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ANNUAL REPORT

2007.

CESI is a feminist non-profit organization founded on March 8th 1997, marking the International Women's day and it aims to improve **the social position of women, the accomplishment of gender equality and the full implementation of all the laws and international instruments dealing with the protection of human rights. We feel that the development of the civil society is an important precondition for the development of a democratic society.**

The CESI strategic objectives for the period 2007-2011

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

To influence the process of creating and responsibly implementing gender equality public policy – in the area of health, education, labour and political participation

To promote the active participation of citizens in the decision-making process.

To encourage inclusion and empowerment of socially excluded groups for participation in the social and economic processes.

CESI was founded by women activists and members of women's peace initiatives that have a long-term experience in working with women, youth and the representatives of various institutions.

The Executive Board is made up of 5 members who make the managerial and strategic decisions; the members of the board are Gordana Ćorić, Ivet Ćurlin, Andrea Feldman, Hrvoje Jurić and Emina Bužinkić.

The following persons have been employed by CESI this year: Gordana Obradović-Dragišić, executive director, Sanda Malbaša, financial director, Sanja Cesar, program coordinator, Anamarija Gospočić, project coordinator, Nataša Bijelić project coordinator, Amir Hodžić,

research coordinator, Tajana Broz, project coordinator, Tina Novak project assistant and Lea Jurišić, office coordinator.

In 2007 the partners on the projects were: Vedrana Kobaš, Ivona Beus-Richembergh, Berto Šalaj, Gordana Simonović, Zinka Bardić, Borjanka Metikoš, Vesna Kesić, Iris Valković, Ana Lapčević, Snježana Vasiljević, Siniša Rodin, Goran Selanec, Aida Bagić, Jasna Belamarić, Biserka Šavora, Sania Kuzmac, Mirta Dagmar Muhić, Davorka Horvatek Modrić, Suzana Ribarić, Tanja Šunjić, Fiona Beveridge, Inga Tomić Koludrović, Željka Tonković, Valerija Barada, Senka Božić, Andreja Kocijan, Heidi Eterović, Suzana Kunac, Orlanda Obad, Vilim Matula, Ivona Juka, Stiv Cinik, Christina Zampas.

The Supervising Board contributes to the activities through ideas and by supporting the existing activities, it is made up of: Vesna Kesić, Gordana Lukač-Koritnik, Ela Kurešević, Nataša Petrinjak, Gordana Simonović and Marina Škrabalo.

PROGRAMS

I. Women's human rights

1. Improving the legal and institutional framework for realizing gender equality

In the year **2007** in cooperation with the department for EU Public Law we started working on this project in order to research to what extent are the Gender Equality Law (GEL) and the anti-discriminative mechanisms that the Croatian legislation recognizes being implemented at the moment.

In 2003 the Gender Equality Law defining direct and indirect discrimination, special measures, areas and mechanisms of gender equality was adopted. We felt that it was important to research how the measures of the Gender Equality Law, that deal with the protection from discrimination at the workplace, political participation and the mechanisms for implementing gender equality policies are implemented. By the time the project was finished the Constitutional Court revoked GEL by proclaiming it to be unconstitutional and referred it back to the Parliament. At the moment the Government of the Republic of Croatia is expeditiously working on the changes and amendments which we feel are very important.

The project was made up of two kinds of activities: research and analyses, and educational activities with a goal to inform the public and relevant stakeholders on the problems that women face in the labor market and the lack of a well-balanced distribution of women and men at all levels of decision-making as well as on the existence of mechanisms for the implementation of gender mainstreaming.

1.1 Research and Analyses:

A) Research of the labour market gender equality was carried out by two separate questioners: one for the human resources services in both private and public companies and the second one, intended for the workers employed in those companies.
For the first questionnaire we chose the so called intentional quota sample.

Our sample consisted of two sub-groups: publicly owned companies and privately owned ones, registered in the area of the City of Zagreb. The City of Zagreb was chosen because most of the big private companies and public government institutions are registered in Zagreb. What we tried to find out was in what way are the laws that regulate labor and the prohibition of discrimination at work place respected in the „center of economic and financial power“ when it comes to gender.

According to the research a difference between the private and public sector companies/institutions was noticed, and because of that the employment conditions, advancement conditions and the degree of satisfaction of the workers that are employed there were different

The publicly owned companies provide more security of employment for their employees, but the salaries are smaller, the transparency of the employment procedure is lower and the important criteria for employment is to have connections and personal contacts.

Most of the women are employed by the public companies – they usually have a college degree a Masters or a PhD. The important criteria in the private sector companies for employment are skills and knowledge of the candidates. Usually the salaries are higher there than in the public companies, which allows for a higher degree of satisfaction of workers. In private sector companies, the conditions and the dynamics of work are stricter (fewer days of leave, no part-time work , the employees don't know each other's salaries and women come back from maternity leave earlier)

The representatives of the companies in the questionnaire showed that the unjustified termination of employment does not happen and neither does the attack on dignity, almost all of them organize training for their employees, and in most cases they implement the action plan for advancing and establishing gender equality or have, within their rule book the principle of gender equality.

However, in the responses of the companies' employees we can see that half of the interviewees feel that their employer does not invest enough in their education, that there are cases of attack on employee's dignity and that the measures for the protection of the employee's dignity are very poorly established.

According to gender, it can be seen in the interviewees' responses that women are worse off in the labor market, especially women who have to coordinate family and job tasks and responsibilities. It is harder for women to get a job, they try harder to keep it and are in most cases not a part of the higher management hierarchy of a company. They are, more often exposed to the attack on dignity by their male colleagues.

In general, there is no awareness among the interviewees of the „unequal opportunities“ in the labor market so most of the interviewees emphasizes that gender, marital and family status is not important when it comes to employment, salary, education and promotion at work.

The results of the research provide us with indicators that imply a discrepancy in the labor market – especially according to gender structure. Directors and managers of whether private or public companies are mostly men, women are still employed in typically women's positions in the institutions/companies that deal with social, health, scientific or managerial activities, the family obligations are mostly carried out by women and they are therefore passed by when it comes to promotion or better opportunities within the position, also, it is almost always the case that hiring women includes intrusion of her private life.

The research showed that 67% of workers feel that un married women without children have more opportunities for professional advancement because they can dedicate more time to their job, profession and training, they don't have to miss out on work and are always at disposal. Concerning the question presented to the employees – if they feel that the family obligations slow them down in their career there was a statistically significant difference according to gender. Only 4.5% of men said yes, while 28.6% of women emphasized that they neglect their carrier due to family obligations.

Following the research we can conclude that what is needed in order to ensure the conditions for realizing gender equality by improving and efficiently applying the legislative and institutional

framework for implementing gender equality policy, is a continuing effort concerning the programs of raising awareness about the unequal possibilities in the labor market of the public and all the parties involved.

Also the implementation and realization of all national programs that deal with the issue of women and men equality in the labour market should be monitored, it should be advocated that all the mechanisms (laws, policies, measures) in Croatia should be harmonized with the guidelines and directives that the EU sets as criteria for reducing the discrimination of women in the labour market.

It is vital, in both the private and the public sector, to follow the measures and the ways of developing gender equality policy and to really respect the legal regulations of this issue.

The persons responsible for creating the Employment Rulebooks/Collective Contracts/Employment Questionnaires should, in order to improve the anti-discrimination provisions of the collective contracts of a company, be familiarized with the existing legislative gender equality framework.

The representatives of the business sector, unions and civil society organizations should be more involved in the discussions and trainings dealing with this topics, and should advocate the strengthening of the legal protection of the persons that are discriminated on the basis of gender at work place and any other work related gender discrimination.

B) Research: Gender equality Institutional mechanisms in the Republic of Croatia

The department of sociology of the University of Zadar was also involved in the research.

The goal of the research was to establish:

- How do the institutional mechanisms for gender equality and women's organizations of the civil society cooperate in creating public policy for women;
- How do the institutional mechanisms intercooperate and are they efficient in imposing, implementation and enforcing the national gender equality policy and in incorporating gender equality into the public policy in general
- Did the „institutionalisation of feminism“ contribute to the empowering and interconnecting of women's organizations and whether it improved their impact on creating gender sensitive public policies.
- To formulate conclusions and recommendations for the further development and improvement of the institutional mechanisms and the civil society organizations' activities on mainstreaming gender equality and improving the status of women in the Republic of Croatia
- To inform the immediate and the wider public of the results of the research, especially the formal and informal actors in creating gender equality policies

Problems

- **Cooperation and coordination between individual mechanisms and the civil society is essential** for the success of mainstreaming and improving the status of women. In Croatia there was no networking of women MPs, the formal coordination which is the responsibility of the Government of the Republic of Croatia's Office for Gender Equality is not satisfactory, the cooperation of mechanisms for promotion of gender equality and women's organization is uncoordinated and depends on a series of subjective moments.
- **Institutional mechanisms are constantly shifting in their understanding of their role in the system.**
- The local level data especially indicate the **weakening of the machinery**, where the actors, if anything, dealing more with social issues (family, childcare, violence) than feminist agenda of the position within the system, their influence in making political and financial

(budgetary) decisions which is something that infiltrates much deeper into the existing relationships of power between the sexes and the change of gender regimes. The successful practices in the world bare witness that it is desirable that in some strategic, innovative issues such as gender budget analysis and the representation of women in politics the mechanism become active and initiate and/or lead campaigns.

