



Center for Education, Counseling and Research

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## ANNUAL REPORT 2009

**CESI** advocates improvement of position of women in society and achieving gender equality, as well as full implementation of all laws and international instruments for protection of human rights. We consider civil society development to be important precondition for development of democratic society.

### **CESI strategic goals 2007-2011:**

- To advance protection of women's human rights and civil society values in Croatia and in the region.
- To influence passing and responsible implementation of gender equality-related policies – in health, education, labour, and political participation domains.
- To promote citizens' active participation in decision-making processes.
- To encourage inclusion and empowerment of marginalized groups for participation in social and economic processes.

There are three members in the Supervisory Board, namely, Hrvoje Jurić, Snježana Vasiljević and Ana Raffai, and they supervise material and financial activities of the association.

The Governing Board passes management and strategy-related decisions and its members are Vedrana Kobaš, Amir Hodžić, Anamarija Gospočić, Sanja Cesar and Gordana Obradović-Dragišić.

CESI employees in 2009 were: executive director Gordana Obradović-Dragišić, programme director and executive director deputy Sanja Cesar, financial director Sanda Malbaša, programme director Anamarija Gospočić, project leader Nataša Bijelić, project leader Tajana Broz, and office manager Lea Jurišić.

There were number of associates: Dana Budisavljević, Dijana Bolanča Paulić, Ivica Duspara, Vedrana Kobaš, Ana Lapčević, Amir Hodžić, Biserka Šavora, Mirta Dagmar Muhić, Suzana Ribarić, Tanja Šunjić, Christina Zampas, Anka Kekez Koštro, Natko Gereš, Maja Horvat, Silva Rukavina, Anamarija Sočo, Vesna Štefančić, Luka Orešković, Leticija Petrović, Romana Dugandžija, Gordana Simonović, Vesna Kesić.

Over 50 volunteers, donating more than 1200 working hours, participated in CESI activities.

## PROGRAMME: WOMEN'S HUMAN RIGHTS

### Programme Goals:

- Promotion and advocacy for women's human rights
- Advancement of gender equality
- Encouraging women to take active role in the society
- Strengthening and developing women's leadership skills, in order to enable them to take over significant positions in the society
- Promotion of civic values, as guaranteed by the Constitution of the Republic of Croatia.

Number of projects and activities, including education, analysis, media promotion, actions, advocacy and lobbying, were conducted in 2009, as part of working towards achieving those goals.

### Results:

- Through **"Equal Society is Healthy Society" campaign**, in all media, about 1 000 000 people were reached and informed on position of women in the labour market
- Total of 63 people participated in **educational activities** (Gender Equality Committees' members, county and city assembly deputies)
- **"Gender Glasses" campaign**, aiming at increasing number of women in decision-making positions, reached 93 political party organisations (Croatian Democrat Union, Social Democrat Party, Croatian People's Party and Croatian Peasants' Party). Also, over 500.000 citizens were informed on women's participation in political life in the Republic of Croatia, through media.
- 500 persons participated directly in the action **PILLAR OF SHAME**, and, through media, over 250.000 citizens were informed on participation of women in political life, as well as on public person's sexist statements.
- **About 3.000** citizens in towns Pazin, Čakovec, Sisak, Petrinja, Varaždin, Matulj, Đakovo, Omiš, Pula and Rijeka participated in **local actions**, organised jointly with Women and Leadership – Women Leaders project participants in local communities.
- **Portal Libela** had 155.313 hits last year, and public was informed on gender, sex and democracy issues.
- Over 300 persons were informed on gender mainstreaming implementation in local communities through publication **ROZA**.
- Web page **Don't be Just a Pawn!** provided information on local elections in Zagreb, voters' rights and duties, as well as on candidates for city assembly and mayors to about 1000 young voters.
- All relevant institutions, civil society organisations, party organisations and general public (about 5000 persons) were informed on main issues and **recommendations for participation of women and youth in local elections 2009**.
- Organisations **CESI, B.a.B.e, CGI, DOMINE and DELFIN** in partnership created educational model for gender analysis and creating gender-mainstreamed policies at local level.

## 1. Promoting Equal Opportunities for Women and Men in the Labour Market

Through project, we want to advance position of women in the world of labour and provide equal opportunities for women and men at work place. The project is being implemented continuously, in co-operation with institutions, i.e. Croatian Employment Service (Central Office), Croatian Employment Service (Local Office Zagreb), local community (county and city gender equality committees), business sector and media.

### “Equal Society is Healthy Society” Campaign

In order to raise awareness and inform general involved public on unequal opportunities for women in labour market, “**Equal Society is Healthy Society**” campaign was implemented during 2009. Four TV spots were created, explaining unequal position of women in the labour market, in domains of employment, education, decision making and domestic work. Videos were created in cooperation with production company Hulahoop, directed by Dana Budisavljević, and aired on Croatian Television, RTL, NOVA TV, and local NET TV television, which covers majority of local TV stations, RI TV and TV Jadran.



Videos are available at CESI YouTube channel Ravnopravnost (Equality), and were promoted through CESI Facebook group Libela.

Local radio stations (Radio Đakovo, Radio 101, Croatian Radio 2, Varaždin Radio, Radio Aktiv, Radio Čakovec) provided information on the campaign, and CESI representative spoke in the programmes.

Combining all the media, about 1.000.000 people saw videos and were informed on position of women in the labour market.

