

Croatia

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Zagreb). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Croatia scores 93.8 out of 100**. The overall score for Croatia is higher than the regional average observed across Europe & Central Asia (84.2).

Croatia - Scores for Women, Business and the Law 2020



Relative Strengths

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, constraints on women's starting and running a business, and gender differences in property and inheritance, Croatia gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting the size of a women's pension, Croatia could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Croatia is on the indicator related to laws affecting the size of a women's pension (the WBL2020 Pension Indicator). To improve on the Pension Indicator, Croatia may wish to consider equalizing the ages at which men and women can retire with full pension benefits, and equalizing the ages at which men and women can retire with partial pension benefits.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family Law of 2015, Arts. 3(1), 4(1), 31 and 32
	Can a woman travel outside her home in the same way as a man?	Yes	Family Law of 2015, Arts. 3(1), 4(1) and 31
	Can a woman apply for a passport in the same way as a man?	Yes	Law on Travel Documents of Croatian Citizens, Art. 1; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	Family Law of 2015, Art. 3(1) and 4(1)
Workplace	Can a woman get a job in the same way as a man?	Yes	Family Law of 2015, Arts. 3(1), 4(1), 31 and 33
	Does the law prohibit discrimination in employment based on gender?	Yes	Law on Gender Equality, Arts. 5 and 13
	Is there legislation on sexual harassment in employment?	Yes	Labor Law, Art. 134(1-4); Anti-Discrimination Act, Arts. 3 and 8(1)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Criminal Law, Art. 156; Anti-Discrimination Act, Arts. 25 and 26 <i>Civil:</i> Labor Law, Art. 134(6); Anti-Discrimination Act, Art. 11
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Labor Law, Art. 91
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Family Law of 2015, Arts. 3(1), 4(1) and 31
	Can a woman be head of household in the same way as a man?	Yes	Family Law of 2015, Arts. 3(1), 4(1), 32 and 153
	Is there legislation specifically addressing domestic violence?	Yes	Law on Protection Against Domestic Violence NN 70/17; Criminal Code, Art. 179a
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Law on Maternity and Parental Benefits, Art. 12
	Does the government pay 100% of maternity leave benefits?	Yes	Law on Maternity and Parental Benefits, Art. 24
	Is there paid paternity leave?	Yes	No applicable provisions could be located
	Is there paid parental leave?	Yes	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Labor Law, Arts. 34 and 229(9)
Entrepre.	Does the law prohibit discrimination in access to credit based on gender?	Yes	Anti-Discrimination Act of 2008, Arts. 1 and 8(8)
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	Companies Act of 1999
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Family Law of 2015, Arts. 31, 35, 36 and 37
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Inheritance Law of 2003, Art.9
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Inheritance Law of 2003, Art.9
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Law of 2015, Art. 37
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law of 2015, Arts. 35 and 36
Pension	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Pension Insurance Act, Arts. 33 and 18 Men: Pension Insurance Act, Arts. 33 and 18
	Are the ages at which men and women can retire with partial pension benefits equal?	No	Women: Pension Insurance Act, Arts. 33 and 18 Men: Pension Insurance Act, Arts. 33 and 18
	Are the mandatory retirement ages for men and women equal?	Yes	Women: Labor Law, Art. 112(4) Men: Labor Law, Art. 112(4)
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Pension Insurance Act, Arts. 8.4, 14 and 29(3)