



**Centar za edukaciju, savjetovanje i istraživanje
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ANNUAL REPORT 2008

CESI is feminist, non-profit organisation, founded on March 8, 1997, the International Women's Day. CESI advocates advancement of position of women in society, and achieving gender equality, as well as full implementation of all laws and international instruments for human rights protection. We consider civil society development to be important precondition for development of democratic society.

CESI strategic goals for 2007-2011:

To advance women's human rights protection and civil society values in Croatia and in the region.

To influence passing and responsible implementation of gender equality-related policies – in health, education, work, political participation domains.

To promote citizens' active participation in decision-making processes.

To encourage inclusion and empowerment of marginalized groups for participation in social and economic processes.

CESI has been founded by women's and peace initiative activists and members, who have years of experience in working with women, youth, and institutions' representatives.

The Governing Board consists of five members, who pass management and strategy-related decisions, and its members in 2008 were: Gordana Ćorić, Ivet Ćurlin, Andrea Feldman, Hrvoje Jurić and Emina Bužinkić.

CESI employees in 2008 were: Gordana Obradović-Dragišić, executive director, Sanja Cesar, programme leader and executive-director-in-chief, Sanda Malbaša, financial manager, Anamarija Gospočić, programme leader, Nataša Bijelić, project leader, Tajana Broz, project leader, Tina Novak, project assistant, and Lea Jurišić, office manager.

There were number of associates on our projects in 2008: Dana Budisavljević, Emina Bužinkić, Tina Novak, Željka Jelavić, Vedrana Kobaš, Ivona Beus-Richembergh, Berto Šalaj, Ljiljana Kukec, Romana Dugandžija, Marijana Grbeša, Mirela Gajić, Sandra Starjački, Maja Jenei, Željka Šabarić, Ivana Pukšec, Morana Ivančević, Kristina Subašić, Tamara Puhovski, Gordana Simonović, Vesna Kesić, Ana Lapčević, Snježana Vasiljević, Amir Hodžić, Biserka Šavora, Mirta Dagmar Muhić, Suzana Ribarić, Tanja Šunjić, Orlanda Obad, Stiv Cinik, Christina Zampas, Leticija Petrović.

PROGRAMMES:

I. WOMEN'S HUMAN RIGHTS PROGRAMME

PROGRAMME GOALS

- **Promotion and advocacy for women's human rights**
- **Advancement of gender equality**
- **Encouraging women to take activist role in the society**
- **Strengthening and developing women's leadership skills, so that they would take over more significant positions in the society**
- **Promotion of civic values, as guaranteed by the Constitution of the Republic of Croatia.**

Women's human rights are precondition for creating democratic society.

In year 2008, women's political participation and position in the labour market were two main issues that we dealt with within Women's Human Rights Programme, in order to advocate changes and improvement of position of women, both in politics and in the labour market.

Women's political participation rate is about 20% in the Parliament of the Republic of Croatia and Government of the Republic of Croatia, and that proportion has not been changing for 8 years now. When it comes to local self-government, there are about 8% women on municipality level and 15% in towns and counties.

Two projects aiming at increasing political participation of women were implemented: ***Young and Active: Young Women's Political Participation*** and ***Women Leaders in Local Communities***, through which we wanted to develop capacity, skills and knowledge of women in politics on local level.

We also find women in the labour market to be discriminated against, as they make 62.8% of total unemployed population, there are only 10% of women in managing positions, as average, women's salaries are up to 20% lower than men's, for the same work. It is only women who are, during selection process, asked if they plan having the family, and how are they going to handle both their private obligations and their job. Also, among victims of sexual harassment and mobbing, as psychological harassment, majority are women. In order to improve position of women in the labour market, we have implemented projects ***Creating Equal Opportunities for Entering Labour Market*** and ***Improving Protection from Work Place Related Harassment***.

Methods, as employed by CESI, include educational activities, in accordance with our beneficiaries' needs (unemployed women, women politicians, local self-government representatives, institutions' representatives, non-governmental associations' members, unions' and business sector representatives). Education modules aim at increasing specific knowledge and skills of seminars and workshops participants.

Advocacy and Lobbying

In order to successfully advocate and lobby realisation of gender equality, the programme team actively follows and analyses national and local policies for establishing gender equality.

As CESI has been recognised as organisation advocating gender equality issues, in early 2008, we were invited by the Ministry of Family, Veterans' Affairs and Intergenerational Solidarity to participate in task group or amending Gender Equality Law. We actively advocated introduction of 20 amendments, and four of these were accepted by the task group. Besides working in the task force, we have also lobbied deputies, and Deputy Club of

Croatian Peoples Party – Liberal Democrats, and Deputy Club of Social Democratic Party have adopted and introduced two of our amendments into parliamentary discussion.

All programme results are regularly published in written materials, and on CESI web page, as well as on other web pages, www.izbori.cesi.hr www.ravnoopravnost.cesi.hr and our newest portal LIBELA www.libela.org

Results in Numbers

- ❖ Total of 707 persons attended seminars and workshops.
- ❖ 288 institutions', politics', business sector's, media and civil society organisations' representatives participated in conferences and street actions.
- ❖ As members of task group for amending Law on Gender Equality, we have advocated and influenced passing amendments on the Law- 4 out of 20 were passed
- ❖ More than 100 000 persons were informed on women's human rights in Croatia issues and on CESI activities, through web pages and publications
- ❖ 4 videos "***Equal Society is Healthy Society***", directed by Dana Budisavljević, and produced by Hulahop, were created
- ❖ Tri publications were published:
 1. **Feminism and State** – report on gender equality mechanism in Croatia efficacy – 500 copies
 2. **MIA – Young and Active**, brochure for young women – politicians – 1000 copies
 3. **Employment Toolkit** – manual for unemployed women – 300 copies

1. WOMEN, POLITICS AND DECISION-MAKING PROCESSES PROJECT

1.1. *Women Leaders in Local Communities*

Women's participation in politics in the Republic of Croatia is low, and it is about 20% for 8 years now, on national level. Local elections in Croatia take place in May 2009. Political participation of women on local level is even lower than on national level. There are only 8% of women in representative bodies in local self-government in municipalities, and 15% in towns and counties. There are only 5% women in positions of chiefs, mayors, or county rulers. One should take special notice on amendments on the Law on Elections for Local and Regional Self-Government Bodies. Chiefs, mayors, county rulers and their deputies would be elected directly, and it remains to be seen how many women will be able to gain

nomination within their respective parties. International experiences teach us that majority elective system has negative impact on proportion of women in decision-making processes. Also, so far the experience has shown us that number of women in representative bodies on local level used to increase after forming of executive bodies – municipalities, but, that is not going to be the case any more, as those bodies ceased to exist, according to the new Law on Local and Regional Self-Government. At the same time, municipality and town councils, as well as county assemblies, become the only political arenas on local level, and therefore even less attainable to women. On the basis of implemented CESI projects, and conducted analysis of women politicians' needs, we can report that over 50% of them state that they lack knowledge on creating gender-sensitive politics and budget, and that they haven't realised their leadership potential. Gender equality issues are often predominantly of women's interest. If women see that local politics able and capable of solving their problems, they will be more inclined to participate in political space.

As a rule, women who manage to reach high political positions are invisible, just as gender-equality related issues. The greatest share of media space during the campaign, but also in the political life in general, is reserved for those who are on the top of election lists, i. e. those in high positions, and in most of the cases, these are men. Only 16% of guests in shows aired during parliamentary election campaign on national televisions were women, while there were 29% of women among candidates. The most covered topics were interior politics, economy, and elections, while gender equality as topic was covered by marginal parties. Women politicians and candidates, as well as gender equality issues, remain unseen by public eye, and therefore in need of alternative ways of introducing their work to the public. It is of extreme importance to let public know on women politicians' work, as it contributes to breaking stereotypes on women in politics, sends positive image to other women, to entice them to involve into politics, as it becomes obvious that politics is not men's work, and, in that way, contributes to higher women's political participation.

