



Center for Education, Counselling and Research

CESI ANNUAL REPORT 2021

Introduction

In 2021, we continued to work on the promotion of gender equality in the workplace, with a focus on reconciling work and private life and reducing discrimination of parents in the workplace. We continued to promote gender mainstreaming, provide psychological and legal assistance to women victims of violence, develop innovative tools for the prevention of gender-based violence among youth and to promote sexual and reproductive rights, with an emphasis on access to abortion services. We are excited to develop a new area of work for CESI: promoting gender equality in the armed forces through a collaborative project for women's empowerment in the Croatian armed forces and peacekeeping operations.

Despite the COVID-19 pandemic, in 2021, we continued to carry out our many, regular activities including: educational lectures and workshops, legal and psychological assistance, public actions, events, advocacy campaigns, as well as research and analysis. We continued to provide high-quality education and counseling, as evidenced by the participant evaluations for our educational programs. Cooperation with partner organizations and institutions has also flourished this year and expanded in reach across Croatia and the European Union.

CESI continues to actively participate in advocating for and monitoring the implementation of public policies and laws related to gender equality in Croatia, as well as being active at the international level, especially in advocating for women's reproductive rights. This year, 1378 people directly participated in various activities organized by CESI, including women, youth, representatives of public institutions, schools, civil society organizations, trade unions, the academic community, political parties, the business community, and the media. We conducted two socially responsible campaigns #zaštošutimo (Whyarewesilent) and #nijeuredu (Itsnotok).

Our work on social change has been recognized by our donors who financially support our activities aimed at improving the position of women and youth and achieving gender equality.

In 2021, CESI contributed 346.434 kn to the State and City budgets through taxes, surtaxes, contributions from salaries, and fees, while receiving 178.924 kn from the State and City budgets for the implementation of projects. 167.510 kn more was paid into the State and City budgets in 2021 than was received through donations that year.

2021 in numbers:

- ✚ 11 projects
- ✚ 2.133.692 in total revenues
- ✚ 7 employees
- ✚ 36 associates
- ✚ 1378 direct beneficiaries
- ✚ About 1 000 000 indirect beneficiaries on social media networks, online portals and through media announcements.
- ✚ 73 legal and psychological consultations and 669 other types of services provided to victims of crime
- ✚ 322 consultations provided via the SOS Helpline for women victims of violence, of which 55% were psychological consultations and 23% were legal consultations
- ✚ 105 free legal aid services were provided in the areas of labour and social rights and gender-based violence
- ✚ More than 270,000 people visited CESI-run websites
- ✚ More than 41,000 followers on social media
- ✚ Conducted 2 national-level campaigns
- ✚ Developed 6 research and analysis reports
- ✚ Developed 1 Manual for work on gender equality and parenting in the workplace
- ✚ Developed 1 Manual/education program for the prevention of school-related gender-based violence
- ✚ Our national campaign for gender equality in the workplace: #Nijeuredi (#Itsnotok) reached a total of 197 209 users
- ✚ Our petition “It's not OK in the office“ was signed by 20 390 individuals, making it among the top 6% most successful petitions in Croatia
- ✚ #ZaštoŠutimo (Whyarewesilent) – our campaign for accessible abortions – was awarded third place in the IdeaX2021 competition
- ✚ #ZaštoŠutimo (Whyarewesilent) 2.0 – a comprehensive sex education campaign – included posters and digital displays on 136 locations across the country

To see what 2021 looked like for us in pictures and posts, see our:

Facebook page: CentarCESI

Instagram profile: centar.cesi

Linkedin profile: CESI - Centar za edukaciju, savjetovanje i istraživanje

Social Justice and Equal Opportunities Program

Our Social Justice and Equal Opportunities program focuses on advocating for social justice and creating a society in which all people have equal rights and equal opportunities to realize their full potential and participate in all aspects of social, political, cultural life and economy.



SOS Helpline for women victims of violence in Krapina-Zagorje County

The SOS Helpline and Counseling Center for Women Victims of Violence in Krapina-Zagorje County continued to provide its services in 2021, recording an increase in the number of services provided. The goal of these activities is to provide psychological, emotional and legal support to women victims of violence as well as to raise awareness about the impact of gender-based

violence in the community.

Continuing the trend from last year, the number of calls increased again in 2021 with a total of 322 different services provided. Most calls required psychological counseling (55.3%) and legal counseling (22.7%). In-person visits to the counselling center were limited in the first half of 2021, due to epidemiological measures related to Covid-19 and the fact that many beneficiaries were unable to come in person due to an inability to use public transportation, financial reasons or out of fear of contracting the coronavirus infection.

Of the total number of calls to the SOS Helpline, 98.5% were from women and 1.5% from men. The age of callers ranged from 19 to 71+ years in age. While most callers were between the ages of 31 and 40 years old (34%), we saw an increase in the number of elderly women callers (29.5%). Callers most frequently report the presence of multiple forms of violence and rarely a single type. The most frequent forms of violence reported by women were psychological violence (98.5%), physical violence (69.9%), economic violence (40.3%), and sexual violence (7.8%). The perpetrators of violence were most often the victim's husbands (63.9%), followed by ex-partners (15.5%), and unknown male persons (5.4%).



In 2021, we continued to cultivate our relationship with volunteers. Some of the volunteers were not able to volunteer in person due to epidemiological or health reasons. Through supervisions and interviews, we worked on the development of professional knowledge and skills of volunteers. Nevertheless, in 2021, seven volunteers spent 94 hours on the SOS helpline.

We continuously worked on raising public awareness about the issue of violence against women, encouraging women to recognize violence and to report it. Two self-defense training workshops were organized. We also marked International Women's Day, and both the National and International Days for the Elimination of Violence against Women with public



activities, including the screening of the film "One of Us", and the production of a radio jingle raising awareness about violence against women, which was broadcast 95 times on three radio stations.

As in previous years, we continued to actively participate in meetings of the County Team for Preventing and Combating Violence against Women and Domestic Violence. We also collaborated with the New Beginning Home for Victims of Domestic Violence, providing regular

support groups for their beneficiaries.

We continued to run our Facebook page which is currently followed by 1,007 people.

Network of Support and Cooperation for Victims and Witnesses of Criminal Offences



CESI continues to support victims and witnesses of criminal and misdemeanor offenses through the provision of the following services: psychosocial assistance, legal assistance, emotional support, and hands-on support to victims and witnesses when attending court or visiting other public institutions. Support is provided in partnership with Women's Room - Center for Sexual Rights; the Križevci "Hera" Association for the protection and promotion of human rights; the "Delfin" Pakrac Center for Support and Development of Civil Society; The Dubrovnik Deša Association; S.O.S. Virovitica - Counseling, Empowerment, Cooperation; the Association "ZvoniMir"; the Association for Victim and Witness Support, the Karlovac Women's Group "Step"; the Information Legal Center; and the Poreč Center for Civic Initiatives.

