



C E S I

**Centar za edukaciju i savjetovanje žena
Centre for Education and Counselling of Women**

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ANNUAL REPORT

2003

The Centre for Education and Counselling of Women is a women's non-governmental, not-for-profit organisation, founded on March 8th 1997, International Women's Day, in response to problems of violations of human rights, especially women's and minority rights, problems of militarism, nationalism, and the deterioration of economic standards in the post-war period.

CESI's mission is the advancement of the status of women and the building of a civil society.

Our goals are the promotion and protection of women's human rights, the advancement of relations between men and women, building tolerance, and creating conditions for dialogue in post-war society.

Through our projects, we aim to empower women to gain control over their lives and to improve their psychological, social and economic well-being.

CESI was founded by activists and members of women's and peace initiatives, who had years of professional experience working with women who survived war trauma. In addition to the core team, a large number of associates and volunteers contribute through their work to the development and realisation of our goals.

The Governing Board consists of four members engaged in the decision-making process relating to management and strategies. Its members are: Gordana Obradović Dragišić (president), Sanja Cesar (programme leader), Sanda Malbaša (financial manager) and Anamarija Gospočić (project leader). As of October, Gordana enrolled in post-graduate studies in The Hague. Nataša Bijelić (project leader) became a board member and Sanja Cesar is the new president. CESI's other employees are: Sanja Galeković (office manager), Tamara Šterk (project leader), Helena Popović (project assistant) and Maja Dubljević (project assistant). We have a long-standing co-operation with our project associates, Vedrana Kobaš, Amir Hodžić, Ana Lapčević, GP, and Bojan Novaković.

The Advisory Board contributes to CESI's work through the introduction of new ideas and visions, and by supporting existing activities. Its members are: Andrea Feldman, Blaženka Leib, Vesna Kesić, Gordana Lukač-Koritnik, Ela Kurešević, Nataša Petrinjak and Marina Škrabalo.

Beneficiaries

In 2003, our activities were conducted within three programmes: Education and Support of Women's and Other Civil Initiatives, Women's Human Rights, and Building Gender Awareness. Approximately 2800 participants were involved in the educational activities and CESI's educational web site, SEZAM, received about 11000 hits. The public was continuously informed of our work through publications, leaflets and through CESI's web site www.cesi.hr.

Programmes

1. The "Building Gender Awareness" Programme

Through the "Building Gender Awareness" programme, implemented since early 1999, we aim to:

- advance relations between men and women,
- promote the development of knowledge and skills through non-institutional educational programmes,
- promote values of non-violence, tolerance, solidarity and gender equality.

Furthermore, through various educational activities, through educating educators, providing information, and conducting research and campaigns, we aim to:

- encourage young people to work with other young people on a volunteer basis,
- increase the knowledge and skills of professionals working with young people,
- inform the public on issues relating to sexuality and violence, and young people,
- develop networking and active co-operation among institutions, non-governmental organisations and citizens.

Activities

I Research

Young people need accurate, factual, and scientific information on sexuality in order to be able to make responsible decisions. It is therefore necessary to introduce sexual education into schools, ideally in a continuous fashion. This education should not only provide information, but also focus on values, attitudes and opinions on sexuality and sexual identity, and on gaining certain skills – communication skills, negotiation skills, etc. Sexual experience is different for young women and men, and it is important to include a gender perspective in education and prevention programmes in order to improve sexual health and promote positive and egalitarian relations between the sexes.

CESI has created, implemented and evaluated an **experimental curriculum of gender / sexual education for high school students**. After educating 20 high school teachers in the implementation of the experimental curriculum, through a training for trainers, the programme was implemented in 18 schools in Zagreb, Split, Rijeka, Sisak, Osijek, Pakrac, Nova Gradiška, Našice, Velika Gorica and Samobor.

The aim in implementing the experimental curriculum was to raise students' awareness of issues relating to the (in) equality of men and women, and to inform them of the causes and consequences of unequal distribution of power in society.

The pilot programme took place over 10 class periods, and consisted of theoretical and practical components relating to the influence of society and culture on the formation of gender roles and identities. The adolescents completed a questionnaire about their knowledge, attitudes, skills and behaviour prior to the programme's implementation, as well as six months afterwards, in order to assess any changes. The questionnaire was

also given to an equal number of high school students who did not participate in the educational programme (control group). During the evaluation workshop, the results were presented and evaluated, and leaders suggested ways for improving the curriculum. The curriculum was evaluated by CESI and CERD – the Centre for Research and Development of Education (Zagreb), and the results of the monitoring and evaluation were published in a brochure entitled “Experimental Curriculum of Gender/Sexual Education for High School Students: Report on Implementation, Monitoring and Evaluation”. The results of the programme indicate that there is great interest and need for incorporating this type of information into the curriculum, and that the interactive approach played a significant role in achieving the programme’s objectives.

In early 2003, CESI published a research report entitled “Gender Significance in the Attitudes and Sexual Behaviour of Adolescents” in Croatian and in English

CESI conducted research in 2001 and 2002 based on the questionnaire “Men, Women, and Sexuality”. The questionnaire aimed to ascertain the ways in which young people’s attitudes and opinions influence risky sexual behaviour, and also to include those results in sexual health education for young people.

