

Croatia

Women, Business and the Law 2023 (WBL2023) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 and Central Asia (84.4). Within the Europe and Central Asia region, the maximum score observed is 94.4 (Cyprus).

Croatia - Scores for Women, Business and the Law 2023



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 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 woman'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 measuring laws affecting the size of a woman's pension (the WBL2023 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

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Croatia are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/croatia/2023>



	QUESTION	ANSWER	LEGAL BASIS
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 outside her home in the same way as a man?	Yes	Family Law, 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, Art. 1; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	Family Law, Arts. 3(1), 4(1) and 31
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 prohibit discrimination in employment based on gender?	Yes	Law on Gender Equality, Arts. 5 and 13; Anti-Discrimination Act, Arts. 1 and 8
	Is there legislation on sexual harassment in employment?	Yes	Labor Law, Art. 134(1-4); Anti-Discrimination Act, Art. 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 Code, 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 in the same way as a man?	Yes	Family Law, Arts. 3(1), 4(1), 31 and 153
	Is there legislation specifically addressing domestic violence?	Yes	Law on Protection Against Domestic Violence; Criminal Law, Art. 179a
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Law, Arts. 50 and 51
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Family Law, Arts. 50-57
	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 paid leave available to fathers?	Yes	Act on Maternity and Parental Benefits, 12a
	Is there paid parental leave?	Yes	Law on Maternal and Parental Benefits, Arts. 13 and 14
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Arts. 34 and 229(9)
	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	Family Law, Arts. 3(1), 4(1) and 31
	Can a woman register a business in the same way as a man?	Yes	Companies Act, Arts. 6 and 131
Assets	Can a woman open a bank account in the same way as man?	Yes	Family Law, Arts. 3(1), 4(1) and 31
	Do men and women have equal ownership rights to immovable property?	Yes	Family Law, Arts. 35-37
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Inheritance Law, Art. 9
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Inheritance Law, Art. 9
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Law, Art. 37
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law, Arts. 35, 36 and 39
	Is the age at which men and women can retire with full pension benefits the same?	No	Pension Insurance Act of 13 December 2013, Arts. 33 and 180
	Is the age at which men and women can retire with partial pension benefits the same?	No	Pension Insurance Act, Arts. 33, 34 and 182
	Is the mandatory retirement age for men and women 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)	

