

26.582 interviews  
26 / 06 > 05 / 07 / 2018

1.002 interviews  
27 / 06 > 04 / 07 / 2018

Methodology: telephone

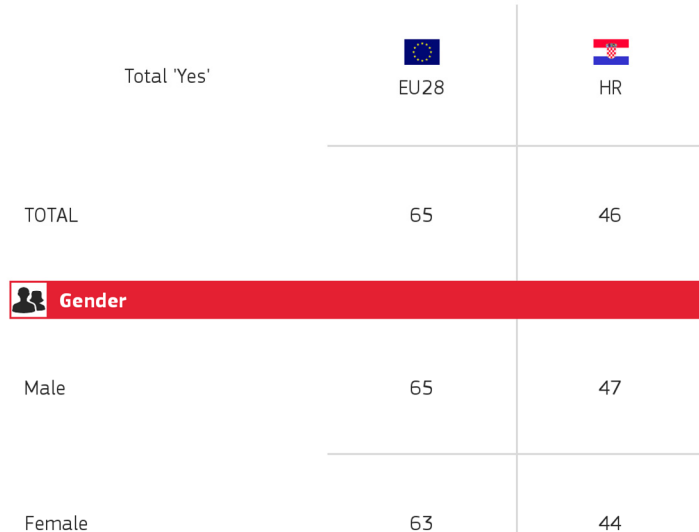
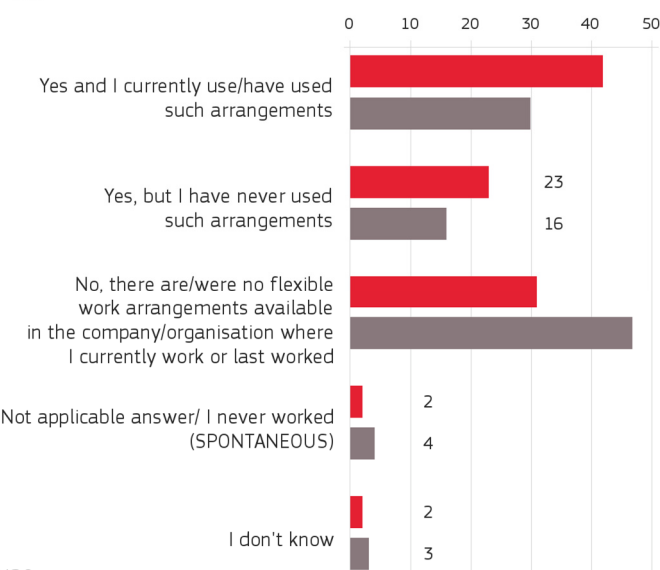
## 1. FLEXIBLE WORK ARRANGEMENTS

**Flexibility for work-life balance:** flexible work arrangements are not available for almost half of respondents in Croatia.

**Women lagging behind:** in Croatia, women tend to agree less that there are flexible work arrangements in their company/organisation.

**Q2T** Are there flexible work arrangements available in the company/organisation where you currently work/last worked?

(%)



Socio-demographic breakdown

Base: respondents aged less than 65 years old that are in employment or currently without professional activity

