



National Action Plan

UNOFFICIAL TRANSLATION

To cite this National Action Plan, please include the URL and the following information in the citation: Unofficial translation, funded by ARC DP160100212 (CI Shepherd).

This National Action Plan was translated into English as part of a research project investigating the formation and implementation of the Women, Peace and Security agenda. This is not an official translation.

This research was funded by the Australian Research Council Discovery Project Scheme (grant identifier DP160100212), and managed partly by UNSW Sydney (the University of New South Wales) and partly by the University of Sydney.

The project's chief investigator is Laura J. Shepherd, who is Professor of International Relations at the University of Sydney and Visiting Senior Fellow at the LSE Centre for Women, Peace and Security. If you have questions about the research, please direct queries by email to laura.shepherd@sydney.edu.au.



**GOVERNMENT OF THE
REPUBLIC OF CROATIA**

Class: 022-03/19-07/307

Reg. Number: 50301-23/21-19-3

Zagreb, August 22, 2019

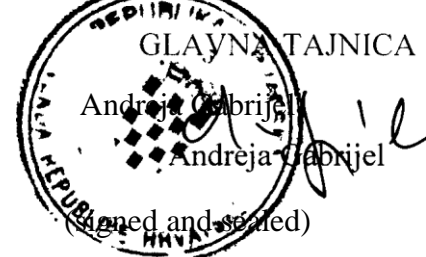
**MINISTRY OF FOREIGN
AND EUROPEAN AFFAIRS**

**Subject: National Action Plan for the Implementation of United Nations Security Council Resolution 1325 (2000) on Women, Peace and Security, and related resolutions, for the period 2019-2023
- Government Conclusion**

The attached conclusion, which was adopted by the Government of the Republic of Croatia at its session held on August 22, 2019

Attachment: 1

SECRETARY GENERAL





**GOVERNMENT OF THE
REPUBLIC OF CROATIA**

Pursuant to Article 31, Paragraph 3, of the Law on the Government of the Republic of Croatia (Official Gazette, No. 150/11, 119/14, 93/16 and 116/18), at its session held on August 22, 2019, the Government of the Republic of Croatia passed the following

CONCLUSION

1. To adopt the National Action Plan for the Implementation of United Nations Security Council Resolution 1325 (2000) on Women, Peace and Security, and related resolutions, for the period 2019-2023 (hereinafter referred to as: NAP II) reading as accompanied to this conclusion.

2. The authorities appointed as holders of certain NAP II measures are hereby assigned to implement the measures and activities within their competence and within the set forth timeframes, and to report annually to the Ministry of Foreign and European Affairs on the activities implemented for the prior reporting period.

3. The Ministry of Foreign and European Affairs is assigned to report on the implementation of the NAP II to the Government of the Republic of Croatia for the first reporting period until the end of February 2021, and for the second reporting period until end of February 2023.

4. The Ministry of Foreign and European Affairs is assigned to report on NAP II to the bodies appointed as holders of the measures, and to publish NAP II on the Ministry's webpages.

Class: 022-03/19-07/307

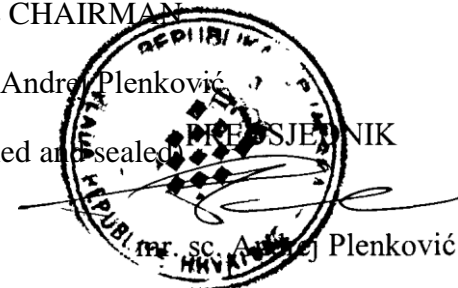
Reg. Number: 50301-23/21-19-2

Zagreb, August 22, 2019

THE CHAIRMAN

Mr. Sc. Andrej Plenković

(signed and sealed)



Mr. Sc. Andrej Plenković

**NATIONAL ACTION PLAN FOR THE IMPLEMENTATION OF UNITED NATIONS
SECURITY COUNCIL RESOLUTION 1325 (2000)
ON WOMEN, PEACE AND SECURITY AND RELATED RESOLUTIONS
FOR THE PERIOD 2019 - 2023 GODINE**

INTRODUCTION

1. Preamble

1.1. 2000 United Nations Security Council Resolution 1325 (hereinafter referred to as: *UNSCR 1325*) is the first official document on the position and role of women in armed conflicts, peace processes and activities related to peace and security. Responding to the altered nature of war and the increasing exposure of civilians, especially women and children, the war suffering during 1990s, the Security Council extended its mandate to questions of complex interrelations between women, peace and security, and set a political and normative framework for practical action to protect and empower women and to achieve gender equality as key elements for preserving international peace and security. UNSCR 1325 marked a turning point in the direction of strengthening the comprehensive approach to security and opened the way for the realization of a specific contribution that women as half of humanity can and should give to the global peace policy.

