

Project name: Workingwoman – Gender equality in the Labor Market

Project promotor: CESI – Center for Education, Counseling and Research

Partners:

- Ombudsperson for Gender Equality
- Señor
- IWRA – Icelandic Women's Rights Association

Project implementation period: 1.1.2021. – 28.02.2023.

Total project value: € 145,020.40, of which € 130,491.15 was provided through financial support from Iceland, Liechtenstein and Norway within the European Economic Area and Norwegian grants.

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Link to relevant website: cesi@cesi.hr

Project summary:

Why the project Workingwoman?

In the Republic of Croatia, women are in an unequal position on the labor market. For many years, the difference in the employment rate compared to men has exceeded 10%. According to the Report of the Ombudsperson for Gender Equality, most complaints of discrimination are received in the field of labor, employment and social security (46.1%). According to citizens' complaints, age and motherhood remain the main causes of gender discrimination against women in the labor market, and they also make up the majority of victims of sexual harassment in the workplace. In Croatia, there are still no appropriate measures and regulations that would effectively encourage women's participation in economic decision-making positions. Consequently, women make up the majority of the unemployed (55%), as well as the majority in the underpaid sectors. Also, they are underrepresented in high positions of business decision-making and encounter the so-called glass ceiling (14.4% in management boards and 21.4% in d.d. supervisory boards) because they do not have equal opportunities for promotion. All this results in women having lower salaries and pensions, so the gap in salaries is about 13%, and in pensions 22%.

What do we want to achieve with the project Workingwoman?

The project aims to contribute to gender equality in the world of work and empower representatives of civil society organizations and trade unions in advocacy to improve the position of women in the world of work and achieve gender equality in the world of work.

With the project, we want to achieve an understanding of the issue of gender equality in the world of work as well as the involvement and active engagement of citizens through a broad public campaign. Through networking activities interested organizations and individuals, we will work on the analysis of measures and policies as well as on the advocacy of legislative measures to achieve gender equality in the world of work. We will provide continuous free legal aid to victims of discrimination through legal

advice and information. Information on gender equality in the world of work, as well as news on the topic, will be published on the Radnica.org portal.

The Icelandic organization will share its experiences and knowledge in the field of advocacy for gender equality in the world of work, and will enable us to learn and share experiences with other relevant organizations and institutions from Iceland in the field of gender equality.