

**NATIONAL ACTION PLAN
FOR THE IMPLEMENTATION OF
UN SECURITY COUNCIL RESOLUTION 1325 (2000)
ON WOMEN, PEACE AND SECURITY,
AND RELATED RESOLUTIONS
(2011 to 2014)
July 2011**



Basic information

(I) On 31 October, the United Nations Security Council unanimously adopted **resolution 1325 (2000) on women, peace and security** (hereinafter resolution 1325) in which it for the first time recognized the disproportionate and specific impact of armed conflicts on women. In its essence, resolution 1325 affirms the approach to human security, pointing to the insufficiently appreciated contribution of women in preventing and settling armed conflicts and in building and maintaining peace, as well as to the necessity of equal and full participation of women as agents of peace and security. This indicated the existing gap between the real position and a possible role of women in the domain of peace and security, whereas further deterioration urged the adoption of other related resolutions: **resolution 1820 (2008) on cessation of sexual violence in armed conflicts, resolution 1888 (2009) on fighting sexual violence against women and children in armed conflicts and resolution 1889 (2009) on the role of women and their needs in building peace after armed conflicts.**

Resolution 1325 calls on UN Member States to take action on all levels – from the inclusion of women in decision making and in peace processes, the comprehensive protection of women, to the education about gender equality in building and preserving peace. The resolution has contributed to the affirmation of the entire domain - women, peace and security – in the work of the Security Council and to the protection of human rights of women at large. The resolution calls for strengthening national measures and meeting the requirements for gender equality and the implementation of gender policy with a view to preserving peace in the world.

(II) In regard of the content of resolution 1325 and related resolutions, and the indicators adopted at the meeting of the Security Council in October 2010, the National Action Plan for the implementation of resolution 1325 (2000) and related resolutions (hereinafter: NAP) includes and elaborates on the following key areas:

- prevention
- participation
- protection and post-conflict recovery.

A special objective is also to elaborate the implementation and monitoring of resolution 1325 and related resolutions.

(III) The basic objective of NAP is to support and monitor the implementation of resolution 1325 and related resolutions that are to be promoted on all levels – locally, through mitigating the effects of conflicts and crises and strengthening the gender awareness of the local population; nationally, as part of government programs; and internationally, through active involvement of the Republic of Croatia in the activities of international organisations engaging in the areas covered by the resolutions in question.

(IV) In the context of the measures to support and strengthen the implementation of resolution 1325 and related resolutions, Croatia will:

- Encourage exchange of experience on the national, regional and international level concerning the implementation of resolution 1325 and related resolutions;
- Cooperate with civil society associations in the implementation of resolution 1325 and related resolutions;
- Conduct joint activities of all the involved in the promotion of NAP measures including public debates, campaigns, round tables and other forms of public information;
- Develop a system of reporting on NAP implementation;
- Encourage general interest of the public in the implementation of resolution 1325 and related resolutions.

Background of resolution 1325 and related resolutions

(I) The fate of women in conflict zones throughout the world and in the post-conflict transition has been overlooked – women and girls are multiply affected by armed conflicts, often becoming victimized by soldiers and/or irregulars. On the other hand, all the global initiatives undertaken to date with a view to addressing the real needs of women in armed conflicts, recovery and peace building - as well as in the inclusion of women in the supporting processes in the mentioned areas - have proved insufficiently effective. The actual situation indicates that women are not sufficiently included in the activities to prevent armed conflicts and build peace, particularly in regard of the specific capacities that they have.

The primary objectives of Security Council resolution 1325 include: protection of the rights of women in armed conflicts, prosecuting gender-based crimes, introduction of the principle of gender equality in peace-keeping operations

and participation of women in all the processes of peace building. Additionally, Security Council resolution 1325 also notes the aspect of the needs immanent to women and girls by gender, which must be particularly borne in mind in its implementation.

The character of resolution VS 1325 is a significant contribution to the struggle against the changed nature of the war and the increasing exposure of civilians, particularly women and children, to war suffering. Women and girls are being involved in armed conflicts, and their harassment and rape is becoming a weapon of war that is being frequently used. This conclusion has been confirmed on multiple occasions in practice, when passing decisions at regional organisations, including the EU, NATO and OSCE, concerning the implementation of this and related resolutions.

