

The data for 2024 Index is mostly from 2022.

Progress in gender equality

Croatia scores 59.7 points out of 100 in the Gender Equality Index 2024, 11.3 points below the EU score. Ranking 24th in the EU, Croatia lost four places since last year's edition of the Index¹.

Since 2021, Croatia's score has decreased by 1 point. The decrease was mainly driven by the power domain (– 5.3 points), particularly within the social sub-domain. Croatia also registered a 0.3-point decrease in the domain of knowledge (especially in the sub-domain of attainment and participation). Since 2010 Croatia's score has increased by 7.4 points, mainly due to improvements in the domain of power (+ 15.8 points) and lower increases in the other domains, which counterbalanced the decrease in the domain of time (– 1.2 points).

			Change since	
			2010	2021
SE	82,0	<div></div>	1,9	–0,2
DK	78,8	<div></div>	3,6	1,0
NL	78,8	<div></div>	4,8	0,9
ES	76,7	<div></div>	10,3	0,3
BE	76,1	<div></div>	6,8	0,1
FR	76,1	<div></div>	8,6	0,4
LU	75,4	<div></div>	14,2	0,7
FI	74,5	<div></div>	1,4	0,1
IE	73,4	<div></div>	8,0	0,4
DE	72,0	<div></div>	9,4	1,2
AT	71,7	<div></div>	13,0	0,5
EU	71,0	<div></div>	7,9	0,8
SI	70,1	<div></div>	7,4	0,7
MT	70,1	<div></div>	15,7	2,3
IT	69,2	<div></div>	15,9	1,0
PT	68,6	<div></div>	14,9	1,2
LT	65,8	<div></div>	10,9	1,7
BG	64,5	<div></div>	9,5	–0,6
PL	63,4	<div></div>	7,9	1,5
LV	62,6	<div></div>	7,4	1,1
CY	60,9	<div></div>	11,9	0,2
EE	60,8	<div></div>	7,4	0,6
SK	59,9	<div></div>	6,9	0,7
CZ	59,9	<div></div>	4,3	2,0
HR	59,7	<div></div>	7,4	–1,0
EL	59,3	<div></div>	10,7	1,3
HU	57,8	<div></div>	5,4	0,5
RO	57,5	<div></div>	6,7	1,4

Note: Index 2024 uses 2022 data for the most part and traces progress from a short-term (2021-2022) and longer-term (2010-2022) perspective.

[1] In Index 2024, four pairs of countries share the same score (DK/NL, BE/FR, SI/MT, SK/CZ). Their position in the rank is determined statistically, by the second decimal place of the Index score.

Best performance

Croatia's highest ranking (18th among all Member States) is in the domain of money. Here, the country scores 74.7 points, an increase of 1.1 points since 2021. This progress is mainly due to an increase in the score for the sub-domain of economic situation (+ 1.1 points), where the country is stable in 18th place.

Most room for improvement

Gender inequalities in Croatia are big in the domain of time. The country scores 48.6 points in this domain, placing last in the ranking. Between 2015/2016 and 2022, Croatia dropped six places, mainly due to regress in the sub-domain of social activities (– 15 points), which caused the country to fall from 18th to the last place in this sub-domain.

Biggest improvement

Since 2021, Croatia's biggest improvement has been in the domain of work (+ 1.2 points). This increase has been driven mostly by an improvement in the sub-domain of participation (+ 1.5 points). However, due to other Member States making faster progress in the domain of work, Croatia remained at 20th place overall in this domain and 24th in the participation sub-domain.

A step backwards

Croatia has taken the biggest step backwards in the domain of power. Since 2021 the country lost 5.3 points and moved from 16th to 19th position in the domain, which is the biggest decrease across countries and domains. The country scores 44.2 points in this domain. The driver of the change is the performance of the social sub-domain, in which Croatia lost 14.3 points since 2021, the highest decrease recorded in this year's edition of the Index.

