



Quality in Gender+ Equality Policies

European Commission Sixth Framework Programme
Integrated Project

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Context Study Croatia

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DATA TO BE COLLECTED

DEFICIENCIES, DEVIATIONS AND INCONSISTENCIES IN EU AND MEMBER STATE'S GENDER+ EQUALITY POLICIES

1. 'Deficiencies, deviations and inconsistencies in EU and Member State's gender+ equality laws'

1.1 Gender+ equality legislation

Please summarise the key developments, with dates, in gender equality law as provided by the governmental gender equality unit, i.e. list the legislation that the gender equality unit (or equivalent governmental body) name as (gender+) equality legislation. If important legislation seems to have been omitted by the authority, please comment on this.

Legislation	Year	Main provision(s)
Gender Equality Act ¹	2003	Prohibits discrimination on the grounds of gender, marital status and sexual orientation in public and private spheres (art. 6); prohibits harassment and sexual harassment (art. 8); imposes obligation on public bodies to adopt action plans for the promotion of gender equality (art. 11); establishes government Office for Gender Equality and Gender Equality Ombudsperson etc.
Labour Act (amendments)	2003	Prohibits discrimination in employment (arts. 2.a-2.d) (relates to Directives: 2000/78/EC, 2002/73/EC)
Act on Protection from Domestic Violence	2003	Qualifies domestic violence as a misdemeanour, and defines "domestic violence", who is considered to be a family member, and types and purpose of the sanctions
Family Act	2003	Consolidates family legislation with the EU <i>acquis</i> ; improves some institutes comprised in the 1998 Family Act; provided clearer definition of extra-marital union
Act on Same-Sex Unions	2003	Prohibits the discrimination on the grounds of same-sex union and sexual orientation (art. 21); defines a same-sex union, sets the conditions who can establish a same-sex union and enjoy the rights arising from such union

¹ On 16 January 2008, the Constitutional Court (no. U-I / 2696 /2003) abolished the Gender Equality Act due to irregularities in legislative procedure and ordered the legislator to comply the Act with the Constitution until 15 July 2008.

In addition to these, several other pieces of legislation are listed on the web site of the Office for Gender Equality, such as Media Act (2004), Political Parties Act (1993), Act on the Election of Members of Representative Bodies of Local and County Self-Government (2005) etc.

1.2 EU Policy and Member State Law: Comparisons and Struggles ²

Have there been disputes in your country over significant parts of EU Directives on gender?

Are there significant parts of EU Directives on gender equality that have not been implemented into national law? If some aspects are not transposed, what are they? Have there been disputes (1995-2007) between the EU and the country over transposition? Or within the country over this process? Or where local/national groups have gone direct to the EU? If so, what is the location of the dispute (e.g. intervention by Commission, Court of Justice; national court)? What was the outcome?

All these questions are very difficult to answer exactly, because the transposition process is so complex. EU Directives are transposed into member state legislation in very different ways using different procedures and different terminology and legal frames too. The aim is to collect all the information that is available already for your country in the table below, using secondary literature.

Please fill in one table for each significant issue,

Please consider the following examples: include if relevant; omit if not; add any others that are relevant in your country. Examples: equal pay & equal treatment; sexual harassment & discrimination; equality bodies; civil society involvement; parental leave and the organisation of working time (**example provided**).³

Explanation to the tables below:

*Croatia obtained the status of a candidate country for the accession to the EU only in June 2004, so there have been no legal disputes between Croatia and EU institutions concerning the transposition of the EU acquis yet. What is particularly striking is that civil society actors, particularly the women's NGOs, are virtually invisible in the EU harmonization process. Namely, apart from legal experts in the EU law⁴ civil society is rarely referring to the EU gender equality legislation. Particularly the women's organisations organised within the Women's Network of Croatia, when criticizing the government's failure to provide for full gender equality, almost exclusively refer to domestic legislation and action plans, and to global human rights standards for the protection of women's rights, such as CEDAW, the Beijing platform, the Millennium Development Goals, ILO standards etc.⁵ Of course, women's NGOs were actively involved in the preparation of the Gender Equality Act (2003), however, the Act was an outcome of two independent drafts; one designed by "B.a.B.e. – Group for Women's Human Rights", which was largely influenced by CEDAW and Norwegian gender equality acts, and the other was designed by the Department of European Law within the Faculty of Law in Zagreb that mainly followed the EU gender equality directives (see *Timelines on Policy Debates in Croatia*, p. 6). On the other hand, civil society actors have not been involved in the changes of the labour legislation in accordance with the EU social and labour legislation since the harmonization process started. Therefore, we wouldn't be mistaken if we say that EU gender equality is a rather marginal issue in the discussions on gender equality in Croatia, which is (still) predominantly focused on women's human rights, and the EU harmonization process largely remains within the government's domain. Consequently, there have*

² Directives: http://ec.europa.eu/employment_social/gender_equality/legislation/legalacts_en.html.

ECJ cases: http://ec.europa.eu/employment_social/gender_equality/legislation/case_law_en.html; More info on transposition: http://ec.europa.eu/employment_social/fundamental_rights/policy/aneval/legnet_en.htm#comp.

³ Other gender+ equality related directives you might want to consider include: Directive 75/117/EEC on the principle of equal pay for men and women; Directive 79/7/EEC on the principle of equal treatment for men and women in social security; Directive 86/378/EEC on principle of equal treatment for men and women in occupational social security schemes; Directive 86/613/EEC on equal treatment between self employed men and women; Directive 92/85/EEC on the safety and health at work of pregnant workers and workers; Directive 97/80/EC on the burden of proof in cases of discrimination based on sex; Directive 2000/78 on equal treatment in employment and occupation.

⁴ Such as prof. Siniša Rodin from the Faculty of Law, University of Zagreb, whose legal team elaborated the draft of Gender Equality Act (see *Timelines of Policy Debates in Croatia*), and edited a book "*Jednakost muškarca i žene – pravo i politika u EU i Hrvatskoj*" (*Equality between a man and a woman – law and politics in the EU and Croatia*) in 2003 that deals with the political background and normative regulation of gender equality in the European Union and the Republic of Croatia as a candidate for EU accession (see *State-of-art report on Croatia*).

⁵ For example, see annual reports of the Women's Network of Croatia on women's human rights in Croatia.

been no legal disputes concerning the transposition of the EU gender equality legislation into Croatian legal order. Unfortunately, no information could be found on the involvement of social partners (i.e. trade unions and employers' organisations) in the harmonization process, however, it seems that employers have not contended the transposition of anti-discrimination, equal pay and other EU labour standards, as these already existed in the Croatian labour legislation.

Issue	Equal pay/equal treatment
Prior to Directive	Yes – Labour Act (1995) adopted prior to Directive 2000/78/EC includes additional inequality grounds; No – some amendments have been accepted after the Directives 75/117/EEC, 2000/78/EC and 2002/73/EC were adopted; art. 2 (equal treatment) of the Labour Act was amended to provide for anti-discrimination guarantees in employment (prohibition of indirect discrimination, shift the burden of proof, compensation in case of discrimination, procedural guarantees etc.); art. 82 (equal pay) was amended in accordance with art. 141 of the EC Treaty
Legislation transposing Directive	1995 Labour Act (arts. 2, 82) 2003 Labour Act (amendments); arts. 2.a-2.d, 82 2003 Gender Equality Act (GEA)
Fully transposed	Yes
Provisions not transposed	No
Is leg. better than Directive	YES
Better how and since when?	Labour Act covers more inequality grounds than required by Directive 2000/78/EC – since 1995 GEA imposes obligation on all public bodies to introduce affirmative actions to achieve full equality between women and men – since 2003
Content of dispute(s) + date	No disputes over gender equality in relation to EU policies in Croatia
Parties to the dispute	/
Location	/
Outcome of the dispute	/
Civil society engagement	Civil society was actively engaged in the elaboration of the Gender Equality Act (see explanation above)
Intersections	According to para. 1, art. 2 of the Labour Act, discrimination is prohibited on the following grounds: race, colour, gender, sexual orientation, marital status, family responsibilities, age, language, religion, political or other belief, national or social background, financial status, birth, social status, membership or non-membership in a political party or trade union, and physical or psychological difficulties.
Other notes	

Issue	Sexual harassment and discrimination
Prior to Directive	No
Legislation transposing Directive	2003 Labour Act (amendments): arts. 2.b & 22.a 2003 Gender Equality Act (art. 8)

Fully transposed	Yes
Provisions not transposed	no
Is leg. better than Directive	Yes
Better how and since when?	2003 changes of the Labour Act inserted art. 22.a titled »protection of worker's dignity«. This provision imposes obligation on the employer to protect workers' dignity in the work place so that they would not be exposed to harassment or sexual harassment, which includes also the adoption of preventive measures.
Content of dispute(s) + date	No disputes in relation to EU policies on sexual harassment and discrimination in Croatia
Parties to the dispute	/
Location	/
Outcome of the dispute	/
Civil society engagement	Women's Room – Centre for Sexual Rights, PETRA network, Women's Network of Croatia engaged in change of legislation (proposing more efficient sanctioning of perpetrators and protection for the victim)
Intersections	According to art. 4 (ex art. 2.a) of the Labour Act harassment and sexual harassment constitutes discrimination in terms of art. 2 of the Labour Act. Therefore, harassment is prohibited on the same grounds as discrimination: race, colour, gender, sexual orientation, marital status, family responsibilities, age, language, religion, political or other belief, national or social background, financial status, birth, social status, membership or non-membership in a political party or trade union, and physical or psychological difficulties.
Other notes	/

Issue	Equality bodies
Prior to Directive	No
Legislation transposing Directive	2003 Gender Equality Act (GEA)
Fully transposed	YES
Provisions not transposed	NO
Is leg. better than Directive	Questionable
Better how and since when?	Although not envisaged by art. 21 of the GEA, Croatian Gender Equality Ombudsperson considers cases of alleged discrimination on the grounds of marital or family status and sexual orientation, however, no equality body has been established in accordance with Directive 2000/43/EC that would be authorized to deal with cases of racial or ethnic discrimination
Content of dispute(s) + date	No disputes in relation to EU policies in relation to equality bodies in Croatia
Parties to the dispute	/
Location	/
Outcome of the dispute	/
Civil society engagement	Women's Network of Croatia is generally critical towards gender equality bodies for the lack of expertise and information, lack of resources and jurisdiction.
Intersections	Gender, marital or family status, sexual orientation
Other notes	/

Issue	4 NGO/civil society dialogue
Prior to Directive	No
Legislation transposing Directive	2003 Gender Equality Act (GEA) – art. 18, para. 2, point 8 Uredba o Uredu za ravnopravnost spolova (Regulation on the Office for Gender Equality)
Fully transposed	Yes
Provisions not transposed	No
Is leg. better than Directive	No
Better how and since when?	/
Content of dispute(s) + date	No dispute over EU policies on NGO/civil society dialogue in Croatia
Parties to the dispute	/
Location	/
Outcome of the dispute	/
Civil society engagement	Women's Network of Croatia is generally critical towards gender equality bodies for the lack of communication and cooperation with civil society
Intersections	/
Other notes	/

Issue	Parental Leave
Prior to Directive	Yes
Legislation transposing Directive	1995 Labour Act 2003 Labour Act (amendments)
Fully transposed	Yes
Provisions not transposed	No
Is leg. better than Directive	Yes / questionable
Better how and since when?	Paid parental leave in the duration of one year (from which six-month maternity leave is compulsory for mothers) – since 1995 Unpaid parental leave up to child's three years of age after the expiration of paid parental leave – since 1995 Questionable: Mother can use maternity leave up to child's three years of age in case of birth of twins, third and every subsequent child – since 1995-2001, reintroduced in 2004
Content of dispute(s) + date	No dispute over parental leave in relation to EU policies in Croatia
Parties to the dispute	/
Location	/
Outcome of the dispute	/
Civil society engagement	Civil society organisations, most notably RODA ("Parents in Action"), have reacted after the government introduced a decrease of parental compensations after the expiration of a six-month maternity leave in 2001.
Intersections	Gender, class
Other notes	In its Progress Report on Croatia from November 2006, the European Commission pointed out the shortcomings with respect to parental leave, primarily due to excessive obligatory maternity leave

Issue	Organisation of working time
Prior to Directive	Yes
Legislation transposing Directive	1995 Labour Act (chs. VI – working time; VII- breaks and vacations; VIII – night work)
Fully transposed	Yes
Provisions not transposed	/
Is leg. better than Directive	Yes
Better how and since when?	According to para. 1, art. 38 of the Labour Act (amendment from 2001), full working time may not exceed 40 hours per week (Working Time Directive allows for 48 hours); Workers are entitled to a minimum daily rest period of 12 consecutive hours per 24-hour period (art. 45; Directive provides for 11 hours)
Content of dispute(s) + date	No dispute over organisation of working time in relation to EU policies in Croatia
Parties to the dispute	/
Location	/
Outcome of the dispute	/
Civil society engagement	No noticeable civil society engagement concerning working time
Intersections	/
Other notes	/

1.3 Do any aspects of domestic gender equality law surpass (are better, more extensive, or more developed than) or earlier than EU law?

