

Questions:

- How do/es the country/ies on which your organisation is working define “gender responsiveness”?
- Please provide information on any existing or forthcoming good practices or initiatives of gender-responsive migration legislation, policies or practices in the country/ies your organisation is working on. (Should you provide information on legislation or policy, kindly submit the original text, accompanied by an English translation if it is in a language other than the six official UN languages.)
- Please indicate any challenges and/or obstacles in the implementation of gender-responsive migration legislation and/or policies?
- Based on the experience accumulated with these interventions so far; as well as the lessons learned, what would have to be done differently to maximise the gender responsive impact of these interventions?
- What support could other stakeholders (other than governments) provide to make migration policies, legislation, and practices more gender responsive?

Answer to Q1: Croatia is promoting gender equality and women’s empowerment, foster women’s inclusion and provide equal opportunities for women and men to derive social and economic benefits. The various initiatives during last years were introduced in the school, within the Module Gender Equality with Precisely Developed Classes of Teaching from the 5th grade of the elementary to the 4th high school, and in the business world.

Swedish company Ikea initiated the initiative for the birth of the Alliance for Gender Equality, which was solemnly signed by six companies that promised to be promoters of gender equality in Croatia and to encourage other companies to act in the same direction. The Ikea joined Atlantic Grupa, Coca-Cola HBC Croatia, Tele2, Oriflame and AstraZeneca and plans to expand the Alliance.

Good examples of Swedish companies such as Ikea and Tele2 are followed by the **Croatian Atlantic Group**, whose vice president for business development and strategy Lada Tedeschi Fiorio praised the equal representation of men and women in all positions in the company, and also on those managerial. In some of the traditionally male functions, women are employed and so often the "male" logistics sector in the Atlantic is a woman.

Answer to Q2: There are initiatives on the gender-responsiveness, but unfortunately NOT in the terms of migration legislation, policies or practices.

Answer to Q3: There is no gender-responsive migration legislation in place.

Answer to Q4: The main lack is that Croatia is missing the national migration legislation as such (e.g. Migration Policy of the Republic Croatia expired 2015. Until today a new Migration Policy was not developed).

Answer to Q5: Other stakeholders should be involved in the developing of the Migration Policy and should initiate EU projects covering gender-response migration component to contribute to the development and implementation of the gender-responsive migration legislation.