



**C E S I**

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

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CESI is feminist, non-governmental, not-for-profit association, founded on March 8, 1997, on International Women's Day, responding to human rights violations, especially rights of women and minorities, militarism, nationalism and economic standard downfall in post-war era.

CESI mission is working on advancement of position of women in society in order to achieve gender equality.

Our goals are:

- Empowerment and improvement of position of women and youth
- Promotion of and advocacy for women's human rights,
- Encouraging women's active involvement in all areas of social life,
- Promotion of gender equality.

CESI has been founded by activists and members of women's and peace initiatives, with years of experience in working with women who were war survivors. Besides core team, a number of associates and volunteers contribute to our development and reaching our goals. The Governing Board consists of four members, and it passes management - and strategy - related decisions. Its members are: Sanja Cesar (president), Sanda Malbaša (financial manager), Anamarija Gospočić (project leader) and Nataša Bijelić (project leader). Our colleague Gordana Obradović Dragišić has spent most of the year in Hague, as post-graduate student. CESI employees also were: Sanja Galeković (office manager) and Maja Dubljević (project manager). We have years-long co-operation on the projects with Vedrana Kobaš, Amir Hodžić and Ana Lapčević, MD.

The Advisory Board contributes to our work by infusing new ideas, visions and providing support to existing activities. Its members are: Andrea Feldman, Blaženka Leib, Vesna Kesić, Gordana Lukač-Koritnik, Ela Kurešević, Nataša Petrinjak and Marina Škrabalo.

## **Programmes / Projects**

### **I Building Gender Awareness**

Through programme "Building Gender Awareness", which has been implemented since early 1999, we want to:

- Advance gender relations,
- Promote development of knowledge and skills through non-institutional education programmes
- Promote values of non-violence, tolerance, solidarity and gender equality

Through educational activities, providing information, conducting researches and campaigns, we also want to:

- Encourage young people to work with youth on volunteer basis
- Increase professional knowledge and abilities of professionals working with youth

- Inform the public on young people's issues regarding sexuality and violence
- Develop networking and active co-operation among institutions, non-governmental organisations and citizens.

The programme "Building Gender Awareness" has been presented in UNDP's Social Development Report for 2004. The report has been dedicated to analysis of youth in Croatia, as "youth and their position in the country is one of the classic issues of development and basis for further building and advancement of the Croatian society". Chapter "Conflicts, Violence, and Discrimination" states that this programme is successful example of the work on promotion and implementation of the civil society values, culture of non-violence and tolerance, human rights, dialogue, co-operation and trust, as well as raising awareness on possibility of social changes.

3500 young people were directly involved in educational activities, while about 10 000 beneficiaries were informed through web site. 10 000 brochures and 800 educational manuals were distributed at schools. Students from 40 schools participated in campaign.

### **1. Project "Right to Life without Violence – Powerful Alternatives to Gender-based Violence: Gender - focused Prevention, Education and Media Programme for Teenagers"**

Within this programme, CESI has started implementing project "Right to Life Without Violence – Powerful Alternatives to Gender Based Violence: Gender – focused Prevention, Education and Media Programme for Teenagers".

Dating violence affects physical, mental, and emotional health and welfare of violence survivors, and young people often even do not recognise certain behaviours as abuse.

Researches reveal that dating violence among adolescents is more common in communities in which gender roles are rigid, there is greater tolerance towards violence against women, and abusers' punishments are lenient. Typically, young men use physical force to assert control while young women use it to protect themselves, or because they fear physical assault. These forms of violence are less visible, and police and courts are reluctant to take actions against abusers.

There is lack of education and awareness of gender issues and respecting human rights within educational system in our society. Although there is evidence of growing violence against women and violence among young people, adolescents' dating violence is topic not discussed in our society. There are no programmes dealing with the topic in systematic way, although working with young people who are just about to enter first relationships is important for development of quality relationships and prevention of violence against women.

The main project's goal is prevention of violence among young people and gender based violence and creating setting for respecting human rights and advancing gender equality.

#### **Activities**

##### ➤ Action Research

A research on attitudes, recognition and understanding of gender based violence in adolescents' relationships, has been conducted, through focused group discussions and questionnaire.

612 adolescents from 22 secondary schools in the Republic of Croatia have answered the questionnaire.

The research findings indicate that about 60% of young people have experienced certain form of violence in a relationship, and 43% of them state that they have behaved in violent way within a relationship. 87% of young women and 57% of young men regard that dating violence within adolescents' relationships is serious problem.

Numerous data point out the need for including gender perspective in programmes of violence prevention among youth. For example, every fourth young men regards that the girl is expected to agree to sexual intercourse with young man who has spent significant amount of money during the date. 28% of young men and 8% of young women regard that when women say NO they think YES. 25% of young men and 12% of young women do not

consider that forcing person to sexual intercourse is violent behaviour. 51% of young men and 31% of young women think that women should be careful not to provoke men. Research results were used in creating prevention programme and within campaign.

➤ Creating prevention programme

CESI has created *Programme of dating violence prevention*, lasting 11 school periods, and published in educators' manual "Better Safe Than Sorry". It includes five modules: Love and Relationships, Gender and Sex, Power and Dating Violence, Skills Essential for Establishing and Keeping Quality Relationship, and Human Rights – Right to Life without Violence.

➤ Manual publishing

Manual "Better Safe than Sorry – Prevention of Dating Violence among Adolescents", by Sanja Cesar, Nataša Bijelić, Amir Hodžić and Vedrana Kobaš has been created for educators who want to work with young people on gender based violence issues, using inter-active approach. Violence in adolescents' relationships is serious problem, but "invisible" in our society, and non-existent in formal educational system. Therefore, we have decided to publish manual aiming at prevention of gender-based violence among teenagers. The manual includes theoretical part on gender based violence and programme of prevention and education on dating violence among adolescents. Eleven-periods programme comprises five modules, and also includes concrete suggestions on ways of approaching young men, young women and parents on these issues, as well as directions for following-up the programme. The manual has been published in 1000 copies.

