



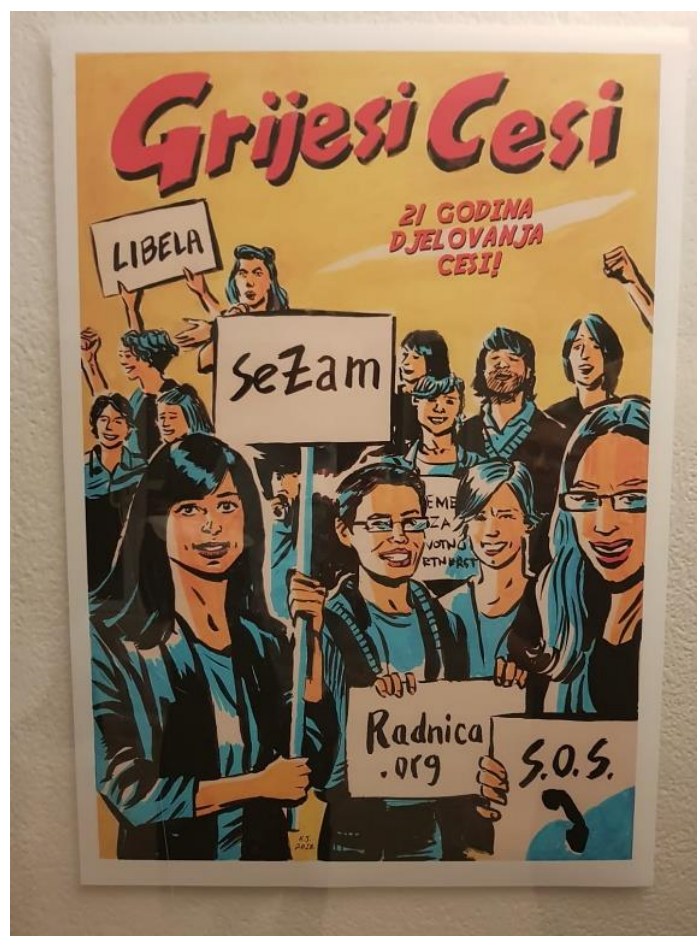
# CESI ANNUAL REPORT 2018

## Introduction

*In 2018, CESI has marked 21 years of work with celebration and exhibition named „CESI's sins: 21 years of fighting”. Through exhibition, CESI wanted to depict its perennial work and devotion in the fields of: **gender equality, women's human rights, social justice, equal opportunities in labour world, violence in adolescent relationships, sexual and reproductive rights of women, participation of women in politics, gender-sensitive education, gender-sensitive media content as well as advocacy in the fields of gender-sensitive politics** in Croatia and European Union.*

The authors of exhibition were writer **Antonela Marušić** and photographer **Nina Đurđević**. Exhibition depicts a series of campaigns, advocacy actions, various forms of activism, consultations and education of vulnerable groups, and research presented through photos, publications, posters, memorabilia and audio-visual work.

The exhibition was set-up as a part of **Voxfeminae Film Festival** which was held in Culture Center Trešnjevka.



Author of the poster **Helena Janečić** – the poster is a gift from Voxfeminae team.

In 2018, CESI still actively participated in advocacy and monitoring regarding implementation of public policies and legislation related to gender equality, women's human rights, gender-based violence, political participation of women and youth, sexual and reproductive rights and health of women and youth and the position of women in labour world.

During the year, we have continued to implement numerous activities, public actions, advocacy activities, research activities and analysis within the existing programs. Successful work has been continued regarding implementation and provision of education and counselling, which is visible in evaluations of projects' beneficiaries.

We have accomplished successful collaboration with partner organizations and institutions, as well as expanded collaboration with new partners in Croatia and the EU.

CESI is actively involved in advocacy processes regarding women's human rights, particularly reproductive rights at national, EU and worldwide levels. We maintained the number of permanent employees, with the existing number of volunteers and external associates. Our work has been recognized by various domestic, European and world foundations who finance our activities, and which are directed towards well-being of many Croatian citizens.

**In 2018, CESI has made payments in the amount of 320.514,00 HRK to the State budget** through taxes, contributions from wages and royalties. At the same time, the organization **received the amount of 224.941,00 HRK from State and local budget** for implementation of projects. **CESI has paid up 95.573,00 HRK more to the state budget** than it was received in donations.

**A total of 2.387 persons participated in different activities that were implemented in 2018 (direct users):** institution representatives, unions, political parties, civil society organizations, women, young people, students, and teachers.

CESI continued to work on the **empowerment of unemployed women** and the **advancement of gender equality in labour world**, especially on the subject of harmonization of private and business life; the promotion of **political participation of women and gender-sensitive politics**; the **provision of psychological and legal aid to women victims of violence**; the prevention of **gender-based violence among youth** and the promotion of **sexual and reproductive rights and health**.

CESI participated in the work of the *"Warranty for Youth Plan Implementation Council"* at the Ministry of Labour and Pension System as well as in the *Local Partnership for Employment (LPZ) of the City of Zagreb*.

