

# ANNUAL REPORT

## 2024



## Introduction

The year 2024 was marked by a series of projects and important advocacy activities. 2,145 people participated in our various activities, including women, young people, students, teachers, and representatives of institutions, trade unions, and civil society organizations. We continued to work on improving gender equality in the world of work; promoting gender-aware policies; providing psychological and legal assistance to women victims of violence; preventing gender-based violence among young people and promoting sexual and reproductive rights and health in Croatia. This year, we also began working on the issue of gender disinformation in society.

In 2024, **CESI contributed €110,690 to the state and local budgets** through taxes, surtaxes, contributions from salaries, and taxes and contributions from contracts, **and received €63,143 from the state and local budgets** for the implementation of projects. **CESI contributed €47,547 more to the state and local budgets than it received from them in donations.**

## 2024 in numbers

- 17 projects
- 2 145 direct beneficiaries
- 1 071 650 indirect beneficiaries
- 9 employees
- 25 associates
- 550 services provided to 58 beneficiaries as part of the SOS Telephone Helpline for Women Victims of Violence in Krapina-Zagorje County
- 1959 services provided to 97 beneficiaries as part of the Support and Cooperation Network for Victims and Witnesses of Criminal Offenses
- 74 legal and informational consultations were provided to 46 beneficiaries as part of the "Radnica" (Workingwoman) Legal Counseling Center for labor and social rights
- 11 volunteers contributed 28 volunteer hours
- The web portal Libela resumed operations after a hiatus of several years
- 30 texts published on GenderFacts, the section of the Libela.org portal dedicated to verifying gender disinformation
- 3 analyses
- 1 policy brief and 1 policy memo
- 1 brochure
- 1 scientific review paper on gender disinformation
- CESI materials formed part of the Croatian Designers' Association exhibition "WOMEN'S UNION... Design of feminist promotional materials from the 1980s to today"

#To see what 2024 looked like in photos, visit our Facebook page: [CentarCESI](#) and Instagram profile: [centar.cesi](#).

## Social Justice and Equal Opportunities Program

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*Within the Social Justice and Equal Opportunities program, we advocate for a socially just society in which all people enjoy equal rights and have equal opportunities to realize their potentials, and participate equally in all aspects of social, political, cultural, and economic life.*

### **SOS Helpline and Counseling Center for Women Victims of Violence in Krapina-Zagorje County**

In 2024, we provided a total of **550 services to 58 women beneficiaries**, including: 215 counseling services, 220 informational services, 14 legal consultations, 71 personal consultations, 20 field visits, and 10 support groups. The SOS telephone helpline received 334 calls. Women beneficiaries received at least one of the services offered by the SOS telephone helpline for women victims of violence in the Krapina-Zagorje County (e.g. counseling, information, or support services). Some entered long-term counseling, while a smaller number used the services on a one-time basis, most often for specific information (e.g., shelter accommodation, reporting violence, witnessing violence, etc.).

Two workshops were conducted for women in Zagorje on the topic of labor rights, setting personal goals, and communication skills, and three self-defense workshops for women were also organized. Two lectures were held for students at the Antun Gustav Matoš Gymnasium in Zabok on the prevention of violence in youth relationships, and on gender-based violence. A cycle of four online educational trainings for working with victims of violence against women and in the family was held for 25 professionals from the non-profit sector and public institutions, for the DOKKICA association.

During the 16 Days of Activism Against Gender-Based Violence, we organized the “*Days of Women's Creativity*” in collaboration with the “Ksaver Šandor Gjalski” City Library in Zabok, which included a round table on women and gender equality in private and professional life, as well as film screenings and the presentation of a manual.

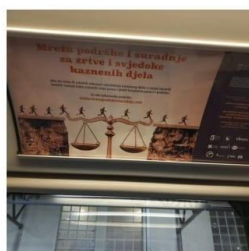


Organized by the *Commission for Gender Equality of the City of Pregrada*, we participated as panelists in a discussion on the topic of violence against women on the occasion of the International Day for the Elimination of Violence against Women. We participated in meetings of the County Team for Preventing and Combating Violence against Women and Domestic Violence. The work of the SOS telephone and counseling center was presented in the media through appearances on local radio stations and on web portals.

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

In the Krapina-Zagorje County area, we provide emotional support, legal counseling, informational consultations on rights, accompaniment to court and other institutions, field visits, and psychosocial counseling to victims and witnesses of crime.

In 2024, we provided **1959 services to 97 women beneficiaries**: 862 emotional support services, 603 services related to practical information and assistance, 256 informational consultations on rights, 77 legal counseling services, 12 psychological counseling services, 39 services of accompaniment to court and other institutions, 8 field visits, and 82 psychosocial counseling services. We cooperate with the Municipal State Attorney's Office in Zlatar, the Municipal Court in Zlatar, as well as all its permanent offices in the Krapina-Zagorje County area, police stations and the Krapina-Zagorje Police Department, and the regional offices of the Croatian Social Work Institute.



Posters informing the public about the Support and Cooperation Network for Victims and Witnesses of Criminal Offenses services were placed on trains

operating in the Krapina-Zagorje County area, and radio jingles were broadcast on local radio stations.

An *Intersectoral Training* was held for representatives of institutions and organizations working with victims and witnesses of criminal offenses, organized by CESI, which gathered more than 70 experts from the justice, police, and social welfare systems, as well as representatives of civil society. The training covered topics such as changes to the provisions of the Criminal Procedure Act; abuse of sexually explicit content recordings; the role of artificial intelligence in protecting victims of domestic violence, and others.



## Gender Equality in the Workplace

### Radnica.org (Workingwoman.org) Legal Counseling Center and Web portal



The “Radnica” (Workingwoman) Legal Counseling Center for Labor and Social Rights, as well as the web portal and FB page [Radnica.org](https://www.radnica.org), continued to be a place where women could seek free legal advice and information about issues of gender equality in the workplace, particularly with respect to gender-based discrimination in employment and the workplace. Within the work of the legal counseling center in 2024, we provided **74 legal aid and information services to 46 people, of whom 89% were female and 11% were male.** Many of the beneficiaries of counseling services have minor children (44.6%), live with a marital partner (47.3%), and are employed (93.2%). 81.1% work on a permanent employment contract, while 8.1% work on a fixed-term contract.

