

**NATIONAL ACTION PLAN
FOR THE IMPLEMENTATION OF
UN SECURITY COUNCIL RESOLUTION 1325 (2000)
ON WOMEN, PEACE AND SECURITY,
AND RELATED RESOLUTIONS
(2019 to 2023)
(NAP II)**

INTRODUCTION

1. Starting points

1.1. The UN Security Council Resolution 1325 of 2000 (hereinafter: 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 changes in the nature of war and the increasing exposure of civilians, particularly women and children, to wartime sufferings of the 1990's, the Security Council extended its mandate to issues of complex interrelations between women, peace and security, thus setting a political and normative framework for taking practical action for protecting and empowering women and achieving gender equality as key elements for maintaining international peace and security. UNSCR 1325 marked a turning point towards the strengthening of a comprehensive approach to security and paved the way to recognising the unique contribution that women, as one half of the human race, can and should give to world peace policy.

1.2. UNSCR 1325 sets two primary objectives: 1) equal presence of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management and resolution of conflicts as well as in peace processes and 2) preventing violence against women and girls during and after conflict and their comprehensive protection not only against violence but also in the sense of realising their human rights within the framework of the constitution, election system, internal affairs and the justice system. Responsibility for achieving the set objectives lays first and foremost with the states, but the key role in directing operations is held by the United Nations institutions and agencies (hereinafter: UN) and regional organisations.

1.3. UNSCR 1325 opened a new area in the work of the UN Security Council, known as the Women, Peace and Security Agenda¹, which includes a further eight related resolutions that the Security Council has adopted until the present: 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2016 (2013), 2122 (2013), 2242 (2015) and 2467 (2019). Each new resolution expresses increased concern for the still-neglected role of women in the area of peace and security and the increase of gender-related and sexual violence in armed conflicts and crises worldwide. The aim of the accompanying resolutions is to improve on the implementation of the initial UNSCR 1325 by elaborating in detail specific aspects of prevention, participation, protection and post-conflict recovery as key areas for taking action.

1.4. Women's right to equal participation in all areas of public and political life, including the armed forces and peace processes is guaranteed by the UN *Convention on Elimination of All*

¹ *Women, Peace and Security Agenda*

*Forms of Discrimination against Women*². Furthermore, the equal participation of women in preventing and resolving armed conflicts and crises at all levels, especially at the decision-making level, is one of the recommendations included in the *Beijing Declaration and Platform for Action*³, which stresses that peace is inextricably linked with the advancement of women, who are a fundamental force for leadership, conflict resolution and the promotion of lasting peace.

1.5. Violence against women is considered to be the main obstacle to equality between men and women, and it is present as a social problem in all countries. Of particular concern is its widespread use during conflict and crises, when women and girls are exposed to systematic rape and other forms of sexual and gender-based violence, used as a war tactic. The *Council of Europe Convention on preventing and combating violence against women and domestic violence*, known as the *Istanbul Convention*⁴, has the purpose to protect women against all forms of violence, and prevent, prosecute and eliminate violence against women and domestic violence, and applies both in times of peace and in situations of armed conflict (Article 2 paragraph 3 of the Istanbul Convention).

1.6. Achieving gender equality and empowering all women and girls is one of the key goals (Goal 5) of the UN 2030 Agenda for Sustainable Development⁵, which also includes the concept of peace, justice and strong institutions (Goal 16). Such a developmental concept coincides with the Security Council's viewpoint that sustainable peace requires an integrated approach based on coherence between political, security, development, human rights and gender equality⁶.

1.7. It is precisely such an approach that combines peace, security, human rights, fighting violence against women, gender equality and development that is both the foundation of the action the Republic of Croatia has taken so far in the area of Women, peace and security and the starting point for all its future activities. The Government of the Republic of Croatia firmly believes that gender equality and equal participation of women in all social, political and peace-keeping activities and processes contribute to conflict prevention and resolution, faster post-conflict recovery and overall sustainable development. Its starting point for such a view is the specific experience the Republic of Croatia has had as a country in whose recent past women have made a significant contribution to creating and defending the country, as well as played an important role

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 on the Elimination of Discrimination against Women (CEDAW) was created in 1982 in order to supervise the application of the Convention in States Parties. In 2013, CEDAW issued the *General recommendation No. 30 on women in conflict prevention, conflict and post-conflict situations* which requires that the States parties, within the framework of periodic reports on implementation of the Convention, also provide information on the implementation of the Security Council agenda on women, peace and security, including by specifically reporting on compliance with any agreed implementation benchmarks or indicators (CEDAW/C/GC/30, 2013).

