

Having regard to Article 41, paragraph 34 of the Statute of the City of Zagreb (Official Gazette of the City of Zagreb No 23/16, 2/18, 23/18 and 3/21), on 16 March, 2021, at its 40th session, the Zagreb City Assembly adopted the

ACTION PLAN

of the City of Zagreb for the implementation of the European Charter for Equality of Women and Men in Local Life for period 2021-2025

I. INTRODUCTION

Gender equality is one of the fundamental values of the constitutional order of the Republic of Croatia. City of Zagreb's obligations in the area of equality exercising are prescribed by the Constitution, the laws and other public policy instruments, e.g. strategies, plans and programmes.

Equality of women and men is a fundamental value of the European Union (EU), emphasized in its treaties and the *Charter of Fundamental Rights of the European Union*.

Promoting principles of gender equality has been the City of Zagreb's development priority for many years. The perspective for exercising equality can be found in its structure, policies, strategies and programmes aimed towards groups in disadvantageous societal and economic positions.

In the framework of its functions, cities can directly influence on the exercise of citizens' gender equality, namely by making light of equality issues during decision-making processes and city management.

As in the previous periods, the issue of gender equality has been included into city policies and plans:

-In the framework of its democratic function, the Commission for Gender Equality of the Zagreb City Assembly has been active for the last 18 years. It has been established to promote and implement national policies of gender equality of that time, as well as develop ideas about solidarity and equal treatment of genders in all areas of life. The scope of work of the Commission for Gender Equality was later modified and what had once been an implementing body become a working and advisory body of the City Assembly of Zagreb which, among other functions, proposes the adoption of general acts in the area of gender equality; it also considers proposals of measures and general acts regulating the issues of significance for gender equality that were proposed to the City of Zagreb by other authorised proposers and gives the Zagreb City Assembly its suggestions and opinions in the area of gender equality. Since its establishment, the composition of the Commission has been reflecting the fact that the City of Zagreb strives for each initiative, decision and any other act to be subject to the control of the bodies competent in the area of gender equality before being adopted. That is why the Commission consists of representatives of political authorities (city representatives), executive authorities (representatives of the Sector for the promotion of human rights), non-governmental organisations for the promotion and protection of women's human rights and independent experts in the aforementioned areas;

- within its executive function, in the City administration of the City of Zagreb (hereinafter referred to as: City administration), in 2005 a service was established whose competence is the promotion of human rights and which is a central place for collecting and disseminating information on activities and measures of city administrative bodies in the field of gender equality, and it represents a link between the City of Zagreb and all relevant institutions and organisations in the areas of human rights and gender equality. This allows for a systematic and harmonized action of city administrative bodies and monitoring of the implementation of national and city

regulations and documents relevant to gender equality, as well as the articulation of proposals for the introduction of a gender equality perspective among the activities of the City of Zagreb;

- In 2013, the City Assembly of the City of Zagreb adopted an action plan for the areas of women's human rights promotion, violence against women, labour market, education, political and public life, sports and international cooperation, to be used in the context of implementation of the National Policy for Gender Equality. In accordance with the set goals and priorities of the City of Zagreb, certain measures are still being implemented;

- Gender equality policies and concrete measures are simultaneously included in city documents where gender equality is not a priority, for example in the field of social protection, protection of persons with disabilities, Roma inclusion, housing and various forms of assistance and services for citizens.

However, despite numerous examples of official recognition and positive milestones, gender equality is still not sufficiently present in everyday life. Social, political, economic and cultural inequalities are still present and therefore there is still a lot of room, but also the need to promote an equal society and to consistently implement the right to equality in order to achieve full equality between women and men.

II REASON FOR THE ADOPTION OF THE ACTION PLAN

Based on a conclusion of the City Assembly of the City of Zagreb, in 2018 the City of Zagreb acceded to the European Charter for Equality of Women and Men in Local Life (hereinafter: the Charter).

The Charter was drafted by the Council of European Municipalities and Regions (CEMR) in cooperation with its member organizations to promote the implementation of gender equality policies at local and regional level. Local and regional authorities are invited to sign the Charter in order to make a public commitment to equality and to carry out the activities outlined in the Charter. The Charter was gradually acceded to by a large number of European cities, and to date it has been signed by 1810 cities and regions in 36 countries.

By signing the Charter, the City of Zagreb undertook to follow the principles of equality of women and men in its area, to implement the provisions of the Charter and to adopt an action plan for its implementation, which is the immediate reason for adopting the Action Plan of the City of Zagreb for the implementation of the European Charter for Equality of Women and Men in Local Life for the period 2021-2025. (hereinafter referred to as: Action Plan). Furthermore, the adoption of the Action Plan is a way for the City of Zagreb to ensure the sustainability of the effects of its previous equality policies and to further improve gender equality as a public service provider and employer within its democratic competencies.

The fundamental principles of the Charter that the City of Zagreb is obliged to comply with are:

- Gender equality is a fundamental right;

It must be implemented by local and regional administration bodies in all areas of their competence, including their obligation to eliminate all forms of discrimination, whether direct or indirect;

- In order to ensure equality between women and men, the issue of multiple discrimination and disadvantage must be addressed;

Equality between women and men must also take into account multiple discrimination and disadvantage, which, in addition to gender differences, are also based on differences in race, colour, ethnic and social origin, genetic characteristics, language, religion or belief, political or second opinion, belonging to a national minority, property status, birth, disability, age, sexual orientation or socio-economic status;

- The balance of representation of women and men in decision-making is a prerequisite for a democratic society;

The right to equality between women and men requires local and regional authorities to take all appropriate measures and adopt all necessary strategies to promote balance in the representation and participation of women and men in all areas of decision-making;

- The elimination of gender stereotypes is crucial for achieving equality between women and men

Local and regional authorities must encourage the removal of stereotypes and obstacles on which unequal status and position of women are based and which lead to unequal evaluation of the roles of women and men in political, economic, social and cultural terms;

- To improve equality between women and men, it is necessary to include a gender perspective in all activities of local and regional government;

A gender perspective must be taken into account when planning policies, methods and instruments that affect daily life of the local population, e.g. by applying “gender mainstreaming” and “gender sensitive budgeting”. To this end, the experience of women at the local level, including the conditions in which they live and work, must be analysed and taken into account;

- Action plans and programmes for which adequate resources have been provided are a necessary tool for enhancing equality between women and men.