With respect to legal inquiries, they related to violations and protection of workers' rights (55.4%), rights of pregnant women (45.9%), rights and obligations arising from

employment (40.5%), parental rights (33.8%), other legal areas (24.3%), and rights during unemployment (1.4%). Legal inquiries from other legal areas were mainly from the fields of family law (divorce and regulation of parental care) and administrative law (administrative proceedings of the relevant authorities). Legal counseling and information covered the interpretation and application of relevant provisions of legal and sub-legal acts, with an emphasis on the realization and protection of rights. The most frequent legal areas of counseling were labor law (87.8%), followed by social law (44.6%), administrative law (9.5%), family law (8.1%), real and obligatory law (2.7%), and criminal law (2.7%).

Of the total number of inquiries, 27% were related to gender-based discrimination, of which the most frequent were discrimination based on pregnancy (21.6%), maternity (4.1%), marital and family status (2.7%), age (1.4%), other cases of gender-based discrimination (2.7%), and other grounds (1.4%). All inquiries related to discrimination in the field of work and employment, and the vast majority of cases concerned direct discrimination.

## Work-Life Balance - Harmonizing Private and Professional Life

The project aimed to improve the work-life balance for workers by developing business practices that improve gender equality. The focus was on working conditions, employer practices, the use of flexible working arrangements and the organization of working hours to improve the balance of private obligations, company organizational culture, and equality between women and men.

In cooperation with the *Moj Posao (My Job)* portal (the most popular job search engine in Croatia), a survey questionnaire was created to determine the attitudes, needs, and difficulties that employees encounter when reconciling private and professional obligations. The survey was published on the *Moj Posao* portal, and the research results will be presented to the public.

To gain insights into existing practices and legal regulations, we developed a **gender analysis** of the normative framework, practices, and available data in the area of flexible work arrangements, along with recommendations for improvements in this area, entitled '[Flexible Work Arrangements and Gender Equality](#)' in collaboration with Professor Ivana Dobrotić from the Faculty of Law at the University of Zagreb. A presentation on the topic of reconciling private and professional life was held at a session of the *Commission for Gender Equality of the City of Zagreb*, and we also participated in a panel of the *Croatian Business Council for Sustainable Development* on the topic of equal pay. At the invitation of the *Confederation of Independent Trade Unions of*





Croatia (SSSH), we also recorded a podcast on the topic of the unequal position of women in the world of work.

As part of a collaborative project with the NGO *DOOR* - “*Together for More Comfortable Housing 5*” - we prepared and conducted two workshops for 25 pensioners and the general public on the topic of gender equality and green/energy policies.

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## FORZA

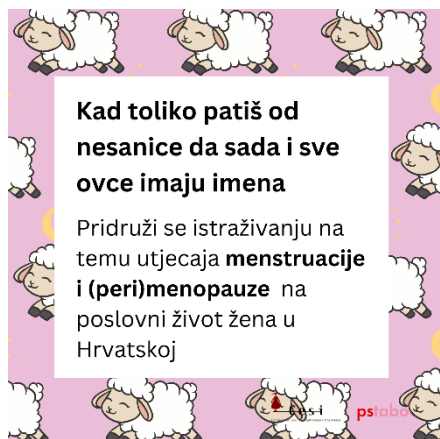


As part of the FORZA project, led by SOS Rijeka, we attended a capacity building masterclass for partner organizations organized by the donor. We also developed an analysis of housing measures for victims of domestic violence looking at the legislative framework and implementation in practice.

## Service standardization and calculation of labor costs of counseling centers for women victims of violence

The aim of this project was to study the models of service standardization in counseling centers run by women's organizations and to calculate their labor costs. The project lead is the NGO DOMINE. In cooperation with the NGOs Domine and SOS Rijeka, we created a list of services and an approximate calculation of the hourly costs of the provision of these services. This model was piloted in three partner organizations, and a report on the results of the piloting was developed.

## Women's Health and Working Conditions



In collaboration with [PSTaboo](#), an online survey was designed and conducted to examine the experiences, attitudes, and needs of women in the Republic of Croatia with respect to reproductive health and working conditions, with a special focus on working conditions during menstruation and (peri)menopause. Information about the implementation of the survey and an invitation to participate in the survey was promoted on web portals and through posts by influencers (Pamela Perkić, Nina Bljak). After data analysis is complete,

we plan to undertake a campaign on social media networks and to organize a panel discussion on the results.

### **A space for us! - Seminars for women in the civil society sector**



A needs assessment of women working in the civil society sector in Croatia was conducted to identify the topics and trainings with which they wish to improve their work. Based on the information collected, a seminar program was designed with the aim of connecting and educating women in civil society organizations. The seminar included topics of motivation, balancing private and professional life, and preventing job burnout, which were the

topics that proved to be most important to women working in civil society organizations. 17 women employed in the civil society sector participated in the seminar, where they had the opportunity to discuss and reflect on the position of women in nonprofit organizations and the challenges they face in their work. In addition to the seminar, annual meetings, panel discussions, and online discussions and meetings are planned for the future.

### **Other activities:**

- We participated in the Academy for Political Development expert working group *"Socio-economic status of women and their position in the economy"* with the aim of developing a position paper on the topic. A panel was also held on the topic of the position of women in the world of work.
- On the occasion of March 8th, we presented on the panel *"Work tailored to women: a workplace without violence and harassment"* organized by the Confederation of Independent Trade Unions of Croatia (SSSH).
- Together with the Women's Network of Croatia, the Women's Section of SSSH, and with the support of other women's organizations, on March 8th, we organized a protest demonstration of women's organizations and initiatives entitled: *"Safe in the workplace, free from harassment!"*. At the demonstration, the testimonials of women who experienced sexual harassment in the workplace were presented, and demands were submitted to the Croatian Government for preventing and combatting harassment in the workplace.



- In Poreč, we held a workshop on the topic of gender-aware policy and gender analysis for the National Call Center.
- We participated as panelists in the annual conference on sustainable development of the Croatian Business Council for Sustainable Development (HRPSOR) on the panel "Gender Equality".



