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ANNUAL REPORT 2011

During 2011, over 1300 persons have been involved in various activities, as members of different target groups: representatives of institutions, students, teachers, employers, and unemployed women. The first virtual gender friendly company has been presented serving as a guidance for employers; counselling centre for unemployed women was established; Platform Election 2011 was made together with other NGO's, presenting women's needs and demands to political parties and new government; results of new international research has been published on men and gender equality (IMAGES); and program of prevention of violence in partnership relations together with educational package was implemented.

I. Projects and Programmes:

1. Promotion of Equal Opportunities for Women and Men in the Labour Market

1.1. Empowering Unemployed Women for Active Participation in the Labour Market – Women's Choice New Chance!

Partners on the project were Croatian Employment Service Regional Office Zagreb, Institute for Labour Market Development and Moj posao.net. The overall project's goal was to increase employability of women, by creating new and innovative models of support, by providing direct support to unemployed women for their active participation in the labour market, and by raising awareness of employers' and general public on gender equality in world of labour, with particular emphasis on threats of social inclusion for long-term unemployed women. Project was implemented in City of Zagreb and Zagreb County through following activities:

Support Groups for Unemployed Women

40 unemployed women have actively participated in the support groups. Program lasted for 34 weeks and was held once a week including key subjects relevant for increasing employability of women through skills training and empowerment. Some of the topics were: CV writing, communication skills, non-verbal communication, assertiveness, presentation skills and how to deal with fear during presentation, and time management. After they finished this program the participants stated that participation in support groups have enabled them to increase their self-confidence and enriched their knowledge.

Besides being members of support groups, women who expressed the highest motivation for active inclusion into labour market were provided with opportunity for conducting practice at selected work premises. Practice is innovative model that we have created in order to assist inclusion of long-term unemployed persons, so that women who were out of work for longer than a year could gain skills and self-confidence. Out of 11 women, who were prepared through psychological testing for practice, six were included in activities. Four gained temporary employment and educational programme within Croatian Employment Service, while one was permanently hired. Also, part of activities within the project was lecture on labour and social rights and legal counselling, in co-operation with law firm Vedriš & Partners. In late 2011, legal advisory centre was formed, for victims of discrimination in labour and social rights domains.

Survey and first virtual gender friendly company "Ideal Work Place for Women"

Part of the project was survey on desirable work surroundings and ideal conditions, from gender equality perspective. 544 persons (433 women and 111 men), that were part of Moj Posao database, or came through CESI web and Portal Libela, participated in the survey. The goal was to gain data which served as basis for creating the first virtual gender friendly company as an equal opportunity employer. The result is the virtual gender-sensitive company, the first one of the kind in Croatia. It is available for stroll and providing information on preferred work surroundings for women at <http://ravnopravnost.cesi.hr/> . It provides information on what gender-sensitive company should look like to employers who promote social corporate responsibility and encourage diversity. The virtual company promotion was held on November 9, 2011, with employers, institutions, associations and media representatives present (total of 52 persons).

Within **Women in the Labour Market** project, implemented by consortium **WYG International Ltd and YTKO**, as **CES** subcontractors, we have participated in creating analysis Position of Women in the Labour Market. During round table, organised on June 13, 2011, we gave our comments on analysis, as well as recommendations.

CESI participated in activities of the Assembly of **Local Employment Partnership – City of Zagreb – Phase 3**. This Partnership has passed City of Zagreb Human Potential Development Strategy.

1.2. Creating guidelines, counselling and education of employers on obligatory implementation of antidiscrimination and gender equality

Within project "**Promoting Diversity in Croatian Labour Market**", implemented by the Government of the Republic of Croatia's Office for Human Rights, in partnership with Association for Education and Assistance to Mobbing Victims, and Institute for Labour Market Development, CESI participated in developing questionnaire and guidelines for Diversity Award, that will be awarded annually, and public campaign aiming at employers. The project's goal is to empower socially vulnerable groups (persons with disabilities, members of ethnic / religious minorities, young / elderly, women), with special attention given to those who are exposed to multiple discrimination in the Croatian labour market, to improve implementation of existing anti-discrimination laws, and to promote equality,

outside of legal framework.

We were also part of task committee for employers' award "**Key Difference**", which was awarded in number of categories for the first time in 2011, and one of the categories is gender equality. This year's winner was Privredna banka Zagreb.

1.3. Roma Women's Better Perspective in the Labour Market

CESI was one of the partner organisations in the project "**Better Perspective for Roma Women in the Labour Market**", implemented by Croatian Employment Service – Regional Office Zagreb. Project aims were to empower Roma women in City of Zagreb, include them into the labour market and society, and to open **Centre for Counselling, Support and Providing Information "CASI Romani"**. Besides CESI, project partners are City of Zagreb and Association of Roma Women of Croatia "Better Future". As part of the project during February, workshops were implemented, with topics "**Building Self-Confidence, Strengthening Motivation and Preparing for Active Job Search**". 31 women successfully attended workshops implemented by CESI, where they gained basic communication and presentation skills for active job seeking. Success of these workshops is clearly visible in participants' statements: *"It is my opinion that this workshop is necessity for each and every one who needs assistance in employment. It is really fun and educational!"* and *"I think that this workshops has helped a lot, and encouraged Roma women to be aware that they have the same rights as everyone else"*.