"Women Leaders in Local Communities" project aimed at advancing participation of women in local elections in 2009. Goals were: to advance skills and knowledge of women candidates in local elections, and to empower them to take over leader positions, to introduce public to their work and gender equality issues, and to advocate values of democracy, established on the basis of women's political participation in local communities. Project activities included education, web portal design, round tables, local actions, leaflet design, and analyses of women's representation in local elections.

Education

Six workshops for women members and supporters of Social-Democrat Party were held in six regions, in co-operation with Women's Forum of Social Democrat Party. Total of 115 women participated in workshops. Topics covered through education were: gender equality – basic terms, women and leadership – women and power, communication with media and women in election campaigns, and mapping of women's needs in local community and planning local actions. Beneficiaries' evaluation has shown that they found workshops to be useful, and contributing to their networking. They feel that this type of workshops should be offered more often.

There were two educational seminars for total of 42 women politicians, coming from six political parties (Croatian Democrat Union, Croatian Peasants Party, Croatian Social – Liberal Party, Istrian Democratic Assembly, and Social Democrat Party). The first seminar took place in Zadar, from November 13 till 16, and the second in Donja Stubica, November 27-30.

Seminar topics were: women and leadership, gender equality (gender stereotypes, sexism, gender sensitive language – and their influence on women's position in the society), gender equality policies (national strategy and laws, EU policies, CEDAW), gender mainstreaming in local communities (gender based violence, women's employment, women's political participation, private and political life adjustments), creating gender sensitive budgets, relations with media, women in election campaigns, women and power, and negotiations.

Lecturers on the seminars were members of CESI Women's Human Rights Team and Romana Dugandžija, politics scientist, and Business.hr journalist, Ph.D. Marijana Grbeša, assistant professor at Faculty of Politics Sciences, and Ivona Beus Richembergh, politics scientist and trainer within Women Can Do It programme.

Seminar evaluation has revealed that 92% of participants were extremely satisfied with the seminar, and find it to completely fulfil their expectations, while 8% of participants were satisfied with the seminars, and find them to be correct. Some of the participants' comments include:

"This type of seminar provides great opportunity for networking and spreading good relations among members of different political sides and options. That, of course, opens the door for co-operation in realisation of implementation of knowledge and skills gained at the seminar".

"I will use topics covered in the seminar so I could help my colleagues, both from my party, and from other parties, so we could reach our joint goal: more women participating on local levels of power."

"Everything I learnt on the seminar is going to be immensely and pricelessly helpful both to me and to my women colleagues in the party in forthcoming local elections, as we are going to be educated and more aware of our value, and the ways of our contribution to well-being of whole community."

1.2. Young and Active: Young Women's Political Participation

Researches reveal that high school students are extremely dissatisfied with the way democracy functions in the Republic of Croatia (over 80% is dissatisfied with the way it functions), almost 45% of them think that democracy might not be the best form of ruling, and almost 80% of them have few or no interest at all, when it comes to politics. These attitudes might be part of explanation for extremely low political participation of young people (only about 10% of young people are active in organisations or associations dealing with political issues) and their almost non-existent participation in decision-making processes (only 2% in national parliament, and 6.3% in local authorities bodies). Certain researchers consider lack of resources, information and skills needed for active political work, to also be reasons for non-participation of young people. If we add extreme patriarchy and significant under-representation of women in political life, into the picture, we come to extreme need to pay special attention when it comes to encouraging and empowerment of young women for participation in democratic processes. According to Political Participation of Women research (Ilišin, Radin, 2007), young people think that number of women in politics would increase, if women would show more initiative and more interest, if they would join political parties' activities, and fought, within parties, for high position, where decisions are passed. On the other hand, young women in politics are subjected to double discrimination: one based on age, and the other, based on sex.

Through education of young women, raising their awareness and encouraging their participation in decision making processes, we wanted to advance participation of young women in decision making processes in local communities. We also wanted young women to recognise their citizens' rights, and encourage them to actively participate in democratic processes.

Activities we conducted were education, actions in local communities, publishing and conference.

Education

Total of **23 workshops in 20 towns, attended by 272 young women coming from parliamentary parties and nongovernmental organisations** was held during the year. Workshops' topics were: gender equality, women and leadership, and communication and presentation skills (communication with media). Workshop leaders were young women who were educated in our projects conducted in 2007 and 2008. Workshop evaluation has revealed that participants find education to be excellent, and that they are pleased with this way of work. The most useful parts were practical examples and exercises, and relations with media. They also find personal experiences, provided by participants and trainers, to be useful, as those have contributed to openness and discussing problems experienced by young active women, that are rarely bring in the open. One of the participants has said in her evaluation:

"Personally, I find this workshop to be extremely useful, and I've realised, learnt and observed certain things I've never observed before. The workshop was interesting and educational".

Most of the participants have expressed their wish to attend as many workshops of the kind, as possible, and, what's equally important, the trainers themselves are interested in continuation of their work.

Activities in Local Communities

There were 15 actions in 13 towns, organised by beneficiaries of the project Young Women Can Do It, and those actions were covered in media 54 times. Our estimation is that, in that way, over 3000 persons were informed on gender equality and young women in politics and in society. There were about 200 persons participating in actions themselves.

PUBLISHING



Brochure **"Young and Active"** discusses topics on gender equality, feminism, importance of young women's participation in social and political life, and provided examples of young and active women in politics and civil society in Croatia. Brochure was distributed to workshops' participants, conference participants, political parties' youth organisations, nongovernmental organisations, and young women in general.

Conference "Young and Active: Young Women's Political Participation"

This was the first conference on political participation of young women in Croatia. Conference speakers were experts dealing with youth political participation and young women politicians: Ph D. Berto Šalaj, Faculty of Political Science, M. Sc. Helena Štimac Radin, head of Government of the Republic of Croatia's Office for Gender Equality, Emina Bužinkić, Croatia Youth Network president, Martina Stažnik, programme director of Association for Citizen Education and Social Development – DIM, Mirela Gajić, Social Democrat Party Youth Forum deputy president, Sandra Starjački, Croatian People's Party Sveta Nedjelja president, Željka Šabarić, Croatian Peasants Party councillor in Zagreb County, Kristina Nuić, secretary general for Croatian Liberal Youth, Valentina Jarnjak, Democratic Centre PR, Korana Kraguljac, president of Istrian Democratic Assembly Youth Club Liburnia.

The conference was held on December 18, 2008, in Europe House in Zagreb, and it was attended by 37 persons.

Young people involved in politics have shared some of their experiences with other conference participants:

"No matter what organisation I come to, young women are always secretaries".

"Until elected to County Assembly, I was smart, competent and with lots of potential. After election, I became "someone's mistress".

"When I just joined the party, I was considered to be "cute kid", and almost no one took me seriously."

Ph.D. Berto Šalaj, Faculty of Political Science, has listed four most common explanations for lack of women's participation in politics: they don't have resources, they don't have interest, "no one asked them", and formal and informal institutional rules prevent them from entering politics. Women in Croatia are more educated than men, researches reveal that they are interested in politics, and formal rules allow women to engage in politics. However, we live in patriarchal society, which still believes that "women were not cut for politics", and that politics is "men's business", and because of the omnipresent sexism, women's approach to political institutions is more difficult. At the same time, political parties do not have strategies for including women and young people into their membership, and this leaves young women on margins of politics. Helena Štimac Radin, head of the Government of the Republic of Croatia's Office for Gender Equality, has presented campaign for higher participation rate of women in forthcoming local election, and noted that the main responsibility for larger number of women in authorities' bodies was on political parties. Emina Bužinkić, Croatia Youth Network president, has pointed out that there were 900 000 young people living in Croatia, while Martina Stažnik, DIM programme director, has stated that only 6.3% among county and city councillors are young people, out of which only 27.3% are young women.

