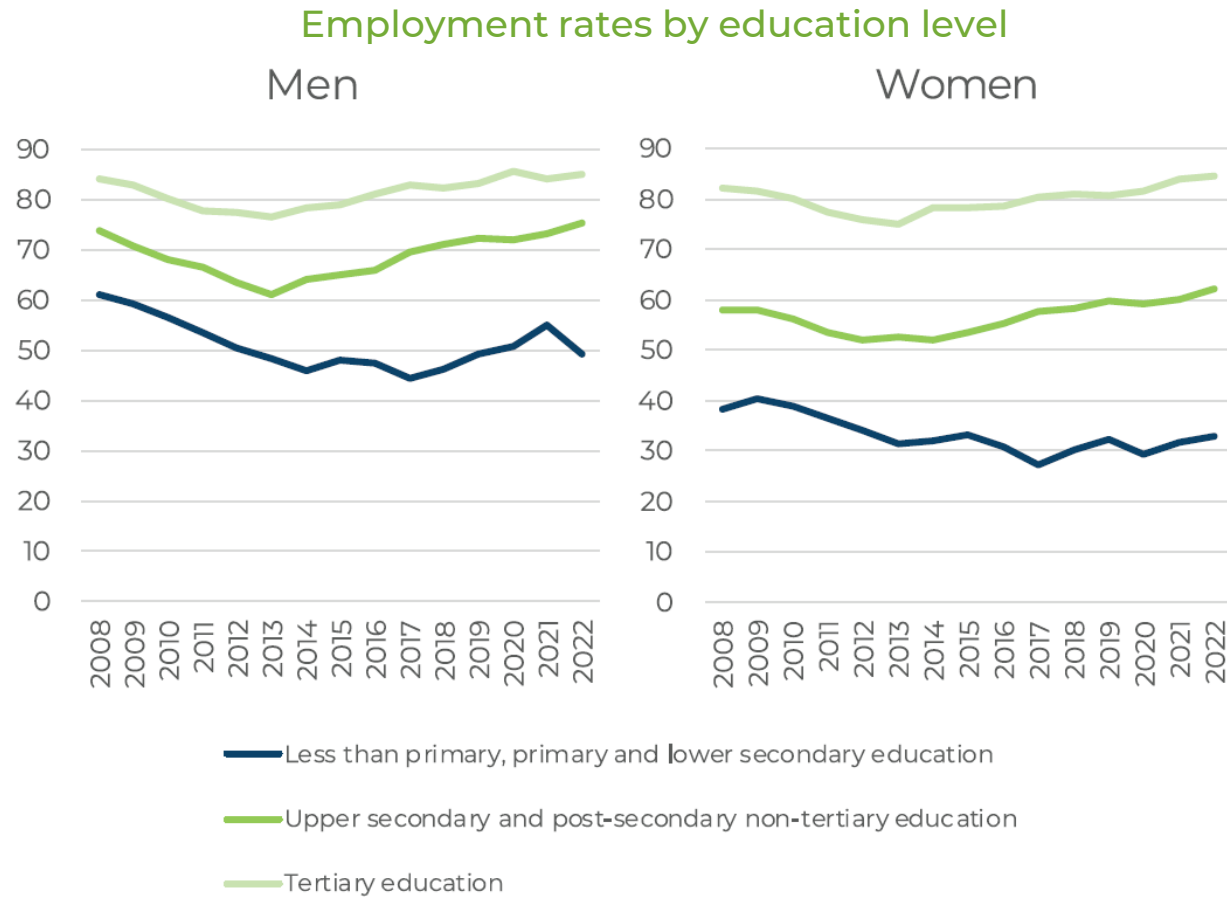
Employment rates by age bracket



Source: Eurostat 2023 (LFSA_ERGAED)

- Average age of first-time mothers of 29.6.
- Expectation of maternity leave (Petit 2007)
- Preference of flexible or part-time job instead of full-time employment (Castro 2014).