	EU			Croatia		
	Provision	Year	Notes	Provision	Year	Notes
Maternity	14 weeks	1996	Pay must not be less than wage during sickness leave.	6 months (compulsory)	1995	100% of pre-maternity leave payment
Paternity	Optional	1995		optional	2003	If father uses the parental leave in length of at least 3 months, the parental leave prolongs for 2 months
Parental	12 weeks	1996	Unpaid	6 months – 3 years	1995	Paid; 6months-1 year (226,5€ - 340,6€); 1-3 years (max. 226,5€)

Duty on all public bodies to promote GE	No	2004	Mainstreaming required by 2006	yes	2003	Affirmative action obligatory; gender mainstreaming required
Equalities body (employment)	Yes	2002		yes	2003	
Equalities body (goods & services)	Yes	2004		yes	2003	
Equalities body for promotion	Yes	2006		yes	2003	
Gender pay audits	Not specified			Not specified		
Gender Equality plan (employment)	Yes	2002/2006		yes	1997, 2000, 2006	
Requires NGO dialogue to be encouraged	Yes/no	2002	Dialogue	yes	2003	
Positive action measures	Yes/no	1975	Allowed, not required	yes	2003	Affirmative action obligatory for public bodies
Public bodies to promote racial equality				no		
If there are no sanctions for violating the law, please state this						
Other:						
1.						
2.						
3.						
...						

1.4 Equality law on intersecting inequalities

- Is discrimination on the grounds of ethnicity/'race' illegal

YES

- When was this law introduced?

1995

Explanation: 1995 Labour Act already contained the prohibition of discrimination on the grounds of ethnicity/race in employment, which was further harmonized in accordance with the EU directives in 2003 (prohibition of indirect discrimination, shift of burden of proof etc.)

- Is this restricted to employment related issues?

YES

- Does it include the sale and supply of services?

NO

- What disputes if any took place during its introduction?

NO

- Is discrimination on the grounds of religion illegal

YES

- when was this law introduced?
1995

Explanation: 1995 Labour Act already contained the prohibition of discrimination on the grounds of religion in employment, which was further harmonized in accordance with the EU directives in 2003 (prohibition of indirect discrimination, shift of burden of proof etc.)

- Is this restricted to employment related issues?
YES

- Does it include the sale and supply of services?
NO

- What disputes if any took place present during its introduction?
NO

- Is discrimination on the grounds of sexual orientation illegal

YES

- when was this law introduced?

2003 Same-Sex Unions Act (art. 21): prohibits direct and indirect discrimination on the grounds of same-sex union and sexual orientation
2003 Gender Equality Act, para. 2, art. 6: any discrimination on the grounds of marital or family status **and sexual orientation** is prohibited
2003 Labour Act, art. 2 (amendment; prior to these amendments sexual orientation was not stipulated among the discrimination grounds)

- Is this restricted to employment related issues?
NO

(Same-Sex Unions Act and Gender Equality Act are not restricted to employment, while the Labour Act covers only discrimination in employment)

- Does it include the sale and supply of services?
YES

- What disputes if any took place during introduction of these laws?
NO

- Is discrimination on the grounds of disability illegal

YES

- when was this law introduced?
1995

Explanation: 1995 Labour Act already contained the prohibition of discrimination on the grounds of disability in employment, which was further harmonized in accordance with the EU directives in 2003 (prohibition of indirect discrimination, shift of burden of proof etc.)

- Is this restricted to employment related issues?
YES

- Does it include the sale and supply of services?
NO

- What disputes if any took place during introduction of these laws?
NO

- Is discrimination on the grounds of age illegal

YES

- when was this law introduced?

1995

Explanation: 1995 Labour Act already contained the prohibition of discrimination on the grounds of age in employment, which was further harmonized in accordance with the EU directives in 2003 (prohibition of indirect discrimination, shift of burden of proof etc.)

- Is this restricted to employment related issues?

YES

- Does it include the sale and supply of services?

NO

- What disputes if any took place during introduction of these laws?

NO

- Are there further legal issues, especially disputed legal issues, concerning the intersection of equalities with gender that are relevant?

NO

2. Plans and programmes

Two types of national gender equality plans are considered here. The first set of questions concerns plans specific to the country.

The second set of questions refers to the National Reform Programmes for employment and National Reports (National Action Plans) on Strategies for social inclusion and social protection that the EU requires annually from each Member State.

2.1 National gender equality plans

2.1.1 Is there a national gender equality plan?

YES

- If yes please name and describe very briefly the range of issues that it covers (in particular, how far beyond employment does it go?).

National Programme for the Promotion of Gender Equality 2006-2010 covers the following issues: women's human rights, equal opportunities in the labour market, gender sensitive education, equality in decision-making, violence against women, women & health, and institutional mechanisms.

- Is the focus restricted to non-discrimination?

YES

- Is there reference to gender mainstreaming?

YES

- Are there named policy instruments and/ institutions, if so what?

YES

In each of the main policy fields, the National Policy lists the main objectives, the implementing policy actions, implementing subjects and time frame for implementation. With a view to further developing the methods of implementation, and in line with the processes for improving gender-aware policies at EU level, support will be provided for carrying out statistical and scientific analyses and research, a scientific and research centre for these issues will be founded and guidelines for the assessment and adoption of gender-sensitive budgets will be elaborated. The Office for Gender Equality shall monitor the implementation of the National Policy for the Promotion of Gender Equality and shall inform the Government of the Republic of Croatia about its implementation every two years.

Are there indicators and statistics to evaluate the policies?

NO, but the National Policy stipulates that a working group will be established to monitor gender-sensitive statistics and develop indicators for monitoring the implementation of the National Policy for Gender Equality (implementing subjects: the Office for Gender Equality and the Central Bureau of Statistics).

- Is there reference to EU targets (European Employment Strategy targets: Lisbon (2000) female employment rate of 60% by 2010; Barcelona (2002) provision of childcare by 2010 to at least 90% of children between 3 years old and the mandatory school age and at least 33% of children under 3 years of age)?

NO

2.1.2 Is gender equality integrated with other equalities in a national plan?

YES

If yes please name and describe very briefly the range of issues that it covers, in particular, how far beyond employment does it go? Is it framed by equality or by diversity or both or a similar goal (e.g. equal opportunities)? If so, please specify.

National Policy for the Promotion of Gender Equality 2006-2010

In the chapter on women's human rights, the National Policy for the Promotion of Gender Equality 2006-2010 sets the following goals: improve the social position of women belonging to national minorities and women with disabilities; eliminate discrimination of Roma women; improve the methods for suppressing and eliminating discrimination on grounds of sexual orientation. These goals are general in scope and are not limited to the field of employment. The intersectionality is framed by equality.

National Programme of Education in Human Rights (1999)

Gender equality is included as one of fundamental issues of the National Programme of Education in Human Rights, which is based on the principle of crosscurricularity (which means that a specific topic – in this case the topic of gender equality – is included in the curriculum of all school subjects), and, thus, represents a form of gender mainstreaming in the field of education.

National Strategy on the Environmental Protection (2002)

The National Strategy on the Environmental Protection includes a special chapter on women and environment. According to the goals prescribed by the National Strategy, the Ministry of Environmental Protection and Physical Planning is responsible for the implementation of measures aimed at ensuring full rights of women to healthy environment, housing and communal infrastructure. This approach has been included in the laws within the competence of the Ministry of Environmental Protection and Physical Planning.

National Action Programme for the Youth (2002)

National Action Programme for the Youth sets among its goals the provision of equal opportunities in the access to education irrespectively of place of birth, material and social status, gender, health situation, which refers to the persons with difficulties in development, married young people, pregnant young women and young mothers.

National Programme for Roma (2003)

In the field of health care, the Programme sets as one of the main goals the monitoring over the realisation of the right to health care among Roma, particularly of Roma women and children.

National Programme for the Protection and Promotion of Human Rights 2005-2008

National Programme for the Protection and Promotion of Human Rights 2005-2008, which sets 16 priority fields of protection and promotion of human rights, among others the promotion of gender equality and equal opportunities, and combating racial and other forms of discrimination.

National Strategy for Protection against Domestic Violence 2005-2007

National Strategy for Protection against Domestic Violence 2005-2007 prescribes as one of the long-term measures the dissemination of information about domestic violence issues to particularly vulnerable population groups (women and children with disabilities, female migrants, women and children members of minority groups, male and female participants and victims of the Homeland war, persons suffering from PTSS /post traumatic stress syndrome/ and members of their families etc.).

National Action Plan for Employment 2005-2008

National Action Plan for Employment 2005 – 2008 under European Employment Strategy guideline 6 (gender equality) sets some important measures concerning gender equality in the labour market and access to employment, such as:

- measures for encouraging of female entrepreneurship;
- measures for the inclusion of women in non-traditional jobs;
- targeted programs for lone mothers;
- trainings and education for workers on parental leave;
- return to the labour market and improvement of the situation of workers with family responsibilities;
- consideration of costs and variety of institutionalised child care.

Strategy on Development of Official Statistics 2004-2012

The Strategy on Development of Official Statistics 2004-2012 contains an entire chapter on gender statistics (ch. 7.10). The main purpose is to harmonize the Croatian official statistics with the EU's in such way that it will demonstrate all data disaggregated by gender, and continuous development of methodologies and indicators for the evaluation of gender equality. The gender statistics shall encompass the following:

- statistics on individuals by gender,
- analysis and demonstration of all variables and characteristics by gender as primary and cumulative classification category,
- reflection of all gender issues in the statistical data.

National Population Policy (2006)

National Population Policy's main objective is to promote demographic renewal, and gender equality constitutes a basic human principle in creating progeny.

2.1.3 Is there a gender equality (or similar) plan in the area of gender based violence:

YES, *National Strategy for Protection from Domestic Violence 2005-2007*

If yes please name the plan. Does it cover:

- o Domestic violence and violence in partnerships

YES

- o Sexual assault/violence and rape

NO

- o Sexual harassment and stalking

YES

- o Trafficking and prostitution

NO

- o Forced marriage, honour crimes and FGM:

NO

Does the plan include:

- o named policy instruments and/or institutions, if so what;

YES

The National Strategy lists the main objectives and short-term and long-term implementation measures, implementing subjects and time frame for implementation. The Ministry of Family, Veterans' Affairs and Intergenerational Solidarity shall, in cooperation with the Working Group for the Improvement of the Protection against Family Violence, coordinate and monitor the implementation of the National Strategy.

- indicators and statistics to evaluate the policies, if so which?

NO, but the National Strategy lists among its long-term measures the obligation of Ministry of Justice, Ministry of the Interior, Ministry of Health and Social Welfare, Ministry of Finance, local and regional self-government, and NGOs to publish a statistical yearbook on family violence including court and police statistics, statistics of the centres for social welfare and statistics on allocation of funds related to family violence (on the state, local and regional levels), and annual costs of medical care for the victims of violence.

2.2 EU required National Reform Programme (National Action Plan) for Employment

- Does the EU required National Reform Programme for employment (in which one of the ten guidelines concerns gender mainstreaming) include a significant set of actions concerning gender equality? If so, what are these?

Croatia is a candidate country, so there is no state report on the implementation of National Reform Programme for Employment. However, in its **Progress Report on Croatia** from November 2007, the European Commission comments that "some progress can be reported on **equal opportunities** /.../ Production and dissemination of gender-segregated statistics has advanced. Awareness-raising activities have been organised among social partners on equal pay. However, the legislation in this field is not yet fully in line with the acquis, and the required gender equality body has not yet been established" (p. 44).

With respect to the **employment policy**, the Commission reports that "active labour market measures have contributed to the upward trend in the employment rate. Significant results were achieved in 2006, both in terms of coverage of unemployed persons and in the number of employed persons. Measures were taken to boost entrepreneurship and self-employment along with employment of persons in a difficult position on the labour market. Work under the Joint Assessment of Employment Policy Priorities (JAP) is nearing completion" (p. 43)⁶

- Did the EU appointed National Expert (part of the EU Network of Experts on Gender and Employment and Social Inclusion) made (have) critical or positive comments on the gender equality dimension of the member state's programme? If so, what are these?

Not applicable

- Did the EU Commission's response to the National Reform Programme for employment include recommendations on gender equality? If so, what were these?

Not applicable

2.3 EU required National Reports (National Action Plans) on Strategies for Social Protection and Social Inclusion

- Does the EU required National Report on Strategies for Social Inclusion include a significant set of actions concerning gender equality, including gender-based violence? If so, what are these?

In March 2007, Croatia and the Commission signed **Joint Memorandum on Social Inclusion of the Republic of Croatia** that contains Chapter 5 titled "Gender Equality in Combating Poverty and Social Inclusion". The Memorandum does not explicitly invoke gender mainstreaming, but it claims that "it is

⁶ http://ec.europa.eu/enlargement/pdf/key_documents/2007/nov/croatia_progress_reports_en.pdf (accessed 17 January 2008).

extremely important to continue working on the public awareness on gender equality and a more consistent incorporation of gender dimension in all aspects of social life" (p. 53).⁷

- Did the EU Expert Group on Gender, Social Inclusion and Employment have critical or positive comments on the gender equality dimension of the report (including gender-based violence)? If so, what are these?

