

# Freedom & Necessity: Class Differences, Lifestyles and Coping Strategies in the Times of Economic Crisis

October 3rd and 4th, 2015, Split, Croatia

**Published by:**

Institute of Social Sciences Ivo Pilar

**For the Publisher:**

Vlado Šakić, Ph.D., Director of the Institute

**Edited by:**

Inga Tomić-Koludrović, Ph.D.

Predrag Cvetičanin, Ph. D

Members of the Conference Organizing Committee: Jörg Rössel (Department of Sociology, University of Zurich), Inga Tomić-Koludrović (Institute of Social Sciences Ivo Pilar, Split Regional Office), Predrag Cvetičanin (Faculty of Tourism and Sports, TIMS, Novi Sad), Ismet Kumalić (Economic Institute, Sarajevo) and Miran Lavrič (Department of Sociology, University of Maribor).

**Graphic design:**

Ivan Stojić

100 copies

Published in 2015.

---

The conference is organized as part of the project "Life-Strategies and Survival Strategies of Households and Individuals in South-East European Societies in the Times of Crisis" carried out within the framework of the SCOPES program of the Swiss National Science Foundation. The views expressed in the papers are those of the authors and do not necessarily represent opinions of the Swiss National Science Foundation.

---

**ISBN 978-953-8964-29-0**

CIP zapis je dostupan u računalnome katalogu Nacionalne i sveučilišne knjižnice u Zagrebu pod brojem 000913906.

## DAY ONE

Saturday, October 3<sup>rd</sup> 2015.

**10.00 – 11.00**

### **CONFERENCE OPENING AND KEYNOTE ADDRESS**

TALLY KATZ-GERRO (UNIVERSITY OF HAIFA)

**Cultural lifestyles, cultural openness, and cultural barriers  
in Eastern and Central European countries post-2008**

**11.00 – 13.00**

### **SESSION 1: TYPOLOGY OF HOUSEHOLD STRATEGIES**

moderator: Mirko Petrić

Rudi Klanjšek (University of Maribor), Miran Lavrič (University of Maribor)  
and Predrag Cvetičanin (Faculty of Sports and Tourism, TIMS, Novi Sad)

**Typology of household strategies in four countries  
of Southeast Europe in the times of crisis**

Marija Babović (Faculty of Philosophy, University of Belgrade)

**Changes in households' economic strategies in Serbia 2003-2012:  
economic action during periods of growth and recession**

Dragan Bagić (Faculty of Humanities and Social Sciences, University of Zagreb)  
and Andrija Henjak (Faculty of Political Science, University of Zagreb)

**Typology of survival strategies of economically (partially)  
inactive households - a quantitative approach**

Petra Rodik (Faculty of Humanities and Social Sciences, University of Zagreb),

Tanja Vučković Juroš (Faculty of Law, University of Zagreb),

Jasminka Lažnjak (Faculty of Humanities and Social Sciences, University of Zagreb)

**Qualitative analysis of survival strategies of  
economically (partially) inactive households**

**13.00 – 14.30**

### **LUNCH BREAK**

**14.30 – 16.00**

**SESSION 2: COPING WITH THE CRISIS**

moderator: Miran Lavrič

Adnan Efendić (School of Economics and Business, University of Sarajevo)  
and Ismet Kumalić (Economic Institute, Sarajevo)

**The global crisis and survival strategies in SEE countries – multilevel economic analysis**

Tatjana Đurić-Kuzmanović (Higher School of Professional Business Studies, Novi Sad),  
Slobodanka Markov (Faculty of Natural Science, University of Novi Sad), Jelena Ficher  
(Faculty of Technical Science, University of Novi Sad) and Sonja Mandić (NIS, Novi Sad)

**Family business between favored life and survival strategy in post-socialist transformation: The case of Vojvodina (Serbia)**

Jelena Pešić (Faculty of Philosophy, University of Belgrade)  
and Dragana Gundogan (Institute for Educational Research, University of Belgrade)

**The attitudes toward privatization processes among citizens of Serbia in the period of post-socialist transformation**

Leo Šešerko (Environmental Protection College, Velenje)  
**The coping strategies of opposed new classes and joint insecurity of the future in Croatia and Slovenia**

**16.00 – 16.30**

**COFFEE BREAK**

**16.30 – 18.00**

**SESSION 3: STRATEGIES OF VULNERABLE GROUPS**

moderator: Adnan Efendić

Muamer Halilović and Emir Agić (Economic Institute, Sarajevo)  
**Coping with the crisis in SEE countries: urban vs. rural households**

Mina Petrović (Faculty of Philosophy, University of Belgrade)  
**Households' material position, working and consumption strategies: regional and urban-rural differences in Serbia**

Drago Čengić (Institute of Social Sciences Ivo Pilar, Zagreb)

**Workers aged 55 and over in Croatia and late work employment**

Lynette Šikić-Mićanović (Institute of Social Sciences Ivo Pilar, Zagreb)

**Coping with social exclusion: survival and saving strategies among the Roma**

**20.30 -22.00**

**Conference reception –**

**Croatian National Theater Split (foyer), Trg Gaje Bulata 1**

**Hosted by: Ivo Baldasar (Mayor of Split)**

**DAY TWO**  
**Sunday, October 4<sup>th</sup> 2015.**

**10.00 – 11.00**

**KEYNOTE ADDRESS**

CLAIRE WALLACE (UNIVERSITY OF ABERDEEN)

**What is quality of life? Theories and measurements. The case of South-East Europe**

**11.00 – 11.30**

**COFFEE BREAK**

**11.30 – 13.00**

**SESSION 4: CLASS**

moderator: Rudi Klanjšek

Predrag Cvetičanin (Faculty of Sports and Tourism, TIMS, Novi Sad),

Inga Tomić-Koludrović (Institute of Social Sciences Ivo Pilar, Split)

and Mirko Petrić (University of Zadar)

**Household strategies in different parts of social space in South-East European societies**

Dora Levačić (Organisation for Workers' Rights and Democratisation)

and Mislav Žitko (Faculty of Humanities and Social Sciences, University of Zagreb)

**Shaking off the burden: Identifying the principles of class analysis in the post-socialist period**

Ivana Spasić (Faculty of Philosophy, University of Belgrade)

and Ana Birešev (Institute for Philosophy and Social Theory, University of Belgrade)

**Structures and discourses at variance: The case of Serbia**

Mikołaj Lewicki and Maciej Gdula (Warsaw University)