The final chapter of the report includes concrete recommendations for creating a gender sensitive sexual education curriculum, which can be implemented in schools.

As this type of research is not common in Croatia, the results received a lot of media attention. CESI presented the results in Zagreb’s Europe House, at the Queer Osijek gathering in Osijek, and at the Interdisciplinary Course Family Planning & Reproductive Health – Women’s Health Initiative conference in Dubrovnik.

A review of the research report was published in *Sociology Review*, and the results were presented in the international network ASTRA’s bulletin, on Pliva’s web site (Pliva health), and in *Reč* (Word), a magazine for literature, culture, and social issues.

II Education and Information

The absence of counselling in family planning, the lack of sexual education, and the ensuing low level of knowledge of various sex issues, causes young people to be exposed to risky sexual behaviour, such as unwanted pregnancy and sexual infections. This lack of education can also increase the risk of submitting to various forms of sexual abuse and unrealistic expectations, and of developing twisted assumptions about one’s own sexuality. New research shows that sexual experience is closely linked to gender relations, and relations between men and women greatly influence sexual behaviour.

It is our belief that long-term changes in society cannot take place without human rights and gender equality education for young people, and an increased collaboration between formal educational institutions and autonomous educational programmes conducted by non-governmental organisations.

➤ Education of educators

The education of educators programme primarily targets high school professors, but is also meant for young people who want to participate in peer education. A group of girls from the School of Administration has continued, with our assistance and support, to conduct workshops in their school. One of them won second place in a contest for socially aware and involved girls.

A training for 20 teachers who were preparing to implement the pilot curriculum of gender / sexual education was held in Tuheljske Toplice. Within a period of 2 to 3 months after the training, attendees implemented the 10-hour pilot curriculum that was discussed at the seminar. The manner of implementation varied according to the conditions and circumstances found in schools. Our recommendation was to implement the programme in segments of at least two school periods (90 minutes).

There was a follow up seminar in Stubičke Toplice in October, during which time leaders evaluated the programme, presented and discussed results, and gave suggestions for the further development of the programme.

➤ **Seminars**

“Building Gender Awareness”, organised by the Centre for Peace, Non-violence and Human Rights from Osijek, held in Daruvar

“Balkan Youth Forum 2003: Building a brighter future”, Health Education and Prevention group, organised by BCYF, held in Herceg Novi, Montenegro

Workshops

“Female Identity”, workshop organised by the Centre for Women’s Studies from Zagreb, held in Kotor, Montenegro

Gender and Sex; Sexuality workshops, Feminist Summer School, Stubičke Toplice
Workshop on Sexuality, Elementary School, Dvor

Creating Gender Identities, workshop organised within a seminar on “Specifics of Visually Impaired Adolescents in Process of Becoming Adult”, organised by the “Vinko Bek” centre and the State Service for the Protection of Family, Motherhood and Youth, Zagreb

Relations between the Sexes, workshop, “Saint Ana” Children’s Home, Vinkovci

Relations between the Sexes, workshop, “Antun Matija Reljković” high school, Vinkovci

Sexism, workshop, organised by the Centre for Women, Vukovar

Sexuality, workshop, organised by the Centre for Women, Vukovar

Gender / Sex, workshop, organised by the Centre for Women, Vukovar

Relations between the Sexes, workshop, 4th Elementary School, Vinkovci

➤ **Lectures**

Lectures were held in libraries, youth clubs and in ten schools on the following topics: Introduction to Reproductive Health, Contraception, Sexually Transmitted Infections and Sexuality. The lectures took place in the following towns: Zagreb, Karlovac, Slavonski Brod, Čazma, Rijeka, Nova Gradiška, Dalj, Pula and Dvor.

➤ **Supervision**

Supervision of the “Knowledge, Health, Prevention” project, implemented by the Danube Peace Youth Group from Vukovar.

➤ **Web site**

The web site “SEZAM – Sexual Education for Young People” (www.sezam-hr.net) was created for adolescents, and provides comprehensive, clear and accurate information on complex issues regarding sexuality, relations between the sexes and dating violence. Young people can also ask questions via e-mail, and answers are provided by experts within a short time frame.

➤ **Film “Almost Equal”**

One of the preconditions for enjoying successful and satisfying relationships in the social and private spheres is the equal status of men and women. However, traditional ideas on sexuality and relations between the sexes still prevail in our society, and have a great influence on young people and on their values and attitudes.

Gender equality, as well as education about sexuality, is a greatly neglected and often non-existent topic in the formal education system. We decided to produce an educational documentary film entitled “Almost Equal”, in order to illustrate the importance of the issue to young people. The 30-minute documentary was created in co-operation with the Documentary Film Project FACTUM.

In the film, adolescents from Zagreb, Rijeka, Opatija, Sisak and Samobor discuss their opinions, attitudes and experiences regarding relations between men and women, domestic chores, men and women's representation in business and in different professions, adolescent relationships, sex, homosexuality, and life with their future partners.