Not applicable

- Did the EU Commission's response to the National Report on Strategies for Social Protection and Social Inclusion include recommendations on gender equality (including gender based violence)? If so, what were these?

Not applicable

2.4 EU funding

- Does the EU provide funding in your country that has / has had a significant gender impact?⁸ Structural funds to consider include the European Social Fund⁹ and the European Regional Development Funds¹⁰,
- If yes, how much and over what period of time?
- If yes, comment upon the extent to which gender was mainstreamed in associated plans and programmes (e.g. the National Development Plans for 2000-2006)?

N/A¹¹

3. Governmental Machinery For Equality

Provide a summary of the history of governmental machinery for equality provided in the issue history D11, up-dated if appropriate. In particular, consider if there have been any developments in the relationship between the gender machinery and other equalities machinery (e.g. proposed mergers). (Approx. 250 words)

In May 1996, the Croatian government established the first body for the promotion of gender equality following the Beijing Platform of Action guidelines. The **Commission for Equality Issues** (CEI) was established as an advisory board composed of representatives of all ministries and other state bodies, with the CEI's secretariat operating under the auspices of the Ministry of Labour and Social Welfare. Although CEI was seemingly dealing with all equality issues, it eventually dealt only with gender equality issues. After the coalition led by the Social Democrats assumed the power in the beginning of year 2000, the CEI was renamed into the **Commission for Gender Equality** (CGE), with which the new government reaffirmed its commitment to the promotion of gender equality. Upon the establishment of the government Office for Human Rights in 2001, the CGE's secretariat was transferred from the auspices of the Ministry of Labour and Social Welfare under the Office for Human Rights. Pursuant art. 18 of the Gender Equality Act, the government established the **Office for Gender Equality** in February 2004. Thus, the Office for Gender Equality replaced the Commission for Gender Equality, and is an expert government office that carries out expert and administrative tasks relating to the realisation of gender equality.

The parliamentary **Committee for Gender Equality** was established in 2001 after the parliamentary elections in January 2000. The Committee was established as a central working body of the Parliament in the procedure of adopting the laws in terms of implementing the principle of gender equality in the Croatian legislation.

⁷http://www.mzss.hr/hr/ministarstvo/strategije_i_planovi/zajednicki_memorandum_o_socijalnom_ukljucivanju_rh.

⁸ The following link may serve as a useful starting point (see drop-down menus along the top of the page and links on the left hand side): http://ec.europa.eu/regional_policy/policy/history/index_en.htm

⁹ http://ec.europa.eu/regional_policy/funds/fse/index_en.htm

¹⁰ http://ec.europa.eu/regional_policy/funds/feder/index_en.htm

¹¹ The author has not received an answer to these questions from competent authorities of the Croatian government (i.e. Ministry of Finance, and Ministry of Foreign Affairs and European Integration).

In October 2003, the parliament **Gender Equality Ombudsperson** pursuant art. 19 of the Gender Equality Act. According to the Act, Gender Equality Ombudsperson acts autonomously and independently, monitors the implementation of the Gender Equality Act and other regulations relating to gender equality.

Do any or all of these forms of gender machinery exist in the country, and if so what are they called?

- governmental (civil servants and ministers in central government);

YES (*Gender Equality Office*)

- enforcement and monitoring agency (e.g. equality authority, ombudsperson);

YES (*Gender Equality Ombudsperson*)

- special legal apparatus (e.g. special courts for employment or domestic violence);

NO

- body for consultation / dialogue with women's NGOs;

NO

- Other, for example, Parliamentary Committees

YES (*parliamentary Committee for Gender Equality*)

Answering the following list of questions may require mention of any or all of these types of institution: some apply to one kind more than another.

The nature of the institution

- Is there gender machinery that meets the minimum legal requirements of the EU?

YES

- A body for the promotion, analysis, monitoring and support of equal treatment of all persons without discrimination on the grounds of sex:

YES (*Gender Equality Ombudsperson, Gender Equality Office*)

- providing independent assistance to victims of discrimination in pursuing their complaints about discrimination;

YES (*Gender Equality Ombudsperson*)

- conducting independent surveys concerning discrimination;

YES (*Gender Equality Ombudsperson*)

- publishing independent reports;

YES (*Gender Equality Ombudsperson*)

- making recommendations on any issue relating to such discrimination.

YES (*Gender Equality Ombudsperson*)

- Is there gender machinery that meets the 'Paris Principles'?

- independence guaranteed by a constitutional or legislative framework, autonomy from government,

YES (*Gender Equality Ombudsperson*)

- pluralism including pluralism of composition,

NO

- a broad mandate,

YES (*Gender Equality Ombudsperson*)

- adequate powers of investigation,

YES (*Gender Equality Ombudsperson*)

- sufficient resources
UNKNOWN
- Is there gender machinery that meets the further requirements of the UN Platform for Action?
 - responsibility vested at the level of a Cabinet minister.
NO
 - Develop indicators and statistics to monitor policy
YES (Office for Gender Equality)
- How close to the Prime Minister is the governmental machinery located?
 - PM's office
 - Other powerful department.
 - **Other department**
- Would any of the bodies be described as following a feminist agenda?
YES
 - Briefly explain the reasoning behind your answer.

Women's feminist NGOs were closely involved in the designation of the Gender Equality Act, and the elected Gender Equality Ombudsperson is Gordana Lukač-Koritnik, a feminist lawyer who previously worked in the feminist NGO B.a.B.e. – Group for Women's human Rights (B.a.B.e. is an abbreviation for "Be active, Be emancipated"). The Ombudswoman for Gender Equality has closely co-operated with women's and LGBTIQ NGOs. She was present at the session of the Committee for Gender Equality of the Croatian Parliament during which she publicly gave her full support to the Bill on Registered Partnership, quoting the new Resolution of the European Parliament on homophobia in Europe. In 2006 the Lesbian Group "Kontra" worked with the Ombudswoman on 6 different cases of human rights violations on the basis of sexual orientation and marital status (Women's Network. 2007. *Report on Women's Human Rights in 2006*, pp. 49-50).

Other equality bodies, such as the Office for Gender Equality, are strongly dedicated to the implementation of gender equality, as it constitutes one of the basic constitutional values, however, they couldn't be assigned a label of "following feminist agenda".

- If yes, then which vision of gender equality (equality through sameness, equal valuation of different contributions, or transformation)
Equality through transformation
- Are there other policy groups relevant to gender equality that are embedded in particular departments, but which are not usually known as gender machinery e.g. domestic violence group within the home affairs or justice department? If yes, when was it set up, what does it do, what are its resources?

YES

Explanation: *Following the parliamentary elections and the change of government in late 2003, the **Ministry of Family, Veterans' Affairs and Intergenerational Solidarity** was formed in December 2003. **Department for Family** is particularly relevant for the implementation of gender+ equality policies, as the responsibility for the implementation of National Strategy for Protection from Domestic Violence 2005-2007 lies within this department. It is also responsible for systematic monitoring over the regulations concerning child and parental allowances, and the implementation of family legislation and policies, submits the measures for the promotion of equal opportunities of persons with disabilities etc.*

- Are there any special legal institutions such as special courts to assist the implementation of gender equality laws e.g. employment tribunals, domestic violence courts?

NO, but according to the National Strategy for the Protection from Domestic Violence 2005-2007, specialised family courts should be established within regular courts, however, this has not been implemented yet.

Dedicated to gender or integrated with other equalities?

- Is the gender equality body (enforcement or monitoring agency) integrated with machinery for other equalities issues (if so which) or for human rights?

NO

- If yes,
 - When did this happen?
 - Was the change controversial (who fought whom, allied to whom)?
 - Is the division of responsibilities by function or by strand?
 - Is there a separate mechanism for consulting civil society by strand, including women?
 - Does the equality body actively engage with the issue of intersecting inequalities (e.g. gender and ethnicity, gender and disability)? If yes, please specify the intersections that are taken into account.
- If the gender equality body is not integrated with machinery for other equality issues, does the gender equality body and any other single strand equality body actively engage with the issue of intersecting inequalities? If yes, please specify the intersections that are taken into account by each of the equality bodies.

YES

Explanation: *In addition to gender, the Gender Equality Ombudsperson considers cases of alleged discrimination on the grounds of marital or family status and sexual orientation.*

Relationship of machinery with civil society

- Are there procedures for the consultation of women's groups in civil society by the gender or equalities machinery?

YES

- If so, are they routinised or occasional?
occasional

4. Policy summary questions

4.1 Non-employment

Is the tax system household based or individualised?

Individualised

Is the benefit system household based or individualised?

Household based

In Croatia, there is no difference between lone parents and other parents with respect to parental leave. Parents may use the parental leave up until the child is one year or up until three years in case of a birth of twins, third and every subsequent child.

Are there active labour market programmes (i.e. programmes to help people who are out of labour market back into paid employment, includes training and job placement schemes) for lone parents?

YES

Explanation: *National Action Plan of Employment (2005-2008) envisages targeted employment programs for lone mothers.*

National Policy for the Promotion of Gender Equality 2006-2010 envisages the development of a programme for the economic empowerment of single parents.

Are there active labour market programmes for women who are returning to employment after lengthy period of time out of the labour market?

YES

Explanation: *the National Policy for the Promotion of Gender Equality 2006-2010 stipulates that courses, seminars and education programmes will be organised for young women and women, especially for those who have been unemployed for more than 3 years, which will train them for finding, selecting and obtaining an appropriate employment and will include re-training and self-employment; the participation in these education programmes will be mandatory.*

Are there active labour market programmes for any other category of citizens, and if so which categories?

YES

Explanation: *National Action Plan of Employment (2005-2008) introduces targeted employment programs for persons with disabilities.*

What is the minimum amount of childcare that is provided by the state? (e.g. number of hours, no. of weeks per annum)

Childcare provided by public bodies is organised for children from the attained age of 6 months until children's entrance to primary school.¹² There are three major programmes provided to pre-school children.¹³

- 1. Regular, full programme for all pre-school children (4-10 hours per day);*
- 2. Shorter programmes (1-3 hours per day or week);*
- 3. Pre-school programme for children at age of six not included in the regular programme of pre-school education.*

- Childcare: care (under 3 years):
see above

- Childcare: pre-primary education (3 yrs- school age):
see above

What is the predominant form of childcare provision? i.e. public, private or mixed.

Public

How is childcare financed (e.g. by public funds, privately or mixed)?

Mixed

Is the pension age the same for women and men? If so, since when?

NO, but the Constitutional Court decision from April 2007 abolished different retirement ages of women and men, and ruled that the pension scheme, according to which women obtained the right to old-age pension at 60 years of age and 15 years of employment (men at 65 years of age), and the

¹² Pre-school Education Act, Official Gazette, nos. 10/1997, 107/2007.

¹³ Source: Ministry of Science, Education and Sport, <http://public.mzos.hr/Default.aspx?sec=2196> (accessed 18 January 2008).

right to early retirement at 55 years of age and 30 years of employment (men at 60 years of age and 35 years of employment) (arts. 30 and 31), will cease to exist on 31 December 2018.

4.2 Intimate citizenship

Is abortion legal? If so, in what year did this happen?

YES (1978): Act concerning the medical measures for materialization of the right to freely decide on the birth of children

Up to which week of pregnancy is abortion legal?

Until the end of the tenth week after conception (art. 15)

Additional explanation:

Article 22: If more than 10 weeks have passed since conception, the Commission of First Instance may consent to the abortion upon the request or with the consent of the pregnant woman under the following conditions:

--when it is medically established that it would be impossible to save her life or prevent damage to her health, whether it be during pregnancy, delivery, or postpartum condition;

--when it is medically established that it is probable that the child would be born with a serious congenital physical or mental defect;

--when the conception is a consequence of a criminal act of rape, criminal act of sexual intercourse with an incompetent person, criminal act of sexual intercourse in consequence of abuse of authority, criminal act of sexual intercourse with a child, or criminal act of incest.

Are there any other conditions? If so, what are these (e.g. consent of doctor/s, counselling)?

NO

How many abortions are carried out per year (select most recent year where data available. If illegal, approximately how many women travel to access abortion services in another country?)

10,244 (2006)¹⁴ (legally induced abortions: 4,733 or 46,3% of all abortions)

Are there any restrictions on abortion for certain categories of people? (e.g. age, nationality)

YES, for women under the age of 16

Explanation: Art. 18: An abortion is performed on request of the pregnant woman. If such request is submitted by a woman under the age of 16, it must be accompanied by the consent of her parents, or the consent of her guardian with the further consent of the Guardianship Authority.

Is a marriage a state based contract, religious contract or both?

Both

Is divorce legal and what are the conditions for divorcing (e.g. is mutual consent necessary / sufficient)?

YES, divorce is possible by:

- law-suit by one of partners;*
- agreement of both partners;*
- partner has not the right to law-suit during women's pregnancy or until child reaches one year*

If divorce is not legal, what are the conditions for separation or annulment?