1.2. *UNSCR 1325* sets two primary objectives: 1) equal participation of women at all decision-making levels in national, regional and international bodies and mechanisms for preventing, managing and settling conflicts as well as in peace processes and 2) preventing violence against women and girls during and after the conflict and their comprehensive protection not only from violence but also in terms of the realization of their human rights within the constitution, electoral system, internal affairs and the judiciary. The responsibility for achieving the set objectives lies primarily with the States, but the United Nations authorities and agencies (hereinafter: UN) and regional organizations have a key role in directing the actions.

1.3. *UNSCR 1325* has opened a new area in the work of the UN Security Council, the name of which became quite common - the Program for Women's Peace and Security¹, and it includes eight other related resolutions as adopted by the Security Council till the present date: 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2016 (2013), 2122 (2013), 2242 (2015) and 2467 (2019). Each new resolution expresses increased concern over the continued neglected role of women in the domain of peace and security, and the rise of gender-based and sexual violence in armed conflicts and crises around the world. The accompanying resolutions aim to improve the implementation of the initial *UNSCR 1325* by elaborating in detail individual aspects of prevention, participation, protection and post-conflict recovery as key areas of action.

1.4. Women's right to equal participation in all areas of public and political life, including armed forces and peacekeeping processes, is guaranteed by the UN's *Convention on elimination of all forms of discrimination against women*². Furthermore, equal participation of women in the prevention and

¹ *Women, Peace and Security Agenda*

² *Convention on Elimination of All Forms of Discrimination against Women*. The Convention was adopted by the UN General Assembly in 1979 and entered into force in 1981. The Committee for the Elimination of Discrimination of Women (CEDAW) was established in 1982 in order to supervise the application of the Convention by the States Parties. In 2013, CEDAW issued the *General Recommendation No. 30 on women in conflict prevention, conflicts and post conflict situations* which request States Parties to submit to the Committee the periodic reports on the implementation of the Convention on Women, Peace and Security, the implementation of UNSC Resolutions, including Implementation Indicators (CEDAW/C/GC/30, 2013).

settlement of armed conflicts and crises at all levels, and especially at the decision level, is one of the recommendations of the *Beijing Platform for Action*³, in which it stands out that peace is inseparably linked to women's progress, which carry huge potential taking on a leading role in conflict resolution and ensuring lasting peace.

1.5. Violence against women is considered a major obstacle to equality between women and men, and is present as a social problem in all countries. It is of a particular concern its widespread widening during conflict and crisis, when women and girls are exposed to systematic rapes and other forms of sexual and gender-based violence used as a tactic of warfare. *Council of Europe Convention on preventing and combating violence against women and domestic violence*, more commonly known as *Istanbul Convention*⁴, aims to protect women from all forms of violence and prevent, prosecute and eliminate violence against women and domestic violence, also applied at the time of peace and in cases of armed conflicts (Article 2, Paragraph 3 of Istanbul Convention).

1.6. Gender equality and empowerment of women and girls is one of the key objectives (Objective No. 5) of the UN Sustainable Development Program to 2030⁵, which also includes the concept of peaceful societies, justice and powerful institutions (Goal No. 16). This development concept corresponds with the Security Council's view that sustainable peace requires an integrated approach based on policy harmonization in the field of security, development, human rights and gender equality⁶.

1.7. This approach, which connects peace, security, human rights, combating violence against women, gender equality and development, is the exact basis for the future activities of the Republic of Croatia in the area of Women, Peace and Security. The Government of the Republic of Croatia firmly holds the view that gender equality and equal participation of women in all social, political and peace activities and processes contribute to the prevention and resolution of conflicts, faster post-conflict recovery and overall sustainable development. It starts with a specific experience of the Republic of Croatia, as a country in which women in the recent past have made significant contributions to the creation and defense of the state, and then played an important role in post-war reconstruction and democratic construction, and today they are increasingly contributing to international peace and security.

³ *Beijing Declaration and Platform for Action* are key documents for promoting gender equality accepted at the UN Fourth World Conference on Women on September 15, 1995 in Beijing, after a decade of the UN dedicated to the fight for women's human rights. The Declaration was signed by 189 countries that have committed themselves to protect and promote human rights of women, remove barriers to equal participation of women in all areas of life and systematically work towards empowering women. *The Platform for Action* is an operative part of *Declaration* and lists concrete goals and measures for achieving equitable position of women in 12 critical areas, including the Women and Armed Conflicts.

⁴ Istanbul Convention entered into force in Republic of Croatia on October 1, 2018, 13 years after the Croatian Parliament confirmed it on April 13, 2018

⁵ "Transforming our World: the 2030 Agenda for Sustainable Development", a document adopted at the UN Summit on September 25, 2015, includes 17 Sustainable Development Goals (SDGs) and 169 sub-goals.