**Mortgage in the making of a middle class in Poland and Hungary**

**13.00 – 14.30**

**LUNCH BREAK**

**14.30 – 16.00**

**SESSION 5: FAMILIES & THEIR STRATEGIES**

moderator: Patrick Schenk

Marina Tavčar-Kranjc, Andrej Kirbiš (University of Maribor)  
and Inga Tomić-Koludrović (Institute of Social Sciences Ivo Pilar, Split)  
**Gender-role attitudes in four South-European societies in a time  
of crisis: A longitudinal analysis from 2008 to 2015**

Jasmina Nedeljković (School of Business and Legal Studies, Novi Sad),  
Nemanja Krstić and Danijela Gavrilovic (Faculty of Philosophy, University of Niš)  
**Valuing family in the light of religiosity: Comparative  
analysis of South-East European societies**

Ivan Puzek (University of Zadar)  
and Augustin Derado (Institute of Social Sciences Ivo Pilar, Split)  
**Young adults in South-East European societies: Household  
capitals and transitions to adulthood**

Smiljka Tomanović and Dragan Stanojević (Faculty of Philosophy, University of Belgrade)  
**Differences and inequalities in strategies of providing resources  
in transition to parenthood among young parents in Serbia**

**16.00 – 16.30**

**COFFEE BREAK**

**16.30 – 18.00**

**SESSION 6: CULTURE & LIFESTYLES**

moderator: Predrag Cvetičanin

Mirko Petrić (University of Zadar), Željka Zdravković (University of Zadar),  
Inga Tomić-Koludrović (Institute of Social Sciences Ivo Pilar, Split)  
**Tastes and constraints: Cultural participation in  
four South-East European countries**

## Conference programme

---

Przemysław Sadura (Institute of Sociology, Warsaw University)

**Transformations in the style of education of the popular class in Poland**

Krešimir Krolo, Sven Marčelić and Željka Tonković (University of Zadar)

**Intergenerational transmission of cultural capital: The case of Zadar (Croatia)**

Valerija Barada (University of Zadar), Jaka Primorac (Institute for Development and International Relations, Zagreb), and Edgar Buršić (University Juraj Dobrila – Pula)

**“Workstyle” strategies in the cultural not for profit sector: The case of Croatia**

**18.00 – 18.30**

**CLOSING OF THE CONFERENCE**



**KEYNOTE ADDRESS: Tally Katz-Gerro**

University of Haifa

**Cultural lifestyles, cultural openness, and cultural barriers in Eastern and Central European countries post-2008**

Within the emphasis of the conference on dimensions of lifestyle inequality in the context of economic hardship post-2008, this paper will explore various dimensions of cultural lifestyles in Central and Eastern European countries that joined the EU in 2004 (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia, and Slovenia) and in 2007 (Romania and Bulgaria). I will use survey data recently administered by the Eurobarometer (2013) to analyze the cultural lifestyle profiles of individuals living in these countries. Lifestyle profiles will focus on participation in cultural activities, participation in artistic activities, economic barriers to participation in cultural activities, and ownership of durable goods. In addition, special emphasis will be given to Central and Eastern Europeans' access to and participation in non-national cultural activities. These patterns of participation will serve as a measure of their affinity with cosmopolitan culture and with aesthetic tastes that are associated with other nationalities. There are significant differences between countries and among individuals in a specific country in the degree of openness to another country's culture. The presentation will discuss cosmopolitan tastes as a dimension of lifestyle differentiation which is particularly important in the context of economic crises and will explore its association with main axes of stratification, among them class, education, age, and gender.

*Tally Katz-Gerro is a sociologist of culture, consumption, environment, and inequality in the department of Sociology at the University of Haifa, affiliated also with the department of Social Economics at the University of Turku, Finland. On-going projects include: The field of art in Israel: An empirical examination of the canon (with Tamar Yogeṽ); Environmental habitus cross-nationally (with Itay Greenspan and Femida Handy, US-Israel Binational Science Foundation); Cultural Hierarchy in Israel (with Tal Feder, Israel Science Foundation, Israel Institute); cultural consumption and social comparison (with Art Alderson, US-Israel Binational Science Foundation), and ecosystem services (with Michele Portman and Daniel Orenstein, Ministry of Environmental Protection.)*

**Rudi Klanjšek, Miran Lavrič**

University of Maribor

**Predrag Cvetičanin**

Faculty of Sports and Tourism, TIMS, Novi Sad

## **Typology of household strategies in four countries of Southeast Europe in the period of economic crisis**

Humans have always tried to adapt to challenges in order to survive and to better their chances for survival. Financial and economic crisis of 2008 undoubtedly represents one of such challenges. The main aim of the current study was to develop a typology of household strategies (HHS) based on survey data, collected in four countries (Bosnia and Herzegovina, Croatia, Serbia, Slovenia) in 2015. Taking into account the earlier attempts of typologies of household strategies [Mignione (1987), Večernik (1996), Piirainen (1997), Nelson & Smith (1999), De La Rocha (2004)] this typology was created through the analysis of the empirical material with the use of two different methodological procedures – the Multiple Correspondence Analyses (MCA) and the two-step cluster analyses (TCA).

The results of the multiple correspondence analysis have shown the existence of two main axes along which household strategies are differentiated: pro-active orientation vs. re-active orientation towards the crisis (the first dimension) and consumption orientation vs. production orientation of the household (the second dimension), and four basic strategies in all societies which have been analyzed. These general strategies have been labelled as thriving household strategies (a proactive attitude towards the crisis, investments into economic activities, the absence or smaller presence of informal economy, and the absence of the reduction of consumption), self-provisioning strategies (a proactive attitude towards the crisis, a significant participation in informal economy and a productive orientation of households through self-provisioning), RSB strategies (a reactive attitude towards the crisis - reducing household consumption, selling previous resources and borrowing money) and enduring strategies (a passive attitude towards the crisis, including

maintaining the previous course of action and not undertaking new activities in order to respond to the crisis).

On the other hand, a set of TCAs has generated a more sophisticated and more elaborated scale of household strategies. Households have been basically sorted into groups according to three basic criteria: (1) what their sources of income were (full-time job(s) / part-time job(s) / occasional job(s) / pensions / social assistance / agriculture); (2) what their basic economic strategies were since the beginning of the crisis (investing / divesting and economizing); and (3) to what extent a household took part in informal economy (in the form of household production and additional economic activities). The analyses yielded the final solution of 19 meaningful household strategies which were then projected as variables in the MCA, which have shown to be allocated along the main axes which have been observed in the maps produced by the Multiple Correspondence Analysis.