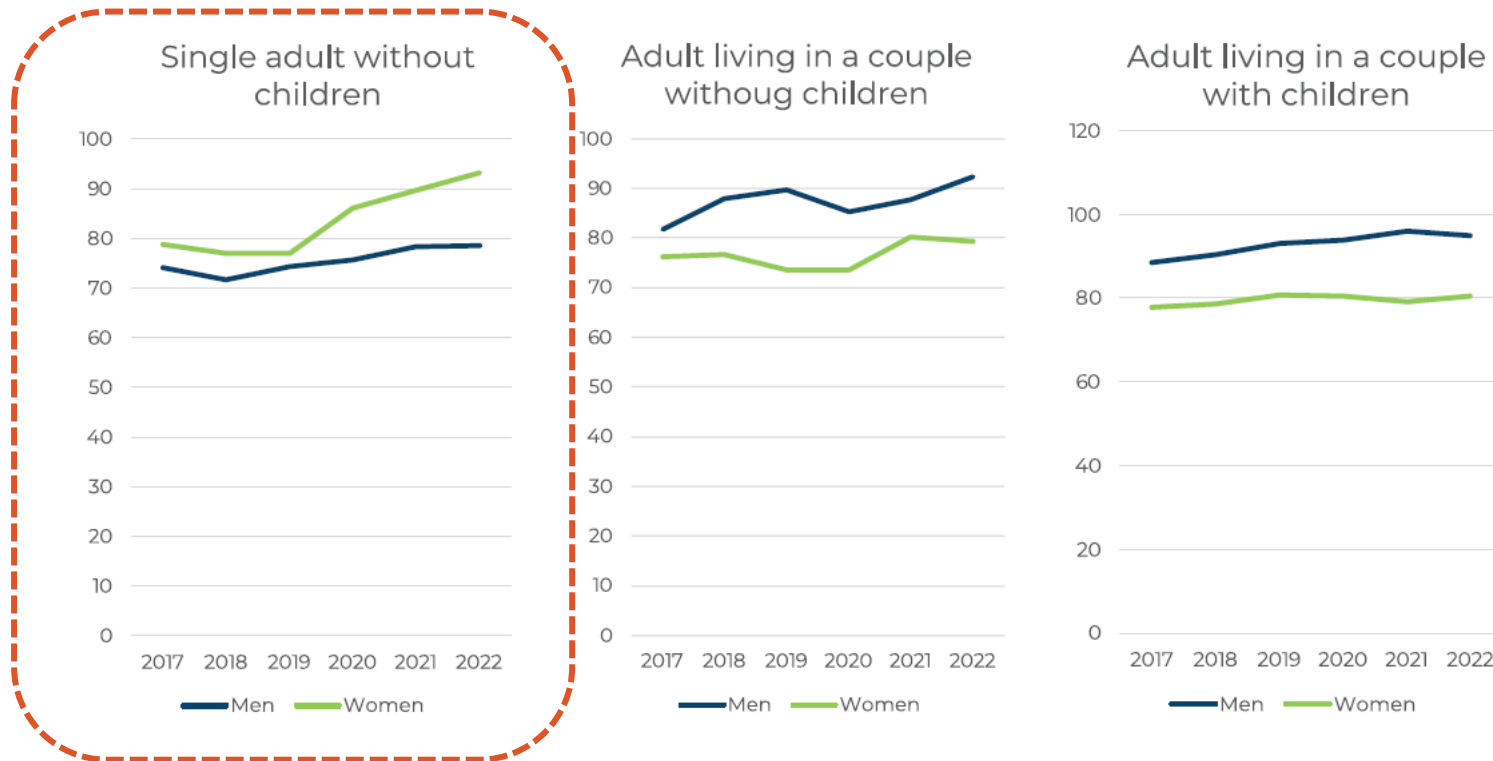
Moreover, the gender gaps in employment rate are largest among individuals with education below the tertiary level.



- More children (DZS 2023)
- More time on household chores (World Bank 2021)
- Gender norms and limited employment opportunities (EIGE 2023).