➤ Brochure publishing

Educational brochure "Dark Side of Love – Story on Tanja and Mario", by Nataša Bijelić, was written for adolescent population, and it deals with issue of dating violence among adolescents. In order to make it interesting for the target population, it was written as a story on two high-school students, Tanja and Mario. As the time passes by, their love story becomes relationship involving different aspects of violence, from emotional to physical. With this brochure, we want to call the attention to the problem of dating violence among teenagers, to inform young people and provide them concrete advice on course of action in similar situations.

The brochure has been published in 10 000 copies, and distributed to schools all over Croatia.

Promotion of the brochure "Dark Side of Love – Story on Tanja and Mario" and manual "Better Safe than Sorry – Dating Violence Prevention in Adolescent Relationships" was in October, in Europe House, Zagreb.

➤ Education of Educators

Four-day seminar has been held in Varaždinske Toplice. It was organised in order to equip 30 educators for implementation of the prevention programme and to motivate and prepare them for participating in the campaign.

Seminar has been recommended in Professionals' Meetings Catalogue of the Republic of Croatia's Institute for Education, part II, for 2004, number 303.

➤ Workshops

Immediately after the seminar, educators have begun conducting workshops and lectures in schools. So far, about 2400 young people have participated in educational activities, about hundred peer educators have been trained, and education at schools are continuing through 2005.

➤ Campaign

Within the world campaign 16 day of activism against gender based violence (November 25 - December 10, 2004), CESI has coordinated campaign, in co-operation with schools, women's associations and youth associations "You are 100% entitled to non-violence – prevention of violence in adolescents' relationships". The goal of the campaign was to raise awareness among young people, to improve recognition and understanding violence in adolescents' relationships, and to point out the importance of prevention. Besides, we

regard that it is important to include gender perspective in violence prevention programmes for children and youth.

Beside educational activities, schools, associations and students' dormitories have organised public discussions, debates, thematic exhibitions at schools and in city museums, staged plays on dating violence, created web sites, prepared and aired radio shows, organised thematic contests for best works in fine arts and literature, and for best slogans, distributed flyers at school, in cafes, in streets, produced promotional and educational materials of their own, held booths in city squares. Activities were conducted in following towns: Beli Manastir, Bizovac, Bjelovar, Čakovec, Čazma, Križevci, Nova Gradiška, Osijek, Pag, Pakrac, Poreč, Požega, Pula, Rijeka, Samobor, Slavonski Brod, Split, Varaždin, Vinkovci, Zadar and Zagreb. All schools have established contact with local media, and they have reported on activities in their local communities.

There was a press conference organised within campaign, and some schools' representatives have participated. Materials (poster and leaflets) were presented on the occasion, and research results have been presented.

Total of 15 000 leaflets and 1000 posters have been distributed.

Research results and entire project were also presented at City Zagreb Assembly, for city administration, schools, social care centres and police representatives, as well as in Rijeka and Čakovec, for school and dormitory representatives, and in Čazma, for high school students.

Campaign has received quality media coverage, and has enabled us to establish co-operation with number of schools and experts all over Croatia.

#### ➤ Evaluation Workshop

Two-day workshop has been organised in Stubičke Toplice, in order to evaluate programme implementation. Among other activities, on that occasion, an independent evaluator has assessed positive and negative aspects of programme implementation and possible improvement.

The programme is in keeping with National Strategy for Youth and National Policy for Advancement of Gender Equality directions.

Working plans and implementation programmes of both documents obligate competent state bodies to create and implement school curricula on "systematic education on gender equality and sexuality and promotion of awareness of gender equality in regular education, with special emphasis on peaceful conflict resolution and stamping out every form of violence within education system", and Ministry of Science, Education and Sports is obligated to prepare proposal for introducing measures of protection of students from sexual harassment and abuse and professionals' education on the problem.

## **2. Project «Including Gender Perspective into Youth Associations»**

Within CARE project for development of youth sector, CESI and CARE International have started implementation of the project «Introduction to Gender Equality», in order to include gender perspective into organisational structure and programmes of youth associations.

Democratic principles and basic human rights values demand equal representation and participation of men and women. Besides, increased awareness of equality issues will lead to improvement of life quality of men and women, boys and girls.

Associations Igra from Zagreb, ZUM from Pula, HUK from Knin, Potencijal from Rijeka and Migra from Donji Miholjac participated in the project. They have expressed openness and readiness for including gender perspective and respecting and promoting gender equality values through their work.

Three-day seminar was held in November in Stubičke Toplice, and three persons were invited from each organisation, bearing in mind that at least two of them had to be involved in decision-making bodies.

Seminar has covered following topics: gender awareness, gender analysis and ways of including gender perspective in youth associations' work. After their organisations' analysis,

the representatives have set goals, and designed implementation plans, which would be realised in their organisation after the seminar, with CESI support.

Besides seminar, the project includes support and mentoring associations' activities in implementation of action plans and evaluation workshop.

### **3. Education and Information Dissemination**

Lack of counselling centres for family planning, lack of sexual education, and, consequently, low level of knowledge on different sex issues causes young people's exposure to risky sexual behaviour, such as unwanted pregnancy and sexually transmitted infections. Also, there is a possibility of submitting to different forms of sexual abuse, unrealistic expectations, and distorted assumptions on one's own sexuality. Newer researches show that sexual experience is closely linked to gender relations, and relations between men and women greatly influence sexual behaviour.

It is our deep belief that long-term changes in society can not be expected either without education of youth for respecting human rights and gender equality, or without linking educational system institutions and autonomous educational programmes conducted by non-governmental organisations.

#### **Education of educators**

"HIV / AIDS & Human Rights – workshop for Mediterranean, Central and East European Countries" – seminar for medical students, organised by association IFMSA Croatia – CROMSIC Rijeka was held in Lovran.

#### **Seminar**

Seminar "Gender Perspective in Youth Associations", organised by CARE International, for 20 participants from 12 youth associations all over Croatia has been held.

