

National report on the implementation of third phase of the World Programme for Human Rights Education – actions undertaken from 2015 to 2019

In the Republic of Croatia, human rights are protected by the Constitution of the Republic of Croatia, international treaties to which Croatia is a signatory and the Law. The Constitutional Act on the Rights of National Minorities in the Republic of Croatia is constitutional law which defines rights and freedoms of national minorities in Croatia and is implemented with the purpose of respecting the members of national minorities, development of understanding, solidarity, tolerance and dialogue. The Constitutional Act on the Rights of National Minorities together with the Constitution of the Republic of Croatia, the Preamble of which lists 22 national minorities testifies to great importance to the protection of national minorities, and that a high level of protection was ensured under them. Government Office for Human Rights and Rights of National Minorities (GOHRRNM) conducted a series of activities at national and regional levels from 2015 to 2019 through various projects and presented examples of good practice at the international level regarding national minority rights, with emphasis on Roma rights.

Within the reporting period (2015-2019) Government of Republic of Croatia adopted a strategic and operative documents, drafted by GOHRRNM, in the field of combating human trafficking (National Plan for Combating Trafficking in Human Beings for the period from 2017 to 2021) and combating discrimination (National Plan for Combatting Discrimination 2017-2022) with objectives and implementation measures aimed at enhancing the knowledge of civil servants and law enforcement officials on human rights.

When talking about policy in the reporting period, it is also necessary to emphasize the adoption of the Action Plan for the implementation of the National Roma Inclusion Strategy for the period from 2013 to 2020, for 2019 and 2020 whose development was coordinated and drafted by GOHRRNM. As the Action Plan was being drafted, GOHRRNM undertook a series of activities to engage all stakeholders at all levels, especially Roma national minority, in the process of defining the requirements, priorities and objectives of the draft Action Plan, including a number of public consultations (both regional and national), workshops and focus groups held with key stakeholders with a total of 674 stakeholders from all segments of Croatian society participated in the process.

1. Strengthen implementation of human rights education in primary, secondary and higher education as well as human rights training for civil servants, including law enforcement officials and the military

Please find below the short description of human rights trainings and other educational activities implemented by GOHRRNM.

- In 2017, the Government adopted National Plan for Combatting Discrimination (2017-2022). It is a strategic document combining a set of measures aimed at combating discrimination and enhancing protection of vulnerable groups. One of the priorities of the Action Plan 2017-2019 for its implementation was to provide dedicated training on non-discrimination for several groups, including prosecuting authorities, police and public officers. It also contains set of educational measures on legislative framework on

hate crimes aimed at ensuring their effective prosecution. Among the objectives of this strategic document is suppression of discriminatory practices in educational system and promotion of human rights and equality through education. This objective is being carried out through implementation of staff training of education workers on human rights and prevention of discrimination and violence, implementation of citizenship education in public schools and integration activities for children under subsidiary protection status and refugee status. The Ministry of Science and Education is responsible authority for implementation of those measures.

- The National Plan for Combating Trafficking in Human Beings for 2018-2021 contains set of educational measures on legislative framework and preventive measures of human trafficking, some of which are aimed at education workers and children as one of the most vulnerable groups in human trafficking.
- Within the 2015 to 2019 period GOHRRNM and the Judicial Academy carried out set of “Hate Crimes and Hate Speech” workshops for members of judiciary, police, prosecuting authorities and NGOs’. The workshops included European Court’s case law regarding hate crimes, notably Šečić and Škorjanec but also other relevant cases e.g. Balasy v. Hungary, Grigoryev and Sergeyeva v. Ukraine, Milanovic v. Serbia, Nachova v Bulgaria and many others. First sets of workshops were carried out in 2018 for 24 attendees. In 2019, a second round of workshops were carried out for 109 participants
- Specialized training for members of mobile anti-trafficking teams was organized by the GOHRRNM on February 27-28, 2019, with a representative of the Ministry for Demography, Family, Youth and Social Policy actively participating. The training was attended by regional and county coordinators for victims of trafficking in persons from the welfare system, as well as representatives of the Croatian Red Cross, the Ministry of the Interior and the Ministry of Health dealing with this issue.
- The GOHRRNM, in cooperation with the Council for National Minorities, regularly organises seminars for national minority councils and representatives in order to improve their understanding of minority rights, as well as to create and improve conditions for their effective participation in the decision-making process at the local and regional levels.
- During 2018, regional public discussions on overcoming obstacles for integration of persons under international protection were organized in six cities engaging 235 participants in total. Objective was to educate and raise awareness of professionals/civil servants working in education, health, social welfare and employment services on challenges which persons under international protection face in practical life.
- In 2018, public events for children and youth, aimed at prevention of prejudice against migrants and mutual familiarizing were held in cooperation with 17 schools and involving total of 963 children/youth. As a result of those public events the guide

Children's Questions on Refugees and How to Respond was published by the GOHRRNM. Publication tries to address the challenges in communicating with children and young people on refugees and multiculturalism and in creating positive contact with people who speak other languages and come from different backgrounds.