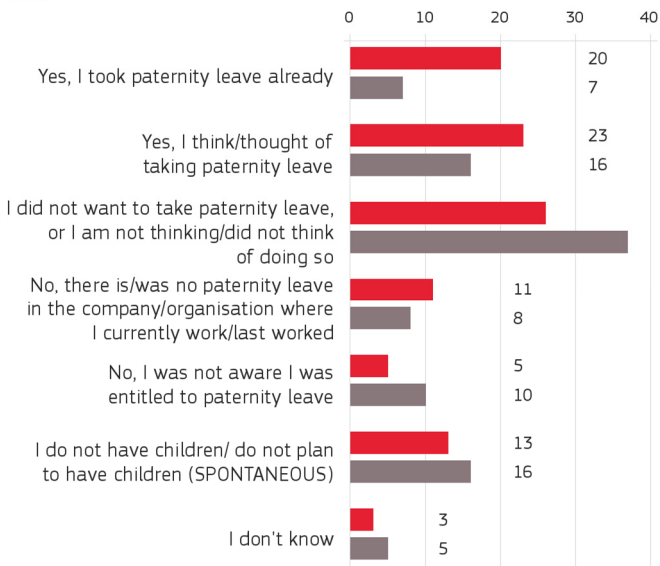
## 2. FAMILY LEAVES

**Room for improvement:** less than a fourth of fathers in Croatia took/are thinking of taking paternity leave.

**Mind the gap:** 45% of respondents in Croatia took/are thinking of taking parental leave. However, women are the main leave takers (67% of women vs. 21% of men).

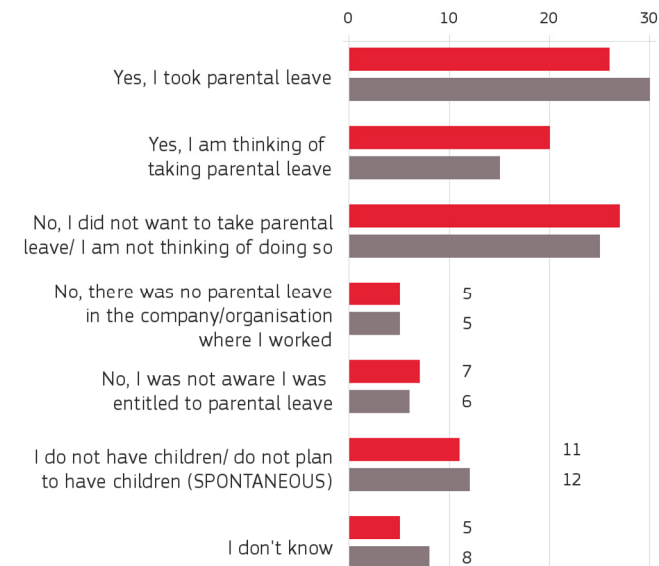
**Q8T** Did you take or are you thinking of taking paternity leave? (MULTIPLE ANSWERS POSSIBLE)

(%)



**Q9T** Did you take or are you thinking of taking parental leave? (MULTIPLE ANSWERS POSSIBLE)

(%)



Base: men aged less than 65 years old that are in employment or currently without professional activity

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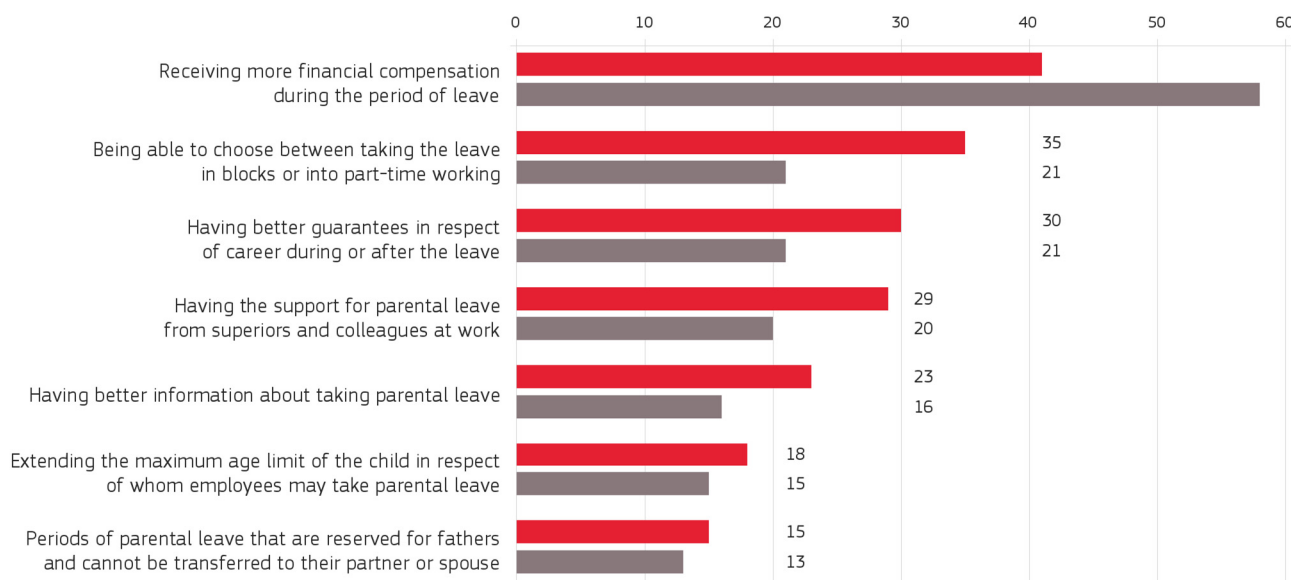
Methodology: telephone

