

# Discrimination in Croatia: Attitudes, Awareness and Forms

## Project „Measuring (in)equality in Croatia”



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by the Rights,  
Equality & Citizenship  
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# Antidiscrimination Act

## Grounds:

- race or ethnicity or color
- gender
- language
- religion
- political other belief
- national or social origin
- property
- trade union membership
- education
- social status
- marital or family status
- age
- health condition
- disability
- genetic heritage
- gender identity and expression, sexual orientation



# Surveys - 2009, 2012, 2016

Groups of questions:

- Social distance
- Legislative and institutional framework
- Perception of Discrimination
- Personal experiences



# Social distance

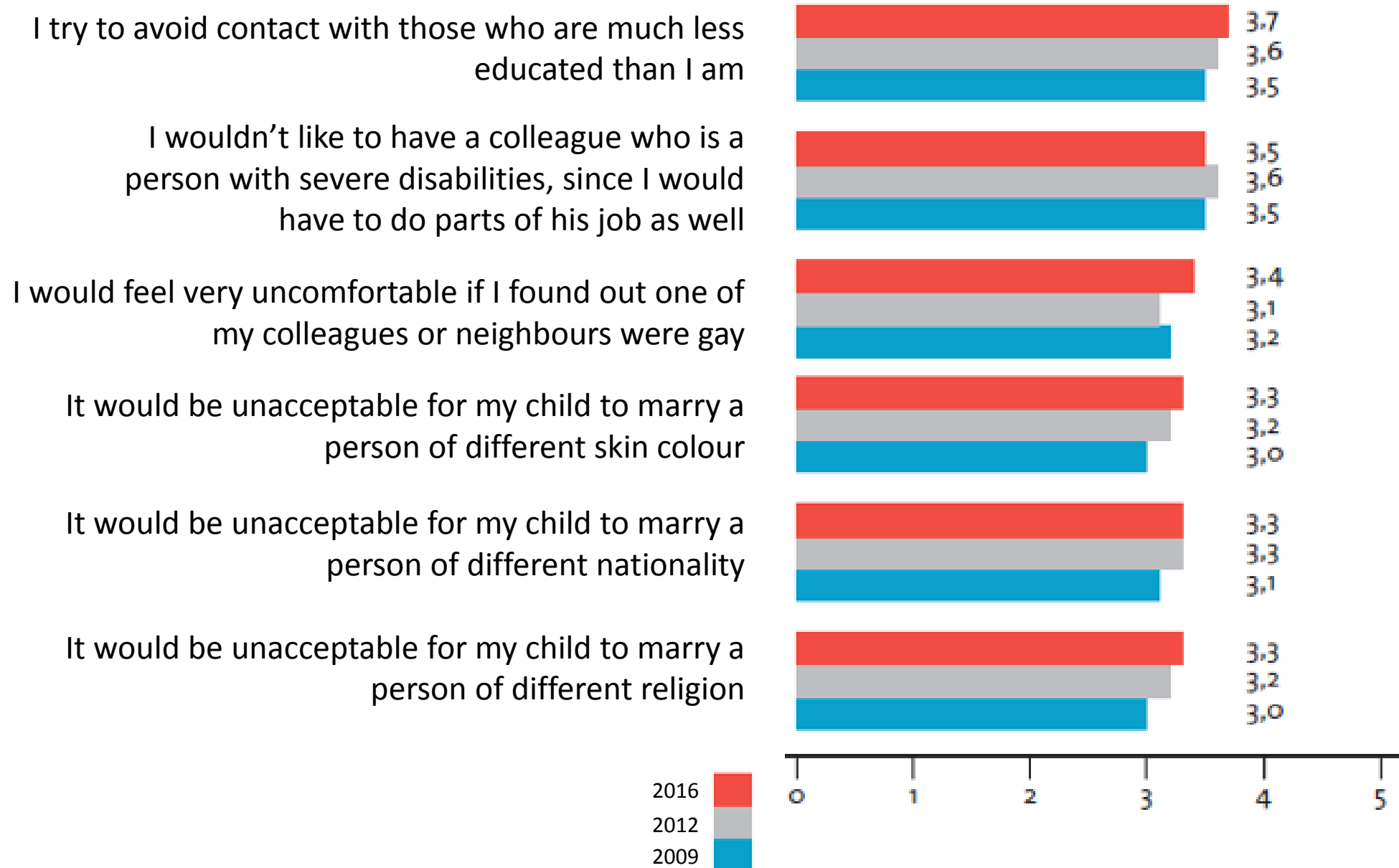
Attitudes reflect stereotypes and prejudice, mostly towards:

- Roma
- trade union members
- youth
- elderly
- persons granted asylum
- persons with mental disorders



# Social distance

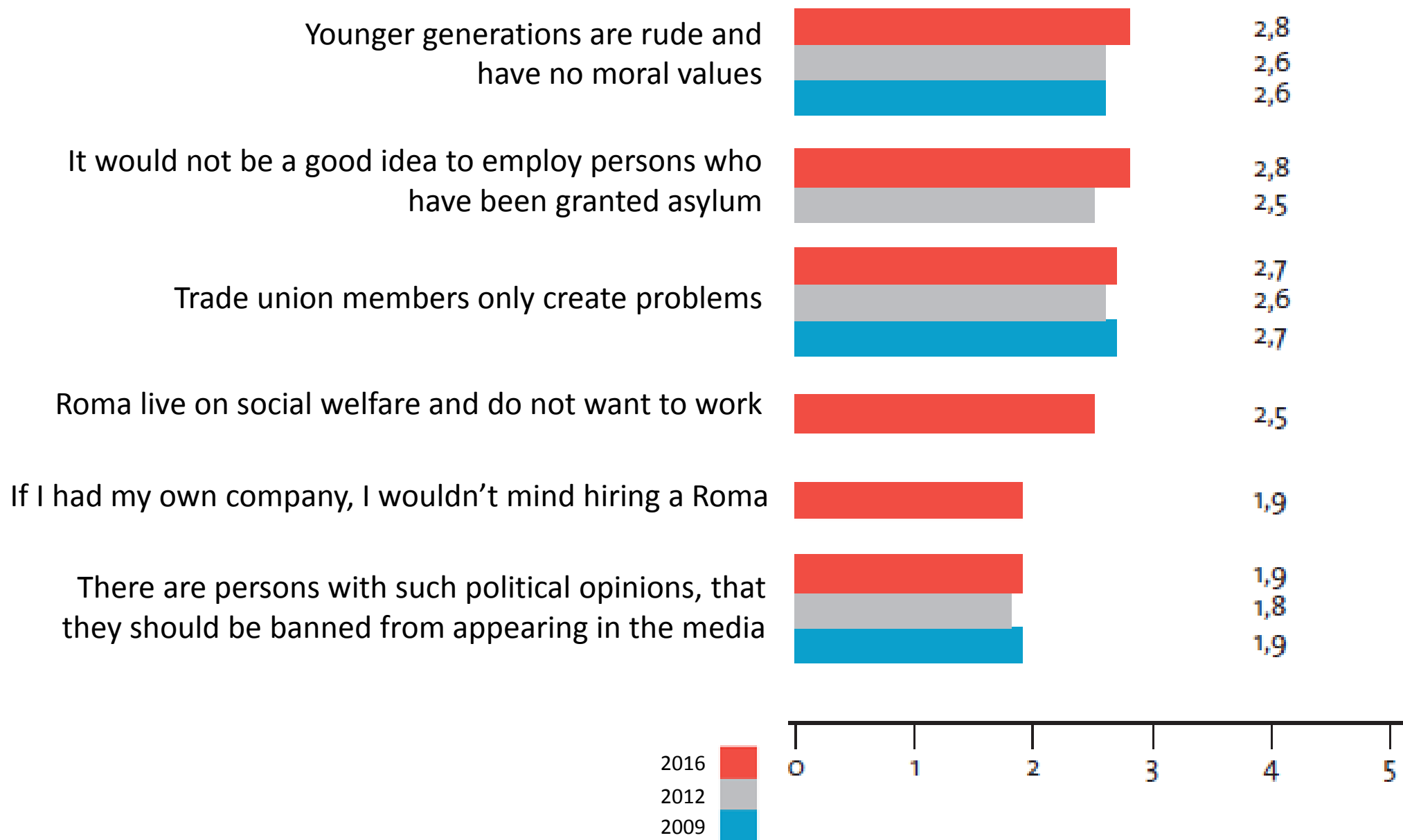
Lower number = higher compliance





# Social distance

Lower number = higher compliance





**48%** - “Roma live on social welfare and do not want to work”

**38%** - “Trade union members only create problems”

