

THE REPUBLIC OF CROATIA

**REPORT BY THE REPUBLIC OF CROATIA ON THE APPLICATION
OF THE BEIJING DECLARATION AND PLATFORM FOR ACTION
(1995) AND THE RESULTS OF THE 23RD SPECIAL SESSION OF THE
UN GENERAL ASSEMBLY (2000) - BEIJING + 20**

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Chapter one: Achievements and Challenges in the Promotion of Gender Equality and Advancement of Women from 1995 to the Present Day

The Conclusions of the Fourth World Conference on Women, *the Beijing Declaration and Platform for Action* led directly to the institution of the process of founding bodies and the adoption of a legislative and strategic framework for the promotion of gender equality in the Republic of Croatia (hereinafter: RC). One of the most important achievements in promoting gender equality and the advancement of women is the adoption of anti-discrimination legislations, national action plans and strengthening and developing institutional mechanisms for gender equality at a national and local level. In the Constitution of the Republic of Croatia (Official Gazette no. 85/10) of 2001, the value of gender equality was included as one of the highest values of the constitutional order. The first *Gender Equality Act* was adopted in 2003 (Official Gazette, no. 116/03). In the same year, another two separate anti-discrimination acts were also adopted: *The Act on Protection against Domestic Violence* (Official Gazette, no. 116/03), and *The Same-sex Relationships Act* (Official Gazette, no. 116/03). In 2008, a new *Gender Equality Act* was adopted (Official Gazette, no. 82/08). During negotiations on accession to the European Union (hereinafter: the EU) the national gender equality legislation was aligned with the *acquis* of the EU. In the Common Position on Negotiating Chapter 19 – Social Policy and Employment, the EU assessed that with the adoption of the new *Gender Equality Act* alignment had been completed of legislation in the area of access to employment, professional training and career advancement, as well as conditions of work, receipt and procurement of goods and provision of services, equal pay, professional social insurance and burden of proof. The new *Gender Equality Act* (hereinafter: GEA) extended the prohibition of discrimination in the area of the labour market and employment, introduced prohibition of discrimination with regard to birth, pregnancy, parenthood, all forms of guardianship, and also balancing private and professional life. Sanctions were introduced for discriminatory behaviour. The GEA protects and promotes gender equality as a fundamental value of the constitutional order, and regulates protection from discrimination on the basis of gender and the creation of equal opportunities for women and men in political, economic, social, cultural, educational and all other areas of the life of society. For the first time, discrimination on the basis of gender is defined as *de facto* inequality, in all the forms it takes, in line with the definition in the *UN Convention on the Elimination of all Forms of Discrimination against Women* (hereinafter: *CEDAW*). In Article 4 GEA it states that its provisions may not be interpreted or applied in a manner that would restrict or reduce the content of the guarantees on gender equality arising from the general rules of international law, the EU *acquis*, *CEDAW*, agreements of the United Nations (hereinafter: UN) on civil and political rights, as well as economic, social and cultural rights, and *the European Convention on the Protection of Human Rights and Fundamental Freedoms*. All forms of gender discrimination are also prohibited by the *Anti-Discrimination Act* (Official Gazette, no. 85/08) which came into force in 2009. Anti-discrimination provisions have also been included in many other acts.

The Gender Equality Commission of the Government of the RC was founded as early as 1996. The policy of gender equality and the advancement of women were further affirmed by the continual adoption of five-year national action plans in 1997, 2001, 2006 and 2011. In

the *National Policy for Gender Equality 2011 to 2015* (Official Gazette, no. 88/ 11), (hereinafter: *the National Policy*) adopted by the Croatian Parliament, it states that it is a fundamental strategic document of the RC, whose aim is to eliminate the discrimination of women and establish real gender equality by the implementation of an equal opportunities policy. It contains seven key areas of action and obliges the RC to include a gender dimension in all areas of policies by implementing a large number of measures related to: 1) promoting human rights of women and gender equality; 2) creating equal opportunities on the labour market; 3) improving the application of gender sensitive education and training; 4) balancing the involvement of women and men in political and public decision-making processes; 5) eliminating all forms of violence against women; 6) promoting international cooperation and gender equality outside Croatia; and 7) further strengthening institutional mechanisms and implementation methods. This and all earlier national policies for gender equality confirm the importance of the obligations taken on in the implementation of the *Beijing Platform for Action* and contain as their integral part the critical areas of concern established in the *Platform*. *The National Policy* is also founded on the strategic tasks of *CEDAW* and *the Millennium Development Goals*.

As we have already mentioned in earlier reports, the RC has a very well-developed system of institutional mechanisms for promoting gender equality. The Gender Equality Committee of the Croatian Parliament has been at work since 2001, in 2003 the Ombudsperson for Gender Equality was appointed, in 2004 the Government Office for Gender Equality was founded, (hereinafter: OGE), and coordinators were appointed in state administrative bodies. State administration bodies are also obliged to adopt and implement four-year plans for gender equality. Many commissions have been founded for gender equality at the local level, which adopt their own action plans for the implementation of the *National Policy*. In the Overview of the implementation of the *Beijing Platform for Action* in EU member states, in the area of institutional mechanisms for the advancement of women, the European Institute for Gender Equality (hereinafter: EIGE) states that only 5 states have a specialised Ombudsperson for gender equality. The analysis of institutional mechanisms for gender equality, *Women's Rights in the Western Balkans in the Context of EU Integration*, which was accepted by the European Parliament, mentions the existence of a separate Ombudsperson for gender equality as an example which may serve well for the entire region.

Important achievements are also noted in the area of prevention of violence against women, especially domestic violence. In brief, the greatest change is that recently this issue, from being a mainly private matter, has become extremely important and recognised as an issue in society in general. These changes are without doubt the result of the adoption of a clear legislative framework, specialised protocols and strategies, as well as many campaigns at a national and local level, run by the competent state bodies and NGOs. Various activities have also been undertaken in cooperation with NGOs whose projects are financed from public funding of the RC. The recorded rise in the number of people accused indicates the sensitising of experts and of the wider public when unacceptable behaviour in the form of violence against women occurs. The quality of statistical methodology has been greatly improved in the collection and analysis of data in this area. Analysis of statistical data shows that over the past few years significant progress has been achieved in combating and sanctioning domestic

violence. The definition of this phenomenon from the *Beijing Platform* has been included in the national strategy for combating domestic violence. The legal position of women was improved in the *Criminal Code* of 1998 (Official Gazette, no. 110/97), compared with the previous act, with improvement in the aspect of protection of women's sexual freedom by the criminalisation of rape in marriage, which in the previous *Criminal Code* did not exist as a criminal offence. The criminal offence of violent behaviour in the family exists in the *Criminal Code* of 30 December 2000 (Official Gazette, no. 129/2000), and the misdemeanour offence of violent behaviour in the family has been included in misdemeanour legislation since 1 July 1999. In the area of prevention and combating all forms of violence against women, including domestic violence, legislation and the strategic framework have been continually improved, including their alignment with the acquis of the EU and other international documents. The procedure concerning the prosecution of perpetrators of criminal offences of domestic violence has been changed, whereby the State Attorney Office institutes criminal proceedings ex officio immediately after learning that a criminal offence has been committed, and not on the basis of a private motion for prosecution by the injured party, that is, the victim of violence. The first *Act on Protection against Domestic Violence* (Official Gazette, no. 116/03) came into force in 2003, and in 2009 a new, additionally improved *Act* was adopted (Official Gazette, no. 137/09). In 2003, the *Witness Protection Act* was adopted (Official Gazette, no. 163/03, 18/11), and in 2004, 2005 and 2006 relevant *Amendments to the Criminal Code* (Official Gazette, nos. 105/04, 84/05, 71/06) were passed. The following acts were also adopted: in 2007 the new *Misdemeanours Act* (Official Gazette, no. 107/07), in 2008 the *Criminal Procedure Act* (Official Gazette, nos. 152/08, 76/09, 80/11, 121/11, 143/12, 56/13, 145/13) and the *Act on Pecuniary Compensation for Victims of Criminal Offences* (Official Gazette, no. 80/08), in 2009 the *Act on Police Work and Authority* (Official Gazette, no. 76/09), the *Probation Act* (Official Gazette, no. 153/09, 143/12) and the *Act on Free Legal Aid* (Official Gazette, nos. 62/08, 81/11), and in 2013 the new, improved *Act on Free Legal Aid* (Official Gazette, no. 143/13). In 2011, the new *Criminal Code* was adopted (Official Gazette, no. 125/11), which repealed the criminal offence of violent behaviour in the family, and in its place introduced stricter punishment for perpetrators of a criminal offence against a member of their family.

A new *Criminal Code* (Official Gazette, no. 125/11, 144/12) was adopted in 2011, which, instead of the criminal offence of violent behaviour within the family, with regard to some criminal offences (for example, bodily injury, etc.), introduces qualified forms of these criminal offences if they are committed against a close person, which includes a family member. The criminal offence of violent behaviour within the family was not revoked, only now it exists as part of other criminal offences for which a more serious sanction is imposed.

Of other relevant acts, a new *Juvenile Courts Act* was adopted (Official Gazette, no. 84/11, 143/12, 148/13) and the *Police Act* (Official Gazette, no. 34/11, 130/12). In 2005, the Government of the RC adopted the *Protocol for procedure in cases of domestic violence*, and in 2006 its amendments, in 2008 the *Protocol for identification, assistance to and protection of victims of trafficking in human beings*, in 2009 the *Protocol on procedure in the voluntary return of victims of trafficking in human beings*, in 2011 the *Protocol for procedure in cases*

of hate crimes, and in 2012 the *Protocol on procedure in cases of sexual violence*. A large number of measures have been systematically implemented, aimed at combating domestic violence and improving the position of victims of violence, on the basis of the *National strategy of protection from domestic violence, 2005-2007* (Official Gazette, no. 182/04), *2008 to 2010* (Official Gazette, no. 126/07), and *2011 to 2016* (Official Gazette, no. 20/11). All national action plans for gender equality also include separately the critical areas, with measures aimed at combating all forms of gender related violence. At the same time, a large amount of research, analysis and studies were undertaken on various aspects of violence against women.

NGOs, whose opinion we sought on the most important achievements in the recent period, also stated that the most important changes were the significant improvement in the legislative, strategic and institutional framework for the implementation of gender equality policies. They pointed out the additional achievement of the foundation of advisory centres and secret shelters for women and children who are victims of domestic violence, the proclamation of the unacceptable nature of all forms of violence against women, and, in relation to this, a large number of media campaigns conducted particularly in relation to the issue of domestic violence. The NGOs also mentioned the significant increase in media content dealing with this subject. As further challenges and obstacles to the more effective combating and prevention of gender-based violence, the NGOs point out the need to improve the system of gender sensitive education and the systematic education of all groups in gender equality and issues of gender-based violence, especially the competent professions, and an improvement in the systems of implementation, monitoring and evaluation of relevant public policies. With regard to this, the MSES reported that it had recognised the need to introduce gender equality contents into the Croatian education system, and that from the school year 2012/2013, the Health Education Curriculum has been implemented, and from the school year 2013/2014, the *Teaching Plan and Programme of Health Education for Elementary and Secondary Schools*. One of four modules deals with the *Prevention of Violent Behaviour*, and another one with *Gender Equality and Responsible Sexual Behaviour*. Since the school year 2012/2013, the *Civic Education Curriculum* has been experimentally implemented in twelve elementary and secondary schools. The Curriculum also provides for learning and teaching about non-violent behaviour and gender equality.

The adoption of some legislative amendments is seen by some NGOs as a hindrance to the optimal protection of victims of sexual violence and adequate punishment of perpetrators, especially the reduction of the minimum penalty for the criminal offence of rape from at least three years' to at least one year's imprisonment. They also point out as a problem the issue of the insufficient number and financing of advisory centres and autonomous shelters for women and children who are victims of domestic violence.

We certainly consider one of the significant achievements since 1995 to be the unbroken trend of growth in the education of women, and the continuous growth in the number of female judges. There have also been important changes in the area of the political participation of women, the development of female entrepreneurship, the development of gender sensitive language and the implementation of gender research and analysis. For

example, we can mention that in 2009 the OGE initiated the first scientific research in the region entitled “Perceptions, experiences and attitudes concerning gender-related discrimination in the RC”.

The proportion of women in the total number of university graduates rose from 53.7% in 1990 to 59.5% in 2012. In 1990, women accounted for 38% of MSc graduates, and 29.4% of PhD graduates, but in 2012 their share had risen to 58.2% of MSc graduates and 54.6% of PhD graduates.

In 1990, 23.1% of judges in the Supreme Court were women, and in 2012 they reached 55.0%. In the Constitutional Court, there were no women in 1990, and in 2012 33.3% of the judges were women. The proportion of women judges at county courts increased from 32.5% in 1995 to 60.6% in 2012, and in municipal courts from 48.1% in 1990 to 71.2% in 2012. The proportion of women at commercial courts increased from 34.5% in 1990 to 70.6% in 2012, and in misdemeanour courts from 58.1% in 1990 to 72.4% in 2012. In state attorney offices, the proportion of women increased from 18.7% in 2000 to 47.6% in 2012, and in the Office for the Suppression of Corruption and Organised Crime (USKOK) from 16.7% in 2001 to 71.0% in 2012.

Although women are still not equal to men in political and public decision-making, there has still been visible progress in this area. In 1995, only 7.1% of Members of Parliament were women, but in 2000 the proportion rose to 21.9%. After the elections in 2003, 2007 and 2011, the share of women remained at roughly the same level. Currently there are 25% of women in Parliament, which is at the same level as the average of EU member states. In 1995, 9.5% of ministers were female, and in 2011 this rose to 20.0%. The proportion of women amongst officials and high-ranking state and civil services increased from 20% in 2000 to 32.1% in 2013. Since 1995, women have held the position of deputy prime minister and run departments/ministries which were traditionally allocated to men, such as the ministries of defence, foreign affairs, finance and construction. The RC also had a woman in the position of Prime Minister from 2009 to 2011. A significant increase and gender parity has only been achieved in the positions of assistant minister and general secretary of ministries, where today 50% are women.

In view of the unsatisfactory representation of women in political life, since the beginning of the 1990s NGOs have been running campaigns to increase the number of women in bodies of political decision-making. From its foundation, before all local and parliamentary elections, the OGE has run a campaign and has supported the work of NGOs in this area. Most political parties have a women's organisation within the party. In the RC, there is continual discussion on ways to increase the political participation of women, and many studies have been undertaken to show that most citizens are aware of the insufficient participation of women in politics. Although women in politics continue to face various stereotypes, the question of their political participation has been publicly recognised as a political issue. Apart from the above, the introduction in the GEA in 2008 of the obligation to include at least 40% of the under-represented gender in political parties' lists has also contributed to this. It is also important that the dimension of gender was introduced into the

electoral process whereby election forms were linguistically aligned with the gender of the candidates, and complete gender statistics in this area were established and made available.