With regard to the decision of the Constitutional Court of the Republic of Croatia that, in the next two years, a new abortion law must be passed, CESI together with a broad informal network of organizations and experts is still actively participating in this process. **The result of our two-year work is the preposition of the Act on the Right to a Free Decision Regarding the Birth of Children, which was created in cooperation with legal and medical experts.**

## Year 2018 in numbers

- 12 projects
- 2 387 direct beneficiaries
- 581 910 indirect beneficiaries
- 1.622.307 HRK in total income
- 5 employees
- 25 associates
- 1 counselling center for women victims of violence in Krapina-Zagorje County
- 112 women received legal advice and psychological support
- Support provided to 68 persons in Krapina-Zagorje County within the project “The Network for Support and Cooperation for Victims and Witnesses of Criminal Offenses”
- 18 volunteers of SOS phone provided support and counselling on a regular basis
- 1 Virtual Academy for Women Entrepreneurship
- 1 publication of feminist fairy tales
- A research on violence in relationships on a representative sample of 1 000 young people
- 1 proposed law
- 5 analysis and research
- 1 campaign #TeensToo, around 150 000 young people
- 5 publications (manuals, brochures, guides)
- 217 415 readers of Libela web portal
- 37 000 visits to Sezam web page
- 7 436 followers of Facebook page Radnica.org
- More than 25 000 young people on social media (Facebook)
- 7 public actions
- 152 media announcements on CESI’s work
- 5 self-financing activities
- 62 volunteers contributed with a total of 1 262 volunteer hours

#How the year 2018 looked like in pictures can be found at CentarCESI Facebook page.

## “Social Justice and Equal Opportunities” Program

Within the framework of “**Social Justice and Equal Opportunities**” program CESI is advocating for socially just society where all people have 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/ 639 281 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](mailto:sos@cesi.hr)  
i facebook stranice: [SOS telefon](#)

Pozivi i posjete u potpunosti anonimni!

**SOS Phone line and counselling for women victims of violence in Krapina-Zagorje County** continued during 2018. It was implemented in cooperation with Krapina-Zagorje County, and the aim is provision of psychosocial assistance to women victims of violence (legal counselling, emotional support, empowerment, conversation, information) as well as sensitization and education of society about the issue of violence against women. Apart from counselling and SOS phone line, CESI has organized a round table and monitoring of the Protocol on the Treatment of Domestic Violence and Violence against Women.

By including more ads through additional projects, advertising activities were increased, which led to increase in number of phone calls and visits to counselling. Each opportunity has been used to raise public awareness about violence towards women in order to move the stigma away from victims of violence through public actions. We have made an effort to bring to light the service of counselling and SOS phone support in order to provide assistance, inform, empower and protect women in need and to inform them where to seek support.

In 2018, the coordinator of SOS phone line was on duty together with 18 volunteers qualified for counselling (total of 230 volunteer hours). The work of SOS phone line was presented and promoted in the community and on expert meetings as well as through local and national media. Nine public actions and ten round tables, panels, promotions and lectures were held, where the issue of gender based violence was discussed.

SOS phone line has been financially supported by the Krapina-Zagorje County. Its work started in 2012 in cooperation with Krapina-Zagorje County and the Gender Equality Commission of Krapina-Zagorje County.



**“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 misdemeanour 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.

Eight volunteers participated in the project and 250 volunteer hours was dedicated to the provision of direct support for 33 beneficiaries. A total of 68 counselling sessions were provided and 171 different services; 12 services of court visit assistance and 4 visits to other relevant institutions, as well as many other support services in order to facilitate stressful situations that victims and witnesses have to go through.

Through the project, great cooperation with courts in Krapina-Zagorje County area have been established where info desks have been setup in order to provide people with information about support they can accomplish through the project. Additionally, three round tables and two public actions were held. The project was financed by the Ministry of Justice. Project’s web page: [www.mrezapodrskeisuradnje.com](http://www.mrezapodrskeisuradnje.com)





## Empowerment and Education of Unemployed Women

In 2018, we have continued working on provision of education and support for unemployed women through project **“Equal Opportunities in Labour World – Women are Choosing a New Chance”**.

**With this project, CESI contributed to improvement of position of women in labour world through empowerment, education and provision of support to socially deprived, long-term unemployed women in the City of Zagreb, in their preparation for labour market as well as in the process of active job search and coping with risks of unemployment.**

Through mentoring process, women were educated, informed and empowered for active pursuit for adequate job. Also, women were educated, empowered and informed about the possibilities of self-employment, the process of establishing a business, the skills required for starting a business and business management. Mentorship was secured for each woman individually, according to their needs. Likewise, legal counselling/information has been provided to women in purpose of exercising of labour and social rights.

A total of 5 workshops were implemented for 18 unemployed women in the City of Zagreb on the following subjects: Networking, Skills and Personal Goals; Communication and Self-confidence; Personal Goals and Vision; Time Management and Planning; Self-confidence and Strengthening of Personal Competences for Job-search. Eight workshops with 14 participants were implemented in the purpose of empowerment of women for self-employment and establishing a business. The themes of workshops were as follows: Creation of Business Plan, Management and Business Idea Development Skills, Networking, Product Sales.

