



C E S I

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

Filipovićeva 20, 10 000 Zagreb, Croatia;

Tel: + 385 1 24 22 800; Fax: + 385 1 24 22 801

E-mail: cesi@zamir.net; Web: www.cesi.hr and www.sezamweb.net

ANNUAL REPORT

2005

CESI is feminist, non-governmental, not-for-profit association, founded on March 8, 1997, on International Women's Day, as response 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: Gordana Obradović – Dragišić (president), Sanja Cesar (project leader), Sanda Malbaša (financial manager), Anamarija Gospočić (project leader) and Nataša Bijelić (project leader). CESI employees also were: Sanja Galeković (office manager), and Nataša Bijelić (project leader), who has been attending post-graduate studies in Great Britain since September. Our associates on projects in 2005 were Vedrana Kobaš, Amir Hodžić, Ana Lapčević, Snježana Vasiljević, Katarina Ivanković-Knežević, Gordana Čorić, Biserka Šavora, Mirta Dagmar Muhić, Davorka Horvatek Modrić, and Suzana Ribarić.

The Advisory Board contributes to our work by infusing new ideas 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

I. Building Gender Awareness

GOAL:

To advance relationships between sexes / genders through raising young people's awareness for values of non-violence and gender equality

OBJECTIVES:

1. Developing knowledge and skills through non-institutional educational programmes
2. Raising level of expertise and abilities of professors working with young people
3. Informing the public on young people's issues regarding sexuality and violence
4. Encouraging young people to work with youth on volunteer basis

800 young people were directly included in educational activities conducted by CESI, while 360 people participated in on-line counselling. Except for that, CESI educators conduct educational programmes at schools and include gained knowledge and skills in their every day work with high school students. About 28 000 users were provided with information through web site.

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

Within the programme, CESI has continued implementation of the project "Right to Life without Violence – Powerful Alternatives to Gender-based Violence: Gender – focused Prevention, Education and Media Programme for Adolescents". Its main goal is to prevent gender-based violence and create conditions encouraging respecting human rights and advancing gender equality.

Activities

➤ Education of educators

Nineteen professors coming from five high schools attended seminar held in Velika Gorica. After the seminar, attendees started conducting lectures, seminars and actions at schools. Also, the need for individual work with victims of dating violence has been recognised. Participants have exchanged their experience and results during evaluation workshop, and there was also a presentation for local authorities and media representatives.

➤ Workshops

We conduct workshops so that young people would learn to recognise violent patterns of behaviour in relationships, and advance skills necessary for establishing quality relationships. CESI has held 16 workshops and lectures for young people from

Zagreb, Samobor, Pula, Velika Gorica, Slavonski Brod, Babina Greda, Vinkovci and Karlovac. Our associates also conduct prevention programme in high schools.

➤ **Exhibition**

In co-operation with Croatian School Museum, Cesi has organised exhibition "You are 100% entitled to non-violence", in period from November 3 till November 21, 2005. Luka Mađerić, head of the Office for Human Rights, has given speech at formal exhibition opening.

Students attending secondary and primary schools, as well as those living at dorms, have created different activities within world campaign "16 days of activism against gender-based violence": educational programmes for their peers, thematic exhibitions at schools and city museums, produced plays with dating violence subject, created web sites, organised radio shows, contests for the best literary works and mottos. They have also distributed leaflets at schools, cafes, and in stands set up in city squares and streets, introducing citizens to violence-combating activities. Selected students' works, used in these activities, were exhibited. Exhibits included posters, sculptures, paintings, photos, messages, letters, personal stories, graffiti on fabric. These works are especially important, as they present overview of dating violence issues, as seen by young people, and at the same time, reveal successful ways of working in field of prevention, and enable larger number of schools to conduct activities proven to be effective.

2. Project "Including Gender Perspective into Youth Associations"

CESI and CARE International have continued implementation of the project "Introduction to Gender Equality", which aims at including gender perspective into organisational structure and programmes of youth associations, within CARE's project for youth sector development.