To make the film as interesting as possible to young people, we organised celebrity appearances: singers Mile Kekin, lead singer in the rock band Hladno pivo (Cold beer) and Dražen Turina- Šajeta, and actors Nina Violić and Tvrtko Jurić. We also featured people who are involved in professions uncommon for their gender, and experts provided an historical, social and medical context for relations between the sexes.

The film will be used for educational purposes in schools, and during seminars and workshops on gender issues.

III Advocacy and Public Policy

- Advocacy for introducing sexual and gender equality education into schools through round tables, working discussions, continuous monitoring of competent social institutions, recommendations and media promotion.

The need to create and implement an appropriate, systematic and comprehensive curriculum for sexual education has been recognised in several areas of public policy in the Republic of Croatia, and has been included in strategies and programmes.

According to these policies and implementation programmes, state bodies are obliged to create and implement curriculums for education on issues of "sexually transmitted infections", "reproductive health", "equality of sexes and sexuality", "family, partnership, parenthood and sexuality", and "sexuality and reproductive health". Each department or ministry is responsible for the issue relating to the area of expertise of its public policy sector.

The initiative aiming to introduce sexual education into schools was established in 2002, and several meetings have been held to discuss the proposal's conception and strategy. The committee in charge of the initiative has agreed that the sexual education curriculum, in addition to providing information to increase students' knowledge, should also encourage attitudes and beliefs which strengthen self-respect and support responsible behaviour, and should promote the development of interpersonal skills, such as communication, self-advocacy, negotiation and autonomous decision-making. The sexual education programme should take into account adolescents' points of view, interdisciplinary principles, the promotion of health and gender equality, while bearing in mind the existing social pressures regarding sexuality (influence of the media, subculture and peer conformism). Five general sexual education modules have been proposed: Gender Equality, Responsible and Positive Attitudes towards Sexuality, Tolerance of Different Sexual Choices / Orientations, Prevention of Sexual Harassment and Abuse, Sexual and Reproductive Health, Family Planning and Responsible Parenthood.

The project proposal has been compiled and sent to the Ministry of Education and Sports.

- We have introduced young people's special needs and problems to public through the media. Articles about the programme were printed in Večernji list, Novi list, Jutarnji list, and Slobodna Dalmacija. We were guests on radio shows for Croatian Radio, Family Radio, and on Croatian television shows, "Good Morning Croatia", "Zagreb Review" and "Res publica".
- We have participated in a number of round tables and public discussions on issues of violence, gender equality, and human rights.
- We co-operate with experts, institutions and services in fields relating to CESI's work. We have participated in meetings with the Committee for AIDS during the preparation of the project proposal for the Global Fund for Fighting AIDS.

- We have fostered co-operation with institutions, and informed the public of issues affecting young people with regard to violence, sexuality, and respect for their rights.

IV Publications

- A research report entitled “Gender Significance in the Attitudes and Sexual Behaviour of Adolescents” was published in Croatian and in English.
- A second, edited edition of the handbook entitled “Gender and Sex under the Magnifying Glass” was published (1000 copies). The handbook has been used for the past several years in working with young people throughout Croatia.
- A brochure on the Experimental Curriculum of Gender / Sexual Education for High School Students: Report on the Implementation, Monitoring and Evaluation, was published (500 copies).
- A second edition of the brochure on Dating Violence was published (2000 copies).

2. The “Support, Education and Development of Civil Initiatives” Programme

Programme goals:

- Empowering and supporting women’s groups, civil initiatives and individuals,
 - Encouraging women to become actively involved in social, economical and political life,
 - Exchanging information and establishing connections through network and coalition building,
 - Encouraging co-operation between the non-profit sector and local authorities in order to resolve joint problems in the community.
- **Empowering women in local communities in Gvozd, Dvor and Vojnić**

This project is a follow-up of our previous, long-term work with women from rural areas and regions that were directly affected by the war.

The deterioration of the status of women over the past decade is noticeable on every level: an increase of violence, confirmed by official statistics, rising unemployment, social and health system reform, and a low level of participation of women in administrative and decision-making bodies. There is a great need to provide education for women and to assist them in organising women’s initiatives. These initiatives will work at the local level to improve women’s position. We have learnt from experience that women and youth gladly participate in educational activities for the development of civil society, if they are offered training in the skills needed to become actively involved in solving the problems of their community.

The project’s objective is to strengthen local initiatives through providing technical assistance, education and support for concrete projects, and thus to contribute to improving the status of women and to promoting population reintegration in war-torn communities. The project was initiated in 2002 and continued in 2003.

We have been working on three projects with women from three initiatives. With the Vojnić Women’s Group, we worked on developing activities for establishing and equipping a Multipurpose Open Centre; with the Dvor Women’s Club, we worked on opening an Internet Centre offering various community activities; with the Gvozd Women’s Initiative we worked on economic empowerment, creating a business plan and implementing a curtain sewing project.

At the start of our co-operation, the **Dvor Women's Club** was a non-formal group. Since our collaboration began, they have registered as an official organisation and have grown into an autonomous mission-led group that successfully responds to community needs. The Club is currently in a phase of intensive growth, with an increase of activities, outside contacts, members, and beneficiaries, and with the creation of organisational procedures. The organisation has provided suitable, easily accessible space for women and children, trained members for implementing the Internet Club and Playroom for Children project, and secured funds for the project.