⁶ This position is particularly highlighted in Resolution 2122 (2013)

2. Actions taken by the Republic of Croatia

2.1. Backward View

2.1.1. As a country that suffered an armed aggression and led a defensive Homeland War in the period 1991-1995, Croatia has multiple direct experience in the field of Women, Peace and Security. During the armed aggression against the Republic of Croatia, women led peacekeeping initiatives, were actively engaged in the defense of the country, and were among the greatest victims. In the first months of the war, women initiated the first anti-war campaigns in an effort to, “bring to their senses” the generals of the Yugoslav National Army who openly put themselves at the service of the Serbs-supporting ideology. According to data of the Ministry of Croatian Veterans⁷, a total of 23,081 women with defender status participated in the Homeland War, of which 14,194 in the combat sector. 127 were killed and 1,103 acquired the status of the Croatian war disabled person. In addition, 5,334 widows were left behind the victims of male Croatian defenders, who were taken care of by the state. Women were also among the greatest civilian victims of war, and were exposed to persecution, threats, abuse and pressures, and often to war crimes, including rape and other forms of sexual violence. Women have played a significant role in postwar reconstruction, establishing trust and reconciliation, especially during the process of peaceful reintegration of the Croatian Danube region under the auspices of the UN Transitional Administration for Eastern Slavonia, Baranja and Western Srijem (UNTAES), which is considered one of the most successful UN peacekeeping missions in history and an example of how conflicts can be resolved peacefully.⁸

2.1.2. The experiences of women in the Homeland War, accompanied by even more terrible experiences of women from wars in Bosnia and Herzegovina and Kosovo, as well as the facts about rape and other forms of sexual violence used as weapons and tactics of warfare in "civilized" Europe at the end of the 20th century, contributed to the increased interest of the international community in issues of women, peace and security and to some extent encouraged the adoption of UNSCR 1325. Croatia strongly supported the adoption of *UNSCR 1325* and immediately joined the group of its friends within the Security Council as well as within the European Union (hereinafter: EU), the North Atlantic Treaty (hereinafter: NATO), Organization for Security and Cooperation in Europe (hereinafter: OSCE), as well as other regional organizations of which it is a member.

2.1.3. At the national level, on the basis of the developed legal and strategic framework for promoting gender equality⁹, a number of concrete measures were introduced to increase women's representation in politics and security-defense sector, especially in leading positions, and that issue was approached even from a security aspect, taking into account the contribution which women can give to the overall security and stability of society. Since Croatia has shortly switched from a recipient of international aid to a state that actively contributes to international security and stability¹⁰, a significant step has

⁷ Data from 2011

⁸ As the chief negotiator on the Croatian side, the process was participated by Vesna Škare Ozbolt, the deputy head of the President's Office and President of the National Committee for Establishing Trust and Normalizing Relations in War Affected Areas at that period,

⁹ Gender equality is one of the highest values of the constitutional order of the Republic of Croatia. According to *Gender Equality Act* (Official Gazette, No. 82/08, 69/17) gender equality means that women and men are equally present in all areas of public and private life, that they have equal status, equal opportunities for the exercise of all rights, as well as equal benefit from the results achieved. Under this Law, *National Policy for Gender Equality* was also adopted as a basic strategic document aimed at eliminating discrimination between women and establishing real gender equality. Furthermore, all state administration bodies are required to implement special measures and adopt plans to promote and establish gender equality.

¹⁰ Already in September 1999, one year after the departure of UNTAES, the first Croatian military observers were sent to the UN mission in Sierra Leone (UNAMSIL).

been made in terms of women's participation in peacekeeping operations. Members of the Croatian Armed Forces (hereinafter: CAF), in 2003, joined the first Croatian contingent to be sent to the NATO mission in Afghanistan (*International Security Assistance Force*: hereinafter: ISAF) and already in 2010 they accounted for as much as 9% of the Croatian contingent. The Ministry of Interior sent the first police officers to peacekeeping missions in 2005. Along with a military engagement, Croatia has been present in Afghanistan since 2007 also as a development partner, while the development cooperation projects focused greatly on empowering women and girls.

2.1.4. At its session held on July 21, 2011, the Government of the Republic of Croatia accepted the *National Action Plan on Implementation of UNSCR 1325 on Women, Peace and Security and Related Resolutions, for the period 2011-2014* (hereinafter referred to as: NAP I). NAP I contained goals and concrete measures within the key areas of prevention, participation, protection and post conflict recovery, providing a framework for coordinated and structured action of all bodies involved in the implementation of the Programme for Women, Peace and Security. This opens the space for integrating gender perspective into foreign, security and defense policy as well as in the practice of institutions and bodies implementing this policy.

2.2. Achieved Results and Current Status

2.2.1. Implementation of the measures referred to in Article 1 the NAP cycle has significantly contributed to raising awareness and developing the capabilities of the main holders, the Ministry of Foreign and European Affairs (hereinafter: MFEA), the Ministry of Defense (hereinafter: (MoD), the Ministry of Interior (hereinafter: MoI) and other involved bodies for the application of a comprehensive, gender-sensitive approach to peace and security that includes strengthening the role of women in peace policy and defense-security sector and introducing gender perspective in all processes and activities in the area.