During the project, 20 women were provided with mentoring assistance, support in development of specific skills - communication and presentation, setting priorities, as well as for starting their own business. CESI has carried out individual counselling sessions for the development of business plan for the purpose of granting funds to start a business.



Below are some of the statements from beneficiaries, based on the evaluation questionnaires:

*“The workshops helped me the most! It helped me in reaching my own potential and to realize how the ability to listen to others and a two-way communication are substantial. I learned how to turn potential “weaknesses” of my resume and motivational letter into my own advantage. Most of all, I learned to focus on what I really want which had more than positive impact: one week later, I have received two phone calls regarding job testing!”*

*„I’m simply thrilled by this workshop and the trainer, together with the way it was conducted. It was really one of the most useful workshops I have ever attended and I would definitely recommend it to everybody.“*

*„I very much liked the fact that the workshop responded specifically to the questions and problems; information and knowledge that I received were applicable in today's employment conditions.“*

*„After your workshops, I’m no longer afraid of job testing and interviews. Thank you for helping me to realize once again the undisputable fact: that people have to believe in themselves, they have to learn and perfect themselves the whole life and that success will not be missed.“*

*“We gave our best in perfecting our communication skills, personal goals development, techniques of active listening, non-verbal communication, assertiveness, motivation, job interviews, and all that in purpose of improvement of knowledge and skills required for job-search.”*

*“I have received useful information and it is a good feeling that I have learned something useful and did something for myself.”*

*“I have confirmed some of my goals and realization plan. I didn’t lose anything – time well invested!”*

*“I'd be more comfortable in presenting myself on a job interview, relaxed when I'm going to the interview.”*

*“The workshop has helped me to gather more confidence, and I hope that I will succeed in acquiring funds for self-employment from the Employment Office.”*

*“I received a lot of information, lift in confidence level, and I also lost a part of the fear from new beginnings.”*

*“The thing I liked the most was motivation, counselling and informing about other institutions. I liked that I got the chance to familiarize myself with other situations, people, and I liked the mentor too.”*



## **FREE – Rural Women and Entrepreneurship**

The project **FREE-Female Rural Empowerment for Entrepreneurship** has been implemented in the first half of 2018, where we organized and implemented the second pilot of educational program for women entrepreneurs. A web platform **“Virtual Academy for Women Entrepreneurship”** intended for learning with participation of 10 participants from Croatia through five online educations has been finished and activated.

Based on experience acquired through the project and information gathered from entrepreneurs, CESI created the **Guide for Decision-makers on Women Entrepreneurship in Rural Areas**, which has been translated to all languages of countries participating in the project and published on web pages of partner associations/institutions.

The last partner project meeting, final conference as well as study visit to entrepreneurs in Iceland was held. The project ended with these activities, but we are continuing the work regarding supporting entrepreneurs, especially in Krapina-Zagorje County in cooperation with **LAG Sutla – Zagorje** who are implementing the project **“Network of Women in Rural Areas”** as an extension of this project. CESI participated in the drafting of analysis regarding activities of entrepreneurs in Krapina-Zagorje County, and at the end of the year, we have participated on the final conference of the project named **“Together we are Stronger” – Network of Women Entrepreneurs in Krapina-Zagorje County**.



Project’s web page: <http://ruralwomeninbusiness.eu/> (with links to Facebook, LinkedIn and Twitter pages).



### **JUMP – (Juggling motherhood and profession)**

In the beginning of the year, CESI organized a **conference** in Zagreb which addressed the issue of harmonization of professional and private life. The conference was organized in partnership with the French Embassy in Croatia which resulted in a new partnership. It had exceptional attendance with over 100 participants.

During the year, four manuals for work with social workers on the issue of harmonization of private and professional life of groups of women who have difficulties with finding employment were published.

A partner meeting was held in Zagreb in July, where we worked on educational materials for the purpose of workshop preparation. On this occasion, partners from Eta – Beta organization from Torino shared their knowledge of working with women migrants and refugees which they are empowering for years in the process of job-search.

An online analysis of educational brochures was conducted with participation of various persons who collaborate with CESI, trainers and social workers.

During October and November, four workshops for long-term unemployed single mothers were conducted and the following topics were covered: the importance of networking and support in private life, parenting role and the process of job-search, soft skills development – communication, time management, setting up priorities and personal goals planning, possibilities for women in local community. The project will continue in 2019.

Project's web page: <http://www.jumpproject.eu/>



### **“Radnica” web portal and Legal Counselling**

Through the *“Social Justice and Equal Opportunities”* program, a free legal counselling for work and social rights helps women in achieving their work and social rights through online and phone counselling, and mostly through *“Radnica.org”* which, at the same time, is raising awareness regarding gender equality issues in the labour world. Two lawyers-volunteers are engaged in the counselling. A total of 35 women sought legal counselling and received required information, opinion or referral to other institutions that can help them.



**JEDNAKA PRAVA  
JEDNAKE PLAĆE  
JEDNAKE MIROVINE**

**Project GPPG - Gender pay and pension gap** started with implementation in the end of the year. CESI is 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.

