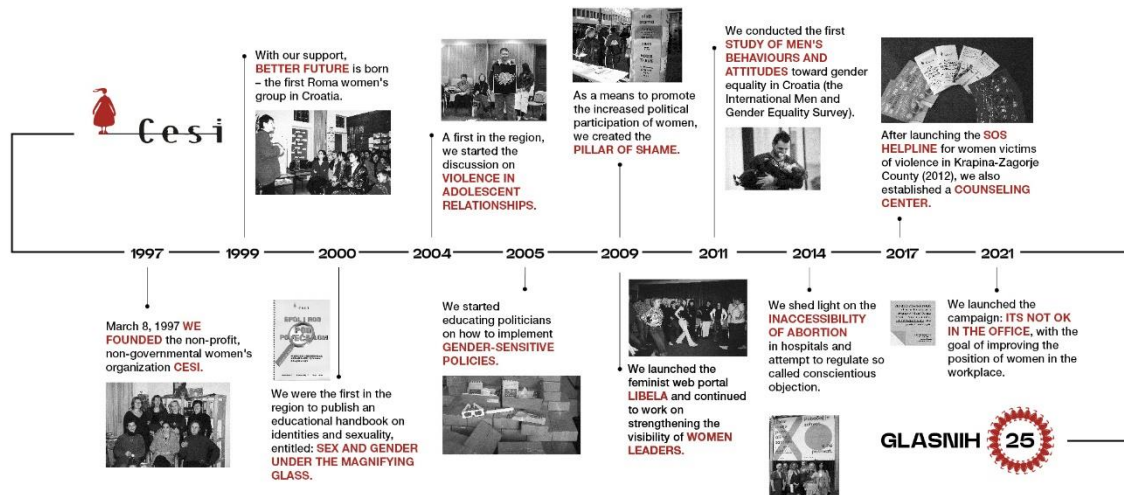


# CESI ANNUAL REPORT 2022



## Introduction

In 2022, we celebrated **CESI's 25<sup>th</sup> anniversary**. Under the banner: "**The Loud 25**" and together with our long-time members, friends and supporters, we marked CESI's loud 25 at the Museum of Contemporary Art in Zagreb with the dance performance Kill B., choreographed by the dance duo Bruno Isaković and Mia Zalukar. We are exceptionally proud of all of CESI's successes and contributions to improving gender equality and social justice in Croatia over the past 25 years.



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We are one of the few women's organizations working on the issues of gender equality and the position of women in the world of work. This year we launched a series of advocacy campaigns related to changes to **the Labor Law and the Law on Maternity and Parental Support**.

In 2022, we continued to see an increase in the number of services provided, especially in the number of legal consultations and escorts to courts and other institutions provided for victims and witnesses of criminal offences in Krapina - Zagorje County.

As a special success, we would like to highlight our **SOS Helpline for Women Victims of Violence in Krapina - Zagorje County which has been in operation for 10 years**.

During the year, we contributed to the improvement of **women's reproductive rights and health in Croatia**: we brought about concrete changes to the public health system through the advocacy activities of the **ENOUGH! Initiative**, organized protests, submitted complaints to UN mechanisms, lobbied for legislative changes and participated in drafting a joint proposal for a law on the termination of pregnancy, which has the backing of all parliamentary political parties in Croatia that support a woman's right to choose.

We reported to **GREVIO** on the implementation of the Istanbul Convention in the Republic of Croatia through a **Shadow Report** we wrote in collaboration with civil society organizations and independent experts and participated in a meeting with the GREVIO Committee.

We contributed to the prevention of sexual and gender-based violence amongst youth online and to the promotion of gender equality through a series of workshops with children and youth on the one hand, and with primary and secondary school teachers, on the other.

After seven years of waiting, the Government of Croatia began the procedure for the adoption of a new **National Plan for Gender Equality**. CESI submitted comments and suggestions to both the National Plan for Gender Equality and its associated Action Plan through the e-consultation process. We are of the opinion that the measures introduced by these documents are inadequate and/or of insufficient quality to be able to ensure the implementation of gender-sensitive policies in Croatia.

We trained female experts in working with youth on the prevention of gender-based violence and combatting gender stereotypes, as well as in the implementation of Health Education and Civic Education programs.

We launched the Initiative for the Experimental Introduction of a Comprehensive Sexual Education Program in Primary and Secondary Schools in the City of Zagreb.

We continue to successfully collaborate with partner organizations and institutions and expanded cooperation to new partners in Croatia, the region, and the European Union. Our work has been recognized by various domestic, European, and international foundations which have financially supported our activities aimed at gender equality and improving the welfare of citizens.



In 2022, CESI contributed €49,063 (HRK 369,664) to the State and local budgets through taxes, surtaxes, contributions from salaries, and taxes and contributions from contracts, and received €24,303 (HRK 183,117) in donations from the State and local budgets for the implementation of projects. **CESI contributed € 24,759 (HRK 186,547) more to the State and local budgets than it received from them through donations.**

### 2022 in numbers:

- 7 projects,
- 1141 direct beneficiaries,
- 146,238 indirect beneficiaries,
- 7 employees,
- 7 associates,
- Our "It's not OK in the Office" campaign won the Effie Grand Prix for the most effective campaign in 2021,
- 12 volunteers contributed 1065 volunteer hours,
- Over 160 individuals directly received at least one of the services provided by the SOS Helpline for women victims of violence in Krapina-Zagorje County (consultations, counseling, support),
- 163 legal consultations were provided to 87 individuals through the Legal Counseling Center for Labor and Social Rights,
- 138 teachers trained,
- 320 students educated,
- 1 Draft Proposal for the inclusion of gender-sensitive provisions to the Labor Law
- 1 Initiative for the experimental introduction of a comprehensive sexual education program in elementary and secondary schools in the City of Zagreb,

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- 1 Joint Shadow Report on the implementation of the Istanbul Convention in Croatia,
  - 1 Official request for a gender-sensitive Labor Law with proposals for amendments to the current one was submitted to the Government and the Ministry of Labour, Pension System, Family and Social Policy.

*# To see what our 2022 looked like in pictures and posts, see our social media pages:*

*Facebook page: CentarCESI*

*Instagram profile: centar.cesi*

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

## **Social Justice and Equal Opportunities Program**

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

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

This year, the SOS Helpline and Counseling Center for Women Victims of Violence in Krapina-