(II) In dealing with the portfolio that includes a specific dimension – women, peace and security – the Security Council in its actions gradually integrated and added to the protection of women and their rights in conflicts, on the basis of the analysis of individual aspects. Consequently, and pursuant to the starting Security Council resolution 1325, other resolutions have been passed:

- **SC resolution 1820 (2008)** on the elimination of gender-based violence in armed conflicts clearly recognizes sexual violence as war tactics and threat to international peace and security. The resolution condemns the use of rape and other forms of sexual violence, and states are called to prosecute those responsible for sexual violence and to provide the statutory protection for the victims to such violence. The resolution changes the legislative and political environment regarding the approach to sexual violence in armed conflicts by determining that such violence is war tactics whose suppression requires planned military and police action.

- **SC resolution 1888 (2009)** on fighting sexual violence against women and children in armed conflicts provides tools for a stronger implementation of resolution 1820 and is a step forward in the global efforts to suppress violence against women and children in conflict areas. The resolution calls on the UN Secretary General to appoint a special representative for sexual violence in armed conflict, and UN Member States are required to adjust their legislation and judicial practice in order to criminally prosecute the perpetrators of sexual violence in the war.

- **SC resolution 1889 (2009)** on the role of women and their needs in building peace after armed conflicts recognizes the low share of women in peace-building processes and in financing women in the post-conflict period. It calls for more women appointed within the UN mechanisms and the development of global indicators to accompany the implementation of resolution VS 1325¹.

(III) At the SC meeting in October 2010, the tenth anniversary of resolution 1325 was noted and a special set of indicators was adopted in 4 key areas of the resolution - prevention, participation, protection and recovery with a view to improving its implementation in practice, particularly in regard of strengthening the position of women in armed conflicts and in negotiations, as well as in strengthening the concept of gender equality and meeting the specific needs of the women in accordance with gender perspective.

(IV) Also, within the UN a new body for gender equality and empowerment of women was created in 2010 - UN Women – tasked with promoting women leadership including the domain of women, peace and security. It supports coherence and coordination in the UN system in creating secure environment for women during and after armed conflicts, as well as for the participation of women in the prevention of conflicts and peace building, taking into account women’s perspective and the specific needs of women. The Republic of Croatia supported its establishment.

Activity of the Republic of Croatia

(I) The Republic of Croatia, as a state with extensive experience in this area that suffered aggression and fought the Independence War, is actively contributing to the realisation of the objective of resolution 1325 and related resolutions in peacetime – fulfilling its requirements and presenting its aspects and progress made in its implementation at relevant international forums. The activities undertaken are also following the accepted orientation in the protection and strengthening of the role of women, adopted by Croatia as a party to the UN Convention on Elimination of All Forms of Discrimination against Women (CEDAW).

¹ Note: In the meantime, the indicators have been adopted – see (III).

Within the framework of the contribution to international peace and security, Croatia is increasingly taking part in peace-keeping operations², and the role of women in preserving peace is held to be special and unique. Furthermore, Croatia's policy is being directed towards substantial employment of women in peace operations, both members of armed forces and of the police. Their presence reinforces the aspect of women's perspective and represents the added value for the initiatives, and its specific nature is particularly reflected in the active support for civil society and the primary focus on the issues of domestic violence and crime among minors as the problems with special weight in conflict and post-conflict situations.

(II) The way for the implementation of resolution 1325 in Croatia was opened by the National Policy to promote gender equality 2006-2010 that included specific measures for its own implementation that applied to the inclusion of gender perspective in the security policy and to the participation of female experts in gender issues in the political activities in peace building, regional cooperation and security. Furthermore, measures were envisaged to include gender perspective in the training for members of security services engaged in the implementation of security policies.