### Cooperation within the Supporting Equality in the Labour Market Project

In late 2008, CESI started participating in partner project “Supporting Equality in Croatian Labour Market”, with Croatian Employment Service (Central Office) as grant holder, and, besides CESI, the Government of the Republic of Croatia’s Human Rights Office, Institute for Social Sciences Ivo Pilar, Selectio d.o.o and L&R Social Research, Austria, as partners.

The project’s **objective** is to contribute to development and implementation of national policy for suppressing gender, age, disability, religion and ethnicity-based discrimination in the labour market.

This project’s results will contribute to development of national policy for suppressing discrimination in the labour market in Croatia, and to provide assistance to all actors in the labour market for more efficient involvement in combating discrimination and to promote diversity among employers in Croatia.

**Target Groups** are labour market stake-holders on national and regional level (i.e. trade unions, chambers, employers’ associations, non-governmental organisations, counties and towns), and employers at national and regional level.

## 2. Women and Leadership

### Education

As part of the project, evaluation seminar **"Women Leaders in Local Communities"** was held in June. It was attended by 21 women, representing political parties' local branches (Croatian Democrat Union, Social Democrat Party, Croatian Peasants' Party, Istrian Democratic Assembly), who were also participants in the three-year programme Women and Leadership. The seminar conclusions indicated ways for improving political participation of women and their activities within political parties and in the local community. One of the **main conclusions** was that **men and party leaders should be included as much as possible in education on gender equality and commitments** coming out of Gender Equality Law, as well as in processes of negotiation and reaching agreement when it comes to party programmes, which are related to gender equality.

### Actions

#### 1. Through Gender Glasses to More Women Candidates



On the occasion of **International Women's Day**, and accompanying **CESI 12<sup>th</sup> anniversary**, press conference was held, and **93 presents for political parties** were prepared and sent to headquarters of Croatian parliamentary parties, as well as to county organisations of **Croatian Democrat Union, Social Democrat party, Croatian People's Party and Croatian Peasants' Party**. The parcels contained tools for improving equality, such as magnifying glass, candle and gender glasses, that were supposed to help them see, find and recognise those women among them, who are, because of their abilities and years of dedicated work, deserving of carrying out the most responsible duties in their local communities, as well as leaflet with the list of all relevant national and international documents that oblige them to equal representation of women and men on candidate lists and in positions of power.

#### 2) Pillar Of Shame!



On the occasion of local elections, CESI coordinated and organised street action **Pillar of Shame** in Zagreb, while associations Domine and Association of women Vukovar did the same in Split and Vukovar, respectively, in order to once again bring attention to political parties' lack of respect for Gender Equality Law. Parties with **less than 40% women** on their lists of candidates were put on pillar of shame. Within the action, citizens were given opportunity to vote for **the most sexist statement** given by Croatian politicians, and highest votes went to Vjekoslav Marochini's (Social Democrat Party): **"Childless woman is like a man who was not a soldier"**.

### 3) Local Actions

In order to increase number of women in decision-making positions in political life, total of **16 local actions** was organised, in co-operation with beneficiaries of the three-year project **Women and Leadership – Leaders in Local Communities**. Local actions included round tables, public discussions, press conferences and public projection of CESI film "Almost Equal", and took place in towns Pazin, Čakovec, Sisak, Petrinja, Varaždin, Matulj, Đakovo, Omiš, Pula and Rijeka.

### Conferences

1) On the occasion of **International Women's Day, March 8**, in co-operation with the Croatian Parliament's Gender Equality Committee, thematic session was held, with topic **Young and Active: Young Women's Political Participation**, in order to draw attention to young women's involvement in politics and problems they encounter.

2) In April 2009, the seventh, and, at the same time, the last regional conference "**Woman Can Do It**" was held in Sarajevo. That is the programme created within Norwegian Labour Party, aiming at educating and empowering women for political actions. It is in the region since 1999, first within framework of Stability Pact, and since 2001, it was implemented with support of Norwegian People's Aid, i.e., Norwegian government. The programme was implemented by women's nongovernmental organisations in Bosnia and Herzegovina, Serbia, Kosovo, Macedonia, Montenegro, Albania, Moldavia and CESI in Croatia.



### Women in Local Elections 2009 – Analysis

For three last years, CESI has been intensively working with women politicians within project **Women Leaders in Local Communities**. **80 women politicians, coming from almost every party, all over Croatia, passed training for trainers, and later educated more than 800 women from their parties.**

After local elections, we have held evaluation seminar and 15 of them participated, where we have analysed the course of creating lists and the campaign. Most participants thought that the campaign has contributed to increased women's representation. All evaluation seminar participants consider it necessary to pay special attention to very women who were elected to be councillors, education of men within parties, and further empowerment of so called "ordinary" party members (especially in rural areas), who do not opt to be politically involved, i.e., candidates, even when there is a political will for women's greater political participation on lists, because of "dirt", that often accompany campaigns, and fear of its effect n their families. These conclusions indicate that **education on gender issues within political parties is crucial for increasing number of women candidates and it is necessary to keep improving political culture, both within the parties, and when communicating with general public.**

After May local elections, we have **analysed women's participation in local elections 2009**. The results were sent to county organisations of the four biggest political parties (Croatian Democrat Union, Social Democrat Party, Croatian Pheasants' Party, Croatian People's Party), and parliamentary parties' headquarters. The analysis reveals the level of parties' (non)commitment to

respecting new Gender Equality Law, but also democratic importance of equal opportunities in politics, and it is available on CESI web page ([www.cesi.hr](http://www.cesi.hr)). Using conducted analysis and evaluation as starting point, CESI has provided recommendations for increasing women's political participation on party and institutional level.