- The mechanisms and the public policy exists but **what is missing is the specified means, the institutional support**, elaborated measures and implementers for them, detailed time deadlines, dynamics of implementation, vertical and horizontal coordination, the system of monitoring and evaluating measures, indicators for their performance and the evaluation of their effect.
- **The groups and institutions in power** outside the gender mechanisms, and to a certain extent inside them as well, are not fully informed, nor educates on the concept of gender, equality, equality of women and men, nor politics of equal opportunities as well as the all-encompassing social importance of those issues.
- **The local units** of self-government that should be implementing the gender equality policy are not included in the decision-making and are poorly equipped with resources, people, and knowledge

Recommendations

The common strategies of fostering political will for the integration of gender policies are necessary for the realization of common goals. The national mechanisms should mobilize women's movement for their own campaigns as well as publicly and visibly support their campaigns

- In the process of a valid adoption of the Law on Gender Equality, the national machinery should be normatively reconstructed and **a strong institutional system for gender mainstreaming should be created**
- **the Parliamentary Committee for Gender Equality** should, have a much stronger role in supervising the functioning of gender mechanisms, government policies and programs, public bodies of government and private institutions in implementing the law and the decisions of the institutions in power
- **to strengthen the ombudsman's mandate**
- **to depoliticize and professionalize the mechanisms**
- **openness, inclusiveness and participation** of the women's machinery with the citizens and civil society organization during the whole policy making process

The women's policies and gender equality mainstreaming are most successfully implemented in the countries in which both the state structures and women's policy machineries are feminist or in other words where state structures impose feminist content and goals and succeed in changing the laws, regulations and practices. One of the key preconditions is that such institutions empower and motivate organizations and activists that work on the economic, political and social status of women and include them in the policy-making process.

The experience shows that the best results are realized where the non governmental organizations succeeded in creating a healthy alliance with the institutions for protection and promotion of women's rights (ministries, offices, agencies, committees) on all state levels. The newly evolved situation in Croatia, on one hand the crises of the feminist movement, and on the other hand the realized preconditions for integrating feminist agenda into the state could proved productive.

C) The Gender Equality Law analyses

Considering that in this project we focused on the domain of women in the labour market, the analyses focuses on the issue of harmonization the Labour law and the Gender Equality Law direct and indirect discrimination definitions, as well as harmonizing them with the EU Acquis.

The following areas were analyzed: the value system, the prohibition of direct discrimination, the prohibition of indirect discrimination, the prohibition of sexual harassment and harassment in

general, unfavorable treatment of pregnant women, the effective protection of the right to equality, positive measures.

The analysis is distributed as a working material to the members of the Working Group for the Changes and Amendments of the Gender Equality Law. Some of the CESI's recommendations precisely on those conclusions were based on the recommendations of this analysis.

1.2 The concrete recommendations for creating equal opportunities in the labour market and improving the position of women

Since discrimination in the work place is a sensitive area and at the moment in the Republic of Croatia we do not recognize legal practice related to law suits that deal with the area of employment matters and gender discrimination, CESI and the department of EU Public Law decided to produce two publications with a goal of improving the implementation of equal opportunities policy for women and men at the work place.

A) Guidebook promoting equal opportunities in the work place

The Guidebook is Intended for all the employers, small and big, private and public, institutions and establishments, because it contains a framework list of possible measures that can be adjusted to each individual employer. The guide book includes a basic concept of gender equality, in other words equal opportunities for women and men, taken from the EU legislation. Since this concept was, until recently, unknown to the Croatian legal system, there is a need for a more precise interpretation of such provisions in order to make them more understandable and attainable in everyday implementation. That's how the idea of a guidebook emerged with a goal to enable employers to interpret legal obligations concerning the prohibition of discrimination and to assist them in practically implementing the legal provisions that regulate the area of equal opportunities for women and men in the work place. Although the Gender Equality Law (GEL) and the Labour Law (LR) define and regulate the area of discrimination, in practice, so far, there have been very few cases in which individuals call upon these laws in order to protect themselves against discrimination. One of the possible reasons for this is the ignorance and unfamiliarity and the lack of understanding of the existing definitions and their content. This guide book recommends a set of measures that can be introduced into one's own business conditions, collective contracts, rulebooks, rules of conduct in the work place or practice. By publishing them, presenting them in a visible place and consistently applying them the employers will let their workers, business partners and the public know whether and what kind of gender equality policy they promote. By providing equal opportunities to your employees you can optimally realize human potential.

The company that enjoys a good public image will more easily attain and keep the best possible employee¹. The advantage of this guidebook is that it offers concrete measures and ideas while the Labor Law and the Gender Equality Law regulate only general prohibition of discrimination.

B) Rulebook for realizing equal opportunities in the work place

The purpose of the rulebook for realizing equal opportunities in the workplace is the following:

- To get rid of gender based discrimination
- To give the employers instructions on the steps needed in order to ensure a working environment free of gender based discrimination for their employees
- To promote equal possibilities for hiring women and men and at their work place

According to the Gender Equality Law, the Labour Law and other bylaws of the Republic of Croatia that have been passed in accordance with the aforementioned laws, any form of gender based discrimination is prohibited. In spite of that, many employers do not respect, fully, the legal provisions and therefore gender based discrimination is still present. The purpose of this rulebook is to enable easier use of the aforementioned laws in practice and enable the employers to combat discrimination in the work place and ensure a working environment in which both women and men will have equal opportunities concerning employment.

In the rulebook the instructions concerning measures that need to be taken in order to realize equal possibilities for women and men in the work place are given to the employers, unions and employment agencies.

In the rulebook the norms that the employers should include in their own normative acts for their companies are given in order to prevent any form of sexual discrimination, also sanctions are proposed in the case of discrimination. Rulebooks of similar content are in power in most European countries and their application is mandatory. This is an exemplary way of implementing the principles that are contained in the laws that refer to the promotion of equal possibilities for women and men in the working place as well as regulations that can be found in the labor laws in order to make their implementation more efficient and to prevent possible discrimination.

1.3 Training

A) Seminar for lawyers and judges

Seminar included topics such as antidiscrimination mechanisms that are built into the legal framework of the Republic of Croatia, especially those that can be used in the cases of discrimination at the work place and work-related discrimination, antidiscrimination measures adopted in the EU framework and judicial practice of the European Court of Justice. Organizing this training was the biggest challenge in the project. Concerning the interest of the legal profession and the interest they showed for attending the training we have to conclude that the turnout was small compared to the anticipated number of the activity users.

In the seminar evaluations the lawyers and judges said:

"The seminar provided me with a different way of understanding the norms in our legislature + allowed me to become familiarized with the stands and norms of the EU"

"The content was extremely useful, however it was „ahead of our time“ considering the existing judicial practice here, where there has been not been a case yet of a judgment based on discrimination, as well as due to the demanding nature of proving discrimination in our legal system."

B) **Seminar for the employers „What does an employer need to know about gender equality in the work place?** “Organized in cooperation with UNDP which initiated the introduction of socially responsible business to our employers.

UN is also the initiator of the worldwide initiative Global Compact whose members are companies that work on the principle of socially responsible business. In the Republic of Croatia a total of 80 companies are members of the Global Compact therefore it was them to whom we wished to, through seminar, offer information on equal opportunities for women and men in the labor market, due to the fact that one of the principles of SRB is the respect for human rights (of the employees). The seminars were led by our partners Jasna Belamarić and Snježana Vasiljević.

The seminar participants stated that the equal opportunity policies should be developed in the internal rulebooks in order to regulate antidiscrimination provisions of the Gender Equality Law and especially so in the Labour Law. The companies and institutions that participated in the seminar are: Zagrebačka banka, Privredna banka, INA , Podravka, Pliva,

T-HT, JANAF, MVPEI, VIP , HGK , HZZ, HUP , AZRA, Deloitte , Končar , HBOR , SELECTIO.

C) Seminar for law school students

Seminars were implemented as a part of the project focusing on the students of the second and third year and was integrated in the lectures given at the department for EU Public Law. The seminar included gender equality within the European law and familiarizing with the harmonization of our legal system with European directives. Also the students were familiarized with the rulings of the ECJ (European court of Justice) concerning equal employment opportunities for women and men. A total of 118 students participated in these seminars.

D) Round tables, promotions, discussions and conferences

Following the completion of the research on the equal possibilities in the labour market we organized round tables in order to promote the research results and to start the discussions concerning the position of women in the labor market. The round tables were organised in cooperation with the County Committee for Gender Equality and the civil society organizations (Domine from Split and the Association for peace and human rights, Baranja), in the cities of Rijeka, Split, Beli Manastir and Zagreb.

The Round tables opened up the discussion about the unequal representation of women in high positions both in public institutions as well as the private sector. The issue of women over 40, as well as handicap women, as groups that are unlikely to find employment was emphasized. Harmonizing family life and professional life was also the topic of discussion as well as the issue of including men in the division of domestic labour and caring for the children, the house, the elderly, as well as other unpaid work that is almost completely preformed by women. 120 persons participated in the round tables, including representatives of the public institutions, local governments and civil society organizations.

As the representative of the civil society organizations we took part in the „2nd Coordination of the Committee for the Equality of Sexes” in Zagreb, where we presented the research results on the equal employment opportunities, the guidebook for promoting equal opportunities at the work place and the rulebook for realizing equal employment opportunities. The committee coordination adopted our suggestion to organize round tables at a local level in cooperation with the local offices of the Economic and Social Council (ESC) in order initiate the discussion of realizing equal employment possibilities and with a goal of preventing sexual discrimination.

At the end of the project we organized a **discussion conference** at which we presented the research and the analyses alongside conclusions and recommendations. Law school students, activists of the organizations working in the field of gender equality and politicians and representatives of the institutions participated in the discussion.