2. Participation of Women in Decision Making Processes

2.1. Women and Election – What Do Women Want?

CESI implemented the project in co-operation with women's feminist organisations Babe! from Zagreb, Domine from Split, CGI from Poreč and Delfin from Pakrac. Through joint efforts, we have created Women's Platform 2011. Women's Platform was created out of need and desire that politicians, and especially political parties' leaders, listen and respect women's voices and women's interest when creating political party programmes and that gender-mainstreaming should be basic principle in planning and implementation of the Government's programmes. In order to create the Platform, we have interviewed more than 100 women, through 10 group and individual interviews, and implemented questionnaires, in 10 counties. Women demand that the Parliament and the Government do not treat women's rights as dead letter; they demand social justice and equal opportunities in the labour market; equal participation of women in public and political life, and of men in family and private life; quality public health system, as well as sexual and reproductive rights and freedoms; efficient support to women victims of violence and stereotype- and prejudice-free education. All parliamentary parties were invited to a meeting, in order to have the platform presented, but only three parties/coalitions were willing to hear women's demands and meet our organisations' representatives – Croatian Labour Party, HSLs and Kukuriku Coalition. Video and radio spots were created in promotional purposes, and aired at four local TV stations: TV Nova, TV Plus, TV Jadran and TV Jabuka, and five local radio stations: Radio Student, Radio 101, Glas Podravine, Radio Ogulin, Radio Sljeme and Radio Daruvar. Video spot was also uploaded to CESI YouTube channel Ravnopravnost (Equality) and it has been viewed 2101 times. Close cooperation with local press and electronic media has been established. Women's Platform and participation of women in the election were featured on

local radio stations 22 times, and 12 times on local TV stations. 56 articles were printed on portals and in printed media. In addition, Libela covered campaign, presented women candidates from parliamentary parties, Women's Platform and promotional material.

Women's Platform 2011 was published in 1000 copies, along with 10 000 postcards and 500 magnets. The Platform was presented to media and political parties in Zagreb, Daruvar, Split and Poreč.

As months of appealing to political parties to respect quotas of at least 40% of women in election lists, as prescribed by Gender Equality Law, fell on deaf ears, during election campaign, we have organised our traditional action Pillar of Shame. It was the third contest for the most sexist statement, given by some of Croatian politicians. This year's winner, with 58.3% of votes, was Vladimir Šeks.

CESI has analysed lists, programmes, TV spots and printed media. Lists analysis has revealed that political parties have nominated total of 1524 women, which stands for 34.96%. The largest proportion of women run in the seventh constituency, and the smallest in the 12th, among national minorities' representatives – only 10.71%. Women have leading position in 17.57% of lists. However, when looking at parliamentary parties' lists, it is obvious that there will be no significant changes when it comes to women's representation in the Parliament of the Republic of Croatia, as two of the strongest parties/coalitions have nominated the same number of women, as they did four years ago, and even on lists of those parties who have nominated larger proportion of women, women were not in prominent positions. More precisely, Croatian Democratic Union (with partners Democratic Centre and Croatian Civic Party) nominated 21.6% women, Croatian Peasants' Party (with Alliance for Change and Green Party) and Croatian Rights Party (with Croatian Guard National Party) 26%, Croatian Social Liberal Party (with Zagorje's Democratic Party) 28%, Kukuriku Coalition 30.7%, and Labour Party 34,48%. Programme analysis have revealed that, unfortunately, apart from Kukuriku Coalition, and, partly, Croatian Democratic Union, political parties have neither tackled issues important to women, nor have created gender sensitive programmes.

2.2. Project "Achieving Gender Equality in Local Community"

Through project, we wanted to enhance conditions for achieving gender equality, through gender-mainstreaming at local level in city of Zagreb and raising awareness of City of Zagreb public on women's human rights. There were two seminars held, on January, 28, and on September, 29, entitled "Achieving Gender Equality in Local Community". There were 36 participants (6 men and 28 women), from number of city offices (finances; urbanism; construction; municipal services and traffic; education, culture and sport; social services; strategic planning and city development; agriculture and forestry; health and war veterans; energy; Mayor's Office and Office for Local Self-Government. In order to achieve better understanding of creating gender policy measures, we have discussed following topics: gender stereotypes and gender roles; gender analysis and gender-sensitive budget, programme and measures; local administration and self-government obligations regarding National Policy for Gender Equality. Seminar participants were introduced to examples of good practice in implementation of gender-sensitive policies and measures for advancing position of women on Croatian and international level. Seminar participants have stated their opinion on gender equality issues and agreed that the education on gender equality was useful to them. Also, representatives of the City Office for Education, Culture and Sport

decided to add data on beneficiaries' gender in application and reporting forms. Also, councils for awarding supports in culture would be instructed to take into account gender dimension in financed programmes.

2.3. Equal Opportunities for Women and Girls with Visual Impairment

Through "Equal Opportunities for Women and Girls with Visual Impairment" project, we wanted to include visually impaired women and youth in existing educational activities and campaigns. The project goal was to encourage empowerment and inclusion of women with visual impairment into existing social processes and to raise public awareness on women with disabilities' issues.

Within the project, we have adapted programme "Women and Leadership" for women with visual impairment, and prepared educational materials in audio format and in Braille letters. 19 women, from all over Croatia, have participated in the seminar "**Women and Leadership**", held in Premantura, Pula, July 9-14, organised in co-operation with the Croatian Union of the Blind. CESI trainers and experts from Association of Orientation and Mobility Specialists and Centre Vinko Bek lead the seminar, and also participated in development of educational programme. After the seminar, participants are engaged in number of actions with other women, in their local communities, through which they promote participation of blind women in social life. Importance of the seminar is clearly shown in one of the participants' statement: *"I left the house on my own for the first time in twenty years because of this seminar"*.