**37%** - “Younger generations are rude and have no moral values”

**33%** - “We better not employ persons granted asylum”

**29%** - “Elderly have lower competences than young persons”

**28%** - “Roma staff would discourage customers from using services”

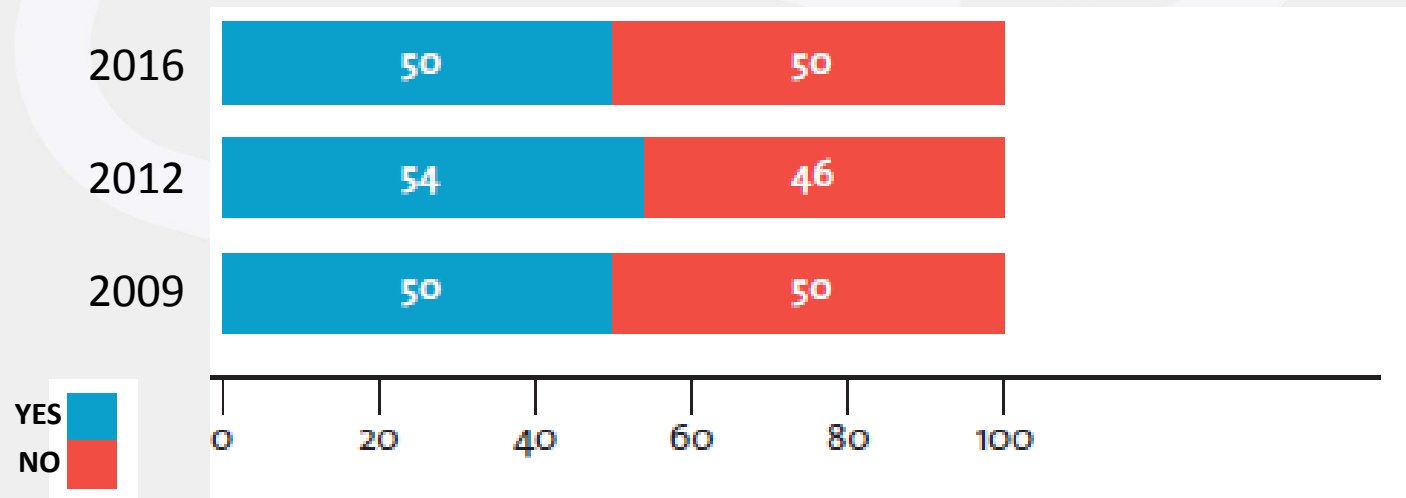
**25%** - “Homeless are to blame for their situation and they do not want to work”