1.4 Web equality www.ravnopravnost.cesi.hr



A project web page „Equality“ was created in order to inform all the interested stakeholders about the issues dealt with in the project. All the information materials can be found on the web page as well as published analyses and research that was done as a part of the project.

1.5 The general public

We drew the public's attention to the issue of women in the labour market and following the parliamentary elections the decrease of women's participation in the political life.

In cooperation with the women's network of Croatia and with The Union of Autonomous Trade Unions of Croatia we participated in organizing a procession celebrating International Women's Day. For that purpose CESI launched a jingle that was played on radio 101, as an invitation to join the procession.

We also organized, in cooperation with the local Committees for Gender Equality in Beli Manastri, Rijeka and Split public round tables where we presented the research on the position of women in the labour market and talked about the issue of women in the labor market, on both the national and local level.

As the important **results** of our work we would like to emphasize the following:

- The interest of the employers and the media for the issue of equal opportunities for women and men in the labor market
- Participating in the Working Group for the Changes and Amendments of the Gender Equality Law
- Participating in the Working Group for Creating the Employment Codex
- Concrete examples to the employers on the ways of improving the internal policy in order to define the equal opportunities for women and men and the antidiscrimination mechanisms

2. Women and leadership

(Project Women leaders in local communities & Young women can do it)

The political participation of women at the national and local level, but also the total participation of women in the social life of the local communities is very modest. The patriarchic social environment demotivates women when it comes to participating more actively, but also makes them feel incompetent for political and public engagement. In such an environment young women have an especially hard time to express themselves and in addition to gender prejudice and discrimination they also face age prejudice and discrimination.

Therefore in 2007 we continued to work on empowering and improving leadership qualities of women involved in political parties and civil society organizations. 32 politicians and 7 NGO women within two projects that we are conducting in cooperation with the Norwegian People's Aid received training in the issues of gender equality and women's human rights, improved their skills of public performance, organized 18 local trainings and 18 actions in which over 270 women participated and 9000 citizens and concluded: "Women's issues are above party issues." Trainings and actions were implemented in 19 different cities and towns from Zagreb and Čakovecto Vinkovac, Dubrovnik and Umag. The actions dealt with various topics. We talked about the violence against women, sexuality, women's health and harmonizing family and professional life. As a direct result of the project an informal women's network in Baranja „Women for women“ was founded. Women politicians that participate or have participated in the projects are in high positions in their parties and 9 of them were on the election lists, and one of them became a member of the parliament. Through being a guest in various activities in the project various women politicians established at a national level like MP Marija Lugarić, Karmela Caparin and Đurđa Adlešič were involved.

Definitely the most valuable result of this projects is the informal network of women politicians from different parties and NGOs that are ready to be supportive and helpful to each other which was visible during the electoral campaign in the emails of support like this one „dear women, you surprised me very pleasantly with all the warm messages, because it shows that in our

relationship we managed to „overcome“ this negativistic campaign that has been attacking us from all sides like a virus. I can't wait for us to meet again and to work with you again!"

Conferences

As partner organization CESI is participating in the project „Women ca do it“ of the Norwegian People's Aid and therefore we participated in the 5th regional conference “Women can do it” that was held in June in Ohrid (Macedonia) and the 1st world conference Women can do it that was held in December in Belgrade (Serbia). Both conferences were an opportunity to exchange experiences with the activists from all over the world that keep working on improving political and social position of women

2. Women in the election 2007

(Project improving the participation of women in the electoral campaign for the parliamentary elections 2007 in the Republic of Croatia)

In December of 2007 Parliamentary elections were held. Some of the parties started their campaign even a year before the elections itself and very soon it became obvious that the whole campaign revolves around the so called prime mister candidates that were all men. That is why we decided to increase the visibility of the women candidates, but also educate women politicians on public performance. At the same time we decide to monitor party programmers and point to the gender equality issues in them. In order to increase the skills of the women politicians concerning public performance we organized media training in which 13 women politicians participated, and they organized 10 local lectures for 145 members of political parties. We created a web page www.izbori.cesi.hr that was the only place where the voters could get information on the candidates and party programs dealing with gender equality, and that page was saved in the digital archives of the national and university library.



We also made an analysis of the electoral lists, party programmers, TV commercials and posters. The sample for the analyses of the electoral lists were the lists as they were published on the WebPages of the state electoral committee (www.izbori.hr).

All the electoral lists were analyzed, however in the interpretation the emphasize was given to the lists of parliamentary parties. The analyses of the lists showed that the total representation of women in the election lists is 29,9% but that parliamentary parties nominated only 21% of women. The least women 7% was nominated by the SBHS, only 14,94% was candidate by HSP, and right after that the coalition HSS-HSLS with 15.71%. Then HSU and HDSSB with 17,86%, and HDZ was also below 20% with 19,48% women on the lists. A little bit over 20% of women candidates HNS (20,71%), while DC nominated 29,22% women. The most women, among the parliamentary parties was nominated by the ADP SDP - 30,71%. Closest to the even representation of women on the electoral lists are lists in the 1.st electoral district in which 37% of women were nominated. The least women 25%, was named in the 5th electoral district. Out of the parliamentary parties the even representation of women was realized in SDP in the 1st. (43%) and 9th electoral district (43%), HNS in 1st electoral district (57%), DC in 2nd electoral district (43%) and HSU in the 8th electoral district (43%). On the lists of the coalition HSS-HSLS for the 9th electoral district, HSU-a for the 7th electoral district and the 9th electoral district and HSP-a for the 11th electoral district there was no women candidates. In order to point to the under-representation of women on the electoral lists we organized a street action "pillar of

shame" where we put up the names of all the parties that nominated less than 40% of women, we also organized voting for the most sexist's statement of the Croatian politicians.

By analyzing the electoral programs we wanted to establish which gender equality issues do the parties consider to be primary and where can they be found in the programs: are women and/or gender equality issues organized as individual issues, are they integrated in different areas, or within which areas can those issues be found. The analyses sample was made up of 8 electoral programs of parliamentary parties (HDZ, SDP, HNS, HSS-HSLS Coalition, IDS, HSP, DC, HSU). The analyses established that the political parties do not use gender sensitive language in other words that they use almost exclusively terms in the male gender. Programs are usually of declarative nature especially when it comes to gender equality. There are no concrete deadlines or ways of implementation in the guidelines, measures and goals. Also a commonly used statements are hard to understand (for example Coalition HSS-HSLS talk about the „prevention of women's health» or HSP who says that they will „take care of the women's entrepreneurship, at the same time fully recognizing and respecting their role in the family "). The program guidelines related to the position of women in the family are dominant. Women are in general reduced to their reproductive role; nothing was said about the reproductive rights and reproductive health of women. Topics concerning women and gender equality are generally a part of a more general topic of family, social politics and health.

The statistics of 60% of unemployed women, 15-20% smaller salaries for women, political participation of women of barely 20% on the national level and around 12% on the local level, 10-20% of lesser pensions for women, were either never noticed by the political parties (which we doubt) or weren't given any attention in the basic election programs. Although SDP is somewhat separated from the conservative approach to the issue and comes closer to the modern understanding of gender equality by partly even integrating the issue of gender equality into the program and by stating several areas of social inequality of women, they also generally position women into the family which is then the only women's starting point for the social, economic and political activities.

Analyzing the visibility and the position of women in TV promotional party videos that were played during the campaign on the 1st program of the Croatian National Television from 7p.m. to 9p.m. During the research period a total of 47 different promotional videos was registered, out of those 17 HDZ , 16 HNS, 7 SDP, 2 coalitions HSS-HSLS, 2 HSP, 1 HSU, 1 DC-a and 1 HDSSB.

Women appear in roughly the same number as men but in different social roles. Women are more often characterized as young students and mothers, and in general as employees in professions that do not involve a professional carrier. Men were given more active roles of producers/workers and entrepreneurs. We can therefore conclude that the social stereotypes are reproduced in the promotional videos of the parties. Two moments are interesting: in both HNS's video with an unemployed person-and in the HSS-HSLS's video with the retired person, men were portrayed. In reality women make up the majority of the unemployed population, and according to statistics they have 10-20% lower pensions than men and it is the woman in fact who is the average Croatian unemployed person, and the person that survives with the pension that doesn't even cover the basic needs. Topics related to gender equality or implementing gender sensitive policy haven't found their place in none of the TV promotion videos.

We analyzed the posters placed in Zagreb in the area of Jankomir-Selska and the posters published in the official web pages of the parliamentary political parties therefore widening the originally foreseen analyses sample.

HDZ and the HSS-HSLS coalition use the posters to draw the conclusions of the campaign and relate them to the topics or persons from TV promotional videos. Gender equality is not a topic on any of the posters.

Based on all the analyses we created „The Recommendations for Increasing Political Participation of Women“ and sent it to over 200 addresses. „The Recommendations“ contain guidelines for political party action, with the goal of increasing political participation of women. The guidelines refer to the two levels of political party actions: party and institutional.