The main result is a sophisticated typology of household strategies and sub-strategies in four Southeast European societies, which can be observed as specific for certain social groups within them, and which could be the basis for the formulation of social policies in order to face the consequences of the economic crisis.

**Keywords:** household strategies and sub-strategies, economic crisis, cluster analysis, Multiple Correspondence Analysis, Southeast European societies

**Marija Babović**

Faculty of Philosophy, University of Belgrade

## **Changes in households' economic strategies in Serbia 2003-2012: Economic action during periods of growth and recession**

The research on socio-economic strategies of social strata during post-socialist transformation, implemented in Serbia since 2000, offered valuable insights into the processes of shaping economic strategies through which households and individuals adjust to social changes

(Babović, Cvejić: 2002, Babović: 2004, 2005, 2009, 2011, 2013). These studies apply the approach of economic or coping household strategies (Gershuny and Pahl: 1979, Mingione: 1994, Warde: 1990, Wallace: 2002, Anderson et al: 1994), which provides better insight into the interconnectedness between macro and micro levels of analysis, as well as interlinks between social structure and economic action of social actors. Previous surveys on economic strategies of households in Serbia revealed that after a long period of blocked transformation and economic crisis during the 1990s and the initial transformation after 2000, households' strategies reflected attempts to cope with the new conditions through diversification and the combining of different forms of market and non-market labour activities. Such households' economic strategies contributed to status inconsistency, higher intra-strata differentiation and non-crystallised social stratification (Babović, Cvejić: 2002, Babović: 2004, 2005, 2009). A significant trend in rising pro-active labour market activities that led to the improvement of the economic position of the majority of households and to an increase in status consistency of households at the upper levels of the social ladder can be observed in the 2007 data (Babović, 2011). Research findings from 2012 indicated a new shift in households' economic strategies that occurred after the economic crisis, marked once more by the contraction of labour market strategies and increase in passive-defensive strategies. This time, the reduction of pro-active economic strategies included, in addition, a reduction of informal labour market strategies, revealing a picture of a generally impoverished world of work in Serbia. These changes in economic strategies are followed by increase in intra-strata consistency and inter-strata differences in the economic status of households.

**Keywords:** socio-economic strategies, households, social strata, economic position, economic crisis

**Dragan Bagić**

Faculty of Humanities and Social Sciences, University of Zagreb

**Andrija Henjak**

Faculty of Political Science, University of Zagreb

**Typology of survival strategies of economically (partially) inactive households - a quantitative approach**

Croatia is at the bottom end of the scale in the European Union when it comes to the activity rate of the population. During the current economic crisis the activity rate has further dropped; however, a relatively low rate of economic activity has characterized the Croatian economy for years. The low level of activity has been accompanied by a continuously high unemployment rate, which has further increased since 2009. Low participation in the formal labor market coupled with a high unemployment rate for more than twenty years in a row gives rise to the question of survival strategies of households with (long-term) inactive or unemployed members.

Taking this issue as their starting point, the authors conducted a quantitative survey on a nationally representative sample of 1000 households in early 2014, collecting data within an omnibus survey conducted by Ipsos Puls. The survey collected data on the structure of households with respect to age, work activity and formal and informal sources of income.

This paper will present the typology of survival strategies and alternative sources of income based on the results of the quantitative survey obtained by using cluster analysis, together with the socio-demographic and socio-economic profile of each of the types. It will also analyze the impact of household members' inactivity and unemployment on the material deprivation of the household.

**Keywords:** economic activity, long-term unemployment, material deprivation, survival strategies

**Petra Rodik**

Faculty of Humanities and Social Sciences, University of Zagreb

**Tanja Vučković Juroš**

Faculty of Law, University of Zagreb

**Jasminka Lažnjak**

Faculty of Humanities and Social Sciences, University of Zagreb

**Qualitative Analysis of Survival Strategies  
of Economically (Partially) Inactive Households**

In this paper we present a qualitative analysis of the survival strategies of economically (partially) inactive households. This analysis serves to shed further light on how the high rates of inactivity and unemployment, which have characterized the Croatian economy for a number of years now, are sustained without a radical increase in the rates of absolute poverty. Our analysis is based on 37 in-depth interviews with individuals from households with inactive or unemployed persons, conducted in the spring of 2014. The respondents were purposely sampled to include individuals from various types of households and from various Croatian regions. The interviews, among other things, looked at how various members of each household came to engage into activities used as main or supplemental sources of income (including informal employment, rental income, etc.), they probed for alternative sources of income (e.g., social transfers, one-time income), they examined the function of various types of activities and sources of income (e.g., those which were key for the survival of the household), other strategies of financial management (e.g., using credit cards to pay debt, managing savings, if any) or saving on expenses (e.g., growing their own food, reduction of needs), as well as dependence on solidarity and/or unpaid labor from family members and friends. We use the data obtained in these interviews to provide an in-depth analysis of alternative survival strategies used by the individuals and households that include continually inactive and/or long-term unemployed persons.

**Keywords:** economically inactive households, survival strategies, unemployed, sources of income, in-depth interviews

**Adnan Efendić**

School of Economics and Business, University of Sarajevo

**Ismet Kumalić**

Economic Institute Sarajevo

## **The effects of the global crisis on households in the South- East European region – an empirical investigation using survey data**

We use new survey data from the South-East European (SEE) region to investigate determinants which explain the thriving and surviving strategies of households as their response to the crisis, as well as potential links between these strategies. The modelling framework that we use allows us to analyze systematic influences at the individual, household and societal levels as well as specific determinants that are linked to each of these strategies. Our findings imply that the thriving and surviving strategies of the households are mutually related by being joint (endogenous) outcomes of a wider system of influences at all three levels of investigation. In particular, we identify that both types of household strategies are jointly linked to the economic performance of households and SEE countries, as well as to different dimensions of societal social capital. Under specific influences we identify that thriving strategies are systematically linked to formal institutional performance and political engagement of individuals, while surviving strategies are affected by the types of households, their supplementary productive activities, as well as household social capital. Our empirical results are robust across different model specifications.