Source: Eurostat 2023 (LFSI_EDUC_A)

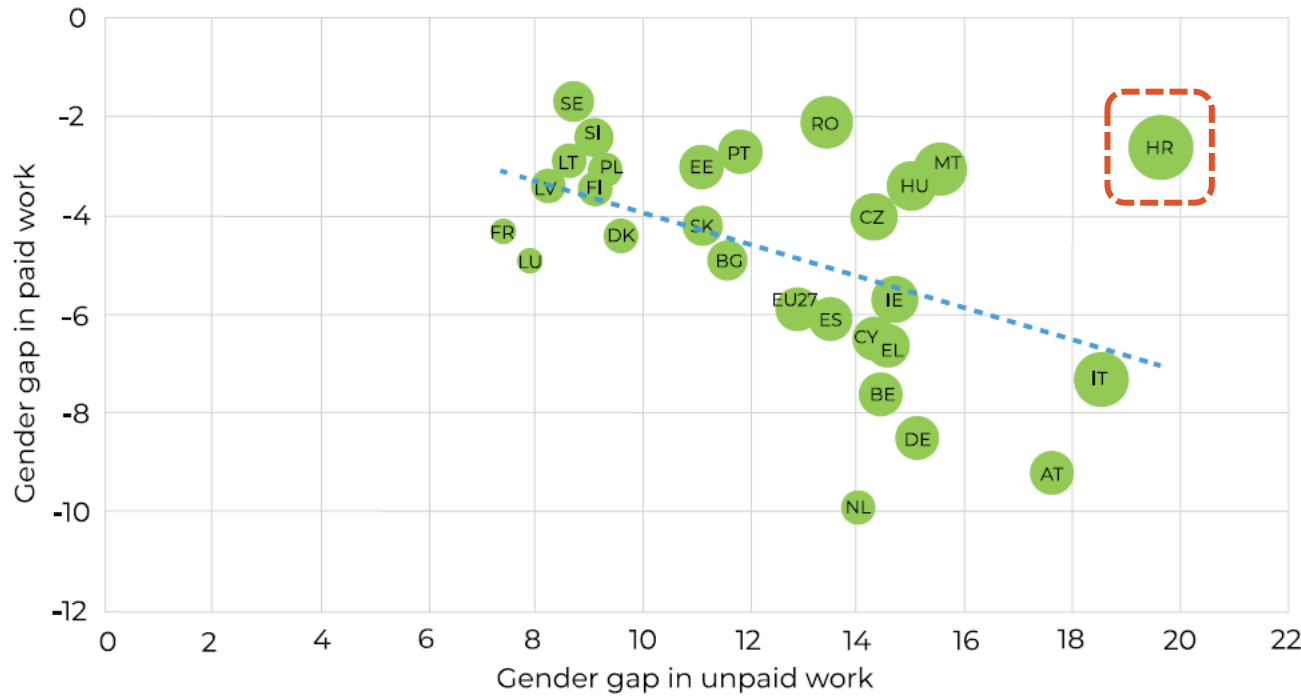
Gender-related differences in employment rate across household types shine additional light on the effect of unequal domestic and caring responsibilities on women's role in the labor market.



- Cultural norms (Eurobarometer 2017)
- Lack of formal childcare (Eurostat 2023)
- Lack of elderly care (World Bank 2020, Badun 2023, OECD 2023)

Source: Eurostat 2023 (LFSA_IGAR)

In fact, Croatia features the largest gender gap in the EU when it comes to time spent on unpaid work.

