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# Gender Pay Gap: Croatia

outcome of the project „Gender Pay Gap – New solutions  
for an old problem“

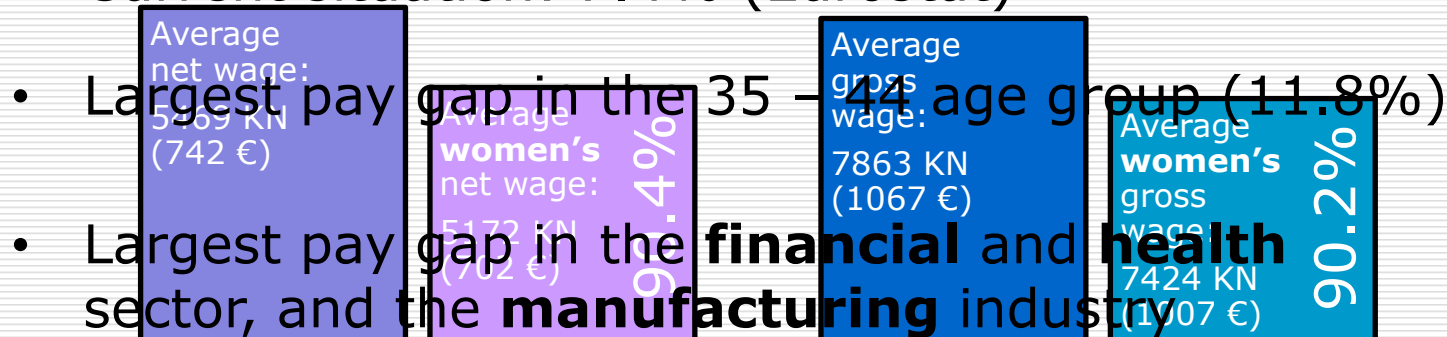
*Strategies against Gender Pay Gapping, Zagreb June 8th  
2016.*



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# A short history of the gender pay gap in Croatia

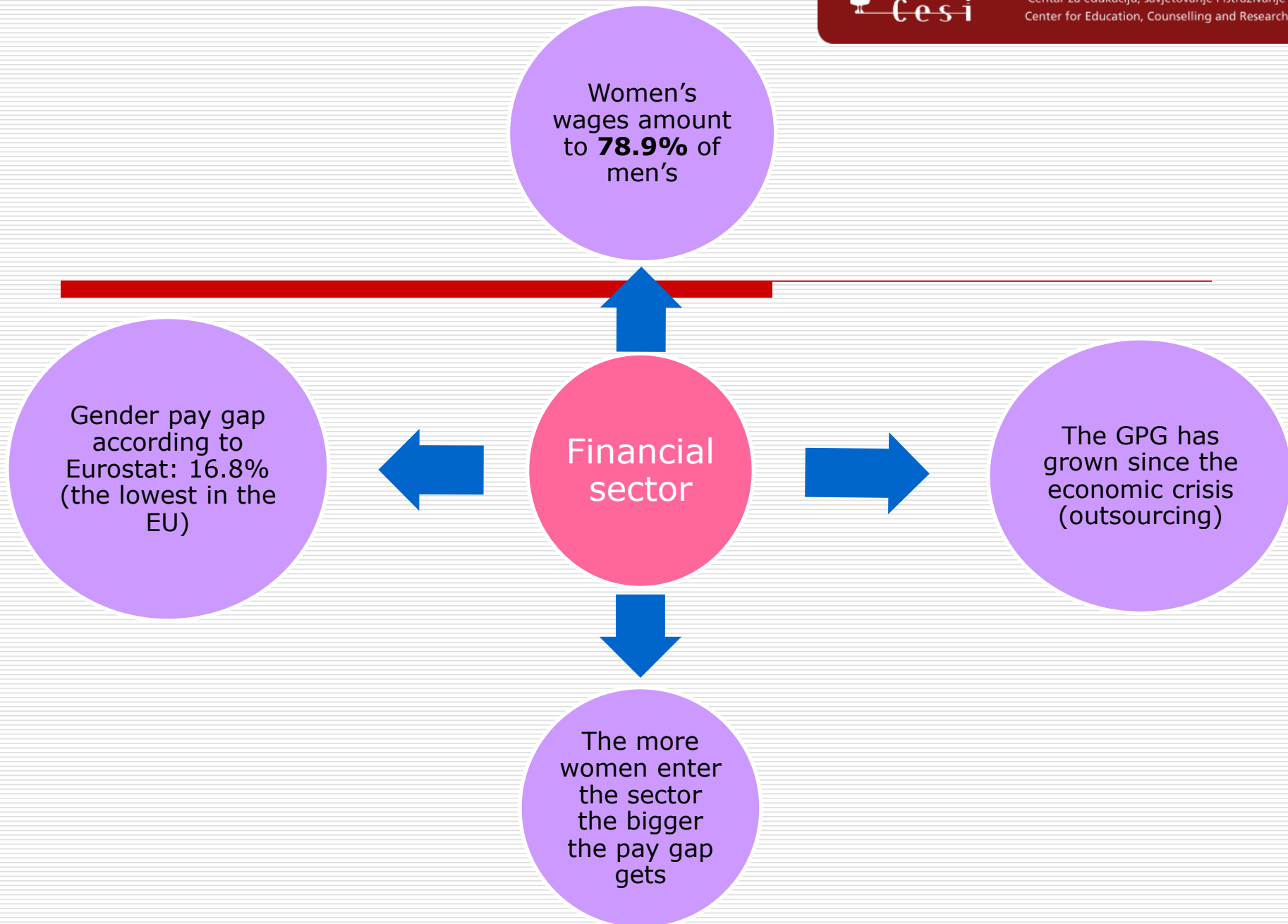
- Pre-transition period – smaller gender pay gap
- Visible change comes in the later transition faze
- Current situation: 7.4% (Eurostat)