Women have organised street actions, lectures, workshops, round tables on position of women with disability, in Pula, Vinkovci, Zagreb, Karlovac, Ogulin, Dubrovnik, Krapina, Požega, Virovitica, Slavonski Brod, Koprivnica and Čakovec. They have established cooperation with associations and institutions in the local community and received support for their work. Local media reported on these activities. One of the project beneficiaries said that blind women *"wanted education, jobs, wanted to be mothers, housewives, spouses, and leaders, as well"*.

At the Women's Network gathering, organised by Women's Committee of the Croatian Association of the Blind, on the occasion of White Cane Day, CESI educators conducted workshops on women's rights and activism.

Women with disabilities are subjected to multiple discrimination. According to researches, they often encounter marginalisation, isolation, abuse and they are more likely to be poor. In order to warn about prejudices and multiple discrimination against visually impaired women, TV spot "**Blind are those with Prejudices**" was created. The 30-seconds spot, directed by Saša Ban and produced by HULAHOP, has been aired on all national and local TV stations. Project and spot promotion were held in EU Info Centre, and received excellent media coverage. CESI representatives, project participants, Union of Blind's president and TV spot director spoke at the occasion.

Gender **analysis of key strategies and policies** that affect every day life of women with disability has been conducted in order to raise awareness of stake holders, and recommendations for future policies have been given, in order to advance political understanding of equal opportunities concept and multiple discrimination of women with disabilities. The main conclusion was that task groups, that worked on creating those documents, had not systematically included gender dimension in national and local policy framework for persons with disability, and that UN Convention on the rights of persons with

disability, which recognises that women and girls with disability are subjected to multiple discrimination, was not defined through goals, measures, and activities in analysed documents.

3. In project "Raising Gender Awareness" young people are empowered through education on life skills, sexuality, quality relationships and prevention of dating violence. The programme has been adapted for young visually impaired people. Workshops for visually impaired university students were conducted at association's Zamisli (Imagine) premises. "I want the same things as my peers – to fall in love, to be in good relationship, to have fun" is what young people keep repeating during workshops; "I don't want that people stare at me when I ask about relations and sexuality".

Association of Orientation and Mobility Specialists has published CESI publication for young people "You Have the Right to Know" in Braille and audio, and it was presented by authors at promotion held in library for visually impaired persons.

3.1. International Research IMAGES

We have participated in the international project "Men and Gender Equality Policy", coordinated by Instituto Promundo, Brazil, and International Center for Research on Women, USA. The project included three components, i.e., analyses of masculinity-related policies, implementation of questionnaires on masculinity, and interviewing men who were recognised as "untypical" in comparison with prevailing gender norms.

Through project, we want to point out key spots that need to be affected in order to achieve change, and to provide decision-makers with practical strategies for achieving change of attitudes and behaviours of men when it comes to sexual and reproductive health, fatherhood and gender-based violence. About dozen countries participated in the research. Comparative research report on men and gender equality, entitled "*Evolving Men – Initial Results from the International Men and Gender Equality Survey (IMAGES)*" was held in Washington, USA, on January, 26, 2011.

In the Republic of Croatia, policy analysis was conducted, from gender perspective, in order to establish way that policies influence construction of gender roles and identities, and contribute to gender (in)equality. Primarily, it was concentrated on way men are treated in certain policies and how policies affect construction of masculinity. Publication "Public Policies in the Republic of Croatia – Analysing the Treatment of Men and the Influence Public Policies have on Constructing Manhood" was published in 200 copies and it is available on CESI web page.

Survey on men and gender equality **IMAGES** (International Men and Gender Equality Survey) has collected data on attitudes of men towards equality related topics, but also women's opinions on way men behave in that area. Sample in Croatia included 1500 men and 505 women, 18 – 68 years old. Participants answered questions related to intimate relationships, parenthood, sexual behaviour, health, and violence. Results were published in "Men and Gender Equality in Croatia" booklet, published in 200 copies. On October 14, 2011, **one-day international conference "Men and Gender Equality – It Takes Two to Be Equal"** was held in Zagreb. At the occasion, results of the first research on attitudes and behaviours of men in Croatia were presented. Conference gathered about hundred participants from as many as

13 states (among others, Italy, Australia, Spain, Germany, Belgium, Portugal, Island, Estonia, Turkey). Majority of participants came from civil society organisations, research institutions and government's offices and ministries.

Conclusion drawn from the conference was that gender equality should be promoted as public good, as both men and women benefit from it. Gender equality has positive impact on men. Men who express attitudes of supporting gender equality are more satisfied in partner relationship, they are less likely to participate in fights, robberies and be gang members. Results of the research on men and gender equality and policy analysis are intended for decision makers, policy creators, and institutions, in order to raise awareness on necessity of including men into gender equality issues, and in creating practical strategies for inclusion of men into sexual and reproductive health, gender-based violence, fatherhood and health issues.

3.2. Gender Equality Awareness Rising against Intimate Partner Violence;

We have participated in implementation of the international project of European Commission, **DAPHNE III, "Gender Equality Awareness Rising against Intimate Partner Violence"**. Project aims at contributing to primary prevention of intimate partner violence through school-based interventions. It was two-year project, co-ordinated by **European Anti-Violence Network**, Greece, with implementing partners: SPI Forschung gGmbH, Germany, Austrian Women Shelter Network/Information Centre against Violence, Austria, and Hellenic Association of Health Education Promoting Teachers, Greece. Educational package for teachers and students, aiming at raising awareness and deconstructing gender stereotypes was developed within project, and it was published on DVD. It is available in Croatian, English, German and Greek language.