Undertaking related research and mapping, sharing good practices and lessons learned, and sharing information among all actors

In 2016/17 as part of Component I of the IPA 2012-funded project "Support for National Minorities at the Local Level", the GOHRRNM implemented the project "Support to National Minority Councils at the Local Level". The project's goal was to ensure a comprehensive and effective achievement of human rights and improve active and full participation by national minorities in the economic, cultural and social life of Croatia's society. The Project's purpose was to ensure conditions for active participation by national minority councils in monitoring the implementation of the Constitutional Act on the Rights of National Minorities and developing their own local communities in the territory of the Republic of Croatia.

The main project activities included the conduct of a gap analysis¹ of the capacity and needs of national minority councils and representatives for monitoring the implementation of the Constitutional Act on the Rights of National Minorities and the development of tools to increase efficiency in the work of national minority councils and representatives, including the creation of web-interfaces and handbooks. The project included train-the-trainer workshops for national minority councils and representative, with focus on their networking with other key local development stakeholders in five regional centres.

During the course of the project, 10 three-day regional training workshops were also held for national minority councils and individual minority representatives to build their capacity to monitor the implementation of the Constitutional Act on the Rights of National Minorities and to enhance their advisory role and networking with other key local development stakeholders (such as local action groups and organisations promoting sustainable growth). In order to strengthen this role, efforts were made to develop the *Handbook for National Minority Councils and Representatives*, which was distributed to 440 recipients within the Republic of Croatia (national minority councils and representatives, individual representatives and their coordinating bodies, closing conference participants, etc.) and is also available on the GOHHRN website.²

Five regional (closing) conferences took place in the course of July 2017 in order to present the results of the project and encourage the discussion thereof with the relevant stakeholders (national minority councils and representatives, L/RSGU bodies and other organisations and academic community members).

The GOHRRNM gives special attention to the Roma national minority, and several projects have been implemented during the reporting period that focused on strengthening cooperation at national and regional / local level. The project National Roma Platform "Living Equality"

¹ Available on the GOHRRNM website:

<https://pravamanjina.gov.hr/UserDocsImages/dokumenti/Rezultai%20Gap%20analize.pdf>.

² Handbook for National Minority Councils and Representatives is available at:

<https://pravamanjina.gov.hr/UserDocsImages/dokumenti/Priru%C4%8Dnik%20za%20vije%C4%87a%20i%20predstavnike%20nacionalnih%20analiza.pdf>

opened up a space for discussion, consultation and involvement in the implementation of NRIS by all stakeholders, in particular Roma, facilitating the sharing of good practices at national and European level through working meetings and regional discussion, and special activities were organized for Roma women and young Roma. Main activities in this one year project were four two-day regional discussions aiming to discuss gaps in current implementation measures of NRIS in the areas of educations, employment, health and housing, needs and the challenges in addressing them on the local/regional level as well as challenges of upgraded involvement of local/regional stakeholders in addressing those issues. Also, a focus on Roma women and young Roma was set so two different types of activities were organised for them. First, two-day discussions one with youth, one with women, aiming to discuss the issues and challenges of NRIS implementation in the areas of educations, employment, health and housing from the Roma youth and women perspective. Then two 1-day working meetings with Roma and non-Roma that focused on examination of relationships between Roma and non-Roma youth and women with the purpose of creating ways of cooperation between them as well as defining realistic mutual activities that could be implemented by newly (within the project) formed groups of Roma youth and Roma women. After all these activities 16 project drafts were created and presented at national final conference together with recommendations for policy implementation.

Through project "Collecting and Monitoring Baseline Data for Efficient Implementation of the National Strategy for Roma Inclusion" an extensive research³ has been conducted, aimed at improving the monitoring, evaluation and reporting of NRIS through the participation of the Roma national minority and harmonizing national monitoring with the EC Questionnaire to monitor NRIS as well as to enable online reporting. Also, training of stakeholders (those reporting on NRIS) related to monitoring and evaluation, as well as regional presentations and discussions on the obtained baselines for the purpose of improving the implementation of NRIS, was organized, all of which was consolidated in the publication.

Extensive research conducted enables exceptionally precise tracking of a series of parameters in all of the NRIS areas and to set up the evidence based future strategic framework. As an example of good practice, the project has already received commendations from the EU Agency for Fundamental Rights (FRA), the Council of Europe's Ad Hoc Committee of Experts on Roma and Traveller Issues (CAHROM).

With the project "Roma inclusion - Meeting the preconditions for the effective implementation of policies targeting national minorities - phase I", GOHRRNM puts focus on promoting Roma education and conducted regional discussions with stakeholders by the end of 2019 on the importance of Roma education in the context of their inclusion in society, additional education of parents and school children, as well as workshops with preschool children, all with the aim of encouraging inclusion in education and reducing dropouts. In addition, training for young members of the Roma national minority on monitoring and implementation of the NRIS was also organized.