### 3. Libela – portal on Gender, Sex and Democracy



Portal Libela ([www.libela.org](http://www.libela.org)) provides information on gender, sex and democracy. It provides space for social and political involvement of women and men who promote active citizenship and gender equality, mechanisms that promote gender equality, implementation of gender equality policies, elections on all levels, gender equality- and active citizenship- related associations' activities, and problems and obstacles that women, and citizens in general, encounter in democratic processes. It also provides information on relevant gender-equality-related news on European and world level. Portal editors are CESI members, in co-operation with journalists Romana Dugandžija (Business.hr), Gordana Simonović (Deutsche Welle), Vesna Kesić (free-lance), Snježana Matejčić (Glas Istre), Maja Hrgović (Novi list). Libela has 20 volunteers, writing texts and commentaries, and translating. In order to spread information, and to network with other portals, Libela uses social networks Facebook and Twitter. In its first year, the portal had 155 313 visits.

### 4. Advancement of Institutional Gender Equality Framework

This project has been continuously implemented, in order to systematically strengthen gender equality on all levels.

#### Education

Two two-days seminars "**Achieving Gender Equality in Local Community**" were held in February and November 2009, and were attended by total of **42 persons** (county and city gender equality committee members, local assembly counsellors), coming from Split-Dalmatia, Primorje – Gorski Kotar, Požega – Slavonia, Vukovar – Syrmia, Međimurje, Krapina – Zagorje, Sisak – Moslavina, Koprivnica – Križevci, Varaždin and Zagreb counties. Through seminar, we aimed at empowering persons in charge of implementation of Gender Equality Law. Seminars resulted in recommendations for improvement of local gender equality committees activities, and were sent to county assemblies and Government of the Republic of Croatia's Office for Gender Equality.

Based on the work experience, and recommendations given by county, municipality and town gender equality committees' representatives, seminar conclusions were passed.

Through two thematic workshops, ways of improving committee's functioning and implementing gender mainstreaming in local communities were discussed. Following measures for strengthening committee efficiency were suggested: continuous members in committees, creating



criteria for membership, including experts from different domains, with interest for the committee, as members, additional educations and creating job description for coordinators in state administrative bodies, appointing administrator or the Committee, i.e., define office providing

support to the Committee, provide premises for the Office administration, in accordance with number of conducted activities and secure financial funds for it, and monitor implementation of Gender Equality Law when it comes to financing Committee activities.

#### **Participants on the Seminar:**

*"I would like to congratulate for the seminar, as I am going home full of information and knowledge, without a need for a single letter, thank you!"*

*"Praises for well organised seminar and excellent work in accordance with agreed rules. Also big praise to the lecturers who I felt close to and very relaxed."*

*"As many of these seminars as possible, CESI team are great and I can not begin to tell how much they help me. Thank you!"*

### Co-operation on Gender Mainstreaming



In late 2009, we started working on the project **"Empowering Women and Man – Gender Mainstreaming on Local Level"**, in partnership with four organisations B.a.b.e., Delfin, CGI and Domine. Project aims at better implementation of gender equality principles in local communities through educating county committees for gender equality, actions and advocacy for gender equality in local communities.

Using partner organisations' experience, as the first project activity, education model and workshop programme for county committees for gender equality's members and newly-elected counsellors, based on gender analysis, in order to pass gender-mainstreamed policies on county level.

### National Policy or Gender Equality Measures' Analysis

As part of the project, National Policy for Gender Equality measures in domains Woman in Decision-Making Positions, Women and Labour Market and Institutional Mechanisms for Promoting Gender Equality were analysed.

The analysis contains concrete recommendations for improving measures, as well as local plans of action for establishing gender equality. Analysis is being used for writing CEDAW shadow report that CESI is compiling in cooperation with association B.a.B.e, Association of Roma Women "Better Future" and associates.

## Publishing



In publication **RoZa "Gender Equality in Local Communities"**, basic terms for creating gender-mainstreamed policies and budgets are explained, as well as institutional mechanisms for promoting gender equality in Croatia and in European Union, and directions for promoting gender equality in Croatian and European Union are given.

Also, examples of good practices by committees for gender equality in Split-Dalmatia, Varaždin, Vukovar – Syrmia and Istria counties are given.

Publications was distributed to all project participants and sent to county and town committees for gender equality. It is also available at [www.cesi.hr](http://www.cesi.hr).

## 5. Do not Be Just a Pawn!



Project Do not Be Just a Pawn! was created in order to advance youth participation in political life of Zagreb city. Web page and Facebook group were created in order to provide information to young voters on local elections 2009 and realisation of right to vote.

Following information were available: What is it that you need to know on local elections in City of Zagreb, Who are Young Candidates, Who are Candidates for Mayer? , Who are Candidates for Town Assembly Counsellors, Why Vote?

As part of the project, **analysis of young people's political participation in Zagreb** was created, including recommendations for its improving. **The Analysis** revealed that, prior to local elections in May 2009, there were young counsellors in town assembly, and 22 young counsellors in district councils. Looking at the town assembly level, young counsellors accounted for 9.8%, which was about 2% above national average in county and town assemblies.

When creating analysis of youth participation on candidate lists for 2009 election, we encountered the fact that forms assigned by State Election Committee lacked space for birth date and political party affiliation. These forms made the gathering of data on age of candidates and political party of their choice more difficult, and, in some cases, completely impossible. As analysis of youth political participation is extremely important for monitoring progress in representation of young people in decision-making bodies, CESI, in co-operation with GONG and Youth Network Croatia, has requested from State Election Committee for future forms to contain information on candidates' age, as well.