It is Education and Teacher Training Agency's opinion that educational materials are compliant with textbook standards, and Ministry of Science, Education and Sports has permitted distribution of materials to schools. Programme for violence prevention was developed for 14-16 year old students, who would be invited to question and change their stereotypes on gender roles, while teachers would be trained on ways of guiding their students through process of becoming sensitive to gender (un)equality and revealing connection between gender stereotypes and relationship violence.

Programme package includes:

Booklet I: Main Programme Package and Instructions for creating national programme package

Booklet II: Instructions for implementation of teachers' seminar

Booklet III: Teachers' Manual

Booklet IV: Students' Activities

Workshops and Lectures

CESI has been working with youth and their teachers all over Croatia on dating violence issue for years now. We find working on violence prevention, especially among young people, who very often do not even recognise certain behaviours in their relationships as violence, to be of utmost importance. The aim of workshops and lectures for students are to enable them to

recognise gender-based violence, to develop skills necessary for establishing quality relationship, and to promote gender equality.

There were 32 workshops on dating violence prevention, for high school students from number of schools and boarding schools in Zagreb, with 548 participants (49% girls and 51% boys). There were also lectures for young people, held in Counselling Centre Luka Ritz.

Within project implemented by Association of Orientation and Mobility Specialists, CESI has led four workshops for young people with visual impairment in Centre Vinko Bek. Workshop topics were gender identities, sexuality and gender equality, and dating violence prevention. In co-operation with schools, boarding schools, libraries, associations, faculties, youth counsels, gender equality committees, etc, we have organised number of lectures, workshops and presentations.

We were part of the project "Youth Dating Violence Prevention", implemented by Society for Psychological Assistance, in partnership with organisation MOVISIE from the Netherlands. Evaluation seminar, for more than 50 experts, was held.

3.3. Young People's Sexual and Reproductive Rights

Programme "Teen Pregnancy Prevention" was implemented in secondary schools in Velika Gorica, for second year students, in order to inform them on importance of reproductive health protection and to promote responsible sexual behaviour. Workshops were implemented in 20 classes, with total of 431 secondary school students participating. After the workshop, several girls have asked for workshop leader's expert advice.

A lecture for Croatian Studies' students, lecture for primary school students in library Savica in Zagreb, and number of presentations on different occasions in Zagreb, Čakovec, Varaždin was held. Presentation "Knowledge, Responsibility and Pleasure – CESI approach to adolescent sexuality" was held during public discussion in Varaždin, on the occasion of World AIDS Day, with about 100 participants, mostly secondary school students, teachers and institutions' representatives.

We held presentation at professional meeting "Role of Educational Institutions in Promotion of Healthy Life Styles and Responsible Sexual Behaviour", organised by the Education and Teacher Training Agency at Ministry of Science, Education and Sports' premises, with about 100 participants.

Through our presentations, we have demonstrated our work and approach to sexual and reproductive health, which is based on human rights, and stands for promotion of protection, empowerment and equality of all young people, in all aspects of their sexual life. Special attention was given to right to sexual education and unsuccessful attempt of introducing sexual education/health education into Croatian curriculum.

Web page SEZAM www.sezamweb.net has been providing young people with correct, complete and verified information on complex sexuality, gender equality, relationship violence and rights protection issues since 2002. On-line counselling place guarantees complete anonymity to young people and enables them to promptly receive correct responses to their burning issues. There were several reports on the web page, on TV stations, web portals and in newspapers, promoting it as youth portal on sexuality. It is regularly updated, with information on CESI activities, latest events and new findings in the field of our interest. Questions that young people send through e-mail on SeZaM web page

clearly indicate lack of information, misinterpretations, as well as prejudices and confusion on issues such as sexuality, contraception, sexually transmitted infections, violence... The web page contains not only information for young people, but also for parents and educations. There are also CESI booklets, manuals and research reports available for download.

Web page SEZAM had about 46 000 hits in 2011, with more than 60 original texts published, and support, advice and additional information to young people provided by CESI experts.

4. Advocacy for Passing and Responsible Implementation of Gender Equality Policies

As result of our advocacy activities, Ministry of Health and Social Welfare established Expert Committee for Program of Development of Centres for Children' and Youth's Reproductive Health Centres. CESI representative is among involved experts. The committee has submitted proposal with budget to respective Ministry. The ministry has sent proposal to county institutes of public health, and asked for their comments.

We were involved in activities of several inter-sectoral work groups and committees, on gender equality and key civil society issues, and we are members of: task force for counselling places with the Ministry of Health and Social Welfare, City of Zagreb Gender Equality Committee (members regularly attend meetings and discussions on plans, programmes, and local policies of importance for gender equality issues, such as Zagreb strategy for combating domestic violence, Zagreb strategy for persons with disabilities, adopting City of Zagreb budget, and budget proposal for the next year), Krapina – Zagorje County Gender Equality Committee, Zagreb County Coordination for Human Rights, the Government of Croatia's National Committee for Human Rights and Democratic Citizenship, Task Group for Creating National Plan for Employment Promotion 2011-2012, with the Ministry of the Economy, Labour and Entrepreneurship, which resulted in National Employment Plan 2011-2012.

4.1. Creating guidelines, counselling and education of state bodies and public sector institutions on efficient implementation of gender equality measures

The Republic of Croatia's Office for Human Rights has invited us to conduct education "Raising Awareness on Diversity in Society". Participants were 40 Croatian Employment Service employees, from Zagreb, Karlovac, Sisak, Bjelovar, Varaždin, Osijek, Čakovec and Vukovar regional offices.