Conference participants have come to conclusion that political parties should develop strategies for inclusion of young women into politics, and that they should create zero-tolerance policy when it comes to sexism, and that political parties' women's organisations should be additionally empowered, and include larger rates of young women. Young women active in politics have described the conference as useful and important for advancement of young women's political participation.



Creating web portal

Creating web page www.izbori.cesi.hr has proved to be excellent endeavour during 2007 parliamentary elections. The page was listed in National and University Library digital archive. However, there was a need for creating larger and more complex portal, which would systematically follow activities of women politicians and gender-equality issues. That was the basis for creating portal Libela (www.libela.org), as information providing portal offering information on gender, sex and democracy. The portal was created in fall, and as the best not-for-profit media project, it was supported by National Foundation for Civil Society

Development. It started working in early 2009. During this transitional period, we regularly added information on www.izbori.cesi.hr web page, and used it for covering election-related activities. In period from September 1, 2008 till January 15, 2009, the page had 7500 hits.

Through creation of the portal, we made hotspot of Croatian web space when it comes to information on participation of women in decision-making processes, and that is also our contribution for realisation of National Policy for Gender Equality measure 4.2.1.

Advocacy

Project participants have initiated activities in local communities, and so far, four activates were held, with topics: violence against women, human rights and gender equality, and women's political participation.

In September, we were guests on round table organised by City Rijeka's Gender Equality Committee.

2. WOMEN AND LABOUR MARKET PROJECT

2.1 Creating equal opportunities for inclusion into job market

As labour rights area is one of the greatest challenges when it comes to realisation of gender equality, CESI strives to contribute to improvement of position of women in the job market through its activities. Since 2005, we implement projects that include follow up and advancement of anti-discrimination mechanisms, when it comes to laws and institutional mechanisms in charge of law implementation. We are also focused on direct work with unemployed women; we provide them with education and support, in order to assist them in finding adequate job.

Our experience in working with women reveals that women over 40 years of age, regardless of education, are in especially difficult position when looking for job, and most of them have lost jobs because the companies they worked for went bankrupt. Therefore, regardless of their competence and experience, employers are more likely to employ those that they see in their "young and successful team".

Also, when it comes to women who were financially dependent on their partner, and remained at home, in order to take care of children, elder members of family and home, are not desirable work force, both because of their age, and because of long absence from job

market and new trends. Institutions do not provide them with programmes that would enable them to enter job market.

In general, women who were absent from labour market for a long time do not receive institutional support and preparation that would empower them to answer challenges of "modern" business world, and there are no new possibilities offered. What is left for them is to accept working in grey economy and bad work conditions.

The project goal was to improve position of women in the labour market, to ensure equal opportunities for women and men in labour market, and to contribute to lowering unemployment rate for women in the Republic of Croatia.

Project target group are women unemployed for a long time, more specifically, those groups of women that was pointed out in National Action Employment Plan as most affected by unemployment and most likely to be socially excluded and poor: women older than 40 years of age, women who did not finish their education, young women who just finished their education and looking for job for the first time, and single mothers.

Project was implemented in co-operation with association DOMINE from Split and production company Hulahop. The project has also led to establishing of extremely important co-operation with Croatian Employment Service – Regional Office Zagreb, department for job mediation.

Education for Unemployed Women

Total of 270 women participated in education, in order to receive specific knowledge and skills, so that they could find proper employment.

Job Hunting Preparation Activities

These activities were conducted in form of thematic workshops. Starting with self-evaluation questionnaire, women were provided with opportunity to gain basic skills, including presentation skills, writing effective resume, preparing for job interview, answering "difficult questions". The workshops were led by psychologists Vedrana Kobaš and Tina Kvartuč.

Internet Room:

Basic Internet Course: In order to alleviate access to labour market to unemployed women, and to enable their access to job offers on major Internet portals, beneficiaries were provided with basic Internet skills. Also, twice a week, they were in position to use office premises and

equipment for on-line job hunting, preparing resumes, copying necessary documents, with support of CESI and DOMINE teams.

Support Groups

In safe environment of support groups, women exchanged experiences, information and advices, and, with psychologist's assistance, sought solutions for obstacles that unemployed women encounter in job hunting process. Each person has prepared individual action plan, as guide for seeking employment. Support groups were led by psychologists Vedrana Kobaš in Zagreb, and Tina Kvartuč in Split.

Counselling on Starting Small Business

Unemployed women interested in finding out more information on starting their own business or networking and affiliating with other women in starting the business had the opportunity to participate in workshops with topic "Women's Entrepreneurship". On that occasion, they had the opportunity to find out what is needed to start the business, the differences between trade and firm, and what franchise way of doing business is. Also, through self-assessment questionnaires, they had opportunity to gain insight into their competences and predispositions for entrepreneurship, as this is great step forward from the unemployed person's status. The counselling leaders were Ljiljana Kukec, president of the Association for Franchise Business, and Body Creator franchise owner, and Maja Đirlić, Domine expert for entrepreneurship.

Computer Training for ECDL Diploma

All ECDL programme participants have attended 7-module education, organised in co-operation with Učilište Algebra. The education was very intense, and most participants thought of it as very useful, but also demanding for persons who are out of educational activities for a long time.



Publishing

"Employment Toolkit"

In order to alleviate job hunting process to unemployed women, we have published the manual. It contains relevant data and information on position of women in labour market and

possibilities for their employment, overview of labour rights and labour market discrimination related laws and procedures, information on institutions, internet portals and civil associations dealing with women and labour market, and offering different possibilities for education, training, etc. It also contains practical advice on writing resume, presenting yourself to potential employer, and conducting successful job interview. All project participants have received the manual, and we continue with its distribution.

Videos

Four videos entitled *Equal Society is Healthy Society* were created, so that women issues in labour market would become more visible. The director was Dana Budisavljević (Production Company Hulahop). Four activists: Željka Jelavić, Emina Bužinkić, Tina Novak and Anamarija Gospočić speak on problems of women's unemployment, lesser pay for equal work, women's participation in leading positions, and coordination of professional and private life. The videos will be aired on TV on the occasion of March, 8, 2009.

Analysis of measures and policies aiming at employment of women

As part of the project, Vesna Kesić, CESI associate, has analysed measures and policies that should encourage women's employment within the project, and this analysis has been used as basis for creating recommendations for their improvements. The recommendations were presented on project's final conference. The analysis contained implementation of labour and employment related measures in National Gender Equality Policy, National Employment Plan, and local plans created on county levels.

In short, the analysis has revealed that we did not have systematic research, or data on labour market situation, presented bearing in mind gender perspective, that we did not have any, and not to mention, gender-based, independent evaluation of active employment policy measures, that there was no gender-based budgeting on state level, and the obligation to do so was not part of the new Gender Equality Law, although this was one of amendments suggested by CESI. There are no researches revealing whether there was re-distribution of responsibilities and obligations within family, and if so, to what extent, and in which social and generation groups. Also, "powerful" ministries and state bodies, such as finances, justice, judiciary, Central State Office for Administration, and, partially, Ministry of Economy, Labour and Entrepreneurship, are not gender-mainstreamed.

Ministry of Family Affairs, War Veterans and Intergenerational Solidarity, as one of the bodies in charge of implementation of National Gender Equality Policy when it comes to labour market-related measure, is concentrated on women as mothers.

Institutional mechanisms for realisation of gender equality are still low in state hierarchy, and not a single Government or Parliamentary session has been dedicated to women.

Our amendment that state administration bodies should include administrative equality body was not passed, although it would alleviate implementation of National Gender Equality Policy.

Conference "Women's Position in the Labour Market"

On September 22 and 23, 2008, there was a conference held in Zagreb, with 36 participants, representing the Republic of Croatia's Parliament, trade unions, Croatian Employment Service, political parties, civil society organisations, county gender equality committees, ministries, and unemployed persons. The conference speakers were Gordana Ćorić, Jagoda Milidrag Šmidt, Lana Načinović, Vedrana Kobaš, Kristina Fleischer and Anamarija Gospočić.