## 2. FAMILY LEAVES

**Supporting fatherhood:** two of the main factors that would encourage fathers to take parental leave are a good financial compensation and a flexible take-up of the leave. For instance, 50% would take family leave only if 75% of their salary was compensated.

**Q12** What are the main factors that would encourage fathers to take parental leave? (MAX. 3 ANSWERS)

(%)



Base: all respondents aged less than 65 years old

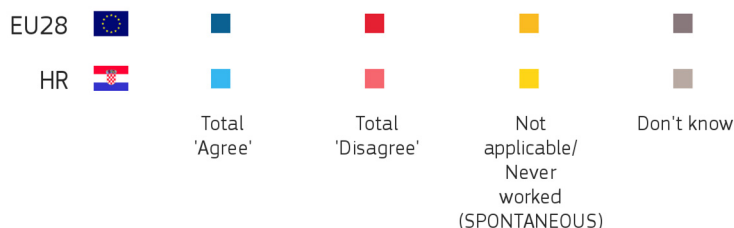
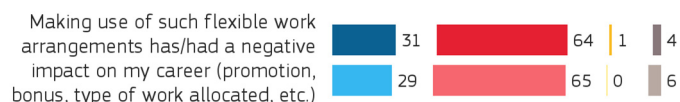
## 3. PERCEPTION OF FLEXIBLE WORK ARRANGEMENTS AND FAMILY LEAVES

**Modernisation of the workplace:** 29% agree that making use of flexible work arrangements has a negative impact on their career, and 32% believe this is badly perceived by their colleagues.

**Perceived barriers for fathers:** 59% hold that it is/was easier for women than for men to take family leave.

**Q5T** To what extent do you agree/disagree with the following statements about the way these arrangements are/were perceived.

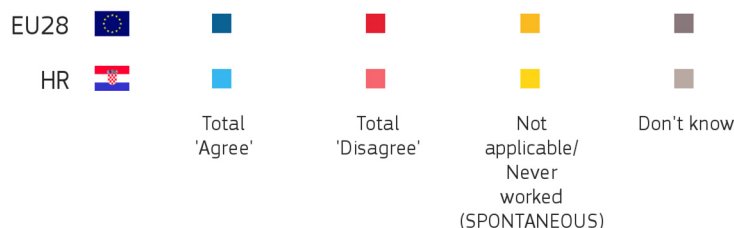
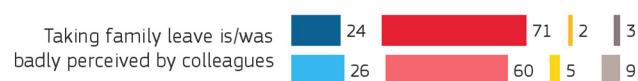
(%)



Base: respondents aged less than 65 years old that are in employment or currently without professional activity and have/had flexible work arrangements in their company or organisation

**Q14T** To what extent do you agree/disagree with the following statements about the way family leave is/was perceived.

(%)



Base: respondents aged less than 65 years old that are in employment or currently without professional activity