Significant progress is noticeable in the area of the development of female entrepreneurship, as the result of many targeted programmes, projects, education and financial support, implemented by the competent ministries, the Croatian Bank for Reconstruction and Development (hereinafter: HBOR) and other banks, the Croatian Employment Service (hereinafter: CES), the Croatian Chamber of Commerce and other institutions at a national and local level. In 1997, the Croatian Consultants' Network within the Agency for Small Enterprises was founded, which co-financed and provided consulting services to women starting out in business, through the CES. In 2003, the Ministry of Crafts, Small and Medium Enterprises launched a special line of credit for self-employment and loans for women as part of the special project *Female Entrepreneurship*. This project was run until 2012, when it was replaced by a new form of special measures as part of the project entitled, "Entrepreneurial Impulse", where, through a public call for tenders, in a system of non-refundable grants, women entrepreneurs are able to receive an additional 15 points if they are the owners of more than 51% of a commercial entity. A total of 40% of incentives last year were received by companies owned by women. The number of companies owned by women increased from 13% in 2002 to 25% in 2013, with an average annual increase of 8.5%. About 32% of crafts are owned by women. The proportion of those employed in female entrepreneurship increased from 7% in 2002 to 13% in 2008, with the highest number of employees in the retail and wholesale trade, trade in real property, leasing and business services and the manufacturing industry. The RC is one of the few countries which has adopted a separate *Strategy of Development of Female Entrepreneurship in Croatia, 2010-2013* which is believed to have made an additional contribution to the increase in the percentage of women in enterprise, as a result of the line ministries recognising the problem of the gender dimension and by their beginning to undertake specific measures. Currently, a new *Strategy of Development of Female Entrepreneurship in the RC, 2014-2020*, is being prepared, which will contain priorities and measures for strengthening women's entrepreneurial activities. In the RC, female entrepreneurs' associations are very active, and the examples of good practice in female entrepreneurship in the RC have also been recognised in some projects at the international level. The economic crisis has led to stagnation in female entrepreneurship, but the other obstacles women entrepreneurs most often mention are the same as those that men mention, that is, alongside insufficient financing and administrative obstacles, the constantly changing rules.

These legislative and institutional changes, and the implementation of many activities and programmes, have led to some progress in empowering women, but not to the complete elimination of various forms of discrimination against women. One of the greatest challenges is the more rapid elimination of the gulf between *de jure* equality and *de facto* equality. For this reason, the real achievements that have been detected at the same time also remain further challenges for more rapid change in these areas. Combating violence against women remains a permanent problem and requires continual intervention. The pace of the increased proportion of women in processes of political and public decision-making is not satisfactory.

It is especially necessary to increase efforts to accelerate the inclusion of women in representative and executive bodies of government at a local level.

However, certainly one of the most important challenges since the adoption of the *Beijing Platform for Action* is related to the resistant gender inequality on the labour market. The position of women on the labour market is constantly marked by the fact that the majority of the unemployed are women, and by sectoral segregation. In the total number of unemployed registered with the CES in 1995, women accounted for 51.6%, and in 2013, 52.7%. On the other hand, according to the labour force survey in 2000, women accounted for 49.5% of the unemployed and 44.5% in 2012. Since 2009, due to the recession and negative economic trends, the number of the unemployed has been growing, but the proportion of unemployed women is falling, whilst the proportion of men in the number of unemployed has been growing in relation to earlier periods. This is also confirmed in an analysis by the Institute of Public Finance, which concludes that in the crisis economic entities with a high proportion of women employed were exposed to a lower reduction in the number of employees, and that the aggregate share of women in the total employed rose, while its share is growing faster in occupations with a higher proportion of employees in the public sector. Women are also significantly more exposed to various forms of discrimination and stereotypes both when seeking work and in the work place. Another major problem they face is the impossibility of breaking through the glass ceiling in professional advancement. The results of the research undertaken show that women are very much aware of all the various forms of their less favourable position on the labour market.

The position of women on the labour market is regulated by the *Labour Act* (Official Gazette, nos. 179/09, 61/11) which contains anti-discrimination provisions pursuant to separate acts, and into which high standards of equal opportunities for women and men have been built, in line with the European Union guidelines. The obligation is also prescribed for employers to pay an equal wage to women and men for equal work or work of equal value. The provisions of the *Labour Act* prescribe special measures relating to protection of motherhood and the right of both parents to raise and care for their children. This and other related laws affirm the institution of paternity leave and also the provision of a basic pension and health insurance on the basis of all forms of work, even during maternity, parental or paternity leave.

The equal treatment of women and men on the labour market also depends on the effective balance of family, private and professional obligations, and on the provision of a sufficient number of institutions and services to care for children or elderly family members, who are mainly cared for by women. In order to eliminate stereotypes on the labour market, significant changes were introduced in 2008 when the new *National Classification of Occupations* was adopted, which for the first time lists all occupations in the male and female genders, and also introduces the statutory obligation for job vacancy advertisements to state that persons of both genders may apply. It is also prescribed that in rendering a decision on appointment to a job and other decisions by civil servants, both male and female genders must be used. Reducing female unemployment and empowering women on the labour market is part of a large number of national strategic or action plans, in which women are singled out as

an especially vulnerable group. Various projects have been run to improve their economic position, which are financed from the public funds of the RC and EU pre-accession funds.

It is very difficult to estimate how much funding is allocated in total from the state budget for activities to empower women and promote the principle of gender equality. Although all state bodies and units of local and regional self-government (hereinafter: ULRSGs) which are obliged to implement measures from the *National Policy for Gender Equality* are also obliged to provide the necessary financial resources for their implementation, most state bodies do not have a separate item in their annual budgets for this purpose, but the funding is allocated as part of their regular activities, in line with their specific competence. As part of the national strategies, such as the strategy to combat domestic violence, the strategy of development of female entrepreneurship, the national action plan of employment or the national plan for combating trafficking in human beings, the competent ministries earmark financial resources for the implementation of specific projects aimed at empowering women. Funding for the work of the Office for Gender Equality of the Government of the RC and the Office of the Ombudsperson for Gender Equality is provided from the state budget. From the foundation of the Office in 2004 and up to 2008, the budget funding of the Office increased four-fold, but as a result of the recession it has been falling continuously and in 2014 it is at the same level as in 2005. *The Gender Equality Act* and *the Anti-Discrimination Act* extend the scope of work of the Ombudsperson so, in contrast to the Office for Gender Equality, where the number of employees has remained at 6, the staffing of the Office of the Ombudsperson has been strengthened, and the number of employees has increased to 12. The total annual spending on the work of these two central institutional mechanisms for gender equality does not exceed 0.005% of the state budget. ULRSGs are provided with funding for the work of county and city/municipal commissions for gender equality, pursuant to the obligation prescribed in Article 28 GEA. Annual spending on the work of the commissions depends on the capacity of the ULRSG and this is not identical or equal in all counties, but ranges from HRK 10,000 to HRK 100,000, varying from year to year. Local government bodies also finance various projects of civil society organisations which work for women's rights, including projects related to combating violence against women, the development of female entrepreneurship and reducing female unemployment. The OGE has translated, printed and distributed two methodological handbooks (by the European Women's Lobby and the Council of Europe) on the management of budget funds in terms of gender, and has established a dialogue with the Ministry of Finance on creating an analysis of budgets from a gender perspective. The Government Office for Cooperation with NGOs draws up an annual report on financing projects and programmes of NGOs from the state budget and public sources at a national and local level. An analysis of the area of financing of projects and programmes shows that for the protection and promotion of human rights, including the area of gender equality and the advancement of women, an average of about USD 1 million is allocated a year, or 1.2% of the total amount allocated for projects and programmes of NGOs.

The National Policy integrates the aims and measures of the *UN Convention on the Elimination of All Forms of Discrimination against Women*, including the Concluding Observations by the UN Committee on the Elimination of Discrimination against Women, *the*

Beijing Platform for Action and the *Millennium Development Goals*. The RC is a party to all the most important international and regional agreements on human rights and gender equality. In 1994, an Initial Report was filed on the implementation of CEDAW to the UN Committee for Elimination of all Forms of Discrimination Against Women. In 1998, the Concluding Observations of the Committee were translated and printed as a brochure, together with a summary of the *Beijing Platform for Action* and the first *National Policy of Gender Equality*. The second and third reports by the RC on the implementation of *CEDAW* were filed in October 2003 and presented in 2005, and the fourth and fifth periodical reports were submitted in 2013. Three editions of CEDAW were printed in Croatian.

The Office for Gender Equality, pursuant to the *Gender Equality Act*, is responsible for monitoring the alignment and application of the law and other regulations relating to gender equality in relation to international documents, and for preparing national reports on meeting international obligations in this area. As was pointed out earlier, the critical areas in the *National Policy for Gender Equality* are based on the critical areas defined in the *Beijing Platform for Action* and due to their similarity, monitoring and reporting on the implementation of the *Beijing Platform for Action* take place together with monitoring the implementation of the *National Policy for Gender Equality*. The OGE periodically reports to the Government of the RC on the implementation of the *National Policy*. All reports, including the reports on the implementation of the *Platform for Action*, are available to the public on the OGE's website.

In the RC, continuous and rich cooperation has been established with the academic community and civil society organisations. A large number of projects run by bodies of state administration are also run in cooperation with NGOs. The competent ministries and offices of the Government of the RC hold continual dialogue with the academic community through joint conferences, thematic discussions and partner projects. Bodies of state administration are the initiators of the implementation of scientific gender research for the needs of creating public policy, and scientific studies and analyses are also supported. Representatives of the academic community and civil society organisations are regularly included in working groups to draw up proposals for legislation and strategies, and their opinions, proposals and suggestions are respected in drawing up reports on the implementation of national programmes and those based on international obligations. Participation of the public in these processes is also prescribed in the Code of Practice on Consultation with the Interested Public in Procedures of Adopting Laws, Other Regulations and Acts. All relevant documents are available to the public, including national reports, on the websites of bodies vested with public authority.

Thanks to the activities of the non-governmental sector and members of some political parties, the concept of women's human rights has received full affirmation over the past two decades and has become a usual category in the analysis of the status and interpretation of the position of women in the RC. Since 1995, cooperation has been encouraged with NGOs working for the protection of human rights, especially regarding questions of discrimination on the basis of gender, with participation in joint programmes with those NGOs.

The RC has built gender mainstreaming and the promotion of gender equality in all its foreign policy activities, the policy of international development cooperation and relations with third countries, stressing in particular the prevention of violence against women and girls as the main obstacles to their social inclusion, the equal access of women to justice and the punishment of all forms of violation of the human rights of women and girls, the equal right to education, and the political and economic empowerment of women. In this sense, the RC has actively participated in all the relevant activities of international and regional organisations and initiatives (UN, EU, NATO, OSCE, Council of Europe), and gender equality and the empowerment of women have often been included as a special topic in bilateral consultations about multilateral and global issues, which the RC regularly carries out with interested countries.

Croatian representatives took part at the Second Ministerial Meeting of the Union for the Mediterranean on strengthening the role of women in society, held on 11 and 12 November 2009 in Marrakesh, which confirmed its commitment to promoting the statutory and actual equality of women and men, and respect for the civil, political, economic, social and cultural rights of women and men, in the ways defined in international instruments aimed at human rights, including amongst others: *CEDAW*, *the Beijing Platform for Action* and *the Millennium Declaration* and *the Millennium Development Goals*. Amongst the conclusions from the conference, particular emphasis was on the need for equal participation by women and men in all areas of life as a key element of democracy, respect for human rights and sustainable development. The participants at the conference pointed out civil and political rights as their particular commitment amongst other things, that is, the application of obligations based on international conventions which promote full enjoyment of women's human rights and rooting out all forms of violence against women. In the chapter International Policy and Cooperation of the *National Policy for Gender Equality, 2011-2015*, separate measures are listed which make it obligatory to apply and promote the *UN Convention on Elimination of all Forms of Discrimination Against Women*, and the *Beijing Declaration and Platform for Action*, as well as to promote gender equality outside the RC through the regional cooperation of institutional mechanisms for gender equality. The RC participated at a large number of regional conferences, mainly related to area E, "Women and Armed Conflict" (on the subject of the implementation of the *UN Security Council Resolution 1325 – Women Peace and Security*, in Sarajevo (2006), Vienna (2007), Zagreb (2010, 2013), and Cetinje (2012). A large number of regional and sub-regional conferences have been held on the subjects related to combating violence against women, cooperation of institutional mechanisms, women's human rights and increasing their political participation. Delegates participated at regional conferences held in Montenegro and Serbia, which were organised in cooperation with the UN Development Programme (hereinafter: UNDP) and UNIFEM, on the subject "Reporting on the Implementation of the CEDAW, 'The National Report - good practice and lessons learned'".

Bodies of state administration of the RC and NGOs, coordinated by the Ministry of Foreign Affairs and European Integration in cooperation with the UNDP drew up in July 2004 the first *National Report on the Implementation of the Goals of the UN Millennium Declaration*, which was sent to the UN in September of the same year. The report which

followed was the *Report on Progress towards the Achievement of the Millennium Development Goals in the Republic of Croatia during the period from August 2004 to December 2005*. The *Overview of achievements of the Republic of Croatia in the fulfilment of the Millennium Development Goals during the period from 2006 to 2010* gives a concise presentation of information on the activities undertaken, defines the challenges, specifies examples of best practice to date and gives recommendations for the further fulfilment of the national *Millennium Development Goals*. In millennium goal (3), Gender Equality, nine sub-goals (Targets) are listed, which follow the strategic tasks and measures of the *Platform for Action*: the introduction of gender sensitive education into curricula and programmes; increasing the participation of women in the process of political decision-making; strengthening women economically; combating all forms of violence against women; improving the keeping of statistical data; strengthening media support for gender equality; balancing of private and professional life; strengthening institutional mechanisms; and strengthening civil society.

In view of the clear complementary nature of the goals, the implementation of this national millennium goal functions to implement the critical areas of concern stressed in the *Beijing Platform*, *CEDAW* and at the same time the national action plans.

Chapter Two: Progress in the Implementation of the Critical Areas of Concern of the Platform for Action from 2009

A. WOMEN AND POVERTY

In 2007, the RC signed the *Joint Memorandum of Social Inclusion of the Republic of Croatia – JIM* – with the European Commission and identified its main challenges and priorities in the fight against poverty and social exclusion. Having signed the Memorandum, the RC adopted two National Implementation Plans for Social Inclusion (2007-2008, and 2009-2010).