In the very beginning, CESI participated at presentation of the project in the Croatian Parliament on November 6<sup>th</sup> in the purpose of marking a European Day of Equal Pay (November 3<sup>rd</sup>). In 2018 the implementation of research on equality of pays and pensions from gender perspective started. The research is conducted by the Institute of Social

Research in cooperation with the Pensioner Union. All other activities will be implemented in 2019. Project's web page: <https://gppg.prs.hr/>



## „ Social Activism and Political Processes“ Program

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

**LIBELA<sup>RSD</sup>**  
PORTAL O RODU, SPOLU  
I DEMOKRACIJI

**Libela web portal** about gender, sex and democracy ([libela.org](http://libela.org)) is dedicated to monitoring and to 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.

In 2018, Libela published 825 articles with a total of 296,462 visits, from which 217 380 unique visits and 409 091 article views. The number of followers of Libela Facebook page is constantly increasing: in 2018 it had more than 14 000. A total number of volunteers who were involved in Libela activities in 2018 were 29, with a total number of 663 volunteer hours.



As a part of Erasmus+ project „*Fairy Tales are for Everyone*“, in partnership with the CURE Foundation from Bosnia and Herzegovina, together with organizations from Macedonia, Serbia and Montenegro, a publication containing feminist fairy tales entitled “Fairy Tales are for Everyone” was published. Publication was written by young project’s participants from five countries who participated at seminars in Sarajevo and Budva. It was used for the campaign whose aim was to raise awareness and promote the publication in Bosnia and Herzegovina, Serbia, Macedonia, Montenegro and Croatia through “Fairy tale Caravan” with participation of young people from each country (i.e. authors of fairy tales). On April 21<sup>st</sup>, a promotion of the publication and conversation with authors from partner countries was held in Zagreb. In addition, as a part of Pitchwise Festival organized by CURE Foundation, a panel named “Fairy Tales and Folk Music” was held in Sarajevo in September, where one of the participants from Croatia presented her experiences of working on the creation of fairy tales.



Moreover, as a part of the “Social activism and political processes” program, CESI participated in the following protest actions (as organizers or supporters):

- Maids are Rising for Ratification of the Istanbul Convention!
- One Billion Rising Croatia,
- Night March for International Women's Day
- Campaign #PrekinimoŠutnju (Let’s Stop the Silence)



## „Sex, Gender and Sexual Rights“ Program

### Gender-Based Violence Prevention

As a part of the program, 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 are continuously monitoring adoption of policies and strategies on national, international and regional level, which address the issues of gender stereotypes in education, reproductive and sexual rights. We are also participating in public discussions, creation of recommendations, shadow reports, events and informing of the public. We are included in public discussion and advocacy activities regarding ratification of the Council of Europe Convention on the Prevention and Combating of Violence against Women.



Project **„Play it For Change-** *Raising Awareness on empowerment of girls and boys for the prevention of gender based violence through audio-visual media and music*” is implemented in partnership with organizations from Spain, Greece, Slovenia, Cyprus and Poland. Its goal is to raise awareness and to empower boys and girls for the prevention of gender-based violence through audio-visual media and music. A methodology was developed and qualitative and quantitative research on attitudes and behaviour of young people was conducted, related to gender-based violence and the need for education of teachers. The research report is available in Croatian and English. A comparative analysis of data gathered through research conducted in six countries has been prepared. Based on the results of the

research, partner organizations developed a capacity building program for teachers consisting of six modules with the duration of 10 hours.



love & respect  
Preventing Teen Dating Violence

„Love & Respect“ project is implemented in partnership with organizations from Czech Republic, Armenia, Georgia, Italy, Spain and Austria on the subject of prevention of teen dating violence.



The activities include research about the prevalence of teen dating violence, education and informing through Facebook group, online platform intended for educators and young people, and four applications – interactive quizzes for young people regarding violence in relationships. A research has been conducted on a representative sample of 1000 young people from 16 to 26 years of age, after which a report has been prepared. During the campaign “16 Days of Activism against Violence against Women” a campaign on social media named **#TeensToo** was carried out. The campaign was directed towards raising awareness about teen dating violence.



Some of the messages in the campaign were as follows: 58% of young people experienced some form of harmful/violent behaviour in partner relationships; 17% of young people repeatedly experienced partner controlling them and checking their mobile phone; one of five young people is experiencing extremely jealous behaviour in a relationship. We also initiated a closed Facebook group for young people who wish to discuss the issue of violence in relationships. The group has 320 members.



CESI is continuously working on strengthening of capacities of teachers for working on the issue of gender equality, deconstruction of gender stereotypes and the prevention of teen dating violence. Moreover, we continue to cooperate with schools and provide them with expert assistance in implementation of activities which are contributing to prevention of gender based violence and gender equality.

We are informing and educating students as well as encourage them to get involved in activities that contribute to the promotion of gender equality, deconstruction of gender stereotypes and the prevention of teen dating violence. Lectures in libraries, high schools and at the Faculty of Philosophy were implemented. We have participated on various conferences related to education and gender based violence. We have presented the CESI's work on a multidisciplinary meeting about prevention programs against sexual violence. We have also conducted a two-day education for educators on the subject of prevention of violence in relationships for two associations from Poreč and Pula.