Local and regional governments must draw up action plans and programmes to achieve equality, including financial and human resources for their implementation.

The Action Plan was drafted by the Commission for Drafting and Monitoring the Implementation of the Action Plan of the City of Zagreb for the Implementation of the European Charter for Equality of Women and Men in Local Life for the period 2021-2025, in cooperation with the Office of International Relations and Human Rights. The above-mentioned Commission consists of representatives of the City Office for Education, City Office for Health, City Office for Social Protection and People with Disabilities, City Office for Sport and Youth, City Office for Economy, Energetics and Environment Protection, City Office for Physical Planning, Construction of the City, Utility Services and Transport and the City Office for Demography. The opinion on the implementation of measures within its competence was submitted by the City Assembly Professional Service, the Professional Service of the Mayor, City Office for Financing, Public Procurement Office, City Office for War Veterans, City Office for the Management of City Assets, City Office for Culture, City Office for Strategic Planning and Development of the City, City Office for the Local Self-Administration and the City Office for Agriculture.

The Commission for Gender Equality of the City Assembly of the City of Zagreb, as an advisory body, has participated in the drafting of the Action Plan primarily due to its expertise and experience of its members in the field of gender equality. The Commission also directly participated in the drafting of the Action Plan through its member who was delegated to the Committee for Drafting and Monitoring the Implementation of the Action Plan of the City of Zagreb for the Implementation of the European Charter for Equality between Women and Men in Local Life for 2021-2025.

Particularly useful for drafting the Action Plan were many interesting solutions coming from European cities on the coordination of the work and articulating the gender equality policy at a local level. Participation of the representatives of the City administration in the conferences of the Network of European Cities for gender equality Zagreb is member of, communication with the staff responsible for monitoring the level of achieving gender equality in local administrations of European cities and continuous monitoring of their experience and examples from practice on web pages of the Charter, served as a guide for planning the measures and activities of the Action Plan.

Many European cities and regions, e.g. Vienna and Graz (Austria), Paris region, Lyon and Strasbourg (France); Brussels (Belgium); Bristol (United Kingdom); Ravenna and Tuscany regions (Italy); Göteborg and Malmö (Sweden); Helsinki i Vantaa (Finland); Hamburg, Frankfurt and Heidelberg (Germany); Barcelona, Madrid and Córdoba (Spain); Bern and Zürich (Switzerland) and others, have published their action plans on the pages of the Charter and some of their achievements have been used in drafting this action plan.

The drafting of the Action Plan took into account the results of the implementation of the Action Plan for the period up to 2015 and used the data from public statistics, reports and other publications of relevant institutions related to the participation of women and men in political and social life, e.g. the Statistical Yearbook of the City of Zagreb for 2019, data from the Croatian Employment Service, the Croatian Institute for Health Insurance and the Croatian Pension Insurance Institute, the Zagreb Police Department, the Social Welfare Centre, publications and

reports of the Ombudsperson for Gender Equality and other institutions using data important for achieving equality between women and men. The results of gender analyses provided by the Commission for Gender Equality of the City Assembly of the City of Zagreb for certain measures and policies of the City of Zagreb in the area of social protection and demography were used.

There was 53% of women and 47% of men in the City of Zagreb in 2019. Out of the total number of students in primary schools, there were 49% of female students, while in high schools there were 51% of female students. Of the total number of young people who graduated from high school, 60% were girls, and the number of girls that graduate from a technical or other related high school amounted to 45%, which is an indicator of the impact on the later choice of occupation. In the area of higher education, 60% of the total number of students who graduated from higher education institutions were female students. Of the total number of masters of science, masters and university specialists in higher education, 67% were women, and of the total number of doctors of science in higher education, 56% were women.

In the field of employment, 49% of the total number of employees are women, and 51% of the total number of the unemployed are women.

In the area of harmonization of private and business obligations of women and men and encouraging equal division of labour and responsibilities, according to the Croatian Institute for Health Insurance in 2020, parental leave after the child is six months old (up to 180 days) was used by 95% of mothers and 5% of fathers and parental leave of 181 to 900 days for twins, the third and each subsequent child was used by 94% of mothers and 6% of fathers. Due to stereotypical roles, women perform most household chores and take care of children and other dependents, which is why they often leave the labour market for a longer period, which is one of the reasons for the gender pay gap and consequently, the pension gap. According to the 2019 data, the gap in the disbursed average gross salaries of men and women in Zagreb amounted to 16%, the same as pension gap.

In the area of political representation in decision-making, women are active participants in democratic processes, but their role in political decision-making is much smaller than that of men. Given that they make up almost half of the employees and that more than half of them have a university degree, it is imperative to promote and represent their needs and interests. Out of 51 elected city representatives in the City Assembly of the City of Zagreb, 33% were women, while the City Assembly is headed by a male President, one female Vice-President and three male Vice-Presidents. Out of the total number of the city district council members 28% are women and out of the total number of local committee council members, 33% are women.

Out of the total number of employees in administrative bodies of the City of Zagreb (as of 1 June 2020) there are 64% of women. The Mayor of the City of Zagreb has two women deputies, and 17 of the 27 city offices, institutes and services are headed by women.

In the area of gender-based violence, according to the data of the Zagreb Police Administration, in 2019, 1,261 crimes in the area of criminal protection of children and families were recorded, as follows: 244 crimes of domestic violence and 1,017 crimes against a child from the domain of criminal protection of children and families. In domestic violence crimes, the victims are mostly women, as much as 88.5% compared to 11.5% of men. In 2019, 2,099 minor offences of domestic violence were recorded, while out of 2,419 perpetrators of domestic violence 79% were men and 21% women.