After two-day work, based on presentations, discussions and work in small groups, participants have passed recommendations for following domains: women and labour market, implementation of gender equality policy, and direct work with unemployed women.

2.2. Advancing Protection from Job-related Harassment

Psychological harassment (mobbing), as well as sexual harassment are form of discrimination, as defined by Gender Equality Law and Labour Law, and that is dignity and human rights violation.

Issues of mobbing and sexual harassment are especially difficult category of discrimination, as the process of proving that the discrimination took place is difficult and long-lasting, in practice of EU courts and attorney offices. When it comes to discrimination in the work place, statistics within the company can reveal that there was a breach of Labour law, or laws prescribing measures and obligations in order to achieve equal opportunities on labour market, that is, in case of Croatia, Gender Equality Law.

Through this project, we wanted to affect improvement of workers' protection mechanisms from harassment in the work place, and to increase employers' knowledge and skills on discrimination in work place issues.

This project is also continuation of our work on raising employers' awareness on equal opportunities for women and men in work place, with emphasis on mobbing and sexual harassment in work place issues.

We have sent questionnaires to 80 employers, in order to establish if they were willing to become part of efforts to develop model of protection from mobbing. 20 employers stated

that they wanted to become part of joint venture of business sector and civil society organisations in developing model / business politics against mobbing.

On December 11, we have organised workshop with topic "What Should Employers Know on Gender Equality in Work Place", for representatives of Deloitte, Pliva, Končar, Croatian Accreditation Agency, National Protection and Rescue Directorate, ZG Holding – Čistoća.

Workshop leaders were Snježana Vasiljević, Faculty of Law, Zagreb and Anamarija Gospočić, project leader.

The employers were introduced to anti-discrimination law regulations, and procedures for creating internal protocols and policies for creating equal opportunities in work place.

II. Raising Gender Awareness Programme

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

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

Results of the Programme

2543 young people were directly included in educational activities (workshops, lectures, public discussions), and in that way, we have influenced their recognising violent behaviour patterns in relationships, improvement of skills for establishing quality relationship and improvement of sexual and reproductive health and youth rights. 470 young people, coming from 11 schools, participated in five interesting and useful debates with famous young people, who revealed their attitudes towards gender based violence and relevant experiences.

We promote successful prevention actions through different activities, and through media, and in that way enable larger number of schools to conduct activities that proved to be successful. We have provided ways to spread gained knowledge and good practices in youth

work on the gender-based-violence issues, through the region. The programme has been implemented by 19 trained educators in more than 12 towns in Serbia.

Web page **SeZaM** has proven to be excellent information tool for reaching young people, and it also provides them with opportunity to ask questions. Through that channel, CESI have provided **support, advice and additional information to about 350 young people**. Within the programme, we co-operate with institutions and associations dealing with similar issues, and stand for gender-mainstreaming of youth-related public policies in education and human rights domain, and for introducing complete, science-based sexual education. "**Good Advice – Wise at All Times**" campaign has been launched, demanding opening counselling places and youth clinics.

We work on advancing of knowledge and skills of experts who work with young people. Therefore, we have **enabled 63 educators for implementation of the gender based violence prevention programme**, using creative techniques – **theatre, film, journalism and comics**. Almost all persons who finished education have organised groups of young people in their schools, and, after gaining basic knowledge on gender based violence and skills needed for creative work, they started working on their projects. **The results of their work with over 900 students include 25 films, 16 theatre plays, 10 newspaper articles, radio show and 34 comics**. High school students were very interested and motivated for participation in the project. The final event, festival and awarding ceremony for the best in each of categories – film, theatre, comics and journalism, have provided additional motivation in creating their work. Project beneficiaries have shown that they can recognise influence of patriarchy, gender roles and stereotypes as man causes for gender based violence, as presented in their journalist work, films, comics and theatre plays. 94% of teachers plan to continue gender-violence and prevention related educational activities, combining methods used in this project with other activities.

1. National campaign for prevention of gender based violence "Silence is Not Golden" Project

Gender based violence is not term used in Croatian laws, and Croatian public is not familiar with causes and content of this term. That prevents creation of efficient prevention programmes. When discussing gender based violence, we have to emphasise importance of social context analysis, where the violence takes place and subordinate position of women and girls in patriarchal society. Our starting point in gender based violence analysis is its

ground in deeply rooted stereotypes and gender roles expectations. Therefore, instead of focusing on violence against women and girls as isolated act committed by certain man, we, in accordance with feminist theory, analyse connection of this act with systematic tolerance for certain types of violence and use of violence in order to realise gender roles and behaviour related social expectations.

The project goal is to develop awareness of young people on need for removing gender stereotypes and other causes for gender based violence, to raise awareness that young people have responsibilities, as they will be those who will actively participate in passing decisions in gender equality area in the future, and to promote gender equality values in attitudes and behaviours of young people. The campaign was aiming mostly at high school students, but also their teachers and general public. Media part of the campaign has been implemented in co-operation with Open Media Group – O.M.G.

Young people's activities on gender-based violence issues, using creative techniques

Teachers educated on CESI seminars have worked with young people in their schools. On seminars, teachers were provided with knowledge and skills needed for working with young people on gender based violence issues, using creative techniques, such as film, theatre, journalism and comics. Schools all over Croatia have participated in the project: from Osijek, Požega, Šibenik, Samobor, Makarska, Beli Manastir, Orahovica, Bjelovar, Čakovec, Zadar, Pakrac, Split, Karlovac, Pula, Ivanić Grad, Zabok, Opatija, Zagreb, Čazma, Virovitica, Koprivnica, Bjelovar, Rijeka, Knin, Lepoglava, Velika Gorica, Sisak, Križevci, Ogulin, Krapina, Pregrada, Prelog, Bedekovičina, Metković and Đurđevac.

Several months of young people's work has resulted in 25 film, 16 theatre plays, 34 comic books, and 10 news articles. Topics were dating violence, family violence, gender stereotypes and gender roles, underage pregnancies.

Final event of the "Silence is Not Golden" campaign was reward to everyone who put hard work into creation of final products, but also opportunity for young people to get to know each other, spend time together, exchange experiences, and see other project participant's work. It was held in Studentski centar (Students' Centre) in Zagreb, on June 21. On the occasion, SC was occupied by large number of young people and their teachers, wearing t-shirts with logo "Silence is Not Golden". There were about 800 high school students attending, coming from 60 schools from as much as 32 towns all over Croatia.

At the final manifestation, the best three works in each category were awarded, as decided by jury of experts. The members were, besides CESI and O.M.G. experts, film director Ivona Juka, comic book drawer Stiv Cinik, journalist Orlanda Obad, and drama pedagogue in Zagreb Youth Theatre Kristina Jakšić. Awarded movies were aired in Students' Centre cinema, the best theatre play was produced on the stage, and comics and articles were presented in the Students' Centre gallery. The event begun with choir "Josip Kaplan" from Rijeka, singing anthem "Silence is Not Golden", that they created by themselves.

After award ceremony, part of the participants have moved to Students' Centre yard, where the hot June day atmosphere was additionally warmed up by rock sound by bands "Route 66" and "Le Monde", with their rocker sound, while other used this not-every-day opportunity for sightseeing Zagreb.

Final event was followed by DVD entitled "Lessons Learnt", containing all awarded projects, three-minute film created during the event, videos and downloadable materials, created during project presentation. DVD was published in 200 copies and distributed to schools, associations and institutions in the region as educational material.