On the occasion of the International Day of Combating Violence against Women, a press conference was organized in Bjelovar in cooperation with the Mayor and the public discussion in Čakovec on the issue of gender-based violence in youth relationships.



## Sexual and reproductive rights and health

CESI has worked on a preparation of a new law on termination of pregnancy with a group of experts and in cooperation with the Center for Reproductive Rights from New York. With the act on prevention and termination of pregnancy, the right of a woman to self-determination as well as rights related to privacy and health care, which include free decision about the birth of a child, respectively termination of pregnancy on request is affirmed. The Act takes a stand based on human rights principles that is fully directed towards the patient and its health needs, and the purpose is to increase availability, accessibility and quality of services in the field of reproductive health, while with the application of contraception and education in educational and health institutions would have an impact on the decreasing number of unplanned and unwanted pregnancies. After collecting feedback from national and international stakeholders, we continued to work on improving the Act proposal.

We spoke at the "Abortion Law: A New Worldview Front" in Zagreb, and we held a presentation at the end of June on the issue of abortion in Croatia at the training for the Platform.

## Research, Analysis and Advocacy of Gender Equality Program

As a part of the Research, Analysis and Advocacy of Gender Equality Program, CESI representatives are being informed and are included in the work of the competent bodies at national and local levels in the process of adoption of relevant regulations and measures.

As members of **Platform 112** we have participated on several meetings and are involved in events on a regular basis. CESI is participating in the activities of the Croatian Platform for International Citizen Solidarity (**CROSOL**).

We have participated at the “*Dialogue on the Euro-Latin American Challenges to Tackle Gender-Based Violence*” conference within a framework of the EUROsocial +program, which was held in Paris at the end of June. Our presentation on good practices regarding the prevention of gender based violence was attended by approx. 60 representatives of institutions and NGO’s from Latin America and the EU.

Moreover, we have participated at Steering Committee and Executive Board meeting of **Euro-Mediterranean Feminist Initiative** (IFE-EFI) in Paris in March, and at the meeting of the Steering Committee and the EFI network in Beirut in December in 2018. In addition, we have participated at the conference on the implementation of the Resolution 1325 in Syria.



CESI participates in advocacy and educational activities, and as a part of the Platform for Reproductive Rights we are a part of the group whose goal is to prepare argumentation related to the adoption of the new Act on termination of pregnancy. Two meetings with the Gender Equality Ombudswoman were held where we agreed on the implementation of research about conscience-based refusal in medicine. After the research, we have discussed initial results and recommendations.

In cooperation with ASTRA – Network for Sexual and Reproductive Rights in CEE, we have organized a meeting of network members and education entitled „Advocacy Opportunities for Astra Members Using the International Human Rights Instruments and Mechanisms“ about sustainable development goals and international mechanisms for the protection of reproductive rights. The event was held in Zagreb in April, with the participants from 15 countries.

Our networking activities and membership in international networks enables us to participate in international campaigns and activities as well as in advocacy. Through web page and a monthly bulletin, we are regularly sharing information with members of Astra Network about the situation in Croatia and our activities.



We are participating in the campaign organized by association RODA #PrekinimoŠutnju (Let's Stop the Silence).

At the initiative of MP Mirando Mrsić, a meeting was held about discriminatory practices in the labour world, the detriment of a fixed-term contract and about the proposal for amending the Labour Law and the Law on Contributions made by representative Mrsić. CESI provided comments and suggestions related to the subject.

For the purpose of advocacy activities regarding gender equality in labour world, we delivered a speech in Croatian Parliament at a round table named *"Women and Men in Labour World"*, which was organized by the Parliamentary Committee on Gender Equality and Gender Equality Ombudswoman.

A meeting named *"Zagreb's Talks on Employment"* was held with Local Partnership for Employment of the City of Zagreb. CESI presented the JUMP project and its results.

Followed by the invitation of the President of the Republic of Croatia, we participated in a working meeting on the National Day of Combating Violence against Women and discussed about CESI's experiences in dealing with women victims of violence and working with youth on teen dating violence prevention.

We participated at the conference "Promotion and Support of Gender Equality: Activities of the European Institute for Gender Equality" organized by EIGE - European Institute for Gender Equality and the Office for Gender Equality of the Government of the Republic of Croatia.

We act as members of the "Warranty for Youth Plan Implementation Council" at the Ministry of Labour and Pension System.

At the invitation of the National Foundation for Civil Society Development, we participated in a meeting for planning activities of the Croatian Network for Cooperation in Euro-Mediterranean. We also participated at the event in Varaždin on the occasion of the 15th anniversary of the National Foundation.