2.2.2. In terms of a comprehensive security approach, a significant step has been made by affirmation and entering into force (on October 1, 2018) of the *Council of Europe Convention on preventing and combating violence against women and domestic violence*. This created the prerequisites for upgrading the existing national system for combating violence against women and domestic violence with new and integrated solutions in order to prevent and remove all forms of this ubiquitous violence that endangers women's lives and rights and hampers their progress.

2.2.3. In the field of participation, concrete and important results were achieved in terms of participation of women in the armed forces, police and state security system - an area traditionally considered as the one belonging to men. In this context we should definitely mention the first woman with a rank of a general in the CAF, Brigadier General Gordana Garašić, who was also the first woman in the General position in the ISAF operation in Afghanistan, where until the end of 2014, she has held the position of advisor to the ISAF Commander in matters of gender, and since July 2016, she was as Deputy Director of the Centre for Security Co-operation in Southeast Europe (RACVIAC) ¹¹.

¹¹ RACVIAC - Centre for Security Cooperation is an international, independent organization owned by the countries of Southeast Europe to promote dialogue and cooperation in the field of security. Its seat is in Rakiće, and it began operating in 2001 as a multinational regional centre for assistance in the implementation of arms control agreements in Southeast European countries

2.2.4. At the Ministry of Defense and the Croatian Armed Forces, the share of women at the end of 2018 was 16.77% of the total number of employees. The share of women in the active military composition deployed in the Ministry of Defense and the Croatian Armed Forces is a total of 12.10% (18.17% officers, 10.86% NCOs and 9.56% of soldiers/ navy), and given the activities of women as active military personnel, the CAF is at the very top among the state members of NATO and the EU. The percentage of women among civil servants and employees is 47.13% respectively. The share of women who participated in the UN, NATO and EU peacekeeping operations in 2018 was 5.05% i.e. 54 women, which was an increase compared to 2017 but a decrease compared to years before that: 4.88% i.e. 36 women in 2017; 7.32% i.e. 31 women in 2016; 6.01% i.e. 21 women in 2015. However, if we look at the number of women and not percentage, we see the continuous increase in the number of women who are sent to missions and peacekeeping operations.

2.2.5. In the Ministry of Interior, women currently account for about 30% of the total number of employees, with the number of police officers around 18%. Given the social trends and representation of women in state services, the number of civil servants and employees is almost four times higher compared to police officers. The share of management officials is around 13%, and police officers in the management positions are around 10%. Furthermore, police officers are participating in international missions and operations with about 11.5%.

2.2.6. Security-Intelligence Agency (hereinafter: SIA) and the Office of the National Security Council (hereinafter: ONSC) has made visible progress in terms of gender share on all levels within the security system. In the SIA, 39% are women employed, and 25% are women employed in higher and lead positions. The ONSC employs 50% of women, while women are participating in leadership positions with as much as 40%, including the head of the ONSC. The Croatian Mine Action Centre has also worked on the increase of the under-represented sex, i.e. women, where at the end of 2017, the management positions were taken by 6 women (1 Head of Department i.e. 25% and 5 Chiefs i.e. 45.5%).

2.2.7. The MFEA has significantly increased women's participation at all levels of decision-making within the foreign ministry, and there are more women than men in the official and all other management positions in the MFEA. There are more woman than men in all diplomatic vocations, except in the highest - i.e. The one of the Ambassador. However, it is encouraging that the number of women leading the diplomatic representations of the Republic of Croatia increases from year to year, and compared to 2011- when there were only six - tripled to 19 at the beginning of 2019.

2.2.8. Within the framework of international organizations (UN, EU, NATO, OSCE, EC) and other multilateral formats, as well as bilateral contacts, diplomatic representatives of the Republic of Croatia actively promote the fundamental principles and objectives of the Program for Women, Peace and Security. In this context, special emphasis is placed on preventing and punishing gender-based violence, combating sexual violence in conflicts, equal access of women to justice, equal right to education, and political and economic empowerment of women.

2.2.9. According to Global Index for Women, Peace and Security 2017/18 (*WPS Index*)¹² jointly created by *Georgetown Institute for Women, Peace and Security (GIWPS)* and *Norwegian Peace Research Institute from Oslo (PRIO)*, Croatia occupies 24 positions in 153 countries surveyed in total. The index takes into account several factors, such as women's involvement in society, justice and security.

¹² <https://giwps.georgetown.edu/the-index/>

2.3. Start of Cycle No. 2 of NAP

2.3.1. NAP I covered a four-year period from 2011 to 2014, after which it was to be revised in line with the results achieved. However, since most of the measures were of permanent nature and continuous implementation provided good results, the cycle was extended in such a way that the measures continued to be implemented over the next four years within the framework of regular activities of the main holders (MFEA, MoD, MoI and other competent authorities). The fact that the measures were implemented even though the NAP I formally expired at the end of 2014 indicates the developed awareness and commitment of the competent authorities to the implementation of the Program for Women, Peace and Security.