**25%** - “I would not feel at ease working with a person with mental disorders”



## Knowledge of the legislative and institutional framework

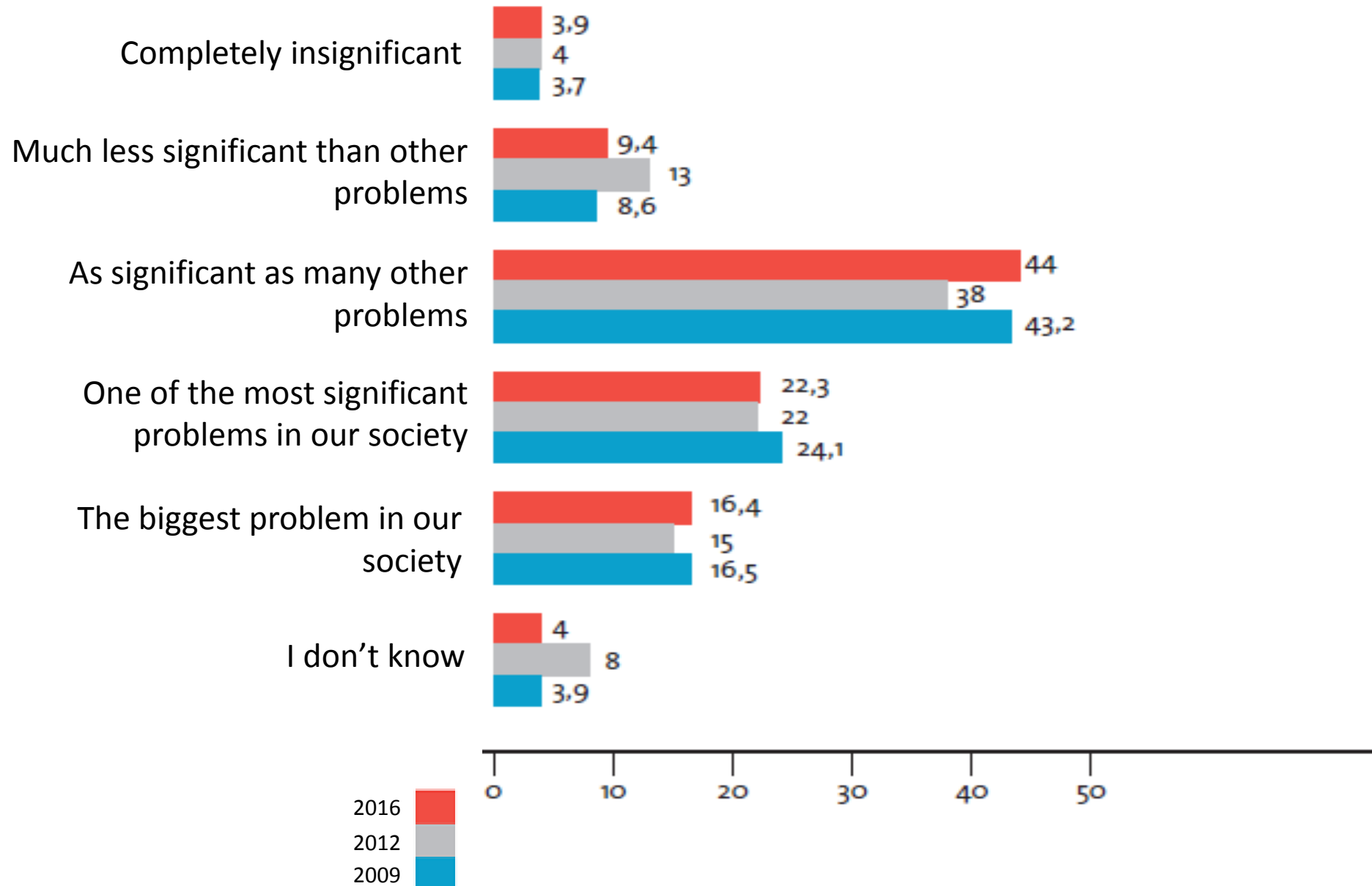
- What is discrimination?
  - A slightly higher number of citizens recognize it
  - Some still state various forms of injustice as discrimination
  - "I do not know" - 17.9%
- Is there an antidiscrimination act in force in Croatia?







