

CESI ANNUAL REPORT 2019



Introduction

In 2019, CESI continues its many years of work and advocacy in the fields of gender equality, women's rights, social justice, equal opportunities in world of work, prevention of gender-based violence, sexual and reproductive rights of women, women's participation in politics, gender-based education, gender-sensitive media content and advocacy in the field of gender mainstreaming in Croatia and the European Union.

Throughout the year, we continued to carry out numerous activities, public actions, advocacy, research and analysis within our existing programs. Successful work in conducting and providing education and counseling has continued, as evidenced by the evaluations of our beneficiaries. We have successfully cooperated with partner organizations and institutions and expanded our cooperation with new partners in Croatia and the European Union.

CESI continues to be actively involved in advocating for and monitoring the implementation of public policies and legislation in the areas we address, and we are also active internationally, especially in advocating for women's reproductive rights.

CESI's work has been recognized by the Directorate General for Employment, Social Affairs and Inclusion (DG EMPL) and at their invitation CESI has become an ambassador for the European Pillar of Social Rights.

We have increased the number of full-time employees in addition to the existing number of volunteers and external associates. Our work is recognized by various domestic, European and international foundations that fund our activities aimed at the well-being of many Croatian citizens.

In 2019, CESI has made payments in the amount of 43.823 EUR to the State budget through taxes, contributions from wages and royalties. At the same time, the organization received the amount of 22.221 EUR from State and local budget for implementation of projects. **Almost twice as much was paid into the budget, or 21.568 EUR more than received.**

1,486 people, representatives of institutions, civil society organizations, political parties, women, young people, students, teachers and others **participated in the various activities.**

We have continued to work on empowering **unemployed women and promoting gender equality in the world of work**, in particular on the **reconciliation of private and professional life**; promoting **gender mainstreaming**; providing **psychological and legal assistance to women victims of violence**; and on the development of new innovative tools for the prevention of **gender-based violence among youth** and the promotion of **sexual and reproductive rights and health, especially on the issue of the availability of abortions**. We have **drafted a law on prevention and termination of pregnancy** in cooperation with experts and advocate for its adoption.

We act as members of the „Warranty for Youth Plan Implementation Council” at the Ministry of Labor and the Pension System; the Local Partnership for Employment (LPZ) of the City of Zagreb;

and as a member of the working group of the Ministry of Science and Education we have influenced the measures within the Action Plan for the Prevention of Peer Violence.

Year 2019 in numbers

15 projects,
1486 direct users,
581.910 indirect users,
1,483,493.00 HRK in total income,
6 employees,
27 associates,
38 volunteers worked for 939 volunteer hours,
42 beneficiaries of legal advice in the field of labor and social rights,
61 beneficiaries have completed an educational program for unemployed women,
184 beneficiaries, victims and crime witnesses were supported,
36 legal and psychological counseling provided, and more than 400 different services were provided to victims of crime,
108 calls to the SOS phone for women victims of violence and 22 individual counseling sessions,
21 volunteers at Krapina-Zagorje County regularly provide counseling, support and other services to project beneficiaries,
1 online education platform for professionals working on prevention of relationship violence and youth information,
4 interactive quizzes,
1 Bill,
2 innovative educational tools,
5 manuals / brochures / guides,
325,426 readers of Libela.org,
more than 25,000 young people on social networks (Facebook),
11 public actions organized,
8 round tables organized,
110 media reports about our work,
radio jingles broadcast 157 times on 4 radio stations,
1 self-financing activity.

#You can see what 2019 looked like in pictures on our Facebook page: CentarCESI

Social Justice and Equal Opportunities Program

*Within the **Social Justice and Equal Opportunities** program, we are committed to a socially just society in which all people enjoy equal rights and equal opportunities to realize their potential*

and participate equally in all aspects of social, political, cultural and economic life.

SOS Phone line for women victims of violence in Krapina-Zagorje County



SOS TELEFON I SAVJETOVALIŠTE ZA ŽENE ŽRTVE
NASILJA KRAPINSKO-ZAGORSKE ŽUPANIJE

091/639 28 10 ponedjeljkom, srijedom i petkom od 9 do 15 sati
049/ 639 28 11 utorkom i četvrtkom od 12 do 18 sati,
osobno u savjetovalištu na adresi TRG SVETE JELENE 6
utorkom i četvrtkom od 10 do 12 sati
ili svakodnevno putem: e-maila: sos@cesi.hr
i facebook stranice: [SOS telefon](#)

Pozivi i posjete u potpunosti anonimni!

SOS Phone line and counseling for women victims of violence in Krapina-Zagorje County continued its work in cooperation with Krapina-Zagorje County in 2019, with the aim of providing psychosocial support to women victims of violence (legal advice, emotional support, empowerment, conversation, information) and the sensitization and education of society about the issue of violence against women. In addition to counseling and SOS phone line, we also organized a roundtable and monitoring of the Rules of Procedure in Cases of Domestic Violence, a public action “All Faces of Violence”, and a demonstration training/self-defense course.