Convergence

Upward convergence in gender equality describes increasing equality between women and men in the EU, accompanied by a decline in variations between Member States. This means that countries with lower levels of gender equality are catching up with those with the highest levels, thereby reducing disparities across the EU. Analysis of convergence patterns in the Gender Equality Index shows that disparities between Member States decreased over the period 2010–2022, and that **EU countries continue their trend of upward convergence**.

Looking more closely at the performance of each Member State, patterns can be identified that reflect a relative improvement or slipping back in the Gender Equality Index score of each Member State in relation to the EU average².

Croatia is improving at a *slower pace* than other Member States. Its Gender Equality Index score has improved, but remains consistently and significantly lower than the EU average. Czechia's progress in gender equality has been slower, and the gap between the country and the EU average has widened over time. In 2022, Croatia has slowed compared to the EU average, and changed the pattern from catching up to slower pace.

[2] Convergence analysis is based on the EU unweighted average, which differs from the EU's Gender Equality score (weighted EU average).

Explore Croatia's Index results

	2010	2012	2015	2017	2018	2019	2020	2021	2022	Change since	
										2010	2021
Index	52.3	52.6	53.1	55.6	57.9	59.2	60.7	60.7	59.7	7.4	-1.0
Work	67.2	68.3	69.4	69.2	69.9	70.1	69.7	72.1	73.3	6.1	1.2
Participation	75.0	75.5	78.5	78.9	79.6	79.7	79.1	80.7	82.2	7.2	1.5
Segregation and quality of work	60.3	61.8	61.4	60.7	61.4	61.6	61.3	64.4	65.3	5.0	0.9
Money	68.6	68.9	69.9	72.2	72.6	74.0	74.1	73.6	74.7	6.1	1.1
Financial resources	56.2	55.7	57.1	60.1	60.6	62.1	62.3	62.8	63.7	7.5	0.9
Economic situation	83.8	85.2	85.6	86.9	86.9	88.1	88.3	86.4	87.5	3.7	1.1
Knowledge	49.9	48.5	49.8	50.4	51.6	51.8	53.4	54.2	53.9	4.0	-0.3
Attainment and participation	57.5	58.7	59.3	59.2	60.6	60.1	59.0	60.4	59.8	2.3	-0.6
Segregation	43.3	40.0	41.8	42.9	43.9	44.7	48.4	48.6	48.5	5.2	-0.1
Time	49.8	54.7	51.0	51.0	51.0	51.0	51.0	48.6	48.6	-1.2	0.0
Care activities	53.0	63.9	54.4	54.4	54.4	54.4	54.4	72.7	72.7	19.7	0.0
Social activities	46.7	46.7	47.9	47.9	47.9	47.9	47.9	32.5	32.5	-14.2	0.0
Power	28.4	27.3	28.5	34.8	41.4	45.3	49.7	49.5	44.2	15.8	-5.3
Political	40.2	40.0	38.7	42.2	45.1	46.3	49.9	54.7	56.6	16.4	1.9
Economic	24.8	22.2	19.0	19.8	28.6	37.2	46.9	43.0	41.0	16.2	-2.0
Social	22.9	22.9	31.6	50.2	55.1	54.2	52.6	51.6	37.3	14.4	-14.3
Health	81.5	82.8	83.3	83.7	83.7	83.8	85.1	84.8	85.2	3.7	0.4
Status	85.1	85.7	86.4	87.5	87.4	87.6	88.3	88.2	88.5	3.4	0.3
Behaviour	68.3	68.3	68.3	68.3	68.3	68.3	70.9	70.9	70.9	2.6	0.0
Access	93.1	97.0	97.8	98.1	98.3	98.3	98.3	97.6	98.5	5.4	0.9