# How significant the problem is of discrimination in Croatia?





# Scope of Discrimination

## Area

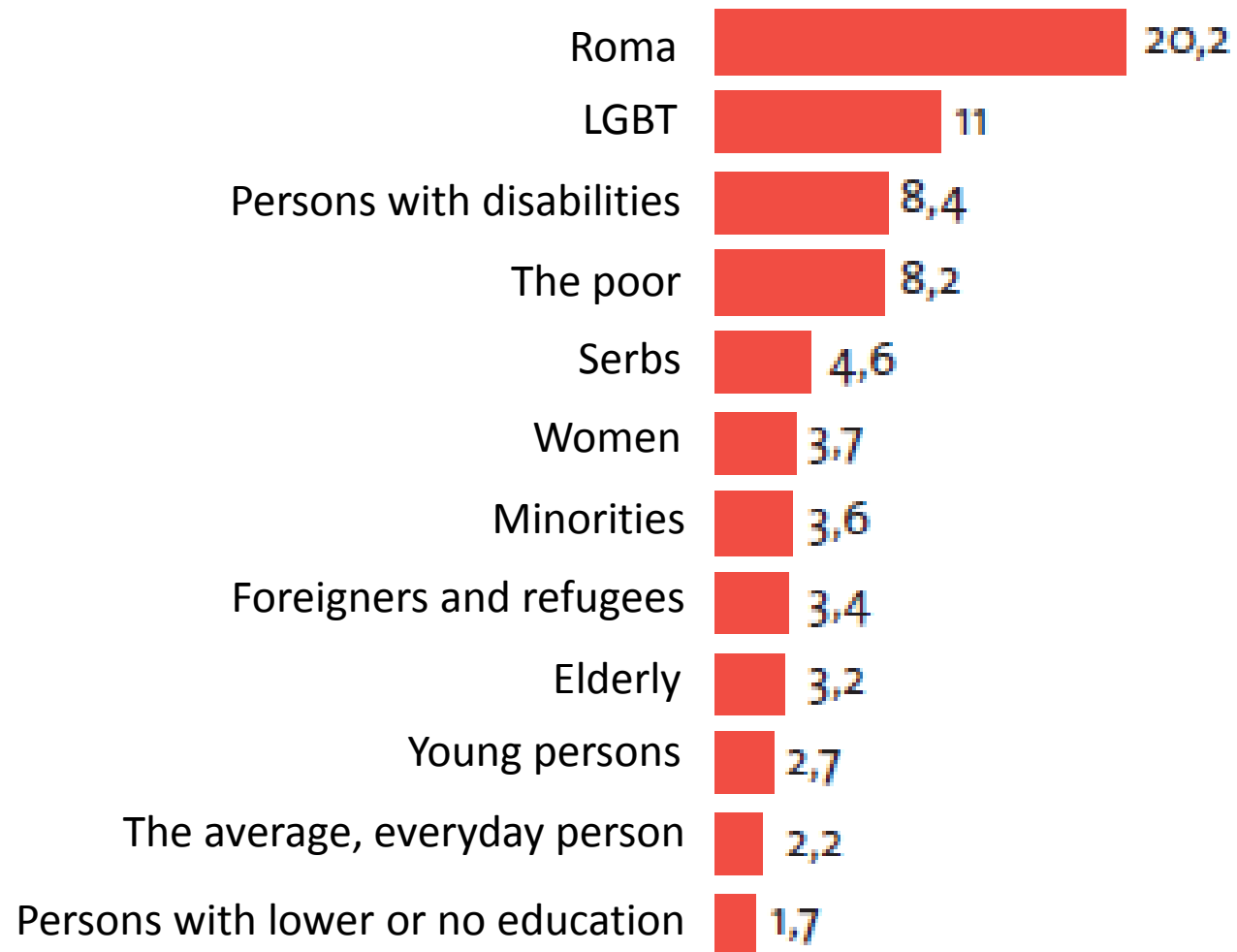
- work and employment
- judiciary
- media
- police actions
- education

## Grounds

- national origin
- religion
- social origin
- property
- political belief
- sexual orientation
- disability
- color, race