In 2021, 54 users were provided with legal assistance, and over 640 other types of support services including emotional support, psychological support, practical information, and hands-on assistance. We escorted users to court and other relevant institutions 9 times, provided on-duty services in court 15 times, and provided 73 legal and psychological counseling services. While providing our services, we have noticed that public system employees working directly with victims and witnesses of crimes have varying levels of knowledge about and sensitivity towards victims and witnesses, and that the general public is poorly informed of the rights of victims and witnesses.



In 2021, we organized two public actions. We also organized an interdepartmental training to exchange experiences and good practices in providing support to victims and witnesses of criminal offenses in Đurđevac in cooperation with partner organizations. We held regular meetings, trainings, and round tables with all the members of the Network, other organizations and representatives from the Ministry of Justice and Administration.

A radio jingle raising awareness about the rights of victims and witnesses to crimes was broadcast 129 times. In addition, we continued to run the Facebook page called Support to Victims and Witnesses of KZŽ (County).



Empowerment and education of unemployed women

In 2021, we continued to provide educational training and support for unemployed women through the project **"Equal opportunities in the world of work and employment processes - Women choose a new chance."** In the City of

Zagreb and Krapina-Zagorje County, in partnership with the Local Action Group Zagorje-Sutla and Krapina Public College, we organized various educational and empowering activities for long-term unemployed women and women who are exposed to discrimination in the world of work and employment processes.

We also developed Recommendations for the Employment of Women based on analyses of programs, projects, strategies and measures at the local and national level. We made sure to include project beneficiaries in the development of the Recommendations through an online evaluation questionnaire and interviews. We presented the recommendations through

an online event attended by 15 representatives of local employment partnerships. In addition we sent all 63 representatives of the Local Employment Partnership of the City of Zagreb, and all 31 representatives of the Krapina-Zagorje County Labor Market Partnership an electronic versions of the Recommendations.



Workingwoman - Gender Equality in the Labor Market

This year we began the implementation of the project "Workingwoman - Gender Equality in the Labor Market" in partnership with the Gender Equality Ombudsperson of the Republic of Croatia, Señor Marketing Agency from Zagreb and the oldest Icelandic organization for women's rights: IWRA -the Icelandic Women's Rights Association. The goal of the project is to address the unequal and discriminatory position of women in the labor market.

We founded the informal initiative "Workingwoman" to promote gender equality in the world of work through cooperation and exchange of knowledge and experiences with a focus on amendments to the Labor Act, the Maternity and Parental Benefits Act and the National Policy for Gender Equality. The initiative consists of 17 representatives of trade unions, civil society organizations, academia, employers' associations, and experts. The initiative organized 2 online lectures and presented the results of the research to the general public. The results were presented by members of the initiative and external collaborators, with topics such as sexual harassment in the workplace and public attitudes about abortion. In collaboration with the members of the initiative, CESI conducted an analysis of the Maternity and Parental Allowances Act.

This project helped to strengthen CESI's watchdog role through participation in educational workshops on the use of different advocacy tools, and training on how to conduct political and legal analyses. Our project partner organization IWRA held 5 online workshops in order to strengthen the advocacy capacity of civil society organizations in Croatia, and to exchange experiences and best practices for raising public awareness about gender equality in the workplace.





We conducted the campaign “IT’S NOT OK IN THE OFFICE” from October 21st, 2021 to January 15th, 2022. The campaign website was created to provide information about, and to collect signatures for, a petition to amend the Labor Law, as per the recommendations of the Gender Equality Ombudsperson and to extend the ban on dismissals of pregnant women and persons using maternity or parental leave to one year. The petition was signed by 20,390 citizens, ranking our petition among the top 6% most successful petitions in the Republic of Croatia in the last 10 years.

The campaign included the posting of 80 billboards in 4 Croatian regions; the digital posting of “ambassador’s cards” on CESI’s and Señor’s social media; media announcements; guest appearances in the media; as well as posts on the topic by socially-engaged influencers on social media networks. In its first month, the campaign website was visited by 50,000 people. We also promoted the campaign on the social networks Facebook and Instagram, as well as creating 4 promotional videos for Youtube. The campaign reached a total of 84,815 impressions and 57,219 video views on Youtube. With respect to the demographic makeup of the viewers, most of the video views were by men, and in terms of age, mostly by people in the age group: 25-34 years of age. This tells us that we were effective at reaching men and a younger audience through this channel. Over the duration of the campaign, a total of 449,396 impressions and 7,185 clicks were received on Facebook and Instagram. The combined reach of all campaign activities was 197,209 users.



The campaign received support from the following promoters and supporters: Atlantic Grupa, B1 posters, Erste Bank, Generali Insurance, Croatian Telecom, IKEA, JGL, University of Rijeka, Wiener Insurance, ZABA, Zaslón digital media, Merlo Advert, Tango Media, Cerovski Print Boutique, 404 Agency, Communication Laboratory, CMG Pula, Superstudio, Slagalica Foundation, HURa I IAB, Hauska and partner, the Croatian Gender Equality Ombudsperson, McCann Croatia, Human, Olja Savičević Ivančević, CountDarkula, NinaBljak, Milana Vlaović Kovaček, Ivan Šarić, Pamela Perkić, Lana Barić, Ivana Brkljačić and Tina Oršolić Dalessio.

As part of the campaign, we invited women to share their experiences of discrimination in the workplace with us and shared these on social networks.

Parents@Work: Changing Perceptions!



The activities of this project were carried out in parallel in Austria and Croatia with the aim of raising awareness of the problems of working parents and the potential for discrimination. In both countries, we organized knowledge exchange activities and meetings with experts from the public, private, and academic sectors.

We developed a Manual for the Prevention of Discrimination against Parents in the Workplace, based on the results of activities carried out during the project, including: an analysis of the position of parents in the workplace, expert meetings, knowledge exchange meetings with relevant stakeholders and pilot workshops where the material for this manual were tested. The manual is meant to be used by educators, firm managers, human resources departments in companies, and for all those who want to work to alleviate the problems parents face in the workplace in reconciling work with private life and achieving equal opportunities in the labor market. The manual can also be used to organize educational activities and workshops on the topic of working parents with an emphasis on an interactive approach.