GOHRRNM places particular emphasis on building the capacity of young members of the Roma national minority, and in 2018 and 2019 in cooperation with the Council of Europe, organized seminars aimed at empowering and educating young Roma for participation in decision-making

³<https://pravamanjina.gov.hr/UserDocsImages/dokumenti/Roma%20Inclusion%20in%20the%20Croatian%20Society%20-%20a%20Baseline%20Data%20Study.pdf>

processes and the exercise of their rights as well as discrimination recognition and active contribution and social inclusion in the context of the Croatian society.

"Mind the gap - Measuring (in)equality in Croatia", a project jointly implemented by the Government Office for Human Rights and the Rights of National Minorities, Office of the Ombudswoman and Centre for Peace Studies, within which activities of education on antidiscrimination legislation for judicial staff (prosecutors, judges), development of an antidiscrimination index, a campaign to raise awareness of discrimination (launching corresponds with the adoption of the National Plan for Combating Discrimination for the period 2017-2022) and a platform for collecting data on (in)equality.

2. Promote human rights training for media professionals and journalists (third phase) in the following areas

The GOHRRNM, in cooperation with the Council for National Minorities regularly organizes seminars on minority rights are held for media editors entitled "The Media and National Minorities in the Republic of Croatia – Protection of Minorities and the Role of the Media in the Democratisation of the Croatian Society". These seminar provide an opportunity to discuss the issues of minority representation in radio and television programmes at the national, regional and local levels as well as the print media and the importance of the media's role in preserving the social and cultural values of minority identity, with main emphasis on the importance of combating stereotypes and hate speech in social and electronic media and the media's role in raising the awareness of respect for and understanding of others and their differences, developing tolerance, sensitivity to instances of discrimination and disrespect for the constitutional and legal rights of persons belonging to national minorities in Croatian society.

Ministry of Defence of the Republic of Croatia's Report on the implementation of the third phase (2015-2019) of the World Programme for Human Rights Education

The Croatian Armed Forces (CAF) military education and training system is dedicated to providing military personnel with (sequential) education and training throughout their military career, both in a national and international environment at the CAF's military education and training installations. The subject of "Human Rights" is one that is incorporated into the majority of education and training programmes, as well as exercises, being addressed either as a separate topic or as part of a related topic, at the different levels of military education and training provided for commissioned and non-commissioned officers, as appropriate, including:

- CROATIAN MILITARY ACADEMY "DR. FRANJO TUĐMAN" (CMA)

The military education programmes as provided by the CMA incorporate the subject of Human Rights and related topics throughout four levels of sequential military education for officers and NCOs (Professional Military Education – PME), as well as in functional area education programmes. Human Rights and related topics can also be found in the undergraduate and graduate university study programmes: "Military Engineering", "Military Leadership and Management" and "Aeronautics – Military Pilot"; as well as integrated undergraduate and graduate university study programme "Military Maritime" attended by military cadets.

NO.	EDUCATION/STUDY PROGRAMME PROVIDED	MODULE / SUBJECT / TOPIC	DURATION Tuition Units (t/u) (per year) 2015. – 2019.
1.	Basic Officer Education Level I Officers PME	Subject: <u>Military Management</u> - Topic: War and Humanitarian Law - Law of Armed Conflict – 5t/u, and from 2018 3 t/u (with an increase in other topics and discussions) - Topic: Fundamental Rights of Active Duty Personnel (Employment Rights) – 3 t/u	2015 – 8 2016 – 8 2017 – 8 2018 – 6 2019 – 6
		Subject: <u>Military Leadership</u> - Topic: UNSCR 1325 on Women, Peace and Security (WPS) and related Resolutions – 2 t/u - Topic: Military Virtues – Protection of Civilians in Operations – 2 t/u	2015 – 4 2016 – 4 2017 – 4 2018 – 4 2019 – 4
		Subject: <u>The Fundamentals of Peace Support Operation</u> (HR indirectly addressed topic: Prerequisites for Initiating Operations) - UNSCR 1325 - Geneva Conventions - The Hague Conventions	2015 – 1 2016 – 1 2017 – 1 2018 – 1 2019 – 1

