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More than 2400 people have directly participated in the various activities in 2012: institution representatives, women, students and teachers. In Krapina-Zagorje County the helpline (SOS telefon) has been opened and we also continued to work on the empowerment of women, promoting women's leadership and involving more men in achieving gender equality, education of female politicians and institution representatives, local and regional authorities, the prevention of gender-based violence among young people in Croatia and BIH and issues related to gender-sensitive education and the promotion of sexual and reproductive rights. More than 3000 people have been informed about our activities and were aware of the issues that we deal with through exhibitions, public action, presentation and distribution of materials, and another 260,000 people have been informed through websites and portals.

I. Projects and programs

1. Social justice and equal opportunities for women and men

1.1. Empowerment of unemployed women to participate actively in the labour market - women choose a new chance

Empowerment program "Women choose a new chance" had the purpose to increase the employability of women creating new and innovative models of support and providing direct support to unemployed women for their active participation in the labour market, and awakening the general public on gender equality in the world of labour, particularly on threats of social exclusion of women who are unemployed for a long time.

Women involved are from Zagreb area, socially disadvantaged, unemployed individuals and in the

risk of social poverty and social exclusion (women over 40 years of age, the long-term unemployed, non-active women who are not beneficiaries of social welfare, single mothers, young women who seek job for the first time, and victims of domestic violence).

The project was implemented through **Groups of support for unemployed women** and **Legal advice** In partnership with the Croatian Employment Service and the Regional office in Zagreb.⁴¹ unemployed women participated actively in support groups. The program lasted for six months for four groups of women, 2 hours per week and had covered a various topics important for increasing the employability of women through strengthening skills and empowerment. The workshops were led by psychologist Tanja Prekodravac and project manager AnamariaTkalčec.

Some of the topics covered in workshops were: CV writing, communication skills, non-verbal communication, assertiveness, job interview, performance anxiety, presentation skills, personal effectiveness and goals and time management. After completing the program, participants stated that their participation in support groups increased their self-confidence and that they gained new knowledge.

Another program value is in connecting women and sharing the experience that are important on both, professional level of development as well as in sphere of private life.

Some of the statements of program participants:

“I’ve got communication skills, I’ve learned how to write a quality CV and build a better attitude and awareness.”

“I’ve learned how to approach job search with realistic expectations as well as being calm in searching for a job and in job interviews.”

“I’ve learned to recognize my competence and I took an active attitude in information seeking.”

“After the program I expect that I will be better prepared for job interviews, I will have better attitude in seeking jobs.”

In addition, as part of activities the legal counselling was organized together with the lectures on labour rights for the program participants. Legal counselling for victims of discrimination in the field of labour and social rights was actively working until the summer when the lack of funds for further work interrupted. Women hardly exercise their rights in a divorce process, they are victims of gender based violence, and in the work field the most discriminated are pregnant women and women who are coming back to work from maternity leave. Support has received a total of 105 women, by e-mail, phone and lectures organized.

During the activities women were given the handbook “Alatnica” that we released to better inform women about their rights in the world of work, but also about concrete steps in the hiring process, such as how to write an effective resume and job applications, how to prepare for an interview and what are the opportunities of self-employment. The manual is available on the CESI website.

On the fair “IPA IV – Snaga razvoja “, CESI presented a project where all the projects financed by non-refundable assets through pre-accession program (IPA- Instrument of pre-accession help) were introduced. At the invitation of the HNS’s Women’s Initiative and Council club in Velika Gorica we presented the project and held a workshop which was attended by thirty women who, each in their own way, are struggling with the difficulties that women are facing in the labour market.

1.2.Preventing gender- based violence in Krapina-ZagorjeCounty

Project SOS telefon (helpline) for women violence victims of Krapina- Zagorje County is conducting in cooperation with the Krapina- Zagorje County and the County Commission for Gender Equality. The project aim is impact on reducing the gender-based violence in Krapina-Zagorje County through the provision of direct psychological and legal help for women victims of violence and creating citizen awareness for issues of gender-based violence.

There were almost no civil initiatives to deal with the problem issues of violence against women in this County before starting this program so it was necessary to start from the very beginning.

In order to provide direct help to women violence victims with constant engagement of CESI, a team of volunteers had been organized to work on the helpline (SOS telefon). Educational program for volunteers was organized for 7 working days in order to get knowledge on gender equality issues, on problems of gender-based violence, psychological and social consequences of violence against women, legal and institutional framework of gender equality and protection from domestic violence, the helpline (SOS telefon) working and Counselling, etc. In order to provide direct assistance to women victims of violence with CESI constant engagement, a team of volunteers was organized to work on the emergency phone. Educational program for volunteers was organized for the period of 7 working days to acquire the knowledge of gender equality issues of gender-based violence, psychological and social consequences of violence against women, legal and institutional framework of gender equality and protection from domestic violence, the helpline and counselling, etc. Education consisted of six modules and the training is successfully completed 12 volunteers. Two modules were implemented using e-learning method, and the remained four through workshops that were held in Zabok Green Hall - Centre for Youth and Independent Culture and were led by educators from CESI, Women's Room, Centre for Social Welfare Donja Stubica, Family Centre KZZ, Police department KZZ, SOIH - SOS telephone for women with disabilities, victims of violence and Women's groups Korak Karlovac.

Additional training and supervision were organized for the volunteers.

SOS telefon (helpline) for women victims of violence in Krapina-Zagorje County commenced with work on 9th October.

Line 049 639 281 is open on Tuesdays and Thursdays from 16 – 18 h. Online help can be obtained daily via e-mail sos@cesi.hr. Database for the record- keeping calls is made in conjunction with Ultima LLC Company.

Krapina –Zagorje County is one out of six counties in which area there is no Safe house for women victims of violence. According to the data of four centres for social welfare, in the period from 2008.- 2010., 18 women and 25 children were sheltered. However, the centres admonished that their needs are larger, but also some women gave up and returned to abuser when they realised that they have to leave the county because there is no shelter for women and children victims of violence in the area of Krapina-Zagorje County. That is the reason why the project Safe houses was created and iscontaining options and relevant information necessary for the establishment of Safe houses in the area of Krapina-Zagorje County.