III THE OBJECTIVE, MEASURES AND ACTIVITIES FOR THE IMPLEMENTATION OF THE CHARTER

The objective to be achieved through the measures and activities of the Action Plan is to equality between women and men in the City of Zagreb.

The ultimate goal is to include the perspective of gender equality in all areas of activity/competencies of the City of Zagreb.

The methodology of the Action Plan for Planning and Monitoring Tools and Practices, which is the starting point for the signatories of the Charter, was used in the drafting the Action Plan to understand the indicators, conduct a self-assessment of their current activities and further improve their gender equality policies.

Words and phrases used in this Action Plan with a gender meaning shall apply equally to the masculine and the feminine gender irrespective of whether they have been used to refer to the masculine or feminine gender.

The Action Plan lists measures and activities related to the already existing structure and acts of the City of Zagreb in an effort to ensure the standard of respect for the principles of gender equality, its sustainability and funding.

At the level of the City of Zagreb, certain measures related to gender equality are also included in other strategic documents, such as the Zagreb Strategy for Protection against Domestic Violence for the period 2018–2022 and the Strategy of Equalisation of Possibilities for Persons with Disabilities in the period from 2016 to 2020.

A consultation with the interested public was conducted in the period from 2 September to 1 October 2020. National institutions and civil society organisations active in the area of gender equality were notified about the consultation published on the web pages of the City of Zagreb. The Office for Gender Equality of the Government of the Republic of Croatia and the Ombudsperson for Gender Equality; Višnja Ljubičić, received 16 complaints and proposals for the Draft of the Action Plan. Most of the remarks and proposals were accepted and after public consultation, 14 new activities were added to the Draft Action Plan related to gender pay gap and pension gap, balance between business and private life, protection of workers' dignity, equal access to decision-making positions, promotion of sexual and reproductive women's rights, raising awareness of stereotypes and violence in sport, protection from domestic violence, promoting tolerance towards sexual and gender minorities, a sensitized approach to the treatment of victims of trafficking and combating discrimination in order to increase women's inclusion in the labour market. Proposals related to the extension of the Action Plan and the planning of funds for its implementation were also accepted. Due to the large number of measures and activities contained in the Action Plan and the fact that the European Charter implemented by the Action Plan is not limited to a certain period of implementation, the Action Plan is adopted for a period of 5 years.

Financial resources for the implementation of the Action Plan are provided in the budget of the City of Zagreb for the period of validity of the plan in the partitions of the holders of each measure in accordance with the possibilities of the budget for the year of implementation.

In order to achieve the set goal, i.e. equality between women and men in the City of Zagreb, the Action Plan lays down: 30 measures, 67 activities, competent authorities for the activities, implementation deadlines, funding and implementation indicators, grouped per areas of operation/competence of the City. Relevant articles of the Charter are mentioned under the areas of operation/competence of the City of Zagreb and they include the obligation to act, i.e. determine concrete measures and activities.

In accordance with the Charter, the areas of operation/competence of the City of Zagreb as a local level public policy promoter and decision-maker are the following:

1. Democratic responsibility and political role;
2. Role of employer;
3. Insurer and service provider;
4. Planning and sustainable development;
5. Supervisory authority and
6. Networking with European cities and international cooperation.

1. 1. Democratic responsibility and political role

PRIORITIES: introduction and implementation of the perspective of equality of women and men in the City of Zagreb, equal political representation of women and men in the City Assembly of the City of Zagreb, equal participation of women and men in political and public life, public commitment to equality, cooperation and consultation on acts relevant to gender equality, equal share of women and men in gender segregated occupations, equal access of women and men to relevant information and equal opportunity to respond to consultations with the interested public, general commitment to gender equality, gender analysis of budget expenditures of the City of Zagreb and equal access for women and men discriminated against or disadvantaged on multiple grounds (gender, age, race, ethnicity or origin, genetic characteristics, language, religion or belief, political or other opinion, belonging to a national minority, property, birth, disability, sexual orientation).

RELEVANT ARTICLES OF THE CHARTER: Articles 1 to 10

RELEVANT ARTICLE OF THE CHARTER	MEASURE	ACTIVITY	AUTHORITY COMPETENT FOR THE MEASURE AND THE ACTIVITY	IMPLEMENTATION DEADLINE	FUNDING	IMPLEMENTATION INDICATORS
Article 1 of the Charter	1.1. Including the perspective of gender equality in all areas of activity of the City of Zagreb	1.1.1. Drafting and adopting an act of the City Assembly of the City of Zagreb on the establishment of a special working body for gender equality and an act on the structure and scope of the City administrative bodies that perform the activities of implementation of gender equality policy in the scope of a specific City administrative body	City Assembly Professional Service, Professional Service of the Mayor, City Assembly of the City of Zagreb	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	A special working body of the City Assembly of the City of Zagreb for gender equality and an organisational unit for implementing the gender equality policy have been established.
		1.1.2. Drafting and adopting the Budget of the City of Zagreb containing the funds planned for the implementation of the measures, including the funds for funding the projects and programmes of the civil society associations that perform the activities from this Action Plan.	City Office for Financing in cooperation with the City Administrative Bodies, the Mayor and the City Assembly of the City of Zagreb	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Funds planned in the Budget of the City of Zagreb in partitions of the City administrative bodies

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		1.1.3. Appointing the official responsible for promoting gender equality in the City administrative bodies to include the perspective of gender equality in all areas of activity of the City of Zagreb	City administrative bodies	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	A list of City administrative body officials responsible for promoting gender equality, expressed per gender
Article 2 of the Charter	1.2. Promoting equal political involvement of women and men in the City of Zagreb	1.2.1. Drafting and adopting the Budget of the City of Zagreb containing planned funds for funding special measures for the situations in which the representation of one gender in the City Assembly of the City of Zagreb is unbalanced in accordance with the special gender equality regulations and funding political activities and election campaigns to reach the prescribed representation quotas	City Assembly Professional Service, Professional Service of the Mayor, City Assembly of the City of Zagreb	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	The number and amount of paid funds
		1.2.2. Implementing special actions to encourage the participation of women in local elections	Office for office of International Relations and Human Rights in cooperation with civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	The number of implemented special actions to encourage the participation of women in local elections

