

STANDARD TWINNING PROJECT FICHE

1. Basic Information

- 1.1 Publication notice reference: EuropeAid/ 137-372/IH/ACT/HR
- 1.2 Programme: Transition Facility IPA/2013/24986 (Annex of C(2013) 8057 final)
- 1.3 Twinning Number: HR 14 IB JH 02
- 1.4 Title: Support to the Gender Equality (CRO GENDER)
- 1.5 Sector: Justice, Fundamental Rights and Home Affairs
- 1.6 Beneficiary country: Croatia

2. Objectives

2.1 Overall objective:

Institutional capacities for coordinated implementation, monitoring, and evaluation of national and international gender equality principles developed and public awareness and trust in capacities of the Republic of Croatia to protect the citizens from gender-based discrimination increased.

2.2 Project purpose:

Institutional mechanisms for gender equality and efficiency of judiciary related to gender-based discrimination strengthened and the coordinated system of implementation, monitoring and evaluation of related activities established with the purpose to secure advancement in eliminating gender-based discrimination at all levels.

2.3 Contribution to Accession Treaty/ Relevant national documents:

In the Croatia's **Accession Treaty** which was signed in December 2011, the Article 36 announces further Commission's monitoring activities in the area of judiciary and fundamental rights, including the continued development of track records on judicial reform and efficiency. Annex VII of the Treaty deals with specific commitments undertaken by the Republic Croatia in the accession negotiations, where Croatia is obliged to continue strengthening professionalism of judiciary and improve its efficiency, and continue to improve the protection of human rights.

Position Paper of the Commission on the development of Partnership Agreement and programmes in Croatia for the period 2014-2020 clearly calls for allocation of sufficient resources from the European Structural and Investment (ESI) Funds to combat discrimination based on sex, racial or ethnic origin, to fight against discrimination, and to organize awareness rising campaigns at national, regional and local levels. The same document emphasizes the need for more efficient, transparent and accountable public administration, including coordination among national, regional and local level administration.

National policy for gender equality for the period 2011-2015 under one of its measures states that campaigns and other activities will be conducted with a view to acquainting the public with the Gender Equality Act and other anti-discrimination acts, and with gender discrimination

protection mechanisms. The main implementing authority for this measure is the Governmental Office for Gender Equality. Judicial Academy and the Croatian Bar Association are envisioned to be in charge of the measure related to training of lawyers, judicial officials and court and state attorney offices' staff, in the application of anti-discrimination legislation.

Although the National policy contains very concrete measures to be carried out by responsible stakeholders (mainly state administration bodies), coordination of all activities, harmonization and convergence with other policies and strategies, is within a mandate of a small Governmental Office for Gender Equality with no authority to foster advancement or speed up the process. In addition, gender equality as a political issue, has been suppressed by the overwhelming economic crisis and other related priorities. Systematic integration of gender aspects in policies at national and local level has not taken place yet. Few policies, such as employment policy, social and inclusion policy, agricultural development policy, are only partially gender sensitive. National strategy for gender mainstreaming of all policies at all levels has not been developed yet.

While the National policy for gender equality tackles seven critical areas and areas of concern at the national level, some other international obligations toward the UN (MDGs, CEDAW, Beijing Platform for Action), and the EU (including Council of Europe, European Commission, European Parliament) require continuous follow-up and design of particular actions, some of them not listed in the National policy. Moreover, some other national strategies imply activities to be taken by national gender equality mechanisms (e.g. Strategy for combating domestic violence, employment strategy, social policy, anti-discrimination policy, Strategy of women's entrepreneurship development etc.).

Drafting of the new **National policy for gender equality for the period 2016-2020** is planned to commence by the end of 2015.

This Twinning project will contribute to the implementation of the abovementioned measures and priorities by raising awareness about access to justice, training of administration in gender mainstreaming, and training of judiciary and other capacity building activities which will ultimately contribute to fulfilment of Croatia's national and international obligations based on its programmes and binding documents.

3. Description

3.1 Background and justification:

Croatia has a separate legal act which regulates the area of gender equality and gender-based discrimination. Gender Equality Act is aligned with the Act on Combating Discrimination (as a more general and comprehensive legal act) and stipulates specific actions which bind state administration, politicians, professionals and general public in political and public life, statistics, education, employment, etc. Activities in the gender equality area are mainly based on the implementation, monitoring and evaluation of the fourth National policy for gender equality (2011-2015) and implementation of the national legislation (Gender Equality Act, aligned with EU legislation in 2008). It is envisioned that the Gender Equality Act will undergo some minor changes in 2015 due to necessary changes of the provisions related to political participation of women and positive actions aiming at increasing the number of women who will take part in the future local and national election processes. During 2015 preparation activities for the new National Policy for Gender Equality for the period until 2020 are also due to take place.

Two longitudinal surveys¹ indicate that only 60% of citizens recognize gender-based inequality. In addition, only 37% of citizens know that discrimination is prohibited by the law, and 88% cannot name any specific antidiscrimination legal act. Discrimination is clearly perceived only in the labour market and in the family. Family is the area where citizens perceive the most inequalities, and claim that gender roles are traditional and far from egalitarian. The key findings of another research² show that men have positive attitude towards gender equality, but "lag behind" on the level of practices, especially in the sphere of housework and childcare.

Governmental Office for Gender Equality pays particular attention to informing the public about gender equality policy, as promoted by the UN and the EU. It also organizes training seminars on gender equality for civil servants in central administration structures which have been held regularly three times a year since 2008 (with exception of 2011).

Governmental Office for Gender Equality has established regular cooperation with the Gender Equality Commission of the Council of Europe, and since Croatia joined the EU in 2013, a national representative 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 (EIGE) within its professional Expert Forum and topical networks. Cooperation has also been established with the Union for the Mediterranean (Euromed).

Legislative and institutional changes, as well as trainings and campaigns³ conducted in the previous period, have brought certain progress, but this has not led to complete elimination of various forms of discrimination against women and to the establishment of a society of equal opportunities for both sexes. Croatia, like many other countries, is faced with continuous challenges in closing the gap between *de facto* and *de jure* equality, and the elimination of structural causes for unequal distribution of power between men and women in various areas of society. The most important indicators of the unequal status of women can still be seen in their unfavourable position in the labour market, their under-representation in the process of political, economic, and public decision-making, the frequency of various forms of violence against women, including domestic violence, and the persistence of gender stereotypes.

Not only that the general public still does not recognize existing discrimination but very rarely reacts by filing complaints to the Gender Equality Ombudsman, or addresses the courts with lawsuits. According to the previously mentioned surveys, almost **40% of those who are acquainted** with the existence of institutional mechanisms for gender equality (such as Gender Equality Ombudsman, Governmental Office for Gender Equality or Parliamentary Committee for Gender Equality) **would not ask official institutions to protect their rights.**

Very few lawsuits indicate not only citizens' lack of trust in capacities of the legal system to provide punishment for discrimination, but also the lack of practice of judiciary. It is assumed that the level of their anti-discrimination expertise is insufficient and that they have poor sensitivity and understanding of causes and conditionality of gender-based discrimination. Specificities of procedures in such cases are rarely discussed in the public. In 2012 there were only 28 filed cases related to gender-based discrimination and 13 final rulings at the Croatian civil courts. Although according to the Ombudsman report, the number of gender-related cases at the Croatian courts

¹ "The perception, experiences and attitudes concern gender discrimination in the Republic of Croatia" (2009) and "International Social Survey Programme" (2013).

² "Men and gender equality in Croatia", (2011).

³ For more information on the nationally organized activities please refer to the point 3.2 Linked activities.

increased to 62 in 2013, it is necessary to raise general public awareness about the role of the legal protection system, and encourage citizens to use more intensively their lawful right on protection against gender-based discrimination. National public campaigns about the possibility of the citizens to react to discrimination by using all available legal protection instruments proved in other countries to be a powerful tool in combating discrimination.

Despite efforts of Judicial Academy and some isolated capacity building activities within particular projects, competences and knowledge about gender equality among judicial personnel have not been substantially improved, especially about the case-law at the EU Court of Human Rights. Therefore, it is to assume that the increase in number of cases at the courts will increase courts' capacities to react in timely and righteous manner, while perception of the citizens about ability of the courts to secure justice will contribute to readiness of citizens to seek protection, and bring trust in the legal system.

Although gender impact assessment as a tool for gender mainstreaming, is prescribed by the Article 3 of the Gender Equality Act, gender mainstreaming is not an overall accepted strategy for reaching gender equality. Some aspects of gender equality are integrated in policies and programmes sporadically and occasionally.

