








Croatia

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
87.5	61.7	N/A

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for Croatia due to an insufficient number of responses received from this economy during data collection.

For Croatia, data refer to the legal frameworks and supportive frameworks that are applicable to the main business city (Zagreb). The scores for Croatia are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	75.0	100.0	100.0	100.0	100.0	100.0	100.0	50.0	100.0	50.0
Supportive frameworks score	75.0	66.7	66.7	50.0	100.0	66.7	75.0	33.3	33.3	50.0
Expert opinions score	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

In summary, the **WBL 2.0 legal frameworks score** for Croatia (87.5 out of 100.0) is higher than the global average (64.2) and higher than the Europe & Central Asia regional average (77.0). When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, laws affecting childcare and laws affecting women's property and inheritance, Croatia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Croatia is on the indicator measuring constraints on women starting and running a business. To improve on the Entrepreneurship indicator, Croatia may wish to consider legally prescribing a gender quota on corporate boards and introducing in the law gender-sensitive procurement provisions for public procurement processes.

The **WBL 2.0 supportive frameworks score** for Croatia (61.7 out of 100.0) is higher than the global average (39.5) and higher than the Europe & Central Asia regional average (51.3). When it comes to supportive frameworks related to marriage, Croatia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Croatia is on the indicator measuring supportive frameworks related to women starting and running a business. To improve on the Entrepreneurship indicator, Croatia may wish to consider establishing government-led programs that provide support to female entrepreneurs

such as access to finance or regarding agency and empowerment and putting in place a national government plan or strategy with a focus on women's access to financial services.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	Yes	No applicable provisions could be located
Does the law address sexual harassment?	Yes	Labor Law, Arts. 134(1-4) and 134(6); Criminal Law, Art. 156; Anti-Discrimination Act, Arts. 3, 8(1-2), 11 and 25-26
Does the law address domestic violence?	Yes	Law on Protection Against Domestic Violence, Arts. 10, 11-19 and 22; Code of Criminal Procedure, Arts. 98-98a; Criminal Code, Arts. 87(9), 153-154(1)(1) and 179a
Does the law address femicide?	No	No applicable provisions could be located
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	Family Law, Arts. 3(1), 4(1), 31 and 32
Can a woman travel internationally in the same way as a man?	Yes	Law on Travel Documents, Art. 1; Family Law, Arts. 3(1), 4(1) and 31
Can a woman travel outside her home in the same way as a man?	Yes	Family Law, Arts. 3(1), 4(1) and 31
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Law on Croatian Citizenship, Arts. 4, 5, 7 and 10-13
Workplace		
Can a woman get a job in the same way as a man?	Yes	Family Law, Arts. 3(1), 4(1), 31 and 33
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Law on Gender Equality, Art. 13; Anti-Discrimination Act, Art. 1
Does the law prohibit discrimination in employment based on gender?	Yes	Law on Gender Equality, Art. 13; Anti-Discrimination Act, Art. 1
Does the law allow employees to request flexible work?	Yes	Labor Act, Art. 17
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Labor Act, Art. 91
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Family Law, Arts. 3(1), 4(1) and 31
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Family Law, Arts. 3(1), 4(1), 31 and 153
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Law, Arts. 50 and 51
Does a woman have the same rights to remarry as a man?	Yes	Family Law, Arts. 50-57
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Law on Maternity and Parental Benefits, Arts. 15.1 and 18(1)(4)
Are leave benefits for mothers paid solely by the government?	Yes	Law on Maternity and Parental Benefits, Art. 35
Is paid leave available to fathers?	Yes	Law on Maternal and Parental Benefits, Arts. 16(1) and 18(4)
Is dismissal of pregnant workers prohibited?	Yes	Labor Act, Arts. 34 and 229(9)
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Law on Preschool Education, Arts. 2, 3, 7, 48(4)(5) and 49(2)
Does the law establish any form of support for families for childcare services?	Yes	Notice of the Government of the City of Zagreb No. 251-07-11-23-2 of 6 February 2023