³ *The Beijing Declaration and Platform for Action* are key documents for promoting gender equality adopted at the UN Fourth World Conference on Women held on 15 September 1995 in Beijing, after UN's decade-long commitment to the fight for human rights of women. The Declaration was signed by 189 states that thereby committed to protect and promote human rights of women, remove obstacles for equal participation of women in all areas of life and systematically work on the empowerment of women. The *Platform for Action* is the operational part of the *Declaration* and lists concrete goals and measures for achieving an equal position for women in 12 areas of concern, including the area of Women and armed conflict.

⁴ On 1 October 2018, the Istanbul Convention entered into force in the Republic of Croatia, upon its ratification in the Croatian Parliament on 13 April 2018.

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

⁶ This viewpoint is especially stressed in Resolution 2122 (2013)

in post-war reconstruction and the restoring of democracy, while today they are increasingly contributing to international peace and security.

2. Activity of the Republic of Croatia

2.1. A look back

2.1.1. As a country that suffered armed aggression and led a defensive Homeland War in the period between 1991 and 1995, Croatia possesses multiple immediate experiences in the area of Women, peace and security. During the armed aggression against the Republic of Croatia women lead peace initiatives, actively participated in defending the country, and were also among the most numerous victims. In the first months of war, women initiated the first anti-war campaigns in an attempt to “reason” with the Yugoslav National Army generals who openly joined in the service of the Greater Serbia ideology. According to the data of the Ministry of Croatian Veterans⁷, a total of 23,081 women participated in the Homeland War with the status of defenders, 14,194 of which were in the fighting sector. 127 of them died and 1,103 acquired the status of Croatian disabled war veterans. Furthermore, 5,334 widows were left behind fallen Croatian defenders and were placed under the care of the state. Women were also among the biggest civil victims of the war and were exposed to persecution, threats, abuse and other pressures, as well as often war crimes, including rape and other forms of sexual violence. Women played a significant part in post-war recovery, establishment of trust and reconciliation, especially during the process of peaceful reintegration of the Croatian Danube Region under the auspices of the United Nations Transitional Administration for Eastern Slavonia, Baranja and Western Sirmium (UNTAES), which is considered to be one of the most successful UN peace missions in history and serves as an example of how conflicts can be resolved in a peaceful manner.⁸

2.1.2. The experiences of women in the Homeland War, followed by even more horrendous experiences of women in the wars in Bosnia and Herzegovina and Kosovo, coupled with the fact that rape and other forms of sexual violence were being used as weapons and tactics of war in “civilised” Europe at the end of the 20th century, increased the interest of the international community for issues of women, peace and security and to some extent prompted the adoption of UNSCR 1325. Croatia strongly supported the adoption of UNSCR 1325 and immediately joined its Group of Friends within the Security Council as well as within the European Union (hereinafter: EU), the North Atlantic Alliance (hereinafter: NATO), the Organization for Security and Co-operation in Europe (hereinafter: OSCE) and other regional organisations of which it is a member.

2.1.3. At the national level, based on the developed legal and strategic framework for promoting gender equality⁹, a series of concrete measures was introduced to increase the representation of women in politics and the security and defence sector, especially in managerial positions. This issue was approached from a security aspect, recognising the contribution women can make to overall security and stability of the society. Since Croatia has very rapidly transformed from a

⁷ Data from 2011

⁸ Vesna Škare Ožbolt, the then Deputy Chief of Staff of the President’s Office and Chair of the National Committee for Establishment of Trust and Normalisation of Relations in War-Affected Areas, participated in the process as the main negotiator on the Croatian side.