Explore Croatia's performance by indicator

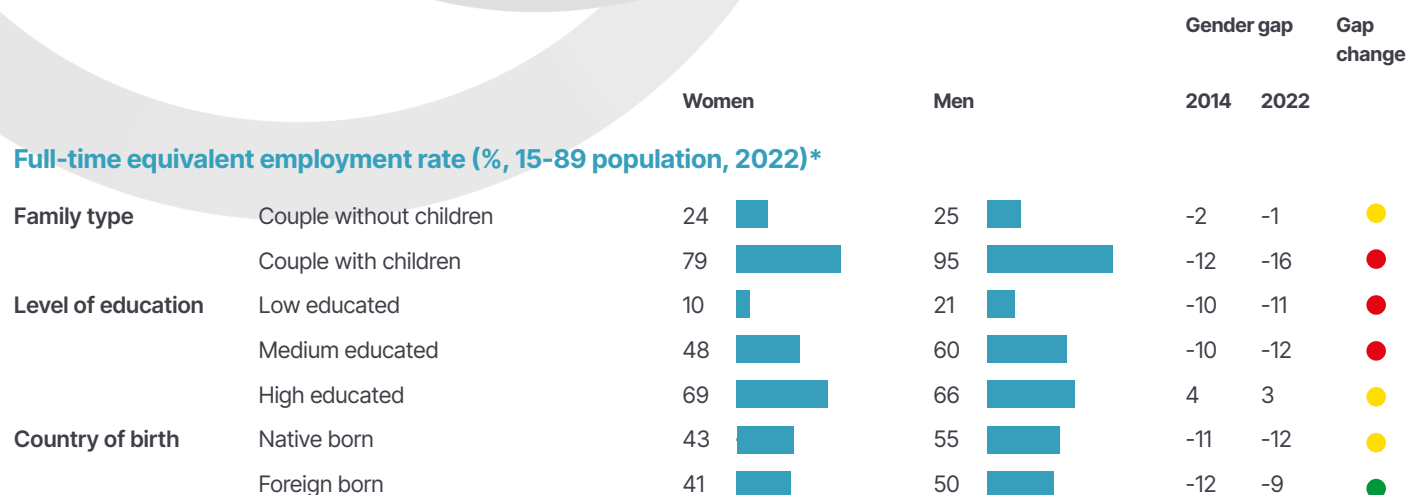
		Croatia		EU	
		Women	Men	Women	Men
Work					
Participation	Full-time equivalent employment rate (% , 15-89 population, 2022)*	42	54	44	58
	Duration of working life (years, 15+ population, 2022)	32	36	34	39
Segregation and quality of work	Employed people in education, human health and social work activities (% , 15-89 employed, 2022)	27	5	30	8
	Ability to take one hour or two off during working hours to take care of personal or family matters (% , 15+ workers, 2021)	38	50	29	37
	Career Prospects Index (points, 0-100, +15 population, 2015)	60	61	62	63
Money					
Financial resources	Mean monthly earnings (PPS, +16 working population, 2018)	1572	1783	2321	2818
	Mean equivalised net income (PPS, 16+ population, 2022)	13109	13875	20859	21967
Economic situation	At-risk-of-poverty (% , 16+ population, 2022)	21	16	17	15
	Income distribution S20/80 (16+ population, 2022)	21	22	21	21
Knowledge					
Attainment and participation	Graduates of tertiary education (% , 15-89 population, 2022)	23	18	28	26
	People participating in formal or non-formal education and training (15-74 population, 2022)	13	11	20	19
Segregation	Tertiary students in education, health and welfare, humanities and arts (% , 15+ population, 2022)	38	17	43	21
Time					
Care activities	People caring for and educating their children or grandchildren, elderly or people with disabilities, every day (% , 18-74 population, 2022)	39	28	34	25
	People doing cooking and/or housework, every day (% , 18-74 population, 2022)	78	34	63	36
Social activities	Workers doing sporting, cultural or leisure activities outside of their home, at least daily or several times a week (% , 16-74 workers, 2022)	12	24	29	34
	Workers involved in voluntary or charitable activities, at least once a month (% , 16-74 workers, 2022)	4	8	11	15
Power					
Political	Share of ministers (% , 2nd quarter 2024)	22	78	35	65
	Share of members of parliament (% , 2nd quarter 2024)	33	67	33	67
	Share of members of regional assemblies/local municipalities (% , 2024)**	30	70	31	69
Economic	Share of members of boards in largest quoted companies, supervisory board or board of directors (% , 1st semester 2024)	25	75	34	66
	Share of board members of central bank (% , 2023)	11	89	29	71
Social	Share of board members of research funding organisations (% , 2023)	14	86	43	57
	Share of board members of publically owned broadcasting organisations (% , 2023)	0	100	38	62
	Share of members of highest decision making body of the national Olympic sport organisations (% , 2023)	13	87	22	78
Health					
Status	Self-perceived health, good or very good (% , 16+ population, 2022)	61	66	65	70
	Life expectancy at birth (years, 2022)	81	75	83	78
	Healthy life years at birth (years, 2022)	62	59	63	62
Behaviour	People who don't smoke and are not involved in harmful drinking (% , 15+ population, 2019)***	71	55	73	56
	People doing physical activities and/or consuming fruits and vegetables (% , 15+ population, 2019)	25	30	38	43
Access	Population with unmet needs for medical examination (% , 16+ population, 2022)	5	5	5	4
	Population with unmet needs for dental examination (% , 16+ population, 2022)	2	2	5	5

* FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week** HR:

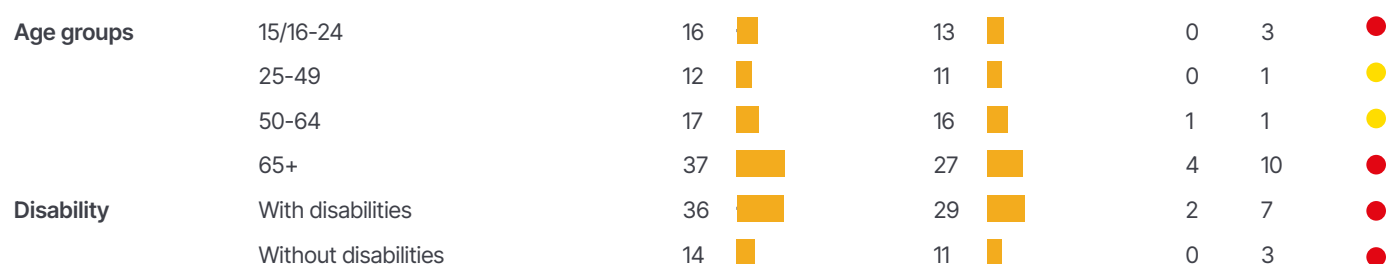
Regional assemblies*** EU: EIGE estimationSource: Eurostat (education statistics, European Union Labour Force Survey, European Health Interview

Survey, European Union Statistics on Income and Living Conditions, Structure of Earnings Survey), EIGE (Survey on gender gaps in care, individual and social activities, Women and Men in Decision-Making).