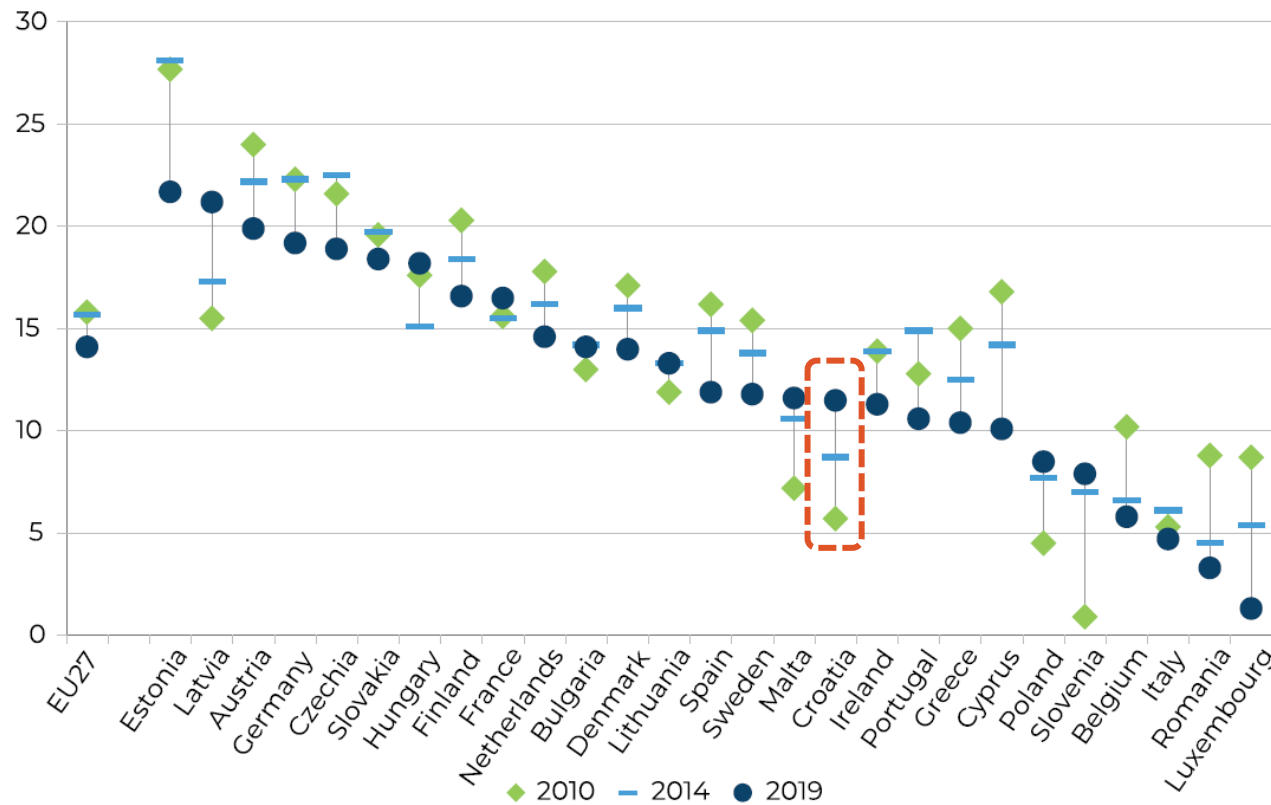


On average in 2023, Croatian women spent nearly 20 hours more per week than men on unpaid activities – a clear outlier among EU countries. This aligns with the prevalence of patriarchal views in Croatia.

Source: Eurofound 2023

Moreover, women in the Croatian labor market earn significantly less than men and the gap has been increasing over time.

Gender pay gap (%) in EU Member States, 2010-2019



- 11% average wage gap
- Highest level in the EU in wage gap for part-time jobs
- Widening since 2010

Source: Eurofound 2021

Gender wage gaps in Croatia are especially large in the lowest- and highest-paid jobs.