#### **Workshops**

"Love and Relations between Sexes», Elementary School, Vinkovci

«Relations between Sexes», for medical students, Zagreb

"Sexual and Reproductive Rights», within Spring school for care-providers, professionals, health leaders and principals of high school students' dormitories in Croatia, organised by the Republic of Croatia's Institute for Education.

"Gender Equality" and projection of the film "Almost Equal", Primary School "Kaštanjer", Pula

"Violence in Partners' Relationships", workshop for students from Study Centre for Social Work, Law School, Zagreb

"Women's Rights, Gender and Sex", workshops within ZaMir's project Medijanet, for media and non-governmental organisations' representatives, from Croatia, Bosnia and Herzegovina, Serbia and Montenegro

Sex, Gender, Sexual Identities, workshop organised by NDC Osijek, in Fužine

Workshops "Gender – Place and / or Quest", "Gender and Identities", "Gender Perspective" and "Sexuality", within Feminist Summer School

"Prevention of Dating Violence among Adolescents", City Library, Čazma

"Dating Violence among Adolescents", workshop for care-providers from seven high school students' dormitories, held in High School Students' Dormitory "Antun Gustav Matoš", Zagreb

"Gender Socialisation", City Library, Zadar

"Dating Violence among Adolescents", CESI associates have conducted dozen workshops in secondary schools in Zagreb

#### **Lectures**

"Sexuality», City library, Karlovac

"Relationship between Sexes", Secondary school students dormitory "Antun Gustav Matoš", Zagreb

Gender perspective in Youth programming, BCYF, Sofia, Bulgaria

"Gender/Sexual Education Experimental Curriculum for Secondary School Students", MMC "Luka", Pula

«Reproductive Health» and «Family Planning», twelve lectures held in secondary schools in Zagreb, Slavonski Brod and Ivanić Grad

#### **Web site**

Web site “SEZAM – Sexual Education for Youth” ([www.sezam-hr.net](http://www.sezam-hr.net)) has been created for adolescents, and it provides complete, clear and correct information on complex issues regarding sexuality, relations between sexes and dating violence. Young people can e-mail their questions, and receive replies from the experts in a short time. The site has about 10 000 hits annually. At the moment, it is being redone, in order to alleviate access for people with visual disabilities.

#### **Video film “Almost Equal”**

Promotion of the film “Almost Equal” was held in February in MM Centre in Zagreb, and over 250 persons attended it.

Film is being used for educational purposes, and it is being aired at schools, on seminars and workshops on topic on relations between sexes. Until now, over 130 of movie copies were distributed, and there is both Croatian and English version.

Thirty-minute educational-documentary film, which CESI has filmed in co-operation with Documentary film project FACTUM has been part of the several festivals: Balkan Black Box in Berlin, human rights film festival in several towns in Bosnia and Herzegovina, and in Erste Club, in Rijeka. It was also aired couple of times on TV stations OTV and CCN.

### **4. Advocacy and Public Policy**

Advocacy for introducing sexual education and education for gender equality at school curricula has been conducted through round tables, working discussions, continuous monitoring of competent state institutions’ work, creating recommendations, and media promotion.

The need for creating and implementing relevant, systematic and comprehensive school curriculum for sexual education has been recognised in several public policies of the Republic of Croatia, and it’s been incorporated as part of certain strategies and programmes.

Working plans and implementation programmes of adopted documents obligate competent state bodies to create and implement school education programmes in the area of “sexually transmitted infections”, “reproductive health”, “gender equality and sexuality”, “family, partnership, parenting and sexuality”, and “sexual and reproductive health”, while the use of one of the above mentioned terms depends on the area of expertise of certain public policy sector.

The campaign aiming at introducing adequate education on sexuality and gender equality to schools has continued through 2004. CESI is part of the Initiative for Introducing Sexual Education to Schools, which connects experts coming from different backgrounds, institutions’ representatives, such as Institute for Education, Centre for Research and Development of Education, Institute for Public Health, Public Health School “Andrija Štampar”, Faculty of Philosophy and representatives coming from non-governmental organisations Women’s Room and Forum for Freedom of Education. Core working team has been formed in 2004, and Institute for Education representatives were involved in it, as well, and it has created sexual education draft programme. The draft has been sent to Ministry of Science, Education and Sports, but it was not accepted, as, according to the Ministry, it was not detailed enough.

The programme is being revised at the moment, and new, detailed version will be sent to the Ministry in January 2005.

While providing appropriate information in order to advance and improve knowledge, the proposed school sexual education programme also encourages adopting attitudes and beliefs that strengthen self-respect and supports responsible behaviour, and develops interpersonal skills. Suggested programme of sexual education includes five general modules: Sex / Gender Equality; Responsible and Positive Attitude towards Sexuality;

Tolerance towards Different Sexual Choices / Orientations; Prevention of Sexual Harassment and Abuse; Sexual and Reproductive Health, Family Planning and Responsible Parenthood.

- Using media, we have introduced public on special needs and problems that young people have. We have participated in number of round tables and public discussion with topics of violence, sex/gender equality, and human rights, such as round table “Women’s Sexual and Reproductive Rights”, organised by Social Democratic Party’s Women’s Forum, “Women and Aids” public discussion, organised by UNAIDS....
- We have co-operation with experts, institutions and offices working on issues of our interest
- We have advanced our co-operation with institutions, and informed broader public on young people’s issues, regarding respecting their rights, violence and sexuality.

## **II Women's Human Rights**

The programme’s goal is promotion of and advocacy for women’s human rights and achieving gender equality. We realise our goals through following projects and activities:

### **1. “Realisation of gender-mainstreaming”**

Project “Realisation of gender-mainstreaming” aims at advancing conditions for achieving gender equality through ensuring that the gender-sensitive politics on local level would be implemented, and providing education and empowerment of individuals to enable them to become active promoters of gender equality politics in their communities and on their working places. Also, one of the important goals of these projects is to link civil sector and political actors in implementation of gender-aware politics.