With the support of the Gender Equality Ombudsperson, we organized 4 online regional workshops with the aim of getting to know the specific regional situations and raising awareness about the problems of working parents and gender equality issues. Representatives of local commissions for gender equality and other relevant departments at the city and county level, trade unions and employers' associations, companies, civil society organizations, academia and the Office of the Ombudsman of the Republic of Croatia were invited. A total of 31 people participated in the workshops. We presented the results two surveys: one on the attitudes of employers towards the topic of reconciling work and private life, and another on the perceptions and experiences of employees with discrimination or difficulties in the workplace. The workshops discussed the unique situations and problems faced by working parents in Croatia's different regions, local measures and policies related to working parents and families and presented video and educational materials developed as part of the project.



The final Conference of the project was organized in Croatia and included the participation of representatives of the various organizations and public institutions working to protect victims of discrimination. The results of the project were

presented and recommendations for how to improve the position of employed parents on the labor market and in the workplace were discussed.

For the purposes of increasing the visibility of the project and informing interested individuals, we created 4 newsletters which are all available on the project website.



Legal Counselling and the website Radnica.org (Workingwoman.org)

In 2021, we provided free legal aid services to 105 women, representing an increase of 58% compared to the previous year. Of the total number of free legal counselling and informational services provided, 65 were to women victims of gender-based violence through the SOS Helpline and the Counseling Center for Women Victims of Violence in Krapina-Zagorje County, while 40 women were provided counselling and

legal aid in the fields of labor law, social law and other legal areas through the Legal Counselling Center and web portal Radnica.org. In most cases, these were new beneficiaries (53.3%), while approximately one third were cases of continuous counseling and contacted us three or more times (32.4%).

Legal aid to women victims of violence was provided in large part in connection with criminal and misdemeanor proceedings, the rights of victims and the regulation of family and property relations. With respect to inquiries in the fields of labor and social law, these were mostly related to getting information and counselling on the rights and obligations arising from labor relations, protection against discrimination in the labor market, the exercise of maternity and parental rights, and legal rights during unemployment. The remaining legal advice was related primarily to family and civil law, and the predominant topics were divorce, (co) ownership, rental of real estate and inheritance laws.

In 2021, we redesigned the web portal Radnica.org (Workingwoman.org) where women who have experienced or are experiencing discrimination can contact us and where we raise awareness amongst the public and provide information on all issues related to gender equality in the world of work. Radnica.org also has its own FB page followed by 7371 people, where we regularly publish texts and information relevant for gender equality.

In partnership with the associations Domine and SOS Rijeka - Center for Nonviolence and Human Rights, this year we implemented a project to provide free legal aid through education, seminars and exchange of expertise and experience.

Social Activism and Political Processes Program

*Within the program **Social Activism and Political Processes**, we promote active participation of citizens, especially women and youth, in decision-making processes and in the creation and implementation of gender- responsive public policies.*



[Libela.org – the gender, sex and democracy web portal](http://libela.org) is dedicated to monitoring and critically questioning democratic and social practices from a gender perspective, with an emphasis on increasing the visibility of the social, political and cultural engagement of marginalized social groups, traditionally not represented in the dominant media. The Libela editorial board and publisher have decided that the Libela portal will publish at a reduced capacity and serve as a permanent source and archive of feminist texts.



Empowering and Supporting Women in the Armed Forces and Peacekeeping Operations of the Republic of Croatia

In 2021, we implemented the project "Empowering and Supporting Women in the Armed Forces and Peacekeeping Operations of the Republic of Croatia" in partnership with the State Secretary of the Ministry of the Interior, Mrs. Irena Petrijević Vuksanović and the Gender Equality Ombudsperson of the Republic of Croatia. The goal of the project is to strengthen the role of women in Croatia's armed forces and peacekeeping missions.

During the project, an analysis of the representation of women in Croatia's armed forces and peacekeeping operations was conducted. From the current indicators, it can be concluded that there is a gender imbalance in this sector, especially in senior positions and decision-making positions. Vertical segregation of women has also been reported in this area. Nevertheless, there are trends of increasing shares of women in various categories.

As part of the project, a survey was conducted on respondents' exposure to discrimination, harassment, and violence in the Armed Forces of the Republic of Croatia from a gender perspective, knowledge of the normative framework and protection mechanisms, attitudes about gender equality and the need for gender equality education. Almost one third of the respondents (31.1%) were exposed to some form of discrimination related to gender equality. In addition, women were significantly more exposed to discrimination than men.

Respondents were mostly familiar with the normative framework, and about half believed that equal treatment of women and men in this field does not exist. Finally, almost two thirds considered it desirable to include education on gender equality in the training process.

As part of this project, we also organized two one-day workshops with 61 female and male cadets from Military Colleges in Split and Zagreb. The workshops were conducted through an interactive learning method so that participants could actively participate and discuss topics of equal opportunities, gender equality and gender-based violence. Participants were acquainted with the results of the survey on discrimination, the system of protection against harassment and sexual harassment and the role of the Ombudsperson, as well as with the problem of gender-based violence and the topic of equal opportunities in the wider context.

Based on the results of this project, we developed Recommendations for improving and strengthening the position of women in the armed forces and peacekeeping operations of the Republic of Croatia.

The results of the analysis of the position of women in the armed forces and peacekeeping operations of the Republic of Croatia, as well as the conclusions from the educational workshops and the Recommendations for improving and strengthening the position of women in the armed forces and peacekeeping operations were presented at the final project Conference.

Sharing knowledge and conducting campaigns

We shared our many years of experience in working with women with the participants of the IV Conference of Women with Disabilities, organized by the umbrella association SOIH, which was attended by about thirty women with disabilities and representatives of various public institutions.

We joined in the global action #StandWithWomenofAfghanistan in support and solidarity with the peoples, and especially the women and girls of Afghanistan.

Sex, Gender, and Sexual Rights Program

Within the Gender, Sex and Sexual Rights Program we work on several levels to contribute to the promotion and realization of sexual and reproductive rights and more effective prevention of gender-based violence. We continually monitor policies and strategies regarding gender stereotypes in education and reproductive and sexual rights at the national, international, and regional levels, as well as participating in public debates, making policy recommendations, producing shadow reports, informing the public and organizing events.

Prevention of Gender-Based Violence



“I can choose to say NO.” Empowering youth to oppose cyber sexual and gender-based violence.

The project “I can say NO” contributed to combatting cyber sexual and gender-based violence in intimate partner relationships amongst youth aged 15-19, with a focus on empowering and

supporting girls to oppose violence. In addition to CESI, the project involved the Autonomous Women's Center, Serbia; Fundacion Privada INDERA from Spain and NANE - Women's Rights Organization, from Hungary.

Preventive and educational activities for youth



Peer education provided young people with a safe space and the opportunity to question tradition gender roles, discuss and learn about gender equality and the various manifestations of (cyber) sexual and gender-based violence, and to develop critical thinking skills with respect to cyberbullying.