Besides above mentioned Gender Equality Ombudsman, Governmental Office for Gender Equality and Parliamentary Committee for Gender Equality, national institutional mechanisms for gender equality include: coordinators for gender equality in state administration bodies, county committees for gender equality, and gender equality commissions on the level of towns and municipalities. These national institutional mechanisms, both on central and local level, are too weak, lacking expertise, staff, visibility, and strengths to speed up the process of gender mainstreaming and incorporate principles of gender equality to all policies, strategies and programmes. For instance, coordinators for gender equality in state administration bodies should be highly positioned public servants, nominated for this specific voluntary task by the head of the body. However, this is additional obligation added to their regular job description. Consequently, the limited time can be spent on gender mainstreaming activities which would enable them to be main agents of change within their organizations. As for county committees for gender equality, their role is of advisory nature and they have little influence on assemblies' decisions, and usually get low budgets for their activities which address gender equality issues at the level of the county. In addition, it is very often that with each local election cycle assemblies appoint new members to the gender equality committees. New members need to be trained on basic concepts of gender equality, tools to implement the Gender Equality Act and the National policy for gender equality. The Annual Coordination meeting of all county committees for gender equality, organized by the Governmental Office for Gender Equality, is useful for exchange of good practices, but not sufficient for capacity building. Gender equality commissions, as advisory bodies, are established on lower level (e.g. city councils) and the situation is even more difficult because of very limited number of people with knowledge and awareness about gender issues especially in smaller communities due to traditional barriers and stereotypes typical for such communities.

Like many other EU member states, Croatia is facing the need to develop a comprehensive National Gender Mainstreaming Strategy in the years to come and strengthen professional capacities and mechanisms for gender equality at all levels of administration. Although some gender mainstreaming manuals produced in EU or by the UN are already accessible, for public administration in Croatia is very important to receive practical tool created in line with the specific needs at different levels of administration. Translation and use of existing manuals which are not aligned with the specific training content would not be an adequate solution. Therefore, tailor-made assistance is necessary to increase institutional capacities and protect the citizens from gender-based discrimination.

3.2 Linked activities:

➤ **Operational Programme for Human Resources Development**

This Twinning project is linked with the Operational Programme for Human Resources Development 2007-2013, whose goal is to enable employment rate growth, sustainable development, strengthened economy and social cohesion. Gender equality is being taken into account at all levels as a horizontal principle in accordance with the Article 96(7) of Regulation (EU) No 1303/2013 of the European Parliament and of the Council¹ (the Common Provisions Regulation or CPR). In the new programme that covers the next financial period (Efficient Human Resources Operational Programme 2014-2020) gender equality is not only the horizontal principle but also one of the ex-ante conditionalities (Article 7 of CPR). Tailored made training specifically for the staff responsible for ESI administration and management will be developed within technical assistance section of the Operational Programme 2014-2020. Criteria to measure fulfilment of the conditionality correspond to this Twinning project because it is related to training of civil servants involved in the management and control of the ESI Funds on gender equality legislation and gender mainstreaming. However, this Twinning project will not focus on particularities of the ESI Funds management regarding gender equality but it will in general contribute to fulfilment of the ex-ante conditionality.

➤ **PROGRESS: "My voice against violence"**

Beneficiary institution: Governmental Office for Gender Equality in partnership with two civil society organizations (CSOs)

Duration of the project: December 2013 – December 2015

The objective of this project is to raise awareness about gender-based violence. The project is being implemented in partnership with two CSOs. In 2014 one TV spot and one radio jingle were produced and broadcasted throughout Croatia (43 radio and 9 TV stations), 8.000 leaflets were printed, new Rules of procedure in cases of sexual violence and Istanbul Convention against violence were presented to the public, training for 30 high school teachers was organized and conducted, 4 lectures for the total of 220 university students were organized and conducted.

No overlapping is foreseen with this project regardless of its public awareness raising component, because the focus of the public awareness campaign within PROGRESS project is mainly on gender-based violence.

➤ **PROGRESS: „Dismantling the Glass Labyrinth – Equal Opportunity Access to Economic Decision-making in Croatia**

Beneficiary institution: Ombudsman for Gender Equality in cooperation with two CSOs and the Croatian Association of Employers

Duration of the project: October 2013 – October 2015

The goal of the project is to create conditions for equal participation of men and women in decision making positions in companies. The first component is related to research activities on obstacles that women face in their professional advancement and recommendations on how to reach gender balance in economic decision making. Second component is awareness raising and training of employers and female professionals, and establishment of mentorship programme. The third component is related to regulatory framework. So far a TV spot has been made aiming to raise awareness about the glass ceiling that women are facing at the labour market, and results of one survey on the status of female managers in 168 Croatian companies were presented to the public. The focus of the project is on participation of women in economic decision making and therefore, no overlapping is foreseen with this Twinning project.

- **European Commission Fundamental Rights & Citizenship Programme: "European judicial cooperation in the fundamental rights practice of national courts - the unexplored potential of judicial dialogue methodology"**

Beneficiary institution: European University Institute and partners

Duration of the project: January 2013 – June 2014

This international project was led by the Centre for Judicial Cooperation at the European University Institute (EUI) from Florence, while Croatian Judicial Academy was one of the five partners in the implementation of this project. Three workshops involving judges from five partner states as well as other EU member states and the European level courts took place within the framework of the project. The purpose of the workshops was to promote the potential that judicial dialogue presents to national judges through the lens of selected particular fundamental rights. Each of the events was therefore focused on one of the selected three rights: non-discrimination, fair trial, and freedom of expression.

- **IPA 2009 "Professional development of Judicial Advisors and future Judges and State Attorneys through establishment of self-sustainable training system"**

Twinning number: HR/2009/IB/JH/02

Beneficiary institution: Judicial Academy

Twinning partner: Spain (lead partner), Italy and Finland (junior partners)

Duration of the project: May 2012 – February 2014

The project components were: Enhancement of the status of judicial advisors, Development of self-sustainable training system for lifelong education of judicial advisors and Development of self-sustainable training system for candidates for judges and state attorneys. Within one of the project activities related to training needs analysis for the training of judicial advisors the protection of human rights was listed as one of the relevant topics for their training since the interviewed judicial advisors showed a high interest in it.

- **IPA 2009 "Establishing a comprehensive system for anti-discrimination protection"**

Twinning number: HR/2009/IB/JH/01

Beneficiary institution: Office of the Ombudsman and Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia

Twinning partner: Austria

Duration of the project: November 2011 – June 2013

This overall project consisted of Twinning, Supply and Service (framework contract) component. The primary purpose of this project was to strengthen the capacity of the Office of the Ombudsman as the central body responsible for combating discrimination and of the Office for Human Rights and the Rights of National Minorities as a state body most directly involved in the suppression of discrimination. Furthermore, the aim of the project was to develop an efficient system for statistical monitoring of the reported and prosecuted cases of discrimination and equality data collection. In 2013, within the Twinning project Judicial Academy organized one workshop on the Anti-discrimination Law, and organized participation of 10 judges at two workshops in Florence on antidiscrimination and right to lawful trial.

- **IPA 2008 "Enhancing the capacities/roles of the CSOs in monitoring of the implementation of the EU Acquis in field of the comprehensive anti-discrimination strategy", grant scheme**

Beneficiary institution: Government Office for Cooperation with CSOs

Duration of the project: February 2011 – May 2013

The overall indicative amount made available under this call for proposals was 1.111.111,00 EUR. The objective of this grant scheme was to increase the effectiveness of the Croatian CSOs and their partner organizations in independent monitoring and advocacy initiatives focused on comprehensive anti-discrimination policy (age, health status, ethnic origin, sex / sexual orientation, social or economic status, gender, etc.) at the national and regional level, assuring an open and accountable process of decision-making, implementation and evaluation.

➤ **PROGRESS “Supporting the implementation of the Anti-discrimination Act”**

Beneficiary institution: Office for Human rights of the Government of the Republic of Croatia, Office of the Ombudsman and CSO Centre for Peace Studies

Duration of the project: December 2009 – January 2010

The main purpose of the project was to promote the Anti-discrimination Act. Project was focused on educations of relevant groups about domestic and European legislation concerning combating discrimination. A part of the project referred to a wide public campaign aimed at raising the awareness of citizens about their discriminatory behavior and informing them that there is a law in Croatia that prohibits discrimination. The project was finished successfully: a guide to the Anti-discrimination Act was published, the report on the research on public attitudes toward discrimination was published and public awareness of the Act was raised by 8%.

➤ **PROGRESS “Supporting Equality in Croatian Labour Market”**

Beneficiary institution: Croatian Employment Service and partners

Duration of the project: December 2009 - December 2010

The global objective of the project was to contribute to development and successful implementation of the national policy to combat discrimination on the labour market on the ground of disability, race and ethnic origin, age and religion. The results also contributed to development of national policy to combat discrimination on labour market that enabled sustainable support for employers to manage diversities in their companies by establishing a help desk for permanent assistance to employers in dealing with discrimination issues.

Activities by the national stakeholders (Governmental Office for Gender Equality, Judicial Academy)

The Governmental Office for Gender Equality (OGE) is providing one-day training three times a year on gender equality for public servants at central administration level. Most of the nominated coordinators for gender equality, all working in the bodies of state administration, participated at the training. Around 200 public servants from various bodies of state administration (0,1% of all employees) participated at the seminars; 84% of them were women. The seminar is of participatory nature with practical exercises and work in smaller groups. Its content is focused on basic concepts of gender equality, legal framework and methods and tools for gender mainstreaming of policies (gender sensitive language, statistical data collection, gender analysis, gender impact assessment, gender budgeting etc.). However, institutional capacities cannot be substantially increased only through these seminars. Visibility of coordinators for gender equality is not sufficient to initiate major changes, leading to gender mainstreaming of policies.