4.2. Participation in initiatives and networks

4.2.1. PLATFORM 112 FOR CROATIAN RULE OF LAW

Organisations for protection and promotion of human rights in Croatia have gathered in order to monitor human rights and rule of law, in context of closing negotiations between the Republic of Croatia and the European Union, and formulated 112 demands. As parliamentary elections were approaching, parties and independents lists were invited to publicly address those demands, before the actual elections.

Our 112 defined demands are grouped into five priority areas, which will, if realised, ensure prompt rule of law:

- Stable, responsible and democratic institutions of power and equal access to justice

- Democracy quality
- Fighting corruption and standing for public interest
- Equality and dignity for all
- War consequences, facing the past and building peace

4.2.2. ASTRA Youth Network- report on sexual and reproductive rights in CEE

Report "[Sexuality, Reproductive Health and Adolescents' Rights in CEE and Balkan States](#)" was presented in the **European Parliament** in January. Problems common to CEE and Balkan countries are pointed out in the report. The most prominent issue is **sexual education** – namely, not a single country covered in the report provides reliable and science-based sexual education as part of the curriculum.

4.2.3. Other Initiatives:

We are participating in the Initiative for Human Rights Education, as well as in informal coordination of association advocating systematic civic education, initiated by Youth Network Croatia, Centre for Peace Studies, GONG, Centre for Peace and Centre for Human Rights. Amendments on National Strategy on Security are part of final document proposal. When it comes to National Gender Policy 2011-2015, we have sent amendments and comments on draft document to the Government of the Republic of Croatia's Gender Equality Office.

We have participated in meetings with EU Delegation in Croatia, regarding women's rights and closing of the Chapter 23.

We have participated in public discussion during passing new Penal Code.

We have issued a statement when discussion on changing laws that regulate abortion was initiated by certain bishops, during Pope's stay in Croatia.

4.3. International Project *Gender Issues in Europe Today* - GET

Through **Grundtvig Partnership Programme**, CESI, jointly with ten partner organisations and universities from Europe, is part of the international project. All organisations involved are highly experienced in theoretical and practical work in creating dialogue, with special emphasis on gender issues. Project goals are: becoming familiar with new theories and approaches to *gender* and *sex* concepts, as insight into gender construction in context of changing / reconstruction of gender concept; linking concepts *gender/sex* with concepts democracy, human rights, sustainability at national and European level, reflecting on gender stereotypes and prejudices in national and European context, and their reconstruction, and exchanging information, knowledge and practices among partner organisations. Project coordinator is organisation Strategie 21, Germany, and other partner organisations are: RoSa - Rol en Samenleving, vzw. Documentatie Centrum, Bibliotheek en Archief voor Gelijke Kansen, Feminisme en Vrouwenstudies – Belgium, AKROPOLIS,o.s. – Czech Republic, Eesti Naisteühenduste Ümarlaua Sihtasutus – Estonia, Centre d'information sur les droits des femmes et des familles de l'aude – France, University of Iceland - Gender Equality Training Programme – Island, Università' Degli Studi Del Molise – Italy, Libera Università dell'Autobiografia – Italy, CooLabora – Cooperativa de Responsabilidade Limitada – Portugal, Arakli Public Education Centre – Turkey.

So far, meetings were held in Italy, France, Island, Croatia, and Germany, which gave us

opportunity to see how gender equality issues are handled in those countries, with different stake-holders and beneficiaries. Final conference will be held in June 2012, and project results will be presented at the occasion.

4.4. Libela (www.libela.org):

Portal LIBELA (www.libela.org) is portal, providing information on gender and democracy, and it was started in early 2009. Portal is especially dedicated to reporting on social, cultural and political activities of women and men who promote active citizenship and gender equality, civil society organisations and institutions dealing with gender issues, and topics on issues and obstacles that citizens, and especially women, LGBT persons and youth, face in democratic processes, as well as gender equality related activities in general. Besides events on national level, special attention is given to gender equality issues at European Union and United Nations level. In 2011, LIBELA was among first (and, unfortunately, the rare ones) to publish interview with **Tanja Mravak**, winner of Jutarnji list award for the best prose in 2010. There were also interviews with: **Maria Edstrom** (Swedish journalist, media analyst and Gothenburg University professor), **Sol Picó** (Spanish choreographer and dancer), **Hrvoje Slovinc** (photographer), **Nelofer Pazir** (Afghan journalist, writer and director), **Ivan Kralj** (New Circus Festival director), **Slavenka Drakulić** (writer), **Ankica Čakardić** (Women's Studies coordinator), **Zlatan Vehabović** (painter), **Nada Ler Sofronić** (professor), **Josip Šipić** (associate lecturer for Media and Gender Roles course, at Faculty of Political Sciences), **Anka Slonjšak** (ombudswoman for persons with disability), **Gordana Lukač Koritnik** (former ombudswoman for gender equality) and **Đurđa Krnjak** (Kamensko employee and City of Zagreb Woman of the Year award), and group interview with Mira Pekić-Knežević, Branka Meić and Kristijana Grđen, on the occasion of the **Mental Health Day**.

As part of newly-established co-operation, we have regularly reported on cultural manifestations: **Dance Week Festival**, **New Circus Festival**, **VoxFeminae fest**, **Festival "Short Story – Gender: Female"** and **Zagrebi! Festival**.

There were also reports on regional events, such as Lesbian Activist Festival *Art Pur Action*, and Lepa Mladenović Library in Novi Sad opening, as well as Pitchwise in Sarajevo. We pay special attention to cultural events, who put human rights and discrimination issues into focus, so we have reported on "UPSET Theatre as Place for Overcoming Prejudices and Discrimination" and Vagina Monologues, this year with women with disability in focus

We have on-going co-operation with Volunteer Centre, with 30 volunteers actively participating in portal development. Using LIBELA as educational platform as important part of the portal's mission. Therefore, there are monthly meetings with volunteers, mailing list has been created, and our associates, journalists **Jelena Berković**, **Maja Hrgović** and **Vesna Kesić** conducted education in February 2011.