Does the law establish any form of support for nonstate childcare providers?	Yes	Program on Public Needs for Preschool Education and Care for Children of Early and Preschool Age in the City of Zagreb in 2023, Art. 3.1.2; Rulebook on the Manner of Disposing of State Budget Funds and Measures for Co-financing Preschool Education Programs, Art. 7; Notice of the Government of the City of Zagreb No. 251-07-11-23-6 of 6 February 2023
Does the law establish quality standards for the provision of center-based childcare services?	Yes	National Pedagogical Standards for Preschool Education and Care, Arts. 22 and 27-28; Law on Preschool Education, Arts. 24-25; Rulebook on the Manner and Conditions of Expert Examinations for Educators and Expert Associates in Kindergartens; Rulebook on the Type of Qualification for Expert Employees and Type and Level of Qualification for Other Kindergarten Employees; Rulebook on the Manner of Disposing of State Budget Funds and Measures for Co-financing Preschool Education Programs, Art. 9; Rulebook on Forms and Content of Pedagogical Documentation and Records on Children in Kindergarten, Art. 8
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Family Law, Arts. 3(1), 4(1) and 31; Companies Act, Arts. 6 and 131
Does the law prohibit discrimination in access to credit based on gender?	Yes	Anti-Discrimination Act of 2008, Arts. 1 and 8(8)
Does the law prescribe a gender quota for corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Family Law, Arts. 35-37
Do sons and daughters have equal rights to inherit assets?	Yes	Inheritance Law, Art. 9
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Inheritance Law, Art. 9
Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law, Arts. 35, 36 and 39
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	No	Pension Insurance Act, Arts. 33 and 180
Are the ages at which a woman and a man can retire with partial pension benefits the same?	No	Pension Insurance Act, Arts. 33, 34 and 182
Is the mandatory retirement age for a woman and a man the same?	Yes	Labor Code, Art. 112(4)
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Pension Insurance Act, Arts. 14 and 29(3)

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are special procedures in place for cases of sexual harassment?	Yes	Gender Equality Ombudsperson
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	Ministry of Labour, Pension System, Family and Social Policy
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	Yes	Ministry of Labour, Pension System, Family and Social Policy 2023 Budget

Mobility

Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located

Workplace

Does a specialized body receive complaints about gender discrimination in employment?	Yes	Gender Equality Act, Art. 19; Anti-Discrimination Act, Arts. 10-12
Has the government published guidelines on nondiscrimination based on gender in recruitment?	Yes	Croatian Central State Portal: Guidelines for Identifying Cases of Discrimination
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located

Pay

Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	Croatian Bureau of Statistics: Labour force of Republic of Croatia, according to administrative sources and by sex

Marriage

Is there a fast-track process or procedure for family law disputes?	Yes	Family Law, Arts. 368 and 474
Are there specialized family courts?	Yes	Family Court Department of Zagreb
Is legal aid available for family law disputes?	Yes	Ministry of Justice and Public Administration

Parenthood

Is it possible to apply for maternity benefits through a single government application process?	Yes	Law on Maternity and Parental Benefits, Art. 4(2)
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	Yes	Labor Law, Art. 34(1)
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located

Childcare

Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the Ministry of Education; Official Website of the Government, Open Data Portal
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Notice of the Government of the City of Zagreb No. 251-07-11-23-2 of 6 February 2023, Art. 4; Official Website of the City of Zagreb
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	Yes	Program on Public Needs for Preschool Education and Care for Children of Early and Preschool Age in the City of Zagreb in 2023, Art. 3.1.2; Official Website of the City of Zagreb
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located

Entrepreneurship

Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	Yes	Financial Agency (Fina)
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located
Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located

Assets

Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Family Law, Art. 36
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located



Pension

Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Pension Insurance Act, Art. 133