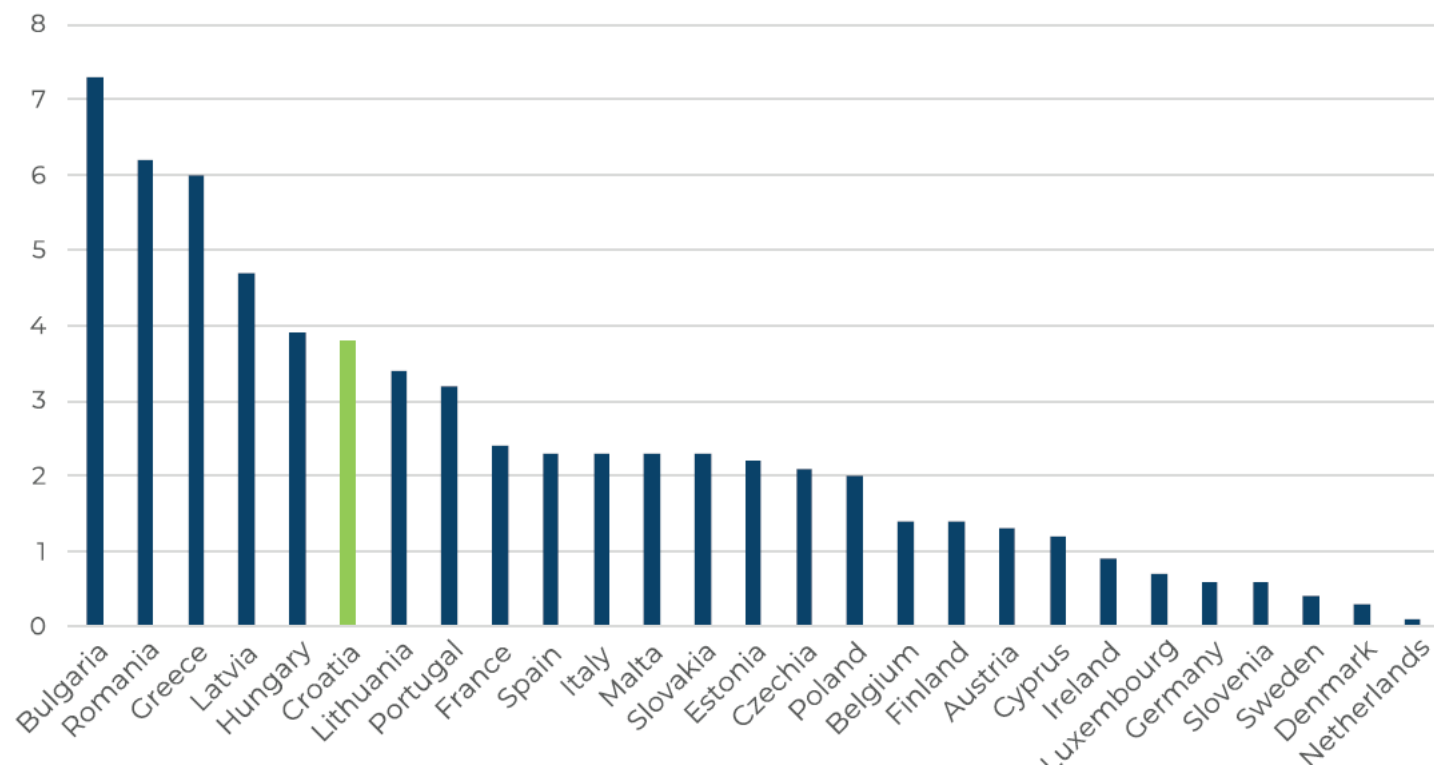
	Low-paid	Low-mid-paid	Mid-paid	Mid-high-paid	High-paid
EU	7	7	5	10	18
Belgium	4	5	4	3	3
Bulgaria	-2	6	6	7	21
Croatia	17	11	4	7	13
Cyprus	3	6	3	5	21
Czechia	9	8	14	10	22
Denmark	5	2	6	7	15
Estonia	8	13	13	13	17
Finland	2	8	5	8	11
France	8	7	2	10	22
Germany	8	10	5	13	22
Greece	1	11	8	12	19
Hungary	7	5	5	3	21
Italy	8	10	8	15	23
Latvia	10	15	10	16	16
Lithuania	5	5	10	5	18
Luxembourg	7	6	-2	6	15
Malta	10	8	10	11	16
Netherlands	8	10	4	11	19
Poland	10	5	8	13	20
Portugal	6	12	9	10	16
Romania	4	8	13	3	11
Slovakia	10	13	15	11	24
Slovenia	12	5	3	8	11
Spain	11	6	9	12	13
Sweden	2	3	3	5	16

- Widest wage gap in the EU among individuals with low paid jobs.
- Discontinuous labor force participation during childbearing years affecting women's access to and earnings in high-paid occupations
- Employment Relations Act

Source: Eurofound 2021

Despite overall progress, Croatian women still face a higher risk of poverty and material deprivation than men.