2.	Advanced Officer Education Level 2 Officers PME	<p>Subject: <u>Military Leadership</u></p> <p>- Topic: Tolerance and Discrimination – 2t/u</p> <p>- Topic: Respect for Life in Operations (women, children, seniors, infirm, civilians) - Case studies – 2 t/u</p> <p>- Topic: Attitudes, Prejudices and Discrimination in the Military – 2 t/u + 1 t/u discussion</p>	<p>2015 – 7</p> <p>2016 – 7</p> <p>2017 – 7</p> <p>2018 – 7</p> <p>2019 – 7</p>
		<p>Subject: <u>Peace Support Operations</u></p> <p>(HR indirectly addressed in topic: Introduction to Peace Support Operations {PSOs }):</p> <p>- UNSCR 1325</p> <p>- Geneva Conventions</p> <p>- The Hague Conventions</p> <p>- Cultural Differences / Rights</p>	<p>2017 – 2</p> <p>2018 – 2</p> <p>2019 – 2</p>
3.	Advanced Officer Education for Headquarters Duties Level 2 Officers PME	<p>Subject: <u>Peace Support Operations</u></p> <p>(HR indirectly addressed in topic: Introduction to PSOs):</p> <p>- UNSCR 1325</p> <p>- Geneva Conventions</p> <p>- The Hague Conventions</p> <p>- Cultural Differences / Rights</p>	<p>2015 – 2</p> <p>2016 – 2</p> <p>2017 – 2</p> <p>2018 – 2</p> <p>2019 – 2</p>
4.	Interservice Staff–Command Education Level 3 Officers PME	<p>Subject: <u>Management of Psychological and Communication Processes</u></p> <p>- Topic: Integration of Women in Security Systems - Discussion – 2 t/u</p> <p>- Topic: Ethics of War and Just War - Discussion – 2 t/u</p>	<p>2015 – 4</p> <p>2016 – 4</p> <p>2017 – 4</p> <p>2018 – 4</p> <p>2019 – 4</p>
		<p>Subject: <u>Information Operations</u></p> <p>(HR indirectly addressed in topic: Military Deception)</p> <p>- Topic: Geneva Conventions (refreshing knowledge)</p>	<p>2015 – 1</p> <p>2016 – 1</p> <p>2017 – 1</p> <p>2018 – 1</p> <p>2019 – 1</p>
		<p>Subject: <u>Contemporary Military Concepts</u></p> <p>(HR addressed within topics: Features of Contemporary Military Operations; Rebellions and Counter-Insurgency; Terrorism)</p> <p>- Human Rights Violations in a broad sense, Environmental Pollution, Human Trafficking, Ethnic Violence, Genocide, Human Exploitation, Refugees, Violent and Illegal Migration – 4 t/u</p>	<p>2015 – 4</p> <p>2016 – 4</p> <p>2017 – 4</p> <p>2018 – 4</p> <p>2019 – 4</p>
5.	Officers Functional Area Education Level 3 officers PME	<p>Subject: <u>Military Ethics and Religious Culture</u></p> <p>- Topic: Integration of Women in Security Systems - Discussion – 2 t/u</p> <p>- Topic: Ethics of War and Just War - Discussion – 2 t/u</p>	<p>2015 – 4</p> <p>2016 – 4</p> <p>2017 – 4</p> <p>2018 – 4</p> <p>2019 – 4</p>

		Module: F-1 <u>Human Potentials Management</u> - Topic: Gender Perspectives in Military Operations (UNSCR 1325) – 2 t/u - Topic: Disciplinary Accountability of Military Persons for Committing Domestic Violence – 2 t/u - Topic: Refugees, Asylum Seekers, Migrants – 3 t/u (as from 2018)	2015 – 4 2016 – 4 2017 – 4 2018 – 7 2019 – 7
6.	Functional Education: Defence Diplomacy Course	Topic: National Security, Values, Interests and Goals	2019 – 2
		Topic: UN Organisation and Functioning	2018 – 2 2019 – 2
		Topic: International Humanitarian Law and Law of War/Law of Armed Conflict	2018 – 2 2019 – 2
		Cultural Awareness / Challenges of Intercultural Communication	2018 – 2 2019 – 2
7.	War College "Ban Josip Jelačić" Level 4 Officers PME	Current Topic Lecture: Migration and Rural Development – 2 t/u	2018 – 2 2020 – 2
		Current Topic Lecture: The Fundamental Values of Islam (Religious Freedom) – 2 t/u	2017 – 2 2018 – 2 2019 – 2
		Current Topic Lecture: Domestic Violence – 2 t/u	2019 – 2
		Current Topic Lecture: Theology and Society (Religious Freedoms)	2017 – 2 2018 – 2 2019 – 2
		Current Topic Lecture: Multiculturalism in Vukovar Through Time – minority communities, ethnicities and confessions in Vukovar proper and the Vukovar surroundings	2019 – 2
		Current Topic Lecture: International Humanitarian Law (Discussion)	2017 – 2
		Current Topic Lecture: Ethics and Moral Norms	2016 – 2
		Current Topic Lecture: Migration and Security - perspectives on the migration crisis	2016 – 2
		Current Topic Lecture: EU model of respect for human rights and fundamental freedoms in the fight against international terrorism	2018 – 2
		Current Topic Lecture: Terrorism - Women and Children as Perpetrators	2018 – 2
8.	Sergeant Majors' Academy (Higher NCO Education) Level 4 NCO PME	Subject: <u>Communication Skills and Professional Ethics</u> - Topic: Integration of Women in Security Systems - Discussion – 2 t/u - Topic: Ethics of War and Just War - Discussion – 2 t/u - Topic: Attitudes, Prejudices and Discrimination in the Military – 2 t/u + 1 t/u discussion	2015 – 7 2016 – 7 2017 – 7 2018 – 7 2019 – 7