In April 2011, the *Strategy for the Development of the Social Welfare System in the Republic of Croatia 2011-2016* was adopted, whose aims include the decentralisation of social welfare, deinstitutionalisation and prevention of institutionalisation, the computerisation of the social welfare system, the improvement of cooperation with NGOs, empowering local communities in the process of social planning of services, and developing standards for monitoring and evaluating the provision of social services. In December 2013, a new *Social Welfare Act* (Official Gazette no. 157/13) was adopted, which contains new criteria for the provision of social assistance and services, as support for the integration of socially excluded persons into society and the labour market, enabling the establishment of quality standards for social services, providing the requirements for the implementation of deinstitutionalisation and the development of new extra-institutional social welfare services, making choices possible and improving the services which beneficiaries may receive in the process of social integration. It also provides for the establishment of a single register of

beneficiaries of social services and financial assistance. In March 2013 the *Minimum Wage Act* (Official Gazette no. 39/13) was adopted

The Strategy for Combating Poverty and Social Exclusion in the Republic of Croatia (2014-2020) was presented to the public and submitted to public debate in the first quarter of 2014. According to the data on which this strategy is founded, the greatest causes of poverty are: unemployment and the drop in gross domestic product, insufficient participation on the labour market, and the disharmony of the social welfare and education systems with the needs of the labour market. Statistical data show that in 2012, 32.3% of the population were at risk of poverty, and 15.4% of the population lived in conditions of severe material deprivation. Four major groups are at the greatest risk of poverty and social exclusion: children and youth; the elderly and retired; the economically inactive, unemployed persons and those with low incomes; and persons with disabilities. If those persons are also women, single mothers or members of national or some other minorities, the probability increases of multiple discrimination and social exclusion. In the general population in 2012, the rate of poverty risk was 20.5% – 19.4% for men and 21.6% for women. The highest risk of poverty is for those older than 65, where the difference between men (21.1%) and women (30.4%) in this age group is the greatest, and it is constantly growing. Single people face the greatest risk of poverty, and especially single households comprising elderly women (42.7%). In the category of households with children, the highest rate of risk of poverty is found in single parent households (40.4%) and the proportion of women among single, unemployed parents who have insufficient means for life, amounts to 72%. Although a difference still exists in favour of women when it comes to the rate of the risk of poverty in relation to unemployment (unemployed women 38.0%, men 48.1%), over the past three years this rate has been falling for men, but rising for women. Due to reasons of illiquidity, the number of those employed who do not receive their wages is growing, as well as of those who are paid with a lengthy delay of several months or years, and in the category of persons who do not have sufficient means for life, there is also an increasing proportion of those who, although employed, have insufficient income. Indicators of material deprivation additionally show a deterioration of the quality of life in households in the RC, since 33.8% of people live in households which "find it very difficult to make ends meet". For elderly, single households, for many years the programmes "Assistance in the home for the elderly" and "Day care and assistance in the home for the elderly" have been running, on the basis of cooperation agreements between units of local and regional self-government and the competent ministry. In the territory of the RC, in 2012 a total of 15,550 elderly people were included in the extra-institutional services provided by these Programmes, of whom 74% were women. Through these Programmes, the policy of local employment is also actively promoted, especially of those who are hard to employ and the long-term unemployed, older women and those with low qualifications. Out of the 1045 persons employed to provide services to the elderly, 82% are women.

Although employed persons who lose their jobs may be entitled to receive unemployment benefit, and unemployed persons who are not entitled to any insurance benefit may apply for social assistance, due to the rise in unemployment, the number of adult women who receive support allowance from the state is rising (53,702 in 2011 and 54,153 female beneficiaries in 2012).

As part of the programme "Development and Expansion of the Social Services Network Provided by Civil Society Organisations" (2010-2013 and 2011-2014) the Ministry of Social Policy and Youth (hereinafter: MSPY) supported a series of projects for the development of social services which directly contribute to the development of a network of services in the local community and their expansion to specific beneficiary groups (the elderly, victims of violence and the homeless), with particular emphasis on the accessibility of services to the population in rural areas, hilly and mountainous areas, and on islands. These programmes also provide support to the self-employment of single mothers and the transition from social assistance to self-employment. In order to improve the position of the most vulnerable groups of women, a grant scheme entitled: "Establishing Support in Social Inclusion and Employment of Disadvantaged and Marginalised Groups" was also used, which was funded from the EU pre-accession funds in 2011 and 2012, and provided support for 19 projects.

Measures related to improving the social position of Roma women are an integral part of the *National Policy for Gender Equality 2011-2015*. (Official Gazette no. 88/11) and the *National Roma Inclusion Strategy 2013 - 2020* in the area of education, employment, health care, social welfare and integration in social and cultural life. In the reporting period a series of workshops, round tables and other activities were held, intended to empower Roma women and combat poverty and social exclusion.

The number of beneficiaries and the number of shelters for the homeless (currently there are 10) continues to rise. Women make up 26.1% of the group of homeless persons. The founders of shelters, mainly NGOs and units of local self-government, are running a large number of different programmes for the integration and empowerment of beneficiaries.

B. EDUCATION AND TRAINING OF WOMEN

In the RC there is no gender gap when it comes to access to education and the level of illiteracy is negligible. In the age group from 15 to 24, it amounts to approximately 0.35%. The proportion of people who drop out of school and have no elementary school education is also falling continually, and in the general population it amounts to about 3.8%, with a more pronounced decreasing trend in the female population. The figures indicate the equal representation of girl and boy pupils in elementary and secondary schools, whilst at enrolment in university, there are still more girls. There are differences, however, in the selection of secondary schools and universities, which reflects the still present division of labour into male and female occupations. Therefore, the process of introducing gender sensitive education at all levels, while eliminating gender stereotypes, and the systematic training of teaching staff in gender equality remains a national priority.

The changes to the legislative framework in the past few years have brought about progress in this area. So, for example, the aims of education and training in the *Primary and Secondary Education Act* (Official Gazette, nos. 87/08, 86/09, 92/10, 105/10, 90/11, 16/12, 86/12, 94/13) of 2010, are defined in line with equality principles. *The National Curriculum Framework for Pre-school Education and General Compulsory and Secondary Education*

(hereinafter: the NFC) of July 2010 points out the importance of a non-discriminating approach in teaching plans and programmes and the elimination of inequality and prejudice. Pursuant to the NFC inter-subject topics, interdisciplinary content and modules have been introduced, of which the following should be emphasized: *Education and Training for Gender Equality*. Extra-curricular education programmes for elementary and secondary schools with topics from the field of gender equality are mainly run in cooperation with NGOs whose programmes and projects are financially supported by the Ministry of Science, Education and Sports (hereinafter: the MSES). The adoption of the new *Elementary and Secondary School Textbooks Act* (Official Gazette, no. 27/10, 55/11 and 101/13) in 2010 significantly improved the quality of textbooks and supplementary teaching materials, and the new *Textbook Standards* (Official Gazette, no. 65/13) of 2013 prescribe that textbooks must "prepare both sexes for effective and equal participation in all areas of life" and "promote gender equality in an appropriate manner, using in equal proportions illustrations of characters of both genders, and using nouns of both grammatical genders, especially in naming professional qualifications, occupations and professions" Gender-sensitive linguistic standards are compulsory for the content of certificates and educational documents, as regulated by the *Ordinance on the Content and Format of Grade Certificates and Other Public Documents and Educational Documents and Records in School Institutions*.

A major step forward in the quality of comprehensive education for gender equality took place through the *Curriculum of Civic Education and Training*, because it defined for the first time the outcomes which are to be developed in this field for pupils at all levels of education, and which will contribute to raising awareness about stereotypes and prejudice in human relationships, and to a critical analysis of media content. The curriculum is currently in the experimental phase of implementation in 12 schools.

Since 2012, training has been conducted of teaching staff in the *Health Education Curriculum*. In the part relating to gender equality, emphasis is placed on the mental, sexual and physical health of pupils, the prevention of peer violence, respect for differences and responsible sexual behaviour and a healthy lifestyle.

The National Policy for Gender Equality 2011-2015 contains three aims in the critical area of Gender Sensitive Education. The first concerns the elimination of gender stereotypes, the second the education of teaching staff in gender equality, and the third the attainment of gender balance in the selection of occupations.

Despite legislation and the current strategies, traditional forms of behaviour and stereotypes are still present, which influence the choice of secondary school. Equal gender representation is only recorded in technical and related schools. By the *Decision on Elements and Criteria for the Selection of Candidates for Enrolment in Secondary Schools in the 2012/2013 Academic Year* the MSES for the first time applied special measures for enrolment in vocational schools, whereby the under-represented gender was given additional points needed for enrolment.

In the RC, as in other European countries, there is a continually increasing trend in the education of women. The proportion of women who enrol (56.8%) and those who complete vocational and university studies (59.5%) is noticeably higher than the proportion of men in

the total number of enrolled students and graduates from institutions of higher education. However, although women account for the majority of graduates, the selection of university still reflects the existing division into male and female professions. Thus, women are still under-represented in university courses of computer science (15%), engineering (27%), architecture and civil engineering (37%), and men are extremely under-represented in studies related to the area of education (8.1%). However, the total proportion of women amongst graduates in the area of MST (mathematics, science and technology) in the RC is higher than the EU27 average at 33.2%. The proportion of women amongst those with a master's degree is growing continuously, and in 2011 was at 56.9%, and in 2012 at 58.2%. The proportion of women with a doctoral degree is also increasing, and between 2010 and 2012 it rose by 4% (51% to 55%). In research and development jobs, the proportion of women is rising. Thus, in 2012, it stood at 50.6%, and there were 47.9% women with the status of researcher.

The proportion of men employed in the education system is falling, whilst the highest number relates to managerial and administrative functions. In 52 institutions in the higher education system, among 9 rectors only one is a woman, and out of 43 deans, 9 are women (20.9%). On the other hand, it is important to point out that of the 40 most important institutions in the science system, 11 are led by women (28%).

Scholarships are always equally available to all students, and every year the number of female students receiving scholarships rises. In 2009 the MSES awarded 63.7% of a total of 2422 scholarships to female students, and in 2013 a total of 2133 scholarships; 1540 or 72.2% were awarded to female students. The Croatian commission for UNESCO and L'Oreal ADRIA, on the basis of a national programme of scholarships for young scientists entitled "For Women in Science", every year award four scholarships worth 4,000.00 EUR to young scientists in the final stage of their doctoral dissertation.

Progress in the education and training system is also visible in the use of gender neutral or gender sensitive language, and in the removal of stereotypes from texts or graphic and art illustrations.

In order to interest the entire population of pupils in traditional "male occupations, sought after on the labour market", in 2010 a promotion of "gymnasia" secondary schools specialising in science or mathematics was conducted in the seventh and eighth grades of elementary schools through educational campaigns, encouraging interest in studying mathematics, natural and technical sciences, and encouraging optional inter-subject thematic lessons in the field of natural science.

The Croatian Employment Service (hereinafter: the CES) contributes to a gender-sensitive approach in making decisions on the selection of occupations through occupational guidance for pupils. The regional brochures "Where to after elementary school?", and the computer program "My Choice" contains 350 gender-sensitive descriptions of occupations with titles in both male and female genders.

Education and professional training in the field of gender equality for all those responsible for education and training has been conducted since 2006 through a series of professional conferences, seminars and workshops organised by the Education and Teacher

Training Agency, and a large number of projects are also being run by civil society organisations.

In the RC there is still a very low rate of inclusion in some form of formal or informal lifelong learning (2.4% of the general population over 25 years of age), but the differences between the genders are insignificant. A series of programmes, from learning a language to attaining qualifications for a specific occupation, are organised in the People's Open Universities, which are financed from various sources on a local and county level, and increasingly from European Union funds. Women are particularly interested in certified training and re-training programmes for work as babysitters, teaching assistants working with pupils with developmental difficulties, accountants, home carers for the elderly etc. Economic difficulties and the recession have had a significant effect on access to various lifelong learning programmes.

C. WOMEN AND HEALTH

The Croatian Institute for Public Health (hereinafter: the CIPH) collects, processes and analyses data related to health indicators by gender, and publishes them in the annual Croatian Health Service Yearbook. According to data from the Croatian Bureau of Statistics (hereinafter: the CBS), in 2012 the life expectancy at birth in the RC for women was 80.1 years and for men 73.9 years. The leading causes of death in women according to groups of illnesses did not differ from the causes of death for men. In 2011, the leading causes of death were ischaemic diseases of the heart, cerebrovascular diseases, coronary insufficiency and malignant breast tumours.

On the level of primary health care, the Croatian Institute of Health Insurance (hereinafter: the CIHI) organises the work of health care for women, which includes procedures to promote reproductive health, health education and education for teaching about family planning methods and the use of contraceptives, maintaining sexual hygiene, prevention of sexually transmitted diseases and AIDS, as well as cancer of the genital organs. Programmes and projects for the maintenance of reproductive health, are co-financed in cooperation with civil society organisations and other legal entities. A series of educational courses were held, television and radio programmes broadcast and lectures and public discussions organised in order to promote sexual health and disease prevention, inform and educate about types of sexually transmitted diseases, the importance of and need for prevention and use of methods of protection, and the timely treatment of patients.

The National Health Development Strategy 2012-2020 (Official Gazette no. 116/12) is the main document which establishes the context, vision, priorities, aims and key measures in health care in the RC.

Since 2006, *the National Programme for Early Detection of Breast Cancer* has been running in the RC. The target group of the *National Programme for Early Detection of Breast Cancer* are women in the age group from 50 to 69 years, and the screening interval is 2 years.

The response in the first round was 63%, and in the second round 56%. In December 2011, the third round of invitations began.

In 2008, the *National Programme for Early Detection of Colon Cancer* began. Colon cancer is the second most common form of cancer in women, and the third in men, and the third cause of death for both sexes. The target group of the *National Programme for Early Detection of Colon Cancer* are persons aged from 50 to 74 years, and the screening interval is 2-3 years. In December 2012, the first round was completed, and in October 2013 the second round of invitations for testing began.

In December 2012 the *National Programme for Early Detection of Cervical Cancer* began. The target group of the *National Programme for Early Detection of Cervical Cancer* are women aged from 25 to 64 years, and the screening interval is 3 years. The programmes are run by the county institutes and the contracted primary health care surgeries working in health care for women and the contracted cytological laboratories. The CIHI finances the procedures in these programmes, that is, the procedure of gynaecological screening in women's health care and the PAP smear test procedure in cytology.

"Daffodil Day" is traditionally marked with suitable events to draw the attention of women to the importance of early detection of breast cancer, and "Mimosa Day" to show women the importance of early detection of cervical cancer.

All women in the RC are entitled to give birth free of charge in a health-care establishment, regardless of whether they have health insurance or not. All women with compulsory health insurance are entitled to the necessary number of examinations related to pregnancy, childbirth and postnatal period, and *the Plan and Programme of Measures of Health Care from Compulsory Health Insurance* which was adopted in November 2006 sets the standard number of check-ups in pregnancy and after the birth.