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		1.2.3. Keeping records of the City Assembly of the City of Zagreb's gender composition	City Assembly Professional Service	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Data on the City Assembly of the City of Zagreb's gender composition according to gender collected and published on the City of Zagreb's website
Article 3 of the Charter	1.3. Encouraging equal participation of women and men in the work of public bodies and companies' and institutions' management bodies appointed by the City of Zagreb	1.3.1. Keeping records of the composition of supervisory and administrative committees/councils in the companies and institutions appointed by the City of Zagreb, according to gender	City Assembly Professional Service, City Office for Culture, City Office for Social Protection and People with Disabilities, City Office for Health, City Office for Agriculture and Forestry, City Office for Economy, Energetics and Environment Protection, City Institute for the Conservation of Cultural and Natural Heritage, City Office for Strategic Planning and Development of the City), City Office for Sport and Youth, City Office for War Veterans	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Collected data on the ratio of women and men in supervisory and administrative committees/councils appointed by the City of Zagreb
Article 4 of the Charter	1.4. Public disclosure of commitment to the equality of women and men	1.4.1. Publishing the European Charter for Equality between Women and Men in Local Life on the City of Zagreb's website in Croatian and English.	Office of International Relations and Human Rights	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	The number of publications on the City of Zagreb's website and in social media

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		1.4.2. Publishing the Action Plan on the City of Zagreb's website and the website of the Council of European Municipalities and Regions (CEMR) in Croatian and English		2021 -2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	
		1.4.3. Publishing a notification on the City of Zagreb's accession to the European Charter and hyper links to the text of the Charter		2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	
Article 5 of the Charter	1.5 Cooperation with partners in order to guarantee equality	1.5.1. Submitting proposals of acts and documents relevant for gender equality for the consideration of the competent city administrative body for promoting human rights and gender equality	Office for International Relations and Human Rights in cooperation with city administrative bodies	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Collected data on cooperation and public consultations, participation in and organisation of meetings, conferences and round-tables with the goal of monitoring and evaluating acts and documents relevant for gender equality. The number of cooperative actions and public consultations
		1.5.2. Organising meetings, conferences and round-tables as well as participation thereto for the purpose of monitoring and evaluating acts and documents relevant for gender equality		2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	
		1.5.3. Performance of public consultations with the interested public on proposals of the acts and documents relevant for gender equality		2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	

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Article 6 of the Charter	1.6. Confronting gender stereotypes	1.6.1. Collecting data and keeping records of the share of women and men in gender segregated occupations (public health, childcare, public transport, fire safety etc.) in the City of Zagreb	Office for office of International Relations and Human Rights in cooperation with civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Created records
		1.6.2. Publishing the data and information on the share of women and men in gender-segregated occupations in the City of Zagreb on the City of Zagreb's website and in social media		2021-2025		The number of publications on the City of Zagreb's website and in social media
		1.6.3. Implementing projects that promote and encourage men and women's interest for gender segregated occupations		2021-2025		The number and the type of projects
		1.6.4. Using gender sensitive language in regulations and other acts of the City of Zagreb in public and internal communication and drafting written recommendations for City administrative bodies, companies and institutions owned by the City of Zagreb	Office of International Relations and Human Rights	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	The number of regulations and other acts of the City of Zagreb harmonised with the gender sensitive language, the number of given recommendations to the City administrative bodies, companies and institutions owned by the City of Zagreb

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		1.6.5. Conducting research on the gender pay gap and pension gap and developing measures for their reduction		2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Conducted research
Article 7 of the Charter	1.7. Enabling equal participation in the consultation process to women and men	1.7.1. Publishing timetables for public consultations on the City of Zagreb's websites and sending written notifications to civil society organisations as well as other institutions that act in the area of gender equality	Office of International Relations and Human Rights	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	The number of social media posts, the number of written notifications that were sent and the number of interested public representatives that contributed with objections or proposals
Article 8 of the Charter	1.8. Implementing the Action Plan and respecting the principles of equality of women and men	1.8.1. Drafting and submitting a report to the Commission for Gender Equality and the City Assembly of the City of Zagreb on the implementation of the Action Plan for the implementation period	Office of International Relations and Human Rights, the Mayor	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	A report on the implementation of the Action Plan for the period 2021-2025 drafted and presented to the Commission for Gender Equality and the City Assembly of the City of Zagreb and published on the City of Zagreb's website and in social media

RELEVANT ARTICLE OF THE CHARTER	MEASURE	ACTIVITY	AUTHORITY COMPETENT FOR THE MEASURE AND THE ACTIVITY	IMPLEMENTATION DEADLINE	FUNDING	IMPLEMENTATION INDICATORS
Article 9 of the Charter	1.9. Including the gender equality perspective when evaluating policies and programmes	1.9.1. Conducting an analysis of budget expenditures of the City of Zagreb with the goal of assessing their influence on the positions of women and men, restructuring the budget based on gender analysis and introducing gender mainstreaming as a category for analysis into budgetary processes (second and third phase of introducing a gender sensitive budget).	Commission for Gender Equality of the City of Zagreb, Office of International Relations and Human Rights in cooperation with City office for Financing and civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	The number and type of gender analyses
		1.9.2. Collecting data from City administrative bodies and drafting a report for the previous year on City of Zagreb's realised projects and activities in the area of gender equality	Office of International Relations and Human Rights	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	The number and type of realised projects and activities
		1.9.3. Reporting to the Commission for Gender Equality of the City of Zagreb on City of Zagreb's realised projects and activities in the area of gender equality		2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Submitted report