**Keywords:** global crisis, SEE countries, household strategies, determinants and relationships

**Tatjana Đurić-Kuzmanović**

Higher School of Professional Business Studies, Novi Sad

**Slobodanka Markov**

Faculty of Natural Science, University of Novi Sad

**Jelena Ficher**

Faculty of Technical Science, University of Novi Sad

**Sonja Mandić**

NIS, Novi Sad

**Family business between favored life and survival strategy in post-socialist transformation: The case of Vojvodina (Serbia)**

After the 2008 financial crisis, family business was defined by various national and international institutions as a new life strategy, a preferred way to provide income, be it for subsistence or for a higher standard of living. Specific institutional support was also set up to accompany this new strategy. However, our research shows that this strategy has led to new forms of social inequality, mainly due to the following: (1) differences in actors and their mode of acquisition of business capital; (2) the changes in family insecurity due to social-economic dynamics; and (3) the specific gender dynamics. For example, a successful family business in Serbia is currently mainly based on two or three of actors and capital acquisition processes, linked to the socialist and post-socialist periodization, where post-socialist also means post 1990s, i.e. includes the war through which Yugoslavia disintegrated. The first are the previously already existing entrepreneurial actors with pre-existing economic capital, professional knowledge and competence, as well as previously existing social connections and the family business traditions. The second comes after the violent break-up of Yugoslavia and the subsequent post-socialist transformation of Serbia, with powerful new actors who obtained capital through the newly institutionalized privatization of the social/public property. Regarding family insecurity, other new actors entered the field: people who have lost jobs and who, without new employment opportunities, start “entrepreneurial ventures” as a – mostly unsuccessful – survival strategy. Finally, family business



is an area where gender power relations between women and men in the private and public spheres also shape business opportunities.

While more research is needed on all those issues, our data reveal the reproduction of patriarchal and authoritarian relations and increasing social inequality, but also the emergence of new types of gender relations among the younger generations entering family business.

**Keywords:** family business, social inequality, new lifestyles, survival strategies, gender power relations

**Jelena Pešić**

Faculty of Philosophy, Belgrade

**Dragana Gundogan**

Institute for Educational Research, Belgrade

### **Attitudes toward privatization processes among citizens of Serbia in the period of post-socialist transformation**

Privatization is one of the most important processes during the post-socialist transformation, simultaneously encompassing changes in the economic, political and value-normative spheres of societies. The Serbian society, in particular, has had a specific and slow path towards the formation of a new social system. In the first phase of “blocked” post socialist transformation, Serbia was burdened with pauperization, wars, isolation, a semi-state regulated economy which slowed down privatization and economic liberalization. The period after 2000 is marked as “unblocked” post socialist transformation, when a stabilization of economic conditions and changes in society structure took place. In this phase, privatization processes were accelerated albeit accompanied by serious problems (frauds, assets stripping, etc.) and dilemmas over the necessity to keep strategic sectors of economy under the state control. As a consequence of “prolonged” transformation, Serbian society is characterized by a hybrid capitalist system, which combines elements

of neo-liberal (de)regulation, party patronage and a redistributive role of the state.

The optimistic predictions of economic recovery on liberal-market grounds have proved to be unrealistic: a “post-communist recession” occurred, as a more or less unexpected outcome of the transformation. It was characterized by a systemically induced decline in economic activities and extensive deindustrialization, accompanied by numerous abuses in the course of privatization processes. The global financial crisis led to further economic decline. This failure to meet the expectations of the population in terms of growth in the standard of living has been reflected in reduced support to the reforms and, in particular, to privatization processes, recorded in almost all post-socialist countries. The aim of this paper is to examine whether the same tendency – declining support towards for privatization – has been recorded in Serbia.

In the first part of the paper we will compare the level of support for privatization processes and the orientation towards economic liberalism in 2003 and 2012, in order to determine whether a major shift in dominant value orientation occurred. Secondly, we will investigate whether the level of support varies among the members of different social classes. We will use empirical data obtained in the two surveys carried out on representative samples of the population in Serbia: Stratification and value changes in the period of social transformation (2003) and The new challenges of social integration in Serbia: Concepts and actors (2012).

**Keywords:** privatization process, economic liberalism, Serbia, post-socialist transformation

**Leo Šešerko**

Environmental Protection College, Velenje

## The coping strategies of opposed new classes and joint insecurity of the future in Croatia and Slovenia

The classical bipolar class differences of the 19th and 20th century are not 'in' any more: There are four competing and opposing social classes: precariat / the unemployed, working class / the employed, capitalists e.g. / national / tycoons, international corporations. Each of these classes / groups has had its genuine coping strategy with the crisis since 2008, but has also had different options and chances in the global crisis-driven social environment. Individuals and families are forced into different forms of private solidarity under the conditions of disappearing collective security. This is the way they react to confront challenges they have to face in the global economic crisis. For younger generations entering further education, emigration or precarious jobs are increasingly becoming a way of coping with unemployment, with the loss of inherited social status, of not being able to move away from the parental home, to enter a marriage or - once it is entered - have children. The society as a whole is haunted by fears of individual and social breakdown. The most pessimistic of these groups are national tycoons. No democratic political traditions have become dominant in undercover forms of survival in transition into the societies driven by free markets and human rights. Stress is becoming the dominant human condition. The tycoons place their studying children and their savings in different countries around the globe, according to their appreciated ability to survive under the conditions of social and cultural stability and institutional rule of law. They are looking elsewhere for institutional stability that they have helped to ruin in their own country. The winner of the crisis are international corporations that privatize / buy key enterprises in peripheral countries like Croatia and Slovenia and build a semi-monopolistic position in the globalized free markets and societies.

**Keywords:** social classes, global economic crisis, education, unemployment, children, stress

**Muamer Halilbašić, Emir Agić**

Economic Institute Sarajevo

### **Coping with the crisis in SEE countries: urban vs. rural households**

Households cope with economic crisis in a variety of ways. They can draw upon different resources: individual, community, market and public. There is strong evidence that vulnerable households and individuals, if left to themselves, may cope with the crisis in a way that has a very highly negative impact on human capital in the long run. That is especially the case in a time of global crisis, when many are affected at the same time and some forms of community, market and public mechanisms may falter.

In our paper we first present some macroeconomic evidence of the impact of the 2008 world economic crisis in four SEE countries: Bosnia and Herzegovina, Croatia, Serbia and Slovenia. We then examine the actions (coping mechanisms) that households have adopted to minimize the harm of the crisis on their well-being by drawing on a survey of four thousand households in these countries.

Due to differences in the availability and access to various resources, our special focus is on analyzing the differences in coping mechanisms between urban and rural households in these countries. Findings can help in devising better targeted policy interventions that could forestall negative long term outcomes in the human development.