Party level:

- To create a plan of action concerning the issue of balanced representation of women and men,
- To create a strategy for the inclusion of women in parties
- To encourage founding, empowering and functioning of women’s organizations at all party levels.
- To organize and/or encourage the education of the members of the party
- To research and analyze the needs and interest of the members of the parties and women in general
- To introduce gender quotas in party statutes
- To create gender sensitive party programs
- To condemn and sanction sexist or discriminatory statements of individual members of the party
- To avoid stereotyped presentation of women while communicating with the public and during political promotion
- To promote gender equality as the fundamental social value

Institutional level:

- To include the gender perspective in creating and implementing public policy
- To create gender sensitive budgets in all the areas
- To support the efforts of the institutional mechanisms for promoting the equality of sexes
- To ensure the equal representation of women and men in public bodies
- To take into account and promote gender sensitive statistics
- To promote the gender equality as the fundamental social value

II. Building Gender Awareness Program

The main goal of the project is to advance the relationship between the sexes through sensitization of the youth concerning the values of non-violence and gender equality

- To developed knowledge and skills through non-.institutional education programs
- To increase the expert knowledge and capabilities of the professionals that work with youth
- To informing the public on youth issues concerning sexuality and violence
- To advocate the integration of gender perspective into public policy that deals with youth in the area of education and human rights

Beneficiaries

Approximately 1656 young people were reached directly by the educational activities (workshops and lectures) in city and village communities and influenced to recognize violent patterns of relationship behavior, improve the skills needed for establishing quality relationships and improving sexual and reproductive health and the rights of youth. As part of the program the

attitudes, recognition and understanding of violence of 1014 students from 42 high schools were researched as well as connection to other factors like violence in the family, school and local community. The results were published in the document „Violence does not go away by itself“ and used in formulating messages for the campaign „Silence is not gold“. So far approximately 800 copies were distributed and presented at various events in the Republic of Croatia, BIH and Serbia where approximately 570 persons participated.

Through various activities and through the media we are promoting successful preventive methods and in this way we are making it possible for a larger number of schools to implement activities that proved to be successful. We are working on improving the knowledge and skills of the experts that work with youth and in the previous period we enabled 63 educators for the implementation of the prevention program of gender based violence by using creative techniques of theatre, film, journalism and cartoon. In addition, approximately 530 experts from institutions, schools, center for social welfare, and NGOs directly participated in various educational activities and/or were informed of the programs through workshops, round tables, presentations and public discussions.

Through campaigns for the introduction of sexual education which is the precondition for removing gender conditioned violence and through media promotion that we conducted in cooperation with schools and NGOs we also worked on sensitizing the youth and developing their awareness of the responsibility and the need for removing gender stereotypes and other causes of gender based violence. The web page SeZaM that had approximately 691 000 hits proved to be an excellent tool for informing youth, and it allowed them to pose questions that CESI experts could support by giving advice and additional information for approximately 410 young people. In the framework of the program we are cooperating with the institutions and organizations that deal with similar issues and we are advocating the introduction of gender perspective into public policies that deal with youth in the area of education and human rights as well as sexual education in schools which resulted in creating the civil coalition Civil coalition «Stop High-Risk Sexual Education» that brought together over 170 organizations and NGOs.

2. Research

Until recently, in the Republic of Croatia, the problem of violence in adolescent relationships was not a topic of social research. Not until 2004, when the action research conducted by the Center for Education, Counselling and Research (CESI) showed that 60% of youth experienced some form of relationship violence, and that 43% of them committed some sort of violent behaviour in a relationship.

The goal of this year's, wider CESI research was to gain insight in the frequentness, forms, and reasons as well as the consequences of violence in adolescent relationships, as well as to research the possible warning signs for the risk of a more significant affinity for experiencing and committing violent behavior in a relationship. The goal of the research is to better understand the needs and the problems of youth related to the issues of relationship violence, and to create a good quality preventive education programs. 1014 third and fourth grade high schools students participated in the research coming from 42 high schools from the Republic of Croatia.

The majority of youth between the age of 16 to 19 that participated in the research had already experience being in a relationship and many of them feel that that violence in relationships is a serious problem in the adolescent population. For certain young people, the realization that violence exists in partner relationships is a part of their everyday interactions and

social networks: approximately one third of the youth socializes in a group in which there are persons that are in a violent relationship, and every fifth person interviewed stated that they directly know somebody that is in a violent relationship.

Concerning their own experiences, more than two thirds of youth stated that they experienced that a person they are in a relationship with acts violently towards them, and a bit less than a half of the interviewees committed at least one form of relationship violence. In general, the results show that the frequency of violence in the adolescent relationships varies according to the type of violate behaviour. The patterns detected show that the most frequent violate behaviour is the one that I used to dominate or control the other person in the relationship using – extensive jealousy, possessiveness, control, blaming and emotional blackmail. Sexual violence and physical aggression are present in a smaller degree in the youth relationships.

And while the young men and women experience violent behaviour in relationships, the feelings and reactions that the interviewees state as consequences of the violence experienced shows that the violence in the relationships is not gender neutral problem. The consequences of the violence are much more negative and serious for girls. The violence experienced in a relationship results much more in the feelings of hurt, sorrow, insecurity, uneasiness, fear, shame and guilt for girls than for boys. The young men are much more inclined to, after experiencing harassment, remain undisturbed, indifferent, and state that the violent situation was, for them, funny.

Fear, shame, unawareness, lack of trust and the lack of relevant information and resources, are the reasons why the youth try to resolve the problem of violence mostly on their own, relying on their own capabilities and skills for possibly ending such a relationship, and do not decide to report the violence to an adult person, nor ask for help and advice outside the group of close friends.

Approximately three quarters of students states that in their schools there are no programs and activities that deal with the prevention of violence in adolescent relationships. The results of the research suggest the need for educational preventive efforts concerning the issue of violence in adolescent relationships.

The promotion of the research results concerning violence in adolescent relationships , published in the document „Violence doesn't go away by it self“ that was printed in 1000 copies, was held in the facilities of Novinarski dom, on 19th September 2007. The following persons were guest speakers: Maja Gabelica Šupljika, deputy Ombudsman for Children; Zlatko Mehun, the spokesperson for the Ministry of Internal Affairs; Darko Tot, the assistant of the director of the Education and Teacher Training Agency and Mirna Herman, a student of the fourth grade of a vocational school in Samobor. The results of the research were represented by Amir Hodžić, CESI. Fifty representatives of various institutions and organizations – ministries, schools, family centers and centers for social welfare as well as the civic society organizations participated in the promotion.

The publication was also promoted in Velika Gorica for the high school students, in Čazma for the representative of schools and the Center for Social Welfare, in Karlovac for the youth and the representative of the media and at the Faculty of Philosophy in Zagreb for the students.

During November 2007 the results of CESI research of violence in the adolescent relationships were presented in Sarajevo, Zenica and Belgrade. In the regional promotion a total of 140 persons were present, and over 160 copies of the research findings were distributed. The discussions following the presentation mostly focused on the local situation, with a common emphasis on the need for similar research in Bosnia and Herzegovina and Serbia, and for introducing preventive education programs into mandatory school curricula.

3. National campaign for the prevention of gender based violence „Silence is not golden“

The Croatian legislation is not familiar with the term “gender based violence”, and the public is also not familiar with the causes and the content of the term and that prevents the creation of the efficient preventive programs.

When speaking about gender based violence we are emphasizing the importance of analyzing the social context in which the violence happens and the subordinated position of women and girls in our patriarch society.

Our starting point in the analyses of gender based violence is the fact that it is founded in the deeply embedded stereotypes and expectations of gender roles. Therefore, instead of focusing on the violence against women and girls as an isolated act that a certain man committed, we, in accordance with the feminist theory analyze the connectedness of that act with the systematic tolerance of certain types of violence and the use of violence in order to realize certain social expectations related to gender roles and behaviours.

**ŠUTNJA
NIJE ZLATO**

CESI conducted this national campaign in partnership with the Open Media Group, and the goal is to recognize the need to remove gender stereotypes and other causes for gender based youth violence; developing the awareness of the youth and their responsibility so they can, in future, actively participate in making social decisions in the area of gender equality; and the promotion of values of gender equality in the attitudes and the behaviour of the youth. The campaign primarily focuses on the high school students, but also their teachers as well as the wider public.

The media part of the campaign under the motto „**Silence is not golden**“ is made up of four TV promotional videos: the first three deal with different forms of gender based violence: family violence, date rape and trafficking with women and girls, and the fourth video connects the first three and points out that what was presented is in fact forms of gender based violence. The videos, directed by the award winning Croatian director Ivona Juka, will be followed by billboards, city lights and newspaper adds.

HTV, RTL and the newspapers „Večernji list“ donated free media space.

The viewing of the first video showing family violence and lasting 30 seconds starts as par tof the campaign of 16 days of activism on the 29th of November 2007, the Croatian National Televis estimated the value of the donated free media space in December at 1.000 000 kn.

4. Training and informing

A) Building capacities needed for working with youth on the issues of gender based violence by using creative techniques

The method of work includes raising the level of awareness and building skills of the experts in the area of education who then serve as multipliers within their institutions and in such a way, they make up for the lack of formal educational content. Considering our restricted capacities, trainers proved to be a very successful method that enables us the implementation of the program for a larger number of students in various parts of the country.

CESI implemented the training in partnership with the Agency for Education which recognized teacher training implemented by CESI as a relevant component of the program of their professional development, and the participation in the aforementioned programs is officially recognized. In addition, the Education and Teacher training Agency helped us in selecting schools that have human or material recourses for implementing the activities related to the prevention of the gender based violence by using creative techniques – film, theater, journalist reportage and cartoon.

During October and November we organized four three-day seminars for 63 high school professors and several representatives of the youth organizations in order to improve their knowledge and skills that are needed for working with youth in the area of gender based violence. In addition, they received knowledge of the techniques and ways of expressing for the area in which they will be working with youth – film, journalism reportage, cartoon and theater.