The Gvozd Women's Initiative has evolved from being a branch of the Serbian Democratic Forum to becoming an autonomous women's group. The group has strengthened its management capacity, especially in the field of financial management. At the moment, the group is engaged in several types of activities: entrepreneurship, providing for children, organising public lectures and coordinating gatherings for women. The group provides space for interethnic co-operation and is developing a project that will allow women immigrants from Bosnia, who are the most isolated group, to be more included in society.

Throughout our co-operation, the **Vojnić Women's Group** has re-activated its membership, strengthened their core project team and achieved excellent visibility and a good reputation. They have also been implementing a demanding infrastructure project, which is important for the whole community – initiating a Multipurpose Open Centre. The Municipality provided the grounds, and the Vojnić Women's Group raised funds for decorating and equipping the Centre.

Within the framework of the project, we organised workshops for all groups on financial management, and provided consultation for financial reporting to donors. Furthermore, according to the group's needs, we conducted a workshop on Women, Leadership and Decision-Making Processes for the Dvor Women's Club, and a strategic planning workshop for the Vojnić Women's Group. Members of all groups interested in improving their leadership skills participated in the "Power and Leadership" seminar, and all those interested attended a seminar entitled "Women's Rights are Human Rights".

Also within the project's framework, we organised a conference entitled "Our Experiences so Far – What Do They Tell Us?" attended by 17 women from 12 groups. The conference was intended to provide an opportunity for exchanging experiences gained through activities so far, discussing problems and obstacles, as well as developing tactics for successful problem solving. At the end of conference, participants formulated conclusions and recommendations for future work in advancing the civil sector, and in particular women's civil initiatives.

➤ **Project for Supporting the NGO Sector**

According to available research, the idea of civil society and the existence of associations that promote civil society values still have not become mainstream in Croatia. The majority of our citizens are not familiar with the meaning and potential significance of civil society organisations and they do not see the point of their existence. As non-governmental organisations are mostly oriented towards the public, and aim to promote increased citizens' responsibility, CESI and B.a.B.e. have jointly started a project entitled "Supporting the NGO Sector". The goal of the project is to bring together NGOs working on different aspects of building and promoting civil society values, and to work jointly on improving non-governmental organisations' image in society.

CESI and B.a.B.e. have called upon the following organisations to participate in the project: Green Forum, Coalition for the Protection and Promotion of Human Rights, Osijek, ZaMirNet, Women's Group Step, the Centre for Peace Studies, the Women's Association of the Union of Roma Croatia, the Association of Roma Women Better

Future, HSUTI, the Serbian Democratic Forum, LORI, NIT, VILE Zadar, MI Split, Youth Initiative Bjelovar. All of these associations have recognised the importance of increasing the social visibility of non-governmental organisations.

Two trainings were held in 2003:

- Advocacy and the use of legal mechanisms
- Media and public relations

At the end of 2003, a meeting was held with all the NGOs that have joined the project, and an action plan was determined for the organisation of a joint campaign.

➤ **Seminars, workshops and presentations**

Advocacy workshop, for ALD, Sisak,
Women and Advocacy workshop organised by the Centre for Peace, Non-Violence and Human Rights from Osijek, held in Daruvar,
Fund-Raising workshop in co-operation with Odras, Opatija,
Preparing Project Proposals workshop, for the Council of Autonomous Unions, Zagreb,
Associations' Sustainability workshop for the Women's Group Krnjak, in Co-operation with the Centre for Human Rights, Karlovac,
"Fund-Raising and Income-Generating for Women's Groups", organised by IRC, Zagreb.

➤ **Project "Women and New Technology"**

100 participants from Dvor successfully completed a basic computer course (MS Word, Excel) and an Internet course.

3. "Women's Rights" Programme

Goals:

- Promoting and advocating for women's human rights,
- Achieving gender equality and preventing the discrimination of women in every day life.

➤ **"Strengthening Women's Leadership Skills" Project**

The number of women in Croatia's public sphere and in positions of power is not representative of the actual number of female citizens. Through the "Strengthening Women's Leadership" project, CESI aims to mobilise women's potential in the community and to provide knowledge in order to assist women in gaining prominent social positions. The guiding line of the whole project is to encourage and support individuals who have already shown a certain readiness to take initiative within their local communities. These women can then induce changes that will lead to an increased participation of women in the decision-making spheres of society.

Within the framework of the Strengthening Women's Leadership Skills programme in 2003, CESI organised training for 19 women from the NGO sector, the business sector, political parties, and various political institutions. Women from the following organisations and institutions participated in the training: the Business Sector of Istria County, Vukovar's Institute for Peace Research and Education (VIMIO), SDF Women's Initiative, Green Istria, Steps of Hope – Obrovac and Donji Lapac, ZaMirNet Obrovac, Group for Social Action ZMAG, Liberal Party,

Social-Democrat Party, EKO Zadar, Domine Women's Group (in the process of being established), Školska knjiga (School Book), Croatian Employment Service Zadar, DIM, and VERN. The educational cycle consisted of four modules, through which participants gained knowledge in the fields of:

- History of women's gatherings,
- Women's human rights,
- Leadership skills,
- Communication skills,
- Advocacy,
- Working with the media,
- Training methodology.

