

COMMUNICATION ON ENGAGEMENT FOR THE YEAR 2015

1. Introduction

Croatian employers association is Croatian leading business association representing more than 6000 members. Established in 1993, CEA's main purpose is to advocate for the creation for an enabling environment that supports Croatian business and to offer services to support the entrepreneurs in the 30 sectors. CEA is a key member of the Global Compact Network Croatia and is fully committed to its principles.

2. Hosting Secretariat of the Global Compact Network Croatia – outcomes in 2015.

2.1 Launch of the Secretariat - The Croatia Network of the Global Compact was first launched in 2002 by UNDP who also hosted it. In 2012., Croatian employers association become a host of GCLN and the Secretariat was moved from the UNDP to the Croatian employers association where it is until now.

2.2 Membership Mobilization/Recruitment CEA is a leading and vibrant business membership organization with over 6000 members. The GCLN's positioning within CEA has

seen it tap into CEA's strong membership and catapulted a steady growth of GCLNC's membership to the present 67 members on local level, making it one of the most vibrant, with the highest number of business participants and the highest member retention rates in the East Europe.

CEA's unwavering commitment to the network has also been seen in:

- Facilitation of a number of multi-stakeholder dialogue forums and partnerships with regulators like the Ministry of justice, Ministry of Economy, UNICEF, European Bank for restructuring and development (EBRD), Ombudsperson for gender equality, among others. These have been aimed at fostering greater collaboration in the promoting of ten principles
- CEA was recognized as key player in promoting gender equality among their members and members of GCLN Croatia. Also we had a delegation of business participant in New York WEP event in March 2015.
- CEA was participating in all annual and regional meetings.

2.3 Since its launch in Croatia in 2002, the Global Compact Network has grown steadily and is set to strengthen its position as a leading private sector platform to advance corporate citizenship and sustainability in Croatia. To do this, there is need to refocus it to be a sustainable, independent business-led, but multi-stakeholder driven entity. This therefore calls for the network to establish clearer governance and operational processes to enhance its efficiency and integrity.

2.4 We are aware that we need to spread the word over Croatia, not just in capital city, Zagreb, so we had also two regional workshops on introducing Global Compact in Split and in Osijek.

2.5 Big achievement for Local network Croatia is engage cities to become members of GC, so for now we have Pula and Dubrovnik as role model for other cities in Croatia. We will make effort to involve even more local and regional structures in GC.

3. Learning and Dialogue Events

3.1 In 2015 we held two workshops for GCLN members on reporting. There were more than 70 participants and we had interest for one more workshop but we didn't have time to manage it so we will do it in 2016.

3.2 Global Compact and CEA are also partners in project Mamforce - certification of employers with good and family friendly policies toward parents. In 2015 we promote six new companies who made effort to become leaders in promoting work-life balance. We held two events where we presented results of research of gender pay gap in Croatia.

3.3 We were active members in working group formed by Ministry of economy dealing with new CSR Strategy. We made a draft but then we stopped because we are waiting for new WU Strategy. Members of GCLN Croatia were very active in contributing with opinions.

3.4 The Global Compact Network Croatia has conducted several COP training sessions within the CEA premises.

These sessions' objective was to improve participants' retention by equipping local businesses with knowledge to developing COPs. The businesses were trained on the various levels of COP, the COP Policy and the actual development and submission of a COP with focus on reporting on sustainability highlighting strategies and operations around the four working areas; Human rights, Labor and discrimination.

3.5 Round table on anticorruption

Increase company leadership commitment to integrity and anti-corruption Enhance private sector collaboration with key public sector regulators in the fight against corruption. We were involved in making Anticorruption strategy, together with Ministry of justice.

3.6 Renewable Energy and Energy Efficiency

CEA is leading efforts to create an enabling environment for private sector investments in renewable energy and energy efficiency through various programs. To date, CEA has driven more than 80% of energy efficiency activities in Croatia targeting industry and commercial enterprises.

- Subsidized Energy Audits
- Energy Efficiency Trainings

CEA, in collaboration with other likeminded organizations, successfully lobbied the Government to catalyze private-sector investment in renewable energy by facilitating implementation of the renewable energy projects, support improved policy and regulatory framework conditions, with a goal of enabling and attracting investments in low carbon and climate resilient infrastructure, promote renewable energy technologies and solutions by facilitating industrial

and technology cooperation through project demonstration;

4. Conclusion-Statement by the Chief Executive

In line with its commitment to the UNGC principles, in 2016 CEA has prioritized activities that will promote antidiscrimination and care for employees through strengthening human resources activities. We will also continue to work on gender equality as a tool for fostering our economy. Awareness forums and trainings will be concentrated in Zagreb but also in CEAs regional centers in Split, Rijeka, Osijek and Varazdin. Also, very important goal for next year is to find a way to sustainable financing for local network Croatia. We will continue to support UN Global Compact on local level and try to attract as many members as possible to commit to the initiative, not just locally but globally.