We have used every opportunity to raise public awareness of violence against women for the purpose of removing the stigma from victims of violence by organizing and participating in public actions. We have made additional efforts to promote counseling and SOS phone support to inform, empower and protect women in need. There has been an increase in calls, which has also been influenced by publicity through brochures about the services provided by CESI.



In 2019, the coordinator of SOS Phone line was on duty together with 14 volunteers. In 2019, volunteers worked 182 volunteer hours. 108 calls were received, and 22 personal counseling sessions were conducted at the counseling center. The work of the SOS phone was presented and promoted in the community and at professional conferences and through local and national media. During the year we organized 8 public events and 3 round tables. In the organization of other institutions and

associations, we participated in 15 events - public actions, forums, round tables, promotions and lectures where we discussed the problem of gender-based violence against women. 972 people are following SOS phone's Facebook page.

The SOS Phone line was launched in 2012 in cooperation with the Krapina - Zagorje County and the Gender Equality Commission. Since 2019, we have been a member of the County Team for Preventing and Combating Violence Against Women and Domestic Violence, and Tena Sambolić Petrišić, coordinator of SOS Phone line, has been selected as team leader.

The Network for Support and Cooperation for Victims and Witnesses of Criminal Offenses Project



The project was implemented in partnership with Women's room – Center for Sexual Rights, Association "Hera Križevci –for the Protection and Promotion of Human Rights", Center for Support and Development of Civil Society "Delfin" Pakrac, Association Deša – Dubrovnik, Association S.O.S. Virovitica – Counselling, Empowerment, Cooperation, Association "ZvoniMir", Association for the Support of Victims and Witnesses, Women Group Karlovac "Korak", Informational Legal Center, the Center for Civil Initiatives Poreč.



The project's aim is provision of support to victims and witnesses of criminal and misdemeanor offenses. For this purpose, the following services are being provided: psychosocial aid, legal aid, emotional support, assistance during visits to the court or other institutions. Beneficiaries may use these services before, during or after the court process.

In Krapina-Zagorje County, where CESI implemented its activities, there was really a need for support of victims and witnesses, which was soon detected through duties and provision of assistance to court visits. Victims' poor knowledge and ignorance about their rights are additionally increasing the stress they are facing during their testimonials in the courtroom. Our presence and provision of information greatly facilitated the entire testimony process.

The project involves 7 volunteers who have worked 102 hours through the provision of direct and indirect support to 184 repeat users. A total of 500 different services were provided, including 36 legal and psychological counseling, 10 services of court visit assistance and 2 to other relevant institutions, hundreds of information and emotional support services to help victims and witnesses of the stressful situations they have to go through. Through the project, good cooperation was established with the courts in the Krapina - Zagorje County area, where info desks were set up. The leaflet racks are also installed at all police stations and at Zabok General Hospital, so that people can get information about the support they can receive through the project. Within the project, 3 round tables and 2 public actions were held. The project was funded by the Ministry of Justice of the Republic of Croatia. Radio jingles have

been broadcast 157 times on 4 radio stations in the county and 125 posts have been posted on the KPC Victims and Witnesses Support Facebook page.

Web page of the project: www.mrezapodrskeisuradnje.com

Empowerment and Education of Unemployed Women



In 2019, we continued to work on providing education and support for unemployed women through “**Equal Opportunities in Labour World – Women are Choosing a New Chance**” project. In order to reduce discrimination in the world of work and support the long-term unemployed women in the City of Zagreb and Krapina-Zagorje County, CESI, LAG Sutla – Zagorje and the Open University of Krapina conducted activities for long-term unemployed women and women who are in any way exposed to gender discrimination in the world of work and recruitment processes. The overall objective of the project is to contribute to the improvement of the position of women in the world of work in the City of Zagreb and the Krapina- Zagorje County. The beneficiaries of the program are long-term unemployed women and women who need legal assistance in exercising their labor and social rights. In 2019, 7 workshops and 10 counseling sessions were held for 24 unemployed women in Zagreb, Zabok and Klanjac. Topics covered at the workshops included: Communication skills, Setting personal

goals, Motivation and Self-employment. The Bookkeeping for Family Run Farms Course was implemented in Krapina for 5 women from the County area who successfully completed it. Also, legal advice and information was provided to women for the purpose of exercising their labor and social rights. The project continues in 2020 and is co-financed by the European Union from the European Social Fund.