The final part of the seminar was individual action planning which focuses the professors on ways in which the issue of gender based violence can be introduced to school activities as well as in the community actions. The evaluation shows that the participants were extremely satisfied with the combination of the feminist theory on the gender based violence, information concerning the current campaigns of the nongovernmental organizations and creative skills of teaching and that can be seen from the fact that the average grade of the evaluation was 4.85 (on scale from 1 to 5). We are also bringing the quotes of the participants of the seminar „today the education lacks the upbringing dimension, a dimension in which the gender based violence surly belongs, it is indeed very important to work on this issue, and it can be dealt with through different subjects, workshops...“

As the most useful parts the participant named the following: working on being aware of the problem, workshops that can be applied in working with the students, exchange of experience, planning, comments and suggestion of the colleagues for the action plan, familiarizing with the creative techniques, relationships between cartoons and civil activism, and socializing.

The additional value of this series of innovative seminars is participation of four renowned experts in various areas (journalists, directors, cartoon artists and actors) that have become a part of the circle of CESI partners.

It seems that in the afternoon part of the research journalism workshop the exercise – directly contacting the source of information – caused the best reactions from the participants. The very fact that they had to use the phone to contact „real people“ – caused quite an excitements. They asked for information "off the record", they debated about the questions that should be asked, debated on what can, ethically speaking, be generally justified to publish in the newspapers, when it comes to minors. Those are the issues which an editing board discusses on everyday basis, and because we reached an atmosphere that comes close to reality, I feel that the workshop was a success. For me it was a very pleasant experience and the fact that the participants were so motivated, made my work much easier.

Orlanda Obad, journalist

I was pleasantly surprised with the desire and will and active participation of all the participants. They asked questions, the more advanced participants got involved with their own examples in certain chapters, and I am glad that in the basic and elementary exercises all the participants of the seminar expressed that they found something that is new and interesting.

I'm impatiently waiting for the films that will be created under their direction and in working with the youth and I hope that this workshop will give results in raising the awareness and in preventing gender based violence.

Ivona Juka, actress and director

The theatre workshop on the topic *gender based violence* were organized in Jezerčica Resort and it brought together teachers, pedagogues and high school psychologists from all over Croatia. I organized my work according to the Forum of Theatres Method that deals with all forms of violence and oppression.

I believe that the method in which the participants connected with the sensitive adolescent issues, through playing children's roles, will help in deconstructing gender stereotypes and preventing violence that stems from them. For most of the participants I believe that they are capable of initiating, in their schools, serious work concerning this topic

Vilim Matula, actor

After the seminar, we started **working on the projects** and as a part of that the teachers will present the topic of gender violence to students, with whom they will then start working on the chosen gender based violence issue, using creative techniques. Each group will be working on one of the creative techniques and the final product considering the chosen technique should be the following:

- 1) Short film: documentary, feature, or animated lasting up to 10 minutes
- 2) Journalism – reportage : research journalism, research piece ... and so on.
- 3) Cartoon
- 4) Theatre: theatrical or puppeteer show lasting up to 20 minutes

The products will be presented in the final event - . A festival in June 2008 when the awards will be given to the best participants.

B) Workshops

During the past year we held **18 workshops for youth concerning the topic of prevention of the gender based violence**, gender roles and the skills needed for creating quality relationships.

The evaluation showed that they are extremely satisfied that this topics are discussed in the school, and that now they can recognize much better the causes and understand the problem of violence and are more ready to react in such situations.

One of the examples of the expert support that CESI offers can be found in the project „It's my choice“ in partnership with the association for human rights ZORA in Čakovac. In several schools 3 lectures have been given on the topic of the prevention of gender based violence at the same time over 400 flyers were distributed concerning the gender based violence in the adolescent relationships. Followed by six one day workshops for more than 80 interested students that were facilitated by the activist of the ZORA association with the help of two volunteers while using CESI educational materials.

We had **20 lectures** in several high schools in which 527 students participated, and besides the issues of gender conditioned violence they also dealt with the issues of sexual and reproductive health of the youth. As in the previous years the lectures were listened to with a lot of interest. There were many questions and comments that bare witness to the ignorance among youth. In some schools the students discussed the sexual education in school, and expressed their

disapproval with the decision of the Ministry to start the implementation of the Association Grozd's program.

The program „**Preventing teen pregnancies**“ was led by a CESI expert and implemented in the final grades of the elementary schools and the first grades of high schools. The problem of teen pregnancies and teenage mothers is becoming more and more present in our country. According to our data in one of the high schools in Velika Gorica, during these school years, two pregnant girls are attending classes, in Beli Manastir 6 and according to the data of the Croatian institute for public health, during year 2006 1851 births and another 414 legally induced abortions were documented for girls aged from 14 to 19.

With this program we would like to inform the youth and motivate them to become responsible for their reproductive health and sexual behaviour in order to improve their quality of life and promote fundamental values such as self-respect and tolerance. WE held **10 workshops**, and over 270 students participated in the program. The evaluation showed that the students were extremely satisfied with the workshops that they found „very useful“. Almost all the student wrote that they should have this kind of workshops more often in their schools, and many of them that they can't talk to their partners about this kind of issues.

In Velika Gorica the CESI partners have been, for three years now, implementing the **program of relationship violence prevention**. The training was implemented using peer educators - a group of 14 students that underwent the training (workshops) on the violence prevention in adolescent relationships and who studied the available literature, prepared materials for an interactive round table and mastered the skill of public appearance and animating the participants of the round table. They made posters that speak about human rights, the gender equality, love and relationships, the existence and consequences of violence and the instructions for parents on how to talk with their teenager if they notice that they are in a violent relationship. The round tables have been organized in elementary schools and for the students of eight grades and for the students of the first and second grades of high schools and a total of 410 young people participated.

C) Expert conventions

In Nova Gradiška a lecture was given on the topic of prevention of violence in the adolescent relationships within the expert convention for teachers of sociology and ethics. 15 professors participated in the lecture as well as twenty students of the second year of high school that chose take the psychology class.

The expert convention entitled „Training in gender equality and the prevention adolescent relationship violence“ was organized in cooperation the Education and Teacher Training agency in Zagreb for elementary and high school teachers from Zagreb, Zagreb County and the Karlovac County. 220 persons participated In the expert convention, and they were presented with the results of the research, CESI program and educational materials, National campaign „Silence is not golden“ and the film „Almost Equal“ was shown.

D) Regional conference „The Role of Education in Preventing Gender Based Violence“

The role of education in preventing gender based violence was the topic of the **II. Regional conference** held in Zenica from 13th to 16th of November 2007. The conference was organized by CARE International North West Balkans, CESI from Zagreb, Medica from Zenica and the Autonomous Women's Center from Belgrade in partnership with the Agency for Gender Equality from BiH and the Institute for Pedagogy from Zenica. Approximately 120 representatives of government and nongovernmental organization from Bosnia and Herzegovina, Serbia and Croatia that deal with education and prevention of gender based violence participated at the regional conference. The activities on the conference were realized through panels focusing on

the following topics: institutional education and the existing programs; the informal/alternative education; and the successful practices and the difficulties faced so far. Based on the conclusion of each of the panels recommendations were formulated suggesting improved cooperation between the governmental and non governmental sector concerning the issue of gender based violence and writing of a common strategy of violence prevention to be implemented in the schools; by introducing education on humane relationships between sexes and the introduction of gender perspective to the educational system and the legislation.

e) Web page SeZaM and on – line counseling



In the reporting period the web page had 691 000 hits, and approximately 410 young people received advice. The page is most frequently visited in early afternoons and late evening hours, and is used by persons from Croatia (65%), Bosnia and Herzegovina (7%), and unknown 14%.

On the web page texts were published and as such it was advertised as a portal for youth and sexuality on various TV stations, web portals and newspapers. The web page is regularly maintained with new content related to our work, topics currently discussed, and new findings related to the issues that we deal with.

The questions that the youth asked through e-mails on SeZaM web-page are a good indicator of the inadequate knowledge, inaccurate insights, as well as prejudice and confusion about topics such as sexuality, contraception, sexually transmitted infections, emotional and psychological dimension of sexuality, violence...



SEZAM received a new sub-dimension **SILANCE IS NOT GOLDEN**. We should publicly speak up about the gender based violence among the young and this is exactly what the sub-domain does. There information about the problem of gender based violence and TV videos can be found; as well as which schools and youth associations are taking part in creating films, theater shows, cartoons and journalist projects dealing with gender based violence. In addition they can debate about violence and adolescent relationships or any other topic related to gender based violence on the FORUM.

5. Advocating and public policy

We are working on integrating gender perspective into the programs of violence preventions among youth through various activities. We managed to receive the support for our efforts from the Ombudsman for Children, the relevant Ministries and Government Offices and Parliamentary Committees that deal with the issue of children and youth as well as the equality of the sexes. In this campaign we are trying to include the ambassadors in the Republic of Croatia as well as the international organizations such as UNDP, OSCE with which we are regularly contacting.

The national campaign concerning gender based violence prevention was presented on the 15th March within the **thematic meeting of the Committee for Gender Equality** organized in the facilities of the Croatian Parliament, Zagreb. The meeting was presided by Mrs. Gordana Sobol,

the President of the Committee for the Equality of the Sexes, and representatives of various embassies and institutions, international organization as well as the members of the parliament were present.

In the periods of 2nd to September until the 8th of September 2007 we organized in cooperation with the Center for Reproductive Rights **meetings with the representatives of the European Commission in Bruxelles, the European Parliament in Strasburg, the Council of Europe and UNESCO in Paris.** The goal of the meeting was to inform them of the current situation in Croatia concerning the introduction of sexual education program and to establish what kind of actions are the aforementioned institutions capable of doing in order to prevent the introduction of a discriminatory programs to schools. The representatives of the European Parliament presented the questions to the European Commission on the progress of Croatia in the area of gender equality and formulating a policy dealing with health education and sexual education. In addition several parliamentary groups sent a letter to the President, the Prime Minister and the Minister of education trying to stop the experimental introduction of the Association Grozd's program.