On the International Day for Elimination of Violence against Women, in cooperation with the Youth Forum, three public actions were organized in Oroslavlje, Bedekovčina and Pregrada and the leaflets were distributed for this occasion. Leaflets were also distributed at the info point at Krapina-Zagorje Police Department in Krapina.

Cooperation with relevant institutions dealing with issues of domestic violence began at the very

beginning of the project. On the occasion of the National Day for the Elimination of Violence against Women in Zabok training module for volunteers was held, open to the public, where representatives of relevant institutions presented the legal framework of their work and the way they operate when the domestic violence is in question. On the occasion of the International Day for the Elimination of Violence against Women a round table was organized on the topic of Gender based violence among young people, and various organizations and institutions that deal with prevention presented their work - CESI, Krapina-Zagorje County Family Center, Krapina -Zagorje Police Department, Network of Associations Zagor and the coordinator of prevention programs in elementary schools in the county. More than 60 people took part in tribune.

1.3. Men and Gender Equality

CESI has been involved in international project coordinated by Promundo from Brazil and International Center for Research on Women from the USA and the purpose of the project is to highlight the key points of influence in order to change, and to provide for decision-makers practical strategies for achieving change in men's attitudes and behavior in relation to sexual and reproductive health, fatherhood and gender based violence.

At the invitation of UNPD the research results were presented to their employees and after that an interesting discussion took place. In the summer sociological school "Sociology of sex, culture and gender" the lecture and presentation of the results was held. Result presentation was held in Bonn conference "Gender issues in today's Europe" organized by the organization Strategy 21, and in the conference and workshop "Engaging Men through Gender Transformative Approaches to Programming" which was organized in Zagreb by Promundo and UNFPA. We also participated in a conference in Belgrade "MAN 2012: New Balkan Boy" organized by the Center E8. On IV scientific and professional gathering "Violence and Mental Health - an interdisciplinary approach" organized by the Department of Psychology, Faculty of Philosophy in Osijek also research results were presented. We also participated in the Conference Masks and Masculinities and we spoke on a panel about prevention programs in schools and gender-sensitive education.

The contest was announced and the photography exhibition "Let's zoom gender equality" was organized to raise awareness and promote equality between men and women. Announcing a contest we tried to research and document the contribution and the role of men in the process of achieving equality between men and women.

74 photos were applied and the jury of experts were: Ana Opalić, photographer; Saša Ban; director; Vedrana Kobaš, psychologist and the CESI associate, they gave awards and chose 19 photos for the exhibition. "Let's ZOOM gender equality" exhibition opening ceremony was held in the Gallery Nova Showroom, in Zagreb. The opening was attended by fifty people, and welcome speeches were held by M.Sc. Helena Štimac Radin, director of the Office for Gender Equality, Višnja Ljubičić, ombudswoman for gender equality, Nataša Bijelić from CESI and Ana Opalić, a member of the jury. During the exhibition, in the exhibition area, youth organization Status: M held the workshop with young men. Workshop topic was "Gender equality" and it was attended by 15 young men, members of the Be a man club from Engineering technical school Faust Vrančić from Zagreb.

CESI, in partnership with the Krapina-Zagorje County - Commission for Gender Equality, a network of associations Zagor, the Society "Naša djeca" Tuhelj and the Association of women Humsko srce, organized the exhibition in Krapina-Zagorje County. The first in a series of exhibitions was held in Hum on Sutla where Nataša Bijelić from CESI and Sonja Borovčak, Prefect of Krapina-Zagorje County gave speech. After Hum on Sutla the exhibition was held in Tuhelj (Elementary school Lijepa naša

Tuhelj) and Zabok (Green Hall).

The exhibition was staged at the City Library in Samobor in collaboration with the Commission for Gender Equality.

2. Center for women's leadership - Women's participation in decision-making processes

2.1. Women and choices

Local elections are due to take place in May 2013. and many political actors on the local level are not aware of legal regulations on the balanced representation of women on electoral lists and that the representation of women in decision-making at the local level are far below the legal regulation, **CESI** in partnership with organizations **BaBe!** , **Domine**, **Centre for Civil Initiatives Poreč** and **Delfin Pakrac** conducts the campaign which aim is to improve women's participation in decision-making processes on the local level.

The campaign began with a three-day program (19 to 21 October), in which a panel was held together with international guests, as well as workshops according to World Cafe method for Croatian politicians, activists and institutions in order to develop new strategies for the inclusion of a larger number of women in decision-making at the local level.

The conference which was attended by 65 people has resulted in the conclusions and recommendations addressed to all relevant institutions in Croatia. One of the conference conclusions was, that decisive implementation of the existing legislative framework for achieving gender equality is needed which implies the urgent application of sanctions for those political parties on electoral lists who do not respect the balanced representation of women and men and that the funds raised from paying sanctions is directed right to the political empowerment of women and other programs important to women. Unfortunately, the Croatian Parliament in December 2012 gave the opinion that the sanctions prescribed by the gender equality is not related to the upcoming local elections, but only to those in 2017 that is in the elections for the Croatian Parliament in 2019. With that decision the equality between women and men in political life is once again postponed.

2.2. Women's participation in decision-making at the local level

Educational program **Equal! Participation of women in decision-making at the local level** was carried out in a seminar which was held in Zagreb, where 22 women, engaged in their local communities through political parties or as independent representatives on the committees, participated. Different topics were developed on that seminar related to gender aware politics at the local level as well as working with the media and communication skills.

Under the campaign framework, due to the high interest, a lecture and a workshop in collaboration with the Under the campaign, due to the high interest, a lecture and a workshop in collaboration with the Commission for Equality and Human Rights, City of Umag in Umag and workshops for women active in the local community in the City of Zagreb and a lecture at the island Krk attended by 80 people.