(III) With a view to strengthening the activities and in accordance with UN recommendations, Croatia passed the decision in August 2010 to establish a Working Group for preparing the Draft National Action Plan (NAP) for the implementation of the Security Council resolution 1325 (2000) on the position of women, peace and security and related resolutions 1820 (2008) on eliminating gender-based violence in armed conflicts, 1888 (2009) on fighting sexual violence against women and children in armed conflicts, and 1889 (2009) on the role of women and their needs in peace building after armed conflicts, coordinated by the Ministry of Foreign Affairs and European Integration.

(IV) In the past period, Croatia strengthened its institutional mechanisms and the legal framework for gender equality in order to prevent gender-based discrimination. The Gender Equality Act (2008) has been harmonised with international standards in the area of gender equality and equal opportunities, as well as with *acquis communautaire*.

² The name derives from the „Law on Participation of Members of the Armed Forces of the Republic of Croatia, the Police, Civil Defence and Government Officials and Employees in Peace-keeping Operations and Other Activities Abroad“

The basic strategic document - the National Policy for the Promotion of Gender Equality - is being continuously put together with a view to eliminating the discrimination of women and establishing real gender equality.

(V) According to the statistics from December 2010, women make 15.9% of all employees of the Ministry of Defence and the Armed Forces of the Republic of Croatia. There is an upward trend, also facilitated by the growing interest of women for military service. In the Armed Forces women make 12.6% and in the administrative department of the MoD as many as 51.8% of all employees. In the leading and command positions women make 7.6%, and among senior officers 12.3%.

Within the framework of the preparation and training of members of the Armed Forces for the participation in peace-keeping operations, since 2005, there have been introduced special UN training programs that along with gender also include topics such as: sexual harassment and exploitation, human rights and the protection of the rights of the child, with their roots in the implementation of resolution 1325 and related resolutions. The education includes UN courses for military observers (UNMOC) and courses on civilian and military relations (CIMIC), as well as training the trainers, courses for officers, logistic and pre-deployment courses including the training on cultural diversity to address the specific position of women in the areas where peace-keeping staff are being deployed. Within the framework of cooperation between NATO and UN these topics are integral part of the education for the participants deployed on NATO missions or headquarters.

Croatia has many experiences and positive examples of the participation of members of the Armed Forces of the Republic of Croatia in peace-keeping operations, considering that Croatian women are actively and voluntarily engaged in UN and NATO operations. Female members of the Armed forces of the Republic of Croatia participate in international activities as military observers, staff officers with different specialities at headquarters and commanders, carrying out military police, medical and other specialist tasks. For example, more than 9% of Croatian women took part in the ISAF mission in Afghanistan, which is more than the NATO average and satisfactory in relation to the representation of women from other NATO and EU Member States.

Croatian foreign and security policy is also harmonised with the common foreign and security policy of the European Union to a high extent. The Republic of Croatia actively contributes to international peace-keeping efforts through the participation of women in EU peace-keeping missions such as EUPOL - the Police Mission of the European Union in Afghanistan, and EULEX - the rule-of-law mission in Kosovo, that in the field assist local authorities build the system of the rule of law.

(VI) The Ministry of the Interior is keeping track of the representation of women, without any quotas. Women make 13.5% of all police employees. In the leading positions on the strategic level (heads of divisions, directorates and sectors at the headquarters of the Ministry of the Interior) women make 12.5%; at the middle-coordination level (heads of departments) they make 10.5%; at the operative level (heads of sections, up to shift managers) they make 13.85% of the staff. Croatia joined the operation of the Network of Female Police Officers of Southeast Europe.

(VII) At the Ministry of Foreign Affairs and European Integration that keeps track of the positions by gender, it is apparent that in 2010, as compared to 2008, the number of women in the mid-level leading positions has risen by 3% (heads of departments/directorates, i.e. directors). The upward trend has also been noted in the positions of Ambassadors that in the year 2010 rose by 2% compared to 2008.

(VIII) According to the Croatian Defenders Register there were 23,081 women in the war, of whom 1,103 have the status of a disabled Croatian war veteran, and 127 women with the status of a Croatian defender fell. Croatia is also taking care of 5,334 spouses of the fallen Croatian defenders³.