JUMP – (Juggling motherhood and profession)

The ultimate goal of the project was to provide social support and education to single mothers and members of vulnerable social groups, tailored to their needs, to increase their self-esteem and possible chances in the world of work. During the project, 32 single mothers in Croatia were educated and empowered in the field of developing their own competencies for finding work and reconciling family responsibilities. The project was successfully implemented in all partner countries (Italy, Spain, Greece and Croatia) and at the final conference in Torino, Italy we presented the results we have achieved and the produced manuals available on the project website <http://www.jumpproject.eu/downloads/>.

Gender Equality in the World of Work



Project GPPG - Gender pay and pension gap



CESI continued its work on this project as a partner organization together with the Institute for Social Research in Zagreb, Pensioner Union Croatia and the Institute for Equality of Women and Men from Belgium; and the project's coordinator is Gender Equality Ombudsperson. We designed an educational program according to which we, together with other partners, held 3 workshops called "Equality for all!" in Zagreb, Split and Rijeka for a total of 158 members of the public and private sectors, pensioners and students. Also,

a play was put on to mark the EU Equal Pay Day, and was attended by 170 people. Project website: <https://gppg.prs.hr/>



Parents@Work: Changing Perceptions!

In 2019, we began work on the Parents@Work project with the aim of changing negative perceptions of parents and reducing discrimination based on parenthood in the workplace. Discrimination may include derogatory remarks, deterioration of the working atmosphere, assignment of inappropriate work tasks, and termination of employment. Through the project we want to change the attitudes and perceptions of the employers, the employees, and the society as a whole.

In the scope of the project "Parents@work: Changing Perceptions!" the following activities are planned:



- Increasing awareness of (hidden) discrimination of mothers and fathers in the workplace and in job applications among employees and employers as well as broader public;
- Developing new strategies to support employers and employees to combat discriminatory practices and new tools (information material, workshops, YouTube clips) adapted to the needs of affected people and organizations;
- Support gender equality bodies and other counselling organizations with materials and tools – including Youtube clips – for their counselling work and their awareness-

raising activities;

- Involve companies and social partners in research and in awareness-raising activities to help them change their practices.

The project is being implemented in cooperation with research and advisory institutions and Ombudspersons in Austria and Croatia.

Besides CESI, the partners in the project are L&R Research, the Ombud for Equal Treatment in Austria and the Ombudsperson for Gender Equality in Croatia.



“Radnica.org” page and Legal Counselling

Through our program "Social Justice and Equal Opportunities", we provide free legal counseling to assist women in the realization and protection of their labor and social rights through online and telephone counseling, most notably through „Radnica.org“, a page which also sensitizes the public on gender issues in the world of work. In 2019, a total of 42 beneficiaries contacted us for legal support through our Legal Counseling. 39 legal advices and 3 legal informations were provided. The counseling beneficiaries were overwhelmingly female (40). The beneficiaries sought legal assistance in the areas of labor, social, civil, family, criminal and misdemeanor law, and other legal fields. Most of our users contacted us for the first time (31); the most commonly used means were e-mail and social networks (22) and telephone/mobile (16). Legal inquiries are most often about clarifying the rights that beneficiaries have under the law. Most inquiries relate to providing relevant information on ways of protecting and exercising rights, on the competent authorities and institutions they can turn to and the procedures they can initiate. Beneficiaries/entities who approach the competent authorities and institutions and/or initiate court or other proceedings continue to seek assistance in clarifying the acts and actions taken in these procedures.

When it comes to more complex procedures that require the advice of a lawyer, beneficiaries often show an inability to finance a lawyer and court costs, so they are unwilling to initiate them for reasons of lengthy duration, high costs and stress.

The Radnica.org web portal continues to be a place where victims of gender discrimination can find all relevant information on labor and social rights and can contact us for free legal advice and information. Radnica.org also has a FB page where we regularly publish texts and information related to the topic.

Social Activism and Political Processes Program

Within the program Social Activism and Political Processes, we promote active participation of citizens, especially women and young people, in decision-making processes, as well as responsible creation and implementation of public policies that will incorporate the gender perspective.



Libela web portal about gender, sex and democracy (libela.org) is dedicated to monitoring and critical questioning of democratic and social practices from a gender perspective, with an emphasis on raising visibility of social, political and cultural engagement of marginalized social groups that are not represented in the mainstream media. The editorial board had regular meetings and had worked intensively on fundraising.

Through 2019, 627 articles were published on Libela, there were 426,857 page views, 325,426 unique views, and a total of 325,426 sessions. The number of followers of Libela's Facebook page is on a slight increase, reaching 201,500 in 2019.

Number of volunteers who were involved in Libela activities in 2019 is 20, with a total number of 693 volunteer hours.

Women and leadership

An educational program “Take responsibility” was conducted in 2 modules for the members of the Social Democratic Women's Forum of the Social Democratic Party (SDP). Twenty women participated in the program aimed at enhancing the knowledge and skills of participants in the field of political action and advocacy for gender equality policies and empowering them to participate actively in decision-making processes.