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Article 10 of the Charter	1.10. Combating multiple discrimination or disadvantage	1.10.1. Implementing projects and campaigns to promote equal access for women and men discriminated against or disadvantaged on multiple grounds, including persons with a migrant background in order to raise awareness about multiple discrimination in connection to, for example, gender-based violence, women's health etc.	Office for International Relations and Human Rights in cooperation with city administrative bodies, institutions, organisations and civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Data on implemented projects and campaigns
		1.10.2. Celebrating International Women's Day on March 8, the National Day to for the Elimination of Violence against Women on September 25, International Day for the Elimination of Violence against Women on November 25 and other dates relevant for gender equality	Commission for Gender Equality of the City of Zagreb, Office of International Relations and Human Rights, City Office for Social Protection and People with Disabilities in cooperation with civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	The number and type of events and the number of media publications

2. Role of employer

PRIORITIES: gender equality in employment in the City administration of the City of Zagreb, including the organisational structure and working conditions

RELEVANT ARTICLE OF THE CHARTER: 11

RELEVANT ARTICLE OF THE CHARTER	MEASURE	ACTIVITY	AUTHORITY COMPETENT FOR THE MEASURE	IMPLEMENTATION DEADLINE	FUNDING	IMPLEMENTATION INDICATORS
Article 11 of the Charter	2.1. PRIORITIES: gender equality in employment in the City administration of the City of Zagreb, including organisation and working conditions	2.1.1. Including provisions on the obligation of respecting equality of women and men in decisions, documents and contracts which set out the rights of the City administration the City of Zagreb's employees	Professional Service of the Mayor	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	The number and the type of decisions, documents, and contracts that set out the rights of the City administration the City of Zagreb's employees, and contain a provision on the obligation of respecting equality of women and men
		2.1.2. Keeping records of the number of Heads of Offices in the City administration of the City of Zagreb according to gender		2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Data on the number of Heads of Offices in the City administration of the City of Zagreb according to gender
		2.1.3. Keeping records of the number of Heads of Offices in the City administration of the City of Zagreb according to gender		2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Data on the number of Heads of Offices in the City administration of the City of Zagreb according to gender

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		2.1.4. Keeping records of the number of Heads of Offices in the City administration of the City of Zagreb according to gender		2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Data on the number of Heads of Offices in the City administration of the City of Zagreb according to gender
		2.1.5. Drafting a general act or a contract that regulates the procedure to be followed in case of sexual harassment in the City administration of the City of Zagreb		2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Drafting a general act or a contract that regulates the procedure to be followed in case of sexual harassment in the City administration of the City of Zagreb
		2.1.6. Conducting training for employees responsible for resolving complaints concerning protection of human dignity of workers	Professional Service of the Mayor, Office of International Relations and Human Rights	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	The number of conducted trainings and the number of participants according to gender
		2.1.7. Conducting research on the possibilities of introducing flexible forms of work for employees of the City administration for the purposes of reconciliation of work and private life		2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Conducted research
		2.1.8. Informing the City administration employees on their rights from the maternity and parental benefits system and keeping records of the beneficiaries of rights from the maternity and parental benefits system	Office of International Relations and Human Rights, Professional Service of the Mayor	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	The number and mothers and fathers that benefited from the maternity and parental benefits system

RELEVANT ARTICLE OF THE CHARTER	MEASURE	ACTIVITY	AUTHORITY COMPETENT FOR THE MEASURE	IMPLEMENTATION DEADLINE	FUNDING	IMPLEMENTATION INDICATORS
		2.1.9. Conducting campaigns and other activities with the goal of encouraging fathers to actively engage in raising their children		2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	<p>Conducting campaigns and other activities with the goal of encouraging fathers to actively engage in raising their children</p> <p>The number of participants in the campaigns</p> <p>The number and mothers and fathers that used maternity or parental leave</p>
		2.1.10. Collecting data on the number of conducted procedures related to the protection of workers' dignity and publishing data on the City of Zagreb's website	Professional Service of the Mayor, Office of International Relations and Human Rights	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	The number of conducted procedures according to gender and the number of publications on the City of Zagreb's website

3. Insurer and service provider

PRIORITIES: equality of women and men in the areas of public procurement and contracting, education and lifelong learning, health, social protection and provision of social services, childcare, care of other dependants, social inclusion of marginalised groups, urban safety, gender-based violence and human trafficking

RELEVANT ARTICLES OF THE CHARTER: 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 23

RELEVANT ARTICLE OF THE CHARTER	MEASURE	ACTIVITY	AUTHORITY COMPETENT FOR THE MEASURE	IMPLEMENTATION DEADLINE	FUNDING	IMPLEMENTATION INDICATORS
Article 12 of the Charter	3.1. Including the gender equality perspective in public procurement and funding of associations and other civil society organisations	3.1.1. Drafting public procurement contracts, contracts for the funding of associations and other civil society organisations by including a provision on gender equality	Public Procurement Office and Office of International Relations and Human Rights	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	The number of contracts containing provisions on gender equality in relation to the total number of contracts concluded
		3.1.2. Conducting workshops on the gender equality perspective in the public procurement process for the employees of the City administration which are competent for public procurement		2021-2025		The number of workshops conducted for the City administration employees, expressed according to gender
Article 13 of the Charter	3.2. Including the gender equality perspective into education and lifelong learning	3.2.1. Implementation of education and training of employees in preschool, primary and secondary educational institutions on gender stereotypes in education.	Office of International Relations and Human Rights in cooperation with the City Office for Education and civil society organisations.	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number and type of conducted education and training courses and evaluation of their implementation
		3.2.2. Education of students in primary and secondary schools on gender stereotypes in education and on gender equality		2021-2025		
		3.2.3. Preparation and keeping records on the composition of administrative councils of preschool institutions and school boards in primary school institutions	City Office for Education	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Created records