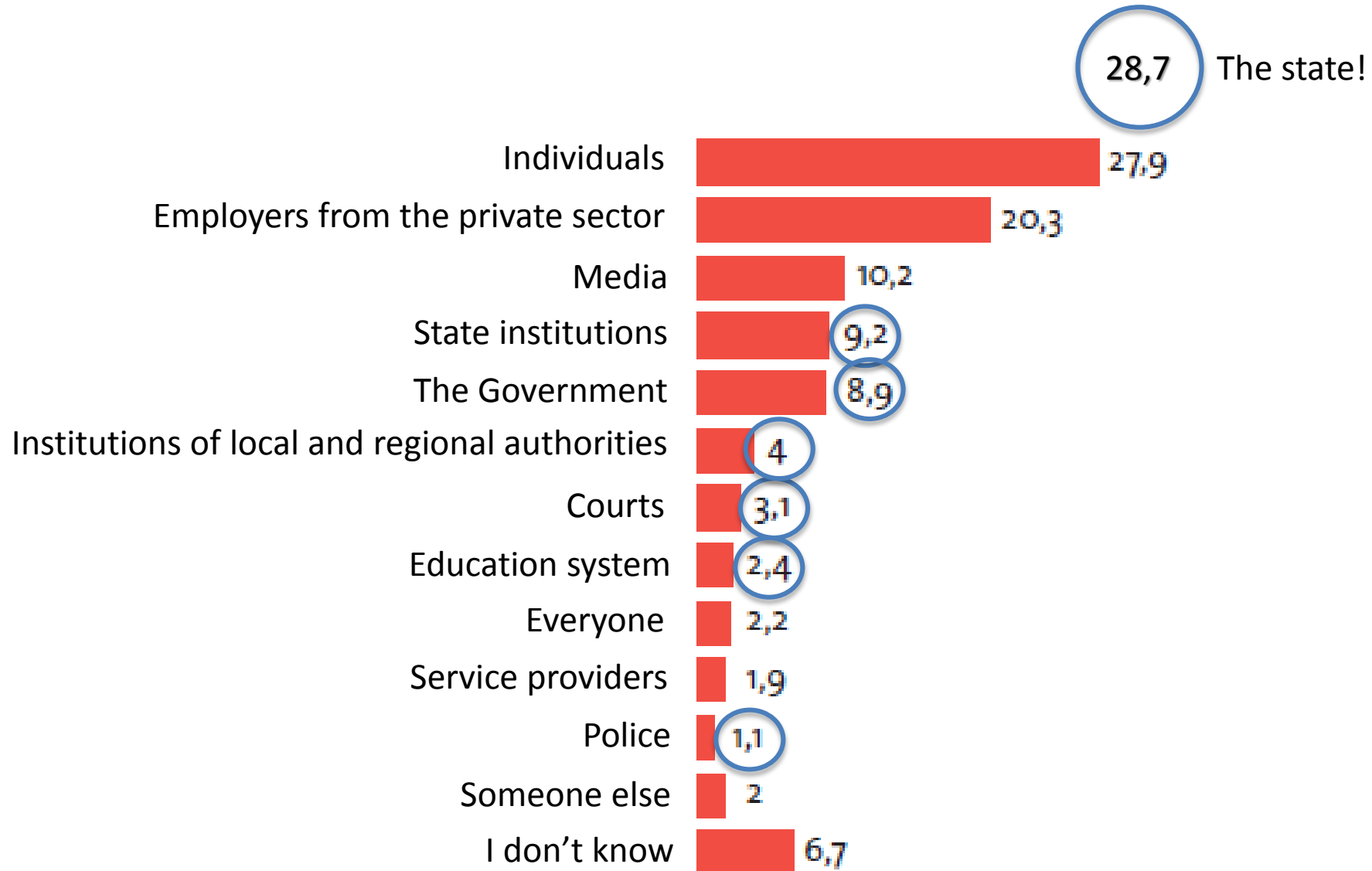


# Who is most likely to be discriminated against in Croatia ?



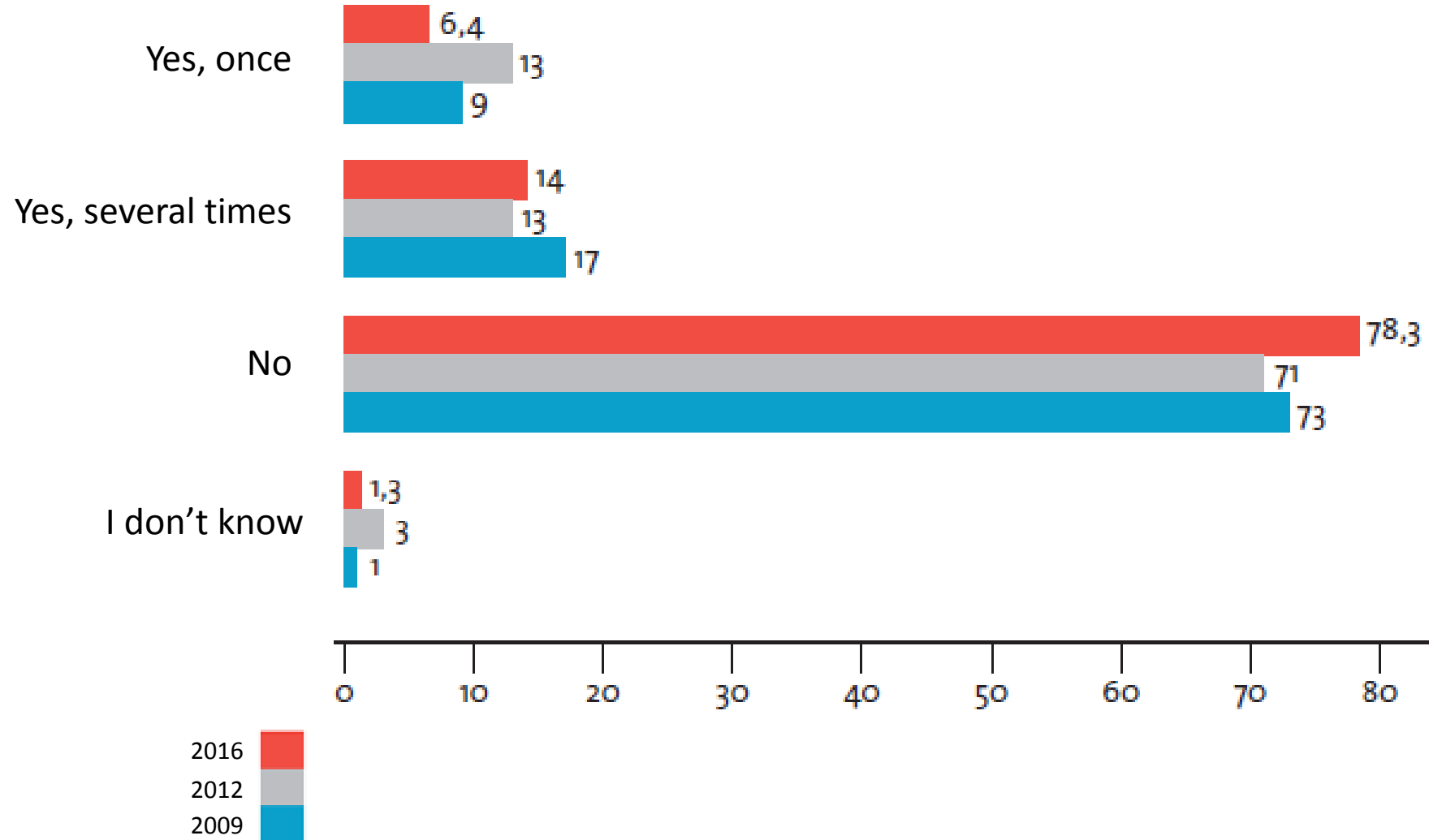


# Who discriminates the most?



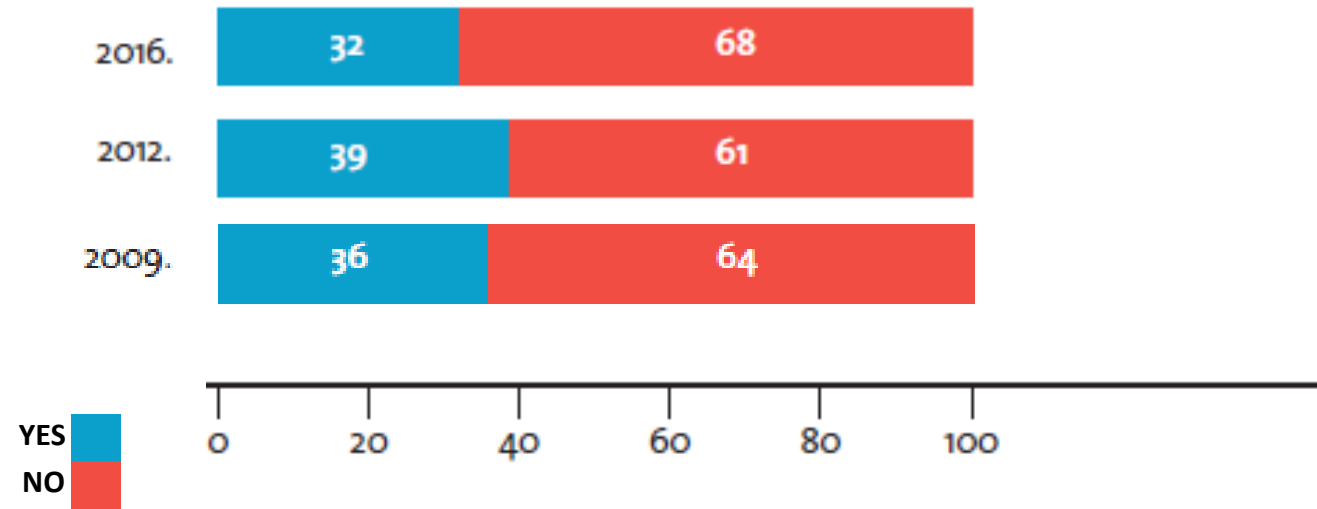


# Have you been discriminated against?





# Did you do anything?