/

¹⁴ Croatian Institute for Public Health, http://www.hzjz.hr/publikacije/prekidi_2006.pdf.

Are there any restrictions to marriage other than the sex of the partners (e.g. nationality, country of origin)?

YES, in the following cases:

- *persons younger than 18, and exceptionally from 16 years with the court's permission*
- *persons deprived of legal capability;*
- *family members.*

Are civil partnerships/civil unions/gay marriage legal and if so, are the legal rights the same as for heterosexual marriage? Consider the following (Yes/no+year when introduced):

QUESTIONABLE

Same-sex partnerships are legally recognised by the 2003 Act on Same-Sex Unions, however, same-sex unions produce legal effect only in terms of mutual support and regulation of property relations, whereas there is no possibility to register same-sex union officially, and it guarantees only a limited spectrum of rights to the same-sex couples, such as inheritance rights.

Does it extend to:

- survivors' benefits in pensions?

NO

- adoption rights?

NO

- parental leave?

NO

- assisted reproduction?

NO

- Family reunification – have partners the right to settle and be employed in the country where their partners live?

NO

Number of registered civil partnerships, annually and in total?

In Croatia, there is no possibility to register same-sex unions. See above.

4.3 Gender-based violence

Has there been a national survey on gender based violence?

YES, there are two such surveys, however, they have not been carried out by a public body; they were carried out by women's NGOs.

The Autonomous Women's House Zagreb conducted a survey entitled "Economic Aspects of Family Violence: Social Costs of Ignoring and Tolerating Violence against Women" in 2003. The survey involved 976 subjects aged 18 to 65. It was conducted according to the face-to-face method of interviewing on 42 locations throughout Dalmatia, Istria, Primorje, Lika and Pokuplje, Northern Croatia and in Zagreb.¹⁵

In 2005, NGO Women's Room carried out a survey on the prevalence of rape on a representative sample of women throughout Croatia (N=1491), which showed that 17% of women have experienced rape or an attempt of rape, however, only 5% of them reported sexual violence to the police or to the state attorney.¹⁶

¹⁵ National Strategy on the Protection from Domestic Violence 2005-2007.

¹⁶ Women's Room, 2006, Sexual Violence – Croatia.

When was the most recent one carried out?
2005

Does it include:

- Domestic violence and violence in partnerships?
YES

- Sexual assault/violence and rape?
YES

- Sexual harassment and stalking?
YES

- Trafficking
YES

- Prostitution?
NO

- Forced marriage?
NO

- Honour crimes?
NO

- FGM?
NO

4.3.1 Domestic violence

What legal devices are available to prevent domestic violence?

- *all procedures concerning domestic violence are urgent*
- *compulsory reporting by health employees, social workers, psychologists, employed in educational institutions etc. to the police or municipality attorney*
- *courts may enunciate protective measures*

Do they target perpetrators and/or victims?
Primarily perpetrators

(Yes/no +year when introduced). Devices could for instance include:

- restraining orders:
YES (2002 amendments to the Criminal Procedure Act; 2003 Act on Protection from Domestic Violence)

- non-molestation orders:
YES (2003 Act on Protection from Domestic Violence)

- occupation orders:
YES (2003 Act on Protection from Domestic Violence)

- state funded perpetrator programs:
YES (2000 amendments to the Criminal Code; 2003 Act on Protection from Domestic Violence)

- other devices?
/

What is the prevalence of domestic violence against women, in one year?
*Not available (gender-segregated data available only for perpetrators of domestic violence)*¹⁷

What is the life time prevalence of domestic violence against women? (from the survey)

According to the mentioned survey, every third woman in Croatia has at least once been a victim of physical aggression of her marital/extramarital partner. Furthermore, 68% of the respondents experienced psychological aggression from former husbands, i.e. partners with whom they shared a dysfunctional marriage; 44% of women experienced verbal aggression from their current husband/partner/boyfriend, and 35% experienced this type of violence from their former partners. A high percentage of respondents have experienced sexual intercourse against their will - 11% of the women 2-3 times, 8% of the women more than 3 times, while 34% of respondents has had sexual intercourse upon an explicit demand of the partner, i.e. each third woman.

What is the number of incidents of domestic violence against women, in one year (from the survey)
Not available

What is the number of incidents of domestic violence reported to the police (annual)?

*In 2005, 996 adults were reported for the criminal offence of "violent behaviour in family": 949 or 95,3% were men, and 47 (4,7%) were women.*¹⁸

Year	Number of reported criminal offences (art. 215.a, Penal Code) ¹⁹
Total	3.888
2001	130
2002	286
2003	491
2004	765
2005	996
2006	1.220

*In 2005, 8,930 persons were accused of a misdemeanour "domestic violence": 7,733 (86,6%) were men, and 1,197 (13,4%) were women.*²⁰

What is the number of domestic violence convictions in the courts?

*In the period 2001-2006, 1.807 persons were convicted for the criminal offence of domestic violence.*²¹

Year	Number of convictions (art. 215.a Penal Code)
Total	1.807
2001	19
2002	94
2003	214
2004	360
2005	490
2006	630

¹⁷ Central Bureau of Statistics, *Men and Women in Croatia – 2007* (p. 52).

¹⁸ Central Bureau of Statistics, *Women and Men in Croatia, 2007*, p. 52.

¹⁹ Central Bureau of Statistics, *Family Violence 2001-2006*, p. 28.

²⁰ Central Bureau of Statistics, *Women and Men in Croatia, 2007*, p. 51.

²¹ Central Bureau of Statistics, *Family Violence 2001-2006*, p. 32.

What is the attrition rate for domestic violence in the criminal justice system (convictions as % of reports to police)?

In the period 2001-2006, the attrition rate for the criminal offence of domestic violence was 46,5%.

If there is any information on the previous questions broken down by age, class, sexual orientation, race/ethnicity etc, give it here too.

NO

4.3.2 Rape & Sexual assault

When was marital rape criminalized?

1997

What is the number of annually reported incidents to the police?

In 2006, 672 persons were victims of criminal offence against sexual freedom (551 or 82% were women, 121 or 18% were men).

From these, 126 persons were victims of rape (123 or 97,6% were women, 3 or 2,4% were men).²²

What is the attrition rate for rape in the criminal justice system (convictions as % of reports to police)?

Not available

What is required for an act to be considered to be rape, e.g.:

- lack of consent (since when)
- physical resistance? (since when)
- **use of force or threat to life or body or to other close person: since 1977**

Is any characteristic of victim or perpetrator considered relevant (e.g. age, sex), and if so which characteristic?

NO

4.3.3 Trafficking for sexual exploitation

Has the government signed and ratified the EU convention on human trafficking (date)

Croatia signed the Council of Europe Convention on Action against Trafficking in Human Beings in May 2005, but has not ratified it yet.

Is trafficking primarily seen as a problem of the sending or the receiving country?

Primarily of the receiving country

Are women victims of trafficking, when identified as such, given temporary/permanent residence permits? How long? (date)

Ministry of Interior issues temporary residence permits on humanitarian grounds (para. 1, art. 68 of the Aliens Act)²³ for a period from six months to one year and can be renewed (art. 69 of the Aliens Act) to identified victims of trafficking in human beings. Victim's identification is carried out by the Ministry of Interior in co-operation with NGOs, and in case of under age victims the Ministry of Interior must cooperate with the Ministry of Social Welfare. Upon acquiring the victim status, the victim is included in the assistance and protection programme, which guarantees the right to safe accommodation, health protection, financial assistance, education and work (art. 70).

²² Central Bureau of Statistics, Women and Men in Croatia, 2007, p. 53.

²³ Official Gazette no. 79/2007, entered into force on 1 January 2008.

4.3.4 Intersections

Have specialised policies and practices on gender based violence that address gender as intersecting with race/ethnicity, class, sexual orientation been developed by:

- Police:
NO

- NGOs:
YES (primarily LGBTIQ NGOs address intersections of gender and sexual orientation); e.g. Lesbian Group “Kontra” is a member of the Women’s Network.

- Local Authorities / government:
NO

- Other
Trade Unions: Women’s sections²⁴ address intersections of gender and class; e.g. Women’s section of the Union of Autonomous Trade Unions is a member of the Women’s Network.

Union of Associations Disabled Persons of Croatia (*Savez udruženja osoba s invaliditetom Hrvatske*),²⁵ which is an umbrella organisation of associations of persons with different disabilities, addresses the intersection of gender and disability; e.g. there is an SOS phone for disabled women victims of violence.

4.3.5 Service provision

Are there refuges and/or sexual assault centres? (dates)
YES (dates not available)

How many are there?

*According to the data of the Ministry of Family, Veterans and Inter-generational Solidarity, there are 14 shelters for women and children victims of violence throughout Croatia.*²⁶

When was the first set up?

In 1990 (Autonomous Women’s House – Zagreb)

Are they state funded, to what extent?

The shelters are governed by the civil society organisations and religious institutions (Caritas), which are financed by the state budget and partially by private donations as well. The extent of state funds is unknown.

CIVIL SOCIETY AND ENGAGEMENT IN POLICY MAKING

5. Political system

5.1 Is the state unitary or federal?

Unitary

If federal, are key gender+ equality decisions made at national or provincial/local level?

5.2 To what extent and how are social partners (employers & trade unions/capital & labour) integrated in policy decisions?

Are there legally binding decision making processes similar to the EU framework agreements (e.g. as the Parental Leave Directive)?

YES

Explanation: *According to art. 2(2) of the Agreement on Economic-Social Council and other forms of social partnership in the Republic of Croatia (Sporazum o Gospodarsko-socijalnom*

²⁴ The most institutionalized is the Women’s Section within the Union of Autonomous Trade Unions of Croatia.

²⁵ www.soih.hr

²⁶ Correspondence no. 519-06/1-08-SB-2, 5 February 2008.

*vijeću i drugim oblicima socijalnog partnerstva u Republici Hrvatskoj)*²⁷ “the signatories of the Agreement are mutually obliged to consider drafts of laws, regulations, programmes etc. falling within the auspices of the Council before their submission in the parliamentary procedure”.

Would the political system be possible to describe as corporatist or neocorporatist, where hierarchically ordered trade unions and/or employer and/or other civil society organisations are institutionally incorporated in policy making?

YES

Explanation: *The highest (i.e. national) tripartite body is the Economic-Social Council that was established by the Agreement on the establishment, competence and functioning of the Economic-Social Council (Sporazum o osnivanju, nadležnosti i djelovanju Gospodarsko-socijalnog vijeća) in 1994.*²⁸ *The Agreement was concluded on the basis of arts. 219-220 (re-numbered 229-230) of the Labour Act.*²⁹

What is the gender composition in the decision making process of agreements made by the social partners (if there are any such agreements)?

Not available

5.3 In which policy environment (ministry) is a decision on the issue predominantly made (for each area: general gender equality policies; non-employment; intimate citizenship; gender-based violence)?

General gender equality policies

Decisions are predominantly made in the government Office for Equal Opportunities.

Non-employment

Decisions are predominantly made in the Ministry of Economy, Labour and Entrepreneurship, and the Ministry of Health and Social Affairs.

Intimate citizenship

Decisions are predominantly made in the Ministry of Family, Veterans and Inter-Generational Solidarity.

Gender-based violence

Decisions are predominantly made in the Ministry of Family, Veterans and Inter-Generational Solidarity.

5.4 Political cleavages

Is the state consociational or not, i.e. are there major internal divisions (ethnic, language, religion etc) where neither of the groups form a majority while, at the same time, the political regime can be considered to be stable?

NO

What are the main existing salient political cleavages within the state, and on what dimension (e.g. language, region, religion, nationality)?

The main political cleavages within Croatia run along ethnic/religious/linguistic lines, as the majority of the Croatian population are ethnic Croats (89%), who mainly belong to the catholic faith and use the

²⁷ Official Gazette no. 88/01.

²⁸ Official Gazette no. 10/94. The Agreement was substantially changed in 2001.

²⁹ Official Gazette no. 114/04.

Croatian language (i.e. Latin script). Ethnic Serbs constitute the largest ethnic/national minority (4,5%) and largely belong to the Orthodox faith and use the Serbian language (Cyrillic script).³⁰

Minor political cleavages exist between different regions, mainly between the Zagreb County (*Zagrebačka županija*) and the counties at the Adriatic coast (Istrian county, Split-Dalmatian county, Dubrovnik-Neretva county etc.)

5.5 International obligations and links

When, if at all, was CEDAW signed?³¹

In 1981, SFR Yugoslavia ratifies the Convention on the Elimination of All Forms of Discrimination against Women.

In 1992, Croatia succeeds the Convention on the Elimination of All Forms of Discrimination against Women.

In 2001, Croatia ratifies Optional Protocol to the Convention on the Elimination of Discrimination against Women

When did the country join the EU?

Croatia is not a member state, but was awarded a candidate country status in June 2004.