The Ministry for Family Affairs, Defenders and Intergenerational Solidarity is conducting two government programs important in eliminating and mitigating traumatisation:

- The National Program of Psychological and Social Health Care for the Combatants and Victims in the Independence War (2005) at the local i.e. county level established centres for psychological and social care as the basis of the system of psychological and social care in the domain of „non-pathological“ needs (legal, social, psychological

³ As of January 2011.

support, information, education, employment), all for the purpose of psychological and social integration of the beneficiaries. There are also four regional centres for psychological trauma that primarily engage in therapeutic treatment of psychopathological consequences of the war, war-related psychological traumas and related phenomena, and the Crisis Management Centre that provides assistance to persons in acute psychological crisis.

Centres for psycho-social assistance had a total of 59,358 (2008), 59,794 (2009) and 57,304 (2010) interventions that also included a considerable number of women: spouses of fallen Croatian defenders - 1,227 (2008), 1,209 (2009), 1,168 (2010); spouses of demobilised Croatian defenders - 2,787 (2008), 2,662 (2009), 2,724 (2010); spouses of disabled Croatian war veterans 1,934 (2008), 1,940 (2009), 2,303 (2010).

- The Program for the improvement of the quality of life of the families of fallen Croatian defenders, disabled Croatian war veterans and Croatian defenders with PTSP (from 2008 to 2011) envisages regular checkups for four target groups: spouses and children of the fallen Croatian defenders, spouses of the disabled Croatian war veterans and spouses of the Croatian defenders with PTSP. By the end of 2010, checkups included 6,222 persons, of whom 5,623 (90.37%) women. In the scientific research part of the program the goal is to examine the most common conditions, psychological and general health condition of the persons who in the Independence War and after it were exposed to traumatic stress experiences, in order to encourage care about their health and enable the implementation of preventive programs.

Because of the great number of persons exposed to direct war stress and the even greater number of secondary traumatised persons, among whom a considerable number of women (mothers, spouses and children), there is a need for organised emotional support, social, psychological and medicinal assistance to traumatised persons and for undertaking measures for mitigating and eliminating traumatisation.

(IX) The adoption of the NAP for the implementation of resolution 1325 will contribute to the implementation of specific tasks in a more consistent and coordinated manner, setting up measurable appropriate indicators. The purpose of the NAP is to raise the interest in the position of women and their participation in the subjects related to peace and security. NAP is also a guide of the Government of the Republic of Croatia in the implementation of the group of

resolutions of the UN Security Council jointly referring to women, peace and security that recognise the value of the experience of women and girls in conflicts and in post-conflict situations.

(X) NAP includes the four year period between 2011 and 2014, following which it will be revised in accordance with its performance. For the implementation of the measures within the framework of the objective set, individual facilitators have been determined. There are also deadlines for the fulfilment of the measures. In accordance with the nature of NAP that is focused on promoting an effective implementation of resolution 1325 and related resolutions as real social values, and on promoting the position of women and protecting their rights in this area, it has been found that most measures are of a permanent character and that their implementation will extend throughout its four-year period of duration. Consequently, most of the time limits have been set up in this manner. When individual measures can be implemented in shorter time, the time limits are accurately specified. An integral part of NAP is also the enclosed table with indicators.

In the context of abiding by the provisions of the Code arising from consulting the interested public in the procedure of passing laws, other regulations and by-laws (Official Gazette of the Republic of Croatia, 140/2009), the Ministry of Foreign Affairs of the Republic of Croatia posted the Draft National Action Plan on its website and extended the invitation comment on its text.

(XI) In accordance with the content of specific measures, the same are suitable for implementation in cooperation with civil society organisations and religious organisations engaging in humanitarian aid, to whose involvement the authorities are being particularly encouraged. Considering that state administrative authorities have coordinators for gender equality, the facilitators are called on to consult them in accordance with their estimates in the adoption and implementation of NAP.

The present working group, with possible future changes in its members, will systematically monitor the realisation of NAP measures, prepare annual reports with performance estimates and report the to the Human Rights Commission of the Government of the Republic of Croatia.