In 2012 OGE provided financial support through the call for proposals "Informing the public in rural areas about the Gender Equality Act" to 10 non-governmental (NGO) projects in 8 counties. As a result 38 radio shows were broadcasted, several radio documentaries, and members of several CSOs were guests on local radio and TV stations. In 2011 and 2013 OGE financially

supported campaign “Let’s get balanced” to increase the proportion of female candidates in election lists for parliamentary and local elections. The campaign included broadcasting videos and radio messages on national and local television and radio programmes

Judicial Academy organized three one-day workshops for 61 municipal and regional courts judges and state attorney in 2012. In the same year, nearly 200 judges participated at two seminars and 16 workshops with the agenda related to the European Convention on Human Rights and the European Court for Human Rights case-law. In 2014 Judicial Academy organized six workshops on implementation of Gender Equality Act and Anti-discrimination Act in presentation of evidence in courts which were attended by 71 judicial officials.

The professional training programme for judiciary staff is divided at the Judicial Academy into three components: the first one pertains to the basic branches of law (civil law, criminal law, commercial law, misdemeanour law, administrative law and European law), the second deals with professional standards for judicial officials (i.e. deontological ethics), while the third one refers to the development of skills (IT education, train-the-trainer courses, mentor training, etc.). As part of these components and in addition to standard workshops specialized workshops in specific areas of law are also being organized. For each calendar year, the Programme Council of the Judicial Academy adopts a curriculum for the professional training programme for judicial officials and advisors in judicial bodies, and proposes trainers for education activities and authors to produce training materials.

In addition to its regular training activities that it organises independently or in cooperation with national partners, the Judicial Academy organizes professional training of judges and state attorney in collaboration with several international partners out of which the European Judicial Training Network (EJTN) in Brussels and the Academy of European Law (ERA) in Trier, Germany are the most prominent. At the same time, these organisations operate as umbrella institutions providing national judicial school with assistance and support in the organisation of training on EU law issues for judicial officials. When it comes to the organisation of workshops and short study visits, Croatia received support from the Technical Assistance and Information Exchange Instrument (TAIEX) of the European Commission. In addition to multilateral cooperation, Judicial Academy collaborates with other institutions on a bilateral basis, which can be formalised through the conclusion of international agreements or protocols on cooperation. Several times a year ERA organizes seminars on equality between women and men and on antidiscrimination in EU law which are attended by approximately 5-6 judges per year from Croatia.

3.3 Results:

Result 1: Public awareness on gender equality and human rights protection raised through public campaign and active involvement of the media

Indicators of achievement:

- Strategic framework for raising public awareness through the public campaign on gender equality (possibilities to protect lawful rights of the citizens and legal protection modalities) prepared
- Public campaign on gender equality presented through 2 interviews on TV station(s)
- 1 audio clip created and broadcasted for 1 month
- 250 billboards or 1.500 posters prepared, printed and displayed for 14 days
- Street-actions (including participation of public figures) conducted and corresponding press releases issued

- Evaluation of public campaign on gender equality conducted and evaluation report prepared; public campaign evaluated as successful in case public reaction to discrimination is more visible in the media through increased number of articles, TV and radio programmes and increased number of court lawsuits through which citizens use their legal rights by 30%

Result 2: Sense of empowerment and expertise of members of the national institutional mechanisms increased with the purpose of establishing gender sensitive public administration

Indicators of achievement:

- Training Needs Analysis (TNA) in the area of gender mainstreaming and promotion of gender equality principles for members of the national institutional mechanisms⁴ conducted and TNA report prepared
- Based on the TNA, four-modular tailored-made training programme and training materials prepared⁵
- 720 manuals on gender mainstreaming and promotion of gender equality prepared, printed and disseminated
- Trainings for 200 participants (members of the national institutional mechanisms) with the purpose of establishing gender sensitive public administration conducted
- Study visit in duration of 7 days for 6 coordinators and 2 employees from Governmental Office for Gender Equality to MS institution, which may serve to Croatia as good practice example of similar activities run by national mechanisms, with the purpose of transfer of good practices in gender mainstreaming and acquiring hands-on experience conducted; study visit report prepared
- Evaluation of capacity building activities conducted and evaluation report prepared; capacity building evaluated as successful in case of increased level of knowledge and increased sense of empowerment of trainees; their roles in the capacity of agents of change understood and assumed

Result 3: Level of activity and visibility of members of the national institutional mechanisms within their institutions increased, subsequently leading to more human and financial resources designated to establishing gender sensitive public administration

Indicators of achievement:

- Level of activity, human and financial resources and visibility within the public administration of members of the national institutional mechanisms for gender equality analysed and analysis report with corresponding recommendations prepared
- Teams for implementation of the recommended solutions for enhancing level of activity, resources and visibility of the national institutional mechanisms established within state administration bodies, teams' meetings conducted and work plan(s) developed
- Evaluation of teams' activities conducted and evaluation report prepared; teams' activities evaluated as successful in case of increase in the level of activity and visibility of the teams

⁴ Members of the national institutional mechanisms include the following target groups: 1. Staff from the Governmental Office for Gender Equality; 2. Coordinators for gender equality from the state administration bodies (20 ministries and 20 state administration offices); 3. 20 county committees for gender equality and the committee in Zagreb, and selected municipal/town commissions for gender equality; 4. politicians/decision makers.

⁵ Each module should adequately respond to specific needs, scope of work, level of expertise, possibilities to evolve and assume further commitment of each target group involved in training. Possible topics: basic concepts of gender equality, national and EU legislation, gender mainstreaming, gender budgeting, other tools for gender mainstreaming, etc.

within their institutions and increase of financial and human resources to apply changes aiming at establishing gender sensitive public administration

Result 4: Cooperation of the national institutional mechanisms for gender equality and other relevant stakeholders strengthened

Indicators of achievement:

- Cooperation and networking of the national institutional mechanisms for gender equality as well as their cooperation with civil society, the media, and research community analysed and analysis report with corresponding recommendations prepared
- Meetings of representatives of the national institutional mechanisms and stakeholders conducted, recommendations discussed and action plan for further cooperation activities developed
- Evaluation of the cooperation activities conducted and evaluation report prepared; activities evaluated as successful in case of developed cooperation and networking within the national institutional mechanisms, new cooperation with civil society, the media and research community, and involvement of the national institutional mechanisms in the networks at EU level in order to exchange information, good practices and technical assistance

Result 5: Professional capacities, competences and knowledge of the judiciary in the area of implementation of the gender equality legislation and their efficiency increased

Indicators of achievement:

- Training Needs Analysis (TNA) for judges in misdemeanour (magistrate), civil and criminal (penal) courts at municipal and county level in the area of implementation of the gender equality legislation conducted and TNA report prepared
- Based on the TNA, comprehensive tailored-made training programme and training materials prepared
- Training for 40 judges in the area of implementation of the gender equality legislation, including implementation of the national and EU legislation as well as procedures at EU courts (ECHR and ECJ) conducted
- 150 manuals on implementation of gender equality legislation for judges prepared, printed and disseminated
- Evaluation of trainings conducted and evaluation report prepared; training evaluated as successful in case of increased knowledge of judges from civil and misdemeanour courts at municipal and county level and in case of raised efficiency of the courts by 30% (increase in final judgements)

3.4 Activities:

The activities listed below represent the minimum activities to be implemented in the course of the Twinning project. Member State(s) may propose additional activities in line with the methodology elaborated in its proposal.

Activity 1.1:

Preparing strategic framework for raising public awareness through the public campaign on gender equality in order to raise public awareness about possibilities to protect their lawful rights and legal protection modalities

Activity 1.2:

Conducting 2 interviews on TV station(s) in order to present the public campaign on gender equality and ensure commitment and active involvement of the media

Activity 1.3:

Preparing and producing 1 promotional 30 seconds audio clip (jingle) on gender equality and broadcasting the audio clip on the national radio network for 1 month⁶

Activity 1.4:

Preparing and printing billboards or posters (250 billboards or 1500 posters) and displaying them for 14 days throughout Croatia⁷

Activity 1.5:

Conducting street-actions on gender equality (including participation of public figures) and preparing corresponding press releases to be issued for the media⁸

Activity 1.6:

Developing of simple tracking system of media contributions⁹ for the purpose of collection, analysis and evaluation of actions addressing elimination of gender-based discrimination and conducting evaluation of the public campaign on gender equality through collection of evidence of the media coverage and preparing evaluation report; evaluating public campaign as successful in case public reaction to discrimination is more visible in the media through increased number of articles, TV and radio programmes and increased number of court lawsuits through which citizens use their legal rights by 30%

Activity 2.1:

Conducting Training Needs Analysis (TNA) in the area of gender mainstreaming and promotion of gender equality principles for members of the national institutional mechanisms¹⁰ and preparing TNA report

Activity 2.2:

Preparing four-modular tailored-made training programme and training materials based on the TNA¹¹

Activity 2.3:

Preparing, printing and disseminating of manuals¹² on gender mainstreaming and promotion of gender equality for staff from the Governmental Office for Gender Equality (20 manuals),

⁶ Producing of the audio clip is envisaged to be financed through private sector input specified in the point 5. Budget of the Twinning fiche.