6. Political Representation

6.1 The development of women's political representation, including:

- Date of female suffrage:
1946³²
- Note any caveats, e.g. age, property qualification, ethnicity, and when removed:
18 years of age (*still valid*)
- Date of male suffrage:
1848³³ (*occupational and property restrictions*)
- Use of quotas³⁴
 - When introduced
2004
 - What form:

Social Democratic Party has in its Statute (art. 33) the provision introducing gender and age quota for candidacy lists: min 40% representation of both genders, and min 20% of candidates younger than 30 years.

- What is the numerical representation of women in parliament? (over QUING period)

November 1995: 7,8%

January 2000: 21,9%

November 2003: 17,8%

November 2007: 21,5%

³⁰ Source: Central Bureau of Statistics, Census of the Population, House holdings an Apartments, 31 March 2001. <http://www.dzs.hr/>

³¹ See <http://www.un.org/womenwatch/daw/cedaw/states.htm>

³² Universal suffrage for all adult citizens (18 years) was introduced by art. 23 of the Constitution of Federal People's Republic of Yugoslavia. Source: Source: Markov, Slobodanka (2001), *Pravo glasa žena (Women's right to vote)*, p. 19-20. http://www.cesid.org/pdf/pravo_glasa.pdf (accessed 18 January 2008).

³³ Territory of today's Croatia constituted a part of the Habsburg Monarchy at that time.

³⁴ See IDEA: <http://www.idea.int/gender/index.cfm>

- Was the increase in women's representation a gradual increase since suffrage, or were there any key turning points?

Elections in January 2000 contributed to an increase of women's representation, when the coalition led by the Social Democratic Party won the majority in the parliament.

- Other important developments: /

6.2 Political representation for intersecting inequalities:

- Class (e.g. was male suffrage granted in stages with property qualifications; representation in parliament):

Property qualifications for male suffrage were eliminated with the 1921 Constitution of Kingdom of Slovenes, Croats and Serbs ("Vidovdan Constitution"). Vidovdan Constitution set in art. 70 only two general requirements for voting right: citizenship and age of 21, however, it left the issue of women's suffrage to the statutory regulation. So, the Election Law from June 1921 limited the suffrage rights only to men.³⁵

- ethnicity/religion (what exclusions and when; numerical representation in parliament):

*According to the **Constitutional Law on the Rights of National Minorities in the Republic of Croatia** (art. 19, para. 2),³⁶ members of the national minorities are guaranteed between five and eight representatives. At the moment, there are eight representatives of national minorities in Sabor (Croatian parliament).³⁷*

- Other important intersecting inequalities, any quotas: /

6.3 Political parties and gender

- Does women's political representation vary by Party;
 - if so, do these Parties tend to represent different class, ethnic, religious or other interests?

YES, at the moment there are 33 women in Sabor (Croatian parliament) or 21,5% of all representatives. 18 (32,1%) female representatives are from the Social Democratic Party, 11 (16,6%) are from Croatian Democratic Union, 2 (28,5%) are from Croatian People's Party, one (16,6%) from Croatian Peasants' Party and one representative of the Czech and Slovak national minorities.³⁸

The mentioned parties tend to represent different interests. For example, the majority Croatian Democratic Union focus on traditional Christian (Catholic) values, the Social Democratic Party presents itself as defending the rights of the working class, and the Croatian Peasants' Party mainly addresses the rural population.

The Social Democratic Party has the highest representation of women in the Croatian parliament, which can be attributed to gender quota introduced by this Party in 2004 (see above).

- What is the current Party / Parties in Government:

Since January 2008, the coalition of three parties is in power: the Croatian Democratic Union (biggest party in the coalition), the Croatian Peasants' Party, and the Croatian Social-Liberal Party.³⁹

³⁵ Source: Markov, Slobodanka (2001), *Pravo glasa žena (Women's right to vote)*, p. 18.

http://www.cesid.org/pdf/pravo_glasa.pdf (accessed 18 January 2008).

³⁶ Official Gazette, no. 155/2002.

³⁷ Three representatives of Serbian minority; one representative of Hungarian minority; one representative of Czech and Slovak Minority; one representative of Austrian, Bulgarian, German, Polish, Romani, Romanian, Rusinian, Russian, Turkish, Ukrainian, Vlach and Jewish minorities; one representative of Albanian, Bosniac, Montenegrin, Macedonian and Slovene minority.

³⁸ <http://www.sabor.hr/Default.aspx?sec=1797>

³⁹ www.vlada.hr

- With which European Parliament political group is this Party / Parties affiliated?⁴⁰

Croatia is not yet an EU member

- What political party / parties have held office during 1995-2007?
 - 6th Croatian government (November 1995-January 2000): *Prime Minister from Croatian Democratic Union (Franjo Tuđman)*
 - 7th & 8th Croatian government (January 2000 – December 2003): *Prime Minister from Social Democratic Party (Ivica Račan)*
 - 9th Croatian government (December 2003 – December 2007): *Prime Minister from Croatian Democratic Union (Ivo Sanader)*
 - 10th Croatian government (January 2008 -): *Prime Minister from Croatian Democratic Union (Ivo Sanader)*

6.4 Representation in government

- What percentage of government Ministers are female?⁴¹

In the Croatian government, constituted in January 2008, there are four female ministers (22%), two women (of four) are the governments' vice-presidents.⁴²

- To which Ministries do female ministers belong?
 - *Jadranka Kosor (Croatian Democratic Union): Ministry of Family, Veterans' Affairs and Inter-generational Solidarity, vice-president of the government*
 - *Đurđica Adlešić (Croatian Social-Liberal Party): vice-president of the government for internal affairs*
 - *Marina Matulović-Dropulić (Croatian Democratic Union): Ministry of Environmental Protection, Physical Planning and Construction*
 - *Ana Lovrin (Croatian Democratic Union): Ministry of Justice.*

7. Civil Society

7.1 Gender

Is there one (or more than one) national organisation that coordinates feminist and women's organisations.

YES, Croatian Women's Network⁴³

If so,

- is this the same as the body which is affiliated to the European Women's Lobby?

YES

- when was it established?

In 1996

- how many organisations are affiliated to the national body?

41 organisations⁴⁴

- how many women are so coordinated?

Information not available

⁴⁰ See list Of EP political groups: http://www.europarl.europa.eu/groups/default_en.htm

⁴¹ See IPU: <http://www.ipu.org/wmn-e/world.htm>

⁴² http://www.vlada.hr/hr/naslovnica/o_vladi_rh

⁴³ http://www.zenska-mreza.hr/index_eng.htm

⁴⁴ The list of members is available at http://www.zenska-mreza.hr/vijesti/clanice_mreze.

- How many staff work for the organisation (how many paid, how many unpaid)?

The Women's Network has one paid employee, however, all member organisations participate in Women's Network activities with financial and human resources

- What is its budget?

The Women's Network budget has varied between 200,000 – 500,000 HRK (€27,000 – 68,000) over the last five years.

- What is its range of activities (are these in an annual report)?

The main goals of the Women's Network's Platform are the participation of women in politics and decision-making, the realisation of the right to education, work, payment and full employment, social security, accessible abortion, contraception and health care for women, elimination of the violence against women, and the politics of equality and tolerance.⁴⁵ The Women's Network publishes annual reports on women's human rights in Croatia.

- Does the national body engage with all or only some of our 3 issues

The Women's Network is engaged in all QUING issues

- Are there national coordinating organisations for feminist/women's activities in: employment/non-employment; gender based violence; and intimate citizenship (if so name them)?

NO, there are no national co-ordinating organisations, however, there are some co-ordinating initiatives, such as:

- *Non-employment: Women's Section within the Union of Autonomous Trade Unions of Croatia*
- *Intimate citizenship: Lesbian group "Kontra", LGBTIQ Co-Ordination*
- *Gender-based violence (trafficking in women and children): PETRA – NGO Network for the Prevention and Elimination of Trafficking in Women and Children)⁴⁶*

List the key women's / feminist civil society organisations and their main methods / activities

- Building autonomous institutions

NO

- Public protest e.g. demonstrations

Women's Network: The main activities of the Women's Network are organising of common actions, signing petitions, demands, reactions to legislation and measures adopted by Croatian authorities, public campaigns etc.

- Campaigning

Women's' Network: one of the most recent was a campaign initiated by the Women's Section within the Union of Autonomous Trade Unions for the protection of motherhood, and which was a part of a global campaign addressing countries to ratify the ILO Convention no. 183 for the protection of motherhood in the workplace.⁴⁷

- lobbying state

Women's' Network: participation in the design of policy documents, such as National policies for the promotion of gender equality, fostering legal changes etc.

- service provision

PETRA network, Women's Room – Centre for Sexual Rights, Autonomous Women's House – Zagreb, Lesbian group "Kontra", Lesbian Organisation LORI: Women's groups provide mainly services (accommodation, psychosocial counselling, rehabilitation etc.) to women victims of

⁴⁵ See http://www.zenska-mreza.hr/vijesti/platforma_zenske_mreze/.

⁴⁶ www.petra-nvo.net

⁴⁷ Initiative addresses on the Ministry of Economy, Labour and Entrepreneurship, and the Ministry of Family, Veterans' Affairs and Inter-Generational Solidarity available at <http://www.zenska-mreza.hr/depo/inicijativasssh.htm> (accessed 14 April 2008).

domestic violence and of trafficking. Other services include legal aid for women (e.g. B.a.B.e. – Group for Women’s Human Rights), legal aid and counselling for lesbian and bisexual women is provided by “Kontra” and LORI etc.

- research

Women’s Network, Women’s Room, Autonomous Women’s House – Zagreb, Lesbian Group “Kontra”, Iskorak – Centre for Rights of Sexual and Gender Minorities, CESI – Centre for Education, Counselling and Research, trade unions etc.: Women’s organisations mainly carry out research on the prevalence of violence (domestic violence, sexual violence, trafficking etc.) against women. Lesbian group “Kontra” and “Iskorak” also publish regular reports on discrimination against LGBTIQ persons. Other visible surveys are the survey on discrimination against women in the labour market carried out by Croatian trade unions, and the survey on gender equality in the labour market carried out by CESI and the Faculty of Law from Zagreb.⁴⁸

- Are they important or marginal to national politics?

IMPORTANT

As government policies often include the statistical data of the women’s NGOs and trade unions on the situation of women in Croatia, research activities seem to be relevant to national policies.

- Are they centralised or dispersed?

DISPERSED

Although most of the Women’s Network’s member organisations are located in the capital of Zagreb, there are numerous organisations located throughout Croatia, such as

- Women’s group CGI – Centre for Civic Initiatives Poreč (Centar za građanske inicijative Poreč – Centro per le iniziative civili di Parenzo),
- LORI – Lesbian organisation Rijeka,
- DOMINE – Association for development of civil society and promotion of women’s rights (Udruga za razvoj civilnog društva i promicanje ženskih prava), Split
- Association of Women Vukovar (Udruga žena Vukovar),
- “DELFIN” Pakrac etc.

List the key anti-feminist organisations and their main methods/ activities?

In Croatia, we cannot speak of openly anti-feminist organisations, however, there has been an antagonism between Catholic fundamentalist pro-family organisations, such as Croatian Population Movement (later renamed into “Pronatality Movement – A Child More”), Croatian Movement for Life and Family etc., and “left” civil society organisations – among them also women’s organisations gathered around the Women’s Network – since the beginning of the 1990s.

- Building autonomous institutions

NO

- Public protest e.g. demonstrations

NO

- Campaigning

YES

Organisations that can be labelled as a Croatian pro-life movement have campaigned for an increase of natality in Croatia, whereby they targeted mainly ethnic Croat women. The underlying message of these campaigns is that the Croat nation (in ethnic terms) will become extinct due to low fertility rates and/or will become a minority ethnic group in Croatia.

- lobbying state

YES

⁴⁸ This is the most recent survey (published on 8 March 2008) and is accessible at <http://www.cesi.hr/raspis.php?p=Istra%C5%BEivanja>.

In the beginning of the 1990s, the Croatian Population Movement – strongly supported by the Croatian Catholic Church – lobbied for the prohibition or severe restriction of abortion rights inherited from the socialist system in the former Yugoslavia. More recent (and more successful) engagement of Croatian Catholic Church and pro-life organisations concerned the Bill on medically assisted insemination, which was withdrawn from the legislative procedure by the Croatian government in 2004 primarily due to strong opposition from the Catholic Church and pro-life organisations against artificial insemination.

- service provision

YES

Caritas run social services throughout Croatia provide accommodation, counselling, material support etc. to victims of domestic violence.

- research

NO

- Are they important or marginal to national politics? No available information.
- Are they centralised or dispersed? No available information.

Are there any men's groups / organisations that are supportive of women's / feminist organisations?

NO

Explanation: There are few men's association (e.g. TATA Split, Pateros etc.) engaged in fostering fathers' rights to have contact with their children upon divorce or separation, however, these are not supportive of women's/feminist organisations.

Women's / feminist organisations in civil society

- What are the major distinctions in civil society between different types of organisations/projects e.g. feminist, pro-family etc.?