In 2012, under health care for women, there were 1,548,638 women under the care of a gynaecologist and 529,122, or 34.2%, made use of that service. According to reports from surgeries for primary health care for women, in 2012, there were 11.9% more visits regarding family planning and/or prescription for some form of contraception than in the previous year. The number of preventive breast examinations undertaken is rising slowly (at a rate of 51.5/1,000) and the percentage of pathological findings is falling (8.2% in comparison with 10.6% in 2011). The number of PAP tests performed is rising (2012: at a rate of 384.9/1,000 women of a child-bearing age; 2011: 333.5/1,000). The most frequent reasons for women to visit the gynaecology surgery and use the services of their selected gynaecologist in primary health care did not change in 2012 in comparison with the previous few years. These were most often illnesses of the urinary and genital system – 51.3%; factors affecting health and contact with the health service – 22.0%; pregnancy, birth and postnatal period – 11.8%; tumours – 6.4%; and infectious and parasitical illnesses – 4.7%.

The Ministry of Health (hereinafter: the MH) finances 10 centres for free and anonymous testing and counselling for HIV. The centres are integrated into the existing health care system, whereby the access to HIV counselling and testing is improved. Seven centres have been opened in county public health institutes, one in the Croatian Institute of Public Health, one at the Dr Fran Mihaljević Infective Diseases Clinic, and one in the prison system

at the Prison Hospital in Zagreb. The counselling centre at the CIPH in Zagreb was opened in December 2004. The counselling centres are aimed at all those who need advice and assistance in relation to HIV/AIDS and who want to be tested for HIV infection, in order to educate and inform beneficiaries of the risks and means of protection from HIV infection and other sexually transmitted diseases, as well as those transmitted by blood, in order to preserve their health and reduce the level of risky behaviour in the population. Free and anonymous testing is also provided for hepatitis B and C and syphilis, on the basis of epidemiological indicators.

In 2011, the CIPH undertook an educational public health campaign entitled "Knowledge Wins" (posters, fliers, television films and radio announcements) and on-line promotion through interactive content (quizzes, interactive content). In December 2012, media education work began as part of the MH campaign "For Health Today", which continued in 2013, in order to raise awareness, inform and educate the public, and to improve the implementation of the screening programmes.

The proportion of women doctors is increasing gradually but constantly, and in 2012 it amounted to 61.0%. Amongst the permanently employed dentists, the proportion of women is 65.2%. There is a predominant number of women pharmacologists (92.3%) and nurses with three-year college (94.0%) or secondary school education (89.3%).

D. VIOLENCE AGAINST WOMEN

The RC condemns all forms of violence against women and continually undertakes numerous activities aimed at its effective prevention and elimination. In the last five years in this area the legislative, strategic and institutional framework has been improved. Several campaigns on national and local levels have also been conducted, with research and analysis of this phenomenon.

In 2011, the Croatian Parliament adopted a new *Criminal Code* (Official Gazette, nos. 125/11, 144/12), aligned with the relevant international standards, which came into force on 1 January 2013. Amongst other things, it contains provisions which regulate questions of various forms of criminal offences, which affect women, or mainly women, including sanctioning various forms of sexual violence, domestic violence, genital mutilation etc. The implementation is being monitored of the *Act on Protection against Domestic Violence* which came into force in 2009 and the application of the *Protocol on Procedures in Domestic Violence Cases*. In 2009 at the Office for Probation and Support for Victims and Witnesses of the Ministry of Justice (hereinafter: the MJ), a Victim and Witness Support Division was founded. In 2011, the Government of the RC adopted *the Protocol on Procedures in Hate Crime Cases*, and in 2012 *the Protocol on Procedures in Sexual Violence Cases*. In 2013, the National Call Centre for victims of criminal offences and minor offences was set up, which is free for users.

The Free Legal Aid Act (Official Gazette, no. 143/13), which came into force on 1 January 2014, improves and makes more accessible the provision of legal aid to economically

and socially at risk categories of citizens. One of the important changes is that the *Act* prescribes in a separate provision the approval of secondary legal aid to a victim, without establishing their financial status, when this is a victim of a criminal offence of violence in the procedure of exercising the right to compensation for damages caused by the criminal offence. Also, in cases when the financial status is established, the financial status of the perpetrator of domestic violence is not taken into account if the applicant is a victim of that violence.

A significant initiative was launched by the Ministry of Veterans' Affairs (hereinafter: the MVA), which at the beginning of 2014 conducted consultations with the interested public, and submitted to the Government of the RC and further to the Croatian Parliament for the regular procedure of adoption the final text of the *Draft Proposal of the Act on the Rights of Victims of Sexual Violence in the Homeland War*. This Act defines sexual violence in the Homeland War, regulates the question of the rights of victims of this form of violence and the procedure for exercising those rights, improves the cooperation of the competent institutions in processing the crimes, restores dignity to the victims and raises their quality of life through the provision of psycho-social, medical and financial assistance.

A large number of measures have also been systematically implemented on the basis of the *National Strategy for Protection against Domestic Violence 2011 – 2016*. *The National Policy for Gender Equality, 2011-2015* contains a separate chapter dedicated to the elimination of all other forms of violence against women. Its main aims are targeted at: 1) the elimination of all forms of violence against women and improvement of the position and protection of the rights of women who are victims of violence; 2) improvement in collection of statistical data, inter-sector cooperation and implementation of continuous education of the competent bodies and 3) continuous implementation of measures relating to raising public awareness of the occurrence and ways of preventing gender-based violence.

In 2014, it is planned to adopt the *National Strategy for the Development of a System of Support for Victims and Witnesses*. It must be said that in the implementation of a large number of different strategic measures, it is not only the ministries and other government bodies that are included, but also NGOs, local gender equality commissions, and, very often, the media. The local authorities also adopt their own strategic documents and programmes for the prevention of violence against women.

In the RC, there are currently 19 autonomous shelters for women who are victims of violence and 1 specialised centre for women victims of sexual violence. NGOs, which also provide services of psycho-social and legal assistance, also run hotlines accessible to women and children who are victims of all forms of violence, and there is also a hotline for disabled women victims of violence. Counselling services are also available through family centres, health centres and other institutions.

The MSPY, the counties and the towns, on the basis of agreements concluded since 2009, participate in co-financing the work of autonomous women's shelters, each providing 30% of their financing. The remaining 10% is provided by the NGOs themselves. In 2009, the ministry spent HRK 1,683,886.18 for that purpose, and HRK 2,529,827.67 in 2010. The Ministry, as part of financing three-year programmes for the period from 2010 to 2013, also

financed programmes for the integration of women who were victims of violence after they had left the shelter. For 2014, the MSPY has provided HRK 2,148,500.00 for improving the protection of women who are victims of domestic violence. Every year the MSPY prints an updated *Address list of institutions, organisations and other institutions providing assistance, support and protection to victims of domestic violence*.

In 2010, a few line ministries signed the *Agreement on Cooperation for the Prevention and Suppression of Domestic Violence and Violence against Women*. The Agreement was signed with the aim of strengthening the cooperation, partner relationships and coordination of the competent state bodies, institutions and NGOs in resolving the problem of domestic violence and violence against women in the Republic of Croatia, in line with the obligations arising from the *National Strategy for Protection against Domestic Violence* and international recommendations and initiatives. At the end of November 2010 pursuant to this Agreement a National Team was set up for procedure in cases of domestic violence, and teams on a county level.

Since 2010, a preventive national campaign has been run entitled "Living life without violence" by the Ministry of the Interior (hereinafter: the MI), and the MSES in cooperation with UNDP Croatia, aimed at sensitising the public to the problem of violence and encouraging them to report domestic violence. The campaign is aimed at pupils of elementary and secondary schools, teachers, parents and the community as a whole. The campaign's Facebook page: facebook.com/zivim.zivot.bez.nasilja contains the latest news, announcements of events, photographs etc.

The Government of the RC regularly marks 22 September – National Day for the Elimination of Violence against Women, 25 November – International Day for the Elimination of Violence against Women, and 16 days of activism for the elimination of violence against women, often in cooperation with NGOs. These days are also marked by the Committee for Gender Equality of the Croatian Parliament, and by the Ombudsperson for Gender Equality. The most important international documents are promoted in printed and electronic form, including *the UN Declaration on the Elimination of Violence Against Women*. Many campaigns and other activities to prevent violence against women, including the elimination of violence against women with disabilities are also run by NGOs throughout the RC. In 2011, the President of the RC joined the campaign "UNiTE to End Violence against Women" – of the Network of Men Leaders tasked with helping to end violence, launched by the Secretary General of the UN.

In 2013 and 2014, NGOs initiated the marking of the global campaign "One Billion Rising". The OGE began at the end of 2013 the implementation of the two-year project "*My voice against violence*" which is co-financed by the European Commission (hereinafter: EC), through a call for tenders of the Community programme for employment and solidarity – PROGRESS, on the subject: "Support for information and communication activities aiming at ending violence against women" in partnership with two civil society organisations.

For information on the system of collecting, processing and publishing statistical data related to violence against women, please refer to Chapter 3.

In order to discover the causes and consequences of violence against women, and the effectiveness of preventive measures, a significant number of different forms of research and analysis have been undertaken, such as: "Protection of rights and provision of support to victims/witnesses of domestic violence", "The experiences of women victims of domestic violence with the work of government bodies", "Economic violence against women", "Forms of financing shelters for victims of domestic violence", "The economic aspects of violence against women and their children", "Sexual violence in the RC, 2000- 2010", and "Monitoring and evaluation of provision of services to victims of domestic violence accommodated in shelters".

According to the official figures from the MI, the number of offences committed, according to the *Act on Protection from Domestic Violence* rose from 14,129 reports in 2010 to 15,015 in 2011. In 2012 and 2013 there was a slight fall in the number of reports to 14,874 and 14,335. There were 1060 criminal offences of domestic violence in 2010, after which the number of reports fell in 2011 and 2012 from 875 to 622 reports. There were 1874 reports of criminal offences against marriage, the family and children in 2013. According to figures from the MJ and the MH, the percentage of women who are victims of violence in the total number of victims of violent behaviour is about 64-67%.

The problem of failure to report violence arises as one of the key factors, because it affects not only the perception of society of the extent of the problem, but also the work of all competent bodies and institutions. This notion is supported by the fact that sexual violence in the RC, as in almost all countries, is one of the crimes that is least reported, with the largest proportion of dark figures. According to the official data of the MI, the number of reported criminal offences against sexual freedom and sexual morality is between 600 and 750 every year. According to the type of criminal offence, the most common are lewd acts and rape. Victims of rape in 90% of cases are women, most often in the period of adolescence and in their 20's, in contrast to the perpetrators who are mainly in their 30's and 40's. The perpetrators of sexual violence are almost exclusively male.

In 2009 and 2010, the RC became one of the group of countries which invested the most effort in the world regarding the problem of trafficking in human beings, in the area of protection of victims, prosecution of perpetrators and prevention, and was placed by the US State Department in TIER 1.

The issue of human trafficking is regulated by the *Criminal Code* (Official Gazette, nos. 125/11, 144/12), *the Act on Amendments to the Criminal Procedure Act* (Official Gazette, nos. 76/09, 145/10, 80/11, 143/12, 56/13, 145/13), *the Aliens Act* (Official Gazette, nos. 130/11 and 74/13), *the Asylum Act* (Official Gazette, nos. 79/07, 88/10 and 143/13) and other legislation. In 2012, the Government of the RC adopted the *National Plan for the Prevention of Trafficking in Human Beings 2012-2015*.

According to the official figures from the MI, a large number of victims are female, which is often closely linked with sexual exploitation. In 2009, a total of 8 victims of human trafficking were recorded, 7 in 2010, 14 in 2011, 12 in 2012, and in 2013 there were 4 victims of human trafficking. The RC is one of the important transit routes toward western European countries, and in the context of trafficking in women it is primarily a transit country.

The Criminal Code prescribes the penalty of imprisonment for a period between six months and five years for the criminal offence of prostitution for persons who, for profit or other benefits, incite or encourage another person to provide sexual services or organise or enable another person for the provision of sexual services. A prison sentence of up to 10 years is imposed if force, threat, deception, abuse of authority, or a difficult position or dependent relationship is used in so doing. A penalty of the same range is imposed for the users of those services if they knew or had reason to know about these circumstances. Advertising prostitution is punished by imprisonment of up to three years.

In order to raise the level of awareness of society and key stakeholders about the issue of trafficking in women and young girls, the necessity of preventing and eliminating trafficking and prostitution, and also with the aim of reducing demand for prostitution, various projects and public campaigns have been run, organised by government bodies, NGOs and in cooperation with international bodies and institutions. European Day for Combating Trafficking in Human Beings – 18 October – is marked regularly. Relevant documents and educational materials are translated, printed and distributed, and educational programmes are organised for school pupils and the wider public. It is important to point out the significance of the work of the PETRA network, which comprises 11 organisations working to prevent and combat trafficking for the purpose of sexual exploitation. NGO projects are regularly financed, which deal with this subject and the questions of combating violence against women, including domestic violence.

In January 2013, the RC, as the 27th member of the Council of Europe, signed *the Council of Europe Convention on preventing and combating violence against women and domestic violence*.

E. WOMEN AND ARMED CONFLICTS

In July 2011, the Government of the RC adopted 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 from 2011 to 2014)* (hereinafter: NAP) and the Ministry of Foreign and European Affairs (hereinafter: MFEA) printed 500 copies of it in Croatian and English. The report on the implementation of the NAP is available on the website of the OGE.

The development of gender-sensitive policies in the Ministry of Defence (hereinafter: MD) and the Armed Forces of the RC (hereinafter: AFRC) are founded on the commitments assumed by signing various international agreements, including *the UN Convention on Elimination of all Forms of Discrimination against Women*, and *the UN Millennium Declaration*, and also commitments arising from membership of the UN, NATO, the Council of Europe, and the EU. On the basis of the *Defence Act* (Official Gazette, nos. 33/02, 58/02, 76/07 and 153/09) the Personnel Board of the Ministry also includes a Gender Equality Committee, with the task of ensuring equal treatment, status and equal opportunities for

members of both sexes. The MD has a gender equality coordinator, and a confidential counsellor has also been appointed to whom complaints may be submitted related to the protection of the dignity of officials and employees.

On the MD website, there is also a special sub-page dedicated to gender equality, which contains all the relevant information and gender-disaggregated statistics related to the employees in the MoD and the AFRC. The MD adopted the *Plan of Action for the Promotion and Establishment of Gender Equality by 2014*, which is binding for all units in the Ministry and the AFRC. This *Plan* is aimed at promoting the human rights of women and gender equality, creating equal opportunities in the defence system, balancing the participation of women and men in decision making processes, and eliminating all forms of gender discrimination. The first ministerial policy document has also been adopted, entitled *Gender-sensitive policy in the Ministry of Defence and the Armed Forces of the RC*, which identifies the strategic aims related to the resolution of gender issues in the defence department, as a contribution to peace and security. The document is largely educational in nature, which stems from the need to explain the entire context of the gender issue, as well as the need to link up with other national and international documents, key in the promotion of gender equality, but primarily the further integration of women into the defence system.