		<p>Subject: <u>Information Operations</u></p> <p>(HR addressed indirectly in topic: Military Deception)</p> <p>- Geneva Conventions (Refreshing Knowledge) – 1 t/u</p>	<p>2015 – 1</p> <p>2016 – 1</p> <p>2017 – 1</p> <p>2018 – 1</p> <p>2019 – 1</p>
		<p>Subject: <u>Contemporary Military Concepts</u></p> <p>(HR addressed within topics: Features of Contemporary Military Operations; Rebellions and Counter-Insurgency; Terrorism)</p> <p>- Human Rights violations in a broad sense; Environmental Pollution; Human Trafficking; Ethnic Violence; Genocide, Human Exploitation; Refugees; Violent and Illegal Migration – 2 t/u</p>	<p>2015 – 4</p> <p>2016 – 4</p> <p>2017 – 4</p> <p>2018 – 4</p> <p>2019 – 4</p>
9.	Undergraduate University Study Programme “Military Leadership and Management” (5 th Semester)	<p>Subject: <u>Peace Support Operations</u></p> <p>(HR addressed within the topic: The Concept and Institutionalisation of International Security):</p> <p>- Human and Humanitarian Rights as a Precondition for Launching Peacekeeping Operations – 2 t/u</p> <p>- Cultural Differences and other Human Rights of the Second Generation – 2 t/u</p>	<p>2015 – 4</p> <p>2016 – 4</p> <p>2017 – 4</p> <p>2018 – 4</p> <p>2019 – 4</p>
10.	Graduate Military Study Programme “Military Leadership and Management” (9 th Semester)	<p>Subject: <u>Contemporary Military Concepts</u></p> <p>(HR addressed within topics: Features of Contemporary Military Operations; Rebellions and Counter-Insurgency; Terrorism):</p> <p>- Human Rights Violations in a broad sense, Environmental Pollution; Human Trafficking; Ethnic Violence; Genocide; Human Exploitation; Refugees; Violent and Illegal Migration – 2 t/u</p> <p>- Topic: Geneva Conventions – 2 t/u</p>	<p>2015 – 4</p> <p>2016 – 4</p> <p>2017 – 4</p> <p>2018 – 4</p> <p>2019 – 4</p>
11.	Undergraduate University Study Programme “Military Leadership and Management” (6 th Semester)	<p>Subject: <u>Ethics of the Military Calling</u></p> <p>- Topic: Croatian Legislation (Criminal Code),</p> <p>- Topic: Treatment of Non-combatant Personnel and Civilians;</p> <p>- Topic: Treatment of Participants in Non-International Armed Conflicts;</p> <p>- Topic: Authorised Means and Methods of Combat in Armed Conflicts;</p> <p>- Topic: Legitimate and Illegitimate Targets for Action in Armed Conflict;</p> <p>- Topic: Treatment of Prisoners of War;</p> <p>- Topic: The Prohibited Persecution of Any Group or Community on a Political, Religious, Racial, National, Ethnic, Cultural or Sexual Basis</p> <p>- Topic: Minority Groups in a Military Organisation (women, sexual minorities, ethnic minorities...);</p> <p>- Topic: Combating Terrorism and the Legal Status and Treatment of Terrorists and their Families</p>	<p>2015 – 10</p> <p>2016 – 10</p> <p>2017 – 10</p> <p>2018 – 10</p> <p>2019 – 10</p>

12.	Undergraduate University Study Programme “Military Engineering” and “Military Leadership and Management” (1 st Semester)	<p>Subject: <u>International Law - Selected Topics</u></p> <p>- Topic: International Legal Protection of Human Rights at a universal level (Basics): Universal Declaration of Human Rights; International Covenant on Civil and Political Rights; International Covenant on Economic, Social and Cultural Rights – 2 t/u</p> <p>- Topic: International Human Rights Protection at the European level (basics): European Convention for the Protection of Human Rights and Fundamental Freedoms; Mechanisms in the Framework of OSCE – 1 t/u</p> <p>- Topic: International Humanitarian Law: Geneva Conventions for the Protection of Victims of War of 1949 and Additional Protocols – 8 t/u</p>	<p>2015 – 11</p> <p>2016 – 11</p> <p>2017 – 11</p> <p>2018 – 11</p> <p>2019 – 11</p>
13.	Integrated Undergraduate and Graduate University Study Programme “Military Maritime” (1 st Semester)	<p>Subject: <u>Maritime Law</u></p> <p>- Topic: International Law of the Sea - UN Convention on the Law of the Sea; Sea Belts – 2 t/u</p> <p>- Topic: Marine Environmental Protection; MARPOL Convention – 2 t/u</p> <p>- Topic: Maritime Labour Law; Maritime Labour Convention – 2 t/u</p> <p>- Topic: Common Accidents; Rescue – 2 t/u</p> <p>- Topic: Marine Pollution Responsibility; Ship Collisions – 2 t/u</p>	<p>2018 – 10</p> <p>2019 – 10</p>
14.	Integrated Undergraduate and Graduate University Study Programme “Military Maritime” (2 nd Semester) Study programme began in 2018	<p>Subject: <u>Protection of the Sea and the Marine Environment</u></p> <p>- All topics on the subject are related to Environmental Protection – right of a healthy and preserved natural environment (third generation of law)</p>	<p>2018 – 30</p> <p>2019 – 30</p>
15.	Integrated Undergraduate and Graduate University Study Programme “Military Maritime” (2 nd Semester) Study programme began in 2018	<p>Subject: <u>Military Management</u></p> <p>- Topic: Understanding Management in a Military Organisation: The Relationship of the functions of Management, Command and Execution in Civilian and Military Organisations; Legal Basis for Command; Fundamentals of Operating and Commanding in the Croatian Armed Forces – 2 t/u</p>	<p>2018. – 2</p> <p>2019. – 2</p>
16.	Graduate University Study Programme “Aeronautics - Military Pilot” (2 nd Semester) Study Programme began in 2017	<p>Subject: <u>Management and Command in a Military Organisation</u></p> <p>(HR addressed within the topics: Management of Military Systems and in Military Systems; Armed Forces Management, Leadership and Command System; Management, Leadership and Command Process; Peacetime and Wartime Leadership):</p> <p>- Topic: War and Humanitarian Law - the Law of Armed Conflict – 5 t/u,</p> <p>- Topic: Fundamental Rights of Active Duty Personnel (Employment Rights) – 1 t/u</p>	<p>2017 – 6</p> <p>2018 – 6</p> <p>2019 – 6</p>