Krapina - Zagorje County in partnership with the Krapina-Zagorje County - Commission for Gender Equality, Network of associations Zagor, Society "Our Children" Tuhelj and the Association of Women "Humskosrce" ,organized workshop on "Equality for all in Krapina-Zagorje County with the aim of informing about the legislative and institutional framework for the promotion of gender equality in Croatia, and was attended by 20 people. After the plenary sessions group discussions were held on

the needs of women in Krapina-Zagorje County. In the discussions were highlighted as important problems of women unemployment, poor offer of well-paying jobs, economic dependence, insufficient distribution of housework and child care between men and women, domestic violence, the relative inaccessibility of primary gynaecological care, poor transport connections and patriarchal social environment that still places women in the family space and imposes responsibility of caring for children and families exclusively to women.

Within the campaign a third edition of RoZa - Gender equality in local communities publication was issued, and an intensive media campaign in the local media and through the portal Libela.org is carried on to inform the public about the women's equal participation in decision-making. The campaign will last until the local elections on the third Sunday in May 2013.

Tatjana Broz held a lecture on the panel "Gender Equality in politics - where are the young women?" which was organized in the framework of Ecosy summer camp (Camp organization of youth in the socialist and social democratic political parties in Europe) held in Savudrija in July this year.

Bosnia and Herzegovina's Friedrich Ebert- Stiftung on the occasion of International Women's Day organized workshop entitled **World Cafe: Gender quotas in Bosnia and Herzegovina** and on the workshop a representative of CESI, Tatjana Broz, gave a lecture as an initiatory on women's participation in politics in Croatia and the activities of state institutions and civil society organizations to improve women's participation in elections.

2.3. Equal opportunities for women and girls with visual impairments

Workshops on women's human rights and empowerment of women theme were held during the annual meeting of the blind woman in the Education and Rehabilitation Camp Premantura and fifteen members from the organizations of blind women participated in the workshops and who want their active engagement contribute to greater visibility of the problems faced by blind women, and encourage greater participation of blind women in social life. This is a continuation of our cooperation with the Croatian Association of the Blind that we started in 2011 in the framework of the project "Equal opportunities for women and girls with visual impairments" and when we worked on the development of leadership skills and awareness among blind women on gender issues and the changing social attitudes and prejudices with the commitment to equal opportunities for women with visual impairment.

CESI representative participated at the conference "Strengthening activities and empowerment of blind women in the local community" organized by the Commission and Network of blind women, for about twenty members. She held the lecture where the goal was to introduce a National policy on gender equality to blind women and education about active involvement in work of local government as well as active participation in local elections.

3. By gender equality to the realization of the rights of young people and the prevention of gender-based violence

3.1 By raising awareness of gender equality against violence in intimate relationships

Violence in a youth relationships can have immediate and long-term consequences for the victim, perpetrator, family and community. It is necessary to work with young people to prevent violence

because this is the time when young people are entering the first relationship and very often do not recognize some types of behaviour in their relationships as violence. However, prevention to be effective must be accompanied by adequate legislation and public policies. That is why a project "Connected –relationships without violence" was implemented which purpose was monitoring and promoting effective implementation of public policies that deal with the prevention of violence in partner relationships of youths, and the elimination of gender stereotypes.

Five organizations from different counties: CESI from Zagreb, ZUM from Pula, Zora from Čakovec, Peace Group Oaza from BeliManastir and Potencijal from Rijeka have teamed up to work on the prevention of violence in partner relationships. An analysis of policies at the national and local level was implemented as well as an analysis of the legislative framework and monitoring the implementation of public policies related to youth and gender based violence. The project framework also carried out the identification of prevention programs implemented by schools, organizations and various institutions in the five counties. 79 city and county offices, institutions and associations, and 136 high schools were contacted in conducting the analysis and a document was created that contains the results of an analysis on which base the recommendations are made. After the implemented analysis organizations involved came to the conclusion that violence in youth relationship is not the subject of policies and strategies on local level even though it is recognized as a problem. The analysis pointed at some challenges in the implementation of prevention programs, recommendations for the effective implementation of the program are formulated for the prevention of violence in partner relationships of young people who serve as a tool for advocacy activities. In the preparation and implementation of activities at the local level 350 young people were included who have worked on further sensitization of their peers and the general public. In actions, citizens and especially young people were informed of the need for systematic prevention, and they received informational materials.

One of the aims was to provide professional support to institutions for the implementation of measures and activities that contribute to the prevention of violence and gender equality. Institutions were offered our expertise in the field of youth dating violence, cooperation with institutions is enhanced and a variety of presentations, educational activities and joint events were organized, and educational materials were distributed in seven counties. About 130 people from schools, family canters, associations and other institutions were involved in the activities, in educational programs were directly involved more than 1,000 young people. Some schools and institutions with our support have developed their own programs while in others the association carried on educational activities for students. Theme of violence in relationships is included in the health education program and it will be implemented in all secondary schools in the Republic of Croatia.

At the invitation of the Youth Council of the City of Crikvenica and association Potencijal from Rijeka a workshop was held on the prevention of youth dating violence for Youth Council representatives from Primorje-Gorski Kotar County. Suggestions from the meeting are included in the document entitled "Crikvenička povelja" which was delivered to representatives of the executive authority in boroughs and cities.

Media promotion included public awareness to the issue of violence in youth partner relationships and informing young people about the project and its achievements by publishing news on web portals, websites of various associations, and through statements on various radio and TV broadcasts and print media.

Results of the analysis are published in the publication THE RELATIONSHIPS WITHOUT VIOLENCE - Research and analysis of policies and programs for prevention of violence in youth partner relationships. Publication brings also recommendations important in prevention of violence that are verbalising the need for greater cooperation between the different actors, the importance of an

integrated and systematic approach to prevention of violence and the inclusion of a gender perspective into national and local policies and programs aimed for preventing violence among children and youth.

Publication presentation and a round table were organized in Zagreb with the participation of various stakeholders in the national and local levels, institutions representatives, local authorities and associations. The conclusions of the roundtable together with a publication were distributed to decision makers and all those who participated in the study.