⁹ Gender equality is one of the highest values of the constitutional order of the Republic of Croatia. Pursuant to the *Act on Gender Equality* (OG 82/08, 69/17) gender equality means that women and men are equally represented in all areas of public and private life, have equal status, equal opportunities for realising their rights as well as equal benefits from the results achieved. Pursuant to this Act, the *National Gender Equality Policy* is adopted as the basic strategic document with the goal of eliminating discrimination of women and establishing real gender equality. Furthermore, all state administration bodies are obliged to implement special measures and adopt plans for promoting and establishing gender equality.

beneficiary of international assistance into a country that actively contributes to international security and stability¹⁰, a significant step forward was very quickly achieved in the field of participation of women in peace operations. In 2003, female members of the Armed Forces of the Republic of Croatia (hereinafter: Armed Forces) joined the first Croatian contingent deployed to the then NATO mission in Afghanistan as part of the International Security Assistance Force (hereinafter: ISAF). As early as 2010, they made up as much as 9% of the Croatian contingent. The Ministry of the Interior deployed first female police officers to peace-keeping missions in 2005. In addition to military engagement, Croatia has been present in Afghanistan since 2007 as a development partner, with development cooperation largely aimed at strengthening the role of women and girls.

2.1.4. At its session held on 21 July 2011, the Government of the Republic of Croatia adopted the National Action Plan for the implementation of the Security Council Resolution 1325 on the position of women, peace and security and related resolutions (2011-2014) (hereinafter: NAP I). NAP I contained objectives and specific measures within the key areas of prevention, participation, protection, post-conflict recovery, providing a framework for coordinated and structured action from all institutions involved in the implementation of the Women, Peace and Security Agenda. This has opened up space for a comprehensive integration of the gender perspective into foreign, security and defence policies as well as the practice of those institutions and bodies implementing them.

2.2. Results achieved and the current situation

2.2.1. The implementation of the NAP I measures has significantly contributed to raising awareness and developing the capacities of the main facilitators, the Ministry of Foreign and European Affairs (hereinafter: MFEA), Ministry of Defence (hereinafter: MD) and Ministry of the Interior (hereinafter: MI) and other bodies involved in the implementation of a comprehensive, gender-sensitive approach to peace and security that includes strengthening the role of women in peacekeeping policies and the security and defence sector, and introducing a gender perspective into all processes and activities in the field.

2.2.2. As regards developing a comprehensive approach to security, a significant step was also made by the ratification and entry into force of the *Council of Europe Convention on preventing and combating violence against women and domestic violence* on 1 October 2018. This created the necessary preconditions for upgrading the already existing national system for fighting against violence against women and domestic violence with new and comprehensive solutions aimed at preventing and eliminating all forms of this pervasive violence that endangers the lives and rights of women and hinders their progress.

2.2.3. In the area of participation, concrete and significant results have been achieved as regards participation of women in the armed forces, the police and national security system –areas traditionally considered male. In this context, it is worth mentioning the first woman with the rank of General in the Armed Forces, Brigadier General Gordana Garašić, who was also the first woman to hold a General post in the ISAF operation in Afghanistan, where she served as Gender

¹⁰As early as September 1999, one year after the departure of UNTAES, the first Croatian military observers were deployed to the United Nations Mission in Sierra Leone (UNAMSIL).

Advisor to the ISAF Commander until the end of 2014. Since July 2016, she has been assigned to the post of Deputy Director of the Centre for Security Cooperation in SE Europe (RACVIAC)¹¹.

2.2.4. In the Ministry of Defence and the Armed Forces the share of women at the end of 2018 amounted to 16.77% of the total number of employees. The share of women in active duty deployed in the MI and the Armed Forces amounts to a total of 12.10% (18.17% officers, 10.86% non-commissioned officers and 9.56% naval officers), while the representation of women as active military personnel in the Armed Forces ranks Croatia among the top of NATO and EU Member States. The percentage of women among civil servants and employees amounts to a respectable 47.13%. The proportion of women who participated in UN, NATO and EU missions and support operations during 2018 equalled 5.05%, i.e. 54 women, an increase when compared to 2017, but a decrease from previous years: 4.88% or 36 women in 2017; 7.32% or 31 women in 2016; 6.01% or 21 in 2015. However, if we look at the number of women, not the percentage, we see a steady increase in the number of women deployed to peace-keeping missions and operations.

