

Dismantling the Glass Labyrinth – Equal Opportunity Access to Economic Decision-making in Croatia



OMBUDSPERSON FOR SEX EQUALITY OF THE
REPUBLIC OF CROATIA



Partners



**MINISTRY OF LABOUR AND PENSION SYSTEM
CROATIAN EMPLOYERS' ASSOCIATION
INSTITUTE FOR LABOUR MARKET
DEVELOPMENT
DIM – ASSOCIATION FOR CIVIL EDUCATION
AND SOCIAL DEVELOPMENT**



This project is funded
by the European Union

Three phases



1. Awareness raising



2. Education



3. Regulatory instruments

1. AWARENESS RAISING

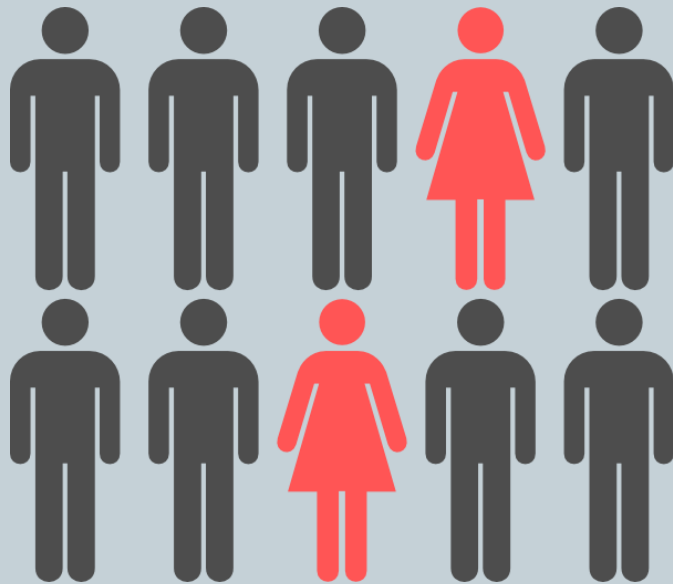


- Four empirical studies

Study of female representation at top-level (executive and supervisory) positions	Study of female representation in low-level and midlevel management	Study of businesswomen's perception of barriers to career advancement to top-level positions in Croatia	Study of employers' perception of benefits entailed by gender balance in business decision-making
Conducted	Conducted	In progress	Conducted

(Two awareness raising roundtables, promotional booklets , project website, media campaign)

Inequality of opportunities (study I. and II)



- Approximately less than one female member in the governing bodies of Croatian companies
- At one female member of the governing bodies and the supervisory boards in Croatian companies come three male members
- In the governing bodies and supervisory boards there are male members only with primary school, at the same time that's not possible for female members
- The results of both studies clearly indicate that gender-based segregation in the labor market has also its vertical dimension and it is clear that so called glass ceiling still exists on the Croatian labor market

Study III.



Awareness of gender balance

	female (n= 37)	male (n=20)	Total=57
Yes, I´m aware	94,60% (35)	85,00 %(17)	91,23% (52)
No, I´m not aware	5,40% (2)	5,00% (1)	5,26% (3)
Partly aware	0,00% (0)	10,00% (2)	3,51% (2)

Is there gender imbalance in management positions?

	female (n= 37)	male (n=20)	Total=57
Yes	97,30% (36)	100,00 %(20)	98,25% (56)
No	2,70% (1)	0,00% (0)	1,75% (1)

Conclusions? (Study III.)

- „Women are less brave...”
- „Male domination at work always remains.”
- „When women become mothers priorities are changing. Men have other priorities and often find themselves in the right place at the right time.”
- „...Mostly subjective reasons, but behind these subjective reasons is traditional part...”
- Croatia has a sufficient number of qualified women for managerial positions (84.21%)
- Existence of gender imbalance at managerial positions is confirmed (98.25%)
- Estimate average of women in managerial positions is 20.04%
- Women more than men (75.00%) notice under-representation of women as a social problem

2. EDUCATION



Activity	Target groups
Seminars (Identifying and Addressing Barriers to Gender Balanced Decision-making, Legal Dimension of Gender Balanced Boards, Building the Way to the Top)	Employers, businesswomen
Manuscript workshops (Constructing an Equal Opportunity Toolbox)	HR teams
Mentorship programs	Businesswomen + employers
Sponsorships programs	Businesswomen + employers
Promotional Project Presentation through the System of County Sex Equality Committees and Regional Centres	Relevant actors at local level / local communities

Develop a database of a businesswomen

3. REGULATORY INSTRUMENTS



Activity	Target groups
Creating a Network of Employers Committed to Achieving Gender Balanced Decision-Making Bodies	Employers
Designing the Charter for Equality of Opportunity in Business Decision-making	List of employers committed to the Charter for Equality and it's targets and measures achieving at least a 30% representation of women at top-level.
Draft a proposal of an legal act providing mandatory positive action measures aiming to effectively implement Directive goals	Produced draft of a legal act implementing the Non-executive Boards Quotas Directive submitted to the Government and the Parliament



**Expert Workshop for
co-ordinators of
PROGRESS projects**

30th March 2015,
Vienna

Thank you for your attention!