Workshops and lectures

For many years CESI is working with young people from different schools and with their teachers all over Croatia on the violence problems in adolescent relationships. Workshops and lectures are carried on with the aim of training young people for recognizing the gender-based violence.

Different lectures, workshops and presentations were organized in collaboration with schools, dormitories, libraries, associations, faculties, youth councils, commissions for gender equality etc.

CESI was involved in the implementation of the Zagreb strategies for protection against domestic violence for year 2012 and organizing educational workshops for peers in five vocational schools. CESI educated 61 students in the field of violence prevention in youth relationships knowledge and skills and for the transfer of knowledge and information to their peers. CESI also improved cooperation with schools and professional assistants in a manner that allows the exchange of experiences and information and provide mutual support. CESI activities were presented at various events open to the professional public and also citizens, publications and promotional material was distributed.

CESI expert associates held a series of workshops for the blind young people in the Vinko Bek Centre. Prevention program was carried on in February and March and workshop themes were gender identity, sexuality and gender equality, prevention of violence in youth relationships.

Program Violence prevention in adolescent relationships has been prepared as interactive forum titled "Love and side effects" and continuously is carried out in cooperation with the City.

Education carried on in Velika Gorica during the first semester for 22 grades from five elementary schools that covers 550 eighth grade students.

For children in Karlovac in cooperation with the library, we held a lecture to a hundred pupils. In Čakovac we participated in a round table organized by Zora association.

3.2 Gender sensitive education

CESI and Girl Geek Dinners Croatia organized a connected series of workshop entitled "Women and ICT – why choose a career in the ICT sector?" Workshop organisation was inspired by the international initiative eSkills which takes place simultaneously in 35 countries in Europe in order to promote ICT occupations and careers. At the workshop we discussed ideas and suggestions to encourage young women to choose a career development in the ICT sector and we tried to break the social stereotype of IT employment as traditionally male occupations. The workshop has brought out many great ideas and recommendations on how to increase public awareness of the importance of IT skills and how to make ICT occupations attractive to girls and to boys at early age.

History student association "Malleus" from Rijeka Faculty of Philosophy organized a History week

where CESI representative, as a part of the Symposium "History in the service of politics", held a lecture on "The History of Feminism."

"Women's human rights" workshop was held as a part of the School of Human Rights organized in Daruvar by Center for Peace Studies for high school youth from Croatia. In Koprivnica School was held for young people from six countries of the region in which we held a workshop on Institutional mechanisms for promoting gender equality.

In the Education for sustainability conference organized by the Forum for Freedom in Education, CESI representative spoke about what needs to be done to achieve that education system accept education for sustainability, with special attention to the issue of gender equality.

In cooperation with the Agency for Vocational Education and Adult Education, the professional symposium was prepared and organized for vocational schoolteachers on topic "Gender equality in the education system and in the labour market" in which, along with CESI representatives, ombudsman for gender equality spoke on the issue.

3.3. Sexual and reproductive rights of young people

"Teenage pregnancies prevention" program was implemented in the first grades of Velika Gorica secondary schools to inform students on importance of reproductive health protection and to promote responsible sexual behaviour. Workshops which were conducted in three high schools in Velika Gorica (Vocational, Economic and Air Force Technical School Rudolf Perešin) were attended by about 400 students.

CESI representatives spoke at the roundtable "Sexual education and introduction of health education in schools" within Summer sociological school "Sociology of sex, culture, gender" organized by Croatian studies.

We also had a presentation of "Knowledge, responsibility and pleasure-CESI approach to adolescent sexuality" in professional conference Role of educational institutions in promoting healthy lifestyles and sexually responsible behaviour, which was organized by the Agency for Education and was attended by hundreds of teachers.

Workshop "Sexuality" was held in School of midwifery student dormitory and in a Student dormitory Ivan Mažuranić organized by the Open University, a lecture "Violence in relationships and sex education of youth" as a part of a Study of young people for young people was organized by the Croatian Youth Network. We also participated in a roundtable Women and HIV organized by association Let and were addressing the social position of women with HIV.

The Website SEZAM (www.sezamweb.net) since 2002, provides the young people with accurate, complete and reliable information about the complex issues related to sexuality, gender equality, violence in relationships and protection of their rights. On-line counselling guarantees anonymity to the youth and provides accurate and quick answers to questions that concern them. Articles were published about the website and it was promoted as a portal on sexuality for young people in various televisions, web portals and newspapers. The site is regularly updated with new content related to our work, current events and new ideas related to the topics of interest. Questions that young people ask via e-mail at SeZaM website are a good indicator of lack of information, incorrect insights,

as well as prejudice and confusion of issues such as sexuality, contraception, sexually transmitted infections, emotional and psychological dimensions of sexuality, violence ... Apart from information for young people the site is also a corner for parents and educators and it is possible to download CESI brochures, manuals and reports of research.

Website SEZAM had about 54,000 visitors in 2012, about 60 articles were published and CESI associates provided support, advice and additional information for young people.

4. Advocating for the adoption and responsible implementation of public policies for gender equality

We are involved in several cross-sectorial working groups and committees in relation to gender equality, human rights and the key areas of civil society work. So we continued to actively participate in the Commission for Gender Equality of the City of Zagreb, the Commission for Gender Equality of Krapina-Zagorje County, the Coordination for Human Rights of Zagreb County and the initiatives of civil society organizations.

Tatjana Broz is, in front of CESI and with a support of platform 112, appointed for a foreign member of the Parliamentary Committee for Gender Equality.

We participate in public debates on draft laws and public policies in the areas of human rights, gender equality and civil societies.

We actively participate and advocate the introduction of a gender perspective in public policies relating to young people in the fields of education and human rights through involvement in monitoring and development of National and local action programs for youth. This year we have conducted an analysis of policies at national, regional and local level regarding the gender perspective in policies and programs dealing with youth and violence prevention.

4.1. Participation in various initiatives and networks

PLATFORMS 112 FOR CROATIA GOVERN BY THE RULE OF LAW!