We trained about thirty peer educators (80% girls) from nine secondary schools from different regions of Croatia, to implement prevention programs to reduce cyberbullying and intimate partner violence. The schools which participated were: Osijek Medical Secondary School, Vinkovci Vocational Secondary School, D. Stražimir Secondary

School in St. Ivan Zelina, Secondary School for Nurses in Vrapče, Ban Josip Jelačić

Secondary School in Zaprešić, Glina Secondary School, Ivan Zakmardi Dijankovečki Secondary School in Križevci, the Požega Economics Secondary School and Varaždin Economics Secondary School.

Peer educators conducted a program in their schools consisting of eight workshops (9 school hours) in which 218 students participated. Although most of the workshops were conducted face to face, the methodology was adapted to conducting online workshops and presentations and other materials were prepared accordingly. The training for peer educators and the educational program for students provided young people with theoretical and experiential training on the prevention of cyber-bullying and sexual and gender-based violence, strengthened their skills in providing peer assistance and raising awareness amongst their peers. The results of the evaluation show an increase in knowledge and understanding of problems related to sexual and gender-based violence. In addition, our peer educators had the opportunity to collaborate, exchange experiences and present their work at an international meeting of peer educators, which was attended by about fifty young people from 4 countries and representatives of partner organizations.

Support for teachers

The Manual for Teachers "Cyber Sexual and Gender-Based Violence in Youth Relationships" is designed to improve knowledge about sexual and gender-based violence amongst educators in Croatia. It contains detailed workshops for working with young people on this topic, outlines institutional procedures that ensure effective responses to violence and "best practices" in violence prevention. The purpose of this manual is to provide professional support to school staff to improve prevention and intervention practices and build a school climate that does not tolerate violence and discrimination.



We conducted six presentations of the Manual to 97 teachers from 24 schools and 11 cities across Croatia. Participants received both printed and electronic versions of the Manual. The results of the evaluation showed increased knowledge among $\frac{3}{4}$ of the teachers. The

teachers also found the materials useful and expressed their willingness to use them in their work.

CESI organized an international online conference attended by about a hundred teachers from Croatia, Hungary, Serbia and Spain. The evaluation showed that 93% of teachers considered the topic of cyber sexual and gender-based violence relevant to educational processes, and 76% considered the conference extremely useful for working with students.

The teachers who participated in the project showed great enthusiasm and deep personal commitment to the prevention of violence and expressed a desire for regular education and training on the topic. Through our collaboration with secondary schools, increasing the capacity of students and teachers, and through the campaign, we contributed to raising awareness of young people about cyberbullying, gender stereotypes and norms that contribute to the tolerance of violence, and encouraged them to resist (cyber) bullying and violence.

The “I can say no – Love is not violence” campaign

Conducting this campaign in both cyberspace and in the real world contributed to raising awareness and encouraging young people, especially girls, to express solidarity and provide support to peers, and to take a stand against sexual and gender-based violence, whether it happens to them or others. In addition, young people were informed about their school's obligations to protect them from violence, including cyber sexual and gender-based violence.

The [Nechupedia](#) (Iwillnotpedia) youth website, True2You magazine and the #ToNijeLjubav (#ThatIsNotLove) brochure were developed to teach young people to recognize different forms of (cyber) sexual violence and intimate partner violence and to encourage them to resist peer pressure and norms that normalize violent behavior. Social media campaigns and online tools were used to encourage young people to get involved and engaged in situations of cyberbullying. It also served to demonstrate non-violent communication skills and what equal relationships look like to young people.

The campaign on social media networks consisted of posting numerous posts on Facebook, with the #nasilnevezesubezveze (#ViolentRelationshipsAreNoRelationships, on Instagram: #mogurecinecu (#Icansayno) and TikTok: mogurecinecu (Icansayno)



The campaign on Facebook and Instagram had a reach of 190,000 unique users. CESI also published 13 short videos on [TikTok](#), in addition to Instagram stories, posts and quizzes - which were all an important part of the campaign. To make the campaign materials more attractive to young people, we distributed a package of digital stickers for use on the social

networks Viber and Whatsapp.

We also collaborated with the *Jomboos* web-portal, which decided to join the campaign and publish the special "[I can say no!](#)" on its portal. In addition, the CESI brochure for young people #ToNijeLjubav (#That'sNotLove) was distributed in the print edition of *Jomboos Magazine* for the month of October.



"Erase GBV – Awareness and education in schools for preventing and intervening in gender-based violence"

The aim of this project is to increase awareness and strengthen the capacity of students, teachers and professional associates in schools for the prevention of gender-based violence and the achievement of gender equality. The aim is to enable students and teachers to recognize and provide assistance to children who have experienced or witnessed gender-based violence and to encourage children to confide in teachers and to report violence.

The impetus for the development of the educational program: "Recognizing and responding to gender-based violence (GBV) in the school environment" implemented in Croatia by the Department of Psychology at the Faculty of Philosophy, University of Zagreb and CESI, was the widespread and insufficient recognition and sensitivity to GBV in the education system and institutions. The program consists of seven modules, of which CESI developed a module that details best practices for preventing gender-based violence in schools. In addition, and as part of the educational package, five short videos were produced with the goal of helping education professionals recognize and intervene in cases of violence.

In the 2020/2021 school year, three seminars were organized for approximately one hundred



students of the Psychology Department and the Faculty of Teacher Education at the University of Zagreb. In addition, in cooperation with the Agency for Education, a seminar was organized for teachers and professional associates. During the project, 160 elementary and secondary school teachers and professional school associates, and about 120 students from several Zagreb Faculties completed this training seminar. Participants had the opportunity to actively participate in discussions, share experiences and practice skills for recognizing and responding to cases of violence. The results of the evaluation indicate an increase in knowledge and skills related to gender-based

violence prevention and gender stereotypes.

Informing stakeholders about the educational program and the social media campaign Stop Gender-Based Violence #stopRUN (#EraseGBV) were focused on raising awareness about gender stereotypes, recognizing the various forms of gender-based violence, identifying ways of working on prevention and intervention in schools to prevent, detect early, report and assist those who have experienced gender-based violence. About 40,000 people saw this campaign on social media.

This project is conducted in partnership with the University of Tampere, Finland; the University of Zagreb, Croatia; the University of Blanquerna, Ramón Llull, Spain; Conexus, Spain; and the City of Jyväskylä, and in collaboration with the University of Jyväskylä, Finland.

Sexual Violence - Education and Prevention Program 2 - Junior (SVEP 2 - Junior)

The **SVEP 2 - Junior** project is aimed at preventing of sexual violence against children and will be implemented in the upper grades of elementary school.

Mapping and analysis of existing programs for the prevention of sexual violence in Croatia and at the European Union level were conducted at the beginning of the project, after which members of Women's Room and CESI organized a total of 14 focus groups for 5th and 6th grade students (together) and 7th and 8th grade students. A total of 105 students participated in the focus groups, and the results were used as a guideline for creating the SVEP 2 – Junior Program for the prevention of sexual violence for higher grades of elementary schools.