2.3.2. After eight years of continuous implementation, the existing measures and activities needed to be analyzed and revised according to the results achieved and new challenges. The Security Council, meanwhile, has adopted several other resolutions on women, peace and security, with the latest including challenges such as climate change, mass migration and terrorism. New strategic documents have also been adopted at the national level, which should have been taken into account¹³.

2.3.3. Therefore, at its session held on January 18, 2018, the Government of the Republic of Croatia adopted *the Decision establishing the Working Group for drafting the National Action Plan for the Implementation of United Nations Security Council Resolution 1325 (2000) on Women, Peace and Security, and Related Resolutions* (hereinafter: the Working Group). The working group was tasked to carry out an analysis and assess the results of the implementation of the NAP I measures and to draft a proposal for a new NAP. The Working Group operated at the MFEA, under the chairmanship of the Assistant Minister for Multilateral and Global Affairs, members were nominated representatives of the relevant bodies involved in the implementation of the Cycle No. 1. of the NAP¹⁴, and representatives of the Office of the President of the Republic of Croatia and Ombudsman for Gender Equality participated in the work thereof. The Working Group analyzed the impact of measures and activities referred to in Cycle No. 1. of the NAP and assessed that the measures so far have yielded good results within the set objectives and deadlines. Therefore, it proposed to maintain the existing objectives in the next cycle, and to identify new challenges, reviewing measures, modernising and complementing them in line with current status and needs, on which the Working Group was working in 2018 at plenary sessions and through a series of consultations via e-mail.

2.3.4. Having been agreed within the Working Group, *Draft proposal of the National Action Plan for Implementation of United Nations Security Council Resolution 1325 (2000) on Women, Peace and Security, and related resolutions for the period 2019-2023* (NAP II) was sent at the end of 2018 to the public stakeholders for consulting with them via e-Consultation. During the consultation period from December 21, 2018 to January 21, 2019, the interested groups and individuals had the opportunity to present their views, proposals and comments and to contribute to the development of a document that would provide concrete and socially useful results.

¹³ e.g. National Security Strategy of the Republic of Croatia (Official Gazette 73/2017)

¹⁴ Ministry of Defense, Ministry of Interior, Ministry of Croatian Veterans, Office of National Security Council, Ministry of Justice/Judicial Academy, Ministry of Science and Education, Ministry of Health, Office for Gender Equality, Office for Human and Minorities Rights

2.3.5. The purpose of NAP II is to provide a framework for the continuation of the coordinated and structured action of the Republic of Croatia in the implementation of the Program for Women, Peace and Security at the national level and on the foreign politics plan. These two levels of action intertwine across all areas, objectives and measures foreseen under NAP II.

2.3.6. On the national level, the focus is on strengthening interests and improving the capabilities of the involved bodies and other stakeholders, as well as the general Croatian public, for the application of a comprehensive and gender sensitive approach to security. At the same time, the role and position of women in the national defense security sector, politics and diplomacy are continuing measures to increase their representation, especially in leadership positions. Given the positive impact of a large number of educational and training conducted during the Cycle No. 1. of the NAP, special emphasis is placed on training and education measures, especially in the area of prevention.

2.3.7. On the foreign politics plan, the active engagement of the Republic of Croatia within the Group of Friends of UNSC 1325 is continued in all relevant international organizations, thus encouraging the implementation of gender-sensitive foreign, security, defense and development policies, in accordance with the obligations arising from the membership of the European Union and NATO alliance.

2.3.8. NAP II follows the structure of NAP I, from which it takes most of the goals and measures in the field of prevention, participation and protection and post conflict recovery. A new area of security risk management brings new goals and measures, and new measures strengthen the scope of implementation and monitoring. NAP II covers a four-year period from 2019 to 2023, after which the results achieved will be revised.

2.3.9. In the area of prevention, measures will be carried out in order to further strengthen the gender perspective through: 1) “documents, international activities and communication with the public” and 2) “training and education programs”.

2.3.10. In the field of participation, it will continue to work on: 1) “Introducing gender balance in activities of the Security-defense sector” and 2) “to increase women’s representation in activities and processes of decision-making in the field of defense, security and peace building”.

2.3.11. In the field of protection and post conflict recovery, the first goal is still the following: 1) Implementation of protection of women’s rights - victims of war suffering in the Republic of Croatia in order to achieve their post-conflict recovery”, and the measures have been modified to a lesser extent. The other two objectives focus on external action: 2) “Promoting the protection of women and girls’ rights - victims of gender-based violence abroad, especially in the areas of armed conflicts” and 3) “Directing development cooperation towards the protection and empowerment of women in accordance with the National Development Cooperation Strategy 2017-2021”.

2.3.12. In response to challenges such as climate change, catastrophes, mass migration and terrorism that the Republic of Croatia can face, NAP II contains a new chapter “Security Risk Management” that introduces two new goals: 1) “Gender sensitivity approach in managing security risks from natural and technological disasters and terrorism” and 2) “Promoting the protection of the rights of women and girls of refugees, asylum seekers and migrants, with elaborate measures within each of these two objectives.

