

Challenges in Croatia

Governmental Office for gender equality

<https://ravnopravnost.gov.hr/>

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Legal framework

- Gender Equality Act (2008)
- National policy for gender equality (2011-2015) adopted by the Parliament
- Anti-discrimination act (2008)

Gender Equality Act (2008)

- **Specific measures** - *article 9. - positive actions shall be laid down in laws and other regulations regulating specific areas of public life.*
- **Gender mainstreaming**
 - **Gender impact assessment** - *article 3(1) – all bodies shall in all stages of planning, adopting and implementing legal acts, decisions and actions, assess and evaluate the impact of such acts, decisions or actions on the position of women, or men, with a view to achieving genuine equality between women and men.*
 - **Gender sensitive Statistics** – *article 17. - Any statistical data and personal information collected, recorded and processed in public authorities, bodies of units of local or regional self-government, legal or natural persons pursuing an activity in accordance with laws and regulations shall use gender-specific terminology*
 - **Gender budgeting** – not a legal obligation
- **Training** - *article 3(2) - Public bodies, units of local and regional self-government, legal persons with public authorities, education and scientific institutions and legal persons that are majority-owned by the state and units of local and regional self-government shall implement training programmes on gender equality for their staff*

Existing mechanisms & structures

300-500 people/4.4 mil. inhabitants (0,009%)

- Ombudsman for gender equality (12)
- Parliamentary Committee for gender equality (13)
- Governmental Office for gender equality (7)
- Coordinators in state administration bodies (47)
- County committees for gender equality (9x20=180)
- Town commissions for gender equality (local level - not all towns and municipalities)

Areas of concern

- **LABOUR MARKET** Unemployment (♀ 14,9%)
/Fixed term contracts/glass ceiling/
- **DECISION MAKING POSITIONS** – economy (15,1% ♀ on boards), political life, traditional family patterns
- **FAMILY LIFE** – Violence/family ↔ work balance
- **EDUCATION**- ICT sector, green solutions, traditional choices of school and profession
- **HUMAN RIGHTS** – minorities, refugees, health (?)

Areas of concern

➤ **Public awareness**

- recognition of discrimination (only 60% of citizens recognize gender based inequalities);
- existence of protective legal framework (37% know gender based discrimination is prohibited; 88% cannot name any legal act))

➤ **Case-law** – judiciary (very few cases; judges have no experience)

➤ **Knowledge** – general public, legal professionals, teachers, public administration+ politicians

➤ **Human and financial resources:**

- monitoring of the implementation of the law & National policy for gender equality;
- evaluation of positive actions and measures in National policy for gender equality,
- research in specific areas (rural women, women and environment protection, women in new technologies, etc.)

➤ **Gender mainstreaming of public policies** (new project with Finnish partners developing pre-conditions for GM)

Training on gender equality

Voluntary

GENERAL/BASIC

- ✓ 3 x year
- ✓ 250 public servants at the central level of administration)
- ✓ (0,2% of all employed in public administration so far)

ADVANCED

- ✓ In 2015 (2 x year)

Obligatory

- ✓ for those who work with EU funds (1.200 people) – ex ante conditionalities
- ✓ 1 day training seminar
- ✓ duration of the gender equality part is 1,5 hours

Content of the 1 day seminar

I.

- Terminology
- Examples of gender-based discrimination
- Stereotypes; Prejudices

II.

- Legal framework

III.

- Concept of gender mainstreaming
- Tools (Gender analysis, gender impact assessment, gender budgeting, statistics, language....)

IV.

- Protective mechanisms
- National policy for gender equality
- Plan of action for promotion and establishing gender equality in state administration bodies

Objectives & methodology of the training

- Recognition
- Sensitivity
- Knowledge
- Tools for change (?)
- Empowerment (?)

- Participatory
- Exercises and practical problem solving
- Discussion

Trainees

- Struggling with basic concepts (“gender ideology” & nature/genetics)
- Struggling with stereotypes and traditional gender roles (*family duties*)
- Provision of equal opportunities confused with lack of individual desires (*choice of profession*)
- Positive measures vs. discrimination (*entrepreneurship*)
- Shifting individual responsibilities for taking action to decision makers
- Lack of power and authority – usual excuse
- Support of others – team work (*“My ministry is big”*)

Thank you for your attention!



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