- NCO SCHOOL “DAMIR TOMLJANOVIĆ GAVRAN”

The education and training programmes provided by the NCO School incorporate the subject of Human Rights and related matters as a part of various topics in the course programmes of sequential education and training, including “Primary Leadership Development Course” (PLDC), “Basic NCO Course”, “Advanced NCO Course” and “Instructors Course”:

NO.	EDUCATION /TRAINING PROGRAMME PROVIDED	SHORT DESCRIPTION/ MAIN TOPICS	DURATION
			Tuition Units (t/u)
1.	NCO School NCO education Level 1 “Primary Leadership Development Course” (PLDC)	Subject: <u>Military Service I - T7</u> Topic: International Humanitarian Law (IHL) (a.k.a. Law of War/Law of Armed Conflict) – Objectives: IHL definition; IHL related documents; team/group leader obligation to respect IHL, upon committing an IHL violation, in treating prisoners of war	- 2
2.		Subject: <u>Leadership I - T11</u> Topic: Gender Equality Objectives: UNSCR 1325 on Women, Peace and Security; NATO Bi-SC Directive 40-1	- 1
3.		Subject: <u>Situational Team Leadership - V3</u> Topic: Situational Team Leadership - Exercise – incl. procedures related to prisoners of war	- 31
4.	NCO School NCO education Level 2 “Basic NCO Course”	Subject: <u>Leadership II</u> Topic: Characteristics of Leadership “BE – KNOW – DO” Objectives:- “BE”: personality factors; professional military ethics (PME) factors; code of ethics; military conduct ethics; ethics in the military decision-making process and resolving ethical dilemmas; core values of PME; “KNOW”: standards; oneself; human nature; the job technically and tactically; your unit; “DO”: provide purpose; direction and motivation.	- 2
5.		Exercise: <u>Resolving an Ethical Dilemma</u> Objectives: implementation of procedure for resolving an ethical dilemma based on the set situation	- 2
6.		Subject: <u>Military Service II</u> Topic: Gender Equality Objectives: concept of equal opportunities programme; forms of discrimination and sexual harassment; gender equality – implementation of UNSCR 1325; instructors' duties in preventing discrimination and sexual harassment	- 2
7.	NCO School	Subject: <u>Small Teams Leadership</u> Topic: Instructor Duties and Responsibilities	- 2

	NCO education Level 2 (Basic NCO Course – prerequisite) “Instructor's Course”	Objectives: instructor code; military conduct ethics; core values of professional military ethics (PME); ethical dilemma Topic: Equal Opportunities Programme Objectives: <i>term equal opportunities programme</i> ; discrimination and sexual harassment; instructors' duties to prevent discrimination and sexual harassment Exercise: <i>Resolving an ethical dilemma</i> (Implementing procedures for resolving ethical dilemmas based on setsituation)	- 2 - 2
8.	NCO School- NCO education Level 3 “Advanced NCO Course”	SUBJECT: <u>Leadership IV</u> Topic: Military culture Objectives: Culture in general; military culture; elements of <u>military culture</u>	- 2
9.		SUBJECT: <u>Leadership IV</u> Topic: Military Ethics Objectives: Professional military ethics (PME); ethical decision-making; characteristics of leadership “Be-Know-Do”	- 1
10.		SUBJECT: <u>Military Service III</u> Topic: Implementation of UNSCR 1325 Objectives: UNSCR 1325 and related Resolutions; action by the Republic of Croatia IAW UNSCR 1325 and related Resolutions; objectives and measures	- 1
11.		SUBJECT: <u>Military Service III</u> Topic: Gender Equality	- 1

- INTERNATIONAL MILITARY OPERATIONS CENTRE „JOSIP BRIŠKI“ (IMOC)