2.3.13. The implementation and monitoring of NAP II shall consist in particular of a chapter containing two objectives: 1) Enhance cooperation in implementing the SC resolutions on women, peace and security, and 2) Monitoring the implementation of the SC resolutions on women, peace

and security. Both goals have been strengthened by additional measures, especially in relation to the local level of implementation and consistent monitoring of all measures within the Working Group as well as regular reporting of the Government of the Republic of Croatia on the results.

2.3.14. The table describing the measures as well as the above mentioned holders, indicators and implementation deadlines is an integral part of NAP II, and the supporting information contained in the appendices below will be published next to the document on webpages of lead holders of measures:

- Appendix I.a: *Presentation of UNSC Resolutions on Women, Peace and Security and their Implementation at the International Level*
- Appendix I.b: *Translations of UNSC Resolutions on Women, Peace and Security in Croatian*
- Appendix II.a: *Actions of the Republic of Croatia in the past period*
- Appendix II.b: *Report on the implementation of the National Action Plan for the implementation of UN Security Council Resolution 1325 (2000) on Women, Peace and Security and Related Resolutions (for the period 2011-2014)*
- Appendix III: *Starting Points for Further Action*

**NATIONAL ACTION PLAN FOR THE IMPLEMENTATION OF UNITED NATIONS
SECURITY COUNCIL RESOLUTION 1325 (2000)
ABOUT WOMEN, PEACE AND SECURITY, AND RELATED RESOLUTIONS
FOR THE PERIOD 2019-2023**

1. PREVENTION

Objective 1

Strengthening the gender perspective through documents, international activities and communication with the public

| Measures | Description of the measures | Holder | Indicator | Deadline |
|----------|---|--|--|-----------|
| 1. | Update regularly relevant documents in accordance with the Security Council Resolutions on Women, Peace and Security | MoD MoI MFEA (where applicable, other bodies included) | Documents harmonized under the guidelines of Security Council Resolutions on Women, Peace and Security | Permanent |
| 2. | Include gender perspective and principles of gender equality in the international activities of the Republic of Croatia | MoD MoI MFEA (where applicable, other bodies included) | Information on relevant international activities | Permanent |
| 3. | Sensitize the public on the gender perspective and implementation of Security Council Resolutions on Women, Peace and Security through an appropriate communication strategy and cooperation with the media | Holders of relevant measures in cooperation with the media and civil society | Communication strategy and activities implemented | Permanent |

Objective 2**Strengthening the gender perspective through training and education programs**

| Measures | Description of the measures | Holder | Indicator | Deadline |
|----------|---|---|--|-----------|
| 1. | Ensure the proportionate participation of women and men in all forms of training and education related to the implementation of Security Council Resolutions on Women, Peace and Security | MoD MoI | Number of women and men participating in training programs | Permanent |
| 2. | Conduct education on Security Council resolutions on women, peace and security through appropriate activities (pre-referral training/education) at all levels to refer to international missions and operations, with a focus on content related to gender perspectives, including the topics on the protection of civilians and the specific needs of women and children | MoD MoI MFEP and other bodies involved seconding civil experts to Intergovernmental Joint Committee | Number of pre-referral training/education implemented containing the stated components | Permanent |
| 3. | Implement the education of strategic decision makers in competent state administration bodies on Security Council resolutions on women, peace and security | MoD MoI MFEA and other bodies involved seconding civil experts to Intergovernmental Joint Committee | Number of training implemented | Permanent |
| 4. | Conduct education on Security Council resolutions on Women, Peace and Security within the Diplomatic Academy program and in the framework of preparations for the departure of a mandate in diplomatic- consular representation of the Republic of Croatia | MFEA | Number of lectures and consultations held | Permanent |

| Measures | Description of the measures | Holder | Indicator | Deadline |
|----------|---|---|---|--|
| 5. | <p>Establish the need to educate judicial officials on elements of Security Council resolutions on women, peace and security in the field of human rights and international humanitarian law.</p> <p>On the basis of the conducted analysis, conduct appropriate education of judicial officials.</p> | Judicial Academy | <p>Education needs analysis</p> <p>Number of training implemented</p> | <p>Last quarter of 2019</p> <p>Permanent</p> |
| 6. | Conduct education of professional staff in health institutions on Security Council resolutions on women, peace and security | MoH (Ministry of Health) | Number of activities implemented | Permanent |
| 7. | Train about the elements of SC resolutions on women, peace and security within the respective and inter-relevant curricula in primary and secondary schools | MSE (Ministry of Science and Education) | Number of scheduled hours under the curriculum | Permanent |
| 8. | Support projects of civil society organizations related to Security Council resolutions on women, peace and security within the Call for grants to projects of associations in the field of non-institutional upbringing and education of children and youth | MSE (Ministry of Science and Education) | Number of co-financed projects | Permanent |
| 9. | Strengthen the network of national experts for gender perspective (instructors, advisers, coordinators, etc.) | MoD MoI | Number of activities implemented | January 2020 |