Five associations are included in the project – association Igra (Play) from Zagreb, ZUM from Pula, HUK from Knin, Potential from Rijeka and Migra from Donji Miholjac. They have shown openness and readiness to include gender perspective, and to respect and promote gender equality value through their work.

Besides seminar, project includes providing supporting and mentoring associations' work on implementation action plans, as well as evaluation workshop. During the process of realisation of action plans, there were meetings with members of all associations. Depending on the association members' needs, CESI has conducted workshops with topics gender socialisation, gender equality, and workshops for associations' members.

Evaluation workshop has revealed that the associations had been very successful in realisation of action plans, and that they devotedly work on raising awareness on gender issues among young people, and including gender perspective into existing programmes.

3. Conference Gender Transgression: sex / gender equality is more than binarity

Conference has been held from October 7 – 9, 2005, in Zagreb, and it was organised by associations CESI, Women's Room (Zagreb), Association Q (Sarajevo), and Cultural Centre DEVE (Belgrade). The purpose of the conference was to initiate academic and activist discussion on inter-

connection of key issues of feminism, gender theories and trans-genderness, and to point out intertwining of social dimensions of patriarchy, gender oppression, heterosexism, violence and trans-phobia, and to develop effective mechanisms for standing up to discrimination based on gender stereotypes. First of the kind in the Central and South-Eastern Europe area, the conference aimed to enable and support strategic connecting and co-operation among different social groups, active in gender freedom, gender equality, promoting and protection of gender rights issues, doing so through overlapping feminist, gender and trans-gender theoretic political directions. Through this conference, we have also wanted to open space for education on social concepts and meanings of gender and gender equality.

Conference has been conducted as successful combination of international and regional exchange of political and practical experiences, critical reviewing, theoretical challenges and exploring of number of thematic areas: body, sex, gender, inter-sexuality, patriarchy, identities and practices, activism, social communities, media, heterosexism, trans-phobia, and violence. There were 184 persons, coming from 22 countries (Europe, United States of America, Asia) participating in the conference.

Conference was successful gathering of feminists, trans-gender activists, students, and scholars dealing with women's and gender studies, activists for human, women LGBT rights, and queer activists.

The Collection of Conference Works has been prepared, as material and practical conference result. It contains majority of presented works, review of conference cultural – artistic programme *Gender (B)ender*, as well as Glossary, containing explanations of certain terms and concepts that are less known. The Collection is going to be published in Croatian and in English language, 500 copies in each language.

4. Education and providing information

Lack of family-planning counselling places, and absence of sexual education, therefore, low level of knowledge on sexual issues, causes young people to be exposed to risky sexual behaviour, such as unwanted pregnancy and sexually transmitted infections. They are also subjected to different forms of sexual abuse and have non-realistic expectations and distorted ideas on own sexuality. Newer researches show that sexual experience is closely related to gender relations, i. e. relations between men and women greatly affect sexual behaviour.

We are convinced that long-term change in society can not be expected without education of young people for respecting human rights and gender equality, and without connecting institutions within educational system and autonomous educational programmes that are implemented by non-governmental organisations.

➤ Seminars

CESI has held two seminars on "Gender Equality", for professors and students from Šibenik-Knin, Lika-Senj and Zadar County. Workshops were held in Šibenik, within ZaMir's project "Active – Supporting Youth Participation in Decision-Making on Local Level".

Three-day education of educators "**Raising Gender Awareness**" was held in Ohrid, on women's network **ANTIKO** from Macedonia invitation. 24 women groups'

members, coming from following towns: Kičevo, Gostivar, Skopje, Kruševo, Probištip, Bitola, Kumanovo and Debar participated in education. Participants, by profession mostly teachers and health workers, have already begun implementation of programme of raising gender-awareness among young people in multi-ethnic communities, using CESI manual "Sex and Gender under Magnifying Glass"

In partnership with association from Italy, Greece, Hungary, Italy, Macedonia, Spain, and Turkey, CESI has participated in international project "**WO-MAN 05 – Gender Issue in Multi-Cultural Society**". Project goal was to advance knowledge and skills on different approaches to gender issues of persons who are able to pass gained knowledge to young people within non-formal educational programmes within multi-cultural surroundings. Training was held in Padova, July 23-31, and provided space for participants to question and deepen their knowledge and understanding of gender identities and roles, gender-based violence and equal opportunities, using theatre and art, as well as other forms of learning through experience.