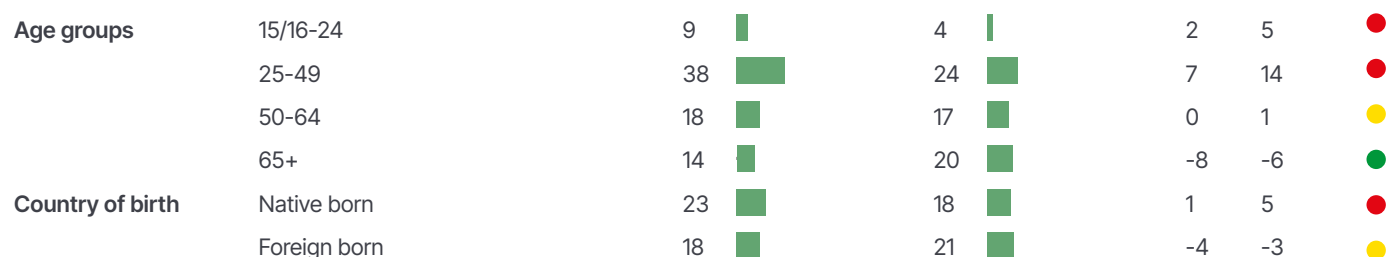
Explore intersecting inequalities



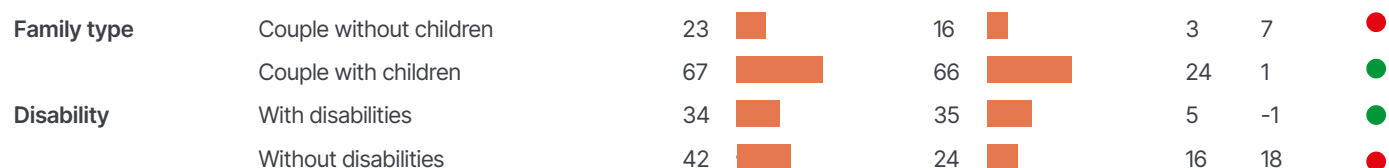
At-risk-of-poverty (% , 16+ population, 2022)



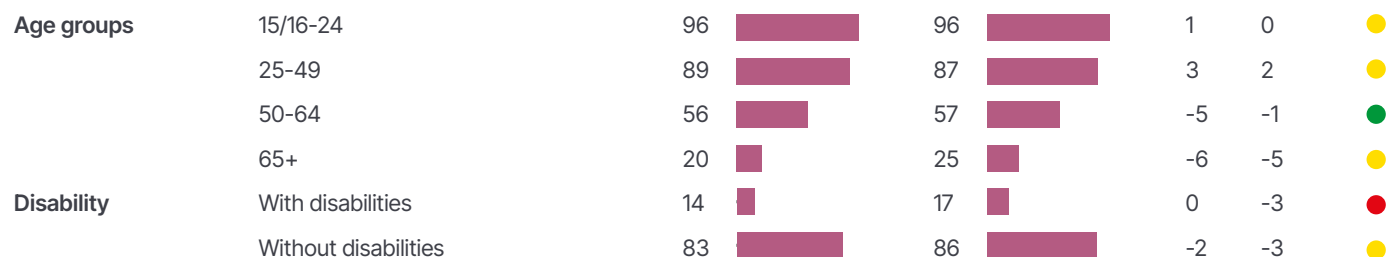
Graduates of tertiary education (% , 15-89 population, 2022)



People caring for and educating their children or grandchildren, elderly or people with disabilities, every day (% , 18-74 population, 2022)



Self-perceived health, good or very good (% , 16+ population, 2022)



● gender gap decreased (< -1 p.p.)

● no change (gender gap increases/decreases between -1 and 1 p.p.)

● gender gap increased (> 1 p.p.)

* FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week. Family type is based on the relationships between the members of households. Children are only those economically dependent household members (i.e. aged below 18).

Source: Eurostat (European Union Labour Force Survey, European Health Interview Survey, European Union Statistics on Income and Living Conditions, Structure of Earnings Survey), EIGE's survey on gender gaps in care, individual and social activities.

Key highlights

The gender gap in employment rate is almost unchanged

Between 2010 and 2022, the full-time equivalent (FTE) employment rate³ increased both for women (from 34 % to 42 %) and for men (from 46 % to 54 %), therefore keeping the gender gap stable at 12 percentage points (pp). Since 2021, the FTE increased only for women (from 41 % to 42 %) reducing the gap by 1 pp. The gender gap is especially wide (to the detriment of women) between migrant women and men born in the EU (23 pp), single women and single men (19 pp), and mothers and fathers in couples (16 pp).

The risk of poverty reduced for both genders since 2021, but remain among the highest in the EU

In 2022, 21 % of women and 16 % of men were at risk of poverty, among the largest shares for women in the EU (4 pp above the EU average). Since 2010, the share of women and men at risk of poverty has decreased by 1 pp and 4 pp respectively, while the gender gap increased from 2 pp to 5 pp to the detriment of women. In 2022, single women and men (54 % and 35 %), and women and men with low levels of education (44 % and 38 %), were all particularly exposed to the risk of poverty. This also affected women and men aged 65 or more (37 % and 28 %, respectively), women and men born outside the EU (30 % and 24 %), and women and men with disabilities (36 % and 29 %).