The IMOC conducts international and national training focused on predeployment training of individuals and units in order to achieve the highest level of interoperability with partners and allies participating in international peacekeeping/peace support and humanitarian operations led by UN / NATO / EU. The subject of Human Rights and related topics are incorporated into the majority of international and national courses conducted by IMOC, including: United Nations Protection of Civilians Course (UNPOC); United Nations Military Observers Course (UNMOC); United Nations Staff Officers Course (UNSOC); NATO Staff Officers Course (NATO SOC); Predeployment Courses/Training; S.E.R.E. (Survival, Evasion, Resistance, Extraction) Training; Tactical CIMIC Course. (N.B. completion of NATO's ADL 169 "Improving Operational Effectiveness by Integrating Gender Perspective" is a prerequisite for participation in peace support operations and missions):

NO.	TRAINING PROVIDED	SHORT DESCRIPTION/ MAIN TOPICS	TARGET AUDIENCE	DURATION
			Participants of:	Tuition Units:
1.	Protection of Civilians (POC)	<ul style="list-style-type: none"> - POC policies and mandates - Threats which civilians face in armed conflict - Range of protection partners that operate alongside UN peacekeeping operations or NATO-led PSO - DPO-DOS or NATO Operational Concept - Actions to implement the POC mandates - Operational Framework (only in UNPOC) 	<ul style="list-style-type: none"> - "UN Protection of Civilians Course" - "UN Military Observers Course" - "UN Staff Officers Course" - NATO Staff Officers Course 	<ul style="list-style-type: none"> - 24 - 1 - 1 - 2
2.	Conflict related sexual violence	<ul style="list-style-type: none"> - UNSCR 1325 - Legal aspects - What is Conflict-Related Sexual Violence (CRSV) - Identification of CRSV as a punishable crime - Actions to take to address CRSV 	<ul style="list-style-type: none"> - "UN Protection of Civilians Course" - "UN Military Observers Course" - "UN Staff Officers Course" - S.E.R.E. A Training - S.E.R.E. B Training - S.E.R.E. C Training 	<ul style="list-style-type: none"> - 1 - 1 - 1 - 1 - 1 - 1
3.	Women, Peace and Security	<ul style="list-style-type: none"> - UNSCR 1325 - Legal aspects - Different impact of conflict on women and girls, men and boys - Women as victims of conflict and key partners for peace - Gender equality, gender mainstreaming and importance - Actions to take to protect women and support gender equality 	<ul style="list-style-type: none"> - "UN Military Observers Course" - "UN Staff Officers Course" 	<ul style="list-style-type: none"> - 1 - 1

4.	Protection of Children	<ul style="list-style-type: none"> - UNSCR 1325 - Legal aspects - Why children need special protection, especially in armed conflict - Duties of peacekeeping personnel as reflected in UN policies - Actions to take to protect children 	<ul style="list-style-type: none"> - “UN Protection of Civilians Course” - “UN Military Observers Course” - “UN Staff Officers Course” 	<ul style="list-style-type: none"> - 2 - 2 - 2
5.	Sexual Abuse and Exploitation	<ul style="list-style-type: none"> - Legal aspects - “Zero tolerance of SEA” - SEA and uniform standards on SEA - UN DPO three-pronged approach - Actions to take to support zero tolerance of SEA 	<ul style="list-style-type: none"> - “UN Military Observers Course” - “UN Staff Officers Course” - Pre-deployment courses for UN-led PKO’s 	<ul style="list-style-type: none"> - 1 - 1 - 1
6.	International Human Rights Law (IHRL)	<ul style="list-style-type: none"> - As a part of the Legal Framework for United Nations Peacekeeping or NATO-led PSO 	<ul style="list-style-type: none"> - “UN Protection of Civilians Course” - “UN Military Observers Course” - “UN Staff Officers Course” - NATO Staff Officers Course 	<ul style="list-style-type: none"> - 1 - 1 - 1 - 1
7.	International Humanitarian Law (IHL)	<ul style="list-style-type: none"> - As a part of the Legal Framework for United Nations Peacekeeping or NATO-led PSO - Who is protected by IHL - Action to take during capture 	<ul style="list-style-type: none"> - “UN Protection of Civilians Course” - “UN Military Observers Course” - “UN Staff Officers Course” - S.E.R.E. A Training - S.E.R.E. B Training - S.E.R.E. C Training - NATO Staff Officers Course 	<ul style="list-style-type: none"> - 1 - 1 - 1 - 2 - 2 - 2 - 1
8.	Protection of Human Rights	<ul style="list-style-type: none"> - Human rights violations/abuses - UN policies on human rights - Human rights-related roles in mission - Role of human rights unit - Actions to take when human rights violations/ abuses are observed 	<ul style="list-style-type: none"> - “UN Military Observers Course” - “UN Staff Officers Course” 	<ul style="list-style-type: none"> - 1 - 1
9.	Gender Issues	<ul style="list-style-type: none"> - NATO gender perspectives - UNSCR 1325 and related Resolutions - NATO Bi-SC Directive 40-1 	<ul style="list-style-type: none"> - “Pre-deployment Course for HRVCON RSM (Resolute Support Mission - Afghanistan) Key Personnel” 	<ul style="list-style-type: none"> - 2 - 2