2.2.5. In the Ministry of the Interior, women currently make up around 30% of the total number of employees, with the number of female police officers being around 18%. As regards social trends and the representation of women in the civil service, the number of female civil servants and employees is almost four times higher than that of female police officers. The share of female civil servants in managerial positions amounts to around 13% while there are around 10% female police officers in managerial positions. Furthermore, female police officers participate in international missions and operations with about 11.5%.

2.2.6. The Security and Intelligence Agency (hereinafter: SOA) and the Office of the National Security Council (hereinafter: UVNS) have made visible progress in terms of equal representation of genders within the security system. Thus, in SOA, 39% of the total number of employees are women, with 25% of women holding higher-ranking and managerial positions. In UVNS 50% of employees are women, while as much as 40% of managerial positions are held by women, including the head of UVNS. The Croatian Mine Action Centre has also worked on increasing the under-represented (female) gender, where at the end of 2017, there were six women holding managerial positions (one head of section/department or 25% and five directors or 45.5%).

2.2.7. The MFEA has significantly increased women's participation at all decision-making levels within the Foreign Service, and there are more women than men on high-ranking officials' and all other managerial positions in the Ministry. There are more women than men in all diplomatic positions except the highest-ranking, those of ambassadors. However, it is encouraging that the number of women at the head of diplomatic missions of the Republic of Croatia has been increasing with each year, and has tripled 2011 when there were only six, to nineteen in early 2019.

2.2.8. At the foreign policy level, within the framework of international organisations (UN, EU, NATO, OSCE, CE) and other multilateral formats and in bilateral contacts, diplomatic representatives of the Republic of Croatia actively promote the fundamental principles and objectives of the Women, Peace and Security Agenda. In that context, special emphasis has been placed on preventing and sanctioning gender-based violence, fighting against sexual violence in

¹¹ RACVIAC – The Centre for Security Cooperation is an international, independent organisation owned by countries of Southeast Europe for promoting dialogue and cooperation in the area of security. Headquartered in Rakitje, it began operating in 2001 as a multinational regional centre for providing assistance in the implementation of the agreement on arms control in Southeast European countries.

conflicts, providing women with equal access to justice, equal right to education, and political and economic empowerment of women.

2.2.9. According to the WPS Index 2017/18¹², jointly created by *Georgetown Institute for Women, Peace and Security (GIWPS)* and the Norwegian *Peace Research Institute* from Oslo (*PRIO*), Croatia ranks 24th out of a total of 153 states encompassed by the survey. The Index takes into account several factors such as inclusion of women in society, justice and security.

2.3. Initiation of the NAP II cycle

2.3.1. NAP I encompassed a four-year period from 2011 to 2014, after which it was to be revised according to the results achieved. However, as most of the measures were of a permanent character and continued to produce good results, the cycle was extended in such a way that the measures continued to be implemented throughout the following four years within the framework of regular activities of the main facilitators (MFEA, MD, MI and other competent bodies). The fact that the measures were still being implemented even though NAP I formally expired at the end of 2014 indicates the developed awareness and commitment of the competent bodies to the implementation of the Women, Peace and Security Agenda.

2.3.2. After eight years of continuous implementation it has become necessary to analyse and revise the existing measures and activities according to achieved results and new challenges. In the meantime the Security Council adopted several other resolutions on women, peace and security, with the newest ones even including challenges such as climate changes, mass migrations and terrorism. At the national level new strategic documents have also been adopted that needed to be taken into account¹³.

2.3.3. Therefore, at its session held on 18 January 2018, the Government of the Republic of Croatia adopted the *Decision on the establishment of a Working Group for developing the National Action Plan for Implementation of UN Security Council Resolution 1325 (2000) on Women, Peace and Security, and related Resolutions* (hereinafter: Working Group). The Working Group was given the task of analysing and evaluating the results of the implementation of NAP I measures and drafting the proposal of a new NAP. The Working Group operated under the auspices of the MFEA and was chaired by the assistant minister for multilateral and global issues. The members were appointed representatives of sectoral bodies included in the implementation of the NAP I cycle¹⁴, with the participation of both the representatives of the Office of the President of the Republic of Croatia and those of the Ombudsman for Gender Equality. The Working Group analysed the impact of the measures and activities from the NAP I cycle and assessed that the measures to date have given good results within the framework of the set objectives and deadlines. It therefore proposed that the existing objectives be kept in the next cycle as well and that new ones be set taking into account new challenges, while the measures be revised, updated and supplemented in accordance with the current situation and needs. This was the Working Group's

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

¹³ Such as the Strategy for National Security of the Republic of Croatia (OG 73/2017).