We participated in the first training module for partner organizations and the working group for the development of SVEP 2 - junior program in which sexual violence against children was addressed through several different topics.

At the multidisciplinary meeting of the working group on the implementation of sexual violence prevention programs in elementary schools, we presented the programs CESI has



developed for the prevention of gender-based violence to representatives of relevant state bodies and institutions, as well as the education system and civil society organizations working directly with children in this area.

The core of this project is the development of the SVEP 2 - Junior Program. A working group was established with CESI focused on the prevention of sexual violence and intimate partner violence among youth. Workshops have been prepared, and in

addition to written educational materials, educational video materials will also be available.

Given the importance of involving and educating parents on this topic, the program also includes the creation of lectures for parents.

The project lead is the Women's Room, and the project partners are the Ombudsperson for Children of the Republic of Croatia; CESI - Center for Education, Counseling and Research; the Association of Judges for Youth, Family Judges and Experts for Children and Youth; Dragutin Tadijanović Elementary School in Petrinja; Kantrida Elementary School in Rijeka, Bedekovčina Elementary School, Slava Raškaj Elementary School in Ozalj, Antun Mihanović Elementary School in Slavonski Brod, Veruda Elementary School in Pula, Matka Laginje Elementary School in Zagreb, the Rape Crisis Network Ireland and Change Attitude (Sweden).

Education workshops and raising awareness

An analysis of secondary school curricula in the City of Zagreb was conducted to inform the implementation of programs and activities related to the prevention of gender-based violence, and the promotion of gender equality and sexual and reproductive health in secondary schools. Based on the analysis of school curricula, approximately 1/3 of secondary schools in Zagreb implement prevention programs for gender-based violence, while about 10% of secondary schools implement programs related to sexual and reproductive health and gender equality. The topic of GBV prevention is covered the least in secondary schools for the arts, followed by vocational secondary schools, which, in most cases, do not have prevention programs in the curricula.

We are continuously working to strengthen the capacity of teachers to work on issues related to gender equality, removing gender stereotypes and preventing violence in youth partnerships, and we continue to collaborate with schools and provide professional assistance in implementing activities that contribute to both violence prevention and gender equality. We organized lectures and workshops for students, and also participated in various conferences related to education and gender-based violence. Topics covered in the workshops included understanding gender and gender equality, the concept of consent, recognizing and combating cyber sexual and gender-based violence, and work on violence prevention through audiovisual media and music. For the organization of the workshops, we collaborated with associations, schools, libraries, student organizations, and more than 330 people participated in the trainings.



collected in Zagreb the day before were distributed to the women.

The Billion Rises Against Violence Against Women campaign was dedicated to women from the Banija region who survived the devastating earthquake, lost their homes, jobs, domestic animals, and gardens. On February 14th, we participated in an event "Women are stronger than the earthquake - in solidarity with the women of Banija" in Glina, alongside writers, actresses and actors, activists, and folklore groups. Packets

Sexual and Reproductive Rights and Health

Comprehensive Sexual Education

#zaštošutimo

Our #ZaštoŠutimo (#WhyAreWeSilent) campaign for accessible, free and safe abortions won a bronze medal at the national competition in creativity of market communications IdeaX 2021, in the Social Action category.

In 2021, we conducted the #WhyAreWeSilent 2.0 campaign to raise awareness about the benefits of comprehensive sex education that empowers children and youth with the information, skills and positive values needed to understand and enjoy their sexuality; and to encourage responsible sexual behavior and to contribute to the prevention of sexual violence intimate-partner violence.

A survey conducted by IPSOS for CESI shows that three quarters of Croatian citizens believe that comprehensive sex education should be introduced in schools, while 72% of respondents would make such education compulsory in schools. The same percentage of respondents believe that children and youth do not receive enough information in school about sexuality, reproductive health, and recognition of and protection from various forms of violence. As many as nine out of ten citizens believe that the state is obliged to provide children and youth with access to this type of information, education, and services. Respondents in the age group: 30 to 45 years old showed the greatest support for the introduction of comprehensive sex education.

HOMOFOBILJA
MRZI SAMU POMISAO O
SEKSUALNOM OBRAZO-
VANJU U SKOLAMA.

Seksualno obrazovanje sprječava mržnju.

[#zaštošutimo](#) www.cesi.hr

NEŽELJENA TRUDNOĆA
SMATRA DA SEKSUALNO
OBRAZOVANJE
KVARI DJECU.

Seksualno obrazovanje sprječava neželjenu trudnoću.

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We conducted an “outdoor” campaign by placing 20 billboards and posters in 32 locations across the City of Zagreb and displaying the campaign messages on 62 City Light boxes in 12 cities. In addition, the campaign messages and short videos were displayed on digital

advertising screens at 22 locations. The campaign reached a total of 350,689 active viewers and 1,037,412 impressions were recorded.

The social media campaign included posts on Facebook and Instagram. Facebook ads were seen by 809,363 people, had 1,085,837 impressions and 3,755 reactions. The reach of the Instagram stories was 471,892 people, with 635,000 impressions recorded.

In our advocacy work, we continuously emphasize the importance of prevention as well as identify the challenges and barriers including inconsistent implementation of health education in schools, limited access to youth reproductive health services and the negative impact of retrograde trends in reproductive rights on reproductive health. We also participated on the Panel on reproductive health of young people at the final Conference of the project "Healthy Consultations" conducted by the Croatian Debate Society in partnership with the City Health Office.

At the initiative of the Reci.hr portal and with the support of civil society organizations and civic initiatives, a petition was launched for the introduction of comprehensive sex education in elementary and secondary schools. We participated in the development of the petition, drafting of arguments and in the promotion of the petition on social networks. The petition demanding the introduction of comprehensive sex education in schools as a compulsory subject collected more than 13,000 signatures and contributed to the awareness of citizens that comprehensive sex education within the education system is one of the most important tools in preventing sexual harassment and violence.

Advocacy for the adoption and implementation of reproductive health policies

The debate on the right of women to decide independently whether and when to have children, including the right to terminate a pregnancy, has intensified in Croatia in recent years. We are not only actively involved in this discussion, but also undertake awareness-



**Iza svake
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raising and advocacy activities on the topic. In the debates, an overwhelming emphasis is placed on an individual's freedom of choice, which political powers and clerical organizations constantly attempt to challenge.