- We participated in a conference organized by the NGO B.a.B.e on reconciling private and professional life, and in a lecture by Prof. Mara A. Yerkes from the University of Utrecht on the topic of work-life balance.
- At the invitation of Raiffeisenbank Austria, we held a consultative meeting on gender equality policies in the workplace.

## Sex, Gender, and Sexual Rights Program

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*Within the program Sex, Gender and Sexual Rights, we work on multiple levels to contribute to the promotion and realization of sexual and reproductive rights and more effective prevention of gender-based violence. We continuously monitor the adoption of policies and strategies at the national, international, and regional levels that concern issues of gender stereotypes in education, and reproductive and sexual rights. We also participate in public debates and events, draft policy recommendations and shadow reports, and inform the public.*

**be-SAFE** - Raising awareness about gender-based cyber violence and advocating for safer online environment for women and girls

We continued our work on the [be-SAFE](#) project, which aims to raise awareness about gender-based cyber violence at the institutional and social levels, and to improve

the legislative framework for the regulation of cyber violence in Croatia, Spain, and Portugal. The project is being implemented by the Gender Equality Ombudsperson of the Republic of Croatia, the Institute for Social Research in Zagreb (IDIZ), the CESI-Center for Education, Counseling and Research, Domine-an organization for the promotion of women's rights, Commission for Citizenship and Gender Equality (CIG) from Portugal, the Portuguese Platform for Women's Rights (PpDM), and LEM Espana - an organization for the protection of women's rights from Spain.

After piloting the *bE-SAFE educational program for students*, participating organizations prepared reports on the program's implementation. Based on the feedback collected, the workshops were adapted and improved. Recommendations for improving the program and adapting it to the target groups were also provided by the Agency for Education and Training and experts in the field of youth education. Approval was also obtained from the Ministry of Science, Education and Youth, and a positive expert opinion was given by the Agency for Education and Training for the implementation of the program in secondary schools. The educational material, i.e., the manual for implementing the be-SAFE program, also contains digital tools for use in workshops.

A two-day seminar was held for teachers who will implement and measure the effectiveness of the be-SAFE program in their schools, with the aim of training them to implement the educational program. 22 participants from 11 secondary schools participated. Alongside Program and Project Managers from CESI, experts from the NGO Brave Phone were guest co-leaders of the seminar.



In the other secondary schools that applied to participate in the project, the bE-SAFE program for students was implemented by the CESI team. Workshops were held at the Varaždin Secondary Vocational School and the Samobor Secondary Vocational School, and workshops are planned at the Pregrada Secondary School and the A.G. Matoš Gymnasium in Zabok. In cooperation with the Office of the Gender Equality

Ombudsperson, a model for the education of police officers and social workers was developed, and one-day trainings for teachers are planned for 2025.

The Be-Safe: Prevention of Gender-Based Digital Violence Conference along with a partner meeting were held in Lisbon, organized by our partner organization Portuguese Platform for Women's Rights (PpDM). In addition to students and teachers involved in the project, representatives of partner organizations, the police, local authorities, and institutions participated in the conference.

In addition, we presented the bE-SAFE project in a panel discussion organized by the Ombudsperson for Gender Equality in collaboration with Krapina-Zagorje County and the County Commission for Gender Equality in Krapinske Toplice. The project was also presented in Koprivnica with the participation of county representatives.

## **Introducing comprehensive sex education in schools in the City of Zagreb**

Together with partner civil society organizations and experts, we are advocating for the introduction of comprehensive sex education (CSE) as an extracurricular activity in public primary and secondary schools in the City of Zagreb. The project aims to establish a Commission in the City of Zagreb and begin the process of introducing CSE in primary and secondary schools, and to increase public support, especially from parents and teachers, for the introduction of comprehensive sex education.

### *Policy analysis and advocacy*

The *Initiative for the introduction of SEXED in primary and secondary schools in the City of Zagreb* was formed, comprising representatives of member organizations of the Initiative, representatives of the Youth Council of the City of Zagreb, and representatives of schools and university faculties. For the purpose of advocating for the introduction of CSE, two documents were prepared - a [policy brief](#) and a policy memo containing an analysis of statistical data from various official sources, an analysis of content related to sexuality, gender equality, and sexual and reproductive health in the current curricula of primary and secondary schools in Zagreb, and guidelines and recommendations for the introduction of CSE at the local level.

We also published an [analysis](#) of preventive programs and extracurricular activities related to sexuality and sexual and reproductive health in the curricula of Zagreb's primary and secondary schools for the purpose of advocating for systematic sex education.

Meetings were held with relevant stakeholders and decision-makers in the City of Zagreb, including the Government Office for Gender Equality, the Ombudsperson for

Children, the President of the Zagreb City Assembly, the Commission for Gender Equality, the City Office for Education, Sports and Youth, and the Youth Council of the City of Zagreb, where we presented the research results, recommendations and guidelines for the introduction of CSE in schools in Zagreb. With the aim of gaining broader support and facilitating collaboration, meetings were held with representatives of academia, including the Director of the Andrija Štampar Teaching Institute of Public Health, representatives of the School Health Services and the Public Health Services, and professors from the Faculty of Humanities and Social Sciences at the University of Zagreb (Departments of Psychology and Sociology).

The Ombudsperson for Children officially supported the Initiative and requested a statement from the city authorities regarding their activities in this area. A meeting was also held with the Deputy Mayor of the City of Zagreb and associates, who informed us about the City's plans to establish a working group on the topic and promised specific deadlines in 2024, which they did not meet. We also participated in a session of the Commission for Gender Equality of the City of Zagreb, where the research results and requests related to the introduction of CSE were presented, with the Commission giving their official support to our requests.