CESI participated in failing a complaint against the Republic of Croatia

A group of organization for the promotion and protection of human rights submitted the first **international complaint against the program of sexual education.** Interights, an international organization that has a consultative status with the Council of Europe and headquarters in London and in cooperation with the Center for Reproductive Rights from New York and CESI filed a **collective complaint** to the European Committee of Social Rights (ECSR) against the Republic of Croatia for supporting and trying to introduce a discriminatory and scientifically incorrect abstinence program of sexual education at the same time jeopardizing the chances of other existing alternatives like for example programs that educate about contraception. These organizations argue in favor of that the Republic of Croatia in endangering the health and the lives of young people through inappropriate and bias sexual education and thus that it violates the international human rights declaration, the European Social Convention.

A press conference was held, and all the daily newspapers, web portals and radio stations published the news about it.

We spoke and held workshops on the issue of introducing the gender perspective into the program intended for young people on various meetings, conferences, and round tables including the round table „Empowering women – improving the fight against HIV/AIDS in Croatia“ global conference „Women can do it“ in Belgrade where we had a workshop on the guidelines for working with young people on the issue of gender equality, and we talked to young politicians concerning the gender perspective in the political parties and the National plan of Action for youth, on a round table „don't be a mere pawn, go to the elections“.

6. Don't be a mere pawn – go to the elections

(Project *both sides of democracy*)

Education for democracy and human rights is implemented throughout the curriculum in the Croatian educational system and does not fully satisfy its function due to the overburdening of the programs itself and needs to be supplemented through additional informal forms of education. The research shows that the satisfaction of the high school students with the functioning of democracy in the Republic of Croatia is extremely low (more than 80% is unsatisfied with the way it functions), almost 45% thinks that democracy might not be the best way of governing, and almost 80% is little or not at all interested in the politics. In part as a result of such attitudes the political participation of youth is very small (only around ten percent of youth is active in organizations or associations that deal with political problems) and their almost negligible participation in the decision-making processes (only 2% in the National Parliament

and 6,3% in Local Government) If we add, the overwhelming patriarchal nature of our society and the significant underrepresentation of women in political life (22% of women in the Parliament and only 11% of women in the bodies of Local and Regional Self-Government), we come to the conclusion that there is a pressing need that during educating for democracy and human rights special attention be given to gender aspect of democracy and human rights and that the young women are especially motivated to participate in the democratic process.

For the purpose of educating the youth for democracy and human rights we published an educational document „**Both Sides of Democracy**“ and held 4 round tables, 11 workshops and 10 lectures in Zagreb, Zabok, Rijeka, Donja Stubica and Vinkovci. 468 young people participated in the workshops and lectures. They evaluated the workshops and the performance of the trainers as very good and excellent. A lot of them would like to know more about human rights and elections, and some of them wrote: „ *I really like the way that the trainer talks with us, great work and effort.*“, „*We should have more classes and more lectures on democracy. It was really interesting and useful. It was comforting that somebody appreciates our opinion*“and „*this kind of workshops should be organized more often*“.

65 young people participated in the round tables. The round table „Young and Active Women“ was held in Donja Stubica as part of the seminar „Young Women Can Do It“, and the guests were Members of the Parliament Marija Lugarić, the Counsellor in the City Council of Zagreb Margareta Mađerić and the President of the Youth Network Emina Bužinkić. Two round tables called „Don't be a mere pawn – go to the elections“ were organized and one round table was organized in the Student's Dormitory Maksimir, with Tajana Broz as the guest.

The second round table in Zagreb took place in the Cultural and Information Center, and the guests of the round table were young candidates of political parties Marija Lugarić (SDP), Dario Hrebak (HSL), Ivan Tepeš (HSP), Ruža Golomejić (DC) and Mile Grubišić (HNS) and the introduction was given by Berto Šalaj who spoke about the political participation of youth.

The round table "The Life and the Rights of the Gender and Sexual Minorities" was organized on the International Human Rights Day in Rijeka in cooperation with the NGO Lori, and the guests were women artists, scientists and activists, it was followed by the concert of the LeZbor quire, Mime Simić and Helene Janečić.

Also a campaign was launched using flyers and posters with the basic message being that the young can and should actively participate in political processes. The motto of the campaign was „Don't be a mere pawn – go to the elections“. And during the implementation we cooperated with youth NGOs Mraz Zabok, Hum, Hum na Sutli, Zefra Pregrada, Youth Peace Group Dunav Vukovar, Youth Cultural Center Kutina, Zora Čakovec.

7. Civil coalition «Stop High-Risk Sexual Education»

građanska koalicija



CESI has been working on introducing gender sensitive scientifically founded sexual education to schools for a couple of years. Therefore at the beginning of January because of the decision of the Ministry of Science, education and sport that the association GROZD's experimental health education program will be implemented starting next year in ten schools as a part of the class assembly we incited the founding of the civil coalition Civil coalition «Stop High-Risk Sexual Education» www.zamirnet.hr/stoprso and begun the media campaign.

The coalition is at the moment made up of approximately 170 nongovernmental organizations that deal with issues concerning children and youth, human

rights as well as women's organizations and professional organization, the Youth Forum of SDP and HNS, The Green Party for Zagreb and 261 citizens of the Republic of Croatia.

The coalition is advocating the process of stopping the implementation of the subjects dealing with sexuality because the proposed modules on sexual education of the Association GROZD are evaluated as unacceptable because they promote attitudes on human sexuality that are contrary to the scientific findings, Croatian Constitution and laws, and the interests of public health and international human and children rights and gender equality policy. Further on, we advocate stopping the public policy of the Republic of Croatia's Government concerning sexual education because it is extremely unsuccessful and ineffective – not only concerning the result but also the nontransparent and inefficient process of its forming and we are in favour of creating and implementing public policy based on the principle of good governance which will result with a program founded on appropriate criteria for a program of sexual/health education. The activities of the coalition include constant media activities, organizing round tables, sensitizing the public and looking for support, on national and international level for the experts and institutions for the coalition's goals.

The coalition send a letter to the leading Croatian professionals for public health, sociology, psychology, pedagogy, human rights, the rights of children and gender equality, with a plea to provide an opinion in the area of their expertise concerning the GROZD's program, and the current government's policy concerning the sexual and reproductive health and the rights of the youth. Some of the responses are published on the web page of the coalition.

We organized meetings and asked for the **opinion of the representatives of various institutions**. The Ombudsman for Children and the Ombudsman for Gender Equality gave their opinion on the experimental health education programs of the Associations GROZD and Forum for Freedom in Education. The Coalition's reactions were presented to the public.

The Committee on Family, Youth and Sport and the Committee for Gender Equality of the Croatian Parliament organized a round table on 13th February 2007. entitled „Health Education in Schools“. The criteria that need to be satisfied by such programs and the actors in the decision-making process concerning the experimental implementation of the currently proposed two programs of health education were discussed during the round table.

The sexual education week was held and its goal was to familiarize the youth with the questionable elements of the GROZD's program and to give the youth the opportunity to state their opinion on what kind of sexual education they would like to have. In cooperation with the schools and associations¹⁴ events were organized in 12 cities and approximately 600 young people participated. The local media covered the events.

The Coalition held a press conference presenting the results of the poll on **570** young people (from 15 to 21) from Požega, Pula, Rijeka, Zagreb, Dubrovnik, Split, Čakovac, Kutina and Ivanac showing that **93 % of them feels that it is necessary to implement sexual education in schools and that they would like to learn about:**

- Protection against unwanted pregnancy and sexually transmitted diseases (91,2%)
- Sexual health and rights (84,2%)
- First sexual experience (82,6%)
- Sexual violence prevention(77, 7%)
- Sexual orientation and identity (66,5%)
- The relationship between the sexes/gender (64,7%)
- The communication skills in relationships (64,7%)
- The prejudice and stereotypes against women and men (63,7%)

The coalition sent a memo to the leading international experts and organizations. We received letters of support signed by a large number of significant international organizations.

Among others we received support from the **European Parliament Working Group on Reproductive Health, HIV/AIDS and Development** that following our request, sent a letter to president Mesić to Ivo Sanader and Dragan Primorac expressing their concern with the possible implementation of the human sexuality module, which has been proposed as a part of the health education program of the GROZD Association. In the letter it is emphasizes how the implementation of this program can be seen as a step back in the accession process of the Republic of Croatia to European Union.

Similar argument and request were stated in the open letter that was signed by **96 concerned organizations from 52 countries** and 4 continents. The expert organizations in the field of human rights and public health which believe that the proposed human sexuality model in the Association GROZD's program is based on a negative attitude towards sexuality and distorted information on contraception and sexually transmitted diseases and that it promotes gender/sex prejudice and prejudice concerning sexual orientation, marriage, family and pregnancy.

In October and November a civil coalition Civil coalition «Stop High-Risk Sexual Education» sent several open letters to the Minister Dragan Primorac motivated by the purchase of the health education programs. The letters have been published in several daily newspapers and on the web portals. CESI informed the international public about the Ministry's decision.

NETWORKS AND COOPERATIONS

CESI was a member of the **Women's Network of Croatia** until the end of October 2007 and was up till then actively included in various activities, from participating, in regional meetings and conferences, to taking part in the actions and campaigns on the national and regional level.

