

# **Some sociological aspects on gender discrimination at work in Croatia**

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- 2011. in Zagreb was published an interdisciplinary research about perceptions, experiences and attitudes on gender discrimination in family, education, labour market and in politics (initiated by The Office for Gender Equality)**
- The hypothesis – women on the labour market are sexually discriminated not because of their lack of skills or abilities for particular job, but because of their gender**



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## METHODOLOGY

- **National representative sample of 1.363 persons older than 15 years (15 – 89 years old)**
- **By gender, age, education level, regional representation and size of place of residence sample matched to the population census of 2001.**
- **Individual surveys were conducted in households in July 2009.**



FINANCING

## The most interesting results:

- Propensity to gender discrimination**
- Perception of gender equality achievement between men and women in Croatian society**
- Experience of gender discrimination**
- Attitudes about gender equality**



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**Propensity to gender discrimination at work**  
Responses of all participants (N = 1363) in percentages

| Claims   | YES  | NO   |
|--|------|------|
| 1. To select partners for a significant and well-paid job, I would rather select a man than a woman.                           | 38,2 | 61,8 |
| 2. If I can't solve some important task at work, I will rather ask for help from a men (colleagues) than a women (colleagues). | 38,2 | 61,8 |



**While the majority of respondents declare against a particular gender preference in hiring or dealing with business tasks in the workplace, there is still a relatively significant number of respondents who are still prone to such preferences (38.2%).**



### Gender differences in the propensity of gender discrimination (% of responses)

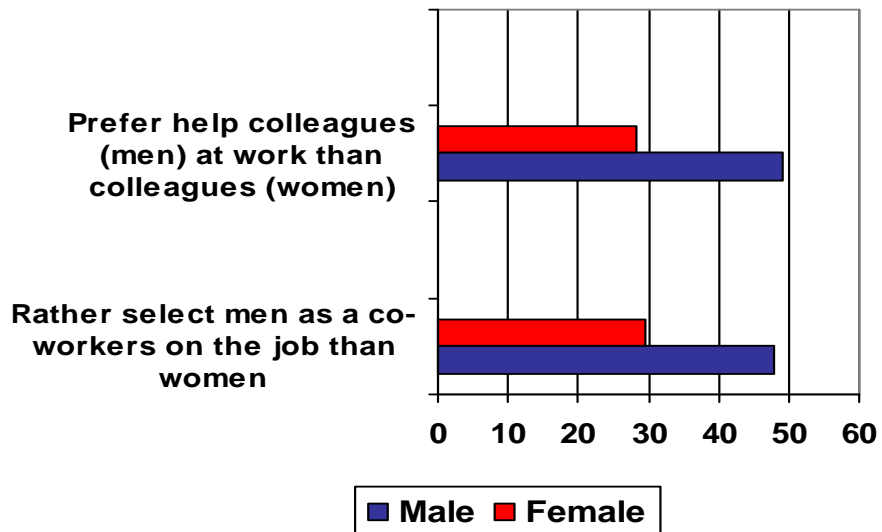
|  | Sex | yes  | no   | $\chi^2$  |
|--|-----|------|------|-----------|
| 1. To select partners for a significant and well-paid job, I would rather selected a man (colleague) than a woman (colleague). | m   | 46,9 | 50,9 | 48,374 ** |
|  | F   | 29,2 | 69,9 |           |
| 2. If I can't solve some important task at work, I'd rather ask for help of men (colleagues) than women (colleagues).          | m   | 48,3 | 49,8 | 62,101**  |
|  | f   | 28,0 | 70,9 |           |



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### Propensity to gender discrimination at work