⁷ Printing, instalment and maintenance of the billboards (or posters) is envisaged to be financed through private sector input specified in the point 5. Budget of the Twinning fiche.

⁸ Renting of info counter/booth/stand for street actions is envisaged to be financed through private sector input specified in the point 5. Budget of the Twinning fiche.

⁹ Newspaper and electronic media articles, TV and radio programs.

¹⁰ Members of the national institutional mechanisms include the following target groups: 1. Staff from the Governmental Office for Gender Equality; 2. Coordinators for gender equality from the state administration bodies (20 ministries and 20 state administration offices); 3. 20 county committees for gender equality and the committee in Zagreb, and selected municipal/town commissions for gender equality; 4. politicians/decision makers.

¹¹ Each module should adequately respond to specific needs, scope of work, level of expertise, possibilities to evolve and assume further commitment of each target group involved in training. Possible topics: basic concepts of gender equality, national and EU legislation, gender mainstreaming, gender budgeting, other tools for gender mainstreaming, etc.

¹² Publishing of the manuals is envisaged to be financed through private sector input specified in the point 5. Budget of the Twinning fiche.

coordinators for gender equality in the state administration bodies (100 manuals), county committees and municipal/town commissions for gender equality (500 manuals) and politicians/decision makers (100 manuals); manuals will be translated to Croatian language and online version will be available on the web site of the Governmental Office for Gender Equality

Activity 2.4:

Conducting trainings for 200 participants (members of the national institutional mechanisms) with the purpose of establishing gender sensitive public administration

Activity 2.5:

Conducting study visit in duration of 7 days for 6 coordinators and 2 employees from Governmental Office for Gender Equality to MS institution which may serve to Croatia as good practice example of similar activities run by national mechanisms, with the purpose of transfer of good practices in gender mainstreaming and acquiring hands-on experience; preparing study visit report

Activity 2.6:

Conducting evaluation of capacity building activities and preparing evaluation report; evaluating capacity building as successful in case of increased level of knowledge and increased sense of empowerment of trainees; their roles in the capacity of agents of change understood and assumed

Activity 3.1:

Conducting analysis on level of activity, human and financial resources and visibility within the public administration of members of the national institutional mechanisms for gender equality (coordinators for gender equality in state administration bodies, and members of the county committees and municipal/town commissions) and preparing analysis report with corresponding recommendations

Activity 3.2:

Establishing teams for implementation of the recommended solutions for enhancing level of activity, resources and visibility of the national institutional mechanisms within state administration bodies; conducting teams' meetings and developing work plan(s)

Activity 3.3:

Conducting evaluation of teams' activities and preparing evaluation report; evaluating teams' activities as successful in case of increase in the level of activity and visibility of the teams within their institutions and increase of financial and human resources to apply changes aiming at establishing gender sensitive public administration

Activity 4.1:

Conducting analysis on cooperation and networking of the national institutional mechanisms for gender equality as well as their cooperation with civil society, the media, and research community and preparing analysis report with corresponding recommendations

Activity 4.2:

Organizing and conducting meetings of representatives of the national institutional mechanisms and stakeholders; discussing recommendations and developing action plan for further cooperation activities

Activity 4.3:

Conducting evaluation of the cooperation activities and preparing evaluation report; evaluating activities as successful in case of developed cooperation and networking within the national institutional mechanisms, new cooperation with civil society, the media and research community, and involvement of the national institutional mechanisms in the networks at EU level in order to exchange information, good practices and technical assistance

Activity 5.1:

Conducting Training Needs Analysis (TNA) for judges in misdemeanour (magistrate), civil and criminal (penal) courts at municipal and county level in the area of implementation of the gender equality legislation and preparing TNA report

Activity 5.2:

Preparing comprehensive tailored-made training programme and training materials based on the TNA

Activity 5.3:

Conducting training for 40 judges in the area of implementation of the gender equality legislation, including implementation of the national and EU legislation as well as procedures at EU courts (ECHR and ECJ)

Activity 5.4:

Preparing, printing and disseminating 150 manuals¹³ on implementation of gender equality legislation for judges; manuals will be translated to Croatian language and online version will be available on the web site of the Governmental Office for Gender Equality

Activity 5.5:

Conducting evaluation of training and preparing evaluation report; evaluating training as successful in case of increased knowledge of judges from civil and misdemeanour courts at municipal and county level and in case of raised efficiency of the courts by 30% (increase in final judgements)

Minimum two visibility events will be organized in the course of the implementation of the project; Kick-off meeting at the start of the implementation and the Final meeting at the end of the implementation of the project activities.

3.5 Means/ Input from the MS Partner Administration:

MS Project Leader may participate in the project also as the short-term expert (STE) and in this case the MS Project Leader should satisfy requirements stipulated in the fiche for both the Project Leader and the relevant STE profile.

3.5.1 Profile and tasks of the Project Leader

Profile of the Project Leader

Requirements:

¹³ Publishing of the manuals is envisaged to be financed through private sector input specified in the point 5. Budget of the Twinning fiche.

- University level education or equivalent professional experience of 10 years in the field of human rights
- Minimum 5 years of experience in the field of combating discrimination
- Working level of English language
- Computer literacy
- Experience in project management
- Proven contractual relation to public administration or mandated body, as defined under Twinning Manual 5.4.5

Asset:

- Experience in implementation of project related to gender equality

Tasks of the Project Leader:

- Overall management and coordination of the project, in cooperation with RTA, RTA Counterpart and Croatian Project Leader
- Coordination of MS experts' work and availability
- Project reporting
- Organization of study visit
- Participation in Steering Committee meetings
- Assuring compatibility with EU requirements
- Ensuring backstopping and financial management of the project in the MS
- Supervising implementation of the project
- Ensuring sound implementation of the envisaged activities
- Coordination and networking with relevant institutions in the BC and in MS

3.5.2 Profile and tasks of the RTA

Profile of the Resident Twinning Adviser

Requirements:

- University level education or equivalent professional experience of 8 years in the field of human rights
- Minimum 3 years of experience in the field of gender equality
- Working level of English language
- Computer literacy
- Experience in project management
- Proven contractual relation to public administration or mandated body, as defined under Twinning Manual 5.4.5

Assets:

- Experience in implementation of gender mainstreaming methods and tools
- Experience in organizing public campaigns aiming at raising awareness of citizens
- Experience in capacity building activities

Tasks of the Resident Twinning Adviser:

- Advising on related EU policies and best practices, legislations and regulations
- Networking with stakeholders of the project in the BC and in MS
- Support and coordination of all activities in the BC
- Organization of visibility events (kick-off and final event)

- Overall coordination and assistance to the MS short-term experts
- Supervising and managing project implementation on a day-to-day basis and proposing corrective actions if needed
- Organization of PIU and Steering Committee meetings
- Executing administration tasks and assisting in reporting
- Transfer of knowledge to Office for Gender Equality staff, and other relevant stakeholders
- Timely organization of variety of activities including street actions, meetings with the media, training activities, meetings with politicians, monitoring etc.

The duration of the RTA secondment is 15 months.

3.5.3 Profile and tasks of the short-term experts

For each of the proposed experts in the submitted proposal the Member State(s) is kindly requested to indicate the expert's profile.

Profile of the short-term expert 1 (STE 1) – Gender equality expert

Requirements:

- University level education or equivalent professional experience of 8 years in the field of human rights
- Minimum 3 years of experience in the field of gender equality
- Working level of English language
- Computer literacy
- Proven contractual relation to public administration or mandated body, as defined under Twinning Manual 5.4.5

Assets:

- Experience in gender mainstreaming methods and tools
- Experience in conducting training
- Experience in preparing training programme

Tasks of the short-term expert 1:

- Conducting TNA for members of the national institutional mechanisms and preparing TNA report, tailored-made training programmes and materials
- Preparing manual on gender mainstreaming and promotion of gender equality
- Conducting training for members of the national institutional mechanisms
- Conducting evaluation of capacity building activities with the purpose of establishing gender sensitive public administration
- Conducting analyses of activities, resources, visibility and cooperation of the national institutional mechanisms
- Establishing teams for increasing activities, resources and visibility of the national institutional mechanisms, facilitating teams' meetings, conducting evaluation of teams' activities and preparing evaluation report
- Facilitating meetings of institutional mechanisms with other stakeholders, conducting evaluation of the cooperation activities and preparing evaluation report
- Participating in other relevant activities as determined during the project implementation (e.g. in activities regarding raising of public awareness)

- Close cooperation with the Croatian experts in undertaking all activities

Profile of the short-term expert 2 (STE 2) – Legal expert

Requirements:

- University level education or equivalent professional experience of 8 years in legal protection of human rights
- Minimum 3 years of experience in legal protection against discrimination
- Working level of English language
- Computer literacy
- Proven contractual relation to public administration or mandated body, as defined under Twinning Manual 5.4.5

Assets:

- Experience in conducting training for judiciary staff on legal protection against discrimination
- Experience in practical application of ECJ or ECHR case-law

Tasks of the short-term expert 2:

- Conducting TNA for judges and preparing TNA report, training programme and materials
- Preparing manual on implementation of gender equality legislation for judges
- Conducting training for judges
- Conducting evaluation of trainings for judges and preparing evaluation report
- Participating in other relevant activities as determined during the project implementation (e.g. in activities regarding raising of public awareness)
- Close cooperation with the Croatian experts in undertaking all activities

Profile of the short-term expert 3 (STE 3) – PR expert

Requirements:

- University level education or equivalent professional experience of 8 years in the field of public relations (PR)
- Minimum 3 years of experience in implementing PR activities
- Working level of English language
- Computer literacy
- Proven contractual relation to public administration or mandated body, as defined under Twinning Manual 5.4.5

Assets:

- Experience in preparing public awareness raising campaign in the area of human rights
- Experience in preparation of visibility materials

Tasks of the short-term expert 3:

- Preparing strategic framework for raising public awareness
- Preparing, coordinating and presenting public awareness raising campaign
- Preparing and organizing street actions
- Conducting evaluation of public awareness raising campaign

- Participating in other relevant activities as determined during the project implementation (e.g. in capacity building activities)
- Close cooperation with the Croatian experts in undertaking all activities

Note:

The pool of experts should include:

- At least one short-term expert who in addition to the respective profile requirements has experience in conducting training on gender equality
- At least one short-term expert who in addition to the respective profile requirements has experience in conducting training for judiciary staff on legal protection against discrimination

4. Institutional Framework

Croatian institutional mechanisms for gender equality consist of the Gender Equality Ombudsman, Parliamentary Committee for Gender Equality, Governmental Office for Gender Equality, coordinators for gender equality in state administration bodies (20 ministries, 8 state administration organizations, 4 state offices, 20 offices of state administration in the counties), county committees for gender equality in 20 counties and the city of Zagreb and nearly 90 commissions for gender equality in towns/municipalities.

Governmental Office for Gender Equality (hereinafter: the Office) is a professional service of the Government of Croatia, established in 2004 by the provisions of the Gender Equality Act. Its scope of work is defined by the Article 18 of the Gender Equality Act. Although rather autonomous in its work, the Office is supervised by the Deputy Prime Minister. The Office submits annual reports about its work to the Government, while report on effects and impacts of the *National Policy for Gender Equality* is due to be submitted every two years to the Government. It provides opinions from gender perspective to bodies in charge of drafting new legislations. It also collects information about the status of women in Croatia using statistical data from National Statistical Bureau and research agencies and institutes. Cooperation with ministries is mostly related to the legal obligation of the bodies to create four-year *Plan of Action for Advancement of Gender Equality*. After revision, each Plan should be formally approved by the Office. Cooperation with civil society organizations (CSOs) is carried out through open calls for proposals once a year and through support to variety of activities organized by CSOs (campaigns, seminars, workshops, events, etc.). The Office is financed from the state budget and currently employs five professionals with prospects to employ one more person during 2015. Even though the European Commission in its Progress Report on Croatia reiterated necessity for capacity building of the Office due to its multiple responsibilities, the lack of office space and cuts in the national budget is hampering engagement of new staff members for the last several years.

Parliamentary Committee for Gender Equality is a Parliamentary working body that monitors, debates and assumes position on issues related to gender equality. It monitors implementation of EU legislation and international conventions in the field of gender equality, it participates in the drafting and monitoring the implementation of the *National Policy for Gender Equality*, proposes packages of measures to eliminate gender-based discrimination, prepares draft opinions on draft legislation and other regulations related to gender equality and according to Article 112 of the Standing Orders (O.G.81/13) undertakes efforts to introduce the principles of gender equality to a number of policies and to the decision making processes.

Gender Equality Ombudsman (hereinafter: the Ombudsman) is an independent equality body established in 2004 by the provisions of the Gender Equality Act. The Ombudsman is appointed for the period of eight years by the Parliament, acts in an independent manner, monitors the enforcement of the Act and other regulations on gender equality and reports to the Croatian Parliament at least once a year. Responsibilities of the Ombudsman include: receiving complaints and providing assistance to citizens and legal entities regarding gender-based discrimination, investigate cases of discrimination committed by public bodies, units of local or regional self-government or other bodies with public authority, conducting a mediation process with a possibility to reach an out-of-court settlement, collecting and analyzing statistical data on cases of discrimination, conducting independent surveys, publishing independent reports and recommendations.

Nomination of **coordinators for gender equality in state administration bodies** (ministries, state administration organizations, state offices, and offices of state administration in the counties) is regulated by the Article 27 of the Gender Equality Act and coordinators ought to be highly positioned public servants, nominated for this specific voluntary task by the head of the body.

County committees for gender equality, as working advisory bodies to county assemblies, are established in each of 20 counties and the City of Zagreb. The committees usually consist of 7 to 11 persons, mostly members of the county assembly, few independent experts mostly CSO representatives, and the gender equality coordinator from the office of state administration in the county. Their work is regulated by the Article 28 of the Gender Equality Act.

Gender equality commissions are established on lower administration levels - by city councils and municipal councils. 90 local gender equality commissions have been registered so far.

Judicial Academy (the former Centre for Professional Training of Judges and Other Judicial Officials) was established in 2004 as an institute within the Ministry of Justice that performs permanent training of judges, state attorneys, judicial advisors and trainees in legal bodies. It obtained the status of a public institution independent of the Ministry of Justice with the entering into force of the Judicial Academy Act on 1 January 2010. During the implementation of this project the Judicial Academy will provide support in organization of the capacity building activities for judicial officials and judiciary staff.

The Governmental Office for Gender Equality is the main beneficiary institution of this Twinning project and it will be responsible for coordination of all stakeholders' institutions which will participate in the project implementation.

All of the above mentioned stakeholders, with the exception of the Ombudsman for Gender Equality, will be directly involved in the project activities. Organization of the meetings (training sessions, discussions or consultations) with highly ranked officials/decision makers is envisaged in order to speed up the process of gender mainstreaming in the public administration. Besides other decision makers, some members of the Parliamentary Committee for Gender Equality will be included in the training activities. Moreover, staff of the state administration bodies and judiciary staff will also participate in training. County assemblies and town/municipal councils are stakeholders in the project as their members constitute gender equality committees and gender equality commissions. Hereby it is also important to highlight that public state attorneys and other stakeholders will be included in the project if determined necessary during the project implementation.

This Twinning project will provide support in establishing gender sensitive public administration and protecting the citizens from gender-based discrimination through a number of capacity

building activities, however it will not lead to changes of the institutional framework as described.

The beneficiary institution will dedicate all necessary human and financial resources in order to guarantee an effective implementation of the respective project. In particular, the beneficiary institution will insure the availability of the following provisions:

- Adequately equipped office space for the RTA and the RTA assistant for the entire duration of their secondment (in particular a desk, a telephone line, PC with e-mail account and internet access, possibility to use fax & copy services);
- Adequate conditions for the STEs to perform their work while on mission to the BC;
- Training and conference venues as well as presentation and interpretation equipment;
- Costs for travel by BC participants from their capitals to a MS or between MS (study visits);
- Its active involvement in preparation of the PIU and Steering Committee meetings and participation of its members on the same;
- The availability of the BC human resources (BC experts) during the implementation of the activities.

5. Budget

Support to the Gender Equality (CRO GENDER)	Transition Facility Program Contribution	National Co-financing	TOTAL
Twinning Contract	95% 570.000,00 EUR	5% 30.000,00 EUR	600.000,00 EUR

The total amounts of the Transition Facility Contribution and National Co-financing stipulated in the above table represent the total maximum amounts and therefore, they may be reduced at the level of the Twinning contract, while the relevant ratio (percentages) should be maintained as fixed.

The co-financing requirement foreseen under Transition Facility will be considered fulfilled according to the provision of the relevant Financing Decision.

Interpretation costs will be reimbursed from the budget only for the purpose of workshops and seminars, up to 7% of the Contract amount can be used for translation and interpretation purposes.

In addition to the above-mentioned, provisions with the total amount of 38.664,00 EUR should be included in the budget for the following purposes:

- Production of 1 audio clip for radio (approx. 30 seconds) and broadcasting radio clip on national radio network (10 national stations) during 1 month (Activity 1.3) – Total: 5.230,00 EUR;
- Production of the billboard or posters¹⁴ and display of the billboards or posters (including instalment and maintenance) at selected locations throughout Croatia during at least 14 days (Activity 1.4): 250 billboards or 1.500 posters (lay-out and printing) – Total: 31.650,00 EUR;
- Organizing street actions to promote the project purpose: rent of info counter/booth/stand (Activity 1.5) – Total: 292,00 EUR;
- Publishing of the manual on gender mainstreaming and promotion of gender equality (Activity 2.3) and manual on implementation of gender equality legislation (Activity 5.4): 870 manuals (up to 40 pages per manual) – Total: 1.492,00 EUR.