Platform, organization for protection and promotion of human rights in Croatia, formed 112, specified requests and prior to the parliamentary elections made an invitation to all parties and independent lists members to make their public statement before the elections. Our 112 specified requests are grouped in five priority fields and, if taken into concern, will enable a fast rule of law: making stable, responsible and democratic government institutions and equal access to justice, democracy quality, anticorruption actions and public interests, equality and dignity for all citizens, war legacy, dealing with the past and peace building.

At the conference held at the Parliament, organizations of civil society showcased Platform and together with parliament representatives, delegates from European Union in Republic Croatia, attorneys and members of syndicates discussed the appraisal of the newly elected government in regards to requests made by Platform 112. We also participated in preparing reports in which Platform 112 evaluated the work of the new government in regards to the 112 requests, and evaluation of announced measures and promises given by the government to ensure ruling of the law and its existence in Croatia. We continued, independently and in cooperation, with other

organizations, the work on monitoring the activities of government and the impact of the implementation of the applications of Platform 112.

We joined different initiatives, including Platform for International Development Cooperation of Organizations of Civil society in Croatia, Forum for Equality launched by Croatian Juridical Centre and HOMO from Pula, Croatian Alliance of the European Year of Citizens and we are members of the work group toward mutual citizenship for the citizens of European Union. We participate in the work of Antidiscrimination Network, Coordination for Integration - initiative for education for democratic citizenship and human rights, informal coordination of NGOs who are advocating for systematical civil education which was founded on the initiative of Croatian Youth Network, Center for Peace Studies, GONG, Centre for peace and Centre for Human Rights.

We are actively participating in the initiative to support health education initiated as a mutual project of organizations of civil society who support health education and who consider it an important source of basic information for children and youth, and a place where they can develop competence necessary for protection of health under all circumstances; from prevention of violence and all kinds of addictions to responsible sexual behavior. We consider that children and youth have a right to know how to improve and protect their physical and mental health. Health education should be implemented in a way which assures respect to difference within the youth and to promote constitutional and lawful values such as peacemaking, social justice, sustainable development, human rights, gender equality, equality of all people and to prohibit discrimination.

We participated at the Astra meeting – a network for sexual and reproductive rights and women's health CEE/CIS where we all adopted a strategic plan for the period of 5 years and prepared a document Warsaw Call to Action – a call to organizations of civil society of Central and Eastern Europe on sexual and reproductive health and rights on sustainable development. Document made by activists from 17 countries calls out to governments, UNFPA and development partners to enable the participation of this region and questions on sexual and reproductive rights and health in ICPD +20 process and to mold the global agenda on sustainable development.

5. International cooperation

5.1. ZAJEDNO (together) against gender based violence

CESI, applying the ZAJEDNO (together) project against gender based violence made transference of our knowledge and good practices on prevention of gender based violence to the neighboring Bosnia and Herzegovina (BIH). The project was realized in partnership with CURE Foundation who were given professional help and support in developing informal prevention and education based programs, customization and development of their educational materials and professional training of educators working with youth. These activities included participation of mentioned Foundation; their associates included in their educational system were also present members of Infohouse association from Sarajevo and Medika from Zenica. We designed and developed two types of prevention program targeting youth (informational program and prevention – education based program), we also developed educational program for children and youth educators (TOT), we also adapted the manual and published it in 200 copies and made it available on the CD. The adaptation of our educational package for work on prevention of intimate relationship violence to national specificity of BIH included around ten people, while twenty people were trained to work with youth on prevention of intimate relationship violence. Four members of CURE Foundation were introduced to institutional work and good practices in RH through study visit and they promoted those practices in their own regions.

Quality of this program and its importance were recognized by the Ministry of Education and Pedagogical office who secured recommendations vital for the implementation of this program in schools. Educational package developed during this project will enable other interested parties (schools, organizations and institutions) to participate in prevention of intimate relationship violence, with secured continuous support and supervision by the CURE Foundation which is stable, recognizable and well networked organization. Foundation and newly educated professional team will continue to build up their expertise on the field of gender based violence. The great satisfaction was expressed during the implementation of this program, and the plans for the year 2013, alongside education, include conducting research on the on the whole territory of BiH. Future partnerships involving CURE Foundation and educational institutions and other project users will partake in development of new programs and programs for prevention of gender based violence in local communities. Workshops are done in several schools and more than 12 000 young people from BiH were informed about gender based violence through web pages, brochures, pamphlets and manuals.

5.2. International project Gender Issues in Europe Today

CESI participated in Grundtvig partnership program along with ten partner organizations and European universities in international program GET – Gender Issues in Europe Today with the goal of: introduction with new theories and approaches to gender and sex, connecting the concepts of gender/sex with the concepts of democracy, human rights, sustainability on national and European level, rethinking and reconstruction of gender stereotypes and prejudices in national and European surrounding and exchange of information, knowledge and practices between partnership organizations.

Final conference was held in Bonn on June 2012. Conference program contained contributions from all partners clearly shows the capacities of learning communities shown in work on gender issues through intercultural partnership. Variety of aspects and approaches was shown through verbal, written and ppt contribution as well through the interactive part where we exchanged our results. All partners offered the results of their work and experience gained through conducting trainings and educations, methods and tools. Web page was made www.genderissuesineuropetoday.eu, designed by Belgian partners "Rosa". Web page contains: project description, goals and results, profiles on all partners and experts; seminars (all presentations are open to public) and other related details. Rosa organization made the list containing collection of publications of theory, research and practice linked to five fields problematized in EU: Equality in decision-making, dignity, integrity and preventing gender-based violence, gender equality in external relations / programs publications containing information on gender, race, the role of women and gender politics in general.

GET project was coordinated by the Strategie 21 organizations from Germany, other partnering organizations are: RoSa, Rol en Samenleving, vzw. Documentatie Centrum, Bibliotheek en Archief voor Gelijke Kansen, Feminisme en Vrouwenstudies – Belgium, AKROPOLIS, o.s. – Chez Republic, Eesti Naisteühenduste Ümarlaura Sihtasutus – Estonia, Centre d'information sur les droits des femmes et des familles de l'aude – France, University of Iceland Gender Equality Training Programme – Iceland, Università Degli Studi Del Molise – Italy, Libera Università dell'Autobiografia – Italy, Coolabora – Cooperativa de Responsabilidade Limitada – Portugal, te Arakli Public Education Centre – Turkey.