Within the framework of the policy of developmental cooperation of the RC, the MFEA pays special attention to the promotion of the human rights of women and young girls, and to strengthening the overall role of women, especially in traditional and transition, post-conflict and war-affected areas and states. The MFEA has undertaken several comprehensive developmental projects, with an emphasis on strengthening the overall position of women and girls in the period after the end of the armed conflicts in Afghanistan, through education and economic empowering. As part of this, in 2011 an elementary school was built in Homaro Farog, in 2012 a high school for girls in Camp Sakhi, and a library for the girls' high school, Khorasan High School was built and equipped. It also took part in the: "School Meals Programme" as part of the World Food Programme, aimed at elementary and secondary schools, in order to encourage and enable poor families to send their girls to school. As part of assistance to the economic empowerment of women in Afghanistan, in 2012 the MFEA ran the project, "Carpets from Afghanistan", and a centre was launched for weaving carpets, which employs 16 women who are members of the Hazara ethnic minority.

In 2013, the RC initiated an important project involving the construction and equipping of a Training Centre for Midwives in the north of Afghanistan, with a view to contributing to the reproductive health and employment of rural women.

The Permanent Delegation of the RC to NATO gives full support to work on all the projects related to strengthening gender equality and the promotion of *Resolution 1325* and related resolutions in member states and partner states, and in those where NATO is running operations and missions, especially in Afghanistan and Kosovo. Since 2011, the Assistant Secretary General for Public Diplomacy at NATO has been a prominent Croatian woman politician and former Minister of Foreign Affairs and European Integration.

The RC strongly supported the adoption of *UN Security Council Resolution 2106(2013) on sexual violence in conflicts*.

During 2012, the assistant minister of foreign affairs chaired the Multinational Advisory Group (MAG), the managerial body of RACVIAC – the Centre for Security Cooperation, with its seat in Zagreb. RACVIAC since its foundation in 2001, from a multinational regional centre for assistance in implementation of agreements on arms control in the countries of South Eastern Europe, has grown into a Centre for Security Cooperation, a unique international organisation for the promotion of stability and security in the region.

The data for 2013 show that in the MD in the category of state officials, there are 42.86% women. In the administrative part of the MD there are 36.52% women in managerial positions, whilst in the AFRC there are 5.62%. Over the last few years there has been a noticeable trend of growth in the proportion of women in the administrative part of the MD, and thus in the category of civil servants there are 67.59% women, and 28.12% women in the category of employees. In the category of active military personnel, there are 9.68% women, of whom 5% are ordinary soldiers, 16.4% lower ranking officers and 12.39% higher ranking officers. This year the first woman general was appointed acting also as advisor for gender issues in the ISAF Command for peacekeeping operation.

In line with the obligations stemming from the *National Policy for Gender Equality 2011-2015*, since May 2013, content has been published on the internet site of the MD under the title "Gender Equality and Protection of Dignity in the MD and the AFRC".

At the end of 2012 in Zagreb, the Regional Women's Lobby for Peace, Security and Justice in South East Europe organised the third strategic Regional Conference, under the title, "Women in Peacebuilding: access to justice for women in post-conflict countries". The conference was held under the auspices of the President of the RC, with the support of the Sub-regional Office for Central and South East Europe of the United Nation's body - UN Women, the OGE and the City Assembly of the City of Zagreb. Five hundred copies of the proceedings of the conference were printed under the same title in Croatian and English, containing the messages from the conference, and they were distributed widely throughout the countries in the region. The regional women's lobby was founded in 2006 in Zagreb, with the aim of lobbying for the rights and empowerment of women in decision-making processes, peace, democracy, security and justice, in line with Resolution 1325. Its members are prominent female politicians and activists from NGOs from the RC, Serbia, Bosnia and Herzegovina, Macedonia, Montenegro, Albania and Kosovo.

Several conferences have been held in the region on the implementation of *Resolution 1325 "Women, peace and security"* at which representatives of the RC took part. During the Croatian presidency of the American-Adriatic Charter, a symposium was held in Zagreb in April 2010 entitled "Women and Security". In June 2012, an international conference was held entitled "The Cetinje Parliamentary Forum: Women, peace, security - two years later", in Montenegro, organised by the Gender Equality Committee of the Assembly of Montenegro.

F. WOMEN AND THE ECONOMY

Reducing the unemployment and eliminating the discrimination of women on the labour market is one of the most important strategic aims of the *National Policy for Gender*

Equality, 2011-2015. Since women account for the majority of the unemployed (52.7%), they receive about 11% lower salaries and are faced with various forms of discrimination in employment and professional promotion, alongside the development of a legislative and strategic framework, a series of measures has been undertaken to reduce unemployment, establish equal opportunities on the labour market, strengthen female entrepreneurship and achieve work-life balance.

The prohibition of discrimination on the basis of gender in the area of employment and labour is regulated in the *Gender Equality Act* (Official Gazette, no. 82/08), *the Anti-Discrimination Act* (Official Gazette, no. 85/08), and *the Labour Act* (Official Gazette, no. 179/09, 61/11). The prohibition relates to the terms of employment, promotion, access to professional training and education, the conditions of work, membership of associations, work-life balance, pregnancy, birth, parenthood and child custody.

At the beginning of 2009, with the coming into force of the *Act on Maternity and Parental Benefits* (Official Gazette, no. 85/08, 110/08, 34/11, 54/13) the right to maternity benefits was introduced for mothers who were not employed and were not registered with the employment service.

In line with the *Joint Assessment of the Employment Policy Priorities* (JAP) signed between the Government of the RC and the EC, the Government adopted the *National Employment Promotion Plan 2009-2010* and *2011-2012* and increasing the level of employability and the rate of participation of women belonging to the primary age group (especially those with low or inappropriate skills) on the labour market is one of the key priorities.

As part of the *National Employment Promotion Plan 2011-2012* funds were provided within the provision for the Croatian Employment Service, aimed at motivation for employment, co-financing and financing education and co-financing employment of the long-term unemployed and other groups at risk of social exclusion. Assistance for employment and training, from 2011 to the end of 2013, was provided for a total of 56,944 persons, of whom 30,805 (54%) were women. Support for self-employment was granted to 7,579 persons, of whom 39% were women (2972 persons). 20,463 unemployed persons were included in education, of whom 10,394 (51%) were women.

In the field of creation of equal opportunities on the labour market, the CES, as part of the IPA Component IV – Human Resources Development, from September 2010 to March 2012, ran the project "*Women in the Labour Market*". The aim of the project was to increase the employability of women in a disadvantaged position and support their entry into the labour market. "A Study of the Position of Women in the Labour Market", "A Guide for Gender Sensitive Policy", and "A Handbook of Examples of Good Practice in Implementing Measures of Active Employment Policy for Women in a Disadvantaged Position on the Labour Market" were written as part of this project.

The CES, as the responsible body, with the partnership of competent institutions and civil society organisations, also ran other projects attempting to change the position of women in the labour market, such as: "*Youth in the labour market*", "*Establishing support in social inclusion and employment of disadvantaged and marginalised groups*", "*Fostering effective*

inclusion of persons with disabilities into the labour market", "Improving labour market access of disadvantaged groups" "Fostering equality in the Croatian labour market" "Equal in Diversity" etc.

Protection from discrimination in the work place is enhanced by labour inspectors, who are responsible for supervising the implementation of the obligation of employers to adopt and publish regulations on employment, which regulate the procedures and measures of protection against discrimination and for appointing a person authorised to receive and resolve complaints related to the protection of the dignity of workers.

In the pension insurance system, in October 2010 in amendments to the *Pension Insurance Act* (Official Gazette, no. 121/10) the retirement age for women has been gradually equalised with the retirement age for men. Women on average retire and receive their pensions at an earlier age than men, with fewer years of service and a lower average income than men, as a result of which women's pensions are on average 15.9 % lower than men's.

Significant progress is visible in the area of promotion of female entrepreneurship, through the improvement of the strategic framework for implementing programs to strengthen entrepreneurship and the economic empowerment of women, run by the competent institutions at national and local level. HRK 547 million from European Union funds and the state budget were invested in female entrepreneurship in the period from 2010 to 2013.

The proportion of female entrepreneurs in the RC currently stands at approximately 30%, and women own 25% of commercial companies and 33% of crafts. The register of government subsidies (the database for incentive programmes for SMEs) and the Craft Register have integrated gender criteria.

On the basis of the obligations in the implementation of the *National Policy for the Promotion of Gender Equality 2006-2010*, in 2010 the *Strategy of Development of Female Entrepreneurship in the RC 2010-2013* was adopted, with 17 implementing measures established. The Ministry of Entrepreneurship and Crafts (hereinafter: MEC) draws up a report on the implementation of this Strategy, which contains a detailed analysis of the implementation activities, as a basis for the preparation of *the Strategy of Development of Female Entrepreneurship in the RC 2014-2020*.

The ministry competent for entrepreneurship gave financial support through a separate project – "*Female entrepreneurship*" as part of which in the period from 2009 to 2012, a total of 2540 applications were approved, amounting to a total of HRK 33,776,130. In 2013, female entrepreneurs were able to achieve an additional 15 points in the system of grants if they were owners of more than 51% of a commercial entity. Women entrepreneurs, alongside the project "*Women entrepreneurship*" also participated in other incentive projects for SMEs, and crafts, and in the period from 2009 to 2013, women had 7325 projects (39.06%) approved, whilst the total amount granted to women was HRK 174,775,988.82 (18.63%).

In 2009, implementation began of two loan projects: "*Local projects for the development of small businesses*" and "*Local development projects: micro loans*" for which the ministry competent for entrepreneurship paid out subsidised interest, and which were implemented with the participation of the counties and commercial banks. Women were approved 106 applications in a total amount of HRK 134,177,418.16 (10.57%). As part of the

line of credit entitled "*Local development projects - entrepreneur*" 2004-2008 women were approved 918 loans (24.30%) in the total amount of HRK 764,703,804 (18.81%).

A measure was also implemented to improve access by women to financing through special and favourable lines of credit by the HBOR. The MEC provided funding for subsidising interest, and the Croatian Agency for SMEs and Investments (hereinafter: HAMAG INVEST) provided state guarantees from guarantee programmes. From May 2011, when the MEC and HBOR concluded an agreement on business cooperation in implementing favourable financing for female entrepreneurship, up to the end of 2013, a total of 223 projects were approved, with a total value of HRK 106,312,438.57. In January 2012, an agreement on cooperation in the programme: "*Female entrepreneurship*" was concluded between the HBOR and the European Bank for Reconstruction and Development, with the aim of exchanging information on the needs of potential beneficiaries and problems faced by women entrepreneurs, and of promoting women entrepreneurship, through partner banks (joint promotion activities, training in the field of financing, giving recommendations).

Up to mid-2012 HAMAG INVEST ran the "*Guarantee programme for women entrepreneurs*" in which women were able to receive guarantees up to HRK 700,000 for a fee of 0.75%, and a total of 11 guarantees were approved on that basis. Through the modernisation of the guarantee programmes, women entrepreneurs continued to receive guarantees through other programmes, especially "*New entrepreneurs*" in which the amount was reduced to the minimal 0.25% of the amount of the guarantee. A way of issuing guarantees was also introduced through a letter of intent, so that all the needs for loan funding of female entrepreneurs could continue to be met, but under more favourable terms than before. Since these changes, women entrepreneurs have been granted 50 guarantees under the "*New entrepreneurs*" scheme, whereby 48 million HRK of new investments were made possible for women entrepreneurs.

Many projects, workshops, conferences and other activities aimed at encouraging female entrepreneurship, and networking and education on entrepreneurship were conducted by the MEC, the OGE and the CES, in cooperation with local partners, enterprise support institutions, ULRSs, civil society organisations, county commissions for gender equality and other competent institutions. The following projects were run: "*I can also be a woman entrepreneur*", "*Realisation of the potential of women in enterprise, science and politics in the RC*," "*Be enterprising – be competitive*", "*Women in non-traditionally female occupations*", "*The European Network of Female Entrepreneurship Ambassadors*, etc. Apart from public funds from the RC, the projects were also funded by European Union funds.

Each year International Women Entrepreneurs' Day is regularly marked, organised by the Croatian Association of Business Women, "Krug" (Circle) under the patronage of the President of the RC. Since 2009, this association has awarded prizes for the most successful business woman and female manager in the country. The Croatian Chamber of Trades and Crafts marked 2010 as the "Year of Women in Crafts"

Finding a balance between private and business obligations and the greater inclusion of fathers in family life is regulated by the *Act on Maternity and Parental Benefits* which provides, as an additional incentive, the possibility of extending parental leave for a further

two months if the fathers use the right to parental leave for at least 3 months. Although still insufficient in numbers, in comparison with 2008, a rise in the number of fathers who used parental leave was recorded from 437 to 1421. The minimum duration of parental leave in 2013 was extended from three to four months for each employed and self-employed parent, and it is not possible to transfer two of the four months of parental leave to the other parent. In order to raise public awareness about the discrimination of women on the labour market, the achievement of work-life balance, and the greater inclusion of fathers in family life, a series of other activities was also conducted, which included debates, round tables, workshops, organised by the competent state institutions, family centres, units of local and regional self-government, county commissions for gender equality, and civil society organisations.

Targeted research was undertaken to collect data and gain an insight into the status and possibilities for improving the position of women on the labour market, women in rural areas and the inclusion of women in IT and communications technology. For example, the OGE, as part of a survey entitled: *"Perceptions, experiences and attitudes concerning gender-related discrimination in the RC"* also examined the labour market. The Ministry of Agriculture undertook a three-year study entitled *"Research into the status, awareness and needs of rural women in the RC"* whose results were published in 2012 in the publication "101 Questions for Women from Rural Areas", and is preparing the adoption of the *Action Plan for Promotion and Improvement of the Role and Status of Women in Rural Areas*.

The internet portal MojPosao conducted a survey entitled *"Achieving balance between business and private life"*, the agency Ipsos Puls a survey *"Women and the ITC sector"*, and Deloitte a survey entitled *"Women in the business world"*.

Women account for approximately 16% of students in ICT studies, and about 1/3 of employees in the ICT sector. On average, they earn about 13% less than men in this sector, where the difference is more expressed in the area of computer manufacture and service, and less in the area of ICT services. Of the total number of women in the ICT sector, about 28% of them are in managerial positions.

The Ombudsperson for Gender Equality launched a project at the end of 2013 entitled *"Breaking through the glass ceiling - Equal opportunities in access to positions of economic decision-making in Croatia"*, supported by the EC as part of the community programme "Progress". The aim of the project is to reduce gender disparity in positions of economic decision-making, that is, in managerial positions in companies.