### *The Campaign*

Billboards throughout the city were covered with the messages: *Young people learn about sexuality, but the question is from whom - "A priest or a teacher", "An expert or an acquaintance", "The streets or a teacher", "From their mistakes or in a class", "In a lecture or at a party."* The campaign was extremely well-covered by the media, and the intention was to encourage political parties, including the parties in power in the City of Zagreb, to commit to adopting policies and laws in the domain of sexual and reproductive rights and health, and to introduce comprehensive sex education in the city. In the autumn, with the start of the school year, the second phase of the campaign began with the following, slightly different messages: *"Can we or won't we", "Children or great-grandchildren", "Now or when."* The campaign also started with billboards throughout the city, alongside a social media campaign. Promotional materials (bags, socks, leaflets, magnets, stickers) were also produced and distributed. The messages insisted on specific deadlines and clearly defined steps for the introduction of sex education in schools in Zagreb. Two radio jingles were also recorded as part of the campaign. The campaign was carried out in cooperation with the agency Utorak and CTA communications.





A round table was held, entitled: *'Sex Education - should children learn in class or from their mistakes?'* where the head of the City Office for Education, Sports, and Youth of the City of Zagreb, experts from CESI and the Center for Missing and Abused Children, and a specialist in gynecology and obstetrics spoke. The head of the City Office announced that the City of Zagreb is preparing a program for primary and secondary schools that would comprehensively address issues of youth health in all aspects, from problems of obesity and mental health to sexual health.



A **public demonstration** was organized in front of the Zagreb City Assembly, before its 34th session, where volunteers from CESI and Status M organizations distributed leaflets and condoms to the representatives, drawing attention to the fact that the topics of sexuality and reproductive health are addressed superficially and inadequately in schools. Along with quotes from textbooks, the leaflet also included statements from high school students obtained through qualitative research, which showed how young people obtain information about sex that interests them. Therefore, a clear message was sent to the representatives - along with the information on the leaflet, a condom, and the message: *'Good luck and use your head!'* [popular parental advice in former Yugoslavia] meaning they received the same level of sex education as current Zagreb high school students.



The **conference 'Comprehensive Sex Education in Schools!'** was organized by the NGO Status M, with experts in sexuality, education, youth, health workers, teachers, and parents discussing the importance of sex education, experiences and attitudes about the current model of sex education, proposals for improving the situation, and the opportunities and challenges of implementing sex education. Representatives of schools, faculties, associations, and experts participated. A special appeal was made at the conference to the city authorities of the City of Zagreb to present a concrete program and deadlines for the introduction of comprehensive sex education.

CESI collaborated with the **Srednja.hr** web portal on the *'Education in Puberty'* conference, where we participated in the panel *'Should we learn about sex in puberty?'*. Several accompanying texts related to young people's sex education were also published on the srednja.hr portal, along with video materials and social media posts.

The topic of sex education has been well-covered by the media through portals and radio station appearances, newspaper interviews, and TV reports. The project to



introduce comprehensive sex education in schools in the City of Zagreb is being carried out in cooperation with the organization Status M.

## The My Voice My Choice Initiative

This initiative aims to collect **1 million signatures** requesting that the European Union (EU) ensure **safe and accessible abortion** for all. 'My Voice, My Choice' has submitted a *European Citizens' Initiative (ECI)* to the European Commission calling on the EU to finance abortion care for all who do not have access to it. The importance of the initiative lies in the fact that it would result in an EU-wide mechanism whereby women could travel to countries that provide abortion services, while the cost of the service would be fully covered by the European Commission. The initiative includes several countries: Slovenia, Finland, Spain, France, Poland, Ireland, Austria, and Croatia and a single request: that everyone in the EU have access to safe abortion, regardless of who they are and where they live.



The **My Voice My Choice Croatia** initiative was formed and includes CESI, the NGO PaRiter, the Center for Civic Initiatives Poreč, the NGO Domine, RODA - Parents in Action, Rainbow Families, Solidarna - Foundation for Human Rights and Solidarity, and a number of activists. The campaign in Croatia began with a press conference at which a representative of the Slovenian 8th of March Institute, the organization that coordinates the initiative at the European level, and representatives of the Croatian initiative announced the beginning of the collection of signatures. An online campaign was conducted in Croatia on social media, which included numerous influencers and public figures, and a total of about 65,000 signatures were collected. The EU-wide campaign reached the goal of one million signatures before the New Year.

## Other activities:

- We were speakers at an online conference organized by the Sarajevo Open Center (SOC) related to the regional exchange of experiences of civil society organizations on the topic "*Abortion - the right to protection and bodily autonomy*," alongside speakers from Bosnia and Herzegovina, Serbia, Montenegro, Croatia, and Macedonia. Also, at the invitation of the SOC, we held a lecture on the topic of "*Comprehensive Sexuality Education: The Situation in Croatia*" for participants of the Žarana Papić Feminist School in Sarajevo.
- We participated in a meeting and strategic planning session of the Astra Network for Sexual and Reproductive Rights of Women in CEE in Warsaw, as well as in a capacity-building training entitled "*Policy Analysis - Abortion Care*" organized by the NGO Pariter.
- On Zagreb City Day, we participated in the *Zagreb City Awards ceremony* where, at the proposal of CESI and with the support of other organizations, *Dr. Jasenka Grujić* was awarded for her contributions in the field of medicine.
- We participated in the annual conference of the GOOD Initiative, and in a pre-election debate on the topic of civic education, entitled: "*Do we need education for democracy?*". Also, we participated in a *meeting of the GOOD Initiative* in Zagreb, where the implementation of civic education and the introduction of sexual education in Zagreb schools were discussed.
- We participated in the scientific seminar: "*How to talk to parents about sex education and education for gender equality*" at the Faculty of Humanities and Social Sciences in Zagreb. The aim of the event was to present the results of Croatian research on the needs and concerns of students, teachers and parents related to sex education and education for gender equality, and through discussion with stakeholders to identify messages that address parental concerns and fears. The meeting was held as part of the Sense AGENDA project.
- We participated in the *PitchWise Festival of Women's Art and Activism* held in Sarajevo, Bosnia and Hercegovina, and organized by the CURE Foundation. We presented the situation in Croatia with respect to gender-based hate speech on the panel "*Hate Speech*."
- We participated in a *round table in the Croatian Parliament* which discussed *responses to the growing anti-gender policies and threats to gender equality*. Specifically, we discussed violence against women and the ever louder demands for the de-ratification of the Istanbul Convention in Croatia. We also attended a

*thematic session of the Parliamentary Committee for Gender Equality on the topic of preventing digital gender-based violence against girls and women.*

- We held a lecture entitled: "*Gender Equality in Education*" at the Juraj Dobrila University of Pula for students and teachers.