Finally, we have gathered data using information from very political parties that have submitted lists of candidates for Zagreb assembly. Data came from parties that had high probability of passing election threshold and gaining representatives in the assembly, and who were willing to provide information.

Coalition (Croatian Democrat Union – Croatian Peasants' Party – Croatian Socialist Liberal Party) had only two young candidates (both men), list Croatian People's party – Union of Croatian Retirees and Seniors contained three young candidates, out of which two were men, and list Socialist Democrat Party – Croatian Unions of Retirees contained six young candidates, out of which, four were men. Out of 12, as much as 11 were in their late twenties (meaning, more than 25 years old),

and only three of them were women.

Three of them were elected to town assembly, namely: Iva Prpić, Tomislav Saucha and Srđan Subotić. All three are members of Social Democrat Party, two of them with university degree, and one is student. Also, it may be worth mentioning that all three of them are going to be over 30 by the end of their mandate.

As there are no researches of youth political participation in local authority bodies after local elections held in May 2009, it is not possible to compare Zagreb and the rest of Croatia. **However, bearing in mind that young people comprise about 20% of population, one can make general statement that young people are underrepresented in decision making process in Zagreb.**

## Programme Cooperation

- As REKOM members, in May, we have participated in consultations for women's organisations who are, or were, dealing with war and war violence related women's issues
- We have joined GONG-launched initiative for constitutional changes, which has defined main areas that we want to amend (right to access to information, deputy immunity, referendum...)
- While implementing campaign "Equal Society is Healthy Society", we have co-operated with *Croatian Television, RTL TV, NOVA TV and local television NET TV.*
- In order to draw attention to position of women in labour market and in political life, we have participated in public discussions, sessions and discussions organised by the Parliament's Committee for Gender Equality, and County Committees for Gender Equality.
- While implementing project "*Promoting Equal Opportunities for Women and Men in Labour Market*", we have cooperated with Croatian Employment Service, Local Office Zagreb, in organisation of educational activities for unemployed women
- In order to create joint educational programme for local committees for gender equality and county and town assembly counsellors, we have established partnership with organisations B.a.b.e., Delfin, CGI and Domine in project "Empowering Women and Men – Gender Mainstreaming on Local Level".

## PROGRAMME: RAISING GENDER AWARENESS

The main goal of the project is to improve relations between sexes/genders through raising awareness of young people for non-violence and gender equality values. Objectives are:

- Developing knowledge and skills through non-institutional educational programmes,
- Advancing professional knowledge and skills of teachers who work with young people,
- Informing the public on young people's sexuality and violence related issues,
- Advocacy for gender mainstreaming of youth-related public policies, in education and human rights domain.

### Results

- 1350 young people (60% girls) were directly included in educational activities, and in that way, we have influenced improvement of young people's sexual and reproductive health, recognising violent behaviour patterns in relationships, and improving skills needed for establishing quality relationships.
- 55 educators were trained, and some twenty schools and dormitories were involved in programmes
- Project National Campaign for Prevention of Gender Based Violence "Silence is Not Golden" was awarded as one of ten the best projects in Central and South - East Europe, and was given ERSTE bank award for social integration.
- Support for experts and persons in decision-making positions on different levels for implementation of programmes aiming at improving youth sexual health and rights was provided, 100 experts were informed on good practices and international standards, and the Ministry of Health and Social Welfare has founded Expert Committee for Developing Reproductive Health Centres Programme, and CESI representative is part of it.
- TV spot Parenthood is Not a Game was aired 130 times on national televisions, and about 8000 young people were directly informed on necessity for introducing youth-friendly counselling places.
- European Committee of Social Rights has reprimanded Croatia because of homophobia in textbooks, and CESI participated in filing complaint to the Committee.
- We have initiated discussion in the Parliament of the Republic of Croatia on need for introducing legislative and protection measures in dating violence incidents, and Ombudswoman for Children has supported the initiative.
- International project dealing with men and gender equality issues is being implemented, and for the first time in the Republic of Croatia, we will gain data on different aspects of men's lives and complete review of policies dealing with men and masculinity.

## Activities:

### 1. Ask the Young! Young People's Sexual and Reproductive Health



Manual "Sex na Ex" (Sex at Once) for advocacy in the area of young people's sexual rights was published. It was written with those who want to start social changes, leading to improvement of sexual and reproductive health and rights of young people, in mind. Publication is result of work of group of young experts, who have, in co-operation with CESI, analysed situation, policies and practise in Croatia, and good practice in European Union, and created manual that young people can use as advocacy tool.

Majority of manuals is distributed, and experts in decision-making positions have provided us with very positive feedback.

**International conference "Good Practice and Young People's Sexual and Reproductive Health and Rights"** was held in Zagreb. Experts from Europe and USA, as well as representatives from Croatian Ombudswoman for Children, Croatian National Institute of Public Health, and of course, young people themselves, gave us the opportunity to hear about good practices and policies, and who and how takes care of young people's reproductive and sexual health and rights. The Conference was attended by more than 100 participants, coming from Family Centres, Ministries, Institutes of Public Health, secondary schools, dormitories.

As result of our advocacy activities, Ministry of Health and Social Welfare has established **Expert Committee for Developing Reproductive Health Centres for Children and Youth Programme**, and CESI representative is part of it.

After our initiative, and on Ombudswoman for Gender Equality's demand, statement on abortion: "Voluntary abortion takes away human being's life and jeopardizes woman's health" was deleted from biology textbook, as it is in collision with Croatian legislation and international standards of reproductive health and rights.