These activities' impact on students has been evaluated based on 545 questionnaires. Students' self-evaluation of one's own knowledge and skills, when it comes to gender based violence preventions, have changed from 3.08, at the beginning of the project, to 4.01, at the end. The greatest improvement has been found when it came to recognising gender stereotypes, which indicates that project objectives on students' recognition and sensitivity towards gender stereotypes have been accomplished. **The results showed that, when comparing young people included in project activities, with their peers, not included in preventive activities, about half of myths on dating violence are significantly less present in the first group.** This is especially true when it comes to statements on emotional and psychological aspects on gender-based violence that, among general population, are not recognised as violence (i.e. jealousy). High level of satisfaction among participating students is recognised in the fact that 97% of participants who have filled evaluation forms state that they would be willing to participate in future activities o prevention of dating violence among adolescents. Additional benefit coming from project activities is increased quality of relations between students and teachers. **Numerous teachers have stated that their involvement in the project has increased level of self-respect and provided them with insight in ways young people think, giving opportunity for much deeper mutual understanding.** That was confirmed by the fact that 80% of all students involved in project activities believes that their teachers have abilities to help them and their friends, either directly, or through

providing advice in support, in case that they personally encounter or witness gender based violence.

Public Discussions on Dating Violence among Adolescents

During April and May, there were public discussions on dating violence among adolescents held in Osijek, Rijeka, Zagreb, Split, and Samobor, entitled "Silence is Not Golden". Our idea was to bring, as special guests, famous, popular and successful young people, already well-established in what they do, and which can, by their example, promote values of non-violence, tolerance and equal relations between men and women. The special guest speakers were singer Luka Nižetić, actress Nela Kočiš, group Angels' members: Tea Mišković, Martina Begčević and Matilda Oroši, actress and TV presenter Iva Šulentić, singer Emina Arapović, and singer and TV presenter Ida Prester.

Young people present at public discussions were actively involved and had plenty questions on gender based violence. They listed examples of girls in violent relationships that they know, and asked what could be done.

Guests were excellent as speakers, shown high level of expertise, and actively participated in the discussion. Total of 470 students, coming from 10 high schools, participated in public discussion.

Media Campaign

The campaign was based on results of CESI research, and its goal was to raise public awareness on different types of violence that constitute gender based violence, especially bearing in mind young people as target group. The campaign included TV videos, and published materials (advertisement panels, city lights and newspaper ads). Four different TV spots were created, with topics: family violence, date rape, and trafficking women, while the fourth was combination of those three. The airing schedule was carefully planned, starting the most well-known form of gender-based violence – family violence, so that campaign logo and motto would be introduced. The next one was on date rape, as answer to research findings that revealed that 29% of young men and 9% of girls believed that when young women said no to sexual intercourse, what they really meant was yes. Spot on trafficking women was aired before and during summer break, when lots of girls plan summer holidays and travel to foreign countries in order to work as maids, in order to make them and their parents more aware of dangers. Finally, the fourth video was aired in the final stage of campaign, combining already well-known parts of previous three videos, in order to emphasise the main message.

Croatian Television, as national television, has provided free media space, as well as RTL and Večernji list newspaper. Videos have been aired 627 times on Croatian Television and 116 times on RTL, while radio jingle was aired 164 times. Total value of free TV and radio space is estimated to 2.300 000 Euros. The most powerful scenes from TV spots were used for creating four jumbo posters and four city lights; total value of provided free space is estimated to 40.000 EUR.

Agency for public opinion research Henda has examined effects of media campaign on main target group, on national representative sample of young people, 15-18 years of age. Media campaign evaluation clearly shows that target group comprehends gender based violence as term, and recognises the connection between different types of violence. All videos had very encouraging effects to subjects' readiness to react to, or to report, violence, and lead them to deeper contemplating presented subjects. The most significant success of "Silence is Not Golden" campaign is that 91% of questioned subjects are aware of connection between all three types of violence – family violence, date rape and trafficking of women and girls. 92% of sample is familiar with slogan "Silence is Not Golden", and it is well received among young people, who use it when want it is important to speak up on an issue publicly.

2. Education and Providing Information

➤ Workshops / Lectures / Public Discussions

More than 20 workshops on gender equality and gender based violence prevention were held, in different secondary schools. There were about dozen lectures, dealing with issues of violence, sexual and reproductive rights, and health of young people.

Series of workshops, with topics non-violent communication, gender identities, adolescent relations, dating violence and human rights, were conducted for two groups of young people, SOS Children's Village Ladimirevci – Youth Community Osijek protégées, and blind and low visioned young people, within Centre Vinko Bek, Zagreb.

10 peer educators conducted workshops and public discussions entitled "Love and Side Effects", as an effort to prevent violence. Education has been conducted in elementary schools and first and second grades in Aeronautical School. About 600 students participated in education, and evaluation was conducted in primary schools, revealing that young people were very receptive to the programme, while present teachers praised public discussions.

County Committee for Gender Equality has organised public discussion “Bringing Up for Gender Equality” in Čakovec, for about 50 employees coming from educational institutions in Međimurje County. The speakers were, beside CESI representatives, Majda Rijavec, psychologist and professor at Teachers Academy, Gordana Lukač-Koritnik, gender equality ombudswoman, and Roberta Barat, Committee president.

In co-operation with Family Centre Rijeka, on the occasion of National Day against Violence against Women, round table on dating violence has been held for representatives of number of institutions from Rijeka.

We were guests on public discussion in Križevci on the occasion of Human Rights Day, organised by Women’s Forum Križevci. As part of the discussion, named “Silence is Not Golden”, we have presented CESI activities in prevention of dating violence among adolescents domain, and a theatre play was staged, called “Oh, Everything is Just Fine...”, that won the first price at “Silence is Not Golden” festival.

Regional Conference “Violence against Women – Influencing Public Policies”

CARE International NWEB, Autonomous Women’s Centre, CESI – Centre for Education, Counselling and Research, and MEDICA – Zenica, have organised conference in Belgrade, Serbia, for representatives of organisations from Croatia, Serbia and Bosnia and Herzegovina, engaged in prevention and eradication of gender based violence.

The conference aim was to advance knowledge on Council of Europe policies on gender based violence and ways to influence one’s country’s policies. Council of Europe’s policies on gender based violence issues and mechanisms of influencing member states, as well as lobbying activities of non-governmental organisations working on EU level were presented by Carol Hagemann – White, Council of Europe consultant, University Osnabruck, Karine Henrotte Forsberg, Council of Europe’s Gender Equality Grouping president, and Rada Borić, Women’s Lobby member. Gary Barker, Instituto PROMUNDO, Brazil, spoke on policies and experience in working in institutions when passing recommendations dealing with role of men in combating violence against women.

Leaflets

CESI has prepared, published and distributed to high school students 3000 copies of leaflets / publications on dating violence. The publications contains information on recognising violence, statistic data, quizzes helping determine if one's relationship is violent one, how to help a friend who is in a violent relationship, and information on resources providing assistance.

Web page SEZAM, on-line counselling

Web page SEZAM www.sezamweb.net provides correct, complete and attested information on complex issues regarding sexuality, gender equality, dating violence and rights protection. On-line counselling place guarantees anonymity to young people and provides them with punctual and prompt answers to issues that they worry about. The web page was topic of articles, and in that way it was promoted as youth portal on sexuality on number of TV stations, web portals and newspapers. The page is being regularly updated with information on our work, current issues and new findings related to our issues of interest. Questions that young people send by e-mail on SeZaM web site are good indicator of lack of information, incorrect insights, as well as prejudices and confusion, when it comes to sexuality, contraception, sexually transmitted infections, emotional and psychological aspects of sexuality, violence... Around 350 young people asked for advice and help in on-line counselling place.

Web page has sub domain "Silence is Not Golden", containing all information and materials produced within the project. Sub domain contains information on seminars, school projects of participating schools, media campaign materials (videos, jingles) and there's also forum which enables participating young people to discuss and exchange information.

We actively participated in work of **Expert Task Force for Creating Gender Equality Education Programme** for education subjects, established by Education and Teacher Training Agency, with the task of creating programme for basic and advanced education programme on gender equality for education subjects.

3. Keep Sending – Capacity Building and Regional Cooperation in Gender Based Violence Prevention Project

Through “Keep Sending” project, we have secured spreading of gained knowledge and good practices in working with young people on gender based violence and its implementation in Serbia.