Material deprivation gender gap, 2022

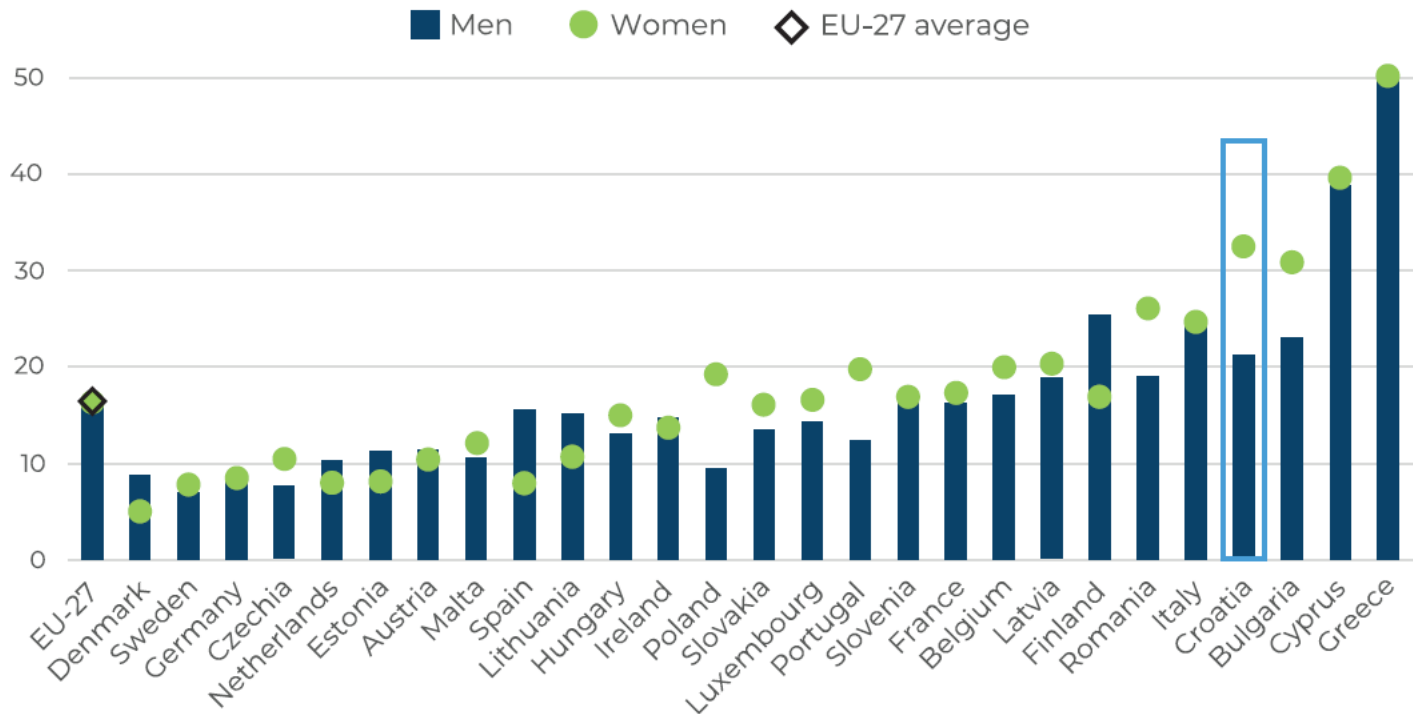


- In 2022, nearly 22 percent of women at risk of poverty vs. 17.7 percent of men
- One of the widest gender gaps in material deprivation in the EU

Source: Eurostat 2023 (TESSI080)

Gender disparity in energy poverty in Croatia is the highest in the EU.

Population in energy poverty (%)