We were part of consultations within process of preparation of UNESCO International Guidelines for Sexual Education, and we have presented situation in Croatia on the 4<sup>th</sup> International Conference [Sex and Relationships Education - SRE 2009](#) in Birmingham.

**18 young persons participated in training "Youth Sexual and Reproductive Rights Advocacy"** in June. The training included sexual rights (sexual education, youth-friendly services, policies, etc) and advocacy related topics. The seminar was followed by advocacy actions the participants implemented in their communities.



**TV spot PARENTHOOD IS NOT A GAME** brings attention to teen pregnancy issue, but from the 16-year old father point of view. Video was produced by HULAHOP, and directed by Dijana Bolanča Paulić. It was aired about 130 times, regularly for over three months on Croatian Television, and about two months on RTL and NOVA TV. Value of gained free media space is about 168.00 Euros. 700 published posters and 3000 leaflets

accompanied the campaign.

CESI, Youth Network Croatia and group of high school students from Zagreb organised action and press conference, and **delivered 4000 postcards to State Secretary in Ministry of Health and Social Welfare**. Postcards were signed by young people, demanding opening of youth-friendly counselling places and clinics.



Youth initiative, whose members participated in CESI training, organised **demonstrations / performance in front of Ministry of Health and Social Welfare**, demanding establishing youth friendly counselling places on sexual and reproductive health. They were greeted in front of the ministry by **Minister of Health and Social Welfare Darko Milinović**. Young people presented their demand for opening counselling places on sexuality in every county to the Minister. His response was that Ministry was working on the issue, but that they were not in position to open counselling places.

The gathering was followed by **concert** on Cvjetni square in Zagreb. Performers were new Croatian bands, gathered around NEW SOUND (Novi zvuk). On that night, rock'n'roll base for sexual health, pleasure and responsibility were: NORMA BELL (Zagreb), the KARAMBOL (Vinkovci), WHITE LIGHT (Varaždin) and POPPER (Zagreb). During the concert, video Parenthood is Not a Game, which warns on teen pregnancy issue, was aired, and condoms and educational leaflets were given away.

Public discussion entitled **"We Want Youth-Friendly Counselling Centers! Where's the Problem?"** was held in Dom culture Galženica in Velika Gorica. The organisers were **Youth Initiative** from Velika Gorica, in co-operation with CESI. Goal was to inform high school students from Velika Gorica on their sexual and reproductive rights, and to inform them on need for opening youth friendly counselling places and clinics on sexuality.

On the occasion of Human Rights Day, and to further promote Sex at Once campaign, CESI in co-operation with NEW SOUND project has organised concert in **Club 100** in Velika Gorica. The performers were: the KARAMBOL, THP, POPPER and DARWIN. Leaflets on importance of preserving sexual health were distributed at the concert, and campaign was supported by local authorities and institution representatives, who attended the concert and provided assistance in organisation of the event.

As part of the campaign, public discussion entitled "Youth Friendly Counselling Places for Sexual and Reproductive Health – Osijek – Baranja county youth's necessity" was held **in Osijek**.

**In Požega**, training attendees conducted research, which included survey and interviews, and results were presented in school, followed by demand for opening counselling place. Leaflets and posters were distributed all over town, which rose local media interest.

After actions in **Pula**, city assembly has secured funds for opening counselling place in budget for 2010.

CESI and Forum for Freedom of Education organised public discussion **"HPV Vaccine – Sincere Care for Youth Health, Licence for Sex, or...?"** Incentive for the discussion was campaign inviting to application of human papillomavirus vaccine, in which local self-government participated, as well. There were about 40 persons present, mostly health experts, and representatives coming from associations, city offices, Ministry of Education, and Ombudswoman for Children.



Web page **SEZAM** had about **50.000 hits** in 2009, and CESI associates provided support, advice and additional information for young people.

INTERIGHTS from London, CESI and Center for Reproductive Rights from New York filed **complaint**

**against the Republic Croatia to European Committee for Social Rights, which resulted in Croatia being reprimanded for homophobia in school textbooks. The Committee**, which monitors compliance of state policies and programmes to European Social Charter, has established that Croatian curriculum, which includes sexual education issues only partially, discriminates persons on the basis of their sexual orientation. In decision, announced in August 2009, the Committee has stated that state was obliged to secure stereotype and prejudice-free educational content that do not contribute to social exclusion, ingrained discrimination and denying human dignity. The Committee has noticed that statements in the curriculum "stigmatised homosexual persons and were based on negative, twisted, judging and degrading stereotypes".

## 2. Dating Violence among Adolescents

On two-day **education of peer educators**, 21 young people improved their knowledge and skills needed for working with their peers on gender-based violence issues. Schools participating in the project were: Grammar School Karlovac, Grammar School Čakovec, Forestry and Wood-makers School Karlovac, Grammar School Ivan Zakmardi Dijanovečki Križevci, Secondary School Pakrac, and Administrative School Zagreb.

**Training of trainers "Dating Violence among Adolescents"** was held, after **Safe House from Pula** invitation. There were 16 participants, Safe House Istria employees and volunteers, as well as high school professors. All participants were given CESI educational pack on gender-based violence, which includes manual for educators, publication and leaflet for young people, videos and educational films on violence.

**15 workshops and 19 lectures** in high schools and dormitories was held in Zagreb, Pula, Rijeka, Daruvar, Karlovac, Velika Gorica, and Vukovar, for some 700 high school students.

Dozen final-year students from Aeronautical School Rudolf Perešin, who were educated on prevention of dating violence among adolescents have led educational **public discussions "Love and Accompanying Symptoms"** for **17 8<sup>th</sup> grade classes** in primary schools in Velika Gorica, with total of 550 participants.