➤ **Workshops**

Ten workshops for young people from Sisak, Pula, Zagreb, Jabukovac, Vukovar, Kutina and Karlovac were held, with following topics: "Sex and Gender in the Society", "Sexuality", "Relationships between Sexes / Genders", "Gender / Sexual Identities" and "Gender Equality". Workshops were held in co-operation with Nansen Dialogue Centre, Association ZUM, Human Rights Committee, UNDP, schools and school dorms.

➤ **Lectures**

High school students, university students and associations' members were audiences at lectures with topics sexual education in Croatia, gender based violence, and protection of reproductive health.

➤ **Public discussions**

We have participated in public discussions "Gender Equality", organised by Women's Forum Križevci, and one on abortion, organised by New World association, as well as in round table on sexual harassment, organised by Office for Human Rights.

➤ **Web page and on-line counselling**

Web page "SEZAM – Sexual Education for Youth" (www.sezam-hr.net) is intended for adolescents, and provides complete, clear and accurate information on complex issues regarding to sexuality, relations between sexes and dating violence. Young people also have possibility of using e-mail to ask questions, which are answered by experts in a short time. During 2005, we have answered about 360 questions on contraception, sexually transmitted infections, psychological aspects of sexuality and gender-based violence. Page had about 28 000 hits, which is about 2.8 times more than year before.

5. Advocacy and Public Policy

- Advocacy for introducing sexual education and education for gender equality to schools, through round tables, working discussions, continuous overview of competent state institutions, creating recommendations and media promotion

Need for creation and implementation of accountable, systematic and universal curriculum of sexual education has been recognised in several areas of expertise of public policies of Republic of Croatia, and it has been named as part of certain strategies and programmes.

Working plans and implementation programmes for adopted documents bind competent state bodies to create and implement school curriculum on "sexually transmitted infections", "reproductive health", "gender equality and sexuality", "family, partnership and sexuality", and "sexual and reproductive health", while use of one of above mentioned terms depend on area of expertise of certain public policy sector.

Campaign for introducing adequate education on sexuality and gender equality to schools has been continued in 2005. CESI acts within initiative for introducing sexual education to schools, consisting of experts 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. In 2005, core-working team, joined by Institute for Education representatives, has created programme "Human Sexuality and Quality of Life", which was sent to Ministry of Science, Education and Sports, to be evaluated. Ministry has transferred responsibility to Committee for evaluation of all sexual education programmes, which has passed recommendation for the programme to be implemented within Health education. Media have reported on lack of transparency of Committee's work, and conflicts among members, and arguments for passing decision were not revealed either to public or programme's authors.

As we were not satisfied with the way Committee was formed, and treated by Ministry, we have informed the public, through media, on our opinion on existing problem and our suggestion for resolving the situation.

- We have participated in number of round tables and public discussions discussing violence, sex / gender equality, human rights.
- We co-operate with experts, institutions and offices dealing with areas of interest for the association.
- Through the media, we have introduced the public on special needs and problems that young people have when it comes to respecting their rights, violence and sexuality.

II. Women's Human Rights

Programme's goal is to promote and advocate for women's human rights and to achieve gender equality. We come to realisation of these goals through following projects and activities:

1. Project "Realisation of Equal Opportunity Policy through Systematic Education and Inter-sector Co-operation"

The project goal is to ensure implementation of gender-aware politics through local authorities mechanisms and through active participation of civil initiatives in decision-making on local level, and creating conditions for realisation of gender

equality through implementation of laws, and therefore, making system efficient and transparent.