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

task in the course of 2018 that was performed at plenary sessions and through a series of email consultations.

2.3.4. After the Working Group finished preparing the Draft Proposal of the National Action Plan for the Implementation of UN Security Council Resolution 1325 (2000) on Women, Peace and Security, and related Resolutions (2019 to 2023) (NAP II), at the end of 2018 the draft was forwarded for a consultation process with the interested public via e-Consultations. In the period set for the consultation process between 21 December 2018 to 21 January 2019, interested groups and stakeholders had the opportunity to express their opinions, proposals and objections, thus contributing to the drafting of a document which would give concrete and socially beneficial results.

2.3.5. The purpose of NAP II is to provide a framework for continuing with coordinated and structured action on the part of the Republic of Croatia in the implementation of the Women, Peace and Security Agenda at the national level and the foreign policy level. These two levels of action are interconnected across all areas, objectives and measures envisaged by NAP II.

2.3.6. At the national level, emphasis has been placed on strengthening the interest and improving the capacities of institutions involved as well as other stakeholders, but also the wider Croatian public, for the implementation of a comprehensive and gender-sensitive approach to security. At the same time, the role and position of women in the national security and defence sector, in politics and the diplomatic service continues to be strengthened through permanent measures for increasing female representation, especially in managerial positions. Taking into account the positive effect of a large number of education and training sessions held during the NAP I cycle, special emphasis has been placed on the measures pertaining to education and training, especially in the area of prevention.

2.3.7. On the foreign policy plan, active involvement of the Republic of Croatia continues within the framework of the Group of Friends of 1325 in all relevant international organisations and encourages the implementation of gender-sensitive foreign, security, defence and development policy, in accordance with the commitments stemming from membership in the European Union and NATO.

2.3.8. NAP II follows the structure of NAP I, taking over its majority of objectives and measures set in the areas of prevention, participation and protection and post-conflict recovery. The new security risk management area introduces new goals and measures, while new measures have also been introduced to strengthen the areas of implementation and monitoring. NAP II covers a four-year period from 2019 to 2023, after which it will be revised taking into account the results achieved.

2.3.9. In the area of prevention, measures will be implemented aimed at strengthening gender perspective through: 1) documents, international activities and communicating with the public and 2) education and training programmes.

2.3.10. In the area of participation, work will continue on: 1) introducing gender balance in the activities of the security and defence sector and 2) increasing the representation of women in decision-making activities and processes concerning security and peace building.

2.3.11. In the area of protection and post-conflict recovery, the first objective is still: 1) implementation of the protection of the rights of women and girls – war victims in the Republic of

Croatia with a view to their post-conflict recovery, with the measures themselves modified to a lesser extent. The other two objectives are focused on external action: 2) promotion of the protection of the rights of women and girls – victims of gender-based violence in the areas of armed conflicts and 3) orienting developmental cooperation towards protection and empowerment of women in accordance with the National Developmental Cooperation Strategy 2017-2021.

2.3.12. Responding to challenges such as climate changes, natural disasters, mass migrations and terrorism that the Republic of Croatia might face, NAP II contains a new chapter entitled Security Risk Management, introducing two new objectives: 1) gender-sensitive approach in managing security risks of natural and technological disasters and terrorism, and 2) promoting protection of women and girl refugees, asylum seekers and migrants, with measures elaborated within each of the two objectives.

2.3.13. Implementation and monitoring of NAP II constitute a separate chapter with two objectives: 1) improvement of cooperation in implementing UNSCRs on women, peace and security and 2) monitoring the implementation of UNSCRs. Both objectives are strengthened through additional measures, especially in relation to the local level of implementation and more consistent monitoring of measures within the framework of the Working Group, as well as regular reporting to the Government of the Republic of Croatia on the results.