The program was financially supported by Friedrich-Ebert-Stiftung Zagreb.



Sex, Gender and Sexual Rights Program

*As a part of the program **Sex, Gender and Sexual Rights**, CESI has worked on a number of levels in order to make a contribution in promotion and protection of sexual and reproductive rights and efficient prevention of gender-based violence.*

We continually monitor national, international and regional policy and strategy making regarding gender stereotypes in education and reproductive and sexual rights, and participate in public debates, drafting recommendations, shadow reports, events and public information.

Gender-Based Violence Prevention



Play it for Change

The project, implemented in partnership with organizations from Spain, Greece, Slovenia, Cyprus and Poland, involves raising awareness and empowering boys and girls to prevent gender-based violence through audiovisual media and music. Based on the research, a methodology was developed and a capacity building program for teachers was prepared. A manual has been created for anyone who wants to interact with young people on gender stereotypes and gender-based violence using music and audiovisual media. Three seminars were held, attended by 37 experts from nine schools and three institutions.



Students of Čazma High School, Ivan Šveara High School Ivanić Grad, 2 Bjelovar Commercial Schools and Bjelovar General High School participated in workshops led by their teachers and master workshops led by experts, after which they designed songs and recorded videos to convey the message to their peers that each of us deserves to be in a quality, equal relationship.

7 music videos were shot and were presented at the National Youth Festival "Play it for Change", which was held at the Bjelovar Theater and was attended by about 130 young people, their teachers and representatives of institutions.



An evaluation meeting of the project partners and an international festival took place in Barcelona where students and teachers from different countries had the opportunity to exchange experiences and talk about the successes and challenges of implementing project activities. Finally, we jointly formulated recommendations and necessary elements to strengthen the prevention of gender-based violence in schools, as published in the position paper.

Web page of the project: www.playitforchange.org

love & respect
Preventing Teen Dating Violence

Love & Respect – Preventing Teen Dating Violence

The project was implemented in partnership with organizations from the Czech Republic, Armenia, Georgia, Italy, Spain and Austria, and it focused on the prevention of teen dating violence.

Activities include research into the incidence of violence in adolescent relationships, outreach through the FB Group, the creation of an online platform and four interactive quizzes for young people. A survey conducted on a representative sample of 1000 young people aged 16 to 26 years shows that 58% of young people experienced some form of harmful/violent behavior in partner relationships.



An online platform, <http://love-and-respect.org/siteHR/>, has been prepared in eight languages, aimed at providing innovative tools for the prevention of gender-based violence, raising awareness of teen dating violence and providing information and methodology for people working with young people on these topics. Four interactive quizzes about quality relationships, sexuality, self-care, and cyber-bullying have been created for young people. A roundtable "Joint Efforts to Prevent Violence in Youth

Relationships" was held in Zabok, attended by representatives of various institutions. The final partnership meeting and project evaluation were held in Zagreb.



„I can choose to say no. Empowering youth, especially girls, to stand up against cyber sexual and gender-based violence in intimate partner relationships“

The implementation of the project will contribute to the suppression of cyber sexual and gender-based violence in intimate partner relationships of young people aged 15-19, especially empowering girls and supporting them to counter violence.



The project begins by collecting data on the attitudes, experiences and awareness of high school students about cyber sexual and gender-based violence, attitudes and awareness of teachers and their strategies for addressing electronic violence. In addition, it includes the education of peer educators and their work in schools, the development of teacher manuals that will contain strategies for effective case management, as well as suggestions for preventive activities, and a campaign to raise and encourage young

people, especially girls, to recognize and confront this form of violence. In October, the project started with a meeting of partner organizations in Belgrade and a three-day capacity-building seminar for representatives of organizations to better address situations of cyber sexual and gender-based violence.

In addition to CESI, the project includes: Autonomous Women's Center, Serbia; Fundacion Privada INDERA, Spain and NANE - Women's Rights Organization, Hungary.



ERASE GBV - Education and Raising Awareness in Schools to Prevent and Encounter Gender-Based Violence. Developing and implementing a training programme for teachers and other professionals at school

The aim of the project is to increase awareness and build the capacities of students, teachers and professional associates in schools to work on the prevention of gender-based violence, gender equality,



quality relationships, sexual violence and violence in intimate partnerships in a multicultural context. Our intention is to empower students and teachers to recognize and assist children who have experienced or witnessed gender-based violence, and to encourage children to trust teachers and report violence. In addition, our intention is to develop and implement a consistent way of dealing with gender-based violence in schools using existing services.

The first partnership meeting was held in Barcelona in November to discuss the implementation of the project and to develop a methodology for research and evaluation of the educational program.

The project is being implemented in partnership with the University of Tampere, Finland, the University of Zagreb, Blanquerna University, Ramón Llull, Spain, the Conexus organization, Spain, the City of Jyväskylä and in cooperation with the University of Jyväskylä, Finland.