On this project, CESI directly co-operates with the Governmental Office for Gender Equality. This co-operation is helpful when it comes to implementation of the project, as it is the Office that directly contacts counties’ gender equality committees, who are responsible to the Office in drafting and implementation of their action plans.

The project foresees educational activities, creating and publishing the manual, and organising conference in order to put together experiences from seminars held so far and experiences of newly established and already established committees.

#### **Activities**

Within educational part of the project, we have organised total of four seminars, two modules for two groups of participants entitled “Implementation of Gender Mainstreaming – Parts I and II”. For members of committees from counties of Istria, Primorje – Gorski Kotar, Zadar, Šibenik-Knin, Split-Dalmatia, and Dubrovnik – Neretva it was held in Šibenik, September 3-5, 2004 and in Petrčani, near Zadar, November 12-14, 2004. For counties of Karlovac, Vukovar – Srijem, Osijek – Baranja, Međimurje, Slavonski Brod – Posavina, Bjelovar – Bilogora, Krapina – Zagorje, Požega – Slavonia, Zagreb, Varaždin, Sisak – Moslavina, Koprivnica – Križevci and Virovitica – Podravina, it was organised in Sisak, September 10-12, 2004, and in Osijek, December 3-5, 2004.

The towns in which the seminars were organised were chosen as they did not have county committees for gender equality, or they were in the process of founding those bodies. Therefore, we wanted to induce gender equality topic in those communities.

As the emphasis was on development, promotion and implementation of the co-operation between sectors (non-governmental and political), we have included in the seminar members of the county committees for gender equality, co-ordinators for gender equality from state administration bodies, and representatives of non-governmental organisations working on promotion of gender equality in their communities.

We have established good example of inter-sector co-operation through partners' relation with the Governmental Office for Gender Equality on the project. The Office's representative has recognised the project as good practice of implementation of the articles and regulations set in the Law on Gender Equality and National Strategy for Promotion of Gender Equality.

Seminar topics served as basis for introduction to and understanding of gender-aware politics, Law on Gender Equality, and implementation of National Strategy for Promotion of Gender Equality. Participants were given the opportunity to participate in lectures and presentations, to participate in workshops with topics such as basic terms and concepts of gender equality, national mechanisms for achieving gender equality, institutional mechanisms on local level, financing of county committees, women and power, women's participation in politics, women on labour market, women's (in)visibility in social and political life, gender equality and integration policy in Croatia, and planning Committee's working programmes, in co-operation with associations.

The lecturers on the seminar were:

Bojana Genov, Women's Network Croatia co-ordinator

Katarina Ivanković Knežević, senior adviser, Government of the Republic of Croatia's Office for Gender Equality

Erma Ivoš – professor, Zadar University

Nada Kerovec – associate expert, Government of the Republic of Croatia's Office for Gender Equality

Gordana Lukač – Koritnik, Ombudswoman for Gender Equality,

Biserka Momčinović – Centre for Civic Initiatives Poreč co-ordinator and member of Istria County Committee for Gender Equality

Mladenka Morović – senior adviser, Ombudswoman for Gender Equality Office

Gordana Sobol – The Parliament of the Republic of Croatia's Committee for Gender Equality, Chairwomen

Helena Štimac Radin – the head of the Government of the Republic of Croatia's Office for Gender Equality

Inga Tomić Koludrović – professor, Zadar University

Sanja Cesar, CESI, president

Maja Dubljević, CESI, project associate

Anamarija Gospočić, CESI, project leader

Amir Hodžić, CESI, associate expert

Gordana Obradović Dragišić, CESI, project consultant

## **Results**

At the end of each seminar, conclusions were passed, and disseminated among all participants, and to the county heads in person. The conclusions were passed after consideration of the county committees for gender equality work, co-operation among non-governmental organisations and county committees, and certain actions and co-ordination of work of committees, non-governmental organisations and Governmental Office for Gender Equality.

One of the most important results achieved, i.e. encouraged through organisation and conducting the seminar is establishing new county committees in 18 counties, out of 21.

Results of the project are, by all means, greater awareness on possibilities of action of each committee, mechanisms of implementation of gender mainstreaming on institutional level, and possibility of joint projects between local committees and non-governmental organisations in order to promote women's human rights and equality issues. Also, when establishing county committees after attending the seminars, women coming from non-governmental organisations, and independent experts, working on gender equality promotion in their cities were also included.

The participation rate at the seminar has revealed that there are great needs and interest for implementation of gender equality at local level. Total of 126 persons has participated in the seminars.



The questionnaire was used for seminar evaluation purposes. The evaluation has revealed that the seminar participants thought that the seminar programmes were excellent and very good, as well as selection of lecturers and certain topics. They find the topics to be useful for their future work on the gender equality issues.

Local media (newspapers, radio, television) have reported on the seminars. Guests at the seminar openings have included Šibenik mayor, parliament deputies, representatives of the Parliament's committees for minority and gender equality, and of city administration.

This programme has been presented in the publication "Short Guide through CEDAW", that has been published and promoted in order to mark the 25<sup>th</sup> anniversary of adopting UN Convention on Elimination of all Forms of Discrimination Against Women - CEDAW, published by the Office for Gender Equality.

## **2. Women's Leadership Project**

As the presence of women in Croatian public and in decision-making positions in society still does not respond to the real number of women, CESI has set the goal of encouraging women to committing to social actions in their communities, and to acquire skills that would aid them in working on promotion of women's human rights, problem solving in their communities and building skills important for their organisations. The project's guiding idea was to empower and support individuals who have already expressed certain readiness to take the initiative within their communities, and to be promoters of changes that would include greater involvement of women in public decision-making sphere.

Two-year project has started in late 2002, and training participants' action plans were completed in 2004. Training participants were women coming from non-governmental and business sector, political parties and different institutions. Actions plans were conducted after the education, which has been organised in four modules. Part of the participants have organised actions in their local communities and at work places, supervised and monitored by CESI members.