			-“Pre-deployment Course for HRVCON NMI (NATO Mission Iraq) Key Personnel”	
10.	Gender perspectives	- NATO gender perspectives - UNSCR 1325 and related Resolutions - NATO Bi-SC Directive 40-1	-“NATO Staff Officers Course”	- 2
11.	ADL 169 Improving Operational Effectiveness by Integrating Gender Perspective	- NATO gender perspectives (NATO Bi-SCD 40-1) - UNSCR 1325 and related Resolutions in NATO operations	- Pre-deployment training for RSM - Pre-deployment training for NMI	- 2 - 2
12.	Gender perspectives related to CIMIC	- NATO gender perspectives -UNSCR 1325 and related Resolutions in NATO operations - NATO Bi-SC Directive 40-1	-“Tactical CIMIC Course”	- 2

Contribution of the Ministry of the Interior to the National Report on the third phase of implementation of the World Programme for Human Rights Education

As stated in the Plan of Action for the second phase of the World Programme for Human Rights Education, United Nations instruments provide detailed guidance to civil servants, law enforcement officials and the military—who have a specific responsibility, as State actors, for respecting, protecting and fulfilling the human rights of those under their jurisdiction - on the performance of their duties. Training policies provide that human rights training is mandatory for professional qualification and promotion, and specialized training is required for officials dealing with particularly vulnerable groups.

In the period 2015 - 2019, the Croatian officials of the International Protection Service of the Ministry of the Interior (approx. 25 officials) continuously participated in train-the-trainer educations organized by EASO. Upon completion of training modules, they trained their colleagues from the Service, thus creating a multiplier effect. All officials are educated in the core EASO modules, with the focus on the Inclusion module that provides training on the interpretation and application of the 1951 Geneva Convention and its relation to the EU Qualification Directive. In addition to core asylum modules, special attention is given to the training of officials of the International Protection Service on asylum and human rights-related modules, which includes the following EASO modules: Interviewing Vulnerable Persons; Interviewing Children; Common European Asylum System; Fundamental Rights and International Protection in the EU; Gender, Gender Identity and Sexual Orientation.

Besides constant training in the field of human rights through cooperation with EASO as a leading institution in the field of international protection / asylum in the EU, International Protection Service officials have participated in many others human rights thematic workshops, seminars and meetings organized by UNHCR, the Croatian Red Cross, Jesuit Refugee Service and other government and non-government organizations.

Given the importance but also the sensitivity of the field of work, the constant education of officials working in direct contact with the most vulnerable persons – refugees, is one of the organizational priorities of the International Protection Service. Human rights education has a special place in this process. In addition to the aforementioned trainings, the International Protection Service, within its jurisdiction, uses every opportunity to achieve cooperation with other scientific, research and educational institutions. In this regard, we emphasize the cooperation with the Faculty of Law, University of Zagreb, as well as the participation of officials in the international refugee law course organized by The International Institute for Humanitarian Law (IIHL) in Sanremo.

Taking into consideration the need for standardised and continuous education of officials in the area of reception and international protection, in 2017 the Ministry of the Interior started implementing the project "Training and professional development of personnel involved in the international protection procedure" which was co-financed under the Asylum, Migration and Integration Fund (AMIF). In 2019, within the framework of the said project, 3 officials visited the Reception Centre for international protection applicants in the Dutch Ter Apel, with the aim of exchanging experiences and good practices in the area of reception of persons with special procedural and reception guarantees.

Another issue that emerged in practice in the area of international protection and became an important segment is the issue of preventing sexual and gender-based violence, as well as the issue of victims' rights. In 2019, the Ministry of the Interior started drafting the Standard Operating Procedure on the Response to Sexual and Gender – Based Violence in Reception

Centres for International Protection Seekers, which is nearly completed. Besides the Ministry of the Interior, the UNHCR, the Croatian Red Cross and MdM (Médecins du Monde) are also involved in the process. Likewise, a representative of the Ministry participated in the regional UNHCR Workshop on prevention and response to sexual and gender-based violence held in Budapest in 2018.

Furthermore, the organisation "Médecins du Monde - Belgique" (MdM-BE) implements a project "Empowering women and children in the migrant population to take action against sexual and gender-based violence" (WE ACT) in Reception Centres for international protection applicants in Zagreb and Kutina. The project is funded by the European Union's Rights, Equality and Citizenship Programme 2014-2020 which is simultaneously implemented in five EU countries: Belgium, France, Italy, Bulgaria and Croatia. Within the framework of the said project, 2 officials visited the existing programmes carried out by MdM in Italy in June 2019 intended for victims of violence and their care. The aim of the visit was to exchange experiences and good practices among organisations working in the field with regard to prevention and response to domestic and any other type of violence.

In 2018, at the same time, the Protocol on the Treatment of Unaccompanied Minors was adopted. The Protocol was drafted by the representatives of the Ministry of the Interior who also give lectures in courses on the implementation of the said Protocol in practice for different actors involved in the procedure for granting international protection.

Moreover, the Ministry of the Interior is involved, through preventive projects, in the implementation of the National Programme for the protection and promotion of human rights aimed at various vulnerable groups (children, the elderly, persons with disabilities, etc.). Also, the Croatian Police Academy continuously provides education for police officers on protecting and promoting human rights through secondary and higher education and other programmes.