OBJECTIVES AND MEASURES

1. PREVENTION

OBJECTIVE 1: Strengthening gender perspective through documents and participation in international activities for the implementation of resolution 1325 and related resolutions

Measures:

1. Review the existing documents related to the implementation of the gender perspective in accordance with the implementation of resolution 1325 and related resolutions;
 - Facilitators: MoD, MoI and MFAEI
 - Time limit: the last quarter in 2012

2. Integrate gender perspective into international activities in which the Republic of Croatia will participate, and report about the them in terms of gender statistics;
 - Facilitators: MoD, MoI and MFAEI
 - Time limit: permanently

OBJECTIVE 2: Integration of gender perspective in the education programs for the implementation of resolution 1325 and related resolutions

Measures:

1. Encourage the participation of women in all forms of education related to the implementation of resolution 1325 and related resolutions;
 - Facilitators: MoD, MoI
 - Time limit: permanently

2. Conduct through pre-deployment training, in cooperation with civil society organisations, the education about resolution 1325 and related resolutions on the following subjects: women in war and post-war situations, violence against women and children, specific needs of local women;
 - Facilitators: MoD, MoI
 - Time limit: permanently

3. Conduct through pre-deployment training, in cooperation with civil society organisations, the education about resolution 1325 and related resolutions on human rights and international humanitarian law, including: gender-based violence, sexual violence, trafficking in human beings;
 - Facilitators: MoD, MoI, Human Rights Office of the Government of the Republic of Croatia
 - Time limit: permanently

4. Conduct education about resolution 1325 and related resolutions within the framework of the Diplomatic Academy of the MFAEI and within the framework of the preparations to be posted abroad in the diplomatic and consular network of the Republic of Croatia;
 - Facilitators: MFAEI
 - Time limit: permanently

5. Conduct education of judicial staff with a view to raising awareness of women victims of armed conflicts and the importance of the implementation of resolution 1325 and related resolutions in the operation of judicial bodies;
 - Facilitator: Ministry of Justice, Judicial Academy
 - Time limit: permanently

6. Conduct education of professional staff at health care establishments about resolution 1325 and related resolutions;
 - Facilitator: Ministry of Health Care and Social Welfare;
 - Time limit: permanently

7. Continue education to raise awareness of heads of international peace-keeping operations of the need to protect the security of women and girls and children and their human rights;
 - Facilitators: MoD, MoI
 - Time limit: permanently

8. Introduce education about elements of resolution 1325 and related resolutions into the curriculum of civil education at schools;
 - Facilitator: Ministry of Science, Education and Sport
 - Time limit: permanently

2. PARTICIPATION

OBJECTIVE 1: Introduce gender balance in the activities of the security system

Measures:

1. Increase the number of women in senior and leading positions within the security system
 - Facilitators: MoD, MoI, National Security Office, SOA
 - Time limit: permanently

2. Increase the share of women, as the under-represented gender, within the security system in promotions, citations and commendations, in accordance with law and other regulations;
 - Facilitators: MOD, MOI, Office of the National Security Council, SOA
 - Time limit: permanently

OBJECTIVE 2: Increasing the representation of women in decision-making activities and processes concerning security and peace building

Measures:

1. Increase the number of female military attaches at Embassies and Permanent Missions of the Republic of Croatia with international organisations in charge of international security;
 - Facilitators: MFAEI, MoD
 - Time limit: permanently

2. Increase the number of female senior diplomats Ambassadors at the Embassies and Permanent Missions of the Republic of Croatia with international organisations in charge of international security;
 - Facilitators: MFAEI, MoD
 - Time limit: permanently

3. Nominate women to the leading positions in international organisations in charge of international security;
 - Facilitators: MFAEI, MoD, MoI
 - Time limit: permanently

4. Increase the presence of women on all decision-making levels at national, regional and international institutions and mechanisms for the prevention, management and settlement of conflicts;
 - Facilitators: MoD, MoI, MFAEI
 - Time limit: permanently

OBJECTIVE 3: Implementation of the program of international development assistance for education about gender equality and the role of women in the protection of their rights and in the post-conflict recovery

Measures:

1. Through the program of international development assistance conduct special projects in the receiving state to educate women in local communities, as well as women in government, military, police and professional ranks (health care, education, media) and female representatives of the civil society, about gender equality and the role of women in the protection of their rights in post-conflict recovery;
 - Facilitator: MFAEI
 - Time limit: permanently

2. Through the program of international development assistance conduct special projects in the receiving state to arrange visits of women from local communities, as well as the national structures, and representatives of civil society to the Republic of Croatia i.e. the institutions in charge of the implementation of resolution 1325 and related resolutions , and to the women with the specific experience of the Independence War and post-conflict recovery;
 - Facilitator: MFAEI
 - Time limit: permanently

3. PROTECTION AND POST-CONFLICT RECOVERY

OBJECTIVE 1: Promotion of the protection of the rights of women and girls – victims of gender-based violence in the areas of armed conflicts and after conflicts abroad

Measures:

1. Continue to implement the guidelines and rules of conduct for preventing gender-based violence and exploitation related to the peace-keeping personnel, and raise awareness about zero-tolerance to sexual violence;
 - Facilitators: MoD, MoI
 - Time limit: permanently

2. Make sure that perpetrators of gender-based violence, including peace-keeping personnel, are appropriately punished in accordance with the gravity of their offences;
 - Facilitators: Ministry of Justice
 - Time limit: permanently

OBJECTIVE 2: Implementation of the protection of the rights of women and girls – war victims in the Republic of Croatia with a view to their post-conflict recovery

Measures:

1. Systematically gather and analyse information about women and girls in the war, and the effects of the war on women and girls in the Republic of Croatia;
 - Facilitators: Ministry for Families, War Veterans and Inter-generation Solidarity, Ministry of Health and Social Welfare
 - Time limit: permanently

2. Systematically point to the risk of land mines, cluster bombs and other explosive remnants of war because of their unacceptable effect, in humanitarian terms, on the civilian population, particularly on women and children
 - Facilitators: MFAEI, Croatian Mine Action Centre
 - Time limit: permanently

3. Create and build up capacities and, in cooperation with civil society organisations, conduct programs for psychological and social rehabilitation of women and girls – war victims;
 - Facilitators: Ministry for Families, War Veterans and Inter-generation Solidarity, and Ministry of Health and Social Welfare in cooperation with civil society
 - Time limit: permanently

4. Integrate the results and recommendations of the programs conducted into the social and development policies, always respecting the different needs of men and women in wartime suffering and in post-conflict recovery;
 - Facilitators: Ministry for Families, War Veterans and Inter-generation Solidarity, Ministry of Health and Social Welfare, Croatian Government office for Gender Equality
 - Time limit: permanently

4. IMPLEMENTATION AND MONITORING

OBJECTIVE 1: Improvement of cooperation in the implementation of resolution 1325 and related resolutions

Measures:

1. Encourage experience exchange on the national level concerning the implementation of resolution 1325 and related resolutions;
 - Facilitators: facilitators of the measures in cooperation with civil society organisations;
 - Time limit: permanently

2. Encourage experience exchange on international and regional levels concerning the implementation of resolution 1325 and related resolutions, and participate in the debates;
 - Facilitators: MFAEI, Croatian Government Office for Gender Equality
 - Time limit: permanently

3. Cooperate with civil society organisations and religious organisations engaging in the provision of humanitarian and other aid in the implementation of resolution 1325 and related resolutions (conflict prevention, peace building, participation of women in peace negotiations) and report to the public about what has been done;
 - Facilitators: alls the facilitators of measures
 - Time limit: permanently

OBJECTIVE 2: Supporting the implementation of resolution 1325 and related resolutions

Measures:

1. Working Group for drafting NAP is acting as the supervisory mechanism and meeting regularly on an annual basis
 - Facilitator: MFAEI as the coordinator in cooperation with facilitators of the measures
 - Time limit: permanently

2. Once a year, the Working Group submit a report to the Human Rights Commission of the Government of the Republic of Croatia about the implementation of the NAP measures
 - Facilitators: MFAEI as the coordinator, based on the reports of specific facilitators
 - Time limit: permanently