Objectives

- Raising awareness on laws and mechanisms relating to gender equality, especially Law on Gender Equality, National Policy for Promotion of Gender Equality and Convention on Elimination of all Forms of Discrimination against Women.
- Encouraging implementation of the Law on Gender Equality and Convention on Elimination of all Forms of Discrimination against Women
- Initiating amending laws and their co-ordination with the Law on Gender Equality
- Developing co-operation between civil society and governmental institutions

Activities and Results

1. Education

Educational part of the project was implemented in counties and in towns where committees for gender equality had been formed, while forming of committees was encouraged, in counties where it hadn't happen yet. Project was implemented in partnership with Government of the Republic of Croatia's Office for Gender Equality.

At the end of every seminar, conclusions were passed and delivered to all participants and heads of counties. Conclusions relate to work of county committees, co-operation between non-governmental organisations and county committees, and specific actions and co-ordination of activities conducted by committees, non-governmental organisations and Government of the Republic of Croatia's Office for Gender Equality.

One of seminar conclusions was that committees would, in co-operation with non-governmental organisations, conduct campaign for increasing number of women on lists for local elections. Many committees have organised meetings with political parties and local authorities representatives, round tables and media appearances.

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New committees have been formed in eleven counties, as direct result of the project.

Conference "Realisation of Equal Opportunity Policy" was held in Pula, in April 2005. Co-ordination of committees has been formed at the occasion, and recommendations were passed, with directions for further work, and meetings, which were supposed to occur twice a year.

Mentoring and technical support in realisation of action plans of committees for gender equality included meetings with county committees, and those were held in Gospić and Split. The committees were also provided with technical support in creation of action plans.

Manual entitled "Gender Perspective in Politics and Practice" has been prepared and printed in 500 copies. Promotion was held in June, 2005. For the first time in Croatian language, certain topics have been covered in this manual, such as gender analysis, and gender budget. It can serve as educational and practical tool to everyone dealing with gender equality issues.

The whole programme has been promoted in media through continuous informing.

2. Legislation Analysis from Gender Equality Perspective

Our plan for the first phase was to analyse several laws regarding gender equality, and to see whether they were harmonised with Law on Gender Equality, and whether it was possible to implement the very Law on Gender Equality.

We have formed task force, consisting of CESI members, and, besides them, Snježana Vasiljević, from Faculty of Law, Zagreb, European Law professorship, and Katarina Ivanković Knežević, jurist and Office for Gender Equality expert associate. Task force has gathered for a meeting on four occasions, where goals of the analysis were defined, and finally recommendations were passed. Final document is being prepared for the press. Analysis conducted by our associates cover international protection of women's rights, harmonising Croatian legislature and EU legislature, and current level of women's protection in Republic of Croatia. In part dealing with Republic of Croatia's legislature, the emphasis was on women's political rights, and survey among parliamentary parties was conducted. Out of eleven sent memos, we have received responses from five parties. Analysis of their responses is part of the recommendations.

We have also met with Ombudsman for Gender Equality, Head of the Office for Gender Equality, Women's Network of Croatia's representatives; we have informed them all on the project and asked for their co-operation. We have also presented recommendations coming from the project, which would be part of the brochure.

3. Advocacy and Media Campaign

We participate in regional meetings of Women's Network of Croatia on regular basis, as well as in meetings of co-ordinators, and we plan actions and joint activities.

CESI president, as one of co-ordinators, has participated in creation of Women's Network of Croatia annual report on status of women's rights in Croatia, which has been published on web and sent to all included in implementation and monitoring status of women's rights. Report has been presented on press conference in Zagreb.

As members of international networks, we have participated in the conference "Women, HIV / AIDS", educations and meetings of ASTRA – regional network for sexual reproductive rights in countries of South-Eastern Europe, and as part of task force for good governance, within AED project, aiming at working on issues of good governance and adapting international standards to conditions in Croatia, international seminar on gender equality, organised by Faculty of Law, European Law Professorship, regional fund-raising conference in Budapest, conference "Women and HIV/AIDS", organised by Open Society Institute in Warsaw, international conference of association dealing with entrepreneurship in Istanbul,

and many other public discussions, round tables and educations.

As members of Women's Network of Croatia, we have participated in creation of report on women's human rights status for conference Beijing +10, held in March in New York.