Having completed the training, participants created action plans for activities at the local level. In the final phase of the first part, with monitoring and support provided by the CESI team, 70% of the participants had implemented their planned activities.

Activities included an educational component, through which participants transferred the knowledge gained in the initial training to women in their local communities. Participants also instigated actions based on the educational module.

Some of the participants expressed exceptional interest and experienced great success in the implementation of the first part of the programme, and as a result have taken a leading role in creating new women's initiatives or in developing existing activities.

At the end of 2003, work was begun on a handbook presenting the knowledge and experience that has proven relevant in the development of women's leadership skills. We would like the handbook to provide insight into the most important aspects and dynamics of power within the framework of gender / sex divisions through a theoretical analysis, and also to introduce an effective educational programme for the empowerment of women.

The following **seminars** were held within the framework of the project:

- Women and Leadership, Stubičke Toplice
- Women's Human Rights and Advocacy, Stubičke Toplice
- Women and the Media, Opatija
- Training Methodology, Stubičke Toplice

➤ **Tribunela**

In 2003, an issue of the *Tribunela* was published (no. 10, autumn / winter) on the topic of Women and New Technologies. This latest *Tribunela* discusses the status of women in science, and their role in the creation and use of new technologies, aiming to draw attention to their work and to provide insight for women readers on improving their own status. The issue was financed by the Republic of Croatia's Office for Associations and Ministry for Crafts, Small and Mid-scale Entrepreneurship. The print-run is 600 copies.

➤ **Lectures**

CESI participated in the specialist course for police officers working on eliminating juvenile delinquency, where we held a lecture on the "Possibilities of Co-operation Between Non-governmental Organisations and Institutions".

A lecture on Women's Human Rights was held for VIMIO in Vukovar.

➤ **Education of Educators**

The objective of the "Gender Aware Politics" training of trainers for members of the Committee for Gender Equality's work group, was to enable them to educate

members of committees for gender equality at the local level on gender mainstreaming and on the implementation of the Law on Gender Equality.

The Law on Gender Equality was passed in July 2003. The law sets the foundations for the protection and promotion of gender equality, the protection from gender discrimination, and the creation of equal opportunities for men and women. Discussions that took place before the law was passed were organised, among others, by Women's Studies, the Social-democratic Party, the Human Rights Centre and the Committee for Gender Equality. CESI members participated in these meetings as well.

➤ **Feminist Summer School**

Members of the Women's Network Croatia recognised the need to share common values and provide additional education for individuals involved in women's groups' activities. The Feminist Summer School Project was launched to respond to this need. The Organisational Board, consisting of representatives from CESI, Women's Room, B.a.B.e. and the Centre for Women's Studies, organised a second Feminist Summer School in Stubičke Toplice, which took place from September 26th to October 4th, 2003.

Participants were divided into two groups; the beginners' group was participating in the training for the first time, while the advanced participants consisted of women who had attended the first Feminist Summer School.

The first day of the seminar was devoted to introductions and team building activities, while the final day was taken up with the evaluation.

The seminar programme in the beginners' group included the following topics: History of the Women's Movement in Croatia, Basic Aspects of Feminism, Gender / Identities, Sexuality, Feminism and Sexual Minorities, Women's Human Rights, Advocacy and Lobbying, Violence against Women, Family Violence, Basic Counselling, Women's Practice, Organisational Development, Women's Network.

The advanced group participated in the following workshops: Women's Memories, Solidarity, Trauma, Sexuality, Orgasm, Prostitution, Reproductive Health, Women's Practice, Politics.

All participants watched the film "Pines and Firs – Women Reminiscence of Socialism", and met with donors.

In addition to trainers from among the Organisational Board members, workshops and lectures were led by Gordana Lukač-Koritnik, Sanja Sarnavka, Aida Bagić, Nataša Bijelić, Jelena Poštić, Biba Momčinović, Vesna Kesić, Biljana Kašić, Nera Komarić and Mica Mladineo.

Participants evaluated the summer school by completing a questionnaire and providing feedback on every workshop they participated in. Trainers submitted a report and completed evaluation questionnaires. Organisational board members also evaluated all the workshops.

Networks

CESI is a member of the **Women's Network Croatia** and has been actively involved in various activities, from participation in regional meetings and Network meeting in Poreč, to involvement in actions and campaigns.

The Women's Network campaign for gender-sensitive education "Ide vrijeme, prođe rok..." began with street action in seven Croatian towns: Zagreb, Split, Osijek,

Karlovac, Pula, Zadar and Mali Lošinj. Through this campaign, the Women's Network demands core reform of primary education, including education on human rights, non-violence, tolerance and diversity, and with particular emphasis on changes in the stereotypical and patriarchal way of portraying gender roles in school textbooks. Primary school students participated in street actions, and engaged in writing, drawing and discussing school as it is now, and the way it could / should be. Children and parents completed questionnaires on their opinion of existing textbooks.