**5 presentations/lectures for about 100 university students** of Faculty of Philosophy, Croatian Studies, and students coming from USA and Netherlands were held.

**Youth-related programmes** were presented to teachers from Bosnia and Herzegovina, Serbia and Croatia during seminar organised by CARE NWB, and seminar organised by Society for Psychological Assistance, for about 70 participants, psychologists from all over Croatia.

Programme **"Trafficking in Women and Girls"** is aiming at teachers in Velika Gorica schools that are going to work with students, on trafficking in women (girls). Programme was realised through three one-day workshops, and interactive public discussion primary and secondary school teachers, and about 40 female students of secondary schools in Velika Gorica was organised at Centre for Children, Youth and Family.

Project National Campaign for Prevention of Gender-based Violence "Silence is not golden" was chosen as **one of ten best projects in Central and South – East Europe** and it won Erste Bank

award for social integration.

Finally, we have initiated discussion on necessity for introducing **legislation and protective measures in cases of dating violence** in the Parliament of the Republic of Croatia, and Ombudswoman for Children supported the initiative.

### 3. Men and Gender Equality

Research **"Men and Gender Equality"** is part of international project **"Man and Gender Equality Policy"**, coordinated by Instituto Promundo from Brazil and International Center for Research on Women from USA, with dozen countries participating. It was conducted on sample of 1500 men, age 18-60, and 500 women in Zagreb and smaller towns in Eastern Slavonia. Research included number of domains in men's lives, from childhood, education, sexuality, parenthood, relations within household, till violence, and risk behaviours. The research Preliminary research results were presented at conference **Young Men and Violence: Routes to Change**, organised by CARE NWB in Zagreb. Also, the policy analysis has begun.

Presentations at International Conferences:

- Gender and Education Association 7th International Conference, Conference Theme: Gender: Regulation & Resistance in Education, Institute of Education, University of London
- Global Symposium "Engaging Men & Boys in Achieving Gender Equality", Rio de Janeiro, Brazil
- 4<sup>th</sup> International Conference [Sex and Relationships Education - SRE 2009](#), Birmingham, September 7-9, 2009. CESI representative has presented sexual education in Croatia related case study during panel sponsored by UNESCO.
- Within European Union Visitors Programme framework, we had the opportunity to present situation in the Republic of Croatia when it comes to sexual and reproductive rights of young people to EU institutions' representatives

### Programme Cooperation



Campaign **"Good Advice – Wise at all Times"** was conducted in co-operation with Youth Network Croatia and group of high school students from Zagreb.

In co-operation with Forum for Freedom of Education, we have organised public discussion on HPV vaccine.

Number of lectures, workshops, and presentations were organised in co-operation with schools, dormitories, libraries, associations, universities, etc.

CESI participated in project **"Zero Tolerance towards Sexual Violence"**, implemented by Women's Room (Ženska soba), and it deals with sexual violence prevention and providing direct assistance to sexual violence survivors. It includes 2 meetings of core team coming from seven civil society organisations from all over Croatia, two trainings, and local community action.

Research **"Men and Gender Equality"** is part of international project coordinated by Instituto Promundo from Brazil and International Center for Research on Women, USA. Over ten countries are participating in the project.

We are participating in the project "Prevention of Dating Violence among Youth", that is being conducted by Society for Psychological Assistance, with MOVISIE from Netherlands as partner organisation.

In co-operation with ASTRA Network for Sexual and Reproductive Rights and Women's Health in CE, seminar "*Advocacy for Sexual and Reproductive Rights and Health in Council of Europe – Together for Better Europe*" was held in Zagreb. At the seminar participants were introduced to possibilities for co-operation with the Council of Europe and informed on ways that co-operation could assist them in improving sexual and reproductive health related practise and legislation in their countries.

CESI in co-operation with musicians gathered under NEW SOUND (NOVI ZVUK) label conducts campaign in order to promote responsible sexual behaviour and to advance reproductive rights and health of young people.

INTERIGHTS from London, CESI and Center for Reproductive Rights from New York have filed complaint against Republic of Croatia to European Committee for Social Rights, which resulted in admonition because of homophobia in school textbooks.

## ORGANISATIONAL DEVELOPMENT AND HUMAN RESOURCES DEVELOPMENT

During 2009, CESI has continued implementing organisational development plan. We had operative planning for 2010 in July and prepared activity plan.

When it comes to key organisational achievements, those are related to creating and maintaining organisational climate that enables developing and keeping quality human resources. CESI has defined internal procedures, clear and efficient organisational structure, and important part of development policy is clear communication and creating atmosphere that supports continuous studying, professional and personal development. Four employed persons participated in education on writing project proposals and reporting on EU projects and pre-accession funds.

Volunteer regulations were created, and adopted by the Governing Board, and one person is in charge of communication with volunteers and received education on volunteer management.

Also, there were changes in management structure, and, besides already existing Governing Board, in order to enable better functioning of association, the Supervisory Board was created.

In late 2009, we have conducted self-financing opportunities analysis in co-operation with MAP Consulting, in order to increase self-financing in association's budget, in accordance with CESI values and principles.

We have continued implementing Communication Strategy that aims to present CESI work and quality so that its image and recognition are improving, through planned and controlled public communication activities.