In May 2011, portal development planning was held, where guidelines for portal development and its redesign were created. The implementation began in September 2011.

Portal editorial board expanded in autumn 2011, and its members are: Tajana Broz, Lea Jurišić, Anamarija Gospočić, Gordana Obradović – Dragišić, Davorka Turk and Svjetlana Knežević. Portal associates are: Barbara Matejčić, Marina Butorac, Jelena Svirčić, Josip Šipić, Ivana Turudić, Karmela Gajdek, Veronika Matijačić and Nada Kujundžić. Volunteers for the portal are: Kristina Olujić, Marija Biljan, Tanja Ivošević, Ela Tončić, Ana Maria Kezerić, Ljiljana

Žegrec, Ana Begić, Marija Sabolić, Renata Popović, Silvia Milić and Ivana Perić. Regional correspondents are: Damir Nikočević (Montenegro), Isidora Injac (Serbia), and Smiljana Milinkov (Serbia)

579 articles were published up to November 1, 2011. According to Google Analytics, there were 114 748 hits in 2011. Out of that number there were 86 005 unique hits. 35% of all hits are through direct link, or through links on other portals. About 15% of visitors come from countries in the region, with majority coming from Bosnia and Herzegovina, followed by Serbia, Slovenia, Montenegro and Macedonia.

Cooperation

We have participated in the conference "**Homophobia in Schools in Eastern Europe**", held in Ljubljana, Slovenia, on May 5-6, 2011, organised by Peace Institute, Ljubljana University's Sociology Department, Legebitra (Ljubljana, Slovenia), and Sociology Institute (Hungarian Academy of Science), Budapest, Hungary. At the occasion, Nataša CESI representative has presented paper "**Croatian Heterosexual Universe: Homophobia in Educational system**".

Polish organisation **Federation for Women and Family Planning** organised regional workshop "*How to Respond to Threats to Reproductive Rights in Central and Eastern Europe*" in Warsaw. 35 participating activists for women's human rights in sexual and reproductive health and rights domains, coming from 20 countries, gathered at the occasion. **CESI** representative presented campaign for introducing sexual education into curriculum and coalition **Stop Risky Sexual Education**.

We have participated in several visits within People to People Programme. Study tour "Civil Society Contribution to Peace Building in Western Balkan" to Brussels was organised from May 3-6, 2011, in cooperation with **Forum Civil Peace Service – forum ZDF**, within **People 2 People** programme. The programme goal was to introduce civil society organisations' representatives to European institutions, policy, processes and Western Balkan-related programmes. In May, CESI representative was in Vienna, in order to participate in planning of TRIALOG network and organisation that supports development of national networks (part of EU confederation for relief and development CONCORD). The participants have also agreed to set up local network in Croatia.

We were involved in **Coalition for REKOM** activities, co-ordinated by Documenta, from Zagreb. We have also supported regional campaign.

CESI is member of number of networks and we have become members of global **AWID** network - Association for Women's Rights in Development.

Consultancy

We had expert role in project "Women in Non-Traditional Occupations", which is part of the IPA IV – Human Resources Development – Women in the Labour Market, implemented by Croatian Employment Service, Regional Office Čakovec, and we have implemented educational / motivational workshops for women from Varaždin and Međimurje County.

We have also conducted education for CES employees in Varaždin and Čakovec, so that they

would increase their competencies for working with unemployed women. Taking into account results of conducted analysis, after the education, we have created **“Curriculum for Working with Unemployed Women in Disadvantaged Position in the Labour Market”**.

II. Organisational Development

Regular organisational assembly was held in 2011, and, on the occasion, executive director, as well as members of Executive and Supervisory Board, was elected for one more mandate. 2011 was also the year of monitoring organisational changes, with reformulated programmes being implemented. Based on collected data, in 2012 we will plan further changes and adjust them to needs and new circumstances.

There were nine persons employed within association: Gordana Obradović – Dragišić, Executive Director; Sanja Cesar, Programme Director; Anamarija Gospočić, Programme Director; Nataša Bijelić, Associate Expert; Tajana Broz, Associate Expert; Sanda Malbaša, Financial Director; Lea Jurišić, Programme Assistant; Vendi Jurčević, Project Assistant; Valentina Vukoje, Project Assistant.

42 persons received other type of financial compensation, for their expertise in projects: web page design, conducting education activities, participating in creating and adapting programme for blind and low-visioned persons, programme for unemployed persons, writing articles for web portal Libela.org, and equipment maintenance.

Volunteer contribution:

Due to volunteers' selfless assistance in 2011, we have managed to realise number of projects. Volunteer assistance is of special importance when it comes to portal Libela.org, as it enables its successful existence for three years now.

Total of 83 persons have volunteered in CESI in 2011, for 1513 hours. That is significantly higher than in 2010.

The largest proportion of volunteer work was realised at Libela portal, and during CESI library organising.

This is what volunteers said about their volunteering experience in CESI:

Bibijana Papo: Dear CESI members, I am always happy to volunteer for CESI! Thank you for trying to advance women's human rights!

Svjetlana Knežević:

Thank you so much, you're wonderful! Thank you for giving me opportunity to do something! Long live CESI!