The major distinction between women's/feminist NGOs and groups, and pro-life and pro-family movement demonstrates itself in the levels of independence and autonomy from political parties and other civil society actors, such as religious institutions (primarily the Catholic Church). Thus, women's/feminist NGOs represent the core of independent and autonomous civil society, whereas pro-life organisations are virtually "civil branches" of Croatian Catholic Church.

- Do women's organisations actively engage with other intersecting inequalities (in each area?)

YES

Women's organisations are most actively engaged in intersections of gender and sexuality/sexual orientation (i.e. LGBTIQ persons), ethnicity (i.e. Roma and Serb women), class (i.e. women on the labour market) and "region" (i.e. women in rural areas). Women's organisations are the least engaged in intersections of gender and disability, age, and religion.

- Do they have good alliances with those representing other inequalities or not? (in each area)

YES

Women's organisations have good alliances with some organisations representing other inequalities, such as LGBTIQ NGOs, trade unions, and ethnic minorities. Thus, Lesbian group "Kontra", Women's Section within the Union of Autonomous Trade Unions, and the Women's Initiative within the Serbian Democratic Forum are also members of the Women's Network. Women's organisations do not have institutionalised alliances or are established on ad hoc basis with the organisations representing other axes of inequality, such as associations of disabled persons, religious institutions, associations of retired persons, and youth associations.

- Are there alliances between women's / feminist organisations and men's groups (if these exist in your country)?

There are few men's groups, such as "TATA Split – Association of fathers separated from their children" and "Pateros – Association of lone fathers", however, there are no alliances between women's/feminist groups and these fathers' associations.

- Are there many organisations of minoritised women? (in each area)

NO, there are only a few organisations of minoritised women, such as the lesbian group "Kontra", the lesbian organisation LORI, and the Association of Romani Women of Croatia "Better Future". Minoritised women mainly organise themselves within organisations engaged in other inequality axes (primarily ethnicity), such as the Association of Women of Roma Union of Croatia within the Romani Union of Croatia, and the Women's Initiative within an umbrella organisation Serbian Democratic Forum (see below 7.3). There is no information on the organisations of disabled, elderly and young women, or on women belonging to religious minorities.

- What links are there with international? / EU level / bilateral bodies? (in each area)

Lesbian group "Kontra" is a member of ILGA-Europe.

Lesbian organisation LORI is a member of ILGA.

Union of Associations of Disabled Persons of Croatia and Croatian Union of the Associations of Physically Disabled Persons are observer members in the European Disability Forum.

- Is organised feminism engaged with the state, or does it follow an autonomous or separatist agenda building its own institutions? For example, is it invited to report to consultations; does it take money from the state; is it commissioned by the state to undertake specific tasks?

Organised feminism is engaged with state authorities to a certain extent, however, some women's/feminist organisations also insist on carrying out their activities in accordance with feminist principles. Women's/feminist organisations are financed by the state budget, primarily through the government Office for Gender Equality and Office for Associations, and they are usually invited to take part in the design of national policies for the promotion of gender equality. Some women's organisations are commissioned by the Office for Gender Equality to undertake gender trainings for civil servants, such as CESI – Centre for Education, Counselling and Research and Women's House "ROSA".

- Does this vary between issue areas?

YES; women's/feminist organisations co-operate with state authorities the most closely concerning general gender equality issues, sub-issues related to non-employment and gender-based violence issues, particularly concerning domestic violence and trafficking in women and children. Women's/feminist organisations are the least engaged in sub-issues related to intimate citizenship, whereby mainly B.a.B.e. – Group for women's human rights lobby for legislative changes of the family legislation, and Lesbian group "Kontra", Lesbian Organisation LORI, and Iskorak – Centre for rights of sexual and gender minorities foster the rights of LGBTIQ persons in partnership/family relations. Women's/feminist organisations were the most strongly opposed to state authorities' attempts to restrict abortion rights in the mid 1990s.

- Has this changed over time?

NO

- When engaging with the state is a coalition form of organising common or not?

YES, to a certain extent, e.g. a coalition among the Women's Network and representatives of the parliamentary Committee for Gender Equality, the Office for Gender Equality and the Gender Equality Ombudsperson, however, it turned out to be inefficient.

- Does it make sense to talk of a 'women's movement' or not?

YES

- Briefly explain your answer.

In the beginning of the 1990s, women's organisations and groups were primarily engaged in peace activism (anti-war protests and activities), later they became more involved in defending women's rights and benefits inherited from the socialist time, such as abortion rights, workers' rights, retirement benefits etc. Since 2000, women's organisations and groups gathered around

the Women's Network have been campaigning and organising public protests, debated etc. on women's political representation, such as campaign for higher representation of women in the politics "51%", Women's Network organises a march on the occasion of Women's International Day every year etc. Also, there is close co-operation between female politicians, feminist and lesbian activists, academics, female trade unionists etc.

- Is there a tendency towards one of the three major visions of gender equality (sameness, equal valuation of difference, transformation)?

There's a tendency towards gender equality through transformation.

- Is there a preferred model of care work: support for a domestic regime or support for a public (state or market provision) regime?

Preferred model of care-work is a public (state or market provision) regime.

- How closely aligned is feminism with social democracy?

Feminism has become more closely aligned with social democracy since 2000 when the Social Democratic Party (SDP) came to power. Closer co-operation between female politicians from the SDP and women's/feminist organisations was particularly established in the preparation of the bill on gender equality⁴⁹ and the designation of the National Policy for the Promotion of Gender Equality 2001-2005.

- Notes on the history of the development of gendered or feminist civil society organisations:

In Croatia, the development of women's civil society groups can be traced back to the end of the 1980s, when the first SOS hotline for women and children victims of violence, and shelter for the victims of violence were set up, (the establishment of an SOS hotline for women and children victims of violence by the Women's Group Trešnjevka in 1988 was the first of this kind in East Europe).⁵⁰ Since then, women's NGOs and groups have been the most visible and active in the field of gender-based violence and in relation to reproductive rights, particularly concerning abortion rights. However, more and more attention has been paid to the issue of political representation of women and to the issues related to the socio-economic situation of women (i.e. unemployment, parental leave, pensions etc.). The first alliance of women's groups emerged in the form of Women's Lobby Zagreb (Ženski lobi Zagreb) in late 1992, which became a kind of leadership of women's civil society groups. In 1995, it managed to organise the women's NGOs and groups around Women's Ad Hoc Coalition (Ženska ad hoc koalicija), whose program was based on the documents adopted at the UN World Conference on Human Rights held in Vienna in 1993. In its 1995 "Women's Election Platform" the Coalition requested, inter alia, the establishment of a Ministry for Gender Equality, the introduction of a gender quota (at least 40 per cent of each gender) in the Sabor, government, and government bodies, the elimination of all forms of violence against women, the adoption of governmental programs for the promotion of women's economic status, and the autonomous decisions on women's reproductive rights.

In 1996, the Women's Network of Croatia (Ženska mreža Hrvatske) was established, It currently includes around 50 women's NGOs and groups, among which there are also LGBTIQ NGOs and groups. The main goals of the Women's Network's Platform are the participation of women in politics and decision-making, the realisation of the right to education, work, payment and full employment, social security, accessible abortion, contraception and health care for women, elimination of the violence against women, and the politics of equality and tolerance.⁵¹ The main activities of the Women's Network are the organising of common actions, signing the petitions, demands, reactions to legislation and measures adopted by Croatian authorities, and public campaigns.⁵²

⁴⁹ The Gender Equality Act was adopted in July 2003.

⁵⁰ Dedić, Jasminka (2007): *State of the Art and Mapping of Competences Report: Croatia*, QUING Project, Vienna: Institute for Human Sciences (IWM), available at http://www.quing.eu/files/results/soa_croatia.pdf

⁵¹ See http://www.zenska-mreza.hr/vijesti/platforma_zenske_mreze/.

⁵² Source: Jasminka Dedić, *Timelines of policy debates: Croatia*, 9 November 2007, available online at: http://www.quing.eu/files/results/ih_croatia.pdf

- Is there a history of divisions as to where on a continuum between autonomous or close to state is most appropriate?

The relationship between women's/feminist organisations and state authorities was divisive and even conflicting in the 1990s, i.e. during the ten-year rule of Franjo Tuđman and his conservative Croatian Democratic Union (CDU). During that period, women's/feminist organisations strengthened their cooperation with female members of parliament and the women's sections from the opposition parties, most notably from the Social Democratic Party (SDP) and the Croatian Social Liberal Party (HSLs). The cooperation came to form the basis of the closer cooperation that emerged when these two parties came to power in 2000. In 2004, the CDU under the leadership of Ivo Sanader re-gained the power, however, the relationship between state authorities and women's /feminist NGOs has remained relatively close since then, primarily due to the government's strong commitment to fight against gender-based violence and its engagement to further develop the gender equality machinery.

- Does this vary by 4 areas (general, employment, intimate citizenship, gender based violence)?

YES

The closest co-operation between the women's/feminist NGO and state authorities is demonstrated in the fields of general gender equality and gender-based violence. The co-operation is moderate concerning non-employment sub-issues, and it is the weakest concerning intimate citizenship.

- Is there a history of divisions as to: socialist, radical, liberal?

NO

- Does this vary by 4 areas?

/

- Is there a history of changing engagement with class, ethnic and religious forces?

NO

- Does this vary by 4 areas?

/

- Is feminist research organised in Universities and research institutes?

YES; e.g. *Inter-University Centre, Dubrovnik*⁵³

- Are there named centres?

YES; Centre for Women's Studies, and CESI – Centre for Education, Counselling and Research

- If yes, are they important?

YES

- If not, is important feminist research primarily dispersed or mainstreamed?

/

- Are there specific positions, funds or journals within the country (or region e.g. Nordic)?

YES; *Centre for Women's Studies publishes the journal "Treća" ("The Third"), and Women's Infoteka publishes the journal "Kruh i Ruže" ("Bread and Roses")*

- Is there a national association for women's studies/gender studies?

NO; *However, the National Policy for the Promotion of Gender Equality 2006-2010 aims at the institutionalisation of women's studies on national level.*

- Are there feminist lawyers' organisations?

YES; an example of *such organisation is the NGO B.a.B.e. – Group for women's human rights.*

⁵³ www.iuc.hr

- Are there radical lawyers' organisations that support justice claims for one or more of the inequalities?
NO

7.2 Class

- A short history of the development of organisations representing class interests.

The trade union's movement in Croatia started in 19th century. Under the influence of socialist movements in Austria and Hungary, Croatian workers established expert associations, which were initially illegal and mostly organisations of craftsmen. After 1903 the industrial development brought a change in the organisation of workers' associations. Trade unions in Croatia begun to become legalised and the conditions of workers were addressed on a legal basis. Influences from Russia, the 1st and the 2nd World War succeeded in splitting the unity of the trade unions in Croatia. Political regimes tried to control trade unions and the workers' movement. The trade unions were split into three main groups, according to social democratic (reformers), communist (revolutionists) and nationalist ideologies. Because of this split, the trade unions were not effective in defending workers' rights.

In 1940 the government, under the influence of the illegal Communist party, abolished all trade unions. In 1944 the Communist Party of Croatia started with renovation of trade unions as part of its reconstruction plan after the World War II. In a search for a model of trade unions it often came to affiliations and splits among trade unions. In 1963 three out of fourteen trade unions were established. Because of unmanageable groupings some trade unions have left the union and continue with their independent associations.⁵⁴

In independent Croatia the Union of Autonomous Trade Unions of Croatia (SSSH) is recognised as the principal voice of Croatian trade unionism. It was founded in May of 1990, and represents 2/3rds of organised workers in the country. It has 24 affiliated industrial sectors. The SSSH is affiliated with the International Trade Union Confederation. The Independent Trade Unions of Croatia (NHS) as the second most important trade union in Croatia was established in 1992 and has 40.000 members.

- How strong are trade unions? Use the following four measures of trade union strength (Data: European Industrial Relations Observatory Online, national sources)
 - density (proportion of workers that are organised),

35 – 40 %⁵⁵

- coverage (what proportion of workers are covered by collective bargaining agreements),

N/A

- centralisation of collective bargaining,
 - is there are national body of trade unions;
NO
 - what proportion of TU members and unions are affiliated?
/

- coordination of collective bargaining.
 - Does the national body of trade unions negotiate on behalf of trade unions
/

⁵⁴ <http://www.arhiv.hr/en/hr/fondovi/fs-ovi/stranke-sindikati.htm>, 24.06.2008

⁵⁵ Figure obtained from Ana Pezelj from the Union of Autonomous Trade Unions of Croatia.

- Can it coerce or discipline member unions to enforce agreement?

/

- Women and trade unions:

- What percentage of *total* trade union membership (i.e. including unions not affiliated with national body and those that are affiliated) is female?

National:⁵⁶

Women: 42 – 45 %

Men: 55 – 58 %

Union of Autonomous Trade Unions of Croatia (total membership: 211.207)

*Independent Trade Unions of Croatia (total membership: 87.313): 50,1% women*⁵⁷

- How are women organised in trade unions and the central trade union body (e.g. caucuses, separate branches, fully integrated)?