RELEVANT ARTICLE OF THE CHARTER	MEASURE	ACTIVITY	AUTHORITY COMPETENT FOR THE MEASURE	IMPLEMENTATION DEADLINE	FUNDING	IMPLEMENTATION INDICATORS
Article 14 of the Charter	3.3. Gender mainstreaming in the health care sector	3.3.1. Implementation of education and training courses that promote healthy eating, physical and other activities contributing to health, by taking into account the different needs of women and men	Office of International Relations and Human Rights in cooperation with the City Office for Health and civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number and type of conducted education and training courses and evaluation of their implementation
		3.3.2. Conducting education and training on the recognition of the ways in which gender affects health care, by taking into account the different experiences of women and men		2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number and type of conducted education and training courses and evaluation of their implementation
		3.3.3. Implementation of City programmes for early detection of diseases specific to women and men and information campaigns on women's reproductive rights		2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number and type of implemented programmes, number of program beneficiaries expressed by gender and number and type of detected diseases Number of information campaigns and number of participants in campaigns expressed by gender
		3.3.4. Implementation of projects aimed at the improvement of women's sexual and reproductive rights	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the	Number of implemented projects Number of project users	

RELEVANT ARTICLE OF THE CHARTER	MEASURE	ACTIVITY	AUTHORITY COMPETENT FOR THE MEASURE	IMPLEMENTATION DEADLINE	FUNDING	IMPLEMENTATION INDICATORS
		3.3.5. Implementation of projects aimed at improving the reproductive health of Roma women and reducing the number of underage pregnancies			measures	Number of implemented projects Number of project users
Article 15 of the Charter	3.4. Including the gender equality perspective into social protection and social services	3.4.1. Implementation of education and training for employees in the field of social protection and the provision of social services on the impact of gender on these services, by taking into account the different experiences of women and men	Office of International Relations and Human Rights in cooperation with the City Office for Social Protection and People with Disabilities and civil society organisations.	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number and type of conducted education and training courses and evaluation of their implementation
Article 16 of the Charter	3.5. Gender mainstreaming in children care	3.5.1. Preparation and keeping of the records on the number of children in preschool and primary school institutions in the City of Zagreb by age or age group, gender and working hours of institutions (one-shift, two-shift work, extended stay programme)	Office of International Relations and Human Rights in cooperation with the City Office for Education and civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number of children in preschool and primary school institutions in the City of Zagreb per age, gender and time spent in the institution Number of institutions that have adjusted their working hours
		3.5.2. Implementation of childcare projects aimed at reconciling business and family life (part-time work, work from home, use of maternity and parental leave for fathers, etc.)	Office of International Relations and Human Rights in cooperation with the City Office for Demography and civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number and type of childcare projects aimed at reconciling business and family life

RELEVANT ARTICLE OF THE CHARTER	MEASURE	ACTIVITY	AUTHORITY COMPETENT FOR THE MEASURE	IMPLEMENTATION DEADLINE	FUNDING	IMPLEMENTATION INDICATORS
Article 17 of the Charter	3.6. Incorporating a gender perspective into the care of other dependents	3.6.1. Implementation of campaigns to raise citizens' awareness of stereotypical roles in the family and promote equal care for other dependents	Office of International Relations and Human Rights in cooperation with the City Office for Social Protection and People with Disabilities, City Office for Demography and civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number and type of campaigns and evaluation of the implementation
		3.6.2. Implementation of projects that develop various services in the community to provide support to dependents (help at home, social care homes for the elderly)	Office of International Relations and Human Rights in cooperation with the City Office for Social Protection and People with Disabilities and civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number and type of projects and evaluation of their implementation
Article 18 of the Charter	3.7. Gender mainstreaming in access to resources, goods, services and opportunities for women and men who are socially excluded or in poverty (marginalized groups)	3.7.1. Implementation of programmes focusing on the specific needs of women and men from socio-economically vulnerable groups (migrants, minorities, the elderly at risk of poverty and social exclusion)	Office of International Relations and Human Rights in cooperation with the City Office for Social Protection and People with Disabilities in cooperation with the City Office for Social Protection and People with Disabilities and civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number and type of programmes, number of programme beneficiaries expressed per age and gender and evaluation of implementation, number of round tables, public forums and other activities
		3.7.2. Promoting awareness of human rights of women belonging to marginalized groups and informing about available services in the community		2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number and type of programmes, number of programme beneficiaries expressed per age and gender and evaluation of implementation, number of round tables, public forums and other activities

RELEVANT ARTICLE OF THE CHARTER	MEASURE	ACTIVITY	AUTHORITY COMPETENT FOR THE MEASURE	IMPLEMENTATION DEADLINE	FUNDING	IMPLEMENTATION INDICATORS
		3.7.3. Involvement of Roma women in education and training processes to improve their competitiveness in the labour market		2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number of qualified Roma women entering the labour market
Article 19 of the Charter	3.8. Housing-related gender mainstreaming	3.8.1. Complement the system of distribution of social housing on more favourable terms for victims of domestic violence and single parents by providing them with more favourable opportunities for access to social housing	City Office for the Management of City Assets	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Published general act on the distribution of social apartments for residential lease
Article 20 of the Charter	3.9. Including the gender equality perspective in culture, sports and recreation	3.9.1. Implementation of art and culture programmes and activities for raising the awareness on gender stereotypes	Office of International Relations and Human Rights in cooperation with the City Office for Culture and civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	The number and the type of programmes
		3.9.2. Implementation of campaigns and activities for raising awareness on gender stereotypes in sports and recreation and incidence of violence in sport	Office of International Relations and Human Rights in cooperation with the City Office for Sport and Youth and civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	The number and the type of campaigns Number of users per gender and evaluation of implementation

RELEVANT ARTICLE OF THE CHARTER	MEASURE	ACTIVITY	AUTHORITY COMPETENT FOR THE MEASURE	IMPLEMENTATION DEADLINE	FUNDING	IMPLEMENTATION INDICATORS
		3.9.3. Implementation of quantitative research on the incidence of violence in sports and sending recommendations to sports associations (federations and clubs) at the level of the City of Zagreb for the adoption and application of a code of ethics related to the incidence of violence in sport	Office of International Relations and Human Rights in cooperation with the City Office for Sport and Youth	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Conducted quantitative research and the number of recommendations sent
Article 21 of the Charter	3.10. Including gender mainstreaming in urban security	3.10.1. Preparation of an analysis of criminal and minor offences in the City of Zagreb per perpetrators' and victims' gender and age	Office of International Relations and Human Rights in cooperation with the competent police administration and civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Performed analysis
		3.10.2. Analysis of public transport (stops, timetables, etc.) to improve the safety of women and men in public transport	Office of International Relations and Human Rights in cooperation with the City Office for Physical Planning, Construction of the City, Utility Services and Transport, City Office for the Local Self-Administration and civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number and type of public transport adaptation activities