Participation in lifelong learning decreased among women but remains above the 2010 level

Between 2021 and 2022, participation in lifelong learning decreased from 14 % to 13 % for women while men remained at 11 %, slightly reducing the gender gap. However, the participation of women is still above the 11 % recorded in 2010. Between 2014 and 2022, the level of participation in lifelong learning increase significantly for both young women (from 58 % to 70 %) and men (from 48 % to 58 %) and low educated women (from 11 % to 23 %) and men (from 19 % to 30 %).

Gender inequalities in care work division have decreased

In 2007, around 48 % of women compared to 27 % were involved in unpaid daily care of children, grandchildren, older people or people with a disability. The burden of care has continued to fall mainly on women reaching 35 % in 2016, and between 2007 and 2016 the gender gap narrowed from 21 pp to 14 pp. According to the new data (2022) share of people involved in unpaid care started to rise again for both women (39 %) and men (28 %), but the gender differences further reduced (11 pp).

Women's representation in political decision-making remains in line with the EU average, with the exclusion of ministerial positions

Between 2023 and 2024, the share of women in senior and junior ministerial positions remained at 22 %, which is one of the lowest values in the EU (13 pp below the EU average). Women's representation in the national parliament slightly decreased, with women holding 33 % of seats in 2024 (compared to 34 % in 2023), but is in line with EU average. Similarly, the percentage of women in regional assemblies remained around 30 % in 2024 (in line with the EU average). Croatia has legislative candidate quotas for the lower house and the sub-national level. The gender imbalance exists if the representation of one gender in political and public decision-making bodies is lower than 40 %. In case of gender imbalance financial sanctions are applied.

[3] The FTE employment rate measures working hours comparatively, even though people may work different numbers of hours per week.

Women's involvement in economic decision-making is decreasing

Between 2023 and 2024, the percentage of women holding positions on the boards of the largest quoted companies has decreased, from 31 % to 25 % (9 pp below the EU average). There is no legislative gender quota for the largest quoted companies in Croatia. At the same time, the share of women serving on the board of the central bank in 2024 is at 11 %, one of the lowest recorded in EU.

Women's participation in social decision-making among lowest in the EU

Between 2022 and 2023, the representation of women in research funding organisations has stagnated at 14 %. During this period, the share of women holding positions on the board of the highest decision-making body of the national Olympic sport organisation has increased by 2 pp (from 11 % to 13 %). This is one of the most significant gender gaps in the EU. Finally, the share of women among board members in publicly owned broadcasting organisations has collapsed to 0 % from 20 % in 2022.

The share of women experiencing good health is stable

In 2022, 61 % of women and 66 % of men reported being in good health, compared to 61 % of women and 65 % of men in 2021. Compared to 2010 women increased by 13 pp while men by 18 pp. Since 2014, the share of women reporting good health has improved the most for women aged 50–64 (+15 pp), mothers – both alone and in couples – and women aged 25 to 49 (+ 9 pp). The proportion of men in good health has increased the most for lone fathers (+ 44 pp), men aged 50–64 (+ 12 pp) and young men (+ 10 pp).

About Index

The Gender Equality Index is a tool for monitoring progress in gender equality across the EU over time. It measures gender gaps between women and men in six core domains – work, money, knowledge, time, power and health – and is composed of 31 indicators. The Index uses a scale of 1 to 100, where 1 stands for total inequality and 100 for total equality.

Two additional domains are included in the Index, but do not impact a country's final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, education, family type and migrant background (based on the country of birth). The domain of violence against women monitors, measures and analyses the most common and widely criminalised forms of violence against women across the EU.

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

European Institute for Gender Equality

EIGE Gedimino pr. 16
LT-01103 Vilnius
LITHUANIA

eige.europa.eu

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