In the two largest Croatian trade unions' associations, there are separate women's bodies:

- *Women's Section within the Union of Autonomous Trade Unions of Croatia (also a member of Women's Network of Croatia),*
- *Committee of Women within the Independent Trade Unions of Croatia.*

- What proportion of women are in the executive of (major) trade unions?

1. Union of Autonomous Trade Unions of Croatia (UATUC)⁵⁸

Presidency of UATUC: 40% are female members (10 out of 25 members)

Council of UATUC: 37% are female members (19 out of 51 members)

2. Independent Trade Unions of Croatia (ITUC)⁵⁹

Assembly: 33,3%

Central committee: 28,6%

Executive committee: 27,6%

Presidents of trade unions in the trade unions' association: 29,1%

- Is gender equality high or low on the bargaining agenda?

Gender equality is rather low on the agenda.

- Is it seen as an issue for women, or for all trade unionists?

Mainly an issue for women.

- How well organised are employers?

- Do they have a single (or more) national organisation?

*Single (Croatian Association of Employers)*⁶⁰

- Is it powerful or not? E.g. can it control its members?

NO

Explanation: According to art. 168 of the Labour Act,⁶¹ employers and employees freely decide on the membership in the employers' and employees' organisations respectively.

⁵⁶ Figure obtained from Ana Pezelj, Union of Autonomous Trade Unions of Croatia.

⁵⁷ Data are retrieved from http://www.nhs.hr/nhs/odbori/odbor_zena (accessed 15 April 2008).

⁵⁸ Figure obtained from Ana Pezelj, Union of Autonomous Trade Unions of Croatia.

⁵⁹ Data are retrieved from http://www.nhs.hr/nhs/odbori/odbor_zena (accessed 15 April 2008).

⁶⁰ www.hup.hr

- Are they indifferent or hostile to gender equality in the workplace?
Indifferent
- Do they oppose the development of gender machinery, gender equality policies and gender equality laws?
NO
- Do they support 'diversity management'? (e.g. policies that emphasize the gains associated with the promotion of diversity in the organisation, in contrast to an emphasis on equality / equal opportunities).
NO
- Did they lobby for a merged rather than separate equalities bodies?
Unknown
- Are there tri-partite or corporatist bodies including employers, trade unions and government that make important national decisions?

YES, there are institutional arrangements with social partners representatives, such as:

- *Office for Social Partnership of the Government of the Republic of Croatia,*⁶²
- *Economic and Social Council,*⁶³
- *Local Economic and Social Council*⁶⁴ etc.

- Are women represented in such bodies?

The main tri-partite is the National Economic and Social Council, which is composed of 18 representatives (employees' organisations, trade unions and government – each six representatives).⁶⁵ Among these, there are three female and 15 male representatives. One female represents the trade unions⁶⁶ and two female representatives are the government's representatives.⁶⁷

- Are there EU, bilateral or other international level links for either trade union or employer organisations?

YES, the Union of Autonomous Trade Unions of Croatia (Savez samostalnih sindikata Hrvatske: SSSH – UATUC)⁶⁸ is a member of the International Trade Union Confederation (ITUC) and of the European Trade Union Confederation (ETUC).

Independent Trade Unions of Croatia (Nezavisni hrvatski sindikati – NHS)⁶⁹ is a member of the International Trade Union Confederation (ITUC).

Croatian Employers' Association is a member of "BUSINESSEUROPE" – Union of European Employers' Confederations and of the International Organisation of Employers (IOE).

- Are these links important (e.g. in lobbying government at national level)
NO

⁶¹ Official Gazette no. 114/04.

⁶² <http://www.socijalno-partnerstvo.hr/index.php?lang=en>.

⁶³ <http://www.socijalno-partnerstvo.hr/index.php?page=1&sub=49&type=2>

⁶⁴ <http://www.socijalno-partnerstvo.hr/index.php?page=2&sub=50&type=999>

⁶⁵ <http://www.socijalno-partnerstvo.hr/index.php?page=1&sub=1>

⁶⁶ Ana Knežević, president of the Union of Autonomous Trade Unions of Croatia.

⁶⁷ Jadranka Kosor, president of the Economic and Social Council, Vice-President of the Government, Ministry of Family, Veterans and Inter-Generational Solidarity; and Đurđa Adlešić, Vice-President of the Government.

⁶⁸ www.sssh.hr

⁶⁹ www.nhs.hr

7.3 Other intersecting social inequalities

7.3.1 Ethnicised / racialised groupings

- What is the composition of the national population by ethnicity?

Table 1: Composition of Croatian population by ethnicity

Ethnic affiliation	Total	Share of total population (%)
Total population	4.437.460	100,00
Croats (<i>Hrvati</i>)	3.977.171	89,63
Albanians (<i>Albanci</i>)	15.082	0,34
Austrians (<i>Austrijanci</i>)	247	0,01
Bosniaks (<i>Bošnjaci</i>)	20.755	0,47
Bulgarians (<i>Bugari</i>)	331	0,01
Montenegrins (<i>Crnogorci</i>)	4.926	0,11
Czechs (<i>Česi</i>)	10.510	0,24
Hungarians (<i>Mađari</i>)	16.595	0,37
Macedonians (<i>Makedonci</i>)	4.270	0,10
Germans (<i>Nijemci</i>)	2.902	0,07
Poles (<i>Poljaci</i>)	567	0,01
Roma (<i>Romi</i>)	9.463	0,21
Romanians (<i>Rumunji</i>)	475	0,01
Russians (<i>Rusi</i>)	906	0,02
Russinians (<i>Rusini</i>)	2.337	0,05
Slovaks (<i>Slovaci</i>)	4.712	0,11
Slovenes (<i>Slovinci</i>)	13.173	0,30
Serbs (<i>Srbi</i>)	201.631	4,54
Italians (<i>Talijani</i>)	19.636	0,44
Turks (<i>Turci</i>)	300	0,01
Ukrainians (<i>Ukrajinci</i>)	1.977	0,04
Vlachs (<i>Vlasi</i>)	12	0,00
Jews (<i>Židovi</i>)	576	0,01
Others (<i>ostali</i>)	21.801	0,49
Undeclared ethnicity	89.130	2,01
Unknown	17.975	0,41

Source: Central Bureau of Statistics, Census of the Population, Householdings and Apartments, 31 March 2001.⁷⁰

- What are considered to be the most important ethnicised, racialised, and linguistic divisions politically (e.g. Roma/non-Roma, Black/White, citizen/migrant, language communities)?

Ethnicised divisions: Croats / Serbs

Religious divisions: Catholic / Orthodox

Linguistic divisions: Croatian / Serbian

- Is ethnicity considered to be intersected by religion (e.g. Islamic/non-Islamic)?

YES, ethnicity is intersected with religion and language: Croat-Catholic-Croatian language / Serb-Orthodox-Serbian language

- Prioritise the ones that have been the most important in the development of gender+ equality policies.

⁷⁰ www.dzs.hr

The intersection of ethnicity and gender is salient in the **National Programme for Roma** from year 2003 (see above), which sets specific goals for the realisation of the right to health care of Romani women.

- What is the citizenship status of (all or part) of each of the minoritised groups (e.g. do any groups lack the right to political participation, employment, residence, social security benefits, or visit)?

The Romani population faces many obstacles in the access to the citizenship, and therefore also lack the access to political participation, employment, and family benefits. In some schools, Romani children are segregated from non-Romani children.

Serb refugees, who fled from Croatia during the war 1991-1995, face obstacles in acquiring the Croatian nationality certificate (Domovnica) and in returning to their homes.

- In what way are ethnicised and racialised groups organised? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

Ethnicised groups are mainly organised in cultural and/or religious organisations; for example, Bosniaks are mainly of Muslim faith, so they organise themselves both in cultural organisations and religious institutions (i.e. mosques). As ethnic/national minorities have eight representatives in the Croatian parliament (see above), they also organise politically. For example, members of the Serb minority are organised in the Independent Democratic Serb Party (SDSS - Samostalna demokratska srpska stranka; СДСС – Самостална демократска српска странка),⁷¹ the members of Romani minority are organised in the Democratic Party of the Croatian Roma (HRDS - Hrvatska romska demokratska Stranka) and the Croatian Roma Party (Stranka Roma Hrvatske – Hromani partija ande Hrvatska), the members of Bosniak minority are organised in the Party of Democratic Action of Croatia (Stranka demokratske akcije Hrvatske) etc.

- In what way are women engaged in these organisations?

Serb women are engaged in the Women's Initiative within an umbrella organisation, Serbian Democratic Forum (SDF - Srpski demokratski forum),⁷² which is one of the largest human rights NGOs in Croatia, and actively cooperate with the Croatian Women's Network. Romani women organise themselves both within the umbrella organisation the Romani Union of Croatia (Unija Roma Hrvatske) in the Association of Women of Roma Union of Croatia (Udruga žena Unije Roma Hrvatske)⁷³ and within the organisations of Romani women, such as the Association of Romani Women of Croatia "Better Future" (Udruga Romkinja "Bolji život").

- Do minoritised women organise separately within or outside of such organisations?

Minoritised women are organised separately either within minority organisations (e.g. Women's Initiative in the SDF, Romani women in the Romani Union of Croatia) or independently outside of minority organisations (e.g. Association of Romani Women of Croatia "Better Future").

- Are there any groups organised against certain ethnic groups?
NO

⁷¹ www.sdss.hr

⁷² www.sdf.hr

⁷³ www.unija-roma.hr

7.3.2 Religion/belief/faith

- What is the composition of the national population by religion / faith

Table 2: Composition of Croatian population by religion/faith

Religion/faith	Total	Share of total population (%)
total	4.437.460	100,00
Catholic	3.897.332	87,83
Greek-catholic	6.219	0,14
Old-catholic	303	0,01
Orthodox	195.969	4,42
Islam	56.777	1,28
Jewish	495	0,01
Adventist	3.001	0,07
Baptist	1.981	0,04
Evangelist	3.339	0,08
Jehowa witnesses	6.094	0,14
Calvinist	4.053	0,09
Methodist	15	0,00
Christ's Pentecostal church	336	0,01
Other religions	4.764	0,11
Agnostics and undeclared	132.532	2,99
Non-believers	98.376	2,22
Unknown	25.874	0,58

Source: Central Bureau of Statistics, Census of the Population, Householdings and Apartments, 31 March 2001

- What proportion of the population are practising members of an organised religion?
94,2%⁷⁴

- What are the main religious organisations? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

The largest religious organisation in Croatia is the Roman-Catholic church, and the minor religious organisations are the Islamic community and Serbian Orthodox church. The largest Catholic Church is publicly active through the Croatian Conference of Bishops (Hrvatska biskupska konferencija), which mainly employs public protests and lobbying the state as its strategies to influence the state's policies.

- How are women represented or not within them?

N/A

- Do they oppose gender equality in general and in our three issues?

Generally, the Catholic Church does not oppose gender equality, however, its positions are contrary to some of gender equality sub-issues covered in QUING, such as reproductive rights, and particularly the abortion issue, homosexual marriages etc.

- What is their preferred model of womanhood?

The preferred model of womanhood is a caring mother.

⁷⁴ Source: Central Bureau of Statistics, Census of the Population, House holdings an Apartments, 31 March 2001.

- Do they support or oppose the other equalities issues?

NO, but see above for homosexual marriage/sexual orientation.

- Are they in alliance with any other inequalities or not?

YES, ethnicity. As mentioned above, religion is strongly intersected with ethnicity, therefore, some religious organisations are closely related with ethno-cultural organisations; e.g. Cultural Association of Bosniaks of Croatia "Preporod" (Kulturno društvo Bošnjaka Hrvatske) closely cooperates with the Islamic Community in Croatia (Islamska zajednica u Hrvatskoj) as the majority of Croatian Muslims are of Bosniak ethnic origin.

- Are there any groups organised against certain religious groups?

NO

7.3.3 Sexual orientation

- Are there gay/lesbian/trans/bisexual/queer organisations? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

YES, their main strategies are public protests (demonstrations, petitions, pride parades etc.), lobbying state (fostering legal changes), legal aid, counselling for LGBTIQ persons, research (on violence and discrimination against LGBTIQ persons) etc.

- Do they have a national organisation?

NO, however, there is an informal network "LGBTIQ Coordination" (LGBTIQ Koordinacija).

- In what way are women engaged in and represented in these organisations?

Lesbian and bisexual women are engaged in the lesbian organisation LORI,⁷⁵ the lesbian group "Kontra"⁷⁶ (both are members of the Women's Network) - LORI is a member of ILGA, and "Kontra" is a member of ILGA-Europe, and in Iskorak – the Centre for the rights of sexual and gender minorities.⁷⁷

- Do they work in alliance with other inequalities or not?

YES; they work in alliance with women's organisations.

- Are there any groups organised against gay / lesbian / trans-people?

NO, but see above for religion versus sexual orientation (homosexual marriage).