4. Feminist Summer School (FLJuŠ)

Feminist Summer School has been organised for the fourth time, within Women's Network of Croatia. Organisational board, whose members come from CESI, Women's Room, Centre for Women's Studies and Centre for Women Rosa, has organised fourth Feminist Summer School in Stubičke Toplice, from September 23 till October 01, 2005.

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, Basic Feminism Aspects, Gender and Identities, Women's Human Rights, Violence against Women, Counselling Women, Sisterhood and Solidarity, Women's Network of Croatia and Activism.

The advanced group has participated in following workshops: Body, Sexuality and Sexual Rights, Women's Sexuality, Women's Reproductive Health, Reproductive Sexual Rights, Sexual Education, Sexual Minorities, Prostitution and Activism.

Workshop / lectures were lead by: Đurđica Kolarec, Maja Mamula, Sanda Malbaša, Sanja Cesar, Željka Jelavić, Andrijana Bego, Biserka Momčinović, Bojana Genov, Jelena Poštić, Maja Kurent, Nera Komarić, Suzana Kulović and Valerija Barada.

Other activities:

In co-operation with **Police Academy** from Zagreb, CESI held a lecture for police officers working on eliminating juvenile delinquency, with topic "Possibilities of Co-operation with Non-governmental Organisations – Focus on Family Violence".

Workshop on women's human rights, within broader education entitled **Including Women with Disability into Republic of Croatia's Political Life** was held for Union of Associations of Persons with Disability of Karlovac County

In June, our member had presentation with topic women's participation in politics, at **Human Rights Festival**.

III. Programme "Support, education and development of civil initiatives"

Project goals:

- Empowering and supporting women's groups, 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 prolongation of the years-long co-operation with women from rural areas that were directly affected by war. CESI members have years of experience in working with women, especially in initiating and forming women's groups, organising and conducting continuous education for civil initiatives, and providing consultations and technical support that are necessary for NGOs' sustainability, specifically NGOs working on promotion and advancement of women's human rights and gender equality within their communities. We have also created new project, aiming at increasing of visibility of civil society associations.

1. Project Active, Visible and Empowered

Project Active, Visible and Empowered was created in partnership with four organisations more (Women's Network of Croatia, Women's Association Vukovar, CGI – Centre for Civil Initiatives Poreč, Association for Peace and Human Rights Baranja. Its goal is to promote civil society values and to increase visibility of associations' work in the public. Main activity was filming of 30 minutes long documentary, and film premieres held in Zagreb, Rijeka, Pula, Split, Osijek and Vukovar.

"**LOOK AT ME**" is documentary, which gives space for non-governmental organisations' representatives to speak on their personal involvement in civil sector, motivation for their work, problems they are trying to solve, and way they stand up for values of democracy, tolerance, peace, non-violence, gender equality through their work. With this film, we want to show that there are individuals, both men and women, who have decided to get involved in working on building peace, co-existence, environment protection, protection of rights of people with special needs, protection and promotion of right of choice, child protection, aiding the poor, improvement of asylum-seekers' human rights and promotion and protection of women's human rights, through non-governmental organisations' work.

We will continue with film previewing, in co-operation with associations, schools and youth clubs, so that citizens could be introduced to activism, and we will also apply with it at documentary films festivals.

2. Educations and consultations

Educational activities, related to organisational development, fund-raising, financial management, and technical assistance to women's and other non-governmental organisations through distribution of information on fund-raising and donors' calls for proposals and tenders, on founding association, writing statute, and organisational development, were provided to women's and other organisations. Some of those are: RAND, Women's Room, Delfin Pakrac, Women's Club Dvor, Women's Network of Croatia, Association for Peace, Non-Violence and Human Rights Baranja.

NETWORKS AND CO-OPERATION

CESI is member of the Women's Network of Croatia, and has been actively involved in different activities, from participation in regional meetings, to involvement in actions and campaigns on national and regional level.