RELEVANT ARTICLE OF THE CHARTER	MEASURE	ACTIVITY	AUTHORITY COMPETENT FOR THE MEASURE	IMPLEMENTATION DEADLINE	FUNDING	IMPLEMENTATION INDICATORS
		3.10.3. Analysis of equipment in public spaces (lack of public lighting, etc.) to improve the safety of women and men in public spaces	Office of International Relations and Human Rights in cooperation with the City Office for Physical Planning, Construction of the City, Utility Services and Transport, City Office for the Local Self-Administration and civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number and type of equipment adaptation activities in public spaces
Article 22 of the Charter	3.11. Fight against gender-based violence	3.11.1. Providing assistance to the victims of gender-based violence, especially women and girls (domestic violence and partner violence against women, rape, sexual harassment, trafficking in women, sexual violence in the Homeland War) by providing psychological assistance, providing a sufficient number of SOS hotlines and shelters in accordance with the Zagreb Strategy for Protection against Domestic Violence for the period 2018–2022 and the care programme for Croatian veterans of the Homeland War and members of their families	City Office for Social Protection and People with Disabilities, City Office for War Veterans, Office of International Relations and Human Rights in cooperation with civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	<p>Quantity and type of assistance and number of shelters, number of users according to age and gender</p> <p>Number of therapeutic programmes and workshops which took place (Foundation for Victims of War Crimes of Rape in the Homeland War)</p> <p>Number of consultations provided</p> <p>Number of persons who used counseling services (Counseling Centre for Wives and Children of Croatian Veterans Treated for PTSD) according to gender</p>

RELEVANT ARTICLE OF THE CHARTER	MEASURE	ACTIVITY	AUTHORITY COMPETENT FOR THE MEASURE	IMPLEMENTATION DEADLINE	FUNDING	IMPLEMENTATION INDICATORS
		3.11.2. Preparation of notices on the website and social networks of the City of Zagreb, in Croatian and English, on the assistance provided to victims of gender-based violence, especially women and girls, publication of the Protocol on sexual violence and communication and other notices of the City of Zagreb Team for Prevention and the fight against violence against women and domestic violence and the Commission for Protection against Domestic Violence	Office of International Relations and Human Rights in cooperation with the City Office for Social Protection and People with Disabilities	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	The number of publications on the City of Zagreb's website and in social media
		3.11.3. Implementation of victim support training programmes for professionals working with victims of gender-based violence	Office of International Relations and Human Rights in cooperation with the City Office for Social Protection and People with Disabilities and civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	The number and the type of programmes Number of users according to gender and evaluation of implementation
		3.11.4. Providing financial resources for financing the operation of shelters located in the City of Zagreb in accordance with the possibilities of the budget and the needs of the shelter	City Office for Social Protection and People with Disabilities	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	The amount of funds earmarked and spent under the budget of the City of Zagreb

RELEVANT ARTICLE OF THE CHARTER	MEASURE	ACTIVITY	AUTHORITY COMPETENT FOR THE MEASURE	IMPLEMENTATION DEADLINE	FUNDING	IMPLEMENTATION INDICATORS
		3.11.5. Organizing campaigns, public forums and round tables with the aim of promoting tolerance towards sexual and gender minorities in all areas of social life	Office for office of International Relations and Human Rights in cooperation with civil society organisations	2021 -2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number of campaigns, public forums and round tables
Article 23 of the Charter	3.12 Fight against human trafficking	3.12.1. Participation in the implementation of information dissemination campaigns and raising the level of citizens' awareness of human trafficking	Office for office of International Relations and Human Rights in cooperation with civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number and type of campaigns and evaluation of the implementation
		3.12.2. Implementation of projects related to the application of a gender-sensitive approach in the treatment of victims of human trafficking		2021-2025		

4 4. Planning and sustainable development

PRIORITIES - gender equality included in the planning and developing of the strategies for sustainable development of the City of Zagreb

RELEVANT ARTICLES OF THE CHARTER: 24, 25, 26, 27 and 28

RELEVANT ARTICLES OF THE CHARTER	MEASURE	ACTIVITY	AUTHORITY COMPETENT FOR THE MEASURE	IMPLEMENTATION DEADLINE	FUNDING	IMPLEMENTATION INDICATORS
Article 24 of the Charter	4.1 Including the perspective of gender equality into development strategies of the City of Zagreb	4.1.1. Development of special goals of development strategies of the City of Zagreb, which includes the perspective of gender equality	City Office for Strategic Planning and the Development of the City, Public Institution Development Agency Zagreb for coordination and encouragement of regional development, Office of International Relations and Human Rights	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number of goals in development strategies of the City of Zagreb, which includes the perspective of gender equality
Article 25 of the Charter	4.2 Including the gender equality perspective into urbanism and local planning	4.2.1. Implement a pilot project in certain parts of the city that will offer ideas for gender mainstreaming in the planning of parks, pedestrian areas and public transport The results of the implementation of pilot projects may affect the construction of public lighting, pedestrian and bicycle paths, the accessibility of cemeteries and other	Office of International Relations and Human Rights in cooperation with the City Office for the Local Self-Administration and civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Public announcement of the results of the pilot project