7.3.4 Disability

- Are there disability organisations? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

YES, there is an umbrella organisation "Union of Associations Disabled Persons of Croatia" (Savez udruženja osoba s invaliditetom Hrvatske),⁷⁸ which is composed of various associations of disabled persons, such as:

- Croatian Association of the Blind (Hrvatski savez slijepih);
- Croatian Association of the Deaf (Hrvatski savez gluhih i nagluhih);
- Croatian Union of the Associations of Physically Disabled Persons (Hrvatski savez udruženja tjelesnih invalida);
- Croatian Union of the Associations of Cerebral and Children's Paralysis (Hrvatski savez udruga cerebralne i dječje paralize);
- Association of Dystrophics of Croatia (Savez društava distrofičara Hrvatske);

⁷⁵ www.ori.hr

⁷⁶ www.kontra.hr

⁷⁷ www.iskorak.org

⁷⁸ www.soih.hr

- Croatian Union of the Associations of Persons with Mental Retardation (Hrvatski savez udruga za osobe s mentalnom retardacijom);
- Croatian Union of Work Disabled (Hrvatski savez invalida rada);
- Union of Civil Disabled of War of Croatia (Savez civilnih invalida rata Hrvatske);
- Union of the Associations of Croatian War Disabled od the Homeland War of the Republic of Croatia (Zajednica udruga hrvatskih vojnih invalida Domovinskog rata Republike Hrvatske - HVIDRA);
- Union of the Associations of Croatian Civil Victims of the Homeland War of Croatia (Zajednica udruga hrvatskih civilnih stradalnika Domovinskog rata Hrvatske).

Their main strategies are lobbying the state (fostering legal changes, primarily through the government Commission for Disabled Persons – Povjerenstvo za osobe s invaliditetom) and service provisions for their members.

In addition to the associations of disabled persons, there is also the Trade Union of Disabled Persons of Croatia (Sindikata invalida Hrvatske). The Union of Associations Disabled Persons of Croatia” (Savez udruženja osoba s invaliditetom Hrvatske) and the Croatian Union of the Associations of Physically Disabled Persons (Hrvatski savez udruženja tjelesnih invalida)⁷⁹ are associate members of the European Disability Forum.

- o In what way are women engaged in and represented in these organisations?
UNKNOWN

7.3.5 Age

- o Are there organisations of / for older people? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

YES; there is an umbrella organisation “Nut of Pensioners of Croatia” (Matica umirovljenika Hrvatske),⁸⁰ which fosters the rights and interests of the pensioners. In addition, there is the Croatian Party of Pensioners (Hrvatska stranka umirovljenika)⁸¹ and the Trade Union of Pensioners of Croatia (Sindikata umirovljenika Hrvatske), which is a member the Union of Independent Trade Unions of Croatia (Savez samostalnih sindikata Hrvatske).

- o How are women engaged in and represented in these organisations?
UNKNOWN

In each case, are there EU, bilateral or other international links.

UNKNOWN

7.4 Hotspots and Alliances

Is there a history of controversies or ‘hotspots’ between certain of the intersecting inequalities, rather than others (if so, which)? For example is gender/religion or sexuality/religion a regular source of controversy? Is this hostility best described as endemic or constant, or as occasional and issue based?

“Hotspots” can be identified with respect to the relationship between women’s/feminist organisations and pro-life (i.e. religious/Catholic) movement. Namely, these relations have been rather adversarial since the beginning of the 1990s, and particularly in relation to abortion rights they can be described as endemic/constant. This social society controversy was the most intense in the period 1995-2000 as a result of a series of legislative attempts to restrict or abolish the access to abortion. On one hand, the pro-choice women’s groups gathered in the Women’s Ad Hoc Coalition and later in the Women’s Network defended free access to abortion, which was inherited from the socialist period. On the other hand, the pro-life Catholic groups headed by Croatian Population Movement were attacking the existing legislation as a remnant of a “communist legacy”. Nevertheless, as the legislation on free

⁷⁹ www.hsuti.hr

⁸⁰ www.muh.hr

⁸¹ www.hsi.hr

choice and childbirth from 1978 is still in force, it can be claimed that this controversy has been resolved in the favour of pro-choice women's groups.

Another controversy recently arose in the public debates on sexual education in schools; i.e. it is an occasional and issue based controversy. In this case, the Women's Network and LGBTIQ NGOs – along with the Gender Equality Ombudsperson – objected to the selection of the association “Grozđ” – Parents' Voice for Children (*Glas roditelja za djecu*) to provide health education in primary and secondary schools, which includes sexual education. They argue that, contrary to other selected providers of health education such as the Forum for Freedom of Education (*Forum za slobodu odgoja*), “Grozđ” does not include a gender equality principle among the education program's basic principles.⁸²

Do some organisations representing inequalities often form alliances with each other (if so, which)? For example, feminism and trade unions, or feminism and gay/lesbian groups? Are such alliances best characterised as routine and institutionalised, or as ad hoc and issue based?

Concerning the relation with other inequalities, women's/feminist NGOs cooperate the most closely with LGBTIQ NGOs and groups, such as the lesbian Group “Kontra”, the lesbian Organisation LORI, “Iskorak” – Centre for Rights of Sexual and Gender Minorities etc. In relation to non-employment, women's/feminist NGOs closely co-operate with trade unions, particularly with the Women's Section within the Union of Autonomous Trade Unions of Croatia, i.e. a member of the Women's Network. This cooperation between women's and LGBTIQ is reflected the most evidently in the Gender Equality Act, which prohibits not only gender-based discrimination and discrimination on the grounds of marital or family status, but also discrimination on the grounds of sexual orientation. Cooperative relations have been established with some associations of ethnic minorities as well, such as the Association of Romani Women “Better Future” and the Serbian Democratic Forum. The Women's Network and women's NGOs in general closely cooperate with NGOs concerned with general human rights issues, such as the Croatian Anti-War Campaign, and the Centre for Peace Studies.

WIDER SOCIAL INSTITUTIONS

8. Wider Social Environment

The wider social environment may be important in explaining the resources, whether economic, organisational or discursive, which are available to the political groups and institutions identified above.

Population, economic development, economic inequality and state welfare

	Country	EU
GDP per capita PPP (Purchasing Power Parity) 2005	11400€	23400€
Population size 2006 (Eurostat 2006)	4,4 mio	
% of workforce in agriculture 2005	7,4*	3,7 (EU-15)
Longevity 2005 (World Bank 2005)	75,7	79,7 (EU-15)
Gini (measure of economic inequality) 2005 (Eurostat 2007)	29	30
% GDP/gov. expenditure on social expenditure 2004⁸³	24,0	27,2
% GDP/gov. expenditure on active labour market policies 2003⁸⁴	0,17	/
% GDP/government expenditure on childcare 2007⁸⁵	0,07	
% GDP/Government expenditure on military (World Bank 2005)	1,577	

⁸² More on these controversies see Jasminka Dedić, *Timelines of policy debates: Croatia*, 7 November 2007.

⁸³ Source: Ministry of Finance of the Republic of Croatia.

⁸⁴ Average percentage of government expenditure on active labour market policies in a five-year period 2003-2007 was 0,2% (2003: 0,17%; 2004: 0,15%; 2005: 0,11%; 2006: 0,29%; 2007: 0,19%). Source: Croatian Employment Service, 22 April 2008.

⁸⁵ Source: Ministry of Education of the Republic of Croatia.

Gender Regime

	total	Female	Male
Employment rate (2005, Eurostat)⁸⁶	55 42,6**	48,6 36,1**	61,7 49,9**
Unemployment rate (2005, Eurostat)⁸⁷	12,6 11,8***	13,8 13,5***	10,3***
Share of women in adult labour force % (2004, UN)⁸⁸		46	
Women's share of part-time employment % (2004, UN)⁸⁹	10,1		7,3
Gender pay gap, unadjusted (gap= difference between average gross hourly earnings of male and female employees given as % of average gross hourly earnings of male paid employees, unadjusted form 2005 Eurostat)⁹⁰	89,4****		
School enrolment tertiary % gross (2004, World Development Indicators)⁹¹	38,7	42,1	35,5
Women in Parliament % of parliamentary seats in single or lower chamber occupied by women (UN 2007)⁹²		21,5	
Women's share of legislators and managers % (UN 2005)⁹³		24	
% one parent families (dependent children)⁹⁴	15	12,5	2,5
Mean age at first marriage (Eurostat, 2003)⁹⁵		26 26,3*****	28,9 29,3*****
Marriage rate (2003, UN)⁹⁶	4,98		
Divorce rate (2003, UN)⁹⁷	1,1		
Fertility rate (2004 , World Development Indicators)⁹⁸	1,4		

*Figure obtained from the World Bank for year 2006.

** Figures obtained from the Central Bureau of Statistics, Women and Men in Croatia 2007, p. 35 (for year 2006).

*** Figures obtained from the Central Bureau of Statistics, Women and Men in Croatia 2007, p. 35 (for year 2006).

**** Figures obtained from the Central Bureau of Statistics, Women and Men in Croatia 2007, p. 40 (for year 2005).

***** Figures obtained from the Central Bureau of Statistics, Women and Men in Croatia 2007, p. 12 (for year 2005).

⁸⁶ Employment rates:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em012
http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em013

⁸⁷ Unemployment rates:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em072
http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em073

⁸⁸ Share of women in adult labour force: percentage of the economically active who are women:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5a.htm>

⁸⁹ Women's share part-time employment:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5b.htm>

⁹⁰ Gender pay gap:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em030

⁹¹ World Development Indicators, World Bank (September 2006)

⁹² Women in parliament:

<http://unstats.un.org/unsd/demographic/products/indwm/tab6a.htm>

⁹³ Women's share legislators and managers:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5d.htm>

⁹⁴ Central Bureau of Statistics, Census of the Population, House holdings and Apartments, 31 March 2001.

⁹⁵ Mean age at first marriage:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=Yearlies_new_population&root=Yearlies_new_population/C/C1/C13/cab11024

⁹⁶ Marriage rate, table 23: <http://unstats.un.org/unsd/demographic/products/dyb/dybsets/2003%20DYB.pdf>

⁹⁷ Divorce rate:

<http://unstats.un.org/unsd/demographic/products/dyb/DYB2003/Table25.pdf>

⁹⁸ World Development Indicators, World Bank (September 2006)

9. SUMMARY

9.1 'Deficiencies, deviations and inconsistencies in EU and MS's gender+ equality laws'

	Fully transposed	Before/ after EU	Year	Less, equal to EU, or beyond	ECJ for CEC/Country ⁹⁹	EU references
Issues						
1 Equal pay/equal treatment	yes	before	2003	Not available	/	yes
2 Sexual harassment and discrimination	yes	before	2003	Not available	/	yes
3 Equality bodies	yes	before	2003	Not available	/	no
4 NGO/civil society dialogue	yes	before	2003	Not available	/	no
5 Parental leave	yes	before	1995	Not available	/	No
6 Organisation of working time	yes	before	1995	Not available	/	no
Gender Machinery						
Gender Equality Ombudsperson	Not available	before	2003	Not available	/	no
Gender Equality Office	Not available	before	2004	Not available	/	no

9.2 Plans and programmes

National general gender equality plan	Yes (National Programme for the Promotion of Gender Equality 2006-2010)				No
Reference to Lisbon targets	X				
Reference to Barcelona targets	X				
Targets and indicators	None	Weak X	Moderate	Strong	

National plan: Gender-based violence	Yes (National Strategy of Protection against Family Violence 2005-2007; expired)				No
Targets and indicators	None X	Weak	Moderate	Strong	

Focus on gender	No	Yes:	Weak	Moderate	Strong
Employment plan (general assessment)		X		X	

⁹⁹ Not applicable; Croatia is not an EU member state.

Social protection and social inclusion plan (general assessment)		X	X		
Reference to gender based violence		X	X		

9.3 Gender machineries

National gender machineries	Yes (specify date)		No	Notes
	Gender specific	General equality		
Central government gender equality body with senior minister	2004	/		Office for Gender Equality
Independent equality body (research, monitoring, and enforcement)	2003	/		Gender Equality Ombudsperson
National consultative / representative body linking state and women's NGOs		/	NO	
Any other body / bodies (e.g. parliamentary committees) Please name:	2001	/		Parliamentary Committee for Gender Equality

9.4 Policy

	No -Not at all	Yes / Low	Yes / Moderate	Yes / High
General To what extent is gender mainstreamed throughout policies?			X	
Non-employment (4.1)				
Extent to which mothers can be legitimately non-employed				X
Intimate citizenship (4.2)				
Extent to which women have access to abortion (in country of residence)				X
Extent to which state policies are highly heteronormative			X	
Gender-based violence (4.3)				
Extent to which policies on GBV go beyond domestic violence			X	
Strength, resources and co-ordination of GBV policies				X

9.5 Civil society and state interface

	Not at all	Low	Moderate	High
Strength of national co-ordinating gender equality body (centralisation, co-ordination, representativeness, resources)			X	
Extent to which the women's NGOs participate in policy making			X	
Extent to which women's NGOs are close to state			X	
Extent to which women's NGOs engage with intersecting inequalities		X		
Extent to which women's NGOs are state funded			X	
Extent of influence of trade union body on policy making			X	
Extent of power of women within trade union body				X