Women's Network activities cover several areas: gender – aware education, within which changes of stereotypical and patriarchal way of portraying gender roles in school textbooks are being demanded, including education on human rights, non-violence, tolerance and respecting diversity, celebrating November 25 as International Day of Combating Violence Against Women, which also marks beginning of 16 Days of Activism against Gender-based Violence, and promotion and protection of women's rights through action and media campaigns.

Women's Network of Croatia has actively involved into election campaigns for local elections, in order to motivate women voters to participate in elections and vote for parties / individuals (both men and women) who will represent specific women's needs and rights in appropriate manner. Among other activities, this year, jointly with the Parliament of the Republic of Croatia's Committee for Gender Equality, in order to achieve greater 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 to be non-regular by the election committee.

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.

During promotion of new publication «**Closing the Gap on Sexual and Reproductive Health and Rights in the Enlarged European Union**», held in April 2005 at European Parliament premises in Brussels, CESI representative presented trends and threats to sexual and reproductive health and rights of women in Croatia. Publication includes three parts: EU recommendations for working on sexual and reproductive health and rights issues; EU health protection general framework, especially areas relating to sexual and reproductive health and women's rights, and challenges and problems in this area in Central and Eastern Europe, as well as EU mandate for working in this area. About 40 persons, EU parliament deputies, their assistants and international organisations representatives, have attended the publication promotion. ASTRA has organised the event in co-operation with Mary Stopes International, and it was hosted by European Parliament Task Force for Developmental Co-operation on Reproductive Health and HIV-AIDS Issues.

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

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

The Network of East – West – Women 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 for women's equality and their full participation in all areas of public and private life.

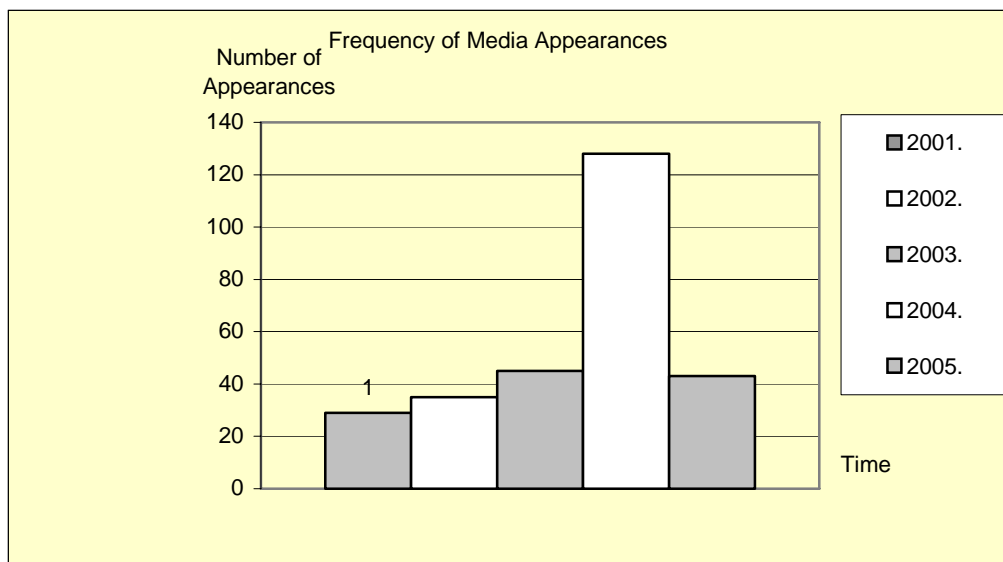
ENAWA is network of 30 organisations, promoting idea of Beijing Action Plan, ensuring feminist analysis of different media and information exchange among women. Its activities cover different areas, such as education, health and sustainable development.

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

Media

We have covered daily newspaper, television, radio, weekly and monthly magazines, including local editions and local television and radio stations. The report has been prepared on the basis of articles in our archive, and internal system of recording media appearances (activity calendar).

According to our data, when compared with 2004, number of media appearances has decreased in 2005, but it remained almost at the same level as in 2003.



We have monitored appearances of our web sites www.cesi.hr and www.sezam-hr.net on Internet in several key categories. They appear very high on the list of hits (among first five) when searched concepts were education, research, gender equality, sexuality, sexual rights, and reproductive health.