Three-day seminar was held in Novi Sad in late May, 2008. Seminar participants came from organisations dealing with women’s rights, civic education and education fro human rights, violence issues, as well as sexual and reproductive rights and health, Roma initiative, and professors and associates working in high schools. 19 educators were trained for implementation of the prevention of gender based violence education programme for young people. Seminar participants implement preventive educational programme for young people not only in their home towns ((Beograd, Novi Sad, Valjevo, Niš, Bor, Velika Plana, Smederevska Palanka and Tutin), but also in Zaječar, Dimitrovgrad, Zemun, Kruševac... Total of 1037 young people participated in educational activities, gained new insights and awareness on gender based violence, and their attitudes and behaviour related to relations between sexes have been affected to change. 30 high school students were trained for peer education on ten-day summer school. There were also activities for physically challenged girls, and education for Roma children and adolescents, attending primary school, or not attending school. There were seminars on gender equality and gender based violence prevention for political parties’ youth and youth organisations’ volunteers.

CESI position as knowledge and excellence centre that encourages advancement, development and empowerment of organisations engaged in gender relations and gender based violence issues in the region has been strengthened, and visibility goal has been achieved.

Vojvodina’s Ministry of Education has licensed one of the organisations for implementation of gender based violence prevention programme. Educators consider their work to be significant contribution to better awareness of public and the beneficiaries, and that they have attracted attention when it comes to gender based violence issues, and shown ways of solving the problem. Ministry of Youth and Sports has financially supported number of activities, especially those including working with young people, teachers and parents. Effects of activities implemented at schools can also be seen from the fact that number of students has been interested in this type of work and eager to join actions.

CESI has provided information, additional educational material and support for seminar participants, by regular e-mail and phone contacts.

4. Project Men and Gender Equality Policy

CESI participates in international project “**Men and Gender Equality Policy**”, co-ordinated by Instituto Promundo, Brazil and International Centre for Research on Women, USA, along with nine more countries. Project activities include conducting quantity and quality research on men and men and women equality, and policy analysis. These will be followed by advocacy activities in participating countries and key international organisations for development. The project aim is to point out key places of influence in order to make change, and to provide decision makers with practical strategies for achieving changes of attitudes and behaviour of men when it comes to sexual and reproductive health, fatherhood and gender based violence.

In October 2008, CESI has started conducting research on masculinity in the Republic of Croatia. Through this research, we'll gather data on different aspects of men's lives: childhood, education, family, work place, parenthood, sexuality, health, life quality, and violence, as well as attitude towards gender equality. We are also interested in ways women perceive men, so we will research their attitudes and opinions, as well.

The research will be conducted in Zagreb City and Osječko-baranjska County, on sample of 1500 men and 500 women. Target group are men and women between 18 and 60 years of age. About 70 students from Zagreb and Osijek University will be involved in conducting research.

CESI trainers have lead four day training “Masculinities and Gender Equality”, organised by CARE International NWB, in Montenegro, for 18 participants (14 young men and 4 young women), between 17 and 26 years of age, from Serbia, Croatia, Bosnia and Herzegovina, and Montenegro. They came from 6 youth groups, involved in project aiming at working with young men on gender based violence issue.

5. Campaign “Good Advice – Wise at All Times”

At late 2008, CESI and Youth Network Croatia have launched campaign “Good Advice – Wise at All Times”, on sexual and reproductive health and rights of young people.

Group of secondary school students from Zagreb participated in creating campaign, and the goal was to bring attention to the fact that young people need information and advice on sexuality, and counselling places and clinics on sexual and reproductive health. The campaign has begun with street action in front of Classical High School. About twenty

volunteers participated in the action. They distributed campaign promotional materials to their peers, and gathered about 3 000 signed postcards. Through postcards, they demanded opening counselling places and clinics for young people on sexual and reproductive health, tweaked to their needs. Postcard signing continues, and once we gather appropriate number, they will be delivered to Ministry of Health and Social Care.

2000 leaflets with 6000 postcards, 1000 brochures on sexual rights, 500 notepads, 500 calendars and 1000 pens with campaign logo were published and printed on during campaign. During the action, about 1000 condoms were distributed.

6. Advocacy and Public Policies

We are working on including gender perspective in violence prevention programmes for young people through different activities. We have managed to get support for our work from Ombudswoman for Children, respective ministries and governments' offices, parliamentary committees dealing with children and youth issues, and gender equality. We have presented our suggestions for including gender perspective into National Youth Action Plan at National Youth Conference, organised by Ministry of Family, Veterans' Affairs and Intergenerational Solidarity.

Complaint against Republic of Croatia on Sexual Education Programme

Interights, international organisation with consultative status at Council of Europe, in cooperation with **Centre for Reproductive Rights** from New York and CESI has filed **joint complaint** to European Committee for Social Rights against the Republic of Croatia, as reaction to supporting and attempting to introduce into schools discriminatory and scientifically incorrect abstinence - promoting sexual education programme. In that way, young people's health is being jeopardised, and European Social Charter breached. During 2008, the Republic of Croatia has responded to complaint claims, and the Committee had additional questions for both sides regarding presentation of sexuality-related contents in compulsory curriculum. European Social Rights Committee's decision should be passed in spring 2009.

Civil Coalition STOP TO HIGH RISK SEXUAL EDUCATION

CESI has been putting efforts in order to introduce gender-sensitive, scientifically based sexual education to schools for years now. In January 2007, we have initiated founding of Civil Coalition STOP TO HIGH RISK SEXUAL EDUCATION www.zamirnet.hr/stoprso.

Coalition's strategic planning, attended by 15 representatives coming from different organisations and individuals, was held in February. At the time, the Coalition's mission was redefined: *We advocate introducing and implementation of unique standard educational programme on human sexuality, which respects contemporary health and human rights principles. Using advocacy techniques, we influence ceasing of unsuccessful public policy of reproductive and sexual rights and children's and youth's rights implemented by the Republic of Croatia's Government. In doing so, we cooperate with national and international expert and political public and state administration bodies. We believe that children and young people are entitled to complete and comprehensive information on sexual and reproductive health and rights.* Four teams were formed: media / PR, cooperation with national and international institutions, logistics, and fund-raising. They continued working on prevention of introducing of discriminatory and not-scientifically based programme into schools.

Finally, in late 2008, after evaluation of experimental programmes of Health education, the recommendation has been passed that none of the programmes should be introduced into primary and secondary schools. Ministry of Science, Education and Sports keeps ignoring our demands for access to information, i.e. evaluation results and Ministry's official decision.

III. SUPPORT, EDUCATION AND CIVIL INITIATIVES DEVELOPMENT PROGRAMME

Programme goals:

- empowering and supporting women's groups, civil initiatives and individuals
- exchanging information and networking, through joining networks and coalitions

We provide support to associations when asked, in financial issues, planning and activity creating, and through raising visibility of civil society activities. We provided assistance in writing project proposals, but also access to materials in our archive and library on different topics.

NETWORKS AND COOPERATION

CESI is member of several networks, and participate in their activities through planning, meetings, lobbying and advocacy. We're especially active in ASTRA network, and Sanja Cesar is member of its Governing Board. In late 2009, Ms. Cesar participated in AWID International Forum on Women's Rights and Development "Power of Movement" in South Africa. ASTRA network members coming from several countries held noticed panel "Building Movement for Sexual and Reproductive Rights in CEE as Reaction to Religious Fundamentalism Growth". CESI representative presented resistance to Catholic Church negative influence on sexual rights of women and young people through work of Citizens Coalition Stop Risky Sexual Education. Some of the strongest changes in the world have come into existence due to joint effort of many, joint in different social movements. 2200 participants from all over the world shared their inspirational visions of future, strength and experience on AWID International Forum in Cape Town.

ASTRA Network (Central and Eastern Europe Women's Network for Sexual and Reproductive health and Rights) is regional network, aiming at raising public awareness and ensuring that reproductive and sexual rights and women's health issues receive appropriate attention in Central and Eastern Europe and are recognized as one of the priorities on international and regional level.