¹⁴ During the contract preparation, the Twinning partners will jointly decide whether billboards or posters will be prepared.

6. Implementation Arrangements

6.1 Implementing Agency responsible for tendering, contracting and accounting:

Central Finance and Contracting Agency (CFCA)
Ulica grada Vukovara 284
10000 Zagreb, Croatia
Ms Nataša Mikuš Žigman, Director
Phone: +385 1 4591 245
Fax: +385 1 4591 075
E-mail: procurement@safu.hr

Twinning Administrative Office
Central Finance and Contracting Agency
Ulica grada Vukovara 284
10000 Zagreb, Croatia
Ms Nirvana Sokolovski, Twinning NCP
Phone: +385 1 4591 245
Fax: +385 1 4591 075
E-mail: twinning@safu.hr

6.2 Main counterpart in the BC:

Senior Programme Officer (SPO):
Ms Helena Štimac Radin, Director
Governmental Office for Gender Equality
Mesnička 23
10000 Zagreb, Croatia
Phone: +385 1 6303 090
Fax: +385 1 4569 396
E-mail: ured.ravnopravnost@vlada.hr

BC Project Leader:
Ms Helena Štimac Radin, Director
Governmental Office for Gender Equality
Mesnička 23
10000 Zagreb, Croatia

RTA Counterpart:
Ms Tamara Šterk, Advisor
Governmental Office for Gender Equality
Mesnička 23
10000 Zagreb, Croatia

6.3 Contracts:

It is envisaged that the Project will be implemented through one Twinning contract, with the maximum amount of 600.000,00 EUR.

7. Implementation Schedule (indicative)

- 7.1 Launching of the call for proposals: 3Q 2015¹⁵
- 7.2 Start of project activities: 2Q 2016
- 7.3 Project completion: 3Q 2017
- 7.4 Duration of the execution period (number of months): 18 months; the execution period will end 3 months after the implementation period of the Action (work plan) which will take 15 months.

8. Sustainability

Enhancing the skills and capacities of a number public servants in the field of gender mainstreaming represent a firm foundation for gender mainstreaming of policies, and further progress in the area of gender equality. Moreover, training of judges will contribute to overall trust in the system and facilitate the process of eliminating gender-based discrimination. The produced manuals will contribute to gender sensitivity level of participants and upon the project end they will be useful tool for further capacity building activities.

Exchange of good practices with MS will lay ground for establishment of networks at the EU level, while a hands-on experience, ideas, knowledge and synergies created during the study visit will make a firm base for starting a long and demanding process of mainstreaming gender into public policies and future creation of the national gender mainstreaming strategy.

Ensuring cooperation with CSOs and the media secures more coordinated activities and relevance of gender equality within Croatian political context. It is planned that public awareness campaign conducted within this Twinning project will target citizens who recognize gender-based discrimination however lack sufficient knowledge on how to proceed in order to file the lawsuits at the first instance courts. It is to expect that, as a result of the campaign, citizens will be more inclined to address the courts claiming their legal rights. Their experience will be powerful example for others to do same, and initiate elimination of discrimination in the country by seeking justice for victims and penalty for perpetrators.

9. Crosscutting issues

The aim of the project is to promote equal opportunities and gender equality. Gender equality is not only the cross cutting issue but the essence of this project. Multiple discrimination is also tackled by the project, especially women with disabilities, single mothers, women members of minority groups, and unemployed women or women with fixed-term employment contracts.

Based on the fundamental principles of promoting equality and combating discrimination, participation in the project will be guaranteed on the basis of equal access regardless of sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation.

10. Conditionality and sequencing

¹⁵ Member States submitting proposals for Twinning projects implemented in Croatia, as well as the beneficiary institutions, will be requested to finalise drafting of the contracts in maximum four months regardless of the period of the year during which the drafting will take place.

N/A

ANNEXES TO PROJECT FICHE

1. Logical framework matrix in standard format
2. Detailed implementation chart
3. Contracting and disbursement schedule by quarter for full duration of programme (including disbursement period)
4. List of relevant laws and regulations
5. Statistics

Annex 1. Logical framework matrix in standard format

SUPPORT TO THE GENDER EQUALITY (CRO GENDER)		Programme name and number: Transition Facility IPA/2013/24986 (Annex of C(2013) 8057 final)	
Governmental Office for Gender Equality		Contracting period expires: 3 years from the day on which the Commission notifies the Republic of Croatia that all of its internal procedures necessary for the adoption of this Decision have been fulfilled	Disbursement period expires: 4 years following the expiration of the contracting deadline
		IPA Budget: 570.000,00 EUR Total budget: 600.000,00 EUR	TF financing: 570.000,00 EUR (95%) National co-financing: 30.000,00 EUR (5%) ¹⁶
Overall objective	Objectively Verifiable Indicators	Sources of Verification	
Institutional capacities for coordinated implementation, monitoring, and evaluation of national and international gender equality principles developed and public awareness and trust in capacities of the Republic of Croatia to protect the citizens from gender-based discrimination increased.	• National institutional mechanisms for gender equality capable of gender mainstreaming policies, monitoring, coordination and implementation of all activities related to gender equality • General public more aware of its rights and means to be protected from gender-based discrimination • More efficient Judiciary	Reporting documents and statistics from public administration to Governmental Office for Gender Equality (e.g. final court decisions, research of public opinion, implemented activities) Relevant European Commission Reports Research of public opinion Procedures harmonized with the acquis and EU case-law	

¹⁶ The total amounts of the Transition Facility Contribution and National Co-financing stipulated in the above table represent the total maximum amounts and therefore, they may be reduced at the level of the Twinning contract, while the relevant ratio (percentages) should be maintained as fixed. The co-financing requirement foreseen under Transition Facility will be considered fulfilled according to the provision of the relevant Financing Decision.

Project purpose	Objectively Verifiable Indicators	Sources of Verification	Assumptions
Institutional mechanisms for gender equality and efficiency of judiciary related to gender-based discrimination strengthened and the coordinated system of implementation, monitoring and evaluation of related activities established with the purpose to secure advancement in eliminating gender-based discrimination at all levels.	• Three years after the end of the project 20% increase in the number of articles, TV and radio programs about citizens who used protection mechanisms against gender-based discrimination which proves adequate support given by politicians and the media • Sense of empowerment and expertise of members of the national institutional mechanisms increased • Level of activity and visibility of members of the national institutional mechanisms within their institutions, and human and financial resources designated to establishing gender sensitive public administration increased • Cooperation of the national institutional mechanisms for gender equality and other relevant stakeholders strengthened • Professional capacities, competences and knowledge of the judiciary in the area of implementation of the gender equality legislation and their efficiency increased • Strengthened capacities of the gender equality mechanisms to act efficiently, knowledgebase improved, actions that lead to improvement in gender mainstreaming of the policies taken • Legal protection from discrimination functional	Governmental Office for Gender Equality reports (e.g. number of lawsuits, number of finalized cases in the courts, reports by coordinators and committees, increase in financial resources for the committees) Reports from other relevant stakeholders Twinning project reports Documentation produced under the project (analyses reports, recommendations, TNA reports, training programmes, training materials, manuals, signed agreements and partnerships, etc.) Audio clip, billboards or posters and other promotional materials Press releases and other information from the media (number of articles, TV and radio programmes) Number of participants at street actions List of participants at meetings, trainings and study visit Training evaluation questionnaires Minutes of the meetings	• Continuous Government support to Gender equality • Capability of relevant stakeholders to implement/enforce project results into practice • Adequate commitment and knowledge on gender equality topics, EU case law, training skills and cultural sensitivity of all relevant stakeholders involved in project implementation • Adequate capacity, financial and other resources of the Governmental Office for Gender Equality available • Adequate support provided by Judicial Academy and all other relevant stakeholders (Judicial Academy will provide list of 100 judges and state attorneys interested to be included in the project) • Availability and willingness of BC experts to participate in trainings and other project activities • Adequate interest of the