The following actions took place at early 2004:

- two project participants from Obrovac have organised workshop on advocacy and women's human rights, and round table in local community, where they were discussing possible plans for co-operation with local authority representatives
- one participant has organised lecture "Women's Health" for Social Work students, in Zagreb
- two participants, who are entrepreneurs, conducted education, in which majority of the of the participants were women, and used knowledge gained within project "Women and Leadership". As member of international women's network NEWW, a training participant also participates in project "Gender Budgeting Initiatives" for Central and Eastern Europe region.

Out of 19 project participants, fourteen have fulfilled their action plans.

CESI has also organised follow up evaluation seminar in June, which provided space for participants to evaluate their own skills, ability to organise community actions, and concept and realisation of the programme «Women and Leadership». The course of the project enabled intense exchange of experiences, and lot of learning through «unforeseen events». Participants agreed that the problems that they run into were expected, and were solved more easily when activities within the project corresponded to the association's basic activities. Financially, they benefited from the support of their own organisations and their own resourcefulness. It was recommended that in the future participants with equal experience and knowledge should be chosen, and several new topics, such as fund-raising should be included.

At the end of the project, project team and associates created and published manual entitled "*Women and Leadership*", in order to show both social context in Croatia, which affects women's positioning, and possible training model for women leaders. The publication was prepared for project participants and non-governmental organisations' members, and for broader public, as well. Women from different backgrounds took the floor

at the manual promotion in Europe House in Zagreb: entrepreneur, politician, public worker, and non-governmental organisation member. Project participant and her association Domine have organised promotion of the manual in Split, as well, with great success. It was published in 500 copies, and distributed at promotions and seminars.

The evaluation has been conducted at the end of the project, in order to assess project results and influence of the project in local communities. The project has greatly contributed to improvement of knowledge and skills of the participants, whose majority describe themselves as “beginners”, when topics and experiences related to organising women, working as trainers and conducting actions within the community, were concerned. Majority of women regard that they are able to fully implement gained knowledge and skills, and their self-confidence has increased, as the consequence of attending the training. As one of the participants has put it: “Participants of the project were mostly beginners in the area of women’s organising, but, as they are women who are well-established within their local communities, they are able to affect changes, and therefore it is necessary to keep including them in similar topics”.

S. works as an office clerk, but she has been already involved in certain projects and participated in several training on communication and advocacy skills. In the beginning, she had neither knowledge nor experience on women’s rights. She has special interest in training methodology and thought that these skills were exact what she needed. Through participation in the project, she became interested in gender equality, and improved knowledge and skills, so later on she applied to Feminist Summer School. In the mean time, she and her colleagues have founded association and organised seminars and public discussions for women from political parties. The attendance at the public discussions was high, and media representatives were invited, as well. Self-secured and competent, S. has facilitated public discussion and gave statements to the press.

### **3. Feminist Summer School (Fljuš)**

Women’s Network of Croatia members have recognised the need for sharing joint values and additional education of women joining women’s groups. Thus, the Feminist Summer School project has been initiated. Organisational board, whose members come from CESI, Women’s Room, B.a.B.e, Centre for Women’s Studies and Centre for Women Rosa, has organised third Feminist Summer School in Stubičke Toplice, from September 17 till September 25, 2004.

There were two groups of participants, beginners’ group and advanced group (whose members attended Feminist Summer School last year).

First day of seminar included introduction of the participants and team building, and joint evaluation has been conducted on the last day.

Beginners’ group programme included following topics: History of Women’s Organising in the Republic of Croatia, One or More Feminisms, Gender / Identities, Sexuality, Women’s Rights in Democratic Society, Advocacy and Lobbying, Violence against Women, Basic Counselling, Organisational Development and Women’s Practice, and Activism.

The advanced group has participated in following workshops: Feminism: activism and theory, Solidarity and Sisterhood, Gender – Place or / and Quest, Gender Perspective, My Body and Me, Women’s Health, Reproductive Rights, Women’s Sexuality, Prostitution and Activism.

Besides Organisational Board members, workshops/lectures have been lead by: Vesna Barilar, Boriana Jonsson, Snježana Vasiljević, Sanja Sarnavka, Nataša Bijelić, Maja Kurent, Nera Komarić.

Evaluation included questionnaires, filled by all participants, as well as their comments of each workshop in which they have participated. Trainers have provided reports, and filled evaluation questionnaires, and Organisational Board members have evaluated workshops, as well.

### **III Project “Support, Education and Development of Civil Initiatives”**

#### **Project goals:**

- Empowering and supporting women’s group, civil initiatives and individuals,
- Encouraging active involvement of women in social, economic and political life,
- Exchange of information and networking, through involvement in networks and coalitions,
- Encouraging co-operation between non-profit sector and local authorities, in order to resolve common problems

Project is continuation of years of working with women from rural areas and areas that were directly affected by war. CESI members have years of experience in working with women, and especially in initiating and forming women’s groups, organising and conducting continuous education for civil initiatives, and providing consultation and technical support necessary for the non-governmental organisation’s sustainability, especially those ones that work on promoting and advancing women’s human rights and gender equality in their communities.

In 2004, we are bringing to closure several-years long project of strengthening local initiatives – Women’s Club in Dvor, Women’s Initiative in Gvozd and Women’s Group in Vojnić, through technical assistance, education, support and work in concrete projects, which has begun in 2002.

Working on concrete projects – setting up and equipping Multi-purpose Open Centre in Vojnić, setting up and organising activities in Internet Centre in Dvor, economic empowerment and starting children’s playroom in Gvozd led to increased visibility of women’s groups in local community, and local authorities and public have recognised importance of working on improving quality of life. Associations’ capacities were also strengthened, when it comes to acquiring space and equipment for work. Women’s self-confidence and enthusiasm for work on programmes that advance life in local community have increased, and new members are joining these groups. Group members were given opportunity to visit other associations working on similar projects, and they have joined the work of Women’s Network of Croatia.

We have donated equipment to Women’s Club Dvor (8 computers), so that they would be able to continue working on increasing computer literacy of Dvor inhabitants, especially women, children and youth.

Project implemented in partnership with Women’s Group Vojnić – “VOC – Multi-purpose Open Centre” has been realised, and VOC is open, much to pleasure of all Vojnić citizens, especially children and youth.