G. WOMEN IN POWER AND DECISION-MAKING

Alongside the *Gender Equality Act*, which prescribes the obligation of including at least 40% of the under-represented gender in lists of candidates for various types of elections, in 2012 a new *Local Elections Act* was passed (Official Gazette, no. 144/12) which prescribes that when drawing up a list of candidates, account must be taken of the representation of both genders, pursuant to the *Gender Equality Act*. Measures to attain a balanced representation of

men and women in the process of political and public decision-making are also contained in the *National Policy for Gender Equality 2011-2015*.

Before the parliamentary elections in 2011 and the local elections in 2013, the OGE, in cooperation with many NGOs and county commissions for gender equality, ran a campaign to increase the proportion of female candidates in election lists. The campaign included broadcasting videos and radio messages on national and local television and radio programmes, holding topical round tables and debates, and many other activities. As part of the campaign for the parliamentary elections in 2011, the OGE gave financial support to five projects by NGOs through a call for tenders on the subject of promoting a balanced representation of men and women in the Croatian Parliament.

One of the more significant achievements was the establishment of a system of monitoring gender statistics in the entire election process for all levels of elections. On the website of the State Electoral Commission gender-disaggregated statistical data were published, with an analysis of all accepted electoral lists, and gender-disaggregated data according to seats won at the Parliamentary elections in 2011, for all levels of representative bodies at a local level and all executive positions at a local level (county prefect, mayor and municipal head) at the local elections in 2013. The data contain statistics on all candidates in terms of age and gender, statistics on candidates by constituency, a list of electoral lists with more than 40% female candidates per constituency, according to the proponents of lists and the proportion of female candidates, statistics on the leaders of groups of voters, a list of electoral lists with female leaders by constituency. The complete statistics on the electoral process were also published for the elections for the European Parliament in 2013.

At the end of 2011, at the elections for the Croatian Parliament, there were 35% female candidates, and 20% of them were elected, that is 30 of a total of 151 seats in Parliament. After the formation of the executive power, the proportion of female members in the Croatian Parliament rose to 25%. There were 32% women members in the 29 Parliamentary committees. In the total of 7 delegations active in the Croatian Parliament, women account for 42% of members. In the work of the current Government of the RC, there are four women, of whom two are also deputy prime ministers, that is, 19%, whilst in the previous Government (2009-2011) there were 10% women, that is, the Prime Minister and one woman minister. According to data for 2014, 25% of deputy ministers are women, as well as approximately 50% of assistant ministers and the same number of general secretaries of the ministries.

At the local elections held in 2013, a slight rise was recorded of the total number of female candidates, that is, 28.4% in comparison to 24.5% at the local elections in 2009.

The total share of all elected female council members in municipal and city councils and county assemblies increased only symbolically in comparison with the previous elections, from 17.5% to 18.2%. At the elections in 2013, 20.7% female members were elected to county assemblies, 23.1% to city councils and 15.7% to municipal councils.

In both 2009 and 2013, only 1 female county prefect was elected (of a total of 21 prefects). There was a significant rise recorded at the level of deputy prefect, from 17.5% in 2009 to 26.2% in 2013. A slight rise also occurred in the number of women at the level of

mayor from 4.7% in 2009 to 8.6% in 2013, of deputy mayor from 22.2% to 25.6%, of head of municipality from 4.9% to 6.5% and of deputy head of municipality from 13.1% to 17.7%.

Only at the elections for Croatian members of the European Parliament (a one-year term) in 2013 was parity achieved, because with 38.4% female candidates, 6 women and 6 men were elected. At the elections for the EP in 2014, 34.5% of the candidates were women.

As we pointed out in the introduction, women account for the majority of judges. In 2012, women accounted for 71.2% of municipal court judges, 70.6% of commercial court judges and 72.4% of minor offence judges. At the Supreme Court of the RC, 55.0% of the judges are women. At the Constitutional Court, 33.3% are women, and the president of the Constitutional Court is a woman. At the State Attorney's Office, 47.6% of the attorneys are women, in the county state attorney offices 56.1% are women, and in the municipal state attorney offices 69.8% are women.

In 2011, of those the Government of the RC appointed to various boards, commissions and working groups, 38% were women, and in 2012 and 2013 52% of those it appointed were women. Of those appointed to the management councils and management boards of various agencies and institutions in 2011, 42% were women, while of those appointed in 2012, 45% were women, and in 2013 this proportion reached 58%.

In companies where the state is a majority owner, of which there were 61 in 2012, there were 60 female members on the supervisory boards, or 23%, and 17, or 16%, on the management boards. From this, it stems that 21% of those in positions of economic decision-making in companies where the state is a majority owner were women.

The results of a survey conducted by the Ombudsperson for Gender Equality on the representation of women and men in leadership and managerial positions in 500 of the most significant companies in the RC show that in 2014 women accounted for 24.25% of the leading positions in management and supervisory boards while men accounted for 75.75% of these positions.

H. INSTITUTIONAL MECHANISMS FOR THE ADVANCEMENT OF WOMEN

As we have reported in detail in previous reports on the progress of the RC, there is a very highly developed system of institutional mechanisms for gender equality, and we pointed this out in the introductory chapter as one of the most important achievements since the adoption of the Beijing Platform for Action. The strengthening of institutional mechanisms at national and local level and the improvement of their coordination is one of the priority areas of the *National Policy for Gender Equality 2011-2015*. There is continuous and satisfactory cooperation between the Croatian Parliament Committee for Gender Equality, the Government Offices for Gender Equality, Human Rights and the Rights of National Minorities, specialised Ombudspersons and civil society organisations. There has been interactive cooperation through a large number of debates, round tables, conferences, workshops, discussions etc. In the Croatian Parliament, discussion on gender equality are held at plenary sessions, especially when adopting the annual reports on the work of the

Ombudsperson for Gender Equality.

The gender equality coordinators in the bodies of state administration are also responsible for the implementation of the *Gender Equality Act* alongside the Ombudsperson for Gender Equality and the OGE. They must send the OGE reports on the implementation of the *National Policy*. The ministries and other state administration bodies adopted action plans for the establishment and promotion of gender equality within their competence. Some ministries have set up separate sub-pages dedicated to gender equality on their websites.

The commissions for gender equality are responsible for the implementation of the *Gender Equality Act* at a local level, and are active in all twenty counties and the City of Zagreb, and in about 90 municipalities and towns. Representatives of county commissions were included in the consultation process in drafting the *National Policy for Gender Equality 2011-2015* and, on the basis of their suggestions, a series of new measures were included. One very important new point is that the majority of county assemblies adopted action plans for the implementation of measures from the *National Policy for Gender Equality 2011-2015* at a local level. On the web site of the OGE, a database of these action plans has been created, as well as a special section bringing news about their activities. As coordinator of the work of the county commissions, the OGE organises an annual meeting of the Coordination of the county commissions for gender equality, in order to exchange best practice.

Particular attention is paid to informing the public about gender equality policy, as promoted by the UN, the EU and the CoE. In the latest *National Policy* for the first time, a separate chapter was included entitled International Policy and Cooperation. There is also regular cooperation with the Gender Equality Commission of the Council of Europe. Since the RC joined the EU in 2013, a representative of the RC has been taking part in the work of the High Level Group on Gender Mainstreaming and the Advisory Committee on equal opportunities for women and men of the European Commission. Cooperation has also been established with the European Institute for Gender Equality, that is, with its professional forum and topical networks. Cooperation has also been established with the Union for the Mediterranean/Euromed. There is also active cooperation with the UN Commission on the Status of Women, UN WOMEN and the UN Committee on the Elimination of Discrimination against Women.

At regional level, there is cooperation with institutional mechanisms for gender equality from neighbouring countries, and participation in the two-year project of the Expert Group for Gender Equality of the Alps-Adriatic region.

I. HUMAN RIGHTS OF WOMEN

In the RC, the first scientific empirical research was undertaken in 2009 into the relationship of the public towards gender discrimination on the subject "Perceptions, experiences and attitudes concerning gender-related discrimination in the RC". According to the results, 58% of those surveyed believe that women and men are not equal, whilst 59% believe that progress has been achieved over the past decade and that there is less discrimination on the basis of gender than was the case ten years ago. The results of the

research were published in 2010 in the scientific monograph "*Gender Equality and Discrimination in Croatia*". Promotion of the human rights of women and gender equality is one of the priority areas of the *National Policy for Gender Equality 2011-2015*. It contains measures for informing the public about the *Gender Equality Act* and other anti-discrimination legislation, targeted education of the judiciary and state administration, promotion of the use of gender-sensitive language, activities aimed at improving the social position of women who are members of national minorities, women with disabilities, women in rural areas, organisations promoting the equality for LGBT persons, with continuous support for projects and activities of civil society organisations. The Ministry of Administration has drawn up a Draft Proposal of the *Act on Civil Partnerships* which regulates a wide range of rights of same-sex couples and which is currently undergoing the procedure for adoption in Parliament.

Protection and promotion of the human rights of women are also an integral part of the *National Programme for Protection and Promotion of Human Rights, 2013-2016*.

To mark the 30th anniversary of the CEDAW, in 2010 the Ivo Pilar Institute of Social Research and the OGE organised an International Conference entitled "Women's Human Rights - Developments on an international and national level 30 years after the adoption of the UN Convention on the Elimination of All Forms of Discrimination against Women". The proceedings of the conference with the same title were published and promoted.

In order to spread knowledge about the human rights of women, the most important national and international documents, studies and analyses are continuously being printed, translated, promoted and distributed. The OGE continuously prints and distributes tens of thousands of fliers with the *Gender Equality Act*, and the *National Policy for Gender Equality* is also regularly printed and distributed.

In 2011 the *European Commission Strategy for Equality between Women and Men, 2010-2015* was translated into Croatian and promoted.

This year, the *Strategy for Gender Equality of the Council of Europe 2014-2017* was translated and presented to the public to mark International Women's Day. Other CoE studies have also been translated: the handbook of good practice *Gender Equality in Sports - Access for Girls and Women to Sport Practices*, the handbook *Gender Budgeting: practical implementation*, and *Women and Journalists First*.

Many activities are regularly held on a national and local level to mark International Women's Day – 8 March, the International Day of Rural Women – 15 October, the National Day for the Elimination of Violence against Women – 22 September, the International Day for the Elimination of Violence against Women – 25 November, the International Day Against Homophobia and Transphobia – 17 May, International Women Entrepreneurs' Day, and the European Equal Pay Day.

The judicial academy, in cooperation with the MJ, regularly holds numerous workshops and seminars for public prosecutors and judges related to national and European legislation and the case law of European courts in the field of protection from discrimination.

Over the past few years there has been great progress in developing the competence of police officers in acting to prevent all forms of violence against women, hate crimes, trafficking in human beings etc. The MI runs a large number of courses and seminars of

supplementary professional training for police staff. A certain number of relevant topics are also built into the professional study of criminology at the Police College.

Since 2008, training seminars have been held regularly twice or three times a year in the area of gender equality for civil servants. In 2012 and 2013, the seminars were attended by 105 people from various bodies of state administration, of whom 84% were women. The participants in the seminar practised modes of introduction of the principles of gender equality in state administration, using specific examples.

Special attention was paid to the implementation of activities aimed at the social position of women who are members of national minorities, women with disabilities and women from rural areas. In 2012, the OGE published a call for tenders on the subject "Informing the public in rural areas about the Gender Equality Act", within which financial support was awarded for 10 projects by NGOs. The Ministry of Agriculture, alongside organising international conferences, conducted research into the status, awareness and needs of rural women in the RC. The Croatian Union of Associations of Persons with Disabilities - SOIH, in cooperation with Government offices, ran a campaign entitled "White Ribbon", in an attempt to raise public awareness of the problem of violence against women with disabilities. The Club of Albanian women of Croatia – Queen Teuta, traditionally organises a debate with the same title, to point out the position of women who are members of national minorities. The Association of Roma Women "Better Future", ran a campaign in 2010 entitled "Stop Marriages of Minors and Trafficking in Children".

Bodies of state administration and ULRSGs, through a public call for tenders, regularly provide continuous support and financing to a large number of projects and activities by civil society organisations who work for the protection of women's rights. The Office for Human Rights and the Rights of National Minorities of the Government of the RC published a call for tenders in 2014 for the allocation of grants to NGOs to implement projects in the area of the protection, respect for and promotion of human rights. Priority areas within the tender included activities dealing with the promotion of the inclusion of women and young people with disabilities in public and political life, the raising of the awareness of women who are members of national minorities of their human rights, and the prevention and suppression of various forms of domestic violence. In cases of violation of their human rights, women are entitled to send complaints to the Ombudsperson for Gender Equality and the Ombudsman of the RC who then proceed in accordance with their legal responsibilities and scope of work

J. WOMEN AND THE MEDIA

The stereotypes still present in the electronic and printed media, including public and private television and radio stations, are major obstacles to achieving actual gender equality.

Croatian legislation has bound the media to promote the principle of gender equality, and eliminate stereotypes, sexism and offensive and degrading forms of presenting women and men. *The Gender Equality Act* prescribes that the media, through the content of its

programmes and self-regulating acts, must promote awareness about the equality of women and men. Similar provisions may be found in *the Media Act* (Official Gazette, nos. 59/04, 84/11, 81/13), *the Electronic Media Act* (Official Gazette, nos. 153/09, 84/11, 94/13, 136/13) and *the Act on Croatian Radio and Television* (Official Gazette, nos. 137/10, 76/12). Discrimination is prohibited, as well as spreading hatred on the grounds of gender in the content of programmes and television advertising. Pursuant to the *Gender Equality Act*, Croatian Radio and Television (hereinafter: HRT) adopted the *Action Plan for the Promotion and Establishment of Gender Equality*, as a self-regulating act containing gender statistics on the personnel structure and measures whose implementation should contribute to a more gender aware environment at HRT. In 2010, HRT employed 41.08% women, mostly as journalist-editors (76.7%) and 31.25% as journalist-mentors. There were 20% women in the management of HRT, 30% on the HRT Board, and 33% female managers of HRT. Of the editors of radio and television programmes, 59% are women.

Within the Agency for Electronic Media there is a Fund for the Promotion of Pluralism and Diversity of Electronic Media, whose resources are used to promote the production of television and/or radio at a local level, which is of public interest, including the allocation of funding for the promotion of gender equality awareness. The percentage of programmes related to the subject of gender equality, based on the financial support granted to television stations, in relation to other categories, amounted to 5.14% in 2011, and 8.77% in 2012. The percentage of these programmes on the radio was 6.15% in 2011 and 7% in 2012. In 2014, Agency for Electronic Media plans to run a project to improve media literacy in relation to important social topics, including gender equality, for editors and journalists of radio and television stations in the RC, which will include 5 two-day workshops.

