Country Fact Sheet Croatia

Some Facts about the Gender Pay Gap in Croatia

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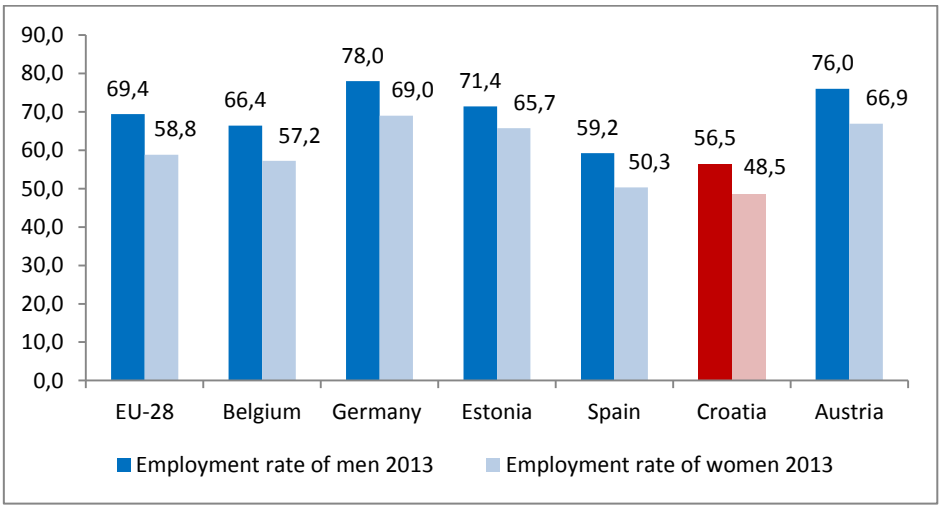
GPG in Croatia: Brief Data Overview

Compared to the other Member States that are participating in this research, Croatia has the **lowest employment rate of women** as seen in Figure 1. Alongside that, Croatia has the lowest employment rate of men. When looking at the difference in the employment rates of men and women, Croatia takes the second place after Estonia with **the difference being 8%** which is 2.6% lower than the EU-28 average.

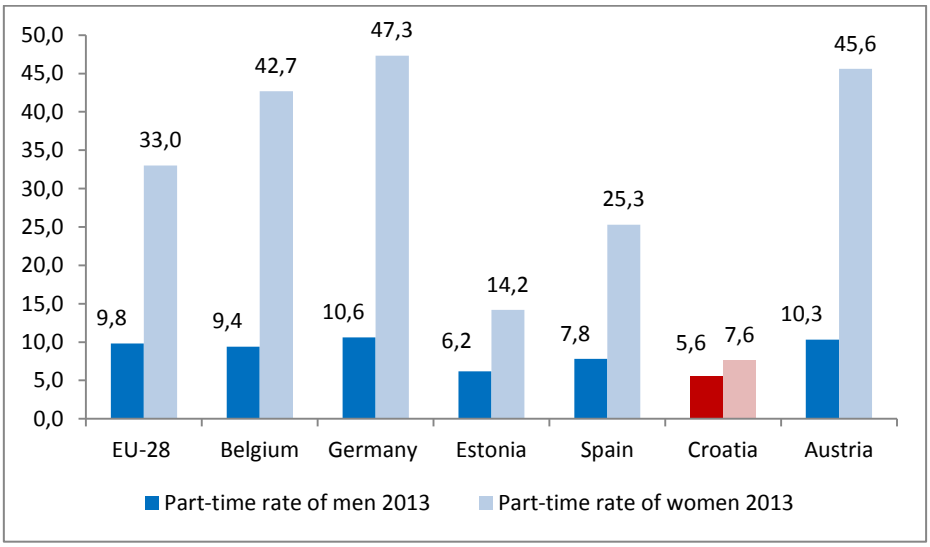
When it comes to part-time rate, Croatia is by far the country with the **lowest part-time rate** for both men and women. Figure 2 shows that the part-time rate for women is by far lower than the EU-28 average with the rate being only 7.6% compared to 33% which is the EU average.