29.8% - "Filed a private lawsuit"

14.3% - "Reported the incident to the police"

13.6% - "Informed my superiors"

11.2% - "Attacked back"

11.1% - "Filed a complaint within my company"

45% - "Nothing would have changed"

18% - "It would have made the situation worse"

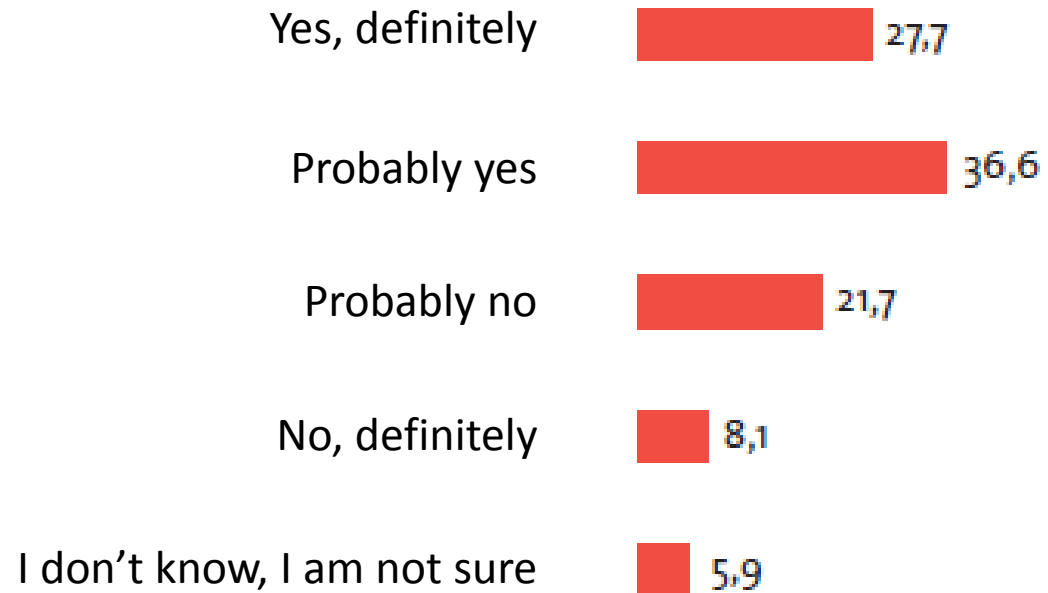
14.9% - "No need to"

12.9% - "Did not know where to turn to"

12.8% - "It is a complicated, long-lasting and expensive procedure"



# Would you report discrimination of others?





# Thank you!

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