The National Policy for Gender Equality 2011-2015 also contains the separate aim to *Combat gender stereotypes and introduce gender-sensitive policies in the media* and obliges the media, above all HRT, to provide media space for broadcasting gender-sensitive content and inform the public about the obligation to introduce gender-sensitive policies in all areas of social life, in line with the national legislation and EU standards. HRT sent the OGE the results of survey into attitudes related to the promotion of gender equality in the content of programmes. Journalists and editors took part in this survey. The survey showed that the large majority of employees of HRT are aware of the fact that HRT has an *Action Plan to Establish Gender Equality* (67%), 42% of respondents did not know if women and men in HRT have equal opportunities for promotion in their careers and the opportunity to participate in the management structure, 40% believed that there is a difference in the level of salaries between women and men, 55% believe that it is necessary to organise training in gender equality, but as many as 34% do not want to take part in such training. The management of HRT indicated that, according to its programming principles, it intends to work to promote gender equality and eliminate discriminatory practices. It was emphasized that only permanent and systematic education is able to bring about a real, positive change in media content.

HRT sends the OGE reports on articles, topics and programmes broadcast, which they assess to promote and/or educate on gender equality, pursuant to the implementation of the *Gender Equality Act*, and in 2010 and 2011, these reports were discussed at sessions of the working bodies of the Croatian Parliament. HRT cedes media space for the publication of

advertising of general interest, and funding is allocated for the production and/or co-production of gender-sensitive media content, and independently produced gender-sensitive content is broadcast.

In cooperation with the Office of the Ombudsperson for Gender Equality, the HRT Educational Centre and the HRT Academy have run educational workshops for editors and journalists on the need to eliminate gender stereotypes in media expression, and the need to eliminate differences in presenting women and men and all content which shows women and men in an offensive, dismissive, degrading or sexist manner: on the subject "Aspects of Gender Equality in Programmes on HRT" and "What HRT can do as a Public Service to Promote Genders through Media Content". In cooperation with the Office for Human Rights of the Government of the RC, and Human Rights House, a workshop was organised entitled: "Protection and Promotion of Human Rights", aimed at journalists and editors.

In order to draw public attention to sexism and stereotypes in the printed and electronic media, the OGE organised a round table in May 2010, entitled "Gender Equality in the Media", which was opened by the former Prime Minister of the RC. The coordinator for gender equality from the International Federation of Journalists – the IFJ – took part in the round table. Amongst other things, the results of a one-year analysis of articles, headlines and pictures on front pages, and also a gender analysis of advertising space were presented, in which women are dominant, whilst in the area of informative programmes they are extremely under-represented. The message was sent out from the round table that stereotypes and sexism are still a major obstacle to gender equality, and that sexism, in contrast to racism, is not yet publicly condemned. The Croatian edition of the publication by the International Federation of Journalist *Getting the Balance Right - Gender Equality in Journalism* was also presented, which was translated and printed by the OGE in a circulation of 500 copies.

In 2010, the OGE allocated funds through a public call for tenders to NGO projects related to the "Promotion of Knowledge and Awareness of Gender Equality - Combating Gender Stereotypes through Printed and Audio-visual Work". NGOs are active in monitoring the media and, through their activities, also help to create gender sensitive media policies. A large amount of research has also been undertaken into the presentation of women in the media. The OGE ordered a quantitative analysis, monitoring the activities of female politicians, who took part in the local elections in 2013, which showed that the proportion of press articles about female politicians during the election campaign amounted to only 21%. The association B.a.B.e took part in the Global Media Monitoring Project (GMMP) and its report was included in the Fourth Global Report for 2010.

In 2012, the publication of the Council of Europe Steering Committee for Equality between Women and Men by Dr. Joke Hermes entitled: "*Women and Journalists First!*" was translated into Croatian and printed, with a circulation of 1000 copies. The publication was launched before the interested and professional public in March 2013, and was widely distributed. The *Resolution of the Parliamentary Assembly of the Council of Europe 1751 (2010) Combating sexist stereotypes in the media* and *Recommendation CM/Rec(2013)1 of the Committee of Ministers to member States on gender equality and media*, have also been translated and published on the OGE website.

The Faculty of Political Sciences in Zagreb runs a regular study course dealing with the topic *The Media and Gender Roles*.

L. THE GIRL-CHILD

In the reporting period in the RC further improvement has been noted of the legislative, strategic and institutional framework in the area of protection and promotion of children's rights, that is, of girls and boys.

Since 1999, the Government of the RC has been adopting strategic programmes of action in relation to children. In 2004, the Government of the RC adopted the *Programme of activities to prevent violence amongst children and youth* and the *Protocol on procedures in cases of violence between children and youth*. After the *National plan of activities for the rights and interests of children, 2006-2012* the MSPY drew up the *Strategy for the protection and promotion of children's rights in the Republic of Croatia, 2013-2020*. It is based on 4 basic strategic objectives established by the *Council of Europe Strategy for the Rights of the Child, 2012 -2015*: promoting child-friendly services and systems; eliminating all forms of violence against children, guaranteeing the rights of children in vulnerable situations, and promoting child participation. In March 2014 in Dubrovnik, the MSPY and the Council of Europe organised an international conference on the implementation of the *Council of Europe Strategy for the Rights of Child 2012-2015* and an assessment of the progress achieved in the first two years of implementation of that *Strategy*.

In 2013, the RC signed the *Optional Protocol to the Convention for the Rights of the Child on a communications procedure*, which will also make individual complaints possible regarding specific breaches of the *Convention*. The RC also previously ratified the *Optional Protocol on the sale of children, child prostitution and child pornography* and the *Optional Protocol on the involvement of children in armed conflict*.

In 2007, the RC ratified the *Council of Europe Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse*, which came into force in 2010.

In 2009, the Government of the RC adopted the *National Programme for Youth, 2009-2013* (Official Gazette, no. 82/09). In 2014, an inter-departmental group, founded within the MSPY and made up of representatives of the competent government bodies, scientific institutions and NGOs, drew up the *Draft Proposal for a National Programme for Youth, 2014-2017*.

There is no inequality of girls in the RC regarding education (see Chapter B).

Physical education and sports to promote health are an integral part of the education system in the RC and are equally accessible to both boys and girls. A total of about 42% of children are involved in some form of sporting activity. In 2009, the MSES and the Croatian School Sports Federation adopted the *Strategy of Development of School Sports 2009-2014*, whose priorities are related to including a greater number of girl and boy pupils in school sport.

There are counselling services for reproductive health active within the School Medicine Services of the Croatian Institute of Public Health. Conversations or advice are sought from these counselling services each year on average by about 2% of the total elementary school population and 5% of the total secondary school population. Within the county Institutes of Public Health, the CIHI arranges teams in public health care, who undertake measures to promote health, conduct health education and raise public awareness.

Government bodies regularly co-finance projects and programmes of NGOs working in the area of prevention regarding youth health. For example, in 2012 the MH awarded financial support to the NGO *Zora* for the implementation of the project "*Pass it On!*". In 2011 and 2012, the City of Zagreb also supported and, in cooperation with the Dr. Andrija Štampar Institute of Public Health, ran the programme *Counselling for Youth*. In 2011, programmes were supported by the psychological centre *Tesa* entitled "*Counselling for Youth*", and by the Association for Sexually Responsible Behaviour, Prevention of Violence and Addiction amongst young people, *Aktiva*, entitled: *Knowledge is Pleasure* and *Knowledge is Pleasure - for Parents*. In 2012 the MSPY held a professional conference entitled Protection of the Reproductive Health of Young People as part of the implementation of a project with the same name, etc.

The *Programme to Combat and Prevent Sexually Transmitted Diseases* is run regularly, in line with the *Programme of Health Care Measures* and the *Croatian National Programmes for the Prevention of HIV/AIDS* which include measures in primary, secondary, and tertiary prevention. The CIPH conducts education for girls and parents and the vaccination of girls against Human papillomavirus (HPV). In 2011, the CIPH, in order to raise awareness, ran an educational public health campaign entitled "Knowledge Wins".

According to figures from the MI for 2011, the total number of reported cases of child abuse was 2379, of which 1881 children were abused by members of their own family (79%). In 2012, the total number of reported cases of child abuse was 2613, of which 2231 children were abused by members of their families (85%). Reported cases of child abuse within the family include: physical, psychological, sexual and economic abuse, and inciting children to socially unacceptable behaviour. Of the total number of child victims in 2012 and the first half of 2013, more than half of these victims (51 to 52%) were girls.

In 2009, as part of the Council of Europe campaign, "Raise your hand against smacking!", the competent ministry ran the National Campaign against the corporal punishment of children, and in 2010 it also participated in the Council of Europe Campaign "One in Five" to stop sexual violence against children. Since 2011 a campaign has been running entitled, "Be a man, change the Rules", by the association Status M. The campaign against trafficking in women and girls for sexual exploitation, "Two girls" was run in 2013 by the association CESI in cooperation with the Ambassador of the United Kingdom of Great Britain and Northern Ireland, the MI, the Ombudsperson for Gender Equality, and the Office for Human Rights and the Rights of National Minorities of the Government of the RC and others. CESI conducted a survey entitled "For violence-free relationships – Research and analysis of strategies and prevention programmes on teen-dating violence" in 2012. Government bodies, family centres, NGOs and other stakeholders regularly organise and run

educational courses, seminars, training programmes, lectures and other activities, in order to raise awareness and educate young people about non-violent means of resolving disputes, the prevention of gender-based violence, the issue of violence in partner relationships, and violence against girls. Various forms of promotional materials and publications are printed on this issue, which are then distributed to young people and other target groups.

The MSPY, through family centres, has run many workshops, courses and lectures dedicated to strengthening the role of the family in improving the position of children.

In the RC there are two active bodies which are competent for the protection of the rights of children and the implementation of the *UN Convention on the Rights of the Child*. The Children's Council of the Government of the RC has been operating since 1998 to align the work of government and other bodies in monitoring the application of the *Convention* and other international and national documents relating to the protection and promotion of children's rights. Since 2003, the Office of the Ombudsperson for Children has been operating, with the basic task of protecting, monitoring and promoting the interests of children based on the *Constitution of the RC*, international agreements and the law.

Chapter Three: Statistical Data

In the RC over the past ten or so years there has been noticeable progress in collecting, processing and publishing gender-sensitive statistical data. The system of official statistics is founded on cooperation between government bodies and other institutions with the Central Bureau of Statistics.

The legal basis for the collection and analysis of gender-sensitive data is provided for in the *Act on Official Statistics* (Official Gazette, nos. 103/03, 75/09 and 59/12) and *The Strategy for the Development of Official Statistics of the Republic of Croatia 2004-2012* and later for 2013-2022. It contains a separate chapter entitled "Gender Statistics" in which the obligation is stated of presenting all data on individuals by gender, with the continuous development and improvement of methodologies and indicators to evaluate gender equality. The CBS also draws up *Programmes of Statistical Activities of the Republic of Croatia* for a multi-year period and *Annual Implementation Plans* in cooperation with interested stakeholders.

Article 17 of the *Gender Equality Act* prescribes that any statistical data and personal information collected, recorded and processed in public authorities, bodies of units of local and regional self-government, and legal or physical persons, must be presented by gender.

In the process of the accession of the RC to the European Union, the principles, tasks and coordination of the system of official statistics were further aligned with Regulation no. 223/2009 of the European Parliament and the Council on European statistics. In this way the RC extended its existing manner of work using the programmes and methodology of the European and international statistical area. Sources of data for gender-sensitive statistics are aligned with those used for the formation of international databases, such as for example: the Population Census, Multiple Indicator Cluster Surveys for demographic data, health care and

education, Income Surveys, or EU-SILC research monitoring statistics on income, poverty and social inclusion, the Labour Force Survey, administrative data on employment, data from the justice system and police, natural population movement etc.

The CBS is independent in its work, and its funding is provided from the state budget. A gender equality coordinator has been appointed in the CBS, who, in line with her job description and appointed tasks, is responsible to draw up an Action Plan for the Promotion and Establishment of Gender Equality and to report on its implementation.

Alongside the *Monthly Statistical Report* on economic trends in various areas, the CBS also publishes on its website brief statistical information, published according to the periodical implementation of statistical surveys (*Press Releases*) and *Statistical Reports* which show the comprehensive results of individual or multiple surveys in the same field. Once a year the *Statistical Yearbook* is published, as well as *Croatia in Figures* and *Statistical Information* with detailed indicators of trends in various areas of economic, social and cultural life.

Since 2006, a publication has been regularly issued called *Women and Men in Croatia*, consisting of the following chapters: Population, Health, Education, Employment and Earnings, Social Welfare and Pensions, Administration of Justice, and Political Power. The user-friendly presentation of the data, which is enhanced by gender distribution shown mainly in percentages, and simple tabular and graphic presentations, enables the general public to monitor the position of women and men. The CBS also publishes separate gender-disaggregated analytical studies in its publications by topics.

The Croatian Employment Service regularly publishes statistical data from the social welfare system and data on trends on the labour market in their *Monthly Statistical Bulletin*, *Analytical Bulletin* and *Yearbook*. Data are categorised on several levels according to geographical characteristics and spatial units, gender, age, level of education, economic activity, groups of occupations etc. Since 2012, the CES has provided its beneficiaries with public access to data through the *Online Statistics* programme.

Since regular statistical publications by the Central Bureau of Statistics, and statistical data from other authorities contain a good overview of gender-disaggregated data, no authority responsible for the Minimum Set of Gender Indicators has been defined. However, there is a lack of several indicators, such as, for example, indicators related to surveys concerning the use of time. The Central Bureau for Statistics ran a pilot survey on the use of time (the Time Use Survey - TUS) in 2009, but due to financial limitations, this survey, as an integral part of the set of gender indicators, was postponed. The OGE plans to include on its website all relevant statistical data included in the Minimum Set of Gender Indicators.

The indicators related to collecting data on violence against women are very well developed, and they are collected by various bodies and institutions. The CBS regularly undertakes comprehensive statistical surveys regarding the perpetrators of criminal and misdemeanour offences connected with domestic violence. An integral part of this survey is formed by analyses of the social-demographic characteristics of the perpetrators, and the decisions rendered by criminal prosecution authorities and misdemeanour courts. The CBS issued the thematic publications *Domestic Violence, 2001-2006*, *Domestic Violence: Legal framework and Forms of Appearance 2007-2010*.

Pursuant to the provisions of the *Act on Protection against Domestic Violence*, the police, the State Attorney Office, the courts, social welfare centres, and health institutions have been obliged since 2009 to keep official statistics and submit half-year and annual reports on offences in this field to the MSPY, which is competent for collecting, processing and storing these data. Work to set up an electronic database is under way.

Pursuant to General Recommendation no. 19 of the UN Committee on the elimination of discrimination against women, the MI collects gender-sensitive statistics on reports of both criminal and misdemeanour offences connected with domestic violence. In relation to criminal offences with violence characteristics, the State Attorney's Office, in its *Annual Report on the Work of the State Attorney's Office*, as well as on its website, publishes all statistical data collected by county and municipal state attorney office, and analytically monitors cases of violence against women who are victims of criminal offences. Cooperation between the MI and the State Attorney's Office is founded on the *Protocol on cooperation of the State Attorney's Office and the Police during criminal proceedings*.