Following the incentive of the executive team of CESI, and the decision of the Executive Board we are leaving the Women's Network of Croatia due to the difference of opinion concerning the procedures and processes of the decision making.

ASTRA Network is a regional network that aims to sensitize the public and ensure that the issue of reproductive and sexual rights and the health of women in Central and Eastern Europe receives the appropriate attention and be recognized as one of the priorities on the international and regional level.

CESI in cooperation with ASTRA Youth Group started a **regional campaign entitled YES - Youth Educated Sexually** in Zagreb which will be active in Central and Eastern Europe and the countries of the Balkans. Through the campaign we are trying to raise the awareness among the youth on the importance of sexual education as the basis for realizing and respecting sexual health and the rights of the youth. The Republic of Croatia was chosen as the starting point for the campaign because of the situation surrounding the introduction of health education and the proposal of the GROZD's program which advocates abstinence thus endangering sexual and reproductive rights and the health of the youth.

In June, in Zagreb a presentation of the campaign was organized in the Europe House and a street action in the center of Zagreb where volunteers of ASTRA Youth Group from Armenia, Cyprus, Macedonia, Poland, Russia, Crowsic-a, HUHIV-a and CESI handed out promotion materials and condoms. The members of the Circus Information Center animated people by Juggling and playing didgeridoo. A petition for implementing an all-encompassing sexual education was signed and the signatures were collected in various states of CEE and were presented to the European Parliament.

The results of the YES -Youth Educated Sexually campaign which CESI in cooperation with ASTRA youth group started in Zagreb, and with which we tried to raise awareness among the youth on the importance of sexual education as the basis for realizing and respecting sexual health and youth rights, were presented at a conference in Warsaw. At that same event the activities and accomplishments of CESI and the coalition civil coalition Civil coalition «Stop High-Risk Sexual Education» were presented.

WGNRR - *The Women's Global Network for Reproductive Rights* is an international network made up of groups and persons that advocate the recognition and protection of reproductive women's rights. The network was founded in 1978. And it has 853 members in 157 countries coming from all the continents.

South East European Educational Cooperation Network is a project within the framework of the Stability Pact and the goal is to establish a data base that will enable the flow of information concerning the development of education and the South Eastern education systems.

The Network of East – West Women is a network founded in 1991 and it has special consultative status at the Economic and Social Council of the UN. CESI has been a member since 2002. NEWW coordinates research and public advocacy that supports the equality of women and their full participation in all areas of public and private life.

ENAWA is a network of 30 organizations that promote the idea of the Peking Action plan, ensuring the feminist analyses of various media and the exchange of information among women, their activities cover various areas such as education, health and sustainable development.

Balkan Women's Network for Democratization Conflict Prevention aims to empower women and their organizations so they can take over a more active role in promoting democracy, human rights and peace through cooperation, common action, the exchange of experience and information.

Partner organizations on various projects were: The Department for European Public Law, Faculty of Law at the University of Zagreb, University of Zadar, Department for Sociology, University of Liverpool, OMG – Open Mediation Group, Autonomous Women's Center, Belgrade, Medika, Zenica, CARE International NWB, Norwegian people's Aid, Agency for Education.

ORGANISATIONAL AND HUMAN RESOURCES DEVELOPMENT

During 2007 CESI continued to implement the training and organization development plan. Therefore in May we organized strategic planning for the period 2008-2010. The planning was facilitated in the hotel Jezerčica by consultant Nataša Škrbić. We dealt with some of our accomplishments in the previous period. Our key organizational accomplishments are related to creating and maintaining an organizational atmosphere that enables development and maintaining quality human resources, CESI is one of the rear organizations in Croatia that has a stable team of experts and activists that work with dedication towards accomplishing the vision of the organizations using various and innovative methods of work. Due to the vast experience in operating and leading women's organizations the members of CESI recognized the importance of continuous efforts concerning organizational development and improving the quality of work and services as well as developing human resources. Therefore CESI has defined internal procedures; a clear and effective structure of the organization, and recognizes clear and non-violent communication and creating an atmosphere that will encourage continuous learning and professional and personal development as an important segment of development policy.

Vision

The Republic of Croatia is a democratic, socially just society in which all persons enjoy equal rights and have equal possibilities for realizing their potential and equal participation in all aspects of the social, political, cultural and economic life.

CESI is a socially recognized center of excellence, the source of knowledge and skills that encourage excellence, development and empowering all the actors in order to create a just society.

Mission

CESI is a feminist non-profit organization that stands for improving the social position of women, the accomplishment of gender equality and the full implementation of all the laws and international instruments dealing with the protection of human rights. We feel that the development of the civil society is an important precondition for the development of a democratic society.

Values and the principles of action

CESI basis its actions on working for the greater good, and in accordance with the values of feminism, non-violence, equality, tolerance, respect for differences, solidarity and equal possibilities.

The social change that leads to a more just and responsible society and social sensitivity are important guidelines for which we stand in our activities. Knowledge, flexibility, and the readiness to cooperate as well as constant rethinking of theory and practices are the characteristics that we nurture as individuals and as members of the team.

We will develop the skills of leading and ensure participation and contribution of each person as well as personal experiences in the functioning of the organization. We will approach the conflicts in the group as possibilities for new experiences that encourage our personal growth and development.

During 2006. CESI started implementing the process of human resources development. At the end of 2006. and the beginning 2007 we organized workshops and consultations and the process of defining responsibility and monitoring accomplishments of the employees with the external consultant assistance of Jasna Belamarić. The form of monitoring accomplishments is comprised of two main directions: the development of competences and setting goals – the in advance planned result of each of the employees. CESI decided to follow new trends and chose to work on developing personal goals.

A consensus was reached on what the goals are what will be the way of giving “feedback” and in what way will we continue to work in 2007. The first revision of the goals was made half way through the year, and the workshop for the annual revision of the goals was held in November 2007. The workshops showed that the criteria of success, or the criteria “of a job well done”, in a way they have been formulated in advance, suit the activities and CESI’s way of work and that additional changes are not needed.

We regularly maintained our web pages www.cesi.hr and supplemented it with the news on our activities, but also recent women’s issues.

In addition, we actively participated in various seminars, meetings, conferences and actions that were organized in Croatia and abroad.

Workshops/ Seminars:

- **March**, workshop/consultation dealing with "Monitoring & evaluacija" held for CESI by Aleš Inkret, CARE International
- **April**, workshop in Banja Luka "Engaging Men&Boys in Reducing Gender-Based Violence" – Gary Barker; as part of the project of Gender based violence prevention

- **May**, participating in the seminar: Building and Managing EU Partnership
- **June**, participating in the training program: Media PR campaigns– organized by Mediacentra, Sarajevo
- **November**, participating in the seminar "Project Cycle Management" – Ministry of Foreign Affairs and European Integration

Lectures/Promotions:

- **March**, participating at the journalism award ceremony Women's network Croatia
- **April**, participating in the promotion of the research "The gender prism of youth sexual rights" organized by Women's Room
- **December**, publication/research promotion "EU+?-. Europe House organized by B.a.B.e. (Be Active be Emancipated) and the Department of Sociology of the Faculty of Philosophy in Zagreb.

Conferences/Round tables/Events:

- **January**, Participating at a conference as part of the "NGO days" manifestation 2007,
- **January**, UNDP ,participating in the presentation of the Human Development Report "Unplugged: Faces of Social Exclusion in Croatia"
- **February**, Documenta – press conference for presenting the findings and opinions concerning war crime law judgments in 2006.god.
- **February** Health education round table – Parliamentary Committees for gender equality and youth
- **March**, press conference organized by Women's Network Croatia and The Union of Autonomous Trade Unions of Croatia
- **March**, EC ,meeting with Vladimir Špidla, Commissioner for Employment, Social Affairs & Equal Opportunities of the European Commission
- **March**, walking around Zagreb, a project "Women's guide book through Zagreb" organized by u B.a.B.e. (Be Active be Emancipated) and Office for Gender equality
- **March**, Demonstrations organized by Women's Network Croatia
- **March**, round table "gender Equality – our key policy" organized by SDP women's Forum
- **March**, The Center for Peace Studies Convention marking 10 years of existence
- **May**, participating at the International Gender Equality Conference (URS)
- **June**, participating at the "Civil Society in Croatia: Work in Progress" conference organized by AED
- **June**, participating at the presentation of the Education Program for Police Officers for Combating Hate Crimes – organized by OESS-a, Ministry of Internal Affairs and the Office for Human Rights
- **June**, participated at a round table: Civil Society in the EU and Croatia: Building a Common European Future
- **June**, participated at a manifestation "NGO Week" organized by the City of Zagreb
- **June**, participated at a conference "The Austrian Intervention Model for the cases of Domestic Violence", Autonomous Women's Center, Belgrade
- **July**, EC, Presenting CARDS 2004 project followed by an implementation workshop
- **July**, participated on the round table " Minority Elections and the Functioning of the Council for National Minorities " organized by GONG
- **August**, participated at the promotion of the film by CARE "The price of Life", Zagreb
- **September**, participated at the Workshop International " Skills building in the communications area", B.a.B.e. (Be Active be Emancipated) Dubrovnik
- **September**, "Sexual Violence, recognizing it, stopping it" organized by the Committee for gender equality, Zagreb