		Study visit report Evaluation reports Web site	media in supporting the campaign • Experts with knowledge of the EU case law • Adequate work organization of the Governmental Office for Gender Equality
Results	Objectively Verifiable Indicators	Sources of Verification	Assumptions
Result 1: Public awareness on gender equality and human rights protection raised through public campaign and active involvement of the media	• Strategic framework for raising public awareness through the public campaign on gender equality (possibilities to protect lawful rights of the citizens and legal protection modalities) prepared • Public campaign on gender equality presented through 2 interviews on TV station(s) • 1 audio clip created and broadcasted for 1 month • 250 billboards or 1.500 posters prepared, printed and displayed for 14 days • Street-actions (including participation of public figures) conducted and corresponding press releases issued • Evaluation of public campaign on gender equality conducted and evaluation report prepared; public campaign evaluated as successful in case public reaction to discrimination is more visible in the media through increased number of articles, TV and radio programmes and increased number of court lawsuits through which citizens use their legal rights by 30%	Governmental Office for Gender Equality reports (e.g. number of lawsuits, number of finalized cases in the courts, reports by coordinators and committees, increase in financial resources for the committees) Reports from other relevant stakeholders Twinning project reports Documentation produced under the project (analyses reports, recommendations, TNA reports, training programmes, training materials, manuals, signed agreements and partnerships, etc.) Audio clip, billboards or posters and other promotional materials Press releases and other information from the media (number of articles, TV and radio programmes) Number of participants at street actions List of participants at meetings, trainings and study visit	• Continuous Government support to Gender equality • Capability of relevant stakeholders to implement/enforce project results into practice • Adequate commitment and knowledge on gender equality topics, EU case law, training skills and cultural sensitivity of all relevant stakeholders involved in project implementation • Adequate capacity, financial and other resources of the Governmental Office for Gender Equality available • Adequate support provided by Judicial Academy and all other relevant stakeholders (Judicial Academy will provide list of 100 judges and state attorneys interested to be included in the project) • Availability and willingness of BC experts to participate in trainings and other project
Result 2: Sense of empowerment and expertise	• Training Needs Analysis (TNA) in the area of gender mainstreaming and promotion of		

of members of the national institutional mechanisms increased with the purpose of establishing gender sensitive public administration	gender equality principles for members of the national institutional mechanisms conducted and TNA report prepared • Based on the TNA, four-modular tailored-made training programme and training materials prepared • 720 manuals on gender mainstreaming and promotion of gender equality prepared, printed and disseminated • Trainings for 200 participants (members of the national institutional mechanisms) with the purpose of establishing gender sensitive public administration conducted • Study visit in duration of 7 days for 6 coordinators and 2 employees from Governmental Office for Gender Equality to MS institution, which may serve to Croatia as good practice example of similar activities run by national mechanisms, with the purpose of transfer of good practices in gender mainstreaming and acquiring hands-on experience conducted; study visit report prepared • Evaluation of capacity building activities conducted and evaluation report prepared; capacity building evaluated as successful in case of increased level of knowledge and increased sense of empowerment of trainees; their roles in the capacity of agents of change understood and assumed	Training evaluation questionnaires Minutes of the meetings Study visit report Evaluation reports Web site	activities • Adequate interest of the media in supporting the campaign • Experts with knowledge of the EU case law • Adequate work organization of the Governmental Office for Gender Equality
Result 3: Level of activity and visibility of members of the national institutional mechanisms within their institutions increased, subsequently leading to more human and financial resources designated to establishing gender sensitive public administration	• Level of activity, human and financial resources and visibility within the public administration of members of the national institutional mechanisms for gender equality analysed and analysis report with corresponding recommendations prepared		

Result 4: Cooperation of the national institutional mechanisms for gender equality and other relevant stakeholders strengthened	• Teams for implementation of the recommended solutions for enhancing level of activity, resources and visibility of the national institutional mechanisms established within state administration bodies, teams' meetings conducted and work plan(s) developed • Evaluation of teams' activities conducted and evaluation report prepared; teams' activities evaluated as successful in case of increase in the level of activity and visibility of the teams within their institutions and increase of financial and human resources to apply changes aiming at establishing gender sensitive public administration • Cooperation and networking of the national institutional mechanisms for gender equality as well as their cooperation with civil society, the media, and research community analysed and analysis report with corresponding recommendations prepared • Meetings of representatives of the national institutional mechanisms and stakeholders conducted, recommendations discussed and action plan for further cooperation activities developed • Evaluation of the cooperation activities conducted and evaluation report prepared; activities evaluated as successful in case of developed cooperation and networking within the national institutional mechanisms, new cooperation with civil society, the media and research community, and involvement of the national institutional mechanisms in the networks at EU level in order to exchange		
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Result 5: Professional capacities, competences and knowledge of the judiciary in the area of implementation of the gender equality legislation and their efficiency increased	information, good practices and technical assistance • Training Needs Analysis (TNA) for judges in misdemeanour (magistrate), civil and criminal (penal) courts at municipal and county level in the area of implementation of the gender equality legislation conducted and TNA report prepared • Based on the TNA, comprehensive tailored-made training programme and training materials prepared • Training for 40 judges in the area of implementation of the gender equality legislation, including implementation of the national and EU legislation as well as procedures at EU courts (ECHR and ECJ) conducted • 150 manuals on implementation of gender equality legislation for judges prepared, printed and disseminated • Evaluation of trainings conducted and evaluation report prepared; training evaluated as successful in case of increased knowledge of judges from civil and misdemeanour courts at municipal and county level and in case of raised efficiency of the courts by 30% (increase in final judgements)		
Activities	Means	Specification of costs	Assumptions

The activities listed below represent the minimum activities to be implemented in the course of the Twinning project. Member State(s) may propose additional activities in line with the methodology elaborated in its proposal.			Twinning Contract: 600.000,00 EUR	In line with the assumptions specified for results.
Activity 1.1: Preparing strategic framework for raising public awareness through the public campaign on gender equality in order to raise public awareness about possibilities to protect their lawful rights and legal protection modalities	Consultations, Workshops, Preparation of documentation			
Activity 1.2: Conducting 2 interviews on TV station(s) in order to present the public campaign on gender equality and ensure commitment and active involvement of the media	Consultations, Interviews, Preparation of documentation			
Activity 1.3: Preparing and producing 1 promotional 30 seconds audio clip (jingle) on gender equality and broadcasting the audio clip on the national radio network for 1 month	Private sector input			
Activity 1.4: Preparing and printing billboards or posters (250 billboards or 1500 posters) and displaying them for 14 days throughout Croatia	Private sector input			
Activity 1.5: Conducting street-actions on gender equality (including participation of public figures) and preparing corresponding press releases to be issued for the media	Private sector input			
Activity 1.6: Developing of simple tracking system of media	Analysis, Evaluation, Public opinion assessment,			

contributions for the purpose of collection, analysis and evaluation of actions addressing elimination of gender-based discrimination and conducting evaluation of the public campaign on gender equality through collection of evidence of the media coverage and preparing evaluation report; evaluating public campaign as successful in case public reaction to discrimination is more visible in the media through increased number of articles, TV and radio programmes and increased number of court lawsuits through which citizens use their legal rights by 30% Activity 2.1: Conducting Training Needs Analysis (TNA) in the area of gender mainstreaming and promotion of gender equality principles for members of the national institutional mechanisms and preparing TNA report Activity 2.2: Preparing four-modular tailored-made training programme and training materials based on the TNA Activity 2.3: Preparing, printing and disseminating of manuals on gender mainstreaming and promotion of gender equality for staff from the Governmental Office for Gender Equality (20 manuals), coordinators for gender equality in the state administration bodies (100 manuals), county committees and municipal/town commissions for gender equality (500 manuals) and politicians/decision makers (100 manuals); manuals will be translated to Croatian language and online version will be available on the web site of the Governmental Office for Gender Equality	Consultations, Workshops, Preparation of documentation TNA, Consultations, Preparation of documentation Analysis, Consultations, Preparation of documentation Private sector input, Analysis, Consultations, Preparation of documentation		
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Activity 2.4: Conducting trainings for 200 participants (members of the national institutional mechanisms) with the purpose of establishing gender sensitive public administration	Trainings, Workshops, Consultations, Preparation of documentation		
Activity 2.5: Conducting study visit in duration of 7 days for 6 coordinators and 2 employees from Governmental Office for Gender Equality to MS institution which may serve to Croatia as good practice example of similar activities run by national mechanisms, with the purpose of transfer of good practices in gender mainstreaming and acquiring hands-on experience; preparing study visit report	Study visit, Preparation of documentation		
Activity 2.6: Conducting evaluation of capacity building activities and preparing evaluation report; evaluating capacity building as successful in case of increased level of knowledge and increased sense of empowerment of trainees; their roles in the capacity of agents of change understood and assumed	Analysis, Evaluation, Consultations, Workshops, Preparation of documentation		
Activity 3.1: Conducting analysis on level of activity, human and financial resources and visibility within the public administration of members of the national institutional mechanisms for gender equality (coordinators for gender equality in state administration bodies, and members of the county committees and municipal/town commissions) and preparing analysis report with corresponding recommendations	Analysis, Consultations, Preparation of documentation		
Activity 3.2: Establishing teams for implementation of the	Analysis, Consultations, Meetings, Preparation of documentation		