Workshops and Awareness Raising

We are continuously working to strengthen the capacities of professors needed to work on gender issues, remove gender stereotypes and prevent violence in youth partnerships, and continue to cooperate with

schools and provide expert assistance in implementing activities that contribute to violence prevention and gender equality.

We provide information and education to students and encourage them to engage in activities that contribute to the promotion of gender equality, transformation of gender stereotypes and prevention of relationship violence. Lectures were held in libraries, high schools and colleges. We have participated in various conferences related to education and gender-based violence.



Several "Play it for Change" workshops were conducted for high school students in collaboration with the Kustošija Library. A workshop on prevention of gender-based violence was held for students of the Faculty of Medicine in cooperation with the student association CroMSIC. We spoke at an expert meeting for teachers "How can a school help build an inclusive society" organized by the Adopta association. The One Billion Rising Against Violence Against Women campaign, which has been widespread throughout the

world for many years, was implemented in collaboration with the RODA Association, the Alliance of Disability Associations, and many other associations, organizations and activists.

Sexual and reproductive health and rights

CESI and the Doctors Initiative for Regulation of the Conscience Clause in Medicine organized a roundtable "Abortion Law for 21st Century: We Believe Women" at the Journalist Home to present the proposition bill for Prevention and Termination of Pregnancy Act drafted by an independent group of experts which has been working for years at national and international levels on the issues of protection and promotion of reproductive and sexual health. The aim of the Prevention and Termination of Pregnancy Bill is to protect the reproductive health, autonomy, privacy and dignity of a woman seeking pregnancy termination; the use of contraception and education in educational and health care settings will reduce the number of unplanned and unwanted pregnancies; to increase the availability, accessibility and quality of services in the field of reproductive health.



After the presentation, the authors of the law called on the Government of the Republic of Croatia, which has not drafted a new law in two years, to study the Bill and submit it for public discussion. Around 60 people attended the roundtable, followed by meetings with political parties - SDP, Democrats, and HNS to co-operate in advocating for the adoption of a progressive abortion law. We have worked with the Physician Initiative, the Center for Reproductive Rights, and in advocacy activities and campaigns with the Platform for Reproductive Justice in drafting the law on pregnancy termination.



We are working to increase the capacity and strengthen the cooperation of non-governmental organizations, civic initiatives, the media, academia, and professionals from different fields to contribute together to the promotion and realization of sexual and reproductive rights and the prevention of obstetric violence. In advocating for the availability of abortions, a collaboration was established with UNFPA, a regional office in Istanbul, and at a conference in Sofia, we presented our experiences in lawmaking and advocacy, and exchanged good practices and experiences with numerous

international and Eastern European and Central Asian organizations.

In cooperation with Women in Black from Belgrade we presented an analysis of the situation regarding the so-called conscience clause in reproductive medicine at a conference of a network of women's organizations in Serbia.

We participated in the Mediterranean Women's Festival organized by the association Domine from Split, which promotes activism, women's rights, women's creativity and art. At the conference "Reproductive Health Protection - Women's Rights and State Responsibility" we spoke about denying medical care.

At a conference organized by the Center for Reproductive Rights in Denmark, participants from different EU countries spoke about reforms of the legislation governing abortion and about positive changes in policies and practices in their countries.

Information and sensitization of young people is conducted through social networks. The SEZAM website had 37,000 views.

The FB page of SEZAM has about 3000 users, and within the FB page **Nasilne veze su bezveze** which has 10500 users informing young people about the issue of quality and harmful relationships and prevention of relationship violence. We ran a campaign on social networks called „**Moja stvar moj izbor – vrijeme je da saznaš više**” with the goal 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. Facebook Page **Moja stvar moj izbor** has 8500 users.



Research, Analysis and Advocacy of Gender Equality Program

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

Monitoring and encouraging the development of a national legislative and institutional framework for the advancement of women's human rights and gender equality and providing expert support and information to government bodies and public sector institutions to implement measures and activities that contribute to gender equality are important determinants of our work.

CESI's work has been recognized by the Directorate-General for Employment, Social Affairs and Inclusion (DG EMPL) and at their invitation CESI has become **an ambassador for the European Pillar of Social Rights**, thereby joining many other EU organizations and individuals.

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

CESI, CRR - The Center for Reproductive Rights and RODA Association have prepared a submission to the UN Committee on Human Rights regarding the implementation of the International Covenant on Civil and Political Rights. We requested that the Human Rights Committee include in the list of reporting topics the issue of denying medical care to women by doctors and other medical staff (the so-called conscience clause), and that Croatia be made aware of violations of women's rights related to their reproductive health. The UN Human Rights Committee has taken note of our comments and asks the Republic of Croatia to report on the availability of medical care in the field of reproductive health.