- At the invitation of the Bjelovar Commercial and Trade School, we participated in a *focus group* within the EQAVET project of the Agency for Vocational Education and Training and Adult Education, which dealt with the external evaluation of vocational schools.

- We attended an online lecture on "*Problems that young LGBTIQ+ people face in the school environment - prevention of sexual and peer violence*" organized by Ženska soba (the Women's Room). We also attended the presentation of their analysis "*Sexual Violence in Croatia 2013-2023*".

- We participated in the 14th *Conference on Online Child Abuse* organized by the online platform Spletno Oko (Web Eye), which is part of the Safer Internet Centre, coordinated by the Faculty of Social Sciences from Slovenia.

## Social Activism and Political Processes Program

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*Within the program "Social Activism and Political Processes," we promote the active participation of citizens, especially women and youth, in decision-making processes, as well as the responsible creation and implementation of public policies that take into account the gender perspective.*

### Libela.org

As part of the GenderFacts project, after a hiatus of several years, the [Libela.org](https://libela.org) portal **resumed operation** at the beginning of March. Libela has been redesigned and a GenderFacts section specializing in verifying gender disinformation has been established. During the year, **30 texts**, that is checks and analyses, were published in the GenderFacts section, and other sections (With an Attitude, In Focus, Interview, Pillar of Shame) were also reactivated. **35 discriminatory/sexist/chauvinistic statements** were published on the "Pillar of Shame".

Libela was accepted into the six-month mentoring program of the European Fact-Checking Network (*Fact-Checking Incubator*), and the Spanish organization Maldita.es, a recognized information verifier at the European level, was assigned to us as a mentoring organization. The mentoring program covers the topics of communication, archiving, transparency, research and verification, business and fundraising, and AI education. For the purpose of capacity building in the field of information verification, Libela undertook a study visit to the Maldita organization. 27 articles (*verifications and analyses of gender disinformation*) from Libela were published on the platform točnotako.hr, a collaborative platform for checking information accuracy. In addition to the articles, reports on gender disinformation during the parliamentary election in Croatia and the election of representatives to the EU parliament were also published. The reports were produced in collaboration with the Faculty of Humanities and Social Sciences at the University of Rijeka, a partner institution on this project. Furthermore, a review paper on the gender aspects of information disorder was produced and published in the international scientific journal *Media Studies*.

We also participated in the *Data Based Disinfo Defense* Conference in Bratislava and the 11th GlobalFact Conference in Sarajevo. As guests of the Faculty of Media and Communications in Belgrade, we held a lecture about the work of Libela, gender disinformation, and the ways the anti-gender movements use it to further their cause. Within the framework of the student internship program of the Faculty of Political Science at the University of Zagreb (FPZG), we mentored an FPZG student.

As part of the Disinformation Action project, we developed a **training program** for people who work with young people (youth workers) with the aim of helping them to recognize disinformation and disinformation narratives, their impact on minority groups in society, and improving their media literacy. We then held a multi-day training for 27 youth workers and media educators from Bulgaria, Serbia, Germany, Kosovo, Albania, Montenegro, Cyprus, and Croatia. The seminar resulted in a **brochure** for youth workers entitled "[Disinformation Action](#)" intended as a starting point for addressing topics of media literacy, combating disinformation, and empowering youth to become more resilient to the disinformation around them. The project was implemented by CESI in cooperation with partner organizations: Building the Balkans (Kosovo), IKAR (Bulgaria), BeFem (Serbia), Chance (Germany), Mediterranean Institute of Gender Studies (Cyprus), Juventas (Montenegro), and the Centre for Bridging Communities (Albania).

We began collaborating on the **ElectionFacts HUB** project with the web portals Lupiga and Faktograf, monitoring media disinformation during election cycles in Croatia. Libela's role was to monitor gender disinformation during the elections for the President of the Republic of Croatia. In 2024, we published three articles related to the candidates in the presidential elections, which were also shared on the

platforms of partner organizations. Additionally, we participated in trainings on fact-checking methods during election cycles and in a training on advertising.

#### Other activities:

- Educational materials developed by CESI were presented at the exhibition *"WOMEN'S UNION... Design of feminist promotional materials from the 1980s to today"* at the Gallery of the Croatian Designers' Association. The exhibition presented four decades of promotional materials, publications, posters, and other forms and strategies of visual communication in the context of the activities of autonomous feminist organizations and initiatives in Croatia. The authors of the exhibition are Sanja Bachrach Krištofić, Barbara Blasin, and Marko Golub.
- We participated in an event organized by the Friedrich Ebert Stiftung Foundation Zagreb titled *"Women's rights - rights that are never guaranteed,"* where we moderated a group discussion on the topic: *"The role and position of civil society organizations in the fight for women's rights."*
- Leading up to International Women's Day, we participated in the *educational walk "Geography of the Struggle for Women's Rights in Zagreb,"* organized by Documenta - Centre for Dealing with the Past. With the guidance and testimonies of women's rights activists, we visited several locations in the center of Zagreb that are tied to important activities of key women's initiatives and organizations that operated in the 1990s within the network of the Anti-War Campaign Croatia, including the Centre for Women's Studies, the Centre for Women War Victims - Rosa, and CESI. For example, Gajeva 55 housed the office of the Anti-War Campaign and was also CESI's first address.

## Research, Analysis and Policy Advocacy for Gender Equality Program

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*As part of the Research, Analysis, and Policy Advocacy for Gender Equality Program we advocate for the inclusion of a gender perspective into public policies and adequate allocation of public funds, and are involved in the work of relevant 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 institutions in the implementation of measures and activities that contribute to gender equality.*



We are participating in **The Elephant Talk** project, which collects and visualizes data related to gender-based online hate speech, specifically **body shaming on the internet**. As part of the project, a first training session was held in Palermo, and a second training will be held in Athens with the intention of strengthening capacities for transfeminist data collection and visualization for the purpose of social transformation and activism. Representatives of partner organizations from Italy, Greece, Romania, and Portugal, as well as 'external' participants from Croatia, Spain, and Slovenia, participated in the training. The project is implemented by the organizations Maghweb (Italy), Impact Hub Labs (Greece), Polylogos (Romania), and Young Educators (Portugal).