Figure 1: Women's and men's employment rate 2013



Source: Eurostat, LFS (online data code: lfsi_emp_a)

Figure 2: Women's and men's part-time rate 2013

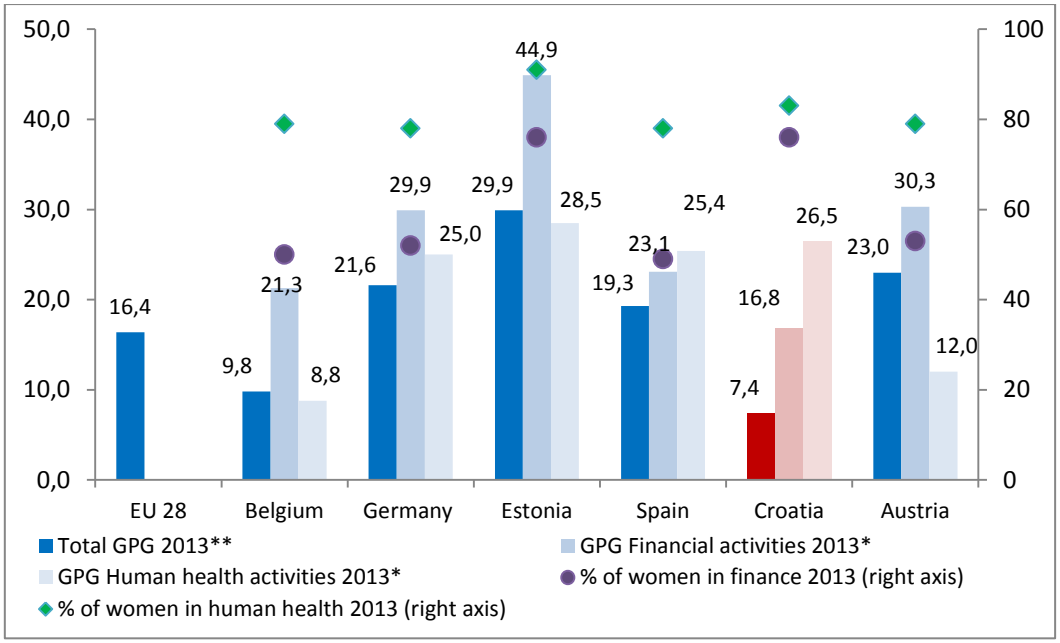


Source: Eurostat, LFS (online data code: lfsi_emp_a)

Considering the fact that the widest gender pay gap in Croatia is found, among others, in the financial and insurance, and health sector, Figure 3 shows the fact that the gender pay gap is much higher in both human health and financial activities than the total gender pay gap in Croatia. **Total gender pay gap of 7.4% is the lowest one** amongst the Member States in this research. The same goes with the gender pay gap in the financial activities which is 16.8%. The gender pay gap in the human health activities is 26.5% which is the second highest rate after Estonia with 28.5%.

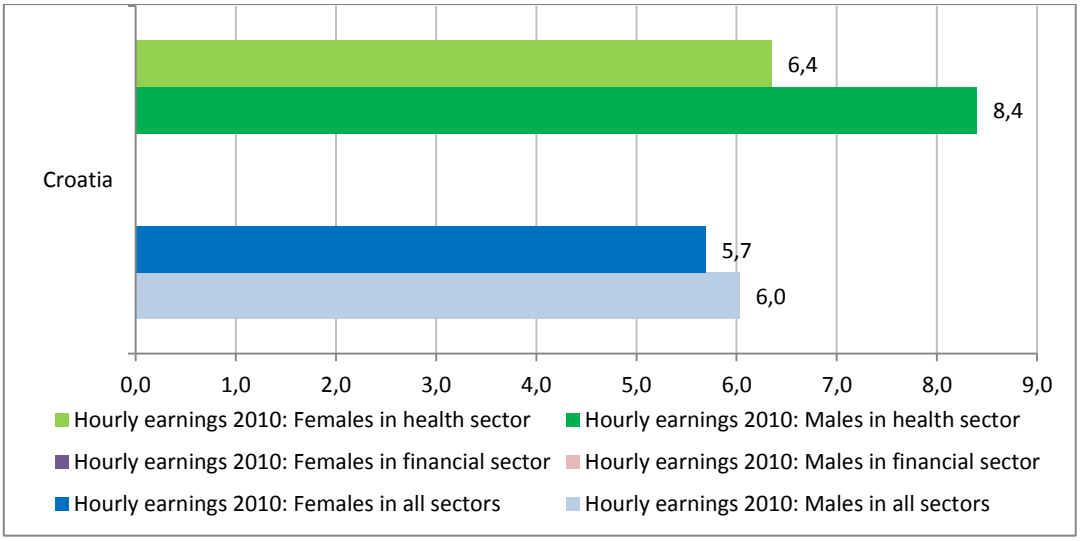
The difference between the hourly earning between women and men in the health sector is much higher (2 Euros) than the difference between men's and women's earnings in all the sectors which is only 0.3. What is also evident is that there is a huge difference between men's hourly earnings in all the sectors and their earnings in the financial sector (a jump of 2.5 Euros), and women's hourly earnings in all the sectors and their earnings in the financial sector **with an increase of only 0.7 Euros**.