RELEVANT ARTICLES OF THE CHARTER	MEASURE	ACTIVITY	AUTHORITY COMPETENT FOR THE MEASURE	IMPLEMENTATION DEADLINE	FUNDING	IMPLEMENTATION INDICATORS
Article 26 of the Charter	4.3 Including the gender equality perspective into mobility and transport	4.3.1. Development of a study on travel habits of women and men in the city of Zagreb (habit of using public or private transport) in order to adapt public transport to the needs of women and men in order to make it more accessible, safer and more comfortable and to encourage women and men to use it more	Office of International Relations and Human Rights in cooperation with the City Office for Physical Planning, Construction of the City, Utility Services and Transport and civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Public announcement of the study
Article 27 of the Charter	4.4 Including gender mainstreaming in economic development	4.4.1. Collecting data on the number of entrepreneurs according to gender	Office of International Relations and Human Rights in cooperation with the City Office for Economy, Energetics and Environment protection	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number of women and men entrepreneurs
		4.4.2. Implementation of projects that encourage employers to employ women and men for jobs in which they are not traditionally the dominant group (e.g. police, public health, child care, etc.) and projects that encourage women and men to acquire skills and qualifications to enter sectors in the labour market in which they do not traditionally dominate	Office of International Relations and Human Rights in cooperation with the City Office for Economy, Energetics and Environment Protection and civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number and type of projects and evaluation of their implementation

RELEVANT ARTICLES OF THE CHARTER	MEASURE	ACTIVITY	AUTHORITY COMPETENT FOR THE MEASURE	IMPLEMENTATION DEADLINE	FUNDING	IMPLEMENTATION INDICATORS
		4.4.3. Development and upgrade of the application Support to programmes to encourage the development of crafts, small and medium enterprises by gender	City Office for Economy, Energetics and Environment Protection in cooperation with the Office of International Relations and Human Rights	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Upgraded application
		4.4.4. Implementation of programmes for the promotion of employment and self-employment of women (professional and counseling services for women entrepreneurs, especially beginners, granting support to craftswomen performing traditional, scarce and productive crafts, women with disabilities, women victims of domestic violence or women who employed these persons, organization of training, seminars, workshops, etc.)	City Office for Economy, Energetics and Environment Protection, Zagreb Innovation Centre d.o.o. and the Office of International Relations and Human Rights with civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number and type of programmes and evaluation of implementation

RELEVANT ARTICLES OF THE CHARTER	MEASURE	ACTIVITY	AUTHORITY COMPETENT FOR THE MEASURE	IMPLEMENTATION DEADLINE	FUNDING	IMPLEMENTATION INDICATORS
		4.4.5. Providing education and counselling on entrepreneurship for women victims of violence within the Zagreb Innovation Centre d.o.o. (Blue Office) and entering the labour market through social entrepreneurship	City Office for Economy, Energetics and Environment Protection, Zagreb Innovation Centre d.o.o.	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number of grants awarded for social entrepreneurship development programmes that, according to the evaluation criteria, achieve a higher number of points if they include marginalized and socially vulnerable groups into the labour market, including victims of domestic violence Number of women victims of domestic violence that participated in trainings and counselling on entrepreneurship
		4.4.6. Encouraging the implementation of special measures from the Gender Equality Act and the Anti-Discrimination Act with the aim of greater inclusion of women in the labour market	Office of International Relations and Human Rights	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number of recommendations sent to companies and institutions owned by the City regarding gradual increase in the inclusion of women, i.e. .the under-represented gender in employment
Article 28 of the Charter	4.5 Including the gender equality perspective into quality of life of the area	4.5.1. The implementation of projects for the development of local policies respecting the specific needs and way of life of women and men related to the quality of the environment (waste, noise, air quality, biodiversity etc.)	Office of International Relations and Human Rights in cooperation with the City Office for Economy, Energetics and Environment Protection and civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number and type of projects and evaluation of their implementation

5. Supervisory authority

PRIORITIES: equality of women and men included in local supervision

RELEVANT ARTICLE OF THE CHARTER: 29

RELEVANT ARTICLES OF THE CHARTER	MEASURE	ACTIVITY	AUTHORITY COMPETENT FOR THE MEASURE	IMPLEMENTATION DEADLINE	FUNDING	IMPLEMENTATION INDICATORS
Article 29 of the Charter	5.1. Including the gender equality perspective into the supervision of the implementation of the City of Zagreb general acts	5.1.1. Preparation of analysis of the effects of city regulations (for example in the field of social welfare, housing, etc.) on women and men	Office for International Relations and Human Rights in cooperation with the city administrative body whose scope includes the analysed project and civil society organisations	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Results of the analysis

6. Intercity and international cooperation

PRIORITIES: equality of women and men included in intercity and international cooperation

RELEVANT ARTICLE OF THE CHARTER: 30

RELEVANT ARTICLES OF THE CHARTER	MEASURE	ACTIVITY	AUTHORITY COMPETENT FOR THE MEASURE	IMPLEMENTATION DEADLINE	FUNDING	IMPLEMENTATION INDICATORS	
Article 30 of the Charter	6.1. Including the gender equality perspective into intercity and international cooperation	6.1.1. Drafting documents on the cooperation between the City of Zagreb with other cities in the Republic of Croatia and in other countries where the gender equality is included in the area of public interest as one of the fundamental rights	Office of International Relations and Human Rights	2021-2025	Budget of the City of Zagreb, partitions of the authorities competent for the measures	Type and number of document of intercity and international cooperation	
		6.1.2. Implementation of international projects dealing with gender equality		2021-2025		Budget of the City of Zagreb, partitions of the authorities competent for the measures	The number and type of project
		6.1.3. Cooperation and exchange of experience and good practices with cities from the networks of local administrations for gender equality		2021-2025		Budget of the City of Zagreb, partitions of the authorities competent for the measures	Number of cooperation contacts made and participation in conferences

IV. FINAL PROVISIONS

1. The authorities competent for the implementation of the measures of the Action Plan shall carry out the activities assigned based on with their competence and shall include them in their annual plans providing funds for their implementation on a yearly basis.

2. Whenever possible, the City of Zagreb shall use the funds from the European Union programmes to implement the measures referred to in the Action Plan.

3. This Action Plan shall be published in the Official Gazette of the City of Zagreb.

CLASS: 021-05/21-01/128

REFERENCE NO: 251-01-03-21-6

Zagreb, 16 March 2021

The President of the
of the City Assembly
Mislav Herman, MD