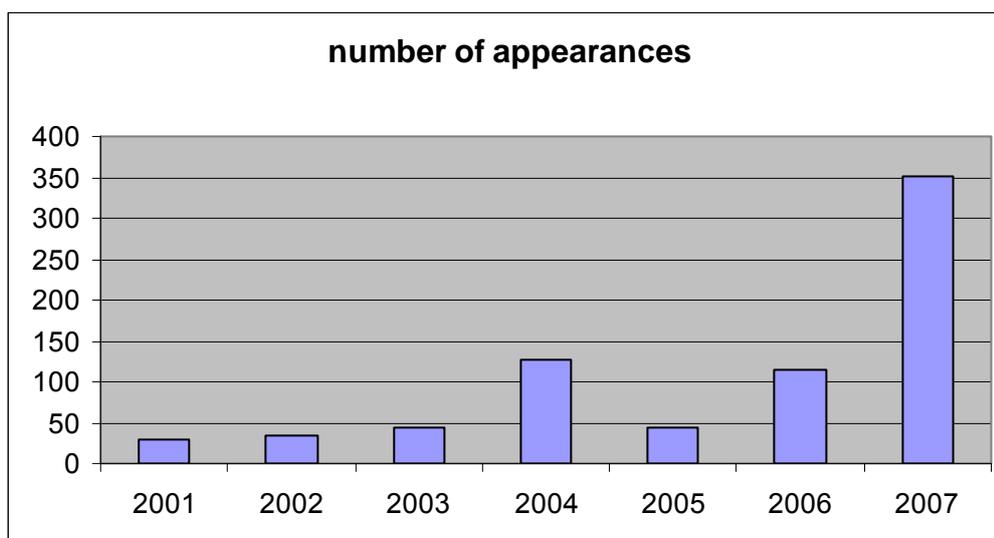
- **September**, participated at the presentation of the Antidiscrimination Law, Novinarski dom,
- **September**, participated at a conference "Alter-Nato-R, a platform for peace building as an alternative to The Republic of Croatia joining NATO pact " Novinarski dom
- **September**, participated at a meeting of the Coordination of the Committees for Gender Equality
- **September**, participated at the Convention of the Women's Network Croatia in Daruvar
- **October**, participated on the round table entitled "Women in Science – Women in Business" in Palača Dverce
- **October**, presentation in the round table "Different, so what" organized by the Public Open Collage of Velika Gorica
- **October**, Symposium "The Bible and the Equality of Sexes: Insights and Experiences " Evangelistic Theologian Faculty. Osijek, -presentation "The Efforts of CESI in Promoting Gender Equality" and the showing of the film "Somehow – it's equal"
- **December**, participated in the round table , "Youth Prevention Programs" organized by Women's Room, presenting CESI's prevention program
- **December**, Faculty of Political Science: Round Table on the Civic Education Programs in NGOs, organized by Croatian Political Science Association and the Foundation.
- **December**, Round Table "The Invisible Victims of Sexual Violence" organized by the Women's Room, facilities of the City of Zagreb

MEDIA

We monitored the web/electronic media, daily newspapers, television, radio, weeklies and periodicals (including local editions and local television and radio stations) the report is conceived based on the articles saved in our archives and an internal media appearances monitoring system (activity calendar).

According to our data, compared to year 2006 the frequency of media appearances in 2007. was raised by 326%.

This increase can be explained by the ongoing cooperation with the press, the recognition of CESI as a point of reference for the topics related to gender based violence, sexual and reproductive health, participation of women in the elections and the promotion of equal possibilities in the labor market.

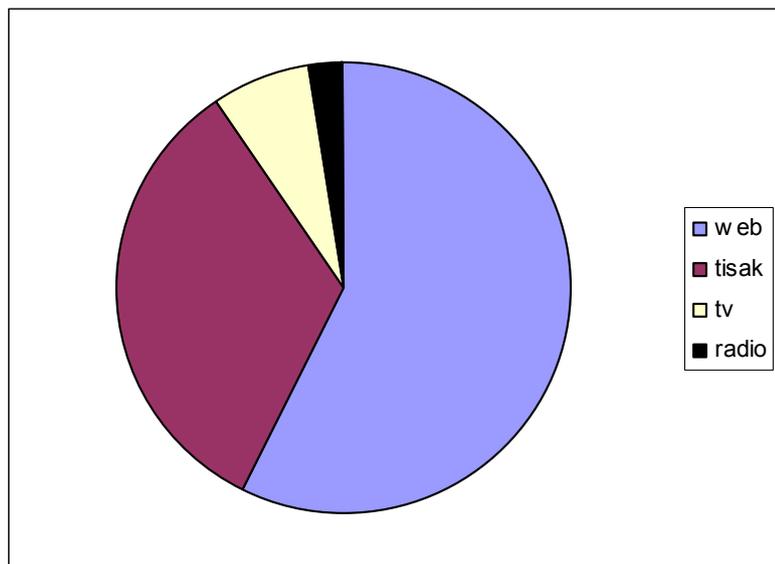


The highest number of appearances (190) was documented on internet portals, followed by press (103), television (32) and radio (27).

By improving the way of functioning of the CESI web page, we opened up a substantial space for cooperation with other internet portals, that then have the possibility to download content from CESI web page free of charge, and provide their users with information.

The highest number of appearances was documented on the portals dealing with the activities of the civil society: www.h-alter.org i www.zamirzine.net.

The aforementioned portals, besides regularly publishing information about CESI projects, were also updated when it comes to ad-hoc actions and reactions (initiated by CESI) dealing with direct violation of women's human rights.



FINANCIAL REPORT

Sponsors: European Commission, National Foundation for Civil Society Development, CARE International NWB, Norwegian people's Aid, Ministry of Family, Veterans' Affairs and Intergenerational Solidarity, The Ministry of Science, Education and Sport, The City of Zagreb, The City of Velika Gorica, , ASTRA Network.

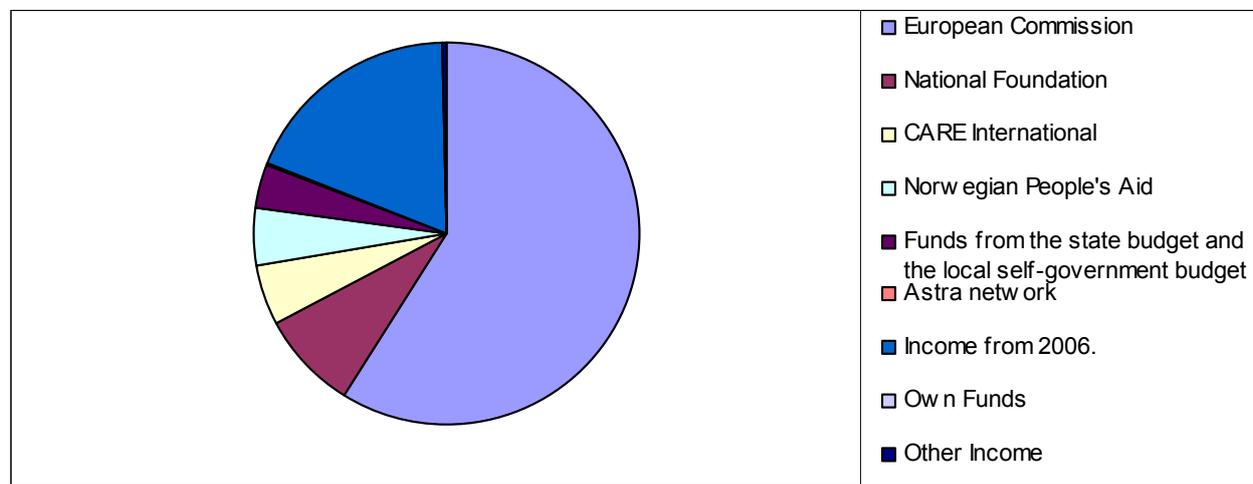
CESI – FINANCIAL REPORT FOR 2007

The total income for 2007. was 3.902.261,00 kn, and the total expenditure 3.130.494,00 kn, the income surplus is 789.767,00 kn and will be used in 2008. for the current expenses.

The balance of accounts on 31st December 2007. is 1.061.138,24 kn.

INCOME	HRK	EURO
1. European Commission	2.307.404,00	314.531,00
2. National Foundation	325.000,00	44.302,00
3. CARE International NWB	202.775,00	27.641,00
4. Norwegian People's Aid	194.458,00	26.507,00
5. Funds from the state budget and the local self-government budget	137.966,00	18.807,00
6. Astra Network	9.160,00	1.249,00
7. Income from 2006.	727.685,00	99.193,00
8. Own Funds	4.500,00	613,00

9. Other income	11.313,00	1.542,00
TOTAL INCOME	3.920.261,00	534.385,00
VOLONTEER WORK	11.280,00	1536,00



EXPENDITURE	HRK	EURO
1. PROGRAM		
Program staff	689.573,00	93.998,00
Training activities	572.060,00	77.980,00
Traveling expenses	70.120,00	9.558,00
Publishing	233.891,00	31.883,00
Campaign	905.730,00	123.463,00
Research	130.800,00	17.830,00
WEB and promotion	45.022,00	6.137,00
Evaluation	12.620,00	1.720,00
TOTAL	2.658.816,00	362.122,00
2. INDIRECT		
Administrative staff	202.531,00	27.608,00
Rent and utilities	13.028,00	1.776,00
Communication expenses	16.226,00	2.212,00
Administrative expenses	62.420,00	8.509,00
Cost of equipment and maintenance	92.730,00	12.640,00
Financial revision	36.520,00	4.978,00
Venue and equipment	2.485,00	339,00
Other expenses	6.720,00	916,00
TOTAL	432.660,00	58.905,00
3. ORGANISATION DEVELOPMENT	37.720,00	5.142,00
TOTAL EXPENDITURE	3.130.196,00	426.162,00