Figure 3: Total GPG, the GPG in the financial and health sectors and women's share in these sectors 2013**



Source: Eurostat, LFS (online data code: earn_gr_gpgr2 and lfsa_egan2); ** total GPG except public administration, defence, compulsory social security; NACE Rev. 2 (structure of earnings survey methodology); 2015; * latest year available for Austria: 2010

Figure 4: Mean hourly earnings by sex in Croatia 2010



Source: Eurostat, LFS, Structure of earnings survey (online data code: earn_ses10_13), hourly earnings include industry, construction and services (except public administration, defence, compulsory social security); no data available for the financial sector

Facts and Findings about the GPG in Croatia

Wage-setting mechanisms in Croatia

In Croatia wages are determined via collective bargaining whose institutional and legal framework is regulated with Labor Law, while public sector wages are unilaterally set by the Government.

Important characteristics of the GPG in Croatia

- Gender pay gap is **7.4%** being the lowest of all MS in the project
- Women's wages amount to **90.4%** of men's wages
- Widest gap is found in the **financial and insurance sector**, **health sector** and **manufacturing industry**

Specific initiatives to reduce the GPG in Croatia

There is a serious lack of initiatives to address the gender pay gap, although in the National Policy for Gender Equality 2011-2015 the gender pay gap has been mentioned on multiple occasions. For example: when celebrating the European Pay Day, creating policies for the reconciliation of work and family life, analyzing indicators on the gender pay gap. Some county Committees for Gender Equality have included in their action plans the celebration of the European Pay Day, but only a few of them actually followed through.

Most common initiatives include educating social partners in regards to the process of collective bargaining, preparing statistical reports, publishing press releases, or organizing public actions. But the initiatives are not widely publically recognized and there is a lack of evaluating mechanisms. Additionally, multiple stakeholders expressed their opinion that the lack of initiatives can be explained with their unlikelihood of success in the current economic crisis.

- **Gender Equality Law** (1998) (Article 13.)
- **Labour Law** (2014) (Equal Pay for Women and Men, article 91.)
- **National Policy for Gender Equality 2011-2015** (includes gender pay gap in the following segments: improving knowledge and awareness raising around anti-discrimination legislation, gender equality and human rights by celebrating European Pay Day, and promoting measures that enable reconciliation of work and family life)
- **County Committees for Gender Equality** (adopted action plans regarding the national policy including celebrating the European Pay Day, statistics, awareness raising, and actions)
- **Croatian Government's Office for Gender Equality** (publishes press releases and presents data and information about the European Commission's initiative "Equality Pays Off")
- **Croatian Parliament's Committee for Gender Equality** (publishes press releases in regards to the European Pay Day)
- **Ombudsperson for Gender Equality** (research on the gender pay gap on the Croatian labour market)

GPG in the Financial and Insurance Sector in Croatia

Important characteristics of the financial and insurance sector in relation to its GPG

- Gender pay gap by Eurostat: 16.8% - the **lowest** in the EU
- Women's wages amount to **78.9%** of men's wages
- **Widening** of the gender pay gap with the increase of women

Initiatives (or lack of those) in the financial and insurance sector to reduce the GPG

When looking through the statistics of GPG for the financial sector in the previous years, one can see that there **haven't been many changes**. We can say that there was an increase in the gender pay gap from 2006 to 2012, while it has decreased in the last two years, but those are all minor changes. During recent years either full-time employees' salaries haven't been reduced or **the auxiliary activities have been outsourced** in large companies and employees working on fixed-term contracts were laid off which has led to only statistically average salary increases, but not necessarily to real salary growth for employees.

There were no specific initiatives in the financial sector, as it is seen as something which is **secondary to the current economic crisis**. However, there is a level of GPG awareness when it comes to the **reconciliation of work and family life** which the Unions have argued for. There are also fewer women in top management positions where the highest salaries are, which could be a result of the impossibility to balance work and family life.

GPG in the Human Health Sector in Croatia

Important characteristics of the human health sector in relation to its GPG

- Gender pay gap by Eurostat: **26.5%** - the largest gender pay gap in Croatia
- Most women working in this sector have **secondary education**, while most men have higher education
- Difference in **working hours** - nurses and medical technicians are more likely to have unpaid overtime than doctors

Initiatives (or lack of those) in the human health sector to reduce the GPG

There is a lack of initiatives as medical professionals mostly work in the public sector where wages for certain professions are regulated by the law. Therefore, there is no discrimination against women in the classic sense of short-changing for equal pay for the same job. Since the biggest part of the gender pay gap can be explained by differences in occupation or in the educational structure of men and women employed in the sector of health care, almost all interlocutors believe that on this point nothing much cannot be done.