Kristina Olujić: Thank you for your trust in me, and for giving me the opportunity to grow, long lives Libela :)

Rajko Domazet:

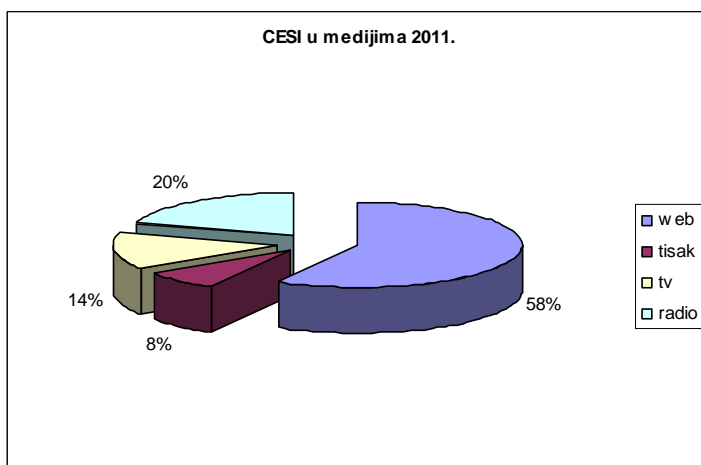
You're so amazing. I feel like volunteering once again (even without the threat of military recruitment ☺). I wish lots of hard-working, smart and benevolent female and male volunteers to the best NGO (Have I learnt something about gender awareness, as I have mentioned female volunteers and, nevertheless, put them in the first place? ☺)

III. CESI in media in 2011

We have covered web/electronic media, daily press, television, radio, weeklies, monthlies (including local editions, and local television and radio stations). The report is based on articles that are in CESI archive, and internal monitoring system (activity calendar).

According to our data, in comparison with 2010, media appearances were much more frequent. On one hand, it is due to the fact that there was also larger number of public events, actions, etc, to which media were invited. However, we were also frequently contacted by media to comment current events.

The largest number of media appearances is still on Internet portals (58%), followed by radio (20%) and TV (14%) and press (8%). We were presented in radio segments and in shows (51 show), and were guests or presented in TV features (36 times).



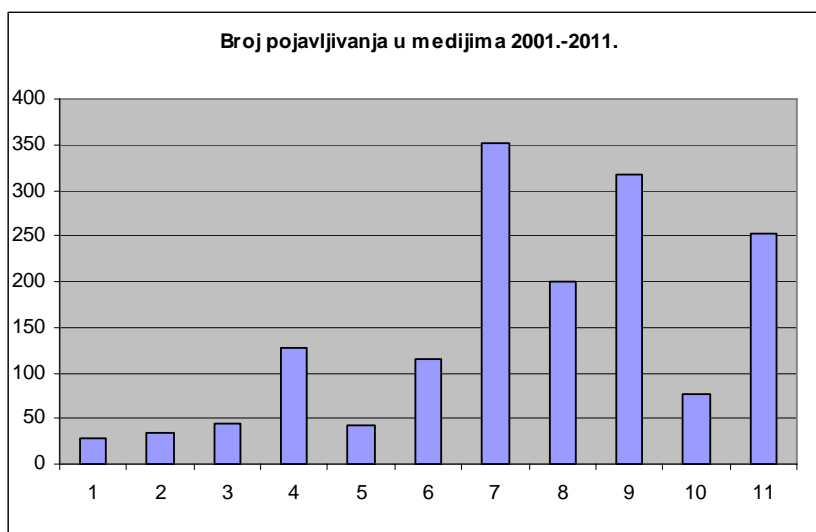
CESI in media 2011

Web

Press

TV

Radio

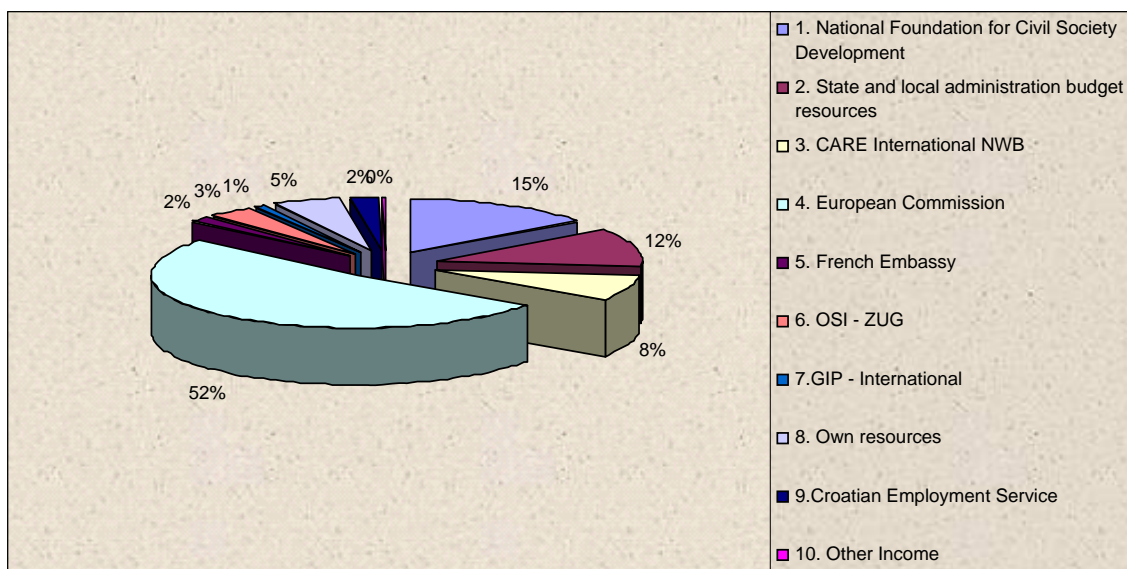


Media appearances 2001-2011

IV. Financial Report

CESI FINANCIAL REPORT FOR 2011

REVENUES	HRK	EUR
1. National Foundation for Civil Society Development	307.541,00	41.368
2. State and local administration budget resources	237.406,00	31.934
3. CARE International NWB	159.493,00	21.454
4. European Commission	1.051.356,00	141.421
5. French Embassy	36.000,00	4.842
6. OSI - ZUG	69.982,00	9.414
7. GIP - International	20.277,00	2.728
8. Own resources	108.900,00	14.649
9. Croatian Employment Service	43.090,00	5.796
10. Other Income	5.250,00	706
Total income 2011.	2.039.295,00	279.883