**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)**

1. PREVENTION

Objective 1

Strengthening gender perspective through documents and participation in international activities for the implementation of resolution 1325 and related resolutions

Measures	Description	Facilitator	Indicator	Time limit
1	Review the existing documents related to the implementation of the gender perspective in accordance with the implementation of resolution 1325 and related resolutions	MoD MoI MFAEI	Documents harmonised in accordance with the guidelines on gender equality	Last quarter of 2012
2	Integrate gender perspective into international activities in which the Republic of Croatia will participate, and report about them in terms of gender statistics	MoD MoI MFAEI	Information about international activities in terms of gender statistics	Permanently

Objective 2

Integration of gender perspective in the education programs for the implementation of resolution 1325 and related resolutions

Measures	Description	Facilitator	Indicator	Time limit
1	Encourage the participation of women in all forms of education related to the implementation of resolution 1325 and related resolutions	MoD MoI	Number of women who participated in education programs	Permanently
2	Conduct through pre-deployment training, in cooperation with civil society organisations, the education about resolution 1325 and related resolutions on the following subjects: women in war and post-war situations, violence against women and children, specific needs of local women	MoD MoI	Number of pre-deployment education courses on subjects	Permanently
3	Conduct through pre-deployment training, in cooperation with civil society organisations, the education about resolution 1325 and related resolutions on human rights and international humanitarian law, including: gender-based violence, sexual violence, trafficking in human beings	MoD MoI Human Rights Office of Croatian Government	Number of pre-deployment education courses on subjects	Permanently
4	Conduct education about resolution 1325 and related resolutions within the framework of the Diplomatic Academy of the MFAEI and within the framework of the preparations to be posted abroad in the diplomatic and consular network of the Republic of Croatia	MFAEI	Number of presentations about the resolutions	Permanently

Measures	Description	Facilitator	Indicator	Time limit
5	Conduct education of judicial staff with a view to raising awareness of women victims of armed conflicts and the importance of the implementation of resolution 1325 and related resolutions in the operation of judicial bodies	MoJ Judicial Academy	Number of education courses conducted	Permanently
6	Conduct education of professional staff at health care establishments about resolution 1325 and related resolutions	Ministry of Health and Social Security	Number of education courses conducted	Permanently
7	Continue education to raise awareness of heads of international peace-keeping operations of the need to protect the security of women and girls and children and their human rights	MoD MoI	Number of activities conducted	Permanently
8	Introduce education about elements of resolution 1325 and related resolutions into the curriculum of civil education at schools	Ministry of Science, Education and Sport	Number of lessons	Permanently

2. PARTICIPATION

Objective 1

Introduce gender balance in the activities of the security system

Measures	Description	Facilitator	Indicator	Time limit
1	Increase the number of women in senior and leading positions within the security system	MoD MoI Office of the National Security Council SOA	Number of women in leading positions	Permanently
2	Increase the share of women, as the under-represented gender, within the security system in promotions, citations and commendations, in accordance with law and other regulations	MoD MoI Office of the National Security Council SOA	Number of women who got promotion (citation, award)	Permanently

Objective 2

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

Measures	Description	Facilitator	Indicator	Time limit
1	Increase the number of female military attaches at Embassies and Permanent Missions of the Republic of Croatia with international organisations in charge of international security	MFAEI MoD	Number of female military attaches	Permanently
2	Increase the number of female senior diplomats Ambassadors at the Embassies and Permanent Missions of the Republic of Croatia with international organisations in charge of international security	MFAEI MoD	Number of female senior diplomats	Permanently
3	Nominate women to the leading positions in international organisations in charge of international security	MFAEI MoD MoI	Number of women who applied for leading positions in international organisations	Permanently
4	Increase the presence of women on all decision-making levels at national, regional and international institutions and mechanisms for the prevention, management and settlement of conflicts	MoD MoI MFAEI	Number of women who participated in decision making	Permanently

Objective 3

Implementation of the program of international development assistance for education about gender equality and the role of women in the protection of their rights and in the post-conflict recovery