5.3. Platform CSO Croatian for International Development Cooperation

CESI actively participates in the work of the initiative which is developing in the last two years and so

far includes 35 CSO who jointly work on founding the Platform which will gather wide range of CSO interested in development cooperation. First gathering was held at the initiative of Centre for Peace Studies in collaboration with TRIALOG from Republic of Austria – EU project that gathers platforms of CSO from 12 EU countries and support for founding and strengthening platform capacities in EU candidate countries. CESI member attended TRIALOG meeting in Vienna.

6. Libela (www.libela.org)

Portal LIBELA (www.libela.org) is a web portal on gender, sex and democracy launched in 2009. LIBELA emerged from an activist need of opening media and public space for discussions on gender issues and feminist discourse, and also from a need for nonprofit independent reporting. The Portal is dedicated on keeping track of reality and questioning democratic and social practices from a gender perspective with the accent on increased visibility of social, political and cultural engagement of women and marginalized social groups. Important mission of LIBELA is deconstruction of gender stereotypes and sexism present in mainstream media coverage and also critical rethinking of media reality from a feminist perspective.

LIBELA's mission is to raise aspirations to become a platform for education of young journalists, and other interested citizens who are, through Collaboration via LIBELA, adopting journalist skills, learn about gender perspective and being motivated to explore gender topics, but also to use portal as a place to express their own view on the world around them. Because of its mission we established collaboration with Volunteering Centre and so far around 30 volunteers collaborated and on our list of interested contributors we have over 116 people. Meetings with the volunteers happen once a month, we formed mailing list and in February 2011. we held our first education for volunteers. The education was held by our associates Jelena Berković, Maja Hrgić and Vesna Kesić and our 2012. education was held by Libela editors Tajana Broz and Svjetlana Knežević.

Ana Marija Kezerić, volunteer and constant collaborator says about Libela: „As a student of second year of journalism, working experience is a key element of success in my future career. Unfortunately, the faculty is unable to secure working experience for everyone beginning from the first year, so the students have to take care of it on their own. In my case, I was given a helping hand by Libela and I am few of the lucky ones who can combine theoretical and practical part of my education. Working in Libela I learned information which were unknown to me before, I have met useful people, saw the importance of battle for women's rights and better society for all. I have also learned how to pass that passion for a righteous fight to others. Without Libela I don't know if I would be able to grow and work on myself as much as I did as a journalist and activist.”

Nada Kujundžić, volunteer from the beginnings sees Libela as a contribution to volunteering and education: "As a Libela associate I above all value freedom in selection and approach to subject selection: each is given a permission to seek out, suggest, process issues, events and topics that interest us personally. Workshops and other forms of education are useful in multiple ways to my colleagues studying journalism; positive, encouraging and supporting atmosphere in the editor's office (meaning our virtual and our real office) is ideal first place to form your writing skills. I witnessed it personally: though I imagined my contribution to Libela will be translation of foreign texts only, the positive feedback and words of encouragement of my editors and colleagues abated me to try myself out by writing my own texts. Although it states that Libela is a nonprofit portal, I gained a lot of profit! Through continuous work on translations of texts which were various in content and style I have tremendously improved my translation and editorial skills

Through the volunteer center we established cooperation with student club Poligraf located at Faculty of Journalism and Political Sciences. In the year 2012. we had 7 students of journalism and other social sciences and humanities that were accepted in Libela internship program. Throughout the internship program they were introduced with the editing activities of Libela and were able to write and try out in all journalism forms. During the year redaction changed and is now consisted of: Tajana Broz, Anamarija Tkalčec, Karmela Gajdek, Svjetlana Knežević and Hana Grgić; due to other obligations editor status is currently on hold for Nada Kujundžić and Davorka Turk. Since July 2012. we reassigned the editors position and introduced two week editor duty which significantly improved our portal and increased our page views.

Special Contribution to Libela portal were given by our volunteers, associates and interns: Ana Brakus, Marta Jaguš, Veronika Matijačić, Maja Valentić, Andreja Pančur, Iva Agatić, Ana Maria Kezerić, Marinella Matejčić, Iva Esterajher, Marta Matvijev, Nikolina Cukrov, Petra Kontić, Antonija Petričušić, Kristina Olujić, Arijana Kladar, Mirela Lišinović, Ana Stipković, Jana Kujundžić, Enea Hasukić, Marija Sabolić, Iva Zelić, Maja Valentić, Tereza Marković, Martina Ardalić, Dorotea Jazvić, Ela Tončić, Renata Popović, Mirela Brodnjak, Lena Tukulj, Ivana Perić, Ana Kožul, Mateja Šartaj, Mirna Šimunović, Ana-Marija Špehar.

At the end of the year Libela organized charity flea market and our portal gain support of vast number of young creative people and our readers to continue with our work.

The number of page views over the year reached 194,165 hits (an increase of over 60% regarding the 2011.) and monthly page view shows continuous increase and the rate of multiple monthly visits makes 35% of our total monthly page views. Two most read articles in the last year were "In Peace with Honey" by Ana Bakus (4048 page views) and "Women and Men According to Visions of Vjekoslava Huljić" by Maja Valentić (2605 page views). Libela's own big research reportage "To What Extent is Abortion in Croatia Legal?" was viewed 1141 times. 35% of our visitors come to our portal via another web page (Facebook in particular). Trough active and engaging community management of Libela Facebook fan page the number of steady followers reached to 2291.

Libela editors Tajana Broz and Svjetlana Knežević were called by the CO Novo Društvo within their program Female Activism from A to Z held a presentation addressing the presentation of women in media and to media related sexism.