In the process of collecting statistical data on violence against women, the MI and the *Commission for monitoring and improving the work of bodies of criminal and misdemeanour proceedings and the execution of sanctions related to protection against domestic violence* work together to collect data from misdemeanour and municipal courts and the State Attorney's Office of the RC.

The MH undertakes activities to improve the system of collecting and processing of statistical data and it is in the process of establishing an electronic database registering cases of violations committed by family members or other persons. Health care workers are obliged to report such cases using the appropriate form for reporting injuries.

Since 1986, the CIPH has collected gender-disaggregated data on sufferers from AIDS in the RC, and the data are published in the *Croatian Health Service Yearbook* for the current year.

Since 2002, a consolidated database of all identified victims of trafficking in human beings has been kept at the Office for Human Rights and the Rights of National Minorities of the Government of the RC, which is also the office of the national coordinator. Gender disaggregated statistics on victims of trafficking in human beings, based on the official data from the MI, have been available since 2004.

The competent state bodies are in the process of improving the methodology which will gradually include all the indicators to measure violence against women, as established by the UN. A series of important activities have already been undertaken in this context. In relation to indicator no. 9, we point out that no case of genital mutilation has yet been recorded in the RC.

In 2012, the Ministry of Agriculture established a working group to collect data on women in rural areas, in the field of education, employment and self-employment, health care, preservation of the cultural heritage, and economic development, in order to draw up an *Action Plan for the Promotion and Improvement of the Role and Status of Women in Rural Areas*. A *Questionnaire for collecting data and proposals on women in rural areas* was drawn up. In 2008, the Ministry of Agriculture, Fisheries and Rural Development conducted an analysis of the registered owners of agricultural businesses, crafts, commercial companies and

cooperatives, in order to establish gender equality in property and legal relations in rural areas.

The Croatian Institute of Pension Insurance keeps statistical data on the gender distribution of insured persons both by grounds for insurance – "farmer", as well as by activity - "agriculture, forestry and fisheries". Data are published in the "Statistical Information of the Croatian Pension Insurance Institute". The Croatian Federation of Cooperatives keeps records of cooperatives and of other members, from which the gender structure of management positions in cooperatives is visible.

In its Statistical Yearbook, the CBS gives a detailed insight into the complexity of the position of elderly women. In this publication, the population trends are regularly monitored on the level of the entire country, as well as on the level of towns and municipalities. The position of elderly women is defined through a series of indicators represented in this publication, of which we emphasise the following: the total population, marital status and type of marital relationship, the size and type of household, the size and type of family, economic activity, employment, occupation, working hours, the weekly working hours, employment status, level of education, literacy, disability and cause of disability, number of children and absence from the settlement due to migration. Some of these data have been published regularly since 2006 in the publication "Women and Men in Croatia". In relation to the indicators of social inclusion and poverty of elderly women, it is necessary to point out that the CBS also monitors the rate of risk of poverty according to age groups and gender variables. Data are also available regarding women's old-age pensions, in comparison to men's old-age pensions.

Registers of women with disabilities have been established for many years. The register of persons with disabilities is kept by the CIPH, which regularly issues a publication entitled *Report on Persons with Disabilities in Croatia*. Gender-disaggregated data on persons with disabilities, such as, for example, the cause of disability, physical mobility etc. are monitored on the basis of the *Act on the Croatian Register of Persons with Disabilities* (Official Gazette, no. 64/01). *The National Strategy for Equalisation of Opportunities for Persons with Disabilities 2007 – 2015* (Official Gazette, no. 63/07) obliges the Public Health Service, as the responsible body for scientific research, to contribute to equalising opportunities and raising the quality of life of persons with disabilities.

The MSES keeps gender-disaggregated statistics on the Roma community in the field of education, including data on school drop-outs, repeating years, after-school care etc. Data are collected on the number of people enrolled in college education, awarded scholarships, as well as data on the inclusion of adult Roma of both sexes in literacy programmes. These statistical data for all levels of the education system are available on the MSES website. Since the academic year 2010/2011, data have been collected on the number of Roma pupils offered special assistance in learning Croatian, pursuant to Article 43 of the *Primary and Secondary Education Act*. Measures aimed at improving the collection of statistical data on the position of Roma women were contained in the *National Policy for the Promotion of Gender Equality 2006-2010* which we mentioned in a previous report. In the light of the above, the *National Roma Inclusion Strategy, 2013-2020* includes a priority area entitled "Improvements in statistics gathering". The aim is to ensure the collection of gender and age disaggregated statistical data on the Roma national minority in the RC, in order to gain an

insight into the material and social deprivation, education and employment, quality of life, health, and health habits, inclusion, representation and participation of the Roma national minority in the social, political and cultural life of the community.

For an overview of gender-disaggregated statistical data, which allow for the direct monitoring of the status of women and men, please see the above-mentioned publication *Women and Men in Croatia – 2014* CBS in the Annexe to this report.

Chapter Four: Future Priorities

In order to implement the *Platform for Action* and the Outcome Document of the 23rd Special Session of the UN General Assembly, work will begin in 2015 on the new, fifth *National Policy for Gender Equality 2016-2020*, which will also be based on critical areas of concern. Starting from the progress established, but also the remaining challenges, a broad public debate will be conducted in cooperation with NGOs and other interested stakeholders, on the basic strategic goals and national priorities in the area of gender equality.

The key activities will certainly be aimed at raising the level of knowledge of anti-discrimination legislation, the recognition of discrimination, and the possibilities for legal protection against gender-related discrimination. The results of research undertaken in 2009, 2010 and 2013 show that most citizens, especially in rural areas, do not know that the *Gender Equality Act* exists, nor that gender discrimination is punishable by law. In that sense, it is necessary to continue to run a variety of campaigns and hold as many seminars, conferences and workshops as possible, including education aimed at raising the level of knowledge and awareness of the public on gender equality. It is also important to continuously inform the public of the most important European and international acts, documents and publications, through publishing work.

The priority still remains to undertake activities aimed at eliminating all forms of violence against women, especially in the area of prevention, provision of optimal protection for victims, and offering support through activities and programmes for their social inclusion. For the elimination of all forms of violence against women to be as effective as possible, work will continue on improving international cooperation and coordination of all key stakeholders. The question of the systematic financing of the work of advisory centres and autonomous shelters for women and children who are victims of violence remains unsolved. It is also necessary to continue to make the public and target groups aware of zero tolerance to violence, by running public campaigns and other activities, including creating and disseminating printed materials.

The elimination of discrimination against women on the labour market and achieving the equal economic independence of women and men, by reducing unemployment and strengthening female and male entrepreneurship, remains a permanent task in the realisation of equal opportunities for both genders. At the same time, further work is needed to make it possible to balance private and professional obligations, including increasing the provision of child care services.

It is also planned to implement a large number of measures to increase the proportion of women in political and public decision-making processes. This also includes running a campaign before the parliamentary elections in 2015 and the local elections in 2017. Amendments have also been announced for the *Gender Equality Act* in the part regulating sanctions for failure to respect the provisions on including at least 40% of the under-represented gender in electoral lists. The question remains of the greater inclusion of women in places of decision-making in business and on the management boards of companies.

The future goals of the national action plan for gender equality and other related plans and programmes will certainly contain measures to further combat widespread gender stereotypes, including the improvement of gender sensitive education, further financial and staffing reinforcement of mechanisms for gender equality and the introduction of the gender dimension in the state budget and the budgets of units of local and regional self-government.

In the on-going debate on how the post-2015 development framework can ensure effective progress towards gender equality, Croatia strongly supports gender equality and the empowerment of women as a stand-alone goal which should be integrated through targets and indicators into all goals of the new development framework.

Annexes to the National Review

Information on the process of preparing the National Review

The Government Office for Gender Equality was the focal point in charge of preparing the National Review report. In drawing up the report, earlier reports on the implementation of the Beijing Platform for Action were consulted, as well as the previous reports of the RC on the implementation of CEDAW, the data provided by the CBS, the results of numerous surveys and analyses, and a large number of other sources cited in the enclosed list of national policies, strategies, plans and publications. Links have also been enclosed below to the electronic copies of only those sources which have been translated into English. For the purpose of drawing up the National Report, reports were used of competent ministries and other government authorities on the implementation of the *National Policy for Gender Equality from 2006 to 2013*. The Final Draft of the National Report was submitted for comments to the Ministry of Finance, the Ministry of Social Policy and Youth, the Ministry of Foreign and European Affairs, the Ministry of Defence, the Ministry of the Economy, the Ministry of the Interior, the Ministry of Public Administration, the Ministry of Justice, the Ministry of Entrepreneurship and Crafts, the Ministry of Labour and the Pension System, the Ministry of Agriculture, the Ministry of Veterans' Affairs, the Ministry of Health, the Ministry of Science, Education and Sports, the Ministry of Culture, the Government Offices for Human Rights and the Rights of National Minorities and NGOs, and to the Central Bureau of Statistics.

Opinions have also been sought on the highest achievements and remaining challenges from the adoption of the Beijing Platform for Action until today from several civil society organisations active in the field of gender equality and the empowerment of women.

List of policies, strategies, action plans and publications

1. Common Core Document of the Republic of Croatia (HRI/CORE/HRV/2011)
<http://www2.ohchr.org/english/bodies/coredocs.htm>
2. Universal Periodic Review of Human Rights (UPR)
http://lib.ohchr.org/HRBodies/UPR/Documents/session9/HR/A_HRC_WG.6_9_HRV_1_Croatia_eng.pdf
3. Gender Equality Act
<http://www.ured-ravnopravnost.hr/site/hr/the-act-on-gender-equality-nn-8208.html>
4. Anti-discrimination Act
http://www.ombudsman.hr/dodaci/The_anti-discrimination_act.pdf
5. National Policy for the Promotion of Gender Equality 2006 – 2010
<http://www.ured-ravnopravnost.hr/site/preuzimanje/biblioteka-ona/7-nacionalna-eng.pdf>
6. Summary Report on implementation of the National Policy for Promotion of Gender Equality 2006-2010
http://www.ured-ravnopravnost.hr/site/images/pdf/a%20summary%20report_the%20national%20policy_2006-2010.pdf
7. National Policy for Gender Equality, for the period from 2011 to 2015
<http://www.ured-ravnopravnost.hr/site/images/pdf/kb%20strategija%20za%20ravnopravnost%20spolova%20knjizica%20eng.pdf>
8. National Strategy of Protection against Family Violence 2008 – 2010
http://www.ured-ravnopravnost.hr/site/preuzimanje/dokumenti/nac_strat/nacionalna-strategija-2008-2010.pdf
9. National Strategy of Protection against Family Violence 2005 – 2007
http://www.dijete.hr/en/documents/national-plans-and-strategies/doc_details/219-national-strategy-of-protection-against-family-violence-for-the-period-from-the-year-2005-.html
10. Domestic Violence: Legal Framework and Forms of Appearance 2007 – 2010, Croatian Bureau of Statistics
http://www.ured-ravnopravnost.hr/site/images/pdf/dokumenti/studije-i-analize_111.pdf
11. Women and Men in Croatia 2014, Croatian Bureau of Statistics

http://www.dzs.hr/Hrv_Eng/menandwomen/men_and_women_2014.pdf

12. Overview of achievements of the Republic of Croatia in the fulfilment of the Millennium Development Goals during the period from 2006 to 2010
http://www.mvep.hr/custompages/static/gbr/files/101006_millennium_development_goals.pdf
13. Progress towards the achievement of the Millennium Development Goals in the Republic of Croatia during the period from August 2004 to December 2006
http://www.ured-ravnopravnost.hr/site/preuzimanje/dokumenti/nac_strat/mdg-eng.pdf
14. National Action Plan for the implementation of UNSCR Resolution 1325 (2000) on Women, Peace and Security and related resolutions
<http://www.ured-ravnopravnost.hr/site/images/pdf/dokumenti/nap%201325-publikacija%20eng%20indd.pdf>
15. National memorandum of the Republic of Croatia “Human rights and economic challenges - gender equality”
http://www.ured-ravnopravnost.hr/site/preuzimanje/dokumenti/nac_strat/National-memorandum-rh.pdf
16. Conference Proceedings: "Women in Peacebuilding - Access to justice of women in post-conflict countries"
<http://www.ured-ravnopravnost.hr/site/images/pdf/zbornik%20zene%20u%20izgradnji%20mira%202013%20final.pdf>
17. Book of Abstracts: Human Rights of Women – Development at the International and National Level 30 Years after the Adoption of the UN Convention on the Elimination of All Forms of Discrimination against Women
<http://www.ured-ravnopravnost.hr/site/preuzimanje/vijesti/knjiga-sazetaka-pilar.pdf>
18. Conference Proceedings: Gender Equality Conference
<http://www.ured-ravnopravnost.hr/site/preuzimanje/biblioteka-ona/9-zbornik.pdf>

Abbreviations

GDP – Gross Domestic Product

CEDAW – UN Convention on the Elimination of All Forms of Discrimination against Women

CESI – Centre for Education, Counselling and Research

CBS – Central Bureau of Statistics

EC – European Commission

EP – European Parliament

EU – European Union

HAMAG INVEST – Croatian Agency for SMEs and Investments

HBOR – Croatian Bank for Reconstruction and Development

HRT – Croatian Radio and Television

CIPH – Croatian Institute for Public Health

CES – Croatian Employment Service

CIHI – Croatian Institute of Health Insurance

ICT – Information and Communication Technologies

IPA – Instrument for Pre-Accession Assistance

ULRSGs – Units of local and regional self-government

MVA – Ministry of Veterans' Affairs

MD – Ministry of Defence

MJ – Ministry of Justice

MEC – Ministry of Entrepreneurship and Crafts

MSPY – Ministry of Social Policy and Youth

MI – Ministry of the Interior

MFEA – Ministry of Foreign and European Affairs

MZ – Ministry of Health

MSES – Ministry of Science, Education and Sports

NAP – National Action Plan for the Implementation of UN Security Council Resolution UN 1325 (2000) on women, peace and security and related resolutions 2011-2014

NATO – North-Atlantic Treaty Organisation

NFC – National Framework Curriculum for Pre-school Education and General Compulsory and Secondary Education

AFRC – Armed Forces of the Republic of Croatia

OWG – Open Working Group on Sustainable Development Goals

RACVIAC – Centre for Security Cooperation

RC – Republic of Croatia

SOIH – Croatian Union of Associations of Persons with Disabilities

UN – United Nations

UNDP – United Nations Development Programme

UNESCO – United Nations Education, Science and Culture Organisation

OGE – Office for Gender Equality of the Government of the RC

CoE – Council of Europe

GEA – Gender Equality Act