WGNRR - *The Women's Global Network for Reproductive Rights* is international network that connects groups and individuals advocating recognition and protection of women's reproductive rights. The network was founded in 1978, and it has 853 members from 157 countries, from all continents.

South East European Educational Cooperation Network is project within Stability Pact, and its goal is to establish database that would allow information flow on development of education and education systems in South-Eastern Europe.

The Network of East – West – Women is network founded in 1991, and has special consultative status within UN Economic and Social Council. CESI is its member since 2002. NEWW co-ordinates research and advocacy for women's equality and their full participation in all areas of public and private life.

ENAWA is network of 30 organizations, promoting idea of Beijing Action Plan, ensuring feminist analysis of different media and information exchange among women. Its activities cover different areas, such as education, health and sustainable development.

Partner organisations on projects were: OMG - Open Media Group; Autonomous Women's Centre, Belgrade; Medika, Zenica; CARE International NWB; Norwegian People's Aid; DOMINE, Split; Hulahop, Zagreb; HZZ, Regional Office Zagreb; Interrights London; Centre for Reproductive Rights New York.

ORGANISATIONAL DEVELOPMENT AND HUMAN RESOURCES DEVELOPMENT

In 2008, CESI has continued with its organisational development plan. In September, we conducted operative planning for the next year. When it comes to key organisational achievements, those are related to creating and maintaining organisational climate that enables developing and keeping quality human resources. CESI is one of few organisations in Croatia that has stable expert and activist team dedicated to achieving organisation vision, using different and innovative work methods. Because of years of experience in work and operating women's organisation, CESI members have recognised importance of continuous work on organisational development and improving quality of work and services offered, and human resources development. Therefore, CESI has defined internal procedures, clear and efficient organisational structure, and important part of development policy is clear communication and creating atmosphere that supports continuous studying, professional and personal development. In December, we have begun working on communication strategy through series of workshops, aiming at presenting CESI work and quality, using planned and controlled activities, in order to advance and strengthen image and recognisability. This goal would be achieved through developing strategic approach and PR activities.

Vision

The Republic of Croatia is democratic, socially just society, in which all persons enjoy equal rights and have equal possibilities for reaching their full potentials, and they equally participate in all aspects of social, political, cultural and economical life.

CESI is socially recognisable centre of excellence, source of knowledge and skills that encourages perfection, development and strengthening of all social actors for just society.

Mission

CESI is feminist organization that advocates advancement of social position of women and realization of gender equality, and for full implementation of all laws and international mechanisms for the protection of human rights. We perceive development of civil society to be important precondition for development of democratic society.

Values and Principles of Work

CESI bases its actions on work for common good, in accordance with values of feminism, non-violence, equality, tolerance, respecting diversity, solidarity and equal possibilities.

Social changes leading to more just and more responsible society and social sensibility are important baselines that we stand for in our activities. Knowledge, flexibility and readiness to co-operation, as well as constant contemplation of theory and practice are traits that we nourish, both as individuals, and as team members.

We are going to develop leadership skills and ensure participation and contribution of each person, and of our own experiences. We will approach conflicts within the group as possibilities for new experiences that encourage our personal and group growth and development.

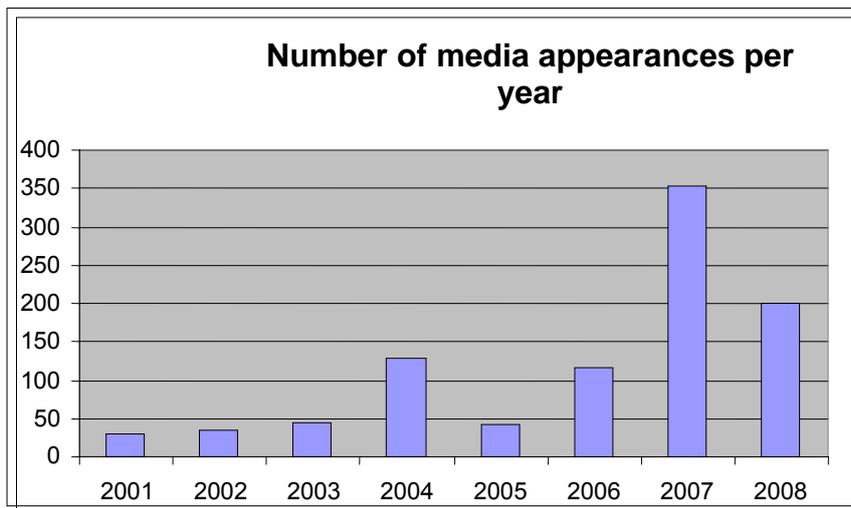
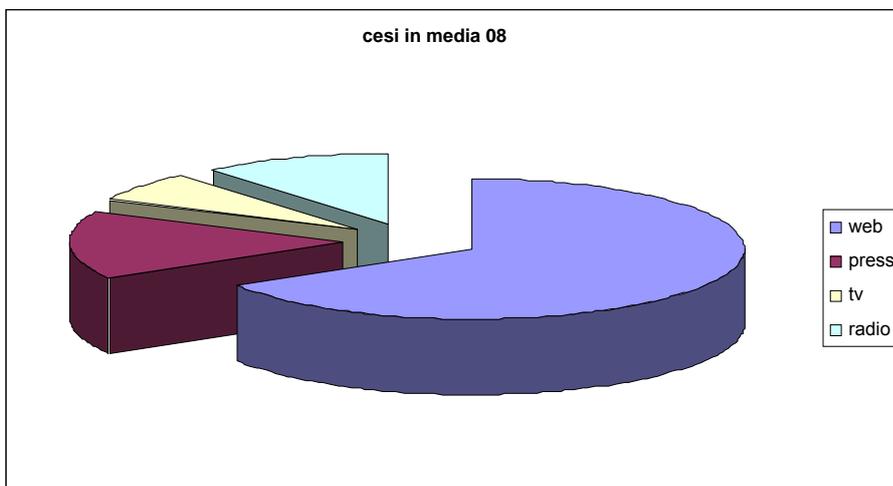
We have regularly updated our web site www.cesi.hr with information on our activities, and current women's issues.

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

Media Report

We have monitored web/electronic media, daily newspaper, television, radio, weeklies, monthlies (including local issues and local tv and radio stations). The report is based on articles that we have in our archive and internal system of following media appearances (activity calendar).

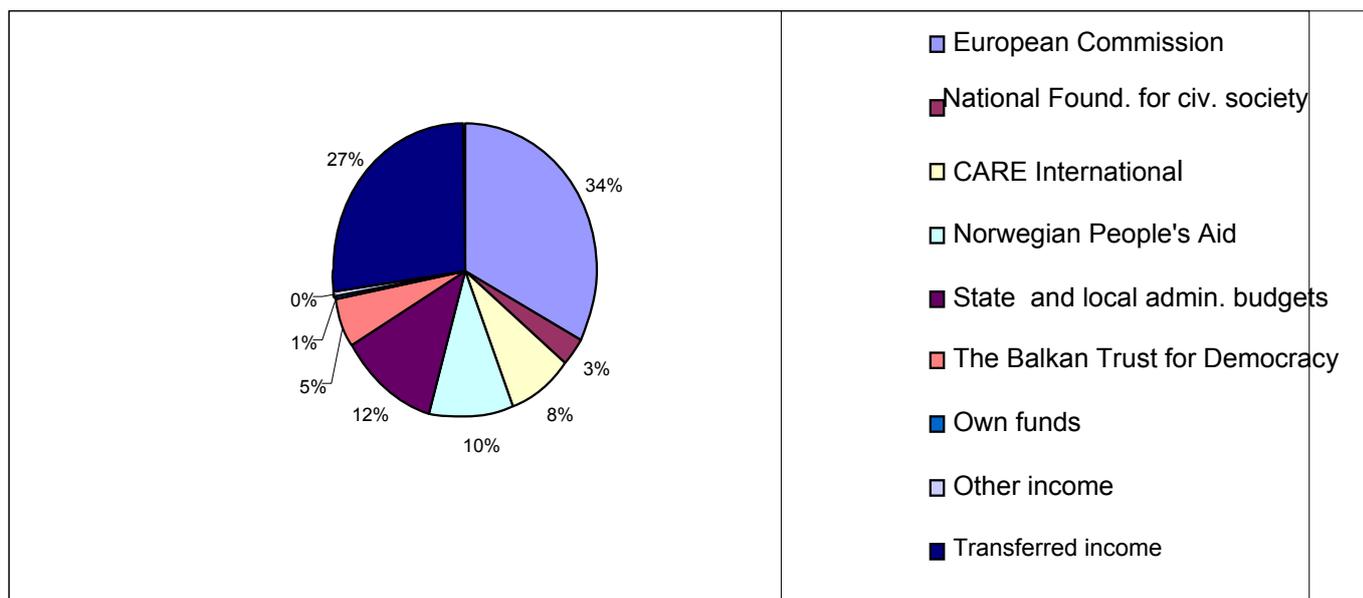
According to our data, in comparison with 2008, frequency of our media appearances has decreased, but it is still increased in comparison with previous years. The largest number of appearances and announcements is still on Internet portals (66.5%), followed by press (15.5%), radio (11%) and TV (7%).