7. Cooperation

CESI in cooperation with CO: !Babe, Domine, Center for Civil Initiatives Poreč and Delfin Pakrac has been campaigning which aims to improve women's participation in decision-making processes.

Project made for unemployed women were held in cooperation with the Croatian Employment Service, regional Office Zagreb.

In Krapina – Zagorje district activities were made in cooperation with: Krapina – Zagorje County - The Commission for Gender Equality, civil network Zagor, Society "Naša Djeca" from Tuhelj and Womens Organization Humsko Srce. Education for volunteers were conducted by CESI, activists and employees of Ženska Soba, Center for Social Welfare Donja Stubica, Family Center for KZ County, Police Department of KZ County, SOIH – SOS telephone line for women with disability, victims of domestic violence and Womens Group Korak from Karlovac.

Project related to the prevention of violence in intimate relationships was conducted in association with four organizations: ZUM from Pula, Zora from Čakovec, Peace Group Oaza from Beli Manastir

and Potencijal from Rijeka while in Bosnia and Herzegovina we associated with Foundation CURE, Medika from Zenica and Infohouse from Sarajevo.

Project "Men and Gender Equality" is coordinated by Instituto Promundo from Brazil and International Center for Research on Women from US.

During our work we cooperated with numerous organizations, institutions such as Office for Gender Equality under the Government of Republic of Croatia, Ombudswoman for Gender Equality, Disability ombudsman office, Office of the Ombudsman for Children, Agency for Education, the Agency for Vocational and Adult Education, Embassy of France, Embassy of the United States of America, CARE International, the City of Zagreb, City of Velika Gorica, Krapinskozagorska County, Commission for Gender Equality in: KZ County, the City of Zagreb and Zagreb County, the city of Samobor, Center Vinko Bek, Faculty of Law - School of Social Work.

Besides, those CESI activities were also achieved in cooperation with schools, school campuses and libraries.

We also cooperated with numerous CSO's: Center for Peace Studies, Forum for Freedom in Education, GONG, MMH, WHW- Who, How and for Whom, AGM, Society for Psychological Help, Step by Step, Documenta, House of Human Rights, Status M, RODA – parents in action, Croatian Association for Blind – Committee and Network of Blind Women, Center E8, Girl Geek Dinners Croatia, CO Let, "Malleus" – student club of students of History and Association of Sociology Students.

We thank all our associates: Barbara Matejčić, Mirela Gajić, Ivona Beus Richembergh, Ana Opalić, Saša Ban, Vedrana Kobaš, Amir Hodžić, Snježana Vasiljević, Ana Raffai, Hrvoje Jurić, Biserka Šavora, Suzana Ribarić, Ana Lapčević, Vesna Štefančić, Andrijana Parić, Tanja Prekodravac, Maja Gergorić, Silvija Marasović.

II. Organizational Development

In the 2012, we continued to work in accordance with the strategic plan and operating plan for that year. Since we already did organizational changes with the restructure programs, 2012 was the year in which we monitored the new implementations and programs which will provide the basis of our strategic planning in 2013. and implement new structural changes in organization to synchronize CESI with the new circumstances.

The association employed 7 people, and two people through measures of public works: Gordana Obradovic - Dragisic, Executive Director, Sanja Cesar, Program Manager, Anamaria Gospočić, Program Manager, Natasha Bijelić, Associate, Tatjana Broz, Associate, Sanda Malbaša, Head of Finance, Lea Jurisic, Program Assistant, Valentina Vukoje project assistant, Wendy Jurčević, project assistant Iva Bunčić, project assistant and Ira King, project assistant.

During the year, due to reduced funding number of employees was reduced to five.

Other fee income was received by the 37 individuals for professional work on projects: for website maintenance, conducting training programs, implementing programs for the unemployed, for writing articles for the web portal Libela.org, and equipment maintenance.

CESI employees and associates have participated in various training programs to enhance the knowledge and skills in the area of anti-discrimination policies, EU funds, joint action, violence against women, methodology training, women and IT technology, media etc.

CESI representative Tajana Broz participated in the Croatian-Romanian delegation, organized by the American Council of Young Political Leaders (ACYPL), spent two weeks in the USA with the aim of political exchange of young leaders and promotion of understanding and cooperation among countries.

The editorial board of the journal Zaposlena (Employed) held elections for the woman of the year 2012th and in the competition with eight excellent women was also our Tajana Broz.

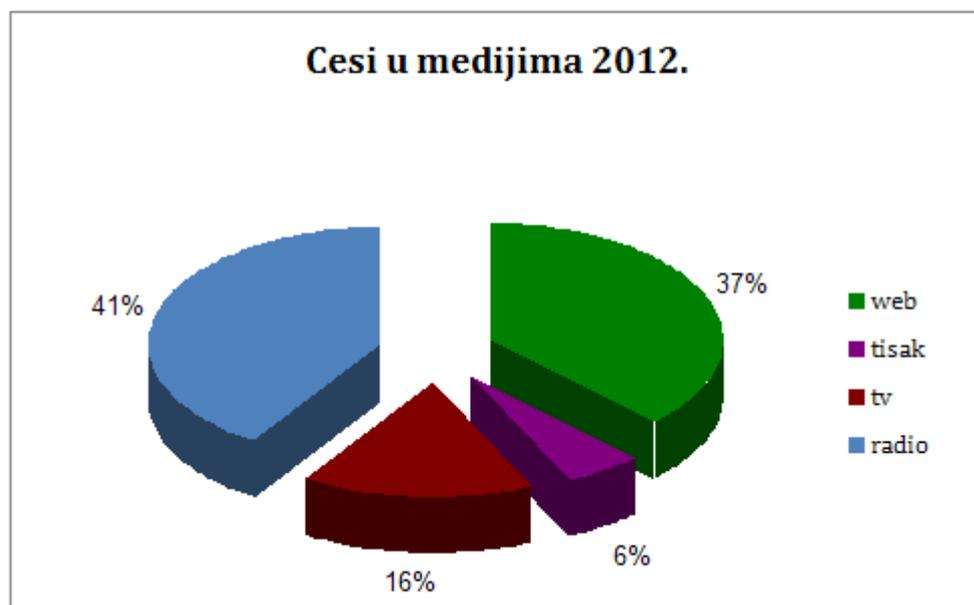
Volunteer contributions

Thanks to the generous assistance of volunteers in 2012th we managed to realize many projects. Particularly significant is volunteering contribution to the work on the Libela web page, their effort made our web page grow and flourish for the past four years. Volunteering was also done on the SOS telephone line for women victims of violence.