Women’s Initiative Gvozd has continued to implement project “Children’s Playroom”, as the only organised gathering place for pre-school children.

Groups have also received continuous technical support in writing project proposals, financial management and fund-raising, planning and implementation of different activities, and media promotion of their projects, public discussions, round tables and lectures, which were covered in local media.

After need assessment, two workshops were organised and implemented for members of Centre for Women Benkovac, with goal of empowering organisation members and organisation itself. Topics of two-day workshops were “Women’s Human Rights and Activism” and “Organisational Development”. We have assisted the organisation in designing strategic and operative plan.

Through activities of providing technical support and consultations for non-governmental organisations, we have provided information and expert assistance to numerous members of civil initiatives on founding association, writing statute, organisational development and on potential sources of financing. Our financial manager has continuously provided consultations on financial management for non-governmental organisations.

Twelve associations have received technical assistance and participated in different educational activities in past period.

#### **IV Supporting NGO sector**

Project *Support to development of non-governmental sector* has lasted from November 2002 till September 2004. The goal of the project is to gather non-governmental organisations that are involved in different aspects of building and promotion of civil society values and to work jointly on increasing and improving of perception of non-governmental organisations in the society.

In first part, an educational cycle has been organised, which has provided grounds for improvement of the activities of non-governmental organisations interested in gaining knowledge on advocacy and developing public relations. Activities related to the campaign took place during second part of the project in 2004.

Campaign has been designed and started by CESI and B.a.B.e, and they were joined in organisational committee by associations Fade-in, ZaMir and DIM. As the campaign has progressed, the number of associations participating in creating and implementing activities has increased. Association MI from Split, Youth Peace Group Danube from Vukovar, the Osijek's Greens, Merlin from Pula, RI-Centre from Rijeka and Women's Group Domine from Split have actively joined the campaign.

Promotional material with campaign logo has been created during the campaign "GRAK - Citizens' Activism," and it has included: publishing leaflets and posters, producing mugs, T-shirts, mouse-pads, cardboard megaphones, creating radio-jingle for the campaign, as well as TV spot, which has been aired for ten days on national television.

During the campaign, following activities were organised: press-conference in Zagreb in order to announce beginning of the campaign, round table in Split, organised by Association MI, with topic "Non-governmental organisations' visibility", info-booth on Split's promenade with promotional materials for the campaign, projection of activist documentary films in Mama, Zagreb, round table with topic "*Non-governmental Associations and Political Elite*" in Journalists' House in Zagreb, campaign stand at Youth Fair in Zagreb, organised by DIM, info-stand on Ban Jelačić Square (main square) in Zagreb, and Theatre of Oppressed in Zagreb Youth Theatre (ZKM); info-stand in Osijek, organised by the Osijek's Greens, street play "Cunning Fox", exhibition of photos, caricatures and paintings, street concert held by duo Acustic, info stand in Vukovar, press conference and ALT F4 band concert; press conference in Pula, round table in Zagreb with topic "*Non-governmental Associations and Media*", info stands in Rojc centre, and in open market in Pula, and round table on associations' work visibility, public action in Split, during which the campaign promotional material has been distributed.

Campaign's web page has been designed within the campaign (<http://www.zamirnet.hr/grak/>), as well as database, which will include all associations that participated in the campaign activities.

The campaign has been evaluated, and the results reveal that activities were very successful in certain centres, and there is interest for continuing the campaign. As web site and database have been created within the campaign, and promotional material, logo and slogan can be used in the future, in activities that promote values advocated during the campaign, the possibility of reviving the campaign in the future stays open.

At the end of the campaign, agency PULS has conducted public opinion poll. This research provides basis for comparison with the results of research on associations' visibility, conducted in 2003. Results reveal slight changes, which supports the thesis that the GRAK campaign was just the beginning of systematic actions on promotion and increasing visibility of non-governmental sector, which is in our interest.

The project evaluation has revealed that the GRAK campaign, with logo “I see, I act, I change” provides excellent starting point for further work in visibility and promotion, and, in long-term, on spreading values of citizens’ activism.

«GRAK has created identity that has revealed that the state was not going to take care any more, but you have to work for yourself”.

“GRAK represents part of the society which has potential for improvement of the situation in the country, and shows that citizens can act and be active in public through non-governmental organisations, if they want to. That message was clear and all information needed for including citizens were here, that is, if they want it, of course”.

## Networks

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

Women’s Network campaign for gender-sensitive education demands core reform of primary school education, and especially changes of stereotypic and patriarchal way of presentation of gender roles in school textbooks, including education on human rights, tolerance and respecting differences.

Women’s Network of Croatia has celebrated November 25, as International Day against Gender-based Violence, which also marks the beginning of 16 days of activism against gender-based violence. We have collected women’s statements, created and distributed leaflets with women’s statements on topic “What Would my Life without Violence Look Like”.

Women’s Network of Croatia is always actively involved in election campaigns, in order to motivate women voters to vote in elections, and vote for political parties / individuals, which would represent specific women’s needs and rights in appropriate way. Among other activities, this year, jointly with the Parliament of the Republic of Croatia’s Committee for Gender Equality, in order to approach closer to the goal of gender equality in local and regional politics, the Network has suggested amendments to the Law on Election of Representation Bodies. According to this proposal, all those proposing candidates’ lists would be required to propose at least 40% candidates of the same gender, alternating their names on the list from the first place further. Lists not following this principle would be declared not regular by the election committee. We have also participated in the round table with the same topic, held in Journalists’ Home in Zagreb.

## Regional and International Networks

ASTRA Network is regional network, aiming at raising public awareness and ensuring that reproductive and sexual rights and women’s health issues receive appropriate attention and are recognised as one of the priorities on international and regional plan.

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.

**Balkan Countries Women’s Network for Democratisation and Conflict Prevention** aims at empowering women and their organisations in Balkan region, so that they would take over active role in promotion of democracy, human rights and peace, through co-operation, joint actions and exchange of experiences and information.