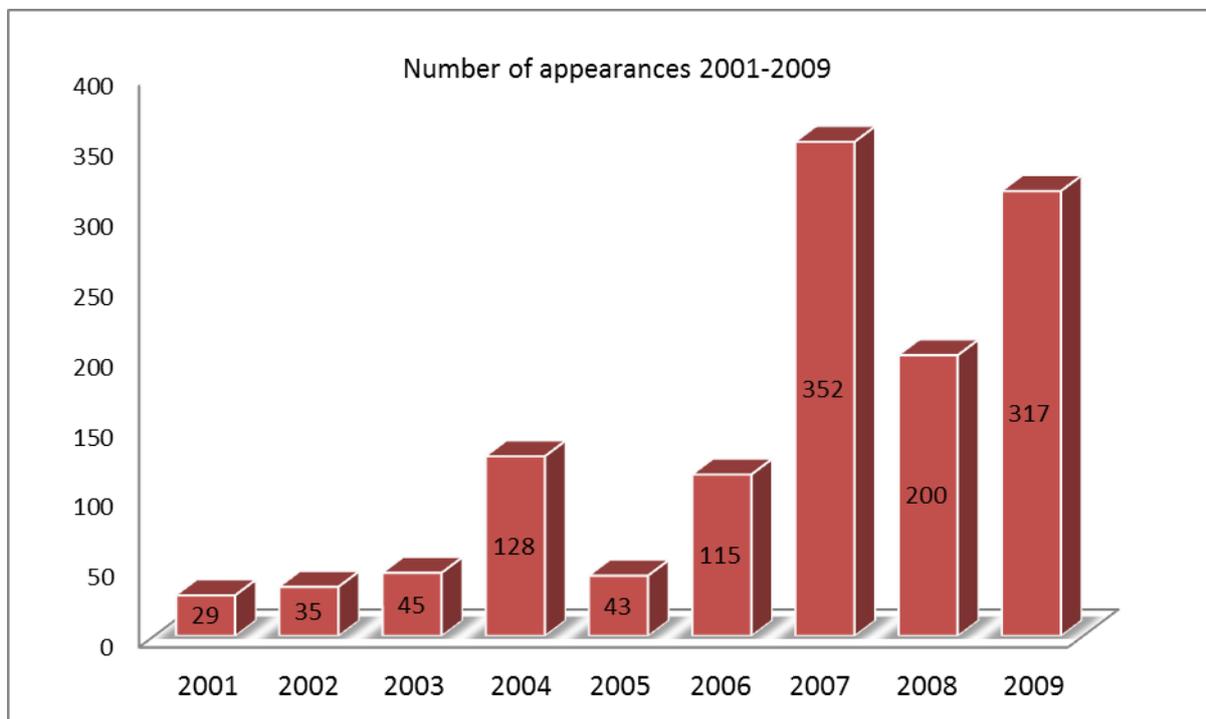
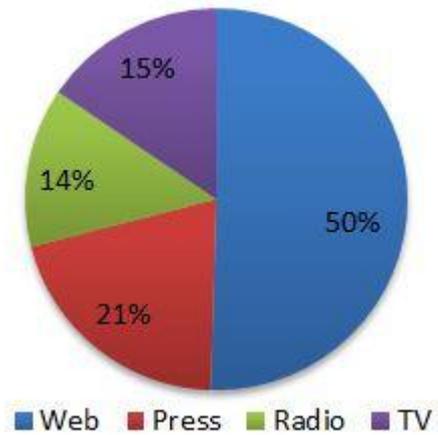
We have regularly updated our web page [www.cesi.hr](http://www.cesi.hr) and refreshed them with information on our activities, but also on relevant women's issues.

We have also actively participated in number of seminars, gatherings, conferences, and actions, organised in Croatia and abroad.

## CESI in media

We have monitored web/electronic media, daily newspapers, television and radio programme, weekly and monthly newspapers (including local editions and local TV and radio stations). The report is based on articles in our archives, and internal system of keeping track on media appearances (activity calendar). According to our data, in comparison with 2008, the frequency of media appearances has increased, once again, and it continued to grow, in comparison with previous years. The majority of media appearances is on internet portals (50.5%), followed by printed media (20.5%), radio (13.5%) and TV (15.5%). In comparison with 2008 (7%), number of TV appearances has increased.

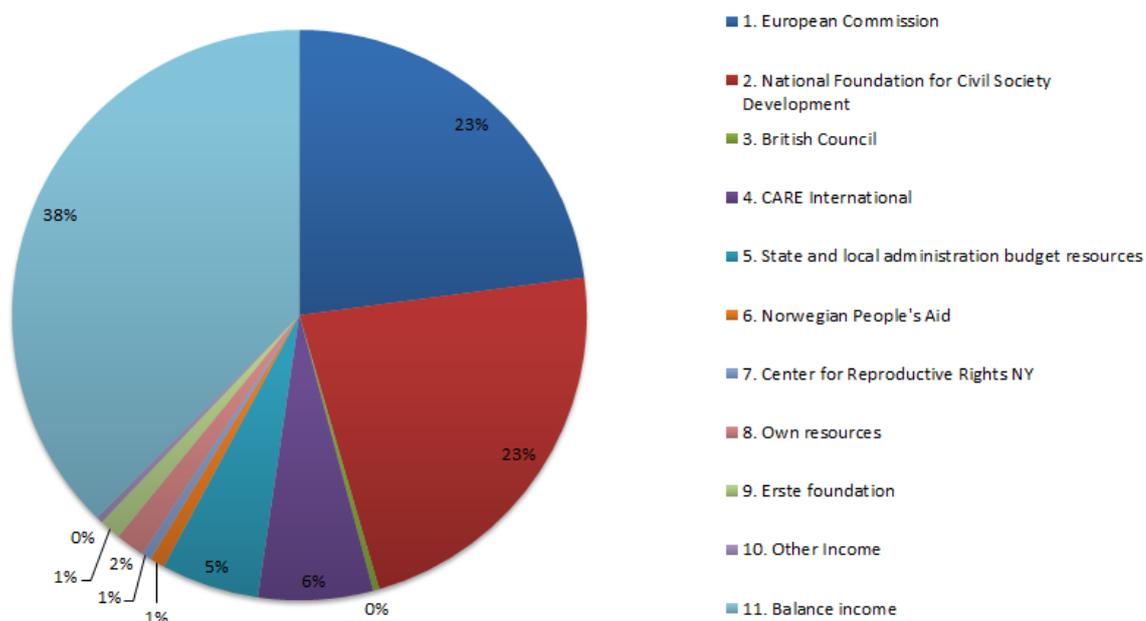
Media	Number of appearances	Percentage
Web	160	50,5%
Press	65	20,5%
Radio	43	13,5%
TV	49	15,5%
<b>TOTAL</b>	<b>317</b>	<b>100%</b>