We developed an [analysis](#) of the position of women on the candidate lists for the 2024 Croatian parliamentary elections.

We got involved in the work and participated in meetings of the *Urbact Local Group (ULG) of the City of Zagreb* for gender-responsive public procurement, as part of the City of Zagreb's *GenProcure - Gender Inclusion in Public Procurement* project. We also submitted comments on the action plan for gender-responsive public procurement. The ULG is a working body of the City of Zagreb that deals with the topic of gender equality and its implementation in the public procurement system.



At the invitation of the Government Office for Cooperation with NGOs, we held a *presentation on gender-responsive policy for a delegation* from Kosovo composed of representatives of the Ministry of Internal Affairs, the Ministry of Justice and Public Administration, the Agency for Gender Equality, the Office for Strategic Planning, and the Office of the Prime Minister of the Republic of Kosovo. Also, at the invitation of the Ukrainian organization ZMINA, we



participated in an *exchange of experiences* regarding Croatia's accession process to the European Union. At the invitation of the OSCE - Office for Democratic Institutions and Human Rights (ODIHR), we participated in the assessment and creation of a report related to the early parliamentary elections in the Republic of Croatia.

In Geneva, we participated in a *meeting of activists in the field of reproductive and sexual rights and women human rights defenders from Central and Eastern Europe*, organized by the Center for Reproductive Rights. We agreed to priorities for joint advocacy work at the EU and global levels and to continue the cooperation between organizations from different countries.

In cooperation with SOS Rijeka, we held a *workshop* for the civil society on the rights of pregnant women and parents, for the purpose of informing employees and providing information to service users. Also, we *contributed to the implementation of research by the NGO RODA* on women's experiences within the healthcare system and the workplace regarding the use of sick leave due to abortion or ectopic pregnancy. We continued our collaboration with the NGO Pariter on promoting and advocating for the application of WHO guidelines on abortion care.

As members of the *informal initiative of women's organizations* for improving the position of organizations working with victims of violence against women and domestic violence, we participated in meetings with the Ministry of Labor, Pension System, Family and Social Policy to improve the standardization of services and the financing of organizations working with victims of violence.

As members of the *Croatian Platform for International Citizen Solidarity (CROSOL)*, we participated in the meeting of the Steering Committee and the Assembly. And as members of the *Council for the Implementation of the Youth Guarantee Plan (PIGZM)*, we participated in a meeting where the Report on the implementation of the PIGZM for the previous years was adopted, and the drafting the new PIGZM for 2024 and 2025 were agreed upon.

We participated in a focus group discussion on the topic of sexual harassment in the workplace as part of *research* conducted by the Union of Autonomous Trade Unions of Croatia (SSSH).



We supported the women workers of the Union of Education, Training, Media and Culture of Croatia (SOMK) in three cities where they were on strike, fighting for their workers' rights, higher wages, and better working conditions.

We attended the *presentation of the study*: "Who is (not) represented in Parliament" organized by FES (Friedrich Ebert Stiftung), the online

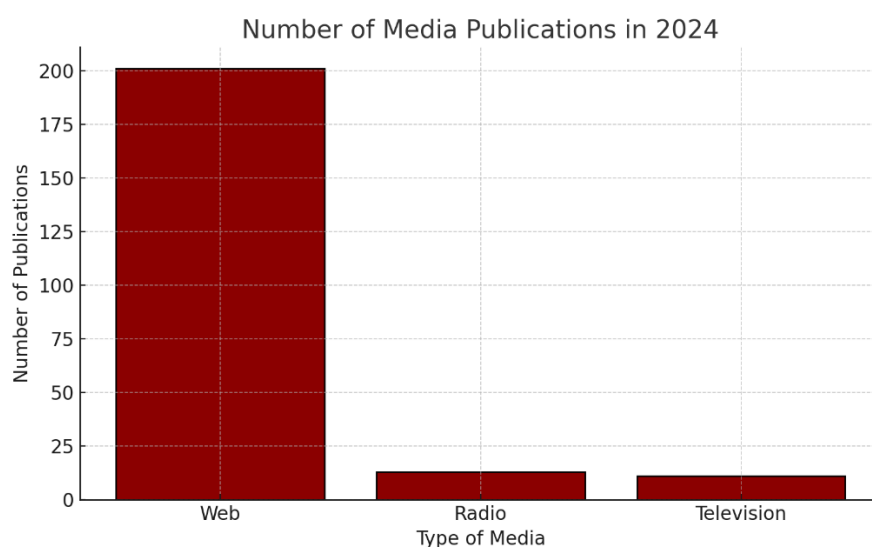
presentation of research results conducted by the Center for Civic Initiatives (CGI) on the topic of the media's influence on women victims of Gender-Based Violence (GBV), and the *online masterclass* entitled "*She decides: Anti-gender movements*". We participated in the panel discussion "*Union of Equality: Where are we at the end of this European Parliament's term?*", and a meeting with MEP Marko Vešligaj, Vice-Chair of the FEMM Committee. On the occasion of International Women's Day, we participated in the *Night March in Zagreb*.

## CESI in the media and on social media networks

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As in previous years, in 2024, we continued to monitor media content on web portals, television, radio and daily, weekly, and monthly magazines and newspapers. The media report is based on our archive and internal monitoring of activities.

In 2024, we recorded a total of **225 media publications**. Of these, the majority were online (201), followed by radio stations (13 guest appearances/features) and television (11 guest appearances/features).



We maintained the same level of engagement on social media as in previous years. The CESI website was visited by 43,224 people, while our Facebook and Instagram pages are followed by a total of 7,681 people.

In addition to the official CESI Facebook page, separate pages have been created for many of our projects, which offer more detailed information about project activities.