The Women's Network Croatia celebrated the International Day Against Violence Against Women, September 25th, as the beginning of **16 days of activism against violence against women**. Silhouettes of women killed by their partners in past 18 months were displayed in public places, thus raising awareness about the gravity of the problem and the necessity for the state and general public to become more seriously involved.

The Women's Network Croatia prepared a **public pre-election campaign for the parliamentary elections in 2003**. The goal was to encourage female voters to participate in the elections and to vote for political parties that would represent women's needs and rights in an appropriate way.

The campaign aimed to put pressure on political parties to increase the percentage of women on their election lists, and to publicly offer solutions to issues of special importance to women.

The beginning of the campaign was announced at a press conference, and 30-second radio jingle was aired on several radio stations.

Four of our volunteers distributed posters and leaflets with the message: "51% for those who hear us, see us and respect us" in Zagreb and its surroundings.

Regional and International Networks

The ASTRA Network is a regional network, whose mission is to build public awareness and ensure that issues of reproductive and sexual health and rights of women in Central and Eastern Europe receive attention and are recognised as one of the priorities on the international and regional levels.

WGNRR - The Women's Global Network for Reproductive Rights is an international network whose members are groups and individuals who advocate the recognition and protection of women's reproductive rights. The network was founded in 1978, and has 853 members in 157 states, from all continents.

The South East European Educational Cooperation Network is a project initiated within the Stability Pact, whose goal is to establish a database that would enable a flow of information about the development of education and the educational system in South-Eastern Europe.

The Balkan Countries Women's Network for Democratisation and Conflict Prevention strives to empower women and women's organisations from the Balkans to take an active role in the promotion of democracy, human rights and peace through co-operation, joint actions, and the exchange of experiences and information.

INSTRAW-GAINS - CESI is the Croatian focal point for the UN International Research and Training Institute for the Advancement of Women. The Institute's activities aim at achieving gender equality and the empowerment of women through the exchange of information and knowledge, in order to improve the development of politics and practise.

ENAWA is a network consisting of 30 organisations, and aiming to promote the goals of the Beijing Action Plan. The network provides a feminist analysis of various media,

and encourages the exchange of information among women. Its activities cover diverse areas, such as education, health and sustainable development.

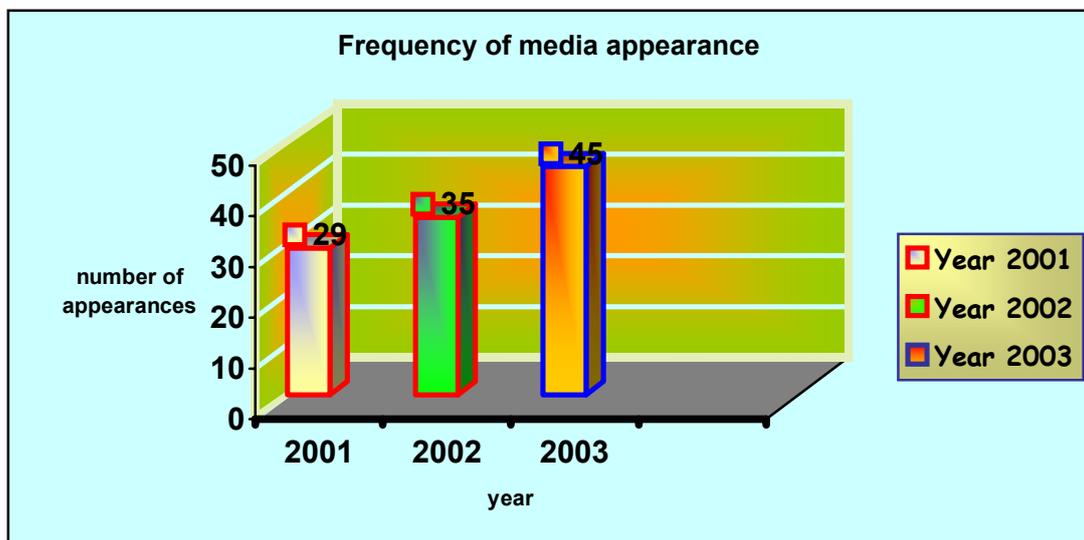
Media

Over the past three years there has been an increase in media coverage of CESI's activities.

We have closely monitored daily newspapers, television, radio, weekly and monthly magazines, including local editions and local television and radio stations. The report is based on articles from our archives and on our internal system of registration of media appearances (activity calendar).

According to our data, the frequency of CESI's media appearances increased by 20.69% in 2002, and by 64,44% in 2003, as compared with 2001. The most significant changes are in TV appearances.

So far, we have not closely monitored or analysed the Internet as a media.



Organisational development and human resources development

- Within the “Partners for self-sustainability of the NGO sector” programme, CESI has worked throughout 2003 on training plans and on organisational development. As a result of years of experience managing a women's non-governmental organisation, CESI's members recognised the importance of developing new knowledge and methods of systematic organisational development. The following activities have been identified as some of the most important elements of CESI's development policy:
 - Strategic planning;
 - Financial consultations;
 - Advanced computer course (Excel, Edukon, Zagreb; Access, It Center; Power point, Zamir, Zagreb);
 - Team building (sailing in the Kornati islands);
 - Five-year work evaluation.