**INSTRAW-GAINS** - CESI is Croatian focal point for UN International Research and Training Institute for the Advancement of Women, whose goal is achieving gender equality and empowering women through exchange of information and knowledge, in order to advance development of policies and practice.

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

**ENAWA** is network of 30 organisations, 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.

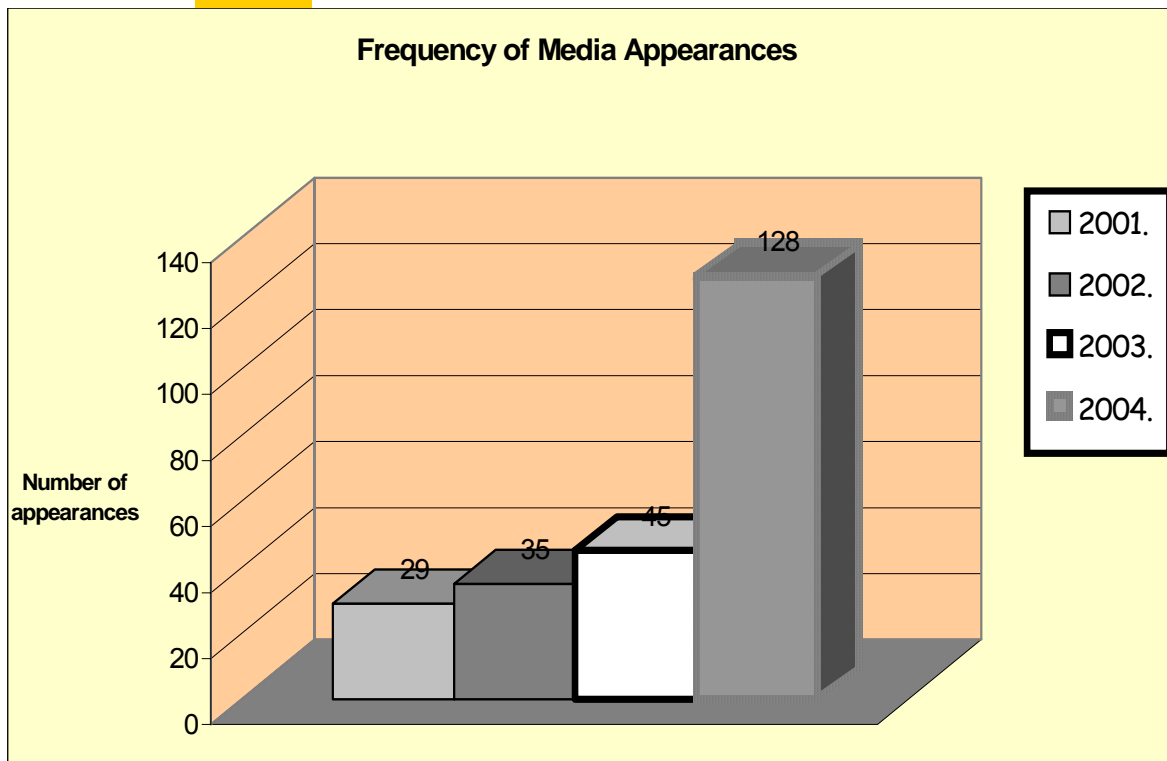
### Media

When looking at data on media coverage of CESI activities, collected in last four years, one can notice that the number of reports has increased.

We have followed daily press, television, radio, weeklies and monthlies, including regional issues, and local television and radio stations. The report has been prepared on the basis of articles in our archive, and internal system of monitoring media appearances (activity calendar).

We have not included Internet as media in our analysis so far.

According to our data, when compared to 2003, frequency of media appearances has increased three times.



## **Organisational Development and Human Resources Development**

Within programme “Partners for NGO sector self-sustainability”, CESI has continued with the Training and Organisation Development Plan during 2004. After evaluation of five-year work, in June we organised strategic planning for three-year period. It was held in Baška, on island Krk, and facilitated by consultant Indrani Sigamany from INTRAC (The International NGO Training and Research Centre). One of important decisions passed at the time was to modify the name CESI – Centre for education and Counselling Women, and at the next assembly we will propose CESI as our name. As CESI co-operates with schools more and more, our target group has expanded, and our beneficiaries are more and more often young people, and also youth associations and local authorities, who are often confused by our name. Besides, CESI is shorter, it is the name that brought us recognition and majority of people already uses it.

After the training organised by AED, CESI has started implementing system of ensuring quality for non-profit organisations OKNO (Pqasso), which allow for more efficient and more successful management of the organisation. OKNO’s implementation enables defining, monitoring and improvement of the processes of managing the organisation, and providing higher quality services to beneficiaries, in accordance with appropriate standards. In 2004 we have focused our efforts to developing area entitled “Networking and Partnerships”.

The result of our co-operation with Foundation for International Training from Canada is internship of Canadian volunteers, included in working in our programmes. Annie Dunnebacke was with us during first half of the year, and she was involved in working on the project and creating manual “Women and Leadership”.

We have also actively participated in number of seminars, gatherings, conferences, actions... Here are some of them:

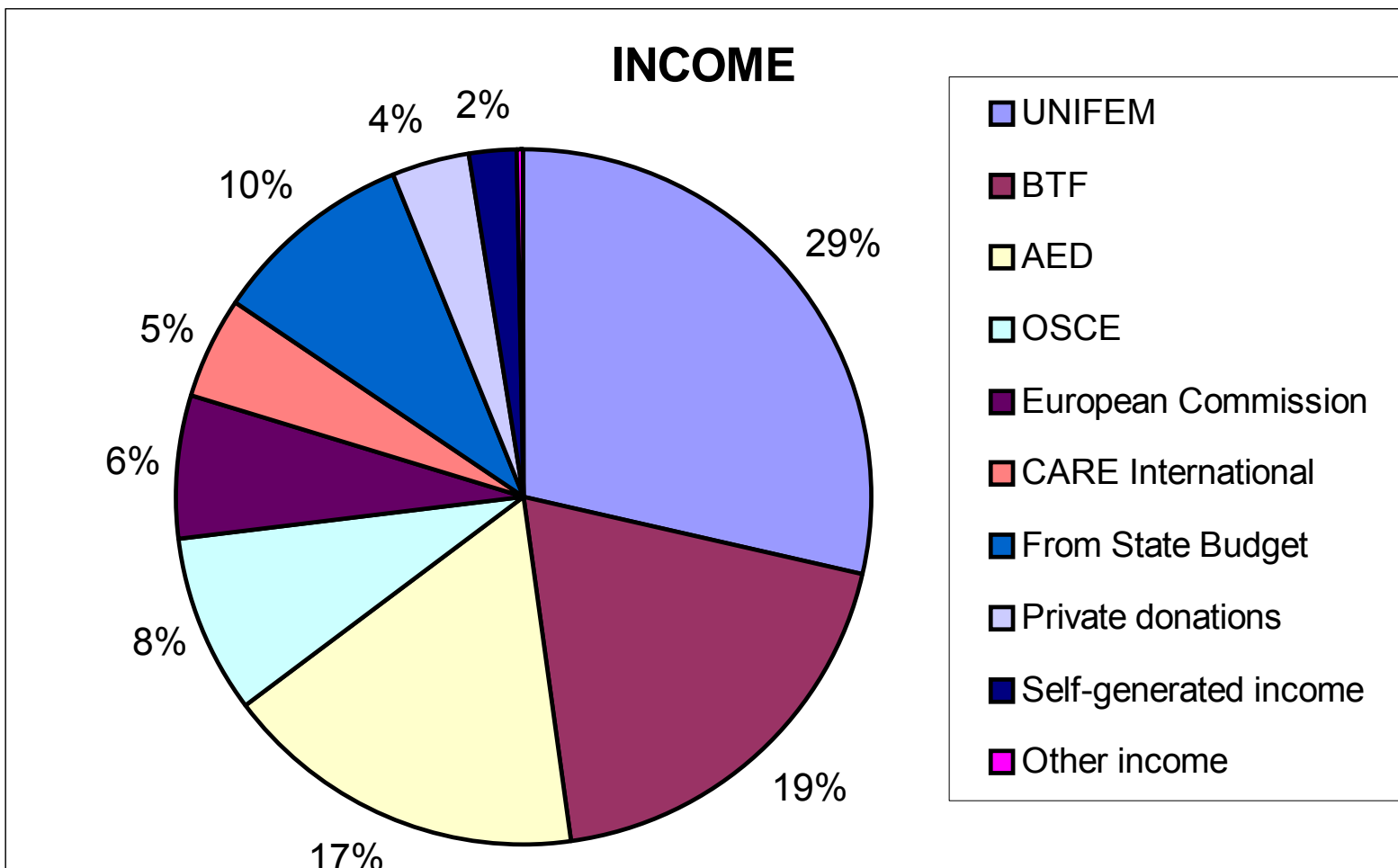
- Women’s Network gathering, on the occasion of International Women’s Day, presentation “Women’s Sexual and Reproductive Rights”, Journalists’ House, Zagreb
- Conference Going Dutch - Dutch approach to young people's sexuality, the Hague
- The International working conference "Cairo and Beyond: Rights and Culture, Amsterdam
- Women’s Solidarity and New Political Threats, Novi Sad, organised by Women in Black, Belgrade, and Women’s Studies, Novi sad
- Balkan Youth Forum, organised by BCYF, Trogir
- Global Population Forum, organised by Population Institute, Washington D.C., USA, presentation of the situation in Croatia
- Role of Men in Realisation of Gender Equality, Co-ordination for Gender Equality Zagreb
- Celebrating CEDAW 25<sup>th</sup> anniversary, hotel Dubrovnik, Zagreb

### **Donors**

Academy for Educational Development  
The Balkan Trust for Democracy  
CARE International  
City of Zagreb  
Ministry of Health and Social Care  
Ministry of Science, Education and Sports  
National Trust for Civil Society Development  
OSCE  
UNIFEM  
Office for Human Rights

## Financial Report

	<b>INCOME</b>	<b>HRK</b>	<b>EUR</b>
1.	UNIFEM	405.000,00	54.032
2.	BTF	273.150,00	36.441
3.	AED	241.471,00	32.215
4.	OSCE	120.213,00	16.038
5.	European Commission	92.246,00 kn	12.307
6.	CARE International	66.654,00	8.892
7.	From State Budget	135.485,00	18.075
8.	Private donations	53.100,00	7.084
9.	Self-generated income	29.937,00	3.994
10.	Other income	3.987,00	532
	<b>TOTAL INCOME</b>	<b>1.421.243,00</b>	<b>189.610</b>
11.	<b>Volunteer work</b>	<b>75.000,00</b>	<b>10.006</b>





	EXPENDITURE	HRK	EURO
<b>1.</b>	<b>PROGRAMME</b>		
	Programme staff	379.513,00	50.631
	Educational activities	209.876,00	28.000
	Travel expenses	25.936,00	3.460
	Publishing	172.059,00	22.955
	Campaigns	153.033,00	20.416
	Research	22.053,00	2.942
	Evaluation	49.498,00	6.604
	<b>TOTAL</b>	<b>1.011.968,00</b>	<b>135.008</b>
<b>2.</b>	<b>INDIRECT</b>		
	Administrative staff	162.994,00	21.745
	Rent and utilities	38.748,00	5.169
	Communication expenses	18.859,00	2.516
	Administrative expenses	45.375,00	6.054
	Maintenance expenses	10.887,00	1.452
	Insurance	1.296,00	173
	Other expenses	6.200,00	827
	<b>TOTAL</b>	<b>284.359,00</b>	<b>37.937</b>
<b>3.</b>	<b>ORGANIZATIONAL DEVELOPMENT</b>	<b>76.364,00</b>	<b>10.188</b>
	<b>TOTAL EXPENSES</b>	<b>1.372.691,00</b>	<b>183.133</b>