## Follow us online

Web	FB	Instagram/Youtube/LinkedIn
<ul style="list-style-type: none"><li>• cesi.hr</li><li>• radnica.org</li><li>• libela.org</li><li>• sezamweb.net</li><li>• nechupedia.sezamweb.net</li><li>• nijeuredu.com</li></ul>	<ul style="list-style-type: none"><li>• CentarCESI</li><li>• Libela.org</li><li>• Eumogucnosti</li><li>• SOStelefonZagorje</li><li>• mrezapodrskeziskZZ</li><li>• sezamweb</li><li>• radnica.org</li><li>• MojastvarMojizbor</li><li>• kampanjadvijedjevojice</li><li>• nasilnevezesubezveze</li><li>• genderwagewatchers</li></ul>	Instagram  libela_org  Centar.cesi  Mogurecinecu  Youtube  Ravnopravnost

## Team members and organizational development

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Anamarija Tkalčec, Program Manager and CESI Coordinator

Sanda Malbaša, Head of Finance and Deputy Coordinator

Sanja Cesar, Program Manager

Nataša Bijelić, Expert Associate

Lana Kučer, Expert Associate

Tena Sambolić Petrišić, Project Manager

Vendi Keserica Tomičić, Expert Associate

Iva Zelić, Expert Associate

Josip Šipić, Expert Associate

We implemented the Strategic Plan for the period 2021-2024, as well as the Operational Plan for 2024. In October, strategic planning was held together with members of the Steering Committee, and the **Strategic Plan for the period 2025-2027** was adopted. This plan defines the guidelines and goals for the organization's activities within the framework of its mission to promote gender equality, human rights, and social justice in the Republic of Croatia.

In the next strategic period, CESI's work will be carried out through four programs:

- 1) **Sex, Gender, and Sexual Rights**
- 2) **Gender Equality in the World of Work**
- 3) **Combatting Violence Against Women**
- 4) **Gender, Equality and the Media**

The previous **program structure is changing** in such a way that the *Social Justice and Equal Opportunities* program is splitting into two areas: ***Gender Equality in the World of Work*** and ***Combating Violence Against Women***. The *Social Activism and Political Processes* program has changed its name to ***Gender, Equality, and the Media***, while the ***Sex, Gender, and Sexual Rights*** program remains unchanged.

The Operational and Financial Plan for 2025 was drafted based on the new strategic plan. Employees and members of the organization's Steering Committee participated in the operational planning. In November, the **CESI Assembly** was held, and a new Executive Board, Steering Committee, Coordinator, and Deputy Coordinator were elected. The Executive Board consists of: Sanja Cesar, Anamarija Tkalčec, Vendi Keserica Tomičić, Sanda Malbaša (Deputy Coordinator), and Nataša Bijelić (Coordinator). The Steering Committee consists of Maja Gergorić (Chairperson), Helena Popović, Vedrana Kobaš, Branimira Mrak, and Amir Hodžić.

We participated in a series of trainings relevant to our field of work organized by various institutions, foundations, and civil society organizations from Croatia and abroad. To ensure good governance, we use *OK Quality Management System for Civil Society Organizations*.

The CESI Library is open to the public on weekdays from 10 a.m. to 3 p.m. with prior notice. All books are registered in the BIBA system ([biba.cesi.hr](http://biba.cesi.hr)).

## **Collaborations**

We are grateful for our collaborations with the NGOs SOS Rijeka, DOMINE Split, RODA, Women's Group Karlovac "Korak", and Pariter. We also appreciate our collaboration with the NGOs DOKKICA, DOOR, HERA Križevci, the Women's Network of Croatia, as well as the Union of Autonomous Trade Unions of Croatia - SSSH, the Ombudsperson for Gender Equality, the City of Zagreb, the NGO Faktograf, the portal Lupiga.com, the portal Srednja.hr, the Faculty of Humanities and Social Sciences at the University of Rijeka, the Academy for Political Development, the Friedrich Ebert Stiftung Foundation Zagreb, the Institute for Social Research in Zagreb, and the Representation of the European Parliament in the Republic of Croatia. We joined the EU initiative "My Voice, My Choice," launched by the Slovenian

8th of March Institute. Cooperation was also established with the "Ksaver Šandor Gjalski" City Library Zabok, the Vocational School Varaždin, and the companies PSTaboo and Moj Posao.

The program "Support and Cooperation Network for Victims and Witnesses of Crime" is implemented in partnership with the NGOs: Ženska soba (Women's Room), "Hera Križevci - for the protection and promotion of human rights", the Center for Support and Development of Civil Society "Delfin" Pakrac, Deša - Dubrovnik, S.O.S. Virovitica - counseling, empowerment, cooperation, "ZvoniMir", and "Korak" - NGO for the Support of Victims and Witnesses, Women's Group Karlovac, along with the Information Legal Centre (IPC), and the Centre for Civic Initiatives Poreč (CGI Poreč).

