

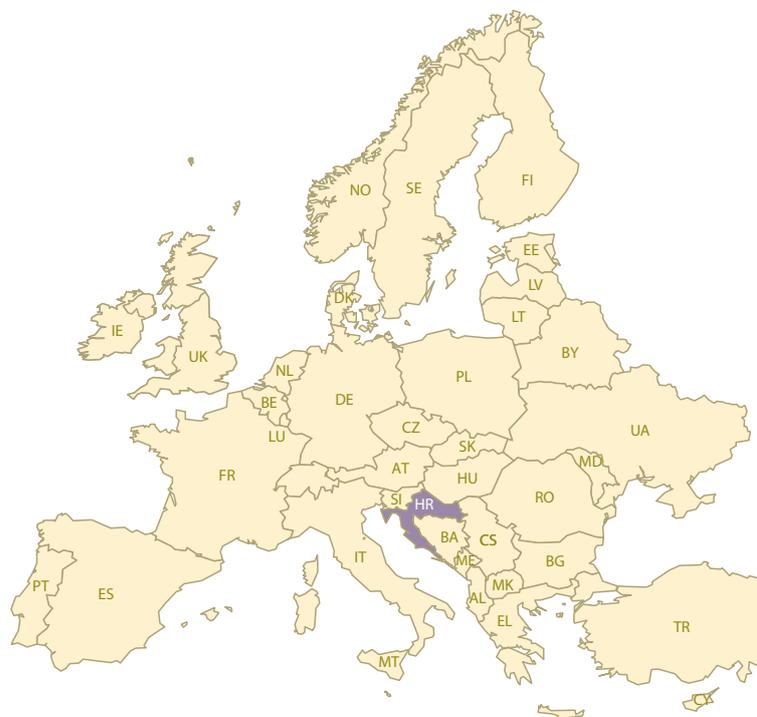


Croatia

POLICY FRAMEWORK

The National Policy for Gender Equality (2011-15) was adopted with the aim of eliminating discrimination against women and establishing gender equality through policy action. The National Policy covers central public administration, local communities and employers' organisations. There are seven key areas, including a commitment to promoting gender equality through training and awareness-raising activities. At the local level, each county assembly is required to create a local action plan for the implementation of the National Policy, in cooperation with the county committee for gender equality (a local advisory body).

The Gender Equality Act obliges all state bodies and state-owned legal entities to adopt four-year action plans for gender equality [Article 11] and training for gender equality is part of the educational system at all levels [Article 14]. The Office for Gender Equality developed guidelines for designing the Action Plans in order to introduce gender mainstreaming rules.



GENDER TRAINING IN PRACTICE

Gender training is provided as part of the education of civil servants. The main provider of gender training for most public servants, members of the judiciary and teachers are the Office for Gender Equality, Judiciary Academy and the Education and Teacher Training Agency (ETTA). Some non-governmental organisations (NGOs) are also establishing a role in the provision of gender training, especially at the local level, as a result of project-based grants, awarded from central and local government, and via EU pre-accession funds. Training at this level is mainly for councillors in the regional and local level committees, the county assemblies and the city councils. Gender training usually involves several levels, including: basic concepts; gender budgeting; gender in politics; key issues in different sectors, elimination of stereotypes, employment, social rights, political participation, media and

ABOUT THE STUDY

This factsheet summarises research findings for Croatia from the European Institute for Gender Equality (EIGE) two-year project on Gender Training in the European Union, which is part of EIGE's gender mainstreaming methods, tools and good practices work. The project collected practical information about gender training across the 27 EU Member States and Croatia, from 2005-2012.

The information is based on desk research and stakeholder interviews conducted between February and April 2012 by ICF GHK. The interviews included representatives of national ministries tasked with the coordination of gender mainstreaming, other ministries and public organisations at national, regional and local level that deliver or commission gender training to their staff, and a sample of gender trainers who deliver the training. Further, the information contained herein has been validated with EIGE's Thematic Network on Gender Training in Autumn 2012.

Other outputs from the study include online databases of gender trainers and training resources available on EIGE's website at: <http://www.eige.europa.eu>

ABOUT EIGE

EIGE supports policy-makers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans and beyond, by providing them with specific expertise and comparable and reliable information on gender equality in Europe. More information: <http://www.eige.europa.eu>



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sexist language. Most of the training programmes aim not only to raise knowledge and awareness of gender equality, but also to empower the key actors (such as coordinators for gender equality in government bodies, and members of county committees) to act as agents of change.

EXAMPLES OF GENDER TRAINING PROGRAMMES

- A programme of one-day seminars for public servants on basic concepts of gender equality, legal frameworks and practical tools for gender mainstreaming was provided twice yearly between 2008-2012 by the Office for Gender Equality at the State School for Public Administration.
- In 2005-2011, 5 seminars and 50 workshops were organised by the Judicial Academy on various topics related to the area of anti-discrimination legislation.
- In 2010 the Office for Gender Equality commissioned a group of 5 NGOs to raise awareness amongst members of county committees for gender equality and support them in mainstreaming gender in the policy-making process. The training was delivered over three-day seminars, and covered various topics such as: elements of gender sensitive policies; national and local mechanisms for gender equality; women and power; visibility and invisibility of women in social and political life; and gender budgeting.
- 8 training seminars and 37 workshops for women in political parties were provided as part of projects carried out by NGOs in 2008 and 2011 with support from the Office for Gender Equality.
- In 2010, as part of the development of a curriculum for democratic citizenship education, ETTA developed an interdisciplinary training module for gender equality for all three educational levels (pre-school, elementary, and secondary school). The module is used by schools on a voluntary basis, and is currently being implemented in eight elementary schools and four secondary schools.
- In 2008 as part of a technical assistance programme provided by the Swedish Development Agency (SIDA), the Office for Gender Equality organised training in gender mainstreaming for 25 coordinators for gender equality and deputies in all ministries. The programme included a series of tailored training sessions, production of an individual work plan of measures to get ready for gender mainstreaming and feedback on the plans. Three coordinators visited Sweden with a member of the Office for Gender Equality to learn about gender mainstreaming in Swedish public administration.

WHY DO WE NEED GENDER TRAINING?

Gender training is an educational tool that supports gender mainstreaming through building the capacity of ministry, local authority and other partners to consider and address issues facing women and men in their work and lives. Gender training:

- raises awareness of gender issues and contributes to changing stereotypes;
- provides staff with expertise and analytical skills to identify gender inequality;
- develops understanding and builds competence to do things differently;
- benefits organisations by supporting a culture in which both women and men can prosper;
- helps to create a more equitable society.

Staff members may be trained on concepts such as what is gender; how to undertake gender analysis; key issues facing women and men in different sectors; underlying causes and how to address these; how to construct gender-sensitive indicators.



FACTS AND FIGURES

- It is estimated that in 2008-2012 around 100 public servants received basic gender training via a one-day seminar. Some 513 judges, 213 state attorneys and 221 advisors attended the sessions organised by the Judicial Academy in 2005-11. In relation to the projects commissioned by the Office for Gender Equality, some 20 county committees were trained a year as part of the training for county committees for gender equality, and almost 100 women politicians took part on the demographic citizenship education.

SEARCH FOR GENDER TRAINERS AND RESOURCES FOR CAPACITY DEVELOPMENT FROM CROATIA IN EIGE'S GENDER TRAINING DATABASES AT WWW.EIGE.EUROPA.EU

USEFUL LINKS

Office for Gender Equality: www.ured-ravnopravnost.hr

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