Organisational and human resources development

In 2005, CESI has continued with the implementation of the plan of trainings and organisational development. Therefore, we have conducted activity planning for 2005 in accordance with goals, as stated in strategic plan. Consultant Marina Škrabalo, from Map Counselling, has facilitated planning and it has been held in Zagreb.

As the number of activities has expanded, and there was a need for support, we have decided to take in consciousness objector; therefore, in November, after competent institution approval, the first consciousness objector, Rajko Domazet, has started working with us.

CESI is still working on implementation of system of quality assurance for non-profit organisations OKNO (Pqasso), which has enabled us to lead organisation in more effective and more successful way. Implementation of OKNO enables us to establish, monitor and advance process of organisation management, and to provide higher quality services to our beneficiaries, in accordance with adequate standards.

We have regularly maintained our web sites, and re-designed them at the end of the year.

Our member has participated in Good Governance training, led by Marilyn Wyatt, and organised by AED in Zagreb, and, as part of the Good Governance Group, participates in formulating recommendations for our environment.

We have also actively participated in different seminars, gatherings, conferences, and actions:

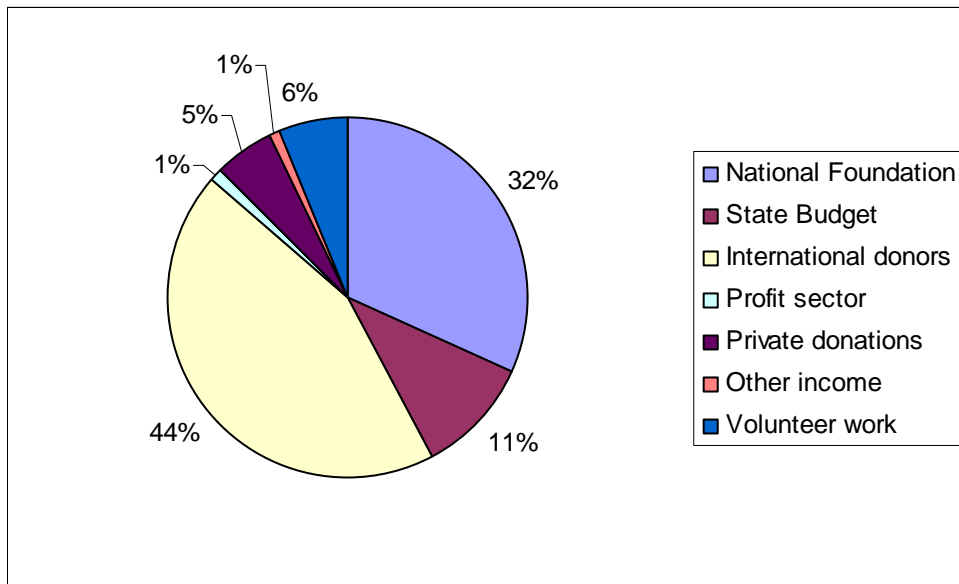
- **Community Development and Mobilisation, organised by MAP, Ltd.** held in Zagreb
- **Everything for Peace, Health and Knowledge – Nothing for Armament,** Belgrade, organised by **Women in Black**
- **Associations' Week, organised by City Office for Health, Work and Social Welfare,** organising stand and distribution of materials on Kralj Tomislav square
- **Sweden – Study visit,** organised for Women's Network members
- **Human rights summer school, organised by Croatian Helsinki Committee,** held in Božava
- **Conference "I volunteer, although I don't have to",** Association Most (Bridge), Trogir
- **International Advanced Training Program «Sexual and Reproductive Health and Rights for Adolescents,** organised by SIDA, RFSU and HCAR, Stockholm, Sweden
- **Peace Summit,** Zagreb
- **International fund-raising conference, Budapest**

Financial Report

In 2005, CESI total revenue was 1.050.265,00 kn, and total expenses were 1.020.634,00 kn. The surplus revenue is 29.631,00 kn and it will be used in 2006, for existing expenses. Balance on December 31, 2005 was 651.761,43 kn.