VOLUNTEER WORK

101.773,00

13.968

EXPENSES	HRK	EUR
1. PROGRAMME		
1.PROGRAMME STAFF	634.180,00	85.305,70
2.EDUCATIONAL ACTIVITIES	265.472,00	35.709,54
Experts	129.179,00	17.376,31
Travel and accomodation costs	49.636,00	6.676,71
Publishing	38.028,00	5.115,28
Local actions	9.620,00	1.294,02
Working practices	2.872,00	386,32
Working materials	15.150,00	2.037,88
Refreshment	7.960,00	1.070,73
Sezam web promotion	2.767,00	372,20
Other organizational costs	10.260,00	1.380,11
3.CAMPAIGNS	190.957,00	25.686,27
Video clips	113.600,00	15.280,72
Publishing	33.914,00	4.561,89
Promotional materials	26.413,00	3.552,90
Focus groups	4.510,00	606,66
Other organizational costs	12.520,00	1.684,11
4. COUNSELING	90.839,00	12.219,06
Experts	77.940,00	10.483,97
Working materials	2.567,00	345,30
Refreshment	5.832,00	784,48
Rent of space	4.500,00	605,31
5.CONFERENCE	82.015,00	11.032,12
Publishing	14.152,00	1.903,63
Facilitators	3.878,00	521,64
Rent of space and refreshment	19.871,00	2.672,92
Travel and accomodation costs	13.863,00	1.864,76
Promotion	6.000,00	807,08
Translation (translators and equipment)	16.081,00	2.163,11
Working materials	2.500,00	336,28
Other organizational costs	5.670,00	762,69
6. RESEARCH AND ANALYSIS	70.982,00	9.548,03
Experts	56.830,00	7.644,40
Publishing	14.152,00	1.903,63
7. LIBELA	35.891,00	4.827,82
Journalists	26.246,00	3.530,44
Web maintenance and web hosting	9.645,00	1.297,38
8. CESI WEB AND CESI PROMOTION	10.213,00	1.373,79
9. OTHER PROGRAMME COSTS	14.326,00	1.927,04
TOTAL	1.394.875,00	250.530,52

2. **INDIRECT**

Administrative staff	342.862,00	46.119,53
Rent and utilities	29.428,00	3.958,46
Communication costs	16.014,00	2.154,10
Administrative costs	23.256,00	3.128,24
Equipment maintenance	5.990,00	805,74
Bookkeeping	29.828,00	4.012,27
Office materials	8.975,00	1.207,26
Other expenses	21.694,00	2.918,13
TOTAL	478.047,00	64.303,72

3. **HUMAN RESOURCES DEVELOPMENT**

34.708,00

4.763,51

4. **ORGANIZATIONAL DEVELOPMENT**

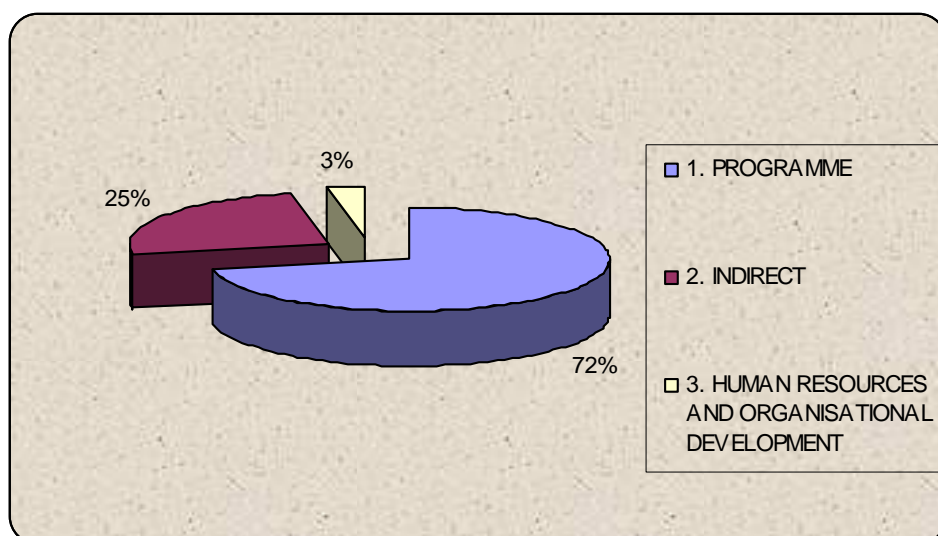
24.246,00

3.327,65

TOTAL EXPENSES

1.931.876,00

319.597,75



CESI total income in 2011 was 2.039.295 KN. Balance income was 114.397 KN. Total expenses were 1.931.876 KN, which leaves balance of 221.817 KN. This amount will be used for current expenses in 2012. Account balance on December 31, 2011 was 532.442 KN.