**Keywords:** economic crisis, survival strategies, urban vs. rural

**Mina Petrović**

Faculty of Philosophy, University of Belgrade

## **A household's material position, work and consumption strategies: regional and urban-rural differences in Serbia**

The paper is informed by empirical data obtained through survey on a representative sample for NUTS2 regions and urban-rural type of settlements in Serbia, conducted in 2012 by the Institute of Sociological Research (Faculty of Philosophy, University of Belgrade). It starts with an analytical frame focused on the spatial or territorial dimension of social stratification, in both a structural (available resources) and actors' (strategic) perspective. Following that, significant structural differences in a household's material position between the studied regions and type of settlements are scrutinized (urban settlements divided into two groups, capital city and regional centers vs. other cities; rural settlements also divided into two groups, rural areas close to cities vs. other villages). Further, a household's work strategies such as practicing undertaking additional work in the formal / informal sector, self-production, etc., and a household's consumption strategies for fulfilling specific needs (in terms of diet, clothing, etc.) are analyzed and related to the typologies of established households. By using analytical statistics of group comparisons, types of households (classified according to both material position and the used strategies) are contrasted within and between regions/types of settlements. Finally, relying on a logistic regression model, it was determined that the studied household types were influenced separately by the household's size, structure, cultural capital, class position, region and settlement type, with an aim of illustrating the comparative extent to which the spatial/territorial dimension impacts social inequalities and coping strategies, with the hypothesis that its impact increases in times of crisis and should be more statistically significant than socio-demographic variables (household size, structure and even culture capital) and close to the importance of class membership.

**Keywords:** household, work and consumption strategies, class and material position, region, urban, rural

**Drago Čengić**

Institute of Social Sciences Ivo Pilar, Zagreb

## **Workers aged 55 and over in Croatia and late work employment**

Croatia has experienced a deep economic crisis which began in 2009 and which, according to projections, could be brought to a close in 2015, although with a very modest economic growth. While the Croatian labor market was characterized by a very low employment rate even before the crisis, the crisis has further contributed to the high unemployment and low employment rates, while youth in particular has been hit by a high unemployment rate. The crisis has also had significant impacts on the risk of poverty and social exclusion.

According to recent statistical data, the employment rate of older workers (55-64) is particularly low, which is a result of the economic recession as well as of the still favorable retirement policy in terms of possibilities of earlier retirement, and the rather widespread use of disability pensions. The problem of the “55plus workers’ employment policy” in Croatia seems to be in its earliest stages of development: it is still not formulated as a separate and distinctive government policy. Also, empirical and research-driven information is still largely missing from the discussion of its deeper scientific / rational foundation.

Within this presentation, using available public data, I would like to discuss the following questions: (1) What are the main institutional and economic reasons that led to the number of older workers increasing in Croatia in the last twenty years?; (2) What is the general attitude of Croatian employers towards older workers and women with regard to their skills and work performance?; (3) Which aging theories mostly correspond to the Croatian situation regarding employment late in life: disengagement theory, activity theory or conflict theory? Are they relevant for the Croatian situation with employment late in life at all?

**Lynette Šikić-Mićanović**

Institute of Social Sciences Ivo Pilar, Zagreb

## **Coping with social exclusion: survival and saving strategies among the Roma**

Literature on how Roma families cope with precarious living conditions and social exclusion remains very limited. Out of all the national minorities and ethnic groups in Croatia, the Roma undoubtedly have the most difficult social position, characterized by a high degree of social exclusion. In addition, the living standards for the Roma have deteriorated more severely since the transition and during the current recession than for any other population group. Based on recent ethnographic fieldwork, the aim of this paper is to explore the coping strategies different Roma populations in Croatia employ to meet their everyday needs. This study uses the social exclusion concept, which takes the dimensions of people's lives and the dynamics that affect people's situations over time more into account. It highlights how belonging to a socially excluded group often implies exclusion from formal citizenship rights, the labor market, educational opportunities and participation in a civil society and social arenas. Acknowledging the four different forms of interconnected, interdependent and context-specific capital that together constitute the advantages and disadvantages in society (Bourdieu 1986), this paper analyses the Roma's access to economic, cultural, social and symbolic capital. Along with discrimination and racism, the Roma's limited access to different forms of capital explicates the necessity of Roma households' saving and survival strategies, especially in light of stricter social welfare policy measures that have recently been introduced. Personal accounts clearly confirm a wide range of experienced inequalities (social, educational, economic, gender, political, etc.) as well as un-lived freedoms. The meanings of these accounts and their implications for Roma families and the future of this marginalized social group will be explored in this paper.

**Keywords:** social exclusion, coping strategies, Roma in Croatia

**KEYNOTE ADDRESS: Claire Wallace**

University of Aberdeen

**What is quality of life? Theories and measurements.  
The case of South-East Europe**

This lecture looks at various approaches to quality of life that have become popular in the last few years, including measurements of happiness and wellbeing, social constructionist, dashboard approaches and social indicators approaches. It makes the argument that whilst it is important to go beyond GDP, other measures of social progress can also be problematic. It suggests a way forward through the idea of social quality. It then turns to various examples, including the example of Croatia and Macedonia where a great deal of the variance in life satisfaction can be explained using societal quality measures.

*Claire Wallace is Professor of Sociology at the University of Aberdeen and was President of the European Sociological Association between 2007 and 2009. She has also been editor in chief of the international journal European Societies between 2001 and 2006. She started her career on the pioneering Sheppey project with Ray Pahl looking at the transformations of work and employment for young people and households. She developed the idea of household work strategies in her later work in various European Union projects where she looked at all forms of work (domestic, employment, informal economy etc.) and how they were changing. This, together with her work on young people's transitions into adulthood, formed the basis of her early books. Over the last ten years she has been creating a model of well-being, quality of life and what makes a decent society by developing the Social quality model. She is currently writing a book "The Decent Society" with Pamela Abbott and Roger Sapsford (Routledge forthcoming) about approaches to, and measurements of, the quality of society.*



**Predrag Cvetičanin**

Faculty of Sports and Tourism, TIMS, Novi Sad

**Inga Tomić-Koludrović**

Institute of Social Sciences Ivo Pilar, Split

**Mirko Petrić**

University of Zadar

**Household strategies in different parts of the social space in South-East European societies****IV**

The conception of social space, which Bourdieu also refers to as “the field of social classes”, is characteristic of the mature phase in Bourdieu’s sociology. Social space represents a model of spatial conception of the social structure which, as is the case with other fields, stands for “quasi-reality”, which exists independently of those who are positioned within it. This structure of objective positions results from the combination of the most important powers and resources in a social formation – of economic capital, cultural capital and social capital – and their evolution through time.

According to Bourdieu, the social world is “accumulated history” and precisely because accumulated resources (capitals) in their objective and embodied forms show a tendency to act as objective forces, not everything is equally possible or impossible in the social world. The structure and distribution of different types and sub-types of capital at a given moment in time represent, for Bourdieu, the immanent structure of the social world inscribed into the reality of the world itself and determining chances of success for social practices.