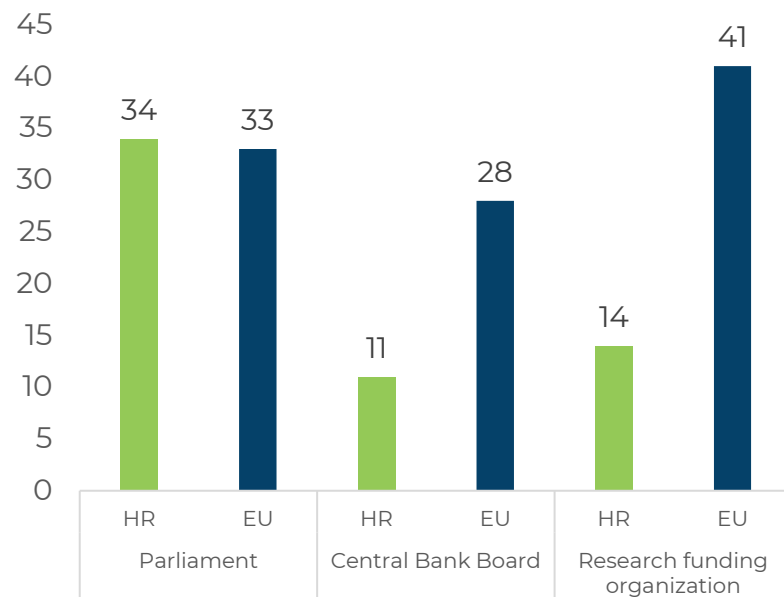


- In 2022, 32.5 percent of women are energy poor vs. 21.2 percent of men
- High prevalence of energy poverty is primary due to inefficient housing (Robic and Ancic 2016)
- The gender gap in energy poverty lies in the earning gap and heating efficiency (EPVO 2020, Eurofound 2022).

Source: Eurofound 2022

Croatian women exert a relatively strong influence in the political decision-making sphere, but less so in the economic and social domains.

Share of members being women (%)

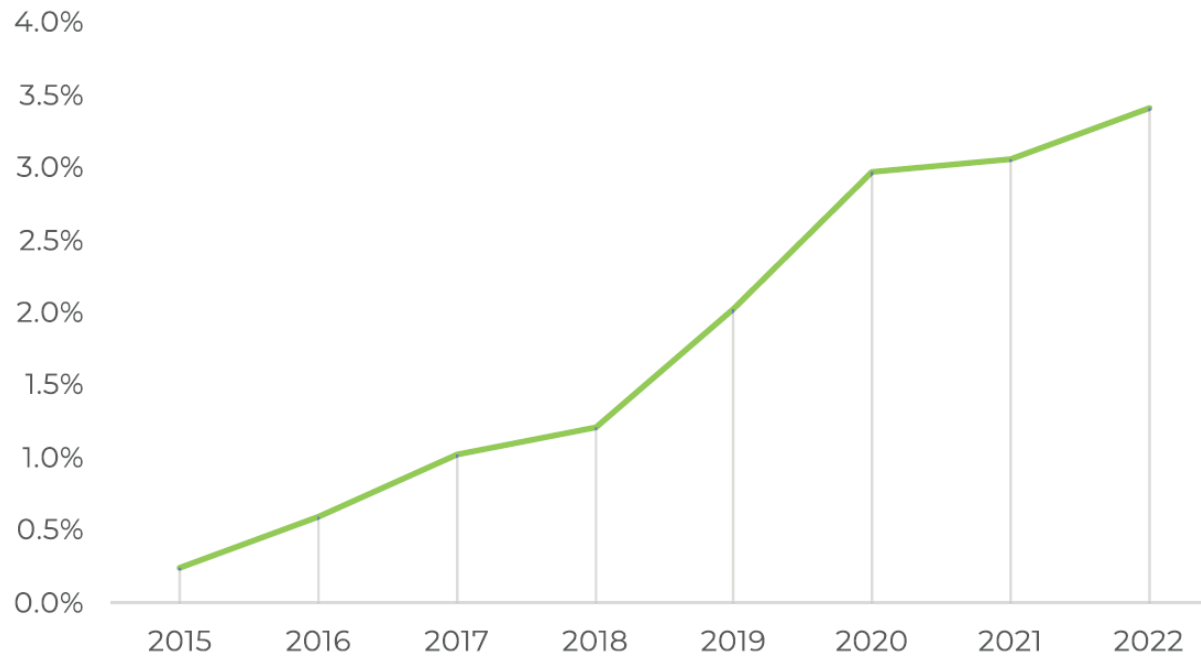


- Rising share of seats held by women in parliament since 2011.
- Share of women in political decision-making domain on par with the EU average.
- Lack meaningful representation in power positions in the economy and social spheres.
- EU Directive 2022/2381

Source: European Institute for Gender Equality, 2023

Violence against women at the hand of close relatives is rising.

Share of cases of family violence relative to total criminal cases



- Surge in cases of domestic violence since 2015
- 13 percent experienced physical and/or sexual violence at some point in their lives

Source: Ministry of Interior, 2023

POLICIES TO BE CONSIDERED:



Enhance Access to Childcare and Elder Care



Promote Flexible Work Arrangements and Parental Leave



Combat Stereotypes and Bias



Support Women's Career Advancement



Strengthen Legal Frameworks