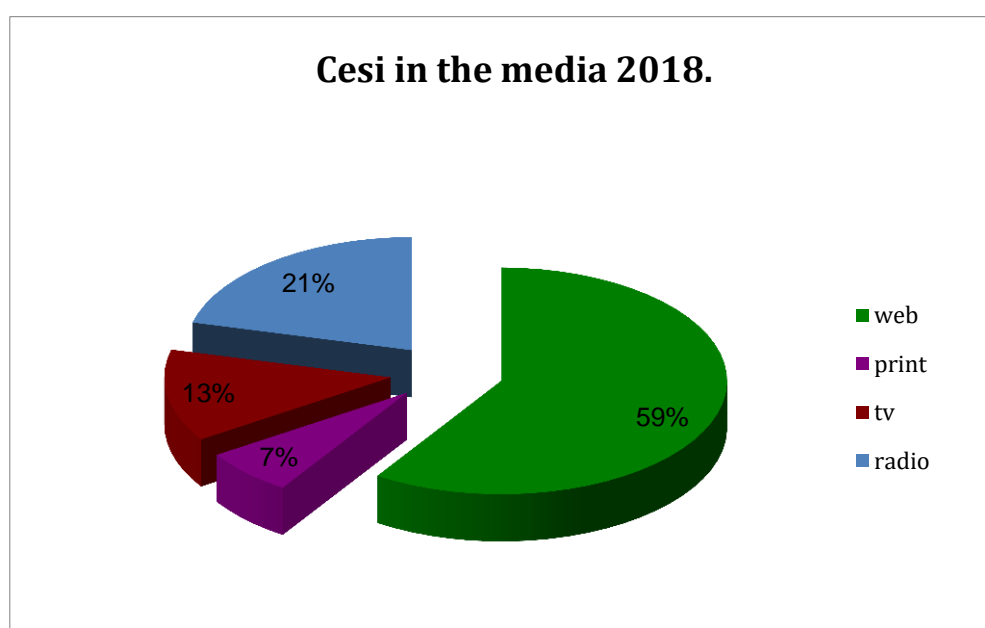
## CESI in the media and the activities on social networks

As in previous years, in 2018 CESI continued to keep track of media releases on television, on the radio, in the internet portals and in daily, weekly and monthly print media. The media report compiled according to our records and our internal monitoring system.

In 2018, we recorded a total of 76 media appearances and maintained the level of engagement on social networks as in previous years.

Due to the number of activities that received media attention and increased media visibility, on CESI's Facebook page the number of likes has increased, and thus we have recorded, by the end of 2018, a total of 3 642 likes which is an increase of 200 persons/organizations that follows CESI compared to the previous year.

Alongside CESI's official Facebook page, separate pages were created for many of our projects that provide more detailed information about project activities.



### Find us online at:

Web	Facebook	Twitter	Youtube
cesi.hr	CentarCESI	@PortalLibela	Ravnopravnost
radnica.org	PortalLibela	@genderwagewatch	

libela.org	Eumogucnosti		
sezamweb.net	SOSTelefonZagorje		
genderpaygap.eu	mrezapodrskezisKZZ		
	sezamweb		
	radnica.org		
	MojastvarMojizbor		
	kampanjadvijedjevojice		
	nasilnevezesubezveze		
	genderwagewatchers		

## Team members and organization development

In 2018, employees and members of CESI team were as follows: Anamarija Tkalčec - Program Manager and CESI Coordinator, Sanda Malbaša - Finance Manager and Coordinator Deputy; Sanja Cesar - Program Manager; Nataša Bijelić - Expert Associate; Nina Očko - Expert Associate and Tena Sambolić – Petrišić - Expert Associate.

CESI's Strategic plan for 2018-2021 has been implemented, as well as the Operative plan for 2018. Operative planning has been implemented and Operative plan for 2019 has been created.

An Annual Assembly was held, where the plans and reports have been adopted. The members of the association's bodies have been elected for the following two-year period.

CESI have developed and adopted the organizational policy for the protection of children and vulnerable groups that are included in CESI programs.

With respect to the area of human resources development in 2018, we are strengthening our own capacities to analyse and advocate the achieved standards on gender equality and the rights of minorities and marginalized groups.

In order to align the CESI work with the new regulation on the Protection of Personal Data (GDPR), we participated in AZOP's and GONG's workshops, adjusted our databases in order to comply with the new regulations, and aligned other mandatory rules and documents.

Moreover, in order to perfect our skills and knowledge we participated in the educations, professional gatherings, conferences and lectures organized by relevant institutions and organizations. The Platform for Reproductive Rights organized training on advocacy and media campaigns in the field of reproductive rights and the workshop leaders were Irene Donadio from International Planned Parenthood Federation and Alison Sillane from Ireland.

We participated in a study trip and conference in Ireland in order to improve knowledge and skills in advocacy regarding legal, safe and accessible termination of pregnancy, which was organized by the Center for Reproductive Rights.