We attended a meeting in Warsaw and took part in preparation of the ASTRA network's report "The fight hidden in plain sight" on sexual and reproductive rights and health in Central and Eastern Europe and Central Asia <http://astra.org.pl/.../02/The-Fight-hidden-in-plain-sight.pdf>.

Our good networking and membership in international networks allow us to participate in international campaigns and activities and advocacy. Through the website and monthly newsletter, we regularly share information on the situation in Croatia and our activities with

members of the Astra Network on sexual and reproductive rights of women in CEE.

We cooperated with the Human Rights House Zagreb in preparing and presenting reports on the human rights situation in the Republic of Croatia.

We are acting as members of the "Warranty for Youth Plan Implementation Council" of the Ministry of Labor and the Pension System.

We participated in the conference "Sustainable Development of (Local Communities) of the Euro - Mediterranean" in Zadar at the invitation of the National Foundation for Civil Society Development.

We are actively involved in the Initiative #spasime (#saveme) to combat violence against women. As part of the #spasime and #justiceforgirls initiatives, we work with a number of associations, SOLIDARNA – foundation for human rights and solidarity and celebrities who launched the campaign. Prior to the #spasime initiative, we participated in the work of a working group set up by the Ministry of Science and Education that developed an Action Plan for the Prevention of Peer Violence, incorporating our proposals and recognizing that peer violence includes gender-based violence, relationship violence, and transphobic and homophobic violence.



We participated in sessions of the Parliamentary Committee on Gender Equality on the topics of financing the implementation of the Istanbul Convention, gender-based violence and the status of women in the labor market.

We have participated in professional conferences and meetings, organized by public and private sector institutions, and had the opportunity to speak on issues of equality in the world of work, equal pay, gender mainstreaming and gender-based violence.

Partnerships have been established in the Republic of Croatia and the EU for the purpose of implementing projects and expanding the network of cooperation on the topic of social rights and equality.

We presented the Sexism Directive with the Gender Equality Office of the Government of the Republic of Croatia, participated in the debate organized by the World Bank on Gender Equality and in the debate in Parliament on the Bill on Wage Transparency proposed by the HSS (Croatian Peasant Party) and the Democrats.

As members of the Local Employment Partnership of the City of Zagreb, we have participated in regular Assembly elections and other related events.

For the first time, we participated in a conference organized by ILGA Europe on establishing partnerships to counter neoconservative trends.



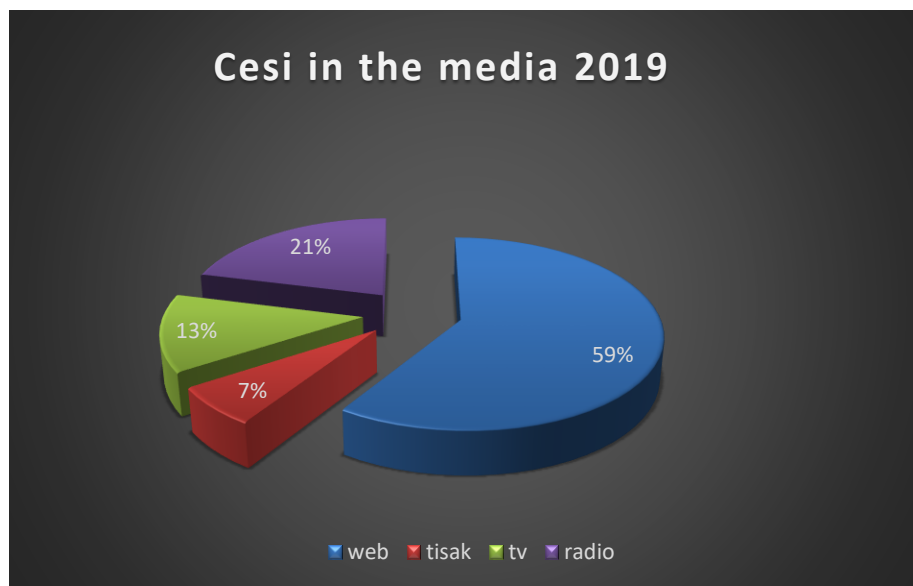
As part of PitchWise, a festival of women's art and activism in Bosnia and Herzegovina organized by the CURE Foundation, Sarajevo, we spoke on the panel "How We Created Alternative Spaces to Strengthen the Movement of Resistance to Oppressive Systems".

We supported our colleagues from Rijeka and participated in the "Walk for Freedom", for a better Rijeka and a better Croatia.

An exhibition "CESI's Sins" was dedicated to our work for the past 22 years at the Kustošija Library.