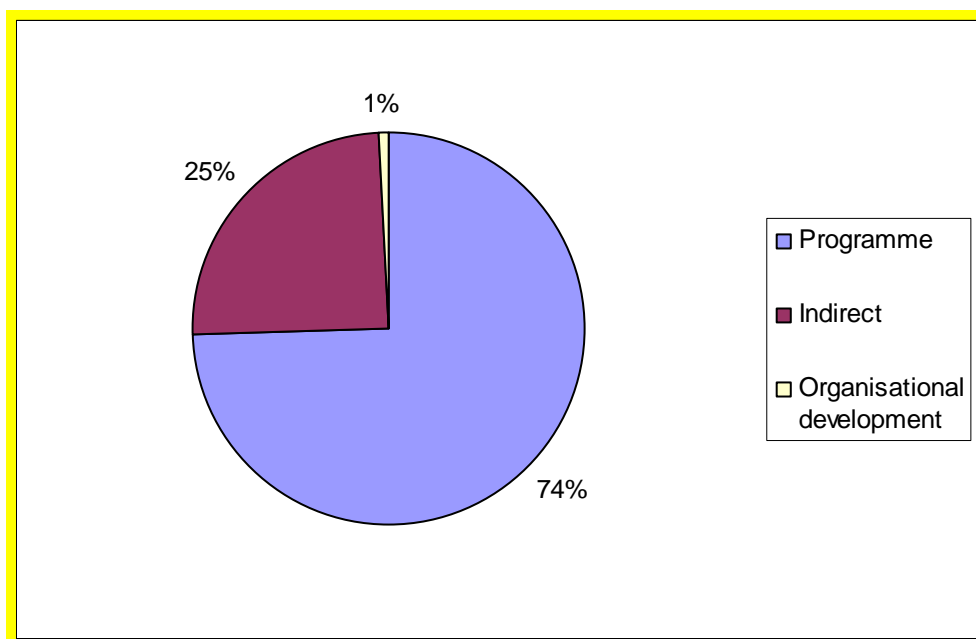
FINANCIAL REPORT FOR YEAR 2005

Revenues	HRK	EURO
1.National Foundation for Civil Society Develop.	353.240,00	47.734
2.State Budget	118.640,00	16.032
3.Kingdom of Netherlands Embassy	82.625,00	11.165
4.CARE International	82.249,00	11.114
5.AED/USAID	70.791,00	9.566
6.OSCE Zagreb	61.622,00	8.327
7.UNIFEM	42.225,00	5.706
8.Balkan Trust Fund	42.607,00	5.758
9.OSI Croatia	30.056,00	4.062
10.World Bank	29.677,00	4.010
11.Mama Cash	29.440,00	3.978
12.Kvinna Till Kvinna	24.421,00	3.300
13.Reiffesen Bank	11.000,00	1.486
14.Private donations	58.500,00	7.905
15.Own resources	5.320,00	719
16.Other income	7.852,00	1.061
TOTAL INCOME	1.050.265,00	141.924
17.Volunteer work	68.000,00	9.072



CESI – FINANCIAL REPORT FOR YEAR 2005

EXPENSES	HRK	EURO
PROGRAMME-RELATED		
Programme staff	416.716,00	56.312
Educational activities	106.737,00	14.424
Travel expenses	20.120,00	2.719
Publishing	69.206,00	9.352
Film	57.950,00	7.831
Conference	48.994,00	6.621
Exhibition	18.507,00	2.501
Evaluation	20.735,00	2.802
Total	758.965,00	102.560
INDIRECT		
Administrative staff	153.200,00	20.702
Rent and utilities	42.337,00	5.721
Communication costs	20.837,00	2.816
Administrative costs	31.297,00	4.229
Maintenance expenses	2.099,00	284
Other expenses	2.628,00	355
Total	252.398,00	34.107
ORGANISATIONAL DEVELOPMENT	9.271,00	1.253
TOTAL	1.020.634,00	137.920



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