2.3.14. The Table with a description of measures and listed facilitators, indicators and deadlines for implementation forms an integral part of NAP II and the accompanying information contained in the annexes listed below will be published along with the document on the websites of the main facilitators of the measures:

- Annex I.a: *Overview of UNSC Resolutions on Women, Peace and Security and their implementation on an international level*

- Annex I.b: *Croatian translations of UNSCR*

- Annex II.a: *Action taken by the Republic of Croatia in the past period*

- Annex 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 (2011 to 2014)*

- Annex III *Starting points for taking further action*

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FOR THE IMPLEMENTATION OF
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ON WOMEN, PEACE AND SECURITY,
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(2019 – 2023)**

1. PREVENTION

Objective 1

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

Measures	Description	Facilitator	Indicator	Deadline
1.	Regularly review relevant documents in accordance with UNSCR 1325 and related resolutions	MD MI MFEA (other bodies included, if necessary)	Documents harmonised in accordance with UNSCR 1325 and related resolutions	Permanently
2.	Integrate gender perspective and gender equality principles into international activities in which the Republic of Croatia will participate	MD MI MFEA (other bodies included, if necessary)	Information about relevant international activities	Permanently
3.	Raise public sensibility to gender perspective and implementation of Resolution 1325 and related resolutions via an appropriate communication strategy and cooperation with the media	Facilitators of relevant measures in cooperation with the media and civil society	Communication strategy and implemented activities	Permanently

Objective 2

Strengthening the gender perspective through education and training programmes

Measures	Description	Facilitator	Indicator	Deadline
1.	Ensure proportional participation of women in all forms of education and training related to the implementation of Resolution 1325 and related resolutions	Ministry of Defence (MD) Ministry of the Interior (MI)	The number of men and women who participated in the training programmes	Permanently
2.	Carry out training on Resolution 1325 and related resolutions through appropriate activities (pre-deployment education/training) on all levels for deployment to international missions and operations, with focus on contents related to gender perspective, including civil protection and specific needs of women and children	MD MI Ministry of Foreign and European Affairs (MFEA) and other involved bodies that deploy civil experts to peace-keeping missions and operations	Number of pre-deployment education/training courses on the subjects mentioned	Permanently
3.	Educate strategic decision-makers in relevant state administration bodies on Security Council resolutions on women, peace and security	MD MI MFEA and other involved bodies that deploy civil experts to peace-keeping missions and operations	Number of education courses held	Permanently
4.	Carry out trainings on Resolution 1325 and related resolutions as part of the Diplomatic Academy programme and as part of preparations for a term of office in a diplomatic or consular mission of the Republic of Croatia	MFEA	Number of courses and consultations held	Permanently

Measures	Description	Facilitator	Indicator	Deadline
5.	<p>Perform an analysis of the education needs of judicial officials on elements of UNSCR 1325 and related resolutions in the area of human rights and international humanitarian law.</p> <p>Based on the analysis performed, conduct appropriate education of judicial officials.</p>	Judicial Academy	<p>Analysis of education needs</p> <p>Number of education courses held</p>	<p>Last trimester of 2019</p> <p>Permanently</p>
6.	Carry out education of professional staff in healthcare institutions on UNSCR 1325 and related resolutions	Ministry of Health (MH)	Number of activities conducted	Permanently
7.	Teach about the elements of UNSCR 1325 and related resolutions as part of subject and inter-subject curriculums in primary and secondary schools	Ministry of Science and Education (MSE)	Number of planned hours in the curriculum	Permanently
8.	Support non-governmental organisations' projects related to UNSCR 1325 and related resolutions as part of the Tender for allocation of grants for civil society organisations' projects in the area of non-institutional education and training of children and youth	MSE	Number of co-financed projects	Permanently
9.	Strengthen the network of national gender perspective experts (instructors, advisors, coordinators etc.)	MD MI	Number of activities conducted	January 2020