# Research results

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- Done by CESI and BRID
- Focused on the gender pay gap in the financial and health sector



# Why is that so?

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- The GPG as in indicator of the gender hierarchy within the sector
- Women often do teller and clerical jobs, while men are in the prestigious departments within the company
- Men dominate in the higher managerial positions

Women's wages amount to **74.1%** of men's

Human Health Activities

Gender pay gap according to Eurostat: 27% (the highest in the EU)

Highly female dominated – 79.2% are women

# The reasons lie in:

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- The health sector being highly gendered in the educational structure (men as doctors (higher education) and women as nurses (secondary school))
- Nepotism by profession (coefficients and wages)
- Working hours (nurses have more unpaid overtime)
- Unpaid domestic work – men are available to work on-call
- Men dominate in the higher managerial positions

# Initiatives then and now

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- Action required by the National Policy for Gender Equality 2011-2015
- County Committees for Gender Equality sporadically implemented their action plans
- Most common initiatives:
  - Educating social partners
  - Preparing statistical reports
  - Publishing press releases
  - Organizing public actions



# Initiatives then and now

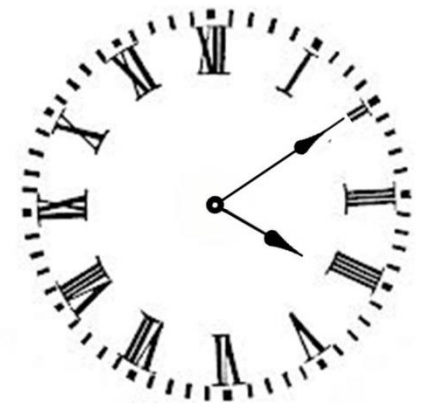
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- Financial sector:
  - No specific initiatives
  - Secondary to the current economic crisis
  - Awareness on the level of reconciliation of work and family life
- Human Health Activities
  - **Lack of initiatives** as most work in the public sector
  - As gender pay gap can be mostly explained by differences in occupation, not a lot can be done
  - Recognized specific problems of women workers in the health sector:
    - difficulty to reconcile family and work obligations
    - verbal abuse
    - undervaluation of women's occupations
    - gender segregation by occupation in the sector
    - glass ceiling
  - Generally considered as an issue concerning **personal arrangements**

# Initiatives then and now

- Meetings with unions
- Ombudswomen for Equality has translated the Belgian gender pay gap law
- Video of people's views and perspectives on the gender pay gap in the EU
- When do women start working for free in Croatia during an average 9-5 working day?

Croatia



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# What else can be done?

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1. Transparent criteria for the evaluation of specific tasks/work place
2. Transparent procedure for the application of the criteria
3. Balanced representation of women and men at all levels and in all groups of jobs
4. Education policy which encourages balanced participation of women and men in all branches of professional education and training

# What else can be done?

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5. Positive actions to **encourage the participation of women** in the positions where they are underrepresented
6. To work on setting the standards for wages for specific work places in **small businesses** in order for women to know what is the minimum and the maximum salary for a given job (to reduce the impact of individual negotiation)
7. To improve the process of **evaluating employees** and to implement the procedures for monitoring the differences in wages in enterprises
8. Public recognition of **companies with no gender pay gap**
9. Unions should keep **collective bargaining** in connection with the above proposals

# Thank you!

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*Content of this presentationn doesn't represent the views of EU.*



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