Measures	Description	Facilitator	Indicator	Time limit
1	Through the program of international development assistance conduct special projects in the receiving state to educate women in local communities, as well as women in government, military, police and professional ranks (health care, education, media) and female representatives of the civil society, about gender equality and the role of women in the protection of their rights in post-conflict recovery	MFAEI	Number of projects conducted	Permanently
2	Through the program of international development assistance conduct special projects in the receiving state to arrange visits of women from local communities, as well as the national structures, and representatives of civil society to the Republic of Croatia i.e. the institutions in charge of the implementation of resolution 1325 and related resolutions , and to the women with the specific experience of the Independence War and post-conflict recovery	MFAEI	Number of visits realised	Permanently

3. PROTECTION AND POST-CONFLICT RECOVERY

Objective 1

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

Measures	Description	Facilitator	Indicator	Time limit
1	Continue to implement the guidelines and rules of conduct for preventing gender-based violence and exploitation related to the peace-keeping personnel, and raise awareness about zero-tolerance to sexual violence	MoD MoI	Number of reported cases of gender-based violence Number of conducted education courses for staff members of peace-keeping operations	Permanently
2	Make sure that perpetrators of gender-based violence, including peace-keeping personnel, are appropriately punished in accordance with the gravity of their offences	MoJ	Number of reported cases of gender-based violence Number of proceedings conducted and sanctions passed	Permanently

Objective 2

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

Measures	Description	Facilitator	Indicator	Time limit
1	Systematically gather and analyse information about women and girls in the war, and the effects of the war on women and girls in the Republic of Croatia	Ministry for Families, War Veterans and Inter-generation Solidarity Ministry of Health and Social Security	Number of women and girls included in the analysis Number of analyses conducted	Permanently
2	Systematically point to the risk of land mines, cluster ammunition and other explosive remnants of war because of their unacceptable effect, in humanitarian terms, on the civilian population, particularly on women and children	MFAEI Croatian Mine Action Centre	Number of women and girls killed by mines and cluster ammunition Number of conferences, round tables conducted to raise awareness	Permanently

Measures	Description	Facilitator	Indicator	Time limit
3	Create and build up capacities and, in cooperation with civil society organisations, conduct programs for psychological and social rehabilitation of women and girls – war victims	Ministry for Families, War Veterans and Inter-generation Solidarity Ministry of Health and Social Security in cooperation with civil society	Number of implemented programs of psychological and social rehabilitation Number of program participants	Permanently
4	Integrate the results and recommendations of the programs conducted into the social and development policies, always respecting the different needs of men and women in wartime suffering and in post-conflict recovery	Ministry for Families, War Veterans and Inter-generation Solidarity Ministry of Health and Social Security Government Office for Gender Equality	Number of programs implemented in the social and development policies Number of victims included in programs	Permanently

4. IMPLEMENTATION AND MONITORING

Objective 1

Improvement of cooperation in the implementation of resolution 1325 and related resolutions

Measures	Description	Facilitator	Indicator	Time limit
1	Encourage experience exchange on the national level concerning the implementation of resolution 1325 and related resolutions	Facilitators of measures in cooperation with civil society organisations	Number of activities conducted	Permanently
2	Encourage experience exchange on international and regional levels concerning the implementation of resolution 1325 and related resolutions, and participate in the debates	MFAEI Government Office for Gender Equality	Number of activities conducted	Permanently
3	Cooperate with civil society organisations and religious organisations engaging in the provision of humanitarian and other aid in the implementation of resolution 1325 and related resolutions (conflict prevention, peace building, participation of women in peace negotiations), and report to the public about what has been done	All facilitators of measures	Number of joint activities	Permanently

OBJECTIVE 2

Supporting the implementation of resolution 1325 and related resolutions

Measures	Description	Facilitator	Indicator	Time limit
1	Working Group for drafting NAP is acting as the supervisory mechanism and meeting regularly on an annual basis	MFAEI as the coordinator in cooperation with facilitators of measures	Minutes of the annual meeting	Permanently
2	Once a year, the Working Group submit a report to the Human Rights Commission of the Government of the Republic of Croatia about the implementation of the NAP measures	MFAEI as the coordinator, based on the reports of the respective facilitators	Annual report	Permanently