CESI has continuous cooperation with journalists, and it is recognisable as focal point for dating violence among young people, sexual and reproductive rights women's political participation, and promoting equal opportunities in job market.

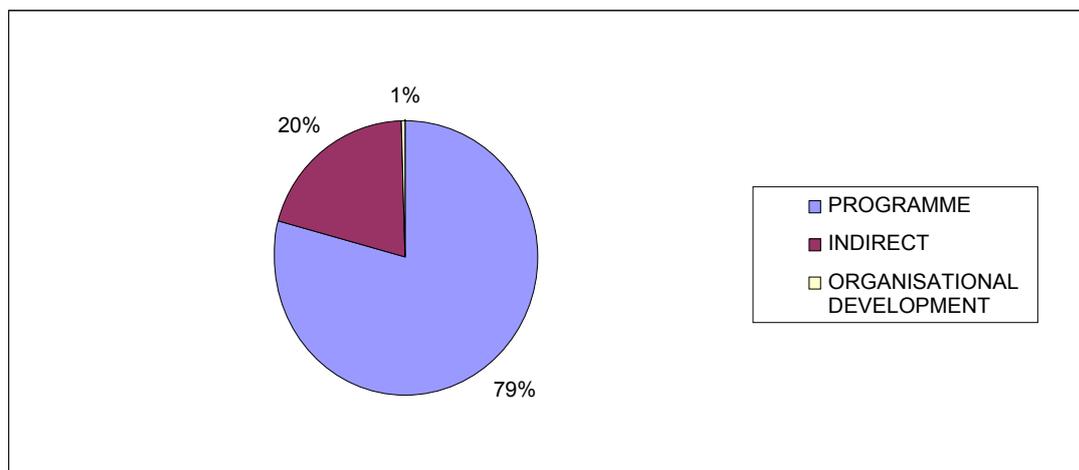
FINANCIAL REPORT FOR 2008

REVENUES	HRK	EURO
1. European Commission	1.055.083	144.050
2. National Foundation for Civil Society Development	99.057	13.524
3. CARE International	257.124	35.105
4. Norwegian People's Aid	331.413	45.248
5. State and local administration budget resources	397.385	54.255
6. The Balkan Trust for Democracy	167.181	22.825
7. British Council	4.860	664
8. Own resources	23.500	3.208
9. Membership fees	2.100	287
10. Center for Reproductive Rights NY	4.603	628
11. Other income	3.888	531
12. Balance income	875.873	119.582
TOTAL INCOME	3.222.067	439.907



IN KIND DONATIONS	HRK	EUR
FREE MEDIA SPACE	16.500.000	2.252.737
VOLUNTEER WORK	148.240	20.239
EQUIPMENT	2.340	319

EXPENSES	HRK	EURO
1. PROGRAMME		
Programme staff	612.898	83.679
Educational activities	618.907	84.499
Travel expenses	181.017	24.714
Publishing	107.528	14.681
Campaign	133.546	18.233
Conferences	122.965	16.788
Policy analysis	36.314	4.958
WEB and promotion	43.773	5.976
Evaluation	37.800	5.161
TOTAL	1.894.748	258.689
2. INDIRECT		
Administrative staff	256.498	35.020
Rent and utilities	16.835	2.298
Communication costs	28.148	3.843
Administrative costs	70.830	9.670
Equipment and mainten. exp.	32.988	4.504
Financial revisions	55.959	7.640
Other expenses	22.562	3.080
TOTAL	483.820	66.056
3. ORGANISATIONAL DEVELOPMENT	14.996	2.047
TOTAL EXPENSES	3.393.564	325.873



CESI total income in 2008 is 2.346.194 KN. Balance income is 875.873 KN. Total expenses are 2.393.564 kn, which leaves balance of 828.503 KN, amount which will be used for current expenses in 2009. Account balance on December 31, 2008 is 1.076.043,55 kn.

Appendix 1

List of schools included in educational activities and creative projects within **National campaign for prevention of gender based violence among young people “Silence is Not Golden”**:

1. Secondary School fra A. Kačića Miošića, Makarska
2. Secondary Economy School, Požega
3. Secondary School Students' Dorm, Pakrac
4. 1st Grammar School, Osijek
5. Craft Secondary School, Požega
6. Tourist, Hotel and Caterers Secondary School, Zadar
7. Grammar School, Čakovec
8. 2nd Secondary School, Beli Manastir
9. Secondary School Stjepan Ivšić, Orahovica
10. Economy and Merchant Secondary School, Čakovec
11. Tourist and Caterers Secondary School, Šibenik
12. Economy and Administration Secondary School, Bjelovar
13. Grammar School A. G. Matoš, Samobor
14. Constructor-Geodets Secondary School, Osijek
15. Forestry and Woodmakers School, Karlovac
16. Tourist and Caterers School, Osijek
17. Vocational School, Pula
18. Medicine Secondary School, Osijek
19. Sedondary School Ivan Švear, Ivanić Grad
20. Secondary School Zabok
21. Grammar School Eugen Kumičić, Opatija
22. Grammar School Lucijan Vranjanin, Zagreb
23. Primary School Rudeš, Zagreb
24. Secondary School Čazma
25. School for Arts, Design, Graphics and Clothes, Zabok
26. Students' Dorm, Virovitica
27. Grammar School Fran Galović, Koprivnica
28. Art School, Split
29. Medicine Secondary School, Bjelovar
30. Administrative School, Zagreb
31. Aeronautical School R. Perešin, Velika Gorica

32. Independent Youth Association, Lepoglava
33. Grammar School, Sisak
34. 3. Grammar School, Split
35. Chemistry and Graphics Secondary School, Rijeka
36. Youth House, Rijeka
37. Students' Dorm Ivan Mažuranić, Zagreb
38. Grammar School Ivan Zakmardi, Križevci
39. Youth Information Centre – Info Zone, Split
40. HUK Knin
41. Secondary Crafts School, Samobor
42. Grammar School, Karlovac
43. Tourist and Caterers School Zadar
44. School for Textile, Design and Applied Arts, Osijek
45. Grammar School Bernardin Frankopan, Ogulin
46. Secondary School Krapina
47. Secondary School, Pregrada
48. Craft School Rijeka
49. Agriculture and Veterinary School "Arboretum Opeka" Vinica
50. Secondary School Prelog
51. Secondary School Bedekovčina
52. Secondary School Pakrac
53. Illrd Grammar School Osijek
54. Secondary School Metković
55. Grammar School Dr. Ivan Kranjčev Đurđevac
56. Students' Dorm Sušak, Rijeka
57. Nursing School Vrapče, Zagreb
58. Social Work Students' Association Zagreb