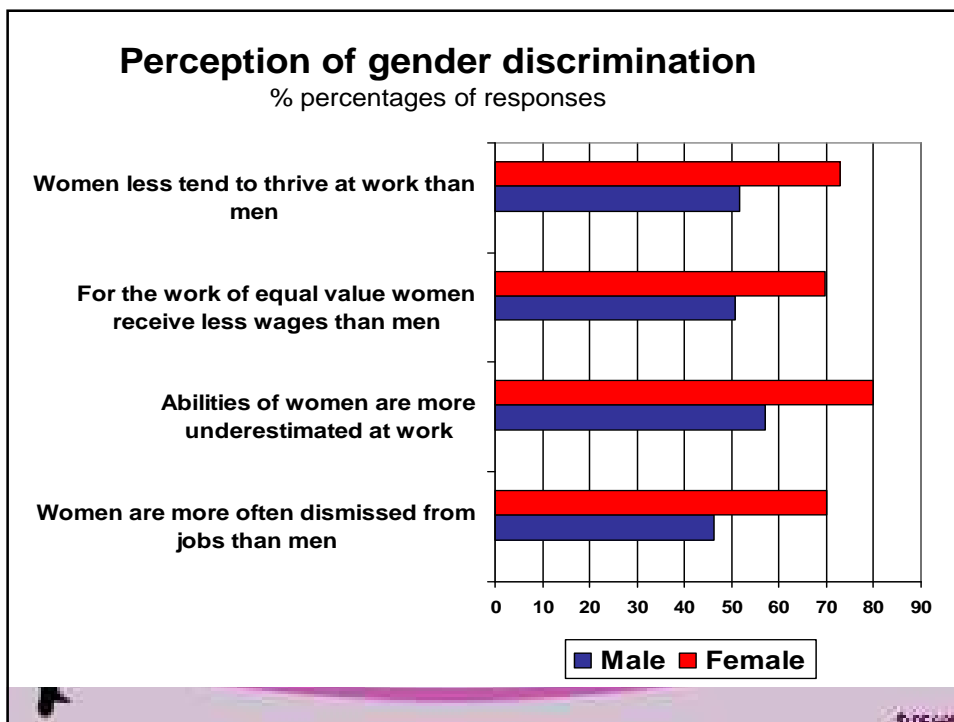
% percentages of responses



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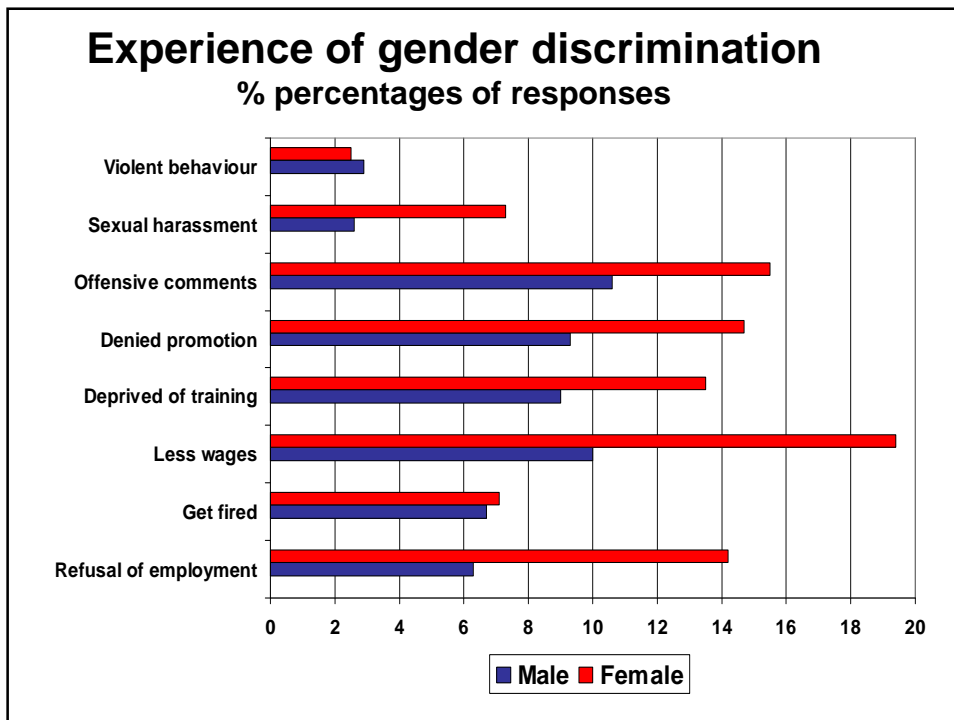
### Perception of gender equality achievement between men and women in Croatian society - percentages of responses