The proposed Law on the prevention and termination of pregnancy, which was prepared in cooperation with the Initiative of Physicians and Legal Experts, is still waiting to be introduced into parliamentary procedure. The main objectives of the law are: to protect the reproductive health, autonomy and dignity of a woman seeking an abortion; to reduce the number of unplanned pregnancies through the provision of

contraception and education in educational and health institutions; and to increase the availability, accessibility and quality of reproductive health services available to women in Croatia.

We also participated in the drafting and advocacy activities related to the European Parliament Resolution on the Situation of Sexual and Reproductive Health and Rights in the EU, by Rapporteur Predrag Fred Matić. The resolution calls on all EU member states to respect women's sexual and reproductive rights and to ensure the right to legal abortion and sexual education for their citizens.

We are involved in exchanging know-how and experiences in the field of women's reproductive rights at the national, EU and international levels. We make sure to invite and include experts and decision-makers at various levels to support the implementation of programs related to improving reproductive health and rights. Over the last year or so, there have been discussions on the impact of the COVID - 19 pandemic on the availability of health services in the field of reproductive health and on the increase in gender - based violence. Through participation in international events, we had the opportunity to inform international experts and representatives of institutions about the situation in Croatia. We spoke at the round table Body Autonomy and Sexual and Reproductive Health and Rights, organized by the French Embassy as part of the Generation Equality Forum, and participated in events and consultations organized by the European Parliamentary Forum for Sexual and Reproductive Rights, IPPF, ASTRA Network, Center for Reproductive Rights, UNWOMEN, and UN.

In addition, we work on capacity-building and strengthening cooperation amongst NGOs, civic initiatives, the media, academia and professionals from different sectors in order to contribute to the promotion and realization of sexual and reproductive rights and the prevention of obstetric violence.

We are also participating in the initiative led by the RODA Association to organize a Wiki-marathon within the RADAR Project, with the goal of encouraging women in Croatia to contribute to the enrichment of diversity and objectivity of Croatian-language information on Wikipedia through volunteer work. In addition, we are also involved with the Menstrual Tax Reduction Initiative led by the PaRiter Association, which promoted and collected signatures for a petition to reduce taxes on menstrual products to a minimum tax rate of 5%.



Increasing awareness and sharing information on social media networks

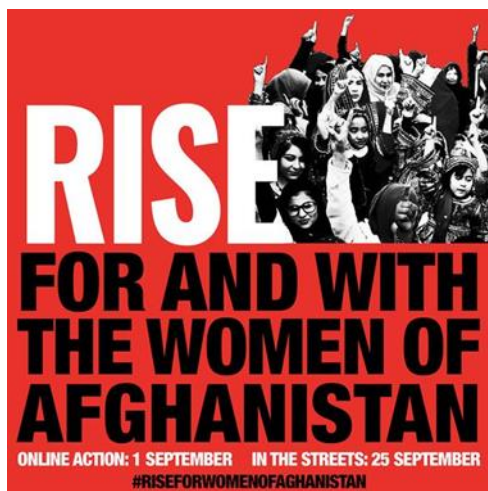
The SEZAM (Sexual Education for Youth) website is a central place for young people and professionals to get information about issues related to sexuality, gender equality and the prevention of gender-based violence. We use social networks for information dissemination and for sensitizing youth to gender issues. The SEZAM Facebook page has about 3,000 users. We conducted the #ICanSayNo and #StopGBV campaigns on our

Facebook page "Violent connections are nonsense", which has 10,500 users, and on our Instagram page, which has 725 followers. We also conducted a campaign on social networks called "My thing is my choice - it's time to find out more" with the aim of informing young people about sexual and reproductive rights and encouraging greater involvement of young people in discussions and activities related to their reproductive health. The Facebook page "My thing my choice" has 8500 users.

Research, Analysis and Advocacy for Gender Equality Program

*As a part of the **Research, Analysis and Advocacy of Gender Equality Program**, CESI advocates integrating a gender perspective into public policies and adequate allocation of public funds, and is involved in the work of competent national and local bodies in the processes of adopting relevant regulations and measures*

Key aspects of our work include: monitoring and advocating for the development of a national legislative and institutional framework for the promotion of women's human rights and gender equality, and providing professional support and information to state bodies and public sector institutions to implement measures and activities that contribute to gender equality.



As members of Platform 112, we regularly participate in organized events. We also participate in the activities of the Croatian Platform for International Civic Solidarity (CROSOL).

Strong networking and membership in international networks allows us to participate in international campaigns and activities and advocacy. Our internet website and monthly newsletter are used for dissemination of information about the situation in Croatia and our activities with members of ASTRA - Central and Eastern European Network for Sexual and Reproductive Health and Rights.

We are also members of the "Council for the Implementation of the Youth Guarantee Plan" at the Ministry of Labor and Pension System.

As members of Local Partnerships for Employment of the City of Zagreb, we participated in regular election assemblies and other activities.

At the beginning of 2021, we launched the Workingwoman Initiative, in which representatives of NGOs, trade unions, academia and public institutions exchange knowledge on the topic of gender equality on the labor market and in the workplace. As part

of the initiative, we undertook an analysis of the Maternity and Parental Benefits Act which will be used in future advocacy activities related to improving the position of women in the world of work.

We also participated in the online consultation organized by the City of Zagreb with respect to the local social measures "Parent-educator" and supported the city with relevant information and concrete proposals for improving the measure.

We are members of the Krapina-Zagorje County Team for Preventing and Combating Violence against Women and Domestic Violence.

In 2021, we also had the opportunity to participate in the development of the first civil society shadow report on Croatia's progress towards achieving the Sustainable Development Goals, organized by CROSOL and entitled: "Implementation of the Sustainable Development Goals in Croatia - a perspective of civil society" in which CESI authored the Chapter on SDG #5: achieving gender equality and empowering women and girls.

We are also actively involved in the initiative #Spasime (#Saveme) which aims to combat violence against women. As part of the #spasime (#Saveme) and #pravdazadjevojčice (#JusticeforGirls) initiatives, we are cooperating with numerous associations, the Solidarna Foundation for Solidarity and Human Rights, as well as with the celebrities who launched the campaign.

In 2021, we strengthened longstanding partnerships and forged new ones in the Republic of Croatia and across the EU, for the purposes of project implementation and expanding cooperation on the topics of gender equality and social rights.