recommended solutions for enhancing level of activity, resources and visibility of the national institutional mechanisms within state administration bodies; conducting teams' meetings and developing work plan(s) Activity 3.3: Conducting evaluation of teams' activities and preparing evaluation report; evaluating teams' activities as successful in case of increase in the level of activity and visibility of the teams within their institutions and increase of financial and human resources to apply changes aiming at establishing gender sensitive public administration Activity 4.1: Conducting analysis on cooperation and networking of the national institutional mechanisms for gender equality as well as their cooperation with civil society, the media, and research community and preparing analysis report with corresponding recommendations Activity 4.2: Organizing and conducting meetings of representatives of the national institutional mechanisms and stakeholders; discussing recommendations and developing action plan for further cooperation activities Activity 4.3: Conducting evaluation of the cooperation activities and preparing evaluation report; evaluating activities as successful in case of developed cooperation and networking within the national institutional mechanisms, new cooperation with civil society, the media and research community, and involvement of the	Evaluation, Analysis, Consultations, Preparation of documentation Analysis, Consultations, Preparation of documentation Analysis, Consultations, Meetings, Preparation of documentation Evaluation, Analysis, Consultations, Preparation of documentation		
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national institutional mechanisms in the networks at EU level in order to exchange information, good practices and technical assistance Activity 5.1: Conducting Training Needs Analysis (TNA) for judges in misdemeanour (magistrate), civil and criminal (penal) courts at municipal and county level in the area of implementation of the gender equality legislation and preparing TNA report Activity 5.2: Preparing comprehensive tailored-made training programme and training materials based on the TNA Activity 5.3: Conducting training for 40 judges in the area of implementation of the gender equality legislation, including implementation of the national and EU legislation as well as procedures at EU courts (ECHR and ECJ) Activity 5.4: Preparing, printing and disseminating 150 manuals on implementation of gender equality legislation for judges; manuals will be translated to Croatian language and online version will be available on the web site of the Governmental Office for Gender Equality Activity 5.5: Conducting evaluation of training and preparing evaluation report; evaluating training as successful in case of increased knowledge of judges from civil and misdemeanour courts at municipal and county level and in case of raised efficiency of the courts by 30% (increase in final	TNA, Consultations, Preparation of documentation Consultations, Preparation of documentation Training, Workshops, Preparation of documentation Private sector input, Analysis, Consultations, Preparation of documentation Evaluation, Analysis, Consultations, Preparation of documentation		
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judgements)			
			Preconditions: n/a

Annex 2. Detailed implementation chart

Support to the Gender Equality (CRO GENDER)	2015												2016												2017											
Month	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D
Twinning						T	T	T	T	C	C	C	C	C	C	A/I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	R	R	R			

T – Call for proposals and evaluation

C – Contracting

A/I – Arrival of the RTA/ Start of the implementation of activities

I – Implementation of activities

R – Report

Annex 3. Contracting and disbursement schedule by quarter for full duration of programme (including disbursement period)

Support to the Gender Equality (CRO GENDER)	Cumulative contracting schedule by quarters in EUR (provisional)			
	2016			
	I	II	III	IV
Twinning		600.000,00		
TOTAL (EUR):		600.000,00		

Support to the Gender Equality (CRO GENDER)								
	2016				2017			
	I	II	III	IV	I	II	III	IV
Twinning		468.292,68			71.707,32			60.000,00
TOTAL (EUR):		468.292,68			540.000,00			600.000,00

Annex 4. List of relevant laws and regulations

1. Gender Equality Act (Official Gazette No.85/08) <http://www.ured-ravnopravnost.hr/site/hr/the-act-on-gender-equality-nn-8208.html>
2. National Policy for Gender Equality (Official Gazette No 88/2011) <http://www.ured-ravnopravnost.hr/site/images/pdf/kb%20strategija%20za%20ravnopravnost%20spolova%20knjizica%20eng.pdf>
3. Anti-discrimination Act (Official Gazette No 85/08, No 112/12) <http://www.ombudsman.hr/index.php/en/documents-3/legislation/finish/16-legislation/40-the-anti-discrimination-act>
4. A Guide to the Anti-discrimination Act http://alanuzelac.from.hr/pubs/A26-vodic%20antidiskriminacija_en.pdf
5. National Plan of Protection and Promotion of Human Rights 2013-2016 http://www.uljppnm.vlada.hr/images/ljudska%20prava_za%20tiskaru.pdf
6. Eurostat statistics: http://ec.europa.eu/eurostat/statistics-explained/index.php/Main_Page
7. European Institute for Gender Equality (about Croatia):
<http://eige.europa.eu/sites/default/files/documents/MH3012957ENN-HR.pdf>
<http://eige.europa.eu/internal/bpfa/results#/85/indicators/97/statistics/603/map/0/0/0/0>

Annex 5. Statistics

According to the State Bureau of Statistics¹⁷ there are 855 municipal court judges, 394 county courts judges, and 420 misdemeanor courts judges in Croatia, making a total of 1.669 judges whose jurisdiction is related to gender-based discrimination. In addition, there are 577 state attorney deputies. (Source: Women and Men in Croatia 2014, pgs 50 -53 http://www.dzs.hr/Hrv_Eng/menandwomen/men_and_women_2014.pdf)

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, 10.5% 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 about 30% in 2012. 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.

(Source Women and Men in Croatia 2014, pgs 66, 72 http://www.dzs.hr/Hrv_Eng/menandwomen/men_and_women_2014.pdf)

Gender parity index

	2006	2007	2008	2009	2010	2011
Gender parity index for gross enrolment ratio. Primary & Secondary combined	1,01906	1,02098	1,02307	1,02441	1,04758	1,02548
Gender parity index for gross enrolment ratio. Primary	0,99334	0,99584	0,99843	0,99572	0,99758	0,99376
Gender parity index for gross enrolment ratio. Secondary. All programmes	1,03199	1,03339	1,03469	1,03736	1,06983	1,03914
Gender parity index for gross enrolment ratio. Tertiary	1,22994	1,22583	1,25192	1,27272	1,34085	1,39856

Persons with upper secondary or tertiary education attainment by sex (%)

GEO/TIME	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Total	58,9	59,8	60,6	62,2	63,1	64,0	65,2	65,7	66,1	67,5
Ž	50,0	50,4	51,1	53,2	53,9	55,3	57,1	57,1	57,1	58,9

Students at ISCED levels 5-6 enrolled in the following fields: science, mathematics, computing, engineering, manufacturing, construction - as % of all students, all female and all male

	2005	2006	2007	2008	2009	2010	2011	2012
Total	23,9	23,7	23,5	23,4	23,9	22,1	23,5	:
Female	13,4	13,4	13,7	13,6	13,4	13,1	13,4	:
Male	36,2	35,9	35,0	35,1	36,7	35,4	37,0	:

¹⁷ Publication "Women and Men in Croatia 2012"

Female students (ISCED 5-6) enrolled in engineering, manufacturing and construction field - as % of male and female students in these fields

geo\time	2003	2004	2005	2006	2007	2008	2009	2010	2011
Croatia	24,9	24,9	24,7	25,4	26,5	26,9	26,8	28,7	:

Female students (ISCED 5-6) enrolled in science, mathematics and computing field - as % of male and female students in these fields

2003	2004	2005	2006	2007	2008	2009	2010	2011
45,6	45,6	41,7	42	41,8	41,1	38,9	50,6	:

COMPARISON BETWEEN REGISTERED AND ILO UNEMPLOYMENT, BY SEX

Total				Men				Women				
2009.	2010.	2011.	2012.	2009.	2010.	2011.	2012.	2009.	2010.	2011.	2012.	
263	302	305	324	107	137	141	152	156	166	164	172	Unemployed persons registered with CES, '000
				39,2	45,4	46,2	46,9	60,8	54,6	53,8	53,1	Share in registered unemployment
160	206	232	272	76	107	129	151	84	99	103	121	ILO unemployed persons, '000
				47,5	51,9	55,6	55,5	52,5	48,1	44,4	44,5	Share in ILO
9,1	11,8	13,5	15,8	8,0	11,4	13,7	16,1	10,3	12,2	13,2	15,5	ILO unemployment rate, %
14,9	17,4	17,8	18,9	11,6	15,0	15,7	16,9	18,7	20,1	20,1	21,0	Registered unemployment rate, ¹⁾ %

Source: Central Bureau of Statistics (CES), Priopćenje 14/6/2013 Anketa o radnoj snazi

1) Rates were calculated from final administrative data.

Unemployed persons by duration of unemployment and sex (31. December 2012. godine)

Duration of unemployment	Total	Men	Share of men (%)	Women	Share of F (%)
to 3 months	93 606	45 282	26,9	48 324	25,5
from 3 to 6 months	60 250	28 465	16,9	31 785	16,7
from 6 to 9 months	26 733	13 067	7,8	13 666	7,2
from 9 to 12 months	26 645	13 018	7,7	13 627	7,2
from 1 to 2 years	61 009	28 863	17,1	32 146	16,9
from 2 to 3 years	29 483	14 555	8,6	14 928	7,9
more than 3 years	60 488	25 108	14,9	35 380	18,6
TOTAL	358 214	168 358	100,0	189 856	100,0

Source: CES

Unemployment

	2007.	2008.	2009.	2010.	2011.	2012.
Registered unemployment rate	14,8	13,2	14,9	17,4	17,8	18,9
SILC method unemployed ⁵⁾	9,6	8,4	9,1	11,8	13,5	15,9

Source: CES