| Claims   | Strongly disagree | Disagree | Neither agree nor disagree | I agree | Strongly agree | M    | SD    |
|--|-------------------|----------|----------------------------|---------|----------------|------|-------|
| 1. Today, men are easier to employ than women  | 6,4               | 8,3      | 17,4                       | 32,6    | 35,3           | 3,82 | 1,185 |
| 2. Best paid jobs are mostly for men.  | 4,6               | 8,9      | 18,3                       | 33,7    | 34,4           | 3,84 | 1,13  |
| 3. For work of equal value women receive lower wages than men.   | 5,3               | 12,4     | 21,6                       | 31      | 29,7           | 3,67 | 1,174 |
| 4. Abilities of women to work more often are underestimated more than abilities of men                     | 3,6               | 8,1      | 19,2                       | 38      | 31,2           | 3,85 | 1,061 |
| 5. Women in employment are more likely to be questioned on marital status and number of children than men. | 2,2               | 3,7      | 9,3                        | 30,7    | 54,1           | 4,31 | 0,941 |
| 6. Women are more often dismissed from their jobs than men   | 6,5               | 8,6      | 26,1                       | 27,9    | 30,9           | 3,68 | 1,182 |
| 7. Women tend to less thrive at work than men  | 6,1               | 11,5     | 19,7                       | 33,6    | 29,2           | 3,68 | 1,183 |
| 8. Women more often experience sexual harassment at work than men.   | 2,9               | 3,2      | 12,3                       | 39,1    | 42,5           | 4,15 | 0,958 |



### Experience of unequal treatment (discrimination) based on gender (N=1363) – percentages of answers

| Claims   | Never | Yes, once | Yes, several times | Yes, often | Not applicable on me | M    | SD    |
|--|-------|-----------|--------------------|------------|----------------------|------|-------|
| I did not get the job  | 62,6  | 4,8       | 3,3                | 2,3        | 26,9                 | 0,92 | 0,809 |
| I've got fired   | 65,3  | 4,5       | 1,3                | 1          | 27,9                 | 0,82 | 0,662 |
| I received less pay than colleagues who do the same job                    | 58,5  | 4,8       | 5                  | 5,1        | 26,6                 | 1,04 | 0,988 |
| At work I was denied training  | 61,1  | 4,4       | 4                  | 2,9        | 27,5                 | 0,94 | 0,861 |
| Prevented my advancement to a higher position                              | 59,8  | 4,9       | 4                  | 3,2        | 28,1                 | 0,94 | 0,879 |
| I have experienced abusive comments at work                                | 59,7  | 4,4       | 6,4                | 2,4        | 27,1                 | 0,97 | 0,888 |
| I have experienced sexual harassment at work                               | 66,3  | 1,9       | 2,1                | 1,1        | 28,6                 | 0,81 | 0,670 |
| I have experienced violent behavior (physical assault and/or rape) at work | 68,2  | 1,2       | 0,7                | 0,8        | 29,1                 | 0,76 | 0,589 |