## CESI FINANCIAL REPORT FOR 2009

REVENUES	HRK	EUR
<b>Donors</b>		
1. European Commission	505.056,00	69.127
2. National Foundation for Civil Society Development	499.386,00	68.351
3. British Council	7.494,00	1.026
4. CARE International	142.606,00	19.518
5. State and local administration budget resources	121.500,00	16.630
6. Norwegian People's Aid	18.829,00	2.577
7. Center for Reproductive Rights NY	11.912,00	1.630
8. Own resources	35.992,00	4.926
9. Erste foundation	27.090,00	3.708
10. Other Income	8.268,00	1.132
11. Balance income	828.503,00	113.397
<b>TOTAL INCOME</b>	<b>2.206.636,00</b>	<b>302.022</b>

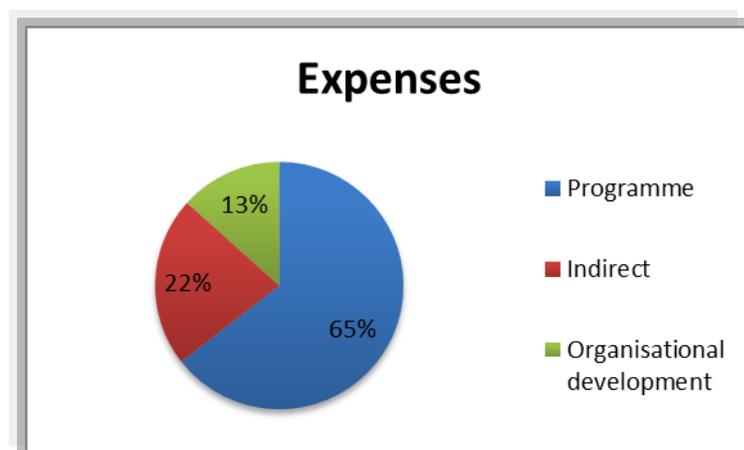
**Total income**



IN KIND DONATIONS	HRK	EUR
Volunteer work	66.012,00	9.035
Free media space	909.623,00	214.500

EXPENSES	HRK	EUR
<b>1. PROGRAMME</b>		
Programme staff	629.760,00	86.195,23
Educational activities	215.956,00	29.557,89
Campaign	164.000,00	22.446,67
Research	121.000,00	16.561,27
Conferences	58.000,00	7.938,46
Publishing	49.840,00	6.821,60
Travel expenses	39.430,00	5.396,78
WEB and promotion	47.100,00	6.446,58
<b>TOTAL</b>	<b>1.325.086,00</b>	<b>181.364,48</b>
<b>2. INDIRECT</b>		
Administrative staff	283.120,00	38.750,62
Rent and utilities	20.490,00	2.804,47
Communication costs	16.330,00	2.235,09
Administrative costs	18.120,00	2.480,08
Equipment and mainten. exp.	19.540,00	2.674,44
Financial revisions	46.070,00	6.305,60
Bookkeeping	33.600,00	4.598,83
Other expenses	18.890,00	2.585,47
<b>TOTAL</b>	<b>456.160,00</b>	<b>62.434,60</b>
<b>3. ORGANISATIONAL DEVELOPMENT</b>	<b>274.220,00</b>	<b>37.532,48</b>
<b>TOTAL EXPENSES</b>	<b>2.055.466,00</b>	<b>281.331,56</b>



CESI total income in 2009 is 1.378.133 KN. Balance income is 828.503 KN. Total expenses are 2.055.466 kn, which leaves balance of 151.170 KN, amount which will be used for current expenses in 2010. Account balance on December 31, 2009 is 649.197 kn.

## Donors and supporters

Our work would not be possible without supporters and donors who have recognized CESI as responsible and competent organization that works on gender equality and improvement of women's position in our society. We wish to thank the following donors:

European Commission  
Nactional Foundation for Civil Society Development  
Erste Foundation,  
CARE International NWB,  
Norwegian People's Aid,  
Ministry of Science, Education and Sports  
Office for Gender Equality of the Government of Croatia,  
City of Zagreb,  
City of Zagreb– Office for Health, Work, Social Care and War Veterans,  
City of Zagreb – Office for Education, Culture and Sport,  
Zagreb holding d.o.o.,  
City of Velika Gorica, Mayor  
City of Velika Gorica,  
Agency for mobility and programs EU,  
The Balkan Trust for Democracy,  
British Council,  
Center for Reproductive Rights NY,  
Bayer Schering Pharma,  
Astra Network.