- Following the training provided by AED, CESI began implementing a system for ensuring the quality of not-for-profit organisations (Pqasso – OKNO). The system enables us to establish and respond to the needs of our beneficiaries, in order to provide them with quality service in accordance with appropriate standards. We have participated in the translation and adaptation of the system for use in Croatia, and organised training which has enabled its implementation in the following associations: ZaMir, the Centre for Civil Initiatives, and the Association Children First.
- We have also actively participated in the following workshops and seminars:
 - Financial management, Government's Office for Associations,
 - Project cycle management, EC, Zagreb
 - Growing your Organisation, seminar, BCYF, Bulgaria
 - Human resources management, workshop, AED
 - Mediation training, workshop, Centre for Peace Studies, Zagreb
 - Advanced Training Methodology Workshop, AED, Zagreb
 - Mediation training, workshop, Centre for Peace Studies, Zagreb
 - Human Rights Summer School, Croatian Helsinki Committee, Božava
 - Mechanisms of Employing International Legal Mechanisms in Protection and Promotion of Women's Reproductive Rights, Astra Network, Vilnius
- As a result of our co-operation with the Foundation for International Training in Canada, two volunteer-interns have participated in our work. In first part of 2003, Jennifer Fehr worked with us on the Building Gender Awareness programme, and in the fall, Annie Dunnebacke joined us to work on the Women and Leadership project.
- Participation in conferences, gatherings, actions...
 - 5th European Ministry Conference on "Equality of Men and Women", Skopje, FRY Macedonia
 - Association Days, Zagreb
 - Enough of Wars, action, Zagreb
 - Women's Club Dvor opening
 - Women in Family and Work, on the occasion of International Women's Day, State Service for Protection of Family, Motherhood and Youth, Zagreb
 - Women's Network, Poreč
 - Gay Pride, Zagreb
 - Women Reminiscence, conference on the occasion of Centre for Women War Victims' 10th anniversary
 - Round table "First Minority Election in Croatia", Human Rights Centre,
 - Young People's Employment, State Service for Protection of Family, Motherhood and Youth, seminar, Pula
 - Education for Human Rights, round table, Croatian Helsinki Committee and Women's Network, Zagreb
 - Public discussion "New World Order", Human Rights Centre
 - "Lessons learned, future perspectives", seminar, Mercy Corps, Plitvice
 - ASTRA Network strategic planning, Sofia, Bulgaria,
 - Women's Political Participation, organised by Domina, Split
 - Public discussion "Minorities and Tolerance – The Ways School Develops / Inhibits Spirit of Tolerance", Human Rights Centre, Zagreb
 - "How Much of Democracy? How many rights?" panel discussion, HBS, Zagreb

Financial Report

In spite of a reduced number of donors, our income has continued to grow in 2003, and our work has been supported by:

European Commission

Mercy Corps

Academy for Educational Development

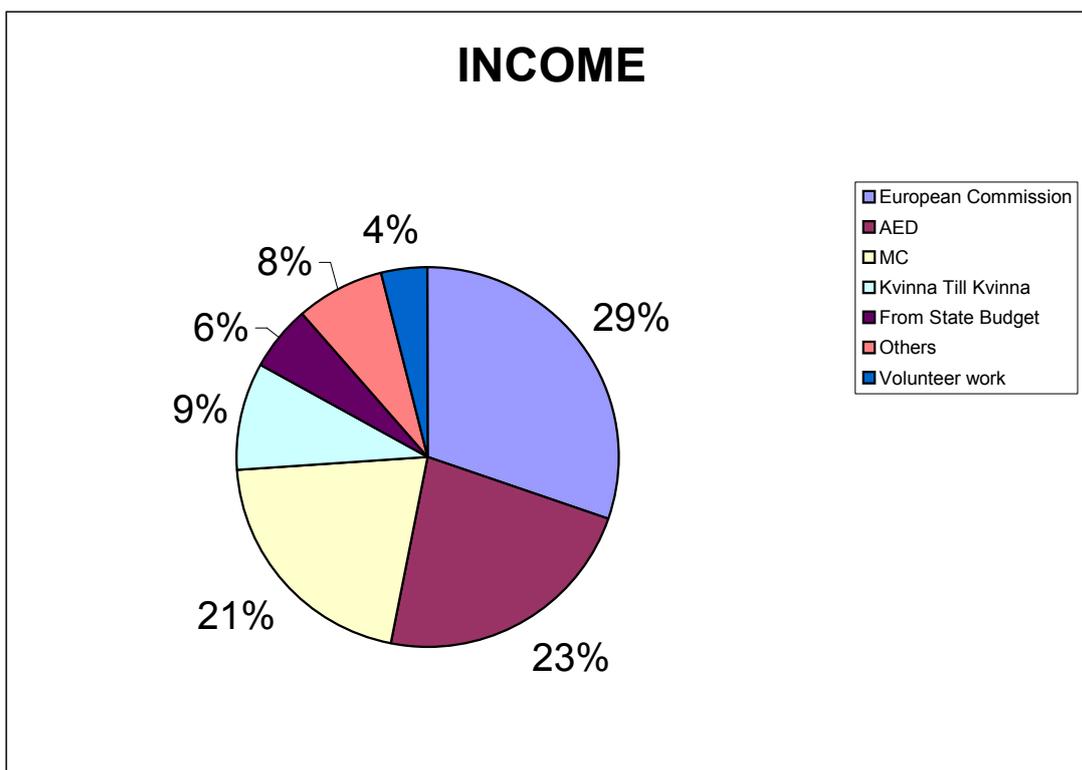
Kvinna till Kvinna

Office for Associations

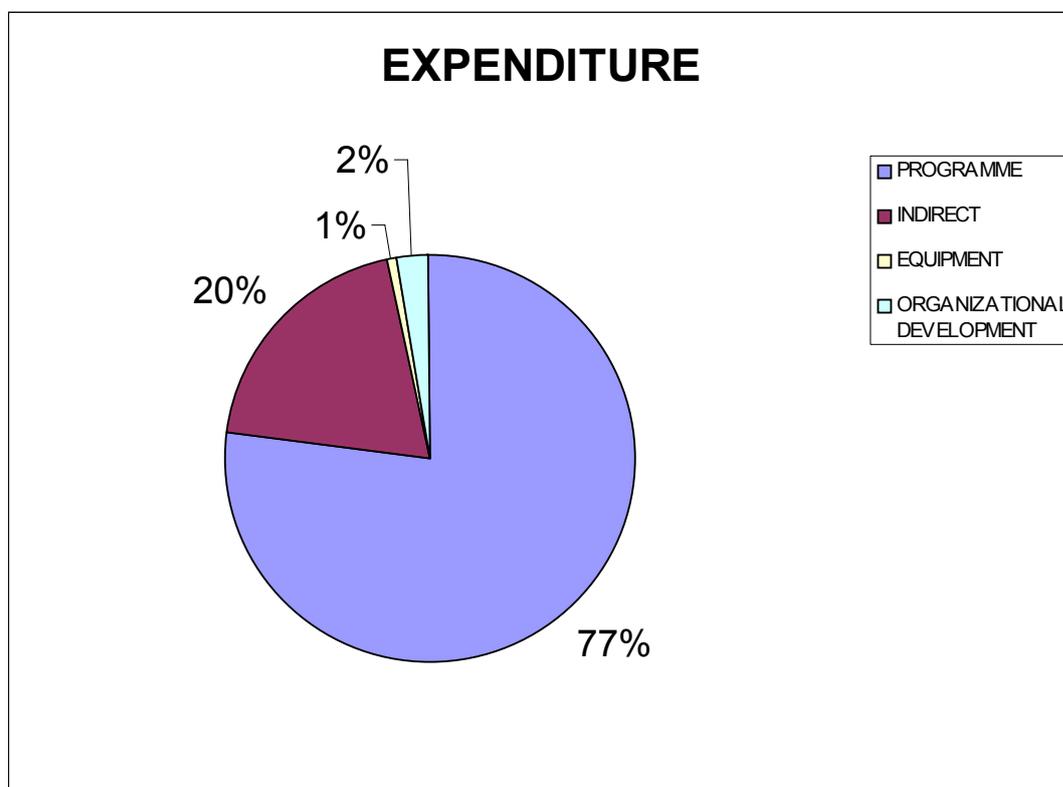
Ministry of Education and Sports

Ministry for Crafts, Small and Mid-scale Entrepreneurship

INCOME	KN	EURO	
European Commission	583.634,38	77.165,47	0,316
AED	435.346,83	57.559,57	0,235
MC	402.540,13	53.222,01	0,218
Kvinna Till Kvinna	175.601,13	23.217,18	0,095
From State Budget	106.025,00	14.018,14	0,057
Norwegian Embassy	57.822,11	7.644,97	0,031
Self-generated income	33.857,38	4.476,47	0,018
OSCE	28.039,77	3.707,29	0,015
Private donations	21.000,00	2.776,52	0,011
Women's Network Croatia	5.000,00	661,08	0,003
TOTAL	1.848.866,73	244.448,70	1,000
Volunteer work	75.000,00	9.916,16	



EXPENDITURE	KN	EURO
PROGRAMME		
Programme staff	508.494,31	67.230,79
Initial funds for women's groups	18.105,38	2.393,81
Educational activities	402.991,23	53.281,66
Travel expenses	58.216,65	7.697,14
Publishing	141.519,06	18.711,00
Film	72.975,33	9.648,46
Research	36.000,00	4.759,76
Evaluation	11.221,01	1.483,59
Total	1.249.522,97	165.206,21
INDIRECT		
Administrative staff	171.105,07	22.622,73
Rent and utilities	51.730,43	6.839,56
Communication expenses	21.803,13	2.882,71
Administrative expenses	54.608,47	7.220,08
Other office expenses	20.094,08	2.656,75
TOTAL	319.341,18	42.221,83
EQUIPMENT	15.303,00	2.023,29
ORGANISATIONAL DEVELOPMENT	39.554,39	5.229,70
TOTAL EXPENSES	1.623.721,54	214.681,03



February 2004.