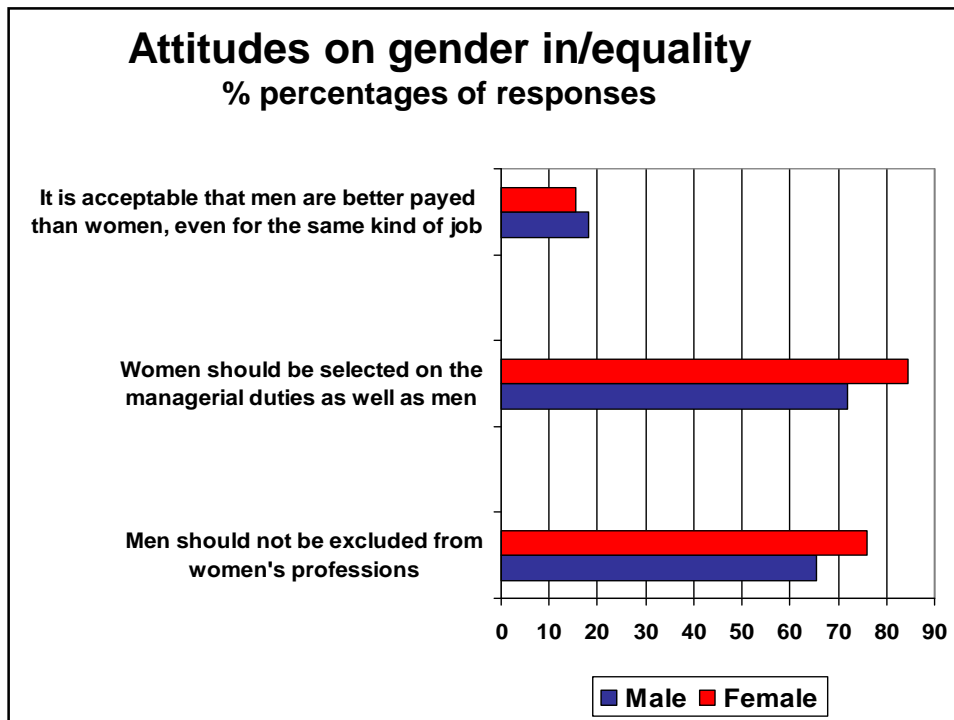


### Attitudes about gender equality - averages by gender and scattering for the scale

|  | Male |       | Female |       | t-test   |
|--|------|-------|--------|-------|----------|
|  | M    | SD    | M      | SD    |          |
| Men should not be excluded from the traditionally "female" professions only on the basis of their sex (kindergarten teacher, etc.) | 3,79 | 1,227 | 4,06   | 1,197 | -4,193** |
| Men should have priority to apply for managerial positions.  | 3,53 | 1,324 | 4,02   | 1,224 | -7,075** |
| Society should have equally appreciate the results of the women and men.   | 4,35 | ,909  | 4,61   | ,792  | -5,517** |
| It is acceptable that men are better paid than women, even when performing the same type of job.                                   | 3,70 | 1,270 | 4,08   | 1,278 | -5,527** |
| Women should have opportunities for employment and advancement in all professions as men   | 4,15 | ,920  | 4,52   | ,783  | -7,742** |
| Women should be selected for managerial positions equally with men.  | 3,94 | 1,001 | 4,33   | ,976  | -7,104** |

Women generally expressed a higher average level of agreement than men with all the statements that emphasize a need for more egalitarian gender relations in the labor market, the inclusion of men in traditionally female professions, equal respect for the results of both gender groups, equal employment opportunities of business and business promotions for women and men, equal opportunities and choices for women in management positions.

The overall average score for the position of women suggests a greater tendency of women towards more egalitarian values at work than men.




## Conclusions

- Women are more aware of inequalities at work than men, especially when it comes to their heavier promotion, getting less pay for work of equal value, underestimating the ability of women in business and obtaining dismissals.**
- Women have more experience of gender discrimination at work and in terms of: lower wages, refusal of employment, denied promotion, derogatory comments and sexual harassment.**
- Women have more positive attitudes on gender equality than men who are in fact more traditional. Men are more prone to discrimination of women at work than vice versa, especially when that comes to better-paid jobs and the expectations of collegial cooperation of the male gender groups**









**The results confirmed the general hypothesis of gender discrimination and treatment of women compared to men in Croatia. Women showed more sensitivity in their own perception of their position in the labor market, presenting more often experiences of gender discrimination against them and expressing more egalitarian attitudes about gender roles and relations in the labor market, than men in Croatia.**

**General conclusion:**  
**In Croatian labor market women are not discriminated because of the lack of the skills or abilities to particular job but because of their gender.**



**Thank you  
on your attention!**