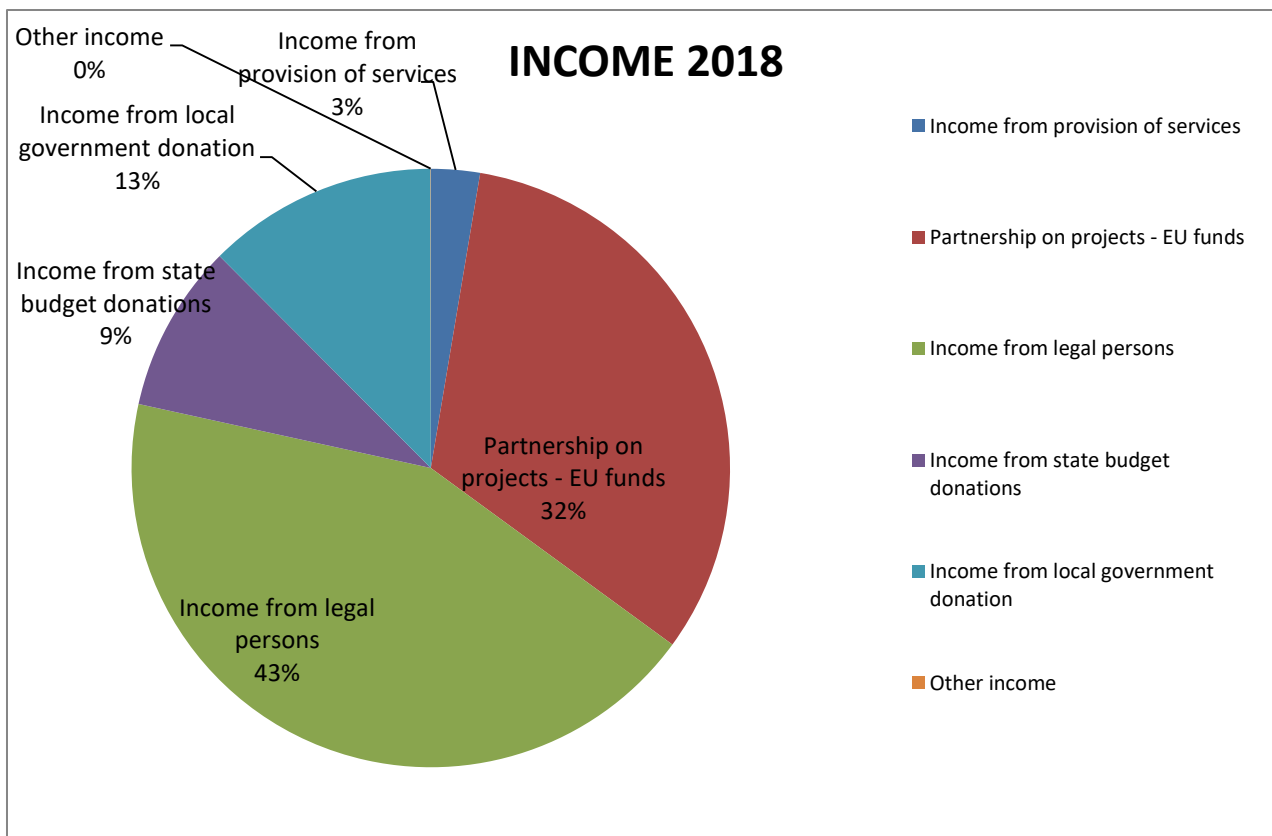
In order to improve management, CESI uses OK – quality management system for non-government organizations.

CESI library is open to public weekdays from 10 am - 3 pm, with mandatory visit announcement. All books are registered into the BIBA system ([biba.cesi.hr](http://biba.cesi.hr)).