Measures	Description	Facilitator	Indicator	Deadline
10.	Establish a reference centre and training standards for gender perspective experts in missions and operations	MD MI	Establishment of a reference centre Number of activities conducted	Permanently
11.	Implement special projects to train male/female instructors from other countries for the implementation of gender perspective, i.e, to implement UNSCR 1325 and related resolutions	MD MI	Number of activities conducted	Permanently
12.	Conduct pre-deployment training for female trainees from other countries for deployment to UN peace operations and missions	MFEA MD MI	Number of female participants from other countries who took part in the training	Permanently
13.	Incorporate gender perspectives into practical training scenarios (simulations and on the field) at the sectoral or inter-departmental levels	MD MI	Number of activities conducted	Permanently

2. PARTICIPATION

Objective 1

Introduce gender balance into activities of the security and defence system

Measures	Description	Facilitator	Indicator	Deadline
1.	Encourage employment of women within the security and defence sector and increase the number of women in senior and managerial positions, in accordance with the gender structure of the organisation of the security and defence sector	MD MI UVNS SOA	Total number of women in the security and defence sector and the number of women in senior and managerial positions	Permanently

2.	Develop a gender-sensitive approach to professional development within the security and defence sector	MD MI UVNS SOA	Number of women sent to education/training Number of women recipients of a promotion/citation/award Number of women assigned a senior position	Permanently
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Objective 2

Increasing the representation of women in decision-making activities and processes concerning security, defence and peace building

Measures	Description	Facilitator	Indicator	Deadline
1.	Increase the number of female military attaches in embassies and permanent missions of the Republic of Croatia to international organisations in charge of international security	MD	Number of female military attaches	Permanently
2.	Increase the number of women in managerial positions in the Foreign Service, including the number of female ambassadors at the head of Croatian diplomatic and consular missions, especially to international organisations in charge of international security	MFEA	Number of women in managerial positions in the Foreign Service Number of female ambassadors at the head of Croatian diplomatic and consular missions	Permanently
3.	Encourage applications and nominations of women for senior/managerial positions in international organisations in charge of international security	MFEA MD MI	Number of women being nominated or applying for senior/managerial positions in international organisations	Permanently
4.	Encourage participation of women in international missions and operations (military and civil component)	MD MI MFEA	Number of female participants in international missions and operations	Permanently

5.	Increase the presence of women at all decision-making levels in national, regional and international institutions and mechanisms for preventing and resolving conflicts	MD MI MFEA	Number of female participants in the decision-making processes	Permanently
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3. PROTECTION AND POST-CONFLICT RECOVERY

Objective 1

Implementation of the protection of the rights of women and girls – war victims in the Republic of Croatia with a view to their post-conflict recovery

Measures	Description	Facilitator	Indicator	Deadline
1.	Systematically collect and analyse data on the suffering of women in the Homeland War and the consequences of the war on women in the Republic of Croatia	Ministry of Croatian War Veterans (MCWV)	Number of analyses performed	Permanently
2.	In cooperation with civil society organisations, implement psychological and social rehabilitation programmes for women – victims of the Homeland War	MCWV	Number of implemented psychological and social rehabilitation programmes Number of female participants in programmes	Permanently
3.	Systematically point to the danger of land mines, cluster ammunition and other explosive remnants of war that continue to threaten civilian population, especially women and children	MI	Number of courses, conferences, expert gatherings held and other forms of informing aimed at raising awareness on the dangers of mines Number of women and children who participated in the education and information programmes on the	Permanently

			dangers of mines	
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Objective 2

Promotion of the protection of the rights of women and girls – victims of gender-based violence in conflicts

Measures	Description	Facilitator	Indicator	Deadline
1.	Implement guidelines and rules of conduct for preventing gender-based violence and exploitation and raise awareness of zero tolerance towards sexual violence, in accordance with the <i>Voluntary Compact on Preventing and Addressing Sexual Exploitation and Abuse signed between the United Nations Secretary-General and the Government of the Republic of Croatia</i>	MD MI MFEA	Number of conducted education courses for staff members of peace-keeping operations	Permanently
2.	Systematically monitor the sanctioning of perpetrators of gender-based violence, including persons who participate in peace operations	Ministry of Justice (MJ) MI MD	Number of reported cases of gender-based violence Number of proceedings conducted and sanctions passed	Permanently