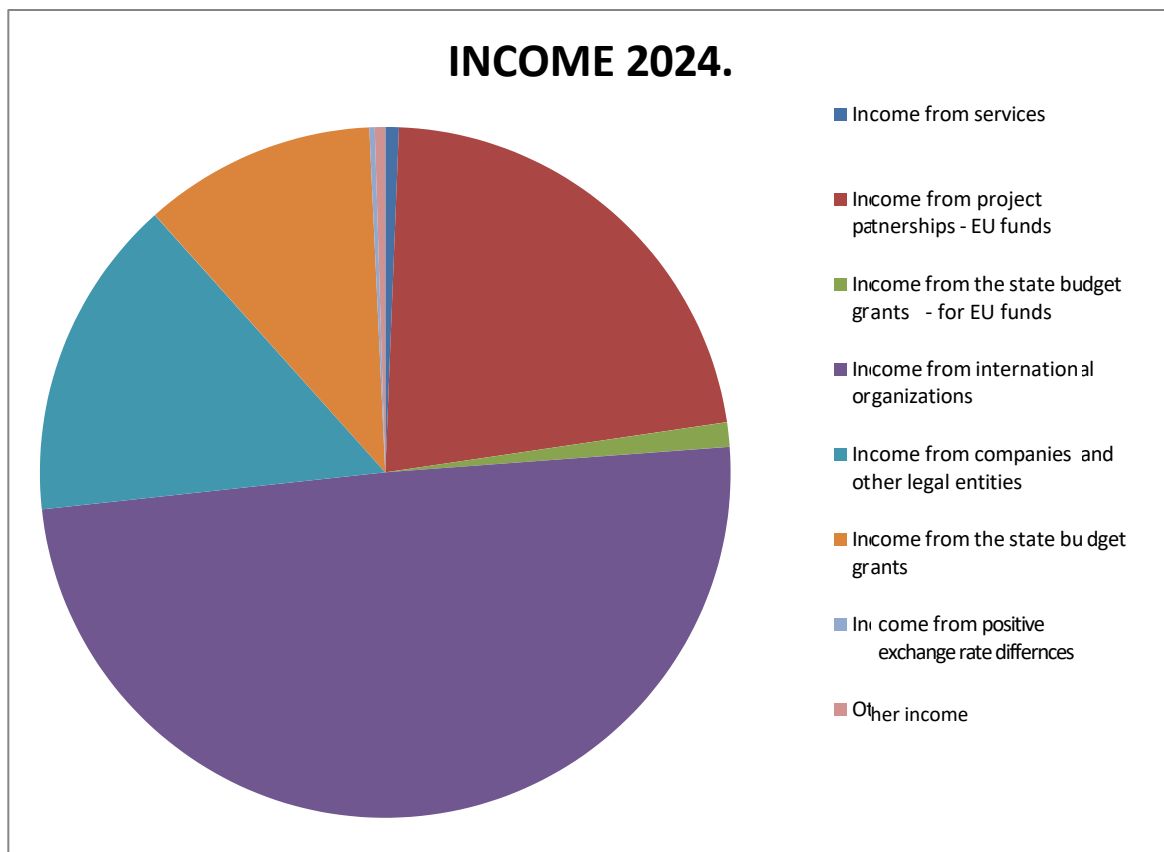
Among partner organizations from Europe, we are currently collaborating on project activities with CIG - Commission for Citizenship and Gender Equality from Portugal, the Portuguese Platform for Women's Rights (PpDM), and LEM Espana - organization for the protection of women's rights from Spain, as well as Building the Balkans from Kosovo, IKAR from Bulgaria, BeFem from Serbia, Chance from Germany, the Mediterranean Institute of Gender Studies from Cyprus, Juventas from Montenegro, the Centre for Bridging Communities from Albania, and the organization Maldita.es.

# FINANCIAL REPORT

## INCOME

**524.892 €**

Income from services	3.310,00 €	0,63%
Income from project partnerships - EU funds	115.722,34 €	22,05%
Income from the state budget grants - for EU funds	6.000,00 €	1,14%
Income from international organizations	259.657,36 €	49,47%
Income from companies and other legal entities	79.175,34 €	15,08%
Income from the state budget grants	57.142,73 €	10,89%
Income from positive exchange rate differences	1.327,59 €	0,25%
Other income (income from reimbursements, write-offs of liabilities, donations from citizens...)	2.557,05 €	0,49%

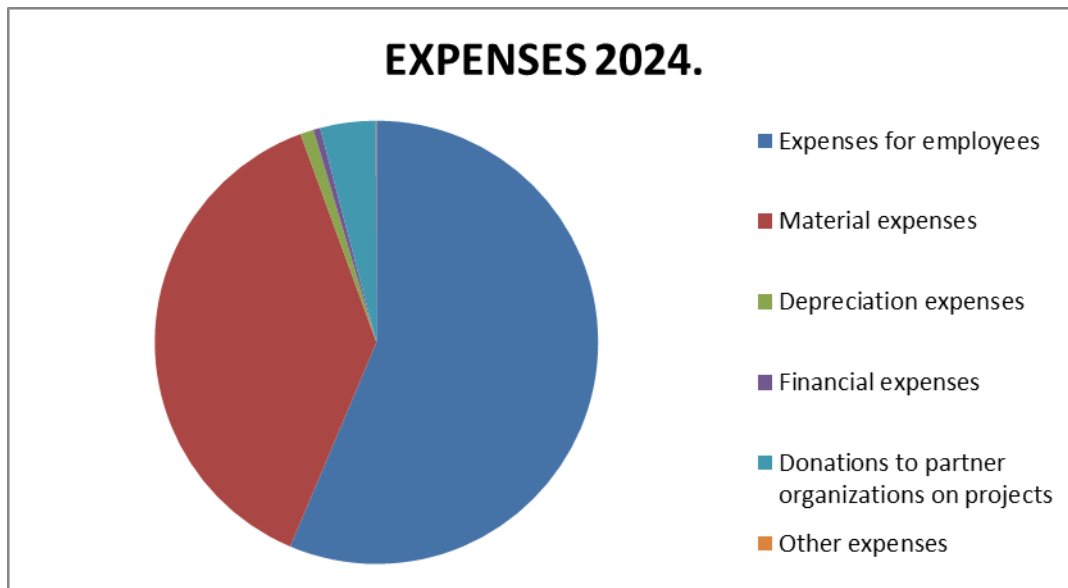


## EXPENSES

**517.599,45 €**

Expenses for employees	291.723,27 €
Material expenses	197.046,71 €
Depreciation expenses	5.058,36 €
Financial expenses	2.581,66 €
Donations to partner organizations on projects	20.958,66 €
Other expenses	230,79 €





Total income in the year 2024 was 524.892 €. The amount of funds transferred from the previous financial period was 115.349 €. Total expense in the year 2023 was 517.599 €, therefore surplus for the next period is 122.642 €. The final balance on December 31, 2024 was 296.595 €.

#### Donors in the year 2024:

The Sigrid Rausing Trust  
Fondation Chanel  
National Foundation for Civil Society Development  
European Union  
Agency for Electronic Media  
Ministry of Justice  
Ministry of Labour, Pension System, Family and Social Policy  
Central State Office for Demography and Youth  
Solidarna Foundation  
Agency for Mobility and EU Programmes  
European Fact-Checking Standards Network  
Fondation Slagalica