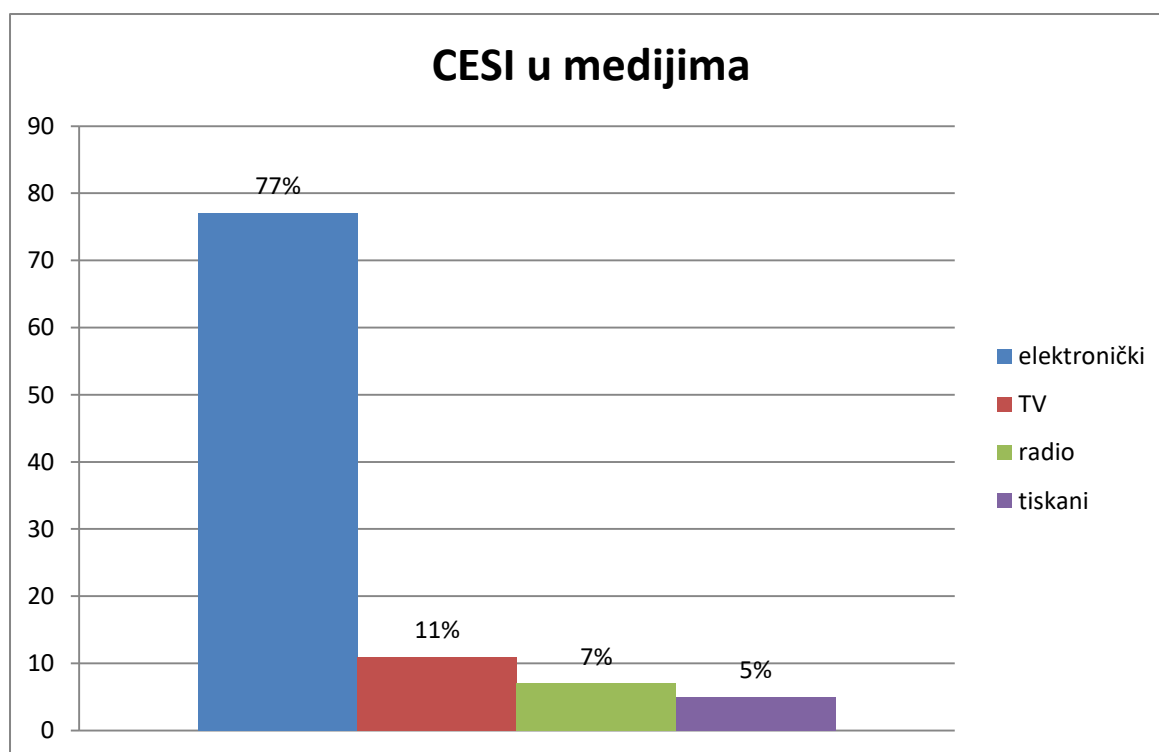
A Gender Analysis of the 2021 Local Elections – Do level of urbanization and development impact women's political participation?

In 2021, local elections were held across Croatia, giving us an opportunity to continue our work on gender analysis of election processes. We conducted a gender analysis of electoral candidates lists and the final election results, which gave us new insights on women's political participation at the local level, in the context of the urban-rural divide and developed-underdeveloped dichotomies.

The Croatian government calculates a “development index” for Croatian counties and municipalities. We used the development index to determine sample groups, selecting the first 10 local self-government units (LGUs) from each development group for analysis, which we additionally classified according to administrative and numerical criteria. The results showed that, on average, one third or a quarter of women candidates are elected to local government. In the 80 municipalities analyzed, only 8 women were elected as Municipal Leaders and only 1 woman was elected as city mayor. The results of our analysis also showed that only slightly fewer women participated in municipal-level elections compared to city-level elections.

This analysis found that local political participation of women is more complex than the dichotomies of urban-rural and developed-underdeveloped suggest. These criteria are not an adequate predictor of women's political participation in Croatia. Furthermore, the Croatian development index does not include gender dimensions of development, ie it is not gender sensitive. Using an index that incorporates the gender dimensions of development would likely provide a better predictor of women's political participation.

CESI in the media and on social networks



As in previous years, in 2021, we continued to monitor media content on websites, television, radio and daily, weekly, and monthly magazines and newspapers. The media report was based on the content of our archive and internal monitoring of activities.

In 2021, we made a total of **124 media appearances**. Most of them on the web. In addition, our campaign jingles have been broadcast on radio stations 224 times this year. We maintained the level of engagement on social media as in previous years. The number of likes on the CESI Facebook page increased this year to 5139, while 5666 people follow the CESI page.

Thanks to the donation we received from Mediatoolkit that is from the employee of Mediatoolkit, Klara Malnar, from now on we will be able to follow all media activities through this service.

In addition to the CESI's official Facebook page, separate webpages have been created for our various projects and campaigns.

As of this year, CESI also has a LinkedIn profile and an Instagram profile that is followed by 989 people.

Visit us online at:

Web	FB	Twitter/ Instagram / Youtube / LinkedIn
cesi.hr	CentarCESI	Twitter
radnica.org	PortalLibela	@PortalLibela
libela.org	Eumogucnosti	
sezamweb.net	SOSTelefonZagorje	Instagram
nechupedia.sezamweb.net	mrezapodrskeziskZZ	centar.cesi
nijeuredu.com	sezamweb	StopRUN/Mogurecinecu
	radnica.org	
	MojastvarMojizbor	Youtube
	kampanjadvijedjevojce	Ravnopravnost
	nasilnevezesubezveze	
	genderwagewatchers	LinkedIn
		CESI – Centar za edukaciju, savjetovanje i istraživanje

Team members and organizational development

In 2021, CESI employees and team members were: Sanja Cesar, Program Manager, Sanda Malbaša, Head of Finance and Deputy Coordinator, Anamarija Tkalčec Program Manager and CESI Coordinator, Nataša Bijelić, Expert Associate, Lana Kučer, Expert Associate, Vendi Keserica, Project Manager and Tena Sambolić – Petrišić, Project Manager.



With respect to organizational development, in March of 2021 we conducted strategic planning, after which we adopted the new Strategic Plan for CESI 2022-2025. In the autumn of 2021, we also carried out operational planning, developing the Operative Plan for CESI in 2022. In December 2021, CESI held its regular election assembly.

Expert Associate Lana Kučer participated in the Women's Human Rights Training Institute Program (WHRTI-8), for the period 2020-2022. The Institute is a unique, advanced educational program founded in 2004 with the goal of building the capacity of

young lawyers from Central and Eastern Europe for litigation on women's rights issues, including violence against women and domestic violence, sexual and reproductive health and rights, social and economic rights, employment discrimination and multiple discrimination.

As part of the Radnica (Workingwoman) project, we participated in an educational training on the topic of drafting legal and policy analyses led by Nives Miošić.