Starting from the premise that strategies are ways of activating capitals, in this paper we analyze the distribution of basic types of strategies and sub-strategies in various parts of the social space in Slovenia, Croatia, Bosnia-Herzegovina, and Serbia. The results enable us to compare the responses to the crisis of members of different existential classes in these four societies. The paper is based on the results of a research survey undertaken within the project “Life-Strategies and Survival Strategies of Households and Individuals in South-East

European Societies in the Times of Crisis” on a national proportional multistage random sample of 3906 respondents (1000 in Croatia, 1000 in Serbia, 1002 in Bosnia-Herzegovina and 904 in Slovenia).

**Keywords:** class, household strategies and sub-strategies, social space, South-East European societies

## IV

**Dora Levačić**

Organisation for Workers’ Rights and Democratisation

**Mislav Žitko**

Faculty of Humanities and Social Sciences, University of Zagreb

### **Shaking off the burden: Identifying the principles of class analysis in the post-socialist period**

During the post-socialist transition, class analysis has regularly been criticized and renounced as a part of the ideological setup of the socialist regime and an anachronistic mode of social research that has lost all validity inasmuch as the post-industrial social world with its knowledge-based economy no longer reproduces class relationships and class identities. This paper, however, argues that class analysis still represents an indispensable tool for understanding various forms of capitalism that have emerged after the end of the Keynesian welfare state. Indeed, we interpret the conspicuous misplacement of class analysis in the dominant interpretation of the post-socialist transition as a major shortfall of the social sciences in Croatia and elsewhere in the region. We seek to fill this gap by surveying the existing literature inspired by Marx, Veblen and Bourdieu and formulating the class scheme most pertinent to the transitional dynamics of the last quarter century. In the process of forging the most appropriate theoretical and methodological tools of class analysis, we rely on data from the various modules of the International Social Survey Program (ISSP) and the Household Budget Survey provided by the Croatian Bureau of Statistics.

**Keywords:** class analysis, post-socialist transition

**Ivana Spasić**

Department of Sociology, Faculty of Philosophy, University of Belgrade

**Ana Birešev**

Institute for Philosophy and Social Theory, University of Belgrade

## **Structures and discourses at variance: The case of Serbia**

In the Bourdieusian approach, classes in addition to being determined ‘from without’, as objectively measurable positions within social space, also exist ‘from within’, in a subjective and practical mode. Within the latter, symbolic acts of differentiation and boundary-drawing, and especially classification struggles fought at various levels of discourse, play a major role in constituting classes as antagonistic collectivities. Against this backdrop, the aim of this paper will be to point out and briefly discuss a curious discrepancy between the two modes of class, noted in recent research in Serbia. On the one hand, ‘objectively’ the prominence of class in Serbian society is growing, strongly determining the increasingly unequal life chances of people in various places within the social structure. This has been established convincingly in a series of sociological studies tackling (re)stratification in post-socialist Serbia after 2000. On the other hand, ‘discursively,’ class is all but absent. Using the material from our own study based on focus group interviews conducted in 2011, we show that in people’s constructions of their own society the most salient social divisions are not of class variety but are discussed instead in moralizing, personalizing, and sentimentalizing terms. Classes are not invoked as meaningful social groups. Inequalities are not seen as structurally accumulated and systemically generated. Social critique, although pervasive and bitter, is more like a litany of complaints returning compulsively to the 1990s as the birthplace of all evils, rather than addressing the peculiarities of the current condition. How is this paradox to be explained?

**Keywords:** class, discourse, classifications, Serbia, Pierre Bourdieu

**Mikołaj Lewicki, Maciej Gdula**

Warsaw University

## **Mortgage in the making of a middle class in Poland and Hungary**

IV

The transformation of capitalism brought about the problematic status of labor as a central institution that structures societies (Giddens 2000, Beck 1985, Castells 2001). Instead of building on the theories of labor, many theorists encourage focusing on consumption and prosumption as new forms of activity that shape values, identities, group coordination and generally - present societies (Ritzer Jurgenson 2009, Castells 2001, Jenkins 2001, Appadurai 2007). And even if seen as still important, its structuring functions among societies have been further questioned (Standing 2010, Rifkin 1985). For most of the theorists already mentioned this amounts to the dissipation of class societies as we know them. The main question in this paper concerns hypothetical new institutions, or to be more specific - market devices (cf. dispositives; Callon Muniesa Millo 2007) that seem to shape classes; and specifically - the middle class in Poland. We focus on the population of credit-takers who took on mortgages in the Swiss Franc-denominated or indexed currency, mostly in order to start a new life in brand new apartments. Their life-projects are spanned into the abstract future of usually 20 years of credit contracts. Meanwhile their day-to-day activities are shaped by the fluctuating rates of credit, depending on the currency fluctuations directly associated with the global currency and economic markets. We combine qualitative research on the indebted and the so called "FX [Foreign-Exchange] Mortgage" with the EU-SILC data on households with mortgages in order to demonstrate how we can research and identify new institutions that seem to shape classes in the "class-less societies".

**Marina Tavčar-Krajnc, Andrej Kirbiš**

Department of Sociology, University of Maribor

**Inga Tomić Koludrović**

Ivo Pilar Institute of Social Sciences - Center Split

## **Gender-role attitudes in four South-European societies in a time of crisis: A longitudinal analysis from 2008 to 2015**

Previous studies have shown significant macro-level links between traditional gender-role attitudes (GRA) and other undesired outcomes, such as the lower percentage of women in parliaments and in governments, as well as their lower literacy levels, economic activity, and education rates, indicating that cultural orientations may contribute to objective gender inequalities (Inglehart and Welzel, 2007; Jamal and Langohr, 2007; Brandt, 2011). More recently, based on available longitudinal data, Kirbiš and Tavčar Krajnc (2014) reported a modernizing trend of the GRA from 1995/8 to 2008 which took place in all the post-Yugoslav states. Building on previous work, the aim of the present paper was to examine longitudinal GRA patterns in a time of global economic crisis, from 2008 to 2015, analyzing representative national samples from the European Values Study 2008 wave and from the 2015 four-country project “Life-Strategies and Survival Strategies of Households and Individuals in South-East European Societies in Times of Crisis”. The results indicated that from 2008 to 2015 there was an overall trend of retraditionalization (the only partial exception was Slovenia), with respondents expressing more traditional GRA in 2015 compared to 2008 on both traditional GRA indicators. For one measure, Bosnia and Herzegovina and Serbia had the highest traditional GRA scores, followed by Croatia and Slovenia, while on the second, Serbia and Croatia scored the highest. The authors conclude that retraditionalization of GRA has coincided with the global economic crisis, which might further exacerbate gender inequalities in the post-Yugoslav states. The retraditionalization is discussed in terms of the existential insecurities economic crisis has caused.