| Measures | Description of the measures | Holder | Indicator | Deadline |
|----------|--|--------------------|---|-----------|
| 10 | Establish a reference centre and standards of training of experts/persons on gender perspective in missions and operations | MoD MoI | Establishment of the reference centre Number of activities implemented | Permanent |
| 11 | Implement special projects for training trainers from other countries for the implementation of gender perspective, i.e. implementation of Security Council Resolutions on Women, Peace and Security | MoD MoI | Number of activities implemented | Permanent |
| 12 | Conduct pre-referral training for female participants from other countries to refer to UN peacekeeping missions and operations | MFEA MoD MoI | Number of female participants from other countries that took part in the training | Permanent |
| 13 | In the exercise scenarios (simulation and field) carried out at the line or interline level, to incorporate issues related to the gender perspective | MoD MoI | Number of activities implemented | Permanent |

2. PARTICIPATION

Objective 1

Introduction of gender balance in security and defense system activities

| Measures | Description of the measures | Holder | Indicator | Deadline |
|----------|--|---------------------------|---|-----------|
| 1 | Encourage the employment of women within Security-defense systems and increase the number of women in senior and leading positions, in line with the sexual structure of the organization of Security-defense system | MoD MoI ONSC SIA | Total number of women in the organization of Security-defence system and number of women in higher and senior positions | Permanent |
| 2 | Develop a gender sensitive approach to professional development within Security-defense system | MoD MoI ONSC SIA | Number of women trained Promoted/praised/awarded women Number of women assigned to higher duty | Permanent |

Objective 2

Increasing women's share in decision making activities and processes in the fields of security, defense and peace-making

| Measures | Description of the measures | Holder | Indicator | Deadline |
|----------|--|--------------------|---|-----------|
| 1 | Increase the number of military delegations in embassies and permanent missions of the Republic of Croatia to international organisations and initiatives under whose jurisdiction the activities of international security belong to | MoD | Number of military female delegates | Permanent |
| 2 | Increase the number of women in leading positions in the service of foreign affairs, including the number of ambassadors headed by diplomatic-consular representatives of the Republic of Croatia, especially in international organizations whose jurisdiction is the affairs of international security | MFEA | Number of women in leadership positions in the service of foreign affairs Number of ambassadors headed by the diplomatic-consular representatives of the Republic of Croatia | Permanent |
| 3 | Encourage candidacies and women reporting at senior positions in international organizations in whose jurisdiction is the affairs of international security | MFEA MoD MoI | Number of candidates/applied women for senior positions in international organizations | Permanent |
| 4 | Encourage the participation of women in international missions and operations (military and civilian component) | MoD MoI MFEA | Number of women participating in international missions and operations | Permanent |
| 5 | Increase women's presence at all decision-making levels in national, regional and international institutions and conflict prevention and resolution mechanisms | MoD MoI MFEA | Number of women taking part in decision making | Permanent |

3. PROTECTION AND POST-CONFLICT RECOVERY

Objective 1

Implementation of protection of women's rights - victims of war suffering in the Republic of Croatia in order to achieve their post-conflict recovery

| Measures | Description of the measures | Holder | Indicator | Deadline |
|----------|--|-------------------------------------|---|-----------|
| 1 | Systematically collect and analyse data on the suffering of women in the Homeland War and the consequences of war on women in the Republic of Croatia | MCV (Ministry of Croatian Veterans) | Number of analyses performed | Permanent |
| 2 | In cooperation with civil society organizations, to implement programs of psychosocial rehabilitation for women - victims of suffering in the Homeland War | MCV (Ministry of Croatian Veterans) | Number of implemented psychosocial rehabilitation programmes Number of Participants in Programmes | Permanent |
| 3 | Systematically point to the danger of mines, cassette ammunition and other explosive remnants of war still threatening civilian populations, especially women and children | MoI | Number of training courses, conferences, expert meetings and other forms of information aimed at raising awareness about the minimal danger Number of women and children who participated in education and information about mine hazard | Permanent |

Objective 2

Promoting the protection of women's and girls' rights - victims of gender-based violence in conflicts

| Measures | Description of the measures | Holder | Indicator | Deadline |
|----------|--|--------------------|--|-----------|
| 1 | Implement guidelines and rules of conduct on preventing gender based violence and exploitation, and raise awareness of zero tolerance towards sexual violence, in accordance with <i>Agreement between the UN Secretary General and the Government of the Republic of Croatia on the obligation to prevent sexual exploitation and abuse by participant in the peacekeeping operations</i> | MoD MoI MFEA | Number of trainings held to educate members of peacekeeping operations | Permanent |
| 2 | Systematically monitor the punishment of the perpetrators of gender-based violence, including persons involved in peacekeeping operations | MoJ MoI MoD | Number of cases of gender based violence reported Number of actions implemented and sanctions imposed | Permanent |