In the year 2012th 96 people volunteered in CESI making in total 2803 volunteering hours which is a significant increase regarding the year 2011. Biggest percentage of those hours was achieved through Libela portal.

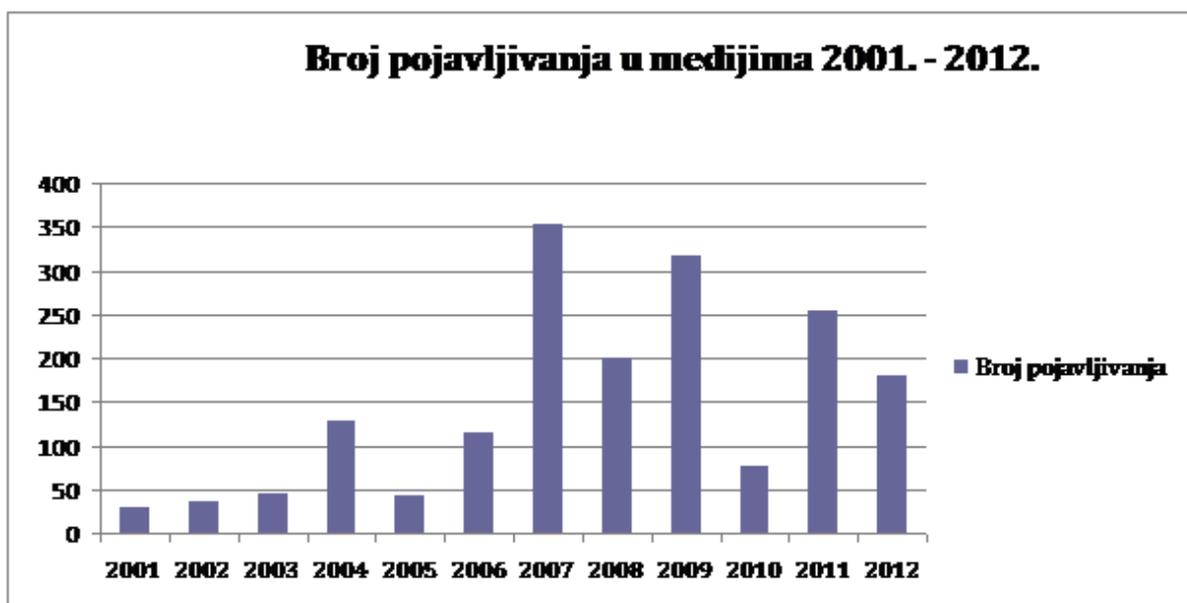
III. CESI in the Media

We tracked web / electronic media, newspapers, television, radio, weekly and monthly newspapers. This report is conceived on the basis of the articles that we have in its archives and internal systemic monitoring of our media appearances (the calendar of activities).



According to our data the frequency of appearance in the media had dropped by 30% as a result of dynamics and extent of this year's activities. However the largest share of media coverage was on the radio stations which are very significant. This is due to the establishment of cooperation with a number of local radio stations, but also the fact that many local stations receive funds on media

pluralism and create special programs to promote gender equality. Radio stations are followed by the on line news portals (including on line services of major printed papers and TV stations), television reports and finally press releases. It is worth to mention that the debate on health education and inclusion of CESIs manual “Sex and Gender under the Microscope” under the list of mandatory reading surely caused more mentions of CESI in many portals who oppose the current health education curriculum.



CESI has a Facebook page, which counts 589 like. CESI website was visited 2011 times. In 2012th CESI issued three newsletters.

IV. Financial Report

Total CESI revenue in 2012th year was 1.117.007 HRK.

Funds carried over from the previous period were 221.817 HRK. Total expenditure was 1.170.653 HRK, income deficit is 53.646KN, and is covered by the assets transferred from the previous period.

Balance sheet at 31 12th 2012th amounts to 440 423 HRK.

REVENUE	HRK	EUR
1. National Foundation for Civil Society Development	238.915,00	32.137,27
2. Income from grants from the budget	262.897,00	35.363,17
3. CARE International NWB	91.097,00	12.253,77
4. Agency for Mobility	60.352,00	8.118,15
5. European Commission	224.307,00	30.172,30
6. French Embassy	52.000,00	6.994,70
7. GIP-International	53.701,00	7.223,50
8. U.S. Embassy	48.290,00	6.495,65
9. UN Women, Cure Foundation	14.913,00	2.006,00
10. Croatian Employment Agency	42.383,00	5.701,08

11. Income from our own activities	14.800,00	1.990,80
12. Other income	13.352,00	1.796,02
Total revenues 2012th	1.117.007,00	150.252,40

GRAF 3

EXPENSES	HRK	EUR
1. Programe		
1. Program staff	568.463,00	76.465,89
2. Educational activities	52.448,00	7.054,96
3. Counseling	45.574,00	6.130,31
4. Conference	46.329,00	6.231,87
5. Research and analysis	28.071,00	3.775,93
6. Round tables	5.270,00	708,89
7. International cooperation	65.250,00	8.777,00
8. Exhibition	28.150,00	3.786,55
9. WEB	15.984,00	2.150,06
Total program expenses	855.539,00	115.081,45
2. Indirect		
Administrative staff	227.354,00	30.582,16
Rent and utilities	31.857,00	4.285,19
Communication costs	12.660,00	1.702,94
Accounting and Auditing	29.070,00	3.910,30
Other indirect costs	14.173,00	1.906,46
Total indirect expenses	315.114,00	42.387,05
TOTAL EXPENSES	1.170.653,00	157.468,51