**Keywords:** economic crisis, post-Yugoslav states, gender-role attitudes, retraditionalization, modernization theory

**Jasmina Nedeljković**

School of Business and Legal Studies, Novi Sad

**Nemanja Krstić and Danijela Gavrilović**

Faculty of Philosophy, University of Niš

### **Valuing family in the light of religiosity – a comparative analysis of South-East European societies**

**V** The higher level of religiosity is a phenomenon which is related to the fall of the socialist system of values and to the conflicts on the territory of ex-Yugoslavia. In these newly created circumstances, religion takes over many functions (of identification, of integration) and becomes the functional equivalent of the socialist system of values. Beside these “local” factors, global factors have a large impact on the revitalization of religion, which actually makes this phenomenon a dominant trend in the general development of religion (Berger, 1999; 2007). A great number of sociologists from the territory of ex-Yugoslavia have studied the issue of the revitalization of religion, its nature and the quality of this process (Zrinščak, 2008, Flere 2008, Cvitković 2009, Đorđević 1994; 2000; 2009; Blagojević, 2005; 2009, Kuburić 2009; 2007; 2006, Gavrilović 2013).

Following the fact that religious values are determinative for believers, we begin from the assumption that religiousness is going to have a great impact on the valuing of family and on family relations, particularly because the dominant religions in this region have developed the social thought on family, and, in addition, a significant activity of religious communities in this area of social life shows us that for Catholicity, Orthodoxy and Islam, the family is still the most important part of one’s life.

The paper presents the data from “Life-Strategies and Survival Strategies of Households and Individuals in South-East European Societies in Times of Crisis”, a research conducted in four societies – Slovenia, Croatia, Bosnia and Herzegovina and Serbia, societies which are very different in terms of the dominant religion and the quality of religiousness, but similar in regard to their socialist and Yugoslav past.

The survey results show that in Slovenia and Bosnia and Herzegovina the ratio between the level of religiousness and the inclination towards traditional family relations are at around the expected rate (Inglehart, 2000), while in Serbia and Croatia religiousness does not follow family traditionality. To be more precise, despite the high level of religiousness, respondents from Croatia have an untraditional attitude to family relations, while in Serbia a lower level of religiousness does not correlate with the inherent traditionality.

**Keywords:** religion, family, values, comparative analysis

**Ivan Puzek**

Department of Sociology, University of Zadar

**Augustin Derado**

Ivo Pilar Institute of Social Sciences - Center Split

## **Young adults in South-East European societies: Household capitals and transitions into adulthood**

This paper presents the results of a study exploring the connections between young adults' personal and family capitals and their transition into adulthood. The data have been obtained as a part of a wider questionnaire designed to survey life-strategies and survival strategies of individuals and households in four South East European countries: Bosnia and Herzegovina, Slovenia, Croatia, and Serbia. In these societies, the transition from youth to adulthood is postponed and marked by the prolonged paths towards independence and self-sustainability (Flere et al., 2014; Žiga et al., 2015; Tomanović, 2012; Ilišin and Radin, 2007; Kuhar and Reiter, 2012). Having in mind the prolongation of transitions, in our paper we focus on young people between the ages of 25 and 35. These young adults often find themselves 'in between' youth and adulthood (EGRIS, 2001), unable or unwilling to make some of the transitions, as they are dealing with more uncertainty, especially after the beginning of the economic crisis.

Successful transition from education to work is a prerequisite for other transitions, and it has been made more difficult for many young people as South East European societies suffer from very high youth unemployment rates. Lack of employment opportunities, insecure jobs and low salaries contribute to the prolonged dependence of youth on the accumulated capitals of the parental generation, confirmed in all four societies (Tomanović et al., 2012; Lavrič and Klanjšek, 2011; Tomić-Koludrović and Leburić, 2001; Žiga et al., 2015). In our paper we analyze the two transitions into adulthood markers which are a precondition for the independence of young people (employment and leaving the parental home), searching for predictors among the young adults' personal and family capital. One of our main research findings points to the importance of the role of social capital in the transition into adulthood among the youth in South East European societies.

**Keywords:** young adults, transition into adulthood, South East European societies, household capital, social capital

**Smiljka Tomanović, Dragan Stanojević**

Faculty of Philosophy, University of Belgrade

### **Differences and inequalities in strategies of providing resources in the transition into parenthood among young parents in Serbia**

The aim of the paper is to explore differences and inequalities in the material status of young parents in Serbia, as well as the stratification differences in the work strategies they employ in providing the basic resources for parenting. It is based on a quantitative analysis of data collected from 449 parents as part of a survey on a nation-wide sample of 1627 young people from 18 to 35 done in the spring of 2011. The prerequisites for the transition into parenthood are sufficient income and stability of employment. Both of the basic resources became endangered first by the collapse of the socialist social system and then by the global economic crises, which undermined the social security and labor market



mechanisms. In order to provide minimum / optimum maintenance for their families, young parents take up activities and strategies that differ based on their stratification position, which provides enabling and constraining structures for their agency. We explore the differences in terms of the financial and housing status and independence; in the activity status, employment and jobs, and in different work strategies: actual – finding an additional job, what kind of job, with what kind of motivation, and the potential – readiness to take on different kinds of activities in order to secure family maintenance and/or the improvement of one's material status. As the basic stratification variable we use an individual's educational level, since it has proved to be the key source of diversification in norms and agency among young people. Due to the limited scope of the paper, the focus is on stratification differences and the ways in which they generate inequalities in parenthood, but we also take into account gender differences when they are significant and relevant in explaining inequalities among young parents.