Objective 3

Focusing developmental cooperation towards the protection and empowerment of women in accordance with the National Developmental Cooperation Strategy 2017-2021

Measures	Description	Facilitator	Indicator	Deadline
1.	Integrate gender perspective into planning and implementation of developmental and	MFEA	Number of projects carried out	Permanently

	humanitarian policies and with the help of developmental cooperation actively promote protection as well as political, economic and social empowerment of women.			
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4. SECURITY RISK MANAGEMENT

Objective 1

A gender-sensitive approach to managing the security risks involving natural and technological disasters and terrorism

Measures	Description	Facilitator	Indicator	Deadline
1.	Train and actively include both genders into the civil protection system against natural and technological disasters and force majeure	MI and other competent bodies in cooperation with civil society	Number of relevant activities	Permanently
2.	Systematically monitor data classified by gender in programmes, measures and reports in the area of security risk management	MI and other competent bodies	Data classified by gender	Permanently
3.	Gender-responsible media coverage in cases of natural and technological disasters, migrations and terrorism	Facilitators of relevant measures in cooperation with the Croatian Journalists' Association and the media	Number of relevant activities	Permanently

Objective 2

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

Measures	Description	Facilitator	Indicator	Deadline
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Measures	Description	Facilitator	Indicator	Deadline
1.	Integrate a gender perspective into the protection of the rights of women and girls refugees, asylum seekers and migrants	MI Office for Human Rights and Rights of National Minorities (ULJPPNM) Office for Gender Equality (URS)	Number of relevant activities	Permanently
2.	Provide information on services available to women and girls refugees and asylum seekers and persons granted international protection, especially in the case of gender-based violence and human trafficking	MI ULJPPNM URS in cooperation with the civil society	Number of relevant activities and provided information	Permanently
3.	Improve legal protection and provide psychological and social support and counselling to women refugees and applicants for international protection, especially victims of human trafficking, forced marriages, honour crimes, genital mutilation and/or members of particularly vulnerable social groups (pregnant women, elderly women, women with disabilities, members of sexual and gender minorities).	MI ULJPPNM in cooperation with the civil society	Number of relevant activities and provided services	Permanently

5. IMPLEMENTATION AND MONITORING

Objective 1

Improvement of cooperation in the implementation of Security Council resolutions on women, peace and security

Measures	Description	Facilitator	Indicator	Deadline
1.	Encourage exchange of experience at the national level for the implementation of UNSCR	Facilitators of relevant measures in cooperation with the	Number of performed activities	Permanently

Measures	Description	Facilitator	Indicator	Deadline
	1325 and related resolutions, i.e., in the implementation of gender perspective in state administration bodies	civil society		
2.	Encourage exchange of experience at the international and regional levels on implementation of UNSCR 1325 and related resolutions	MFEA URS and other facilitators of relevant measures	Number of performed activities	Permanently
3.	Cooperate with county gender equality assemblies in promoting UNSCR 1325 and related resolutions, through the provision of information on their goals as well as the present NAP measures	URS	Number of performed activities	Permanently
4.	Cooperate with civil society organisations and religious communities active in providing humanitarian and other aid, on implementing UNSCR 1325 and related resolutions	Facilitators of relevant measures	Number of joint activities	Permanently

Objective 2

Monitoring the implementation of UNSCR and related resolutions

Measures	Description	Facilitator	Indicator	Deadline
1.	The Working Group for drafting the NAP proposal continues to act as a governing body	MFEA as coordinator in cooperation with facilitators of measures	Appropriate amendments to the Decision of the Government of the Republic of Croatia on the establishment of a Working Group	Third trimester of 2019
2.	The Working Group assembles as needed, at	MFEA as coordinator in cooperation with	Annual report	Permanently

	least once a year, in order to review/adopt the annual report on implementation of NAP measures	facilitators of measures		
3.	The Working Group submits to the Croatian Government a biannual report on implementation of NAP measures	MFEA as coordinator, based on the report of facilitators of measures	Biannual report	February 2021 February 2023
4.	Information on implementation is provided upon request to relevant international organisations (UN, EU, NATO, OSCE, CE)	MFEA as coordinator, based on the report of facilitators of measures	Number of questionnaire replies submitted	Permanently