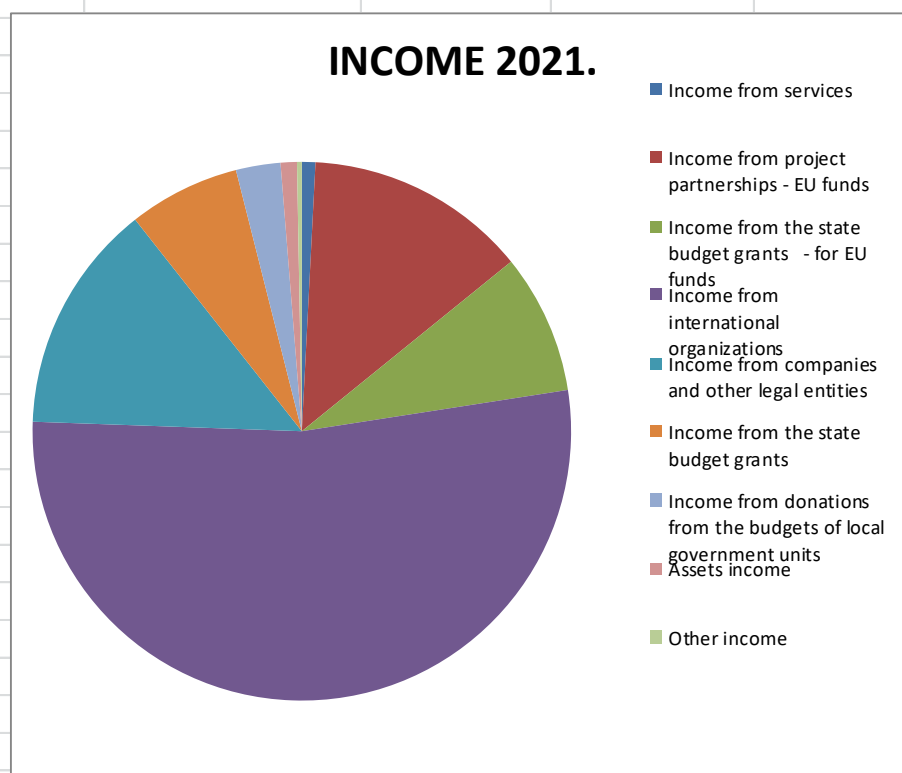
We provide continuous supervision and training for individuals who volunteer on the SOS helpline and who provide support to victims and witnesses in the courts. In 2021, we participated in the following educational trainings: capacity building for providing counseling; informing on fundamental rights; emotional support before, during and after court proceedings and escorts to courts and other relevant institutions; stress prevention in helpers.

OK Quality Management System for Civil Society Organizations is used for the purpose of good management.

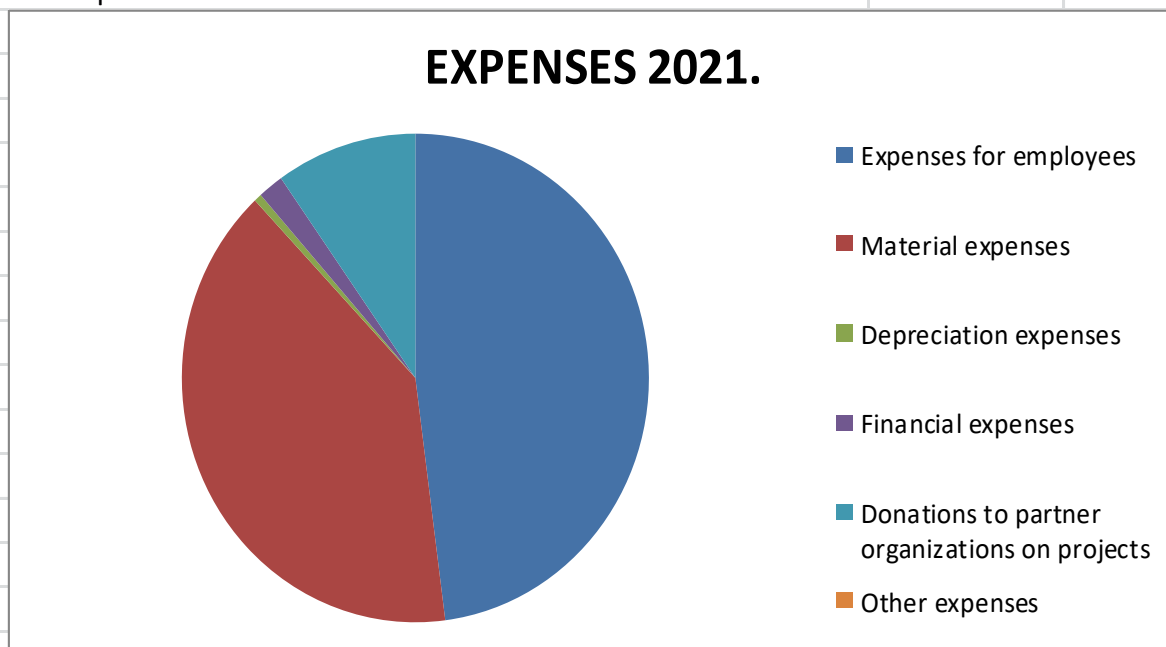
Due to the Covid-19 pandemic, the CESI library was not open to the public at all times this year. Visits to the library could be arranged in advance, from 10:00 - 15:00 every working day. All books are systematized in the BIBA system (biba.cesi.hr).

Annual Financial Report

INCOME		2.133.692 kn	283.171 €	
Income from services		17.300 kn	2.296 €	0,81%
Income from project partnerships - EU funds		284.956 kn	37.818 €	13,36%
Income from the state budget grants - for EU funds		178.924 kn	23.746 €	8,39%
Income from international organizations		1.131.098 kn	150.113 €	53,01%
Income from companies and other legal entities		294.762 kn	39.119 €	13,81%
Income from the state budget grants		142.650 kn	18.932 €	6,69%
Income from donations from the budgets of local government units		57.050 kn	7.571 €	2,67%
Assets income		20.823 kn	2.764 €	0,98%
Other income		6.129,00 kn	813 €	0,29%
















EXPENSES		2.027.416 kn	269.066 €
Expenses for employees		910.581 kn	120.847 €
Material expenses		973.978 kn	129.261 €
Depreciation expenses		9.649 kn	1.281 €
Financial expenses		11.349 kn	1.506 €
Donations to partner organizations on projects		121.837 kn	16.169 €
Other expenses		22 kn	3 €



Total income in the year 2021 was 2.133.692 KN.

The amount of funds transferred from the previous financial period was 408.054 KN. Total expense in the year 2021 was 2.027.416 KN, therefore surplus for the next period is 514.330 KN. The final balance on December 31, 2021 was 1.074.159 KN.

Donors in the year 2021 were:

-  Active Citizens Fund
-  The Sigrid Rausing trust
-  European Union
-  U.S. Embassy in Croatia
-  Ministry of Justice
-  Ministry of Labour, Pension System, Family and Social Policy
-  Krapina-Zagorje County
-  City of Zagreb
-  Office for Cooperation with NGOs
-  JGL d.d.
-  Erste Bank
-  Madison Consulting
-  Private donors