**Keywords:** young parents, material status, working strategies, differences, inequalities, Serbia

**Mirko Petrić, Željka Zdravković**

Department of Sociology, University of Zadar

**Inga Tomić-Koludrović**

Institute of social sciences Ivo Pilar - Center Split

## **Tastes and constraints: Cultural participation in four South-East European countries**

This paper discusses the results of the 2015 survey of cultural participation in four post-socialist countries (Bosnia and Herzegovina, Croatia, Serbia, Slovenia), carried out within the SCOPES project “Life-Strategies and Survival Strategies of Households and Individuals in South-East European Societies in Times of Crisis”. Within this context, we analyze the obtained data on the actual cultural participation, in terms of commitment and readiness to invest time and money, as well as on the estimate of the surveyed participants as to whether they have increased or decreased their cultural participation over the last five years (i.e. in the context of the current financial crisis). Our interpretation is based on the index of cultural practices, distinguishing between highbrow and lowbrow cultural activities. The survey results indicate a decrease in all the surveyed cultural activities in all the surveyed countries. The highest decrease has been recorded in the groups already characterized by low cultural participation, which indicates that cultural exclusion is on the rise. However, decreases in cultural participation have also been recorded in the groups with expected high levels of interest for cultural activities (e.g. age groups 30-44, with higher educational status). Based on this, it can be concluded that - in the crisis context - financial constraints play a significant role in the level of cultural participation.

If results from different “national containers” are compared, it is revealed that the highest level of overall cultural participation is recorded in Slovenia, while the lowest level of cultural participation is recorded in Bosnia and Herzegovina. The pattern of participation in highbrow and lowbrow cultural activities in Serbia can be related to a new level of polarization in the social space in that country. In connection with

this, the paper outlines a set of comparative differences in cultural activities in the four countries. It analyzes structural homologies between the space of social positions in a given society and the spaces of cultural practices and tastes. The paper also addresses the role of tastes connected with the Bourdieuan idea of the importance of socialized cultural capital, quite distinct from the current financial constraints.

**Keywords:** South-East Europe, crisis, cultural participation, taste, social space

### Przemysław Sadura

Institute of Sociology, Warsaw University

VI

## Transformations in the style of education of the low income class in Poland

In my paper I would like to look at how the introduction of lower secondary schools (high schools), seen as one of the aspects of change within the education system adjusting it to the general parameters of post-Fordist capitalism, affected the style of education of the low income class in Poland. According to Bourdieu, society is divided into three social classes. Each of them produces a specific class lifestyle and class style of education. The latter provides individuals with certain dispositions towards educational institutions and school careers, which are realized in the form of social practices (the choice of specific types of schools, learning techniques, activities and building a career at school).

Changes that have been taking place in the system over the last 15 years, i.e. since the 1999 reform, are to some extent similar to the processes that took place in the 1990s in the Western countries. They include the economization of education, parameterization and quantification of educational results as well as the introduction of market mechanisms into the management and financing of state-owned schools. All those processes have been reinforced in times of economic crisis and affected class styles of education (seen as a part of a broader category: class lifestyle) as well as individual strategies. This is particularly impor-

tant for the low income class and its style and strategy. I will reconstruct them on the basis of the interviews conducted during my fieldworks organized last year: “Cultural practices of the popular class” (120 IDIs with Polish workers, peasants and other manual laborers), and “Class diversity of cultural practices in north-eastern Poland” (60 IDIs with members of the upper, middle and low income classes).

**Keywords:** class lifestyle, education, Poland, low income class

**Krešimir Krolo, Sven Marcelić, Željka Tonković**

Department of Sociology, University of Zadar

### **Intergenerational transmission of cultural capital: The case of Zadar (Croatia)**

Empirical research on the intergenerational transmission of cultural capital is of great relevance to understanding social differentiation and the persistence of inequalities in modern societies. The growing body of research in this field has shown parental background and family cultural resources to be an important context of lifestyle organization. The aim of this paper is to examine the relationship between the cultural preferences of high-school students and the various forms of cultural capital of their parents. This presentation is based on empirical data from a survey carried out in 2014 among high-school students in Zadar County (Croatia). Relying on the concept of cultural capital in its embodied, objectified and institutionalized state (Bourdieu, 1983), this paper examines the structure of cultural preferences as well as the effects of parental economic resources and cultural capital. In order to determine the different patterns of cultural preferences, an exploratory factor analysis was used, which identified three types of adolescent cultural consumption: traditional-popular, rock-alternative and high culture. After establishing these factors, a hierarchical regression analysis was used to determine the effects of parental cultural capital, while controlling for other variables. Our research seems to clearly corroborate

the idea of an intergenerational transmission of cultural capital. In particular, our results indicate that parental embodied cultural capital is a better predictor than the other two states of cultural capital and economic capital per se. The results are interpreted with reference to theoretical approaches to cultural consumption and recent studies of cultural capital and lifestyle differentiation in Croatia and other post-socialist countries.

**Keywords:** cultural consumption, cultural capital, lifestyle, Zadar

### **Valerija Barada**

University of Zadar

### **Jaka Primorac**

Institute for Development and International Relations, Zagreb

### **Edgar Buršić**

Department of Italian Studies, University Juraj Dobrila – Pula

## **'Workstyle' strategies in the cultural nonprofit sector: The case of Croatia**

“Workstyle” can be understood as an intersection of lifestyle and labor strategies that are present in the cultural nonprofit sector. The everyday life of workers in this sector in Croatia, irrespective of whether they are fully employed or working on part-time or similar contracts, is seen as a continuum of working and “belonging” to the sector. Thus working in this sector can be understood more as a “calling” and a personal choice that is only partly defined by structural restraints. These path-dependent workstyles are a permanent coping strategy without which it is almost impossible to maintain a career in the cultural nonprofit sector. The legal format of the publicly funded organization of the civil society has proven to be resistant to economic and political changes, since the number of these organizations and the number of their members is rather stable. The number of employed people does not exceed seven persons per organization; and half of the surveyed organizations do

not have permanent employees at all. In spite of employment uncertainty, those involved in this sector loyally remain in it, although they did voice a desire to change sectors. However, they managed to earn an average Croatian pay that is often reinforced by the possibility of self-development and expression although this entails continuous work, without free weekends or holidays. However, these workers are more content with life and are happier than an average Croatian citizen. They feel that it is necessary to be a 'special kind of person' to survive in the sector, which they do not even consider a place of employment.

This paper is based on field research into the work conditions in the cultural nonprofit sector, which was conducted in 2014 and 2015 under the auspices of the Kultura Nova Foundation. Two on-line surveys were carried out in 2014, the first one aimed at active organizations (N=93), and the other one aimed at the employees of those organizations (N=111). The qualitative part of the research, consisting of twenty semi-structured interviews, further investigated the work and life experiences of the major stakeholders of the sector.

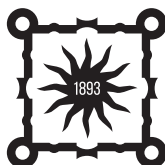
**Keywords:** culture, nonprofit sector, work, employment loyalty, personal choice, crisis resistant, Croatia



Conference is sponsored by:



GRAD SPLIT



**HRVATSKO  
NARODNO  
KAZALIŠTE  
SPLIT**



**Dalmacijavino**  
SPLIT