Objective 3

Focusing development cooperation towards the protection and empowerment of women under National Development Cooperation Strategy 2017-2021

| Measures | Description of the measures | Holder | Indicator | Deadline |
|----------|---|--------|--------------------------------|-----------|
| 1 | Integrate gender perspective in planning and implementation of development and humanitarian policy and through development cooperation and humanitarian aid actively encourage protection as well as political, economic and social empowerment of women. | MFEA | Number of projects implemented | Permanent |

4. SAFETY RISKS MANAGEMENT

Objective 1

Gender sensitive approach in managing security risks from natural and technological disasters and terrorism

| Measures | Description of the measures | Holder | Indicator | Deadline |
|----------|---|---|-------------------------------|-----------|
| 1 | To train and actively involve both sexes in the civil protection system against natural and technological disasters and natural disasters | MoI and other competent authorities in cooperation with civil society | Number of relevant activities | Permanent |
| 2 | Systematically monitor gender-classified data in the security risk management programmes, measures and reports | MoI and other competent authorities | Gender classified information | Permanent |
| 3 | Media gender-responsible reporting in cases of natural and technological disasters, migration and terrorism | Holders of relevant measures in cooperation with Croatian Journalists Association and the media | Number of relevant activities | Permanent |

Objective 2

Promoting the protection of the rights of women and girls being the refugees, asylum seekers and migrants

| Measures | Description of the measures | Holder | Indicator | Deadline |
|----------|--|---|--|-----------|
| 1 | Integrate the gender perspective in the protection of the rights of women and girls being the refugees, asylum seekers and migrants | MoI OHRRM (Office for Human Rights and the Rights of National Minorities) OGE (Office for Gender Equality) | Number of relevant activities | Permanent |
| 2 | Allow information on services available to women and girls being the refugees and asylum seekers and persons granted international protection, in particular in cases of gender-based violence and trafficking in human beings | MoI OHRRM (Office for Human Rights and the Rights of National Minorities) OGE (Office for Gender Equality) in collaboration with civil society | Number of relevant activities and information provided | Permanent |

| Measures | Description of the measures | Holder | Indicator | Deadline |
|----------|---|---|---|-----------|
| 3 | Improve legal protection and provide psychosocial support and advice to female refugees and applicants of international protection, especially victims of human trafficking, forced marriages, crimes of honor, sexual violence, genital mutilation and/or members of particularly sensitive social groups (pregnant women, elderly women, women with disabilities, members of sexual and gender minorities). | MoI OHRRM (Office for Human Rights and the Rights of National Minorities) in collaboration with civil society | Number of relevant activities and services provided | Permanent |

5. IMPLEMENTATION AND MONITORING

Objective 1

Enhance cooperation in implementing SC resolutions on women, peace and security

| Measures | Description of the measures | Holder | Indicator | Deadline |
|----------|---|--|---------------------------|-----------|
| 1 | Encourage the exchange of experiences at national level on implementation of SC resolutions on women, peace and security, i.e. on implementation of gender perspective in state administration bodies | Holders of relevant measures in cooperation with civil society | Number of activities held | Permanent |
| 2 | Encourage the exchange of experience at international and regional levels on the implementation of SC resolutions on women, peace and security | MFEA OGE (Office for Gender Equality) and other holders of relevant measures | Number of activities held | Permanent |
| 3 | Cooperate with county commissions for gender equality in promoting SC resolutions on women, peace and security, | OGE (Office for Gender Equality) | Number of activities held | Permanent |

| Measures | Description of the measures | Holder | Indicator | Deadline |
|----------|---|------------------------------|----------------------------|-----------|
| 4 | through informing about their goals and measures of this NAP | | | |
| | Cooperate with civil society organizations and religious communities engaged in providing humanitarian and other assistance in implementing SC resolutions on women, peace and security | Holders of relevant measures | Number of joint activities | Permanent |

Objective 2

Monitoring the implementation of UNSCR 1325 and related resolutions

| Measures | Description of the measures | Holder | Indicator | Deadline |
|----------|--|---|--|--------------------------------|
| 1 | The working group for the development of the NAP proposal shall continue to act as a management body. | MFEP as a coordinator in cooperation with holders of the measures | Relevant amendments to the Decision establishing the Working Group issued by the Government of the Republic of Croatia | 3Q 2019 |
| 2 | The Working Group shall meet when needed and at least annually to discuss/accept the annual report on the implementation of NAP measures. | MFEP as a coordinator in cooperation with holders of the measures | Annual Report | Permanent |
| 3 | The Working Group shall submit a report every two years to the Government of the Republic of Croatia on the implementation of the NAP measures | MFEP as coordinator based on a report from the measure holders | Two-Year Report | February 2021 February 2023 |

| Measures | Description of the measures | Holder | Indicator | Deadline |
|----------|---|--|---|-----------|
| 4 | Data on implementation shall be provided to relevant international organizations (UN, EU, NATO, OSCE, EC) | MFEP as coordinator based on a report from the measure holders | Number of questionnaire replies submitted | Permanent |