CESI in the media and activities on social networks

As in previous years, in 2019, we continued to monitor media releases on websites/electronic media, television, radio, and daily, weekly and monthly newspapers. In 2019, we recorded a total of 110 media appearances and maintained a level of engagement on social networks as in previous years. The number of likes on the CESI Facebook page has increased, so at the end of 2019 we had 4107 likes, an increase from the previous year by about 465 people/organizations following us. With CESI's official Facebook page, many of our projects have created separate pages that provide more in-depth information about project activities.



Find us online at:

Web	FB	Twitter	Youtube
cesi.hr radnica.org libela.org sezamweb.net genderpaygap.eu	CentarCESI PortalLibela Eumogucnosti SOStelefonZagorje mrezapodrskezisKZZ sezamweb radnica.org MojastvarMojizbor kampanjadvijedjevojcice nasilnevezesubezveze genderwagewatchers	@PortalLibela @genderwagewatch	Ravnopravnost

Team members and organization development

In 2019, employees and members of the CESI team were: Sanja Cesar, Program Manager and CESI Coordinator, Sanda Malbaša, Head of Finance and Deputy Coordinator; Anamarija Tkalčec, Program Manager; Nataša Bijelić, Expert Associate; Tena Sambolić Petrišić, Expert Associate and Lana Kučer, Legal Associate.

We are implementing the adopted Strategic Plan for the period 2018 - 2021 as well as the Operative Plan for 2019, and in the fall Operative Planning was carried out and the Operational Plan for 2020 was drafted.

In relation to the field of human resources development, in 2019, we strengthened our capacity to analyze and advocate the achieved standards on gender equality and the rights of minority and marginalized groups. In order to improve our skills and knowledge, we participated in trainings, conferences and lectures of relevant institutions and organizations. Volunteers who contribute to the work of the CESI program participate in the activities of the CESI program through work/on-call duty at the SOS Phone line and at the victim and witness counseling center, writing and editing Libela.org portal and translating educational materials. Interviews, supervision and additional training are continuously conducted for volunteers on SOS Phone line and volunteers providing court support. We participated in thematic trainings on capacity building for counseling, information on fundamental rights, emotional support before, during and after court proceedings, escorts to courts and other relevant institutions, and stress prevention for helpers. All CESI employees participated in the activities of Capacity Building and Strategies Development in St. Martin on the Mura between 06 and 08 September.

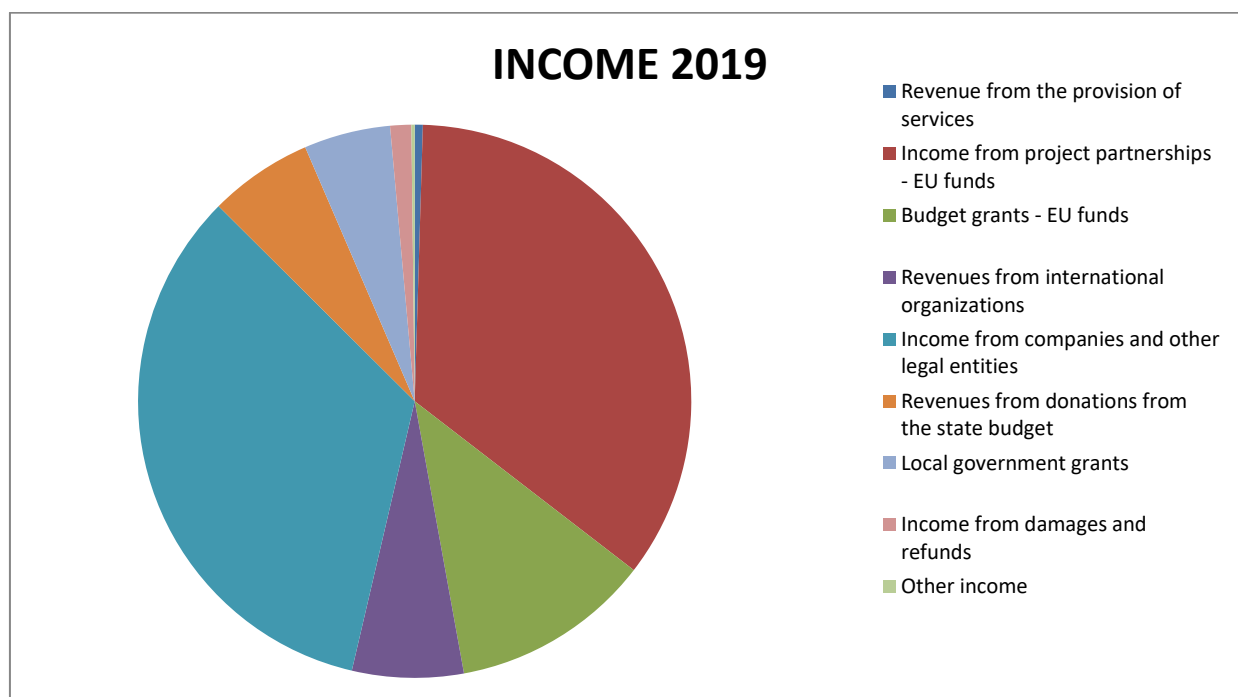
In 2019, we redesigned the organization website to make it more interactive and more connected to social networks and compatible with mobile devices.

For the purpose of good governance, we use OK - Quality Management System for Civil Society Organizations.

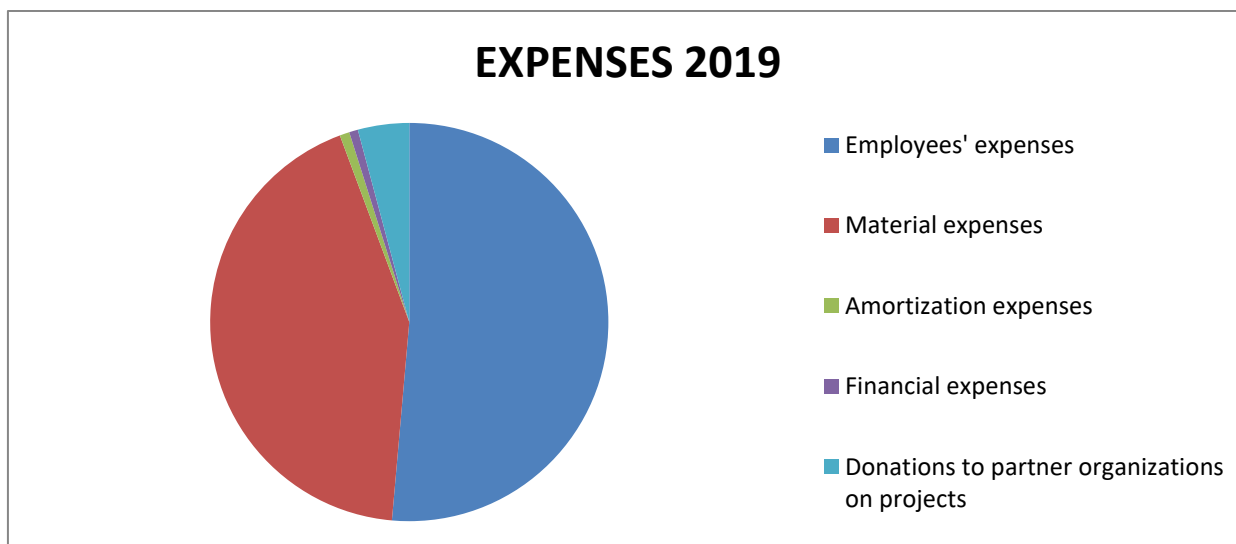
The CESI Library is open to the public on weekdays from 10 am to 3 pm with advance notice. All books are entered into the BIBA system (biba.cesi.hr).

Annual Financial Report

ANNUAL FINANCIAL REPORT 2019				
INCOME				
	1.483.493 kn	199.932 EUR		
Revenue from the provision of services		7.000,00 kn	943 EUR	0,06%
Income from project partnerships - EU funds		518.896,00 kn	69.932 EUR	4,71%
Budget grants - EU funds		173.532,00 kn	23.387 EUR	1,58%
Revenues from international organizations		96.496,00 kn	13.005 EUR	0,88%
Income from companies and other legal entities		501.494,00 kn	67.587 EUR	4,56%
Revenues from donations from the state budget		89.964,00 kn	12.125 EUR	0,82%
Local government grants		75.000,00 kn	10.108 EUR	0,68%
Income from damages and refunds		18.252,00 kn	2.460 EUR	0,17%
Other income		2.859,00 kn	385 EUR	0,03%
Ex rate: 7.42				













	EXPENSES	1.470.877 kn	198.231 EUR		
Employees' expenses				755.889,00 kn	101.872 EUR
Material expenses				631.632,00 kn	85.126 EUR
Amortization expenses				11.636,00 kn	1.568 EUR
Financial expenses				10.488,00 kn	1.413 EUR
Donations to partner organizations on projects				61.231,00 kn	8.252 EUR
Written off demands				1,00 kn	0,1 EUR



Total income in 2019 was 199.932 EUR.

The funds transferred from previous period amounted to 13.934 EUR. Total expenses were 198.231 EUR and the excess of disposable income in the next period is 15.633 EUR. The final balance on December 31, 2019 amounts to 158.672 EUR.

List of donors in 2019:

-  European Union
-  The Sigrid Rausing trust
-  Center for reproductive Rights, New York
-  National Foundation for Civil Society Development
-  Ministry of Science and Education
-  Ministry of Justice
-  Ministry of Labor and Pension System
-  Krapina-Zagorje County
-  Electronic Media Agency
-  Office for Cooperation with NGO's