## Annual Financial Report for 2018

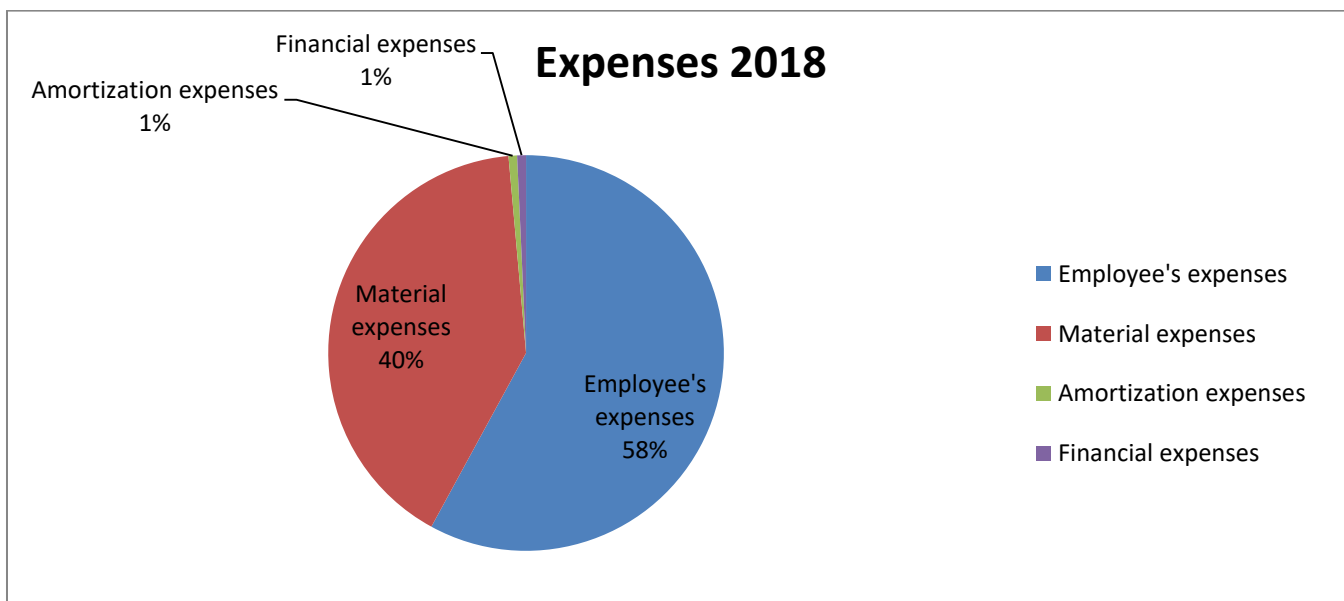
### INCOME: 1.043.975 HRK

Income from provision of services	27.597,00 HRK	2,64%
Partnership on projects - EU funds	338.247,00 HRK	32,40%
Income from legal persons	452.983,00 HRK	43,39%
Income from state budget donations	94.941,00 HRK	9,09%
Income from local government donation	130.000,00 HRK	12,45%
Other income	207,00 HRK	0,02%



**EXPENSES: 1.193.267 HRK**

Employees' expenses	691.400,00 HRK
Material expenses	484.935,00 HRK
Amortization expenses	8.340,00 HRK
Financial expenses	8.592,00 HRK





CESI's total income in 2018 was 1.043.975 HRK.

The funds transferred from the previous period amounted to 252.734 HRK.

Total expenses were 1.193.267 HRK and an excess of disposable income in the next period is 103.442 HRK.

The final balance on December 31, 2018 amounts 298.382 HRK.

## List of donors in 2018

European Union

National Foundation for Civil Society Development

Ministry of Science and Education

Ministry of Demographics, Family, Youth and Social Policy

Ministry of Justice

Office for Cooperation with NGO's

Krapina-Zagorje County

The City of Zagreb

Agency for Electronic Media

## Project partners in 2018:

Women's Room – Center for sexual rights; Association "Hera Križevci – 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"; Victim and Witness Support Association; Women Group "Korak" Karlovac; Informational Legal Center; Center for Civil Initiatives Poreč; Directorate of Labour, Island; Icelandic Regional Development Institute, Island; Inova, Great Britain; Wire, Great Britain; Kaunas STP, Lithuania; ABICC - Sandanski, Bulgaria; proFem, o.p.s., Czech Republic; Society Without Violence, Armenia; Sakhli - Advice Center for Women, Georgia; Fondazione Hallgarten –Francetti Centro Studi Villa Montesca, Italy; Fundacion Privada Indera, Spain; Verein Hazissa - Fachstelle für Prävention, Austria; KMOP – Greece; SURT, Spain; Peace institute, Slovenia; FUNDACJA FEMINOTEKA, Poland; Mediterranean Institute of Gender Studies, Cyprus; Ufficio Pio – Italy; ETA BETA – Italy; Senara – Spain; Cheware Teg, Wales; CURE, Bosnia and Herzegovina; Juventas, Montenegro; Alternative Center for Girls, Serbia; LGBTI Center for Support, Macedonia;

Ombudswoman for Gender Equality; Institute for Social Research in Zagreb; Pensioner Union; Institute for Equality of Women and Men, Belgium.

## Established cooperation:

CESI is continuously working on establishing new and strengthening of existing partnerships and collaborations as well as connecting with related European/international organizations and key actors who can contribute to issues relevant to CESI's work in Croatia and at EU level.

In this reporting period, cooperation has been continued with the following organizations: Platform 112, Voxfeminae, Network of Associations Zagor, Women's Room, Center for women studies, Status M, fAKTIV-feminist collective, GOOD initiative, CROSOL Network, Pariter Association, Budem! Association from Bjelovar, Domine Association, Commercial and Trade School Bjelovar, Center for social welfare – Zagreb, Center for Civil Initiatives Poreč, RODA Association, The City of Zagreb – Local Partnership for Employment, LAG Sutla Zagorje, Faculty of Philosophy, University in Zagreb, Friedrich-Ebert-Stiftung, The Ombudswoman for Gender Equality, Parliamentary Committee on Gender Equality, Karlovac Youth Library, Kustošija Library and Podsused Library from Zagreb.

CESI is a member of a Platform for Sexual and Reproductive Rights of Women comprised of organizations, networks and individuals who will be intensively working in the field of protection and promotion of reproductive rights. Cooperation with the Initiative of medical doctors in the field of reproductive health has been improved. An excellent cooperation with Municipal Court in Zlatar – Magistrates Court in Zlatar as well as with Permanent Service in Klanjec, Zabok, Krapina, Donja Stubica and the Center for social welfare Zabok.

CESI has established new partner cooperation with organizations and institutes from Croatia and EU member states: Croatian Pensioners' Union, Institute for social research in Zagreb, Peace Institute from Slovenia, L&R Social research – Austria, EUROPAISCHE AKADEMIE BERLIN EV, FUNDACJA INSTYTUT SPRAW PUBLICZNYCH, KENTPO EREVNON GIA THEMATA ISOTITAS KETHI, FrauenComputerZentrumBerlin e.V., French Public Agency for International Cooperation-Expertise France, Institute for the Equality of Men and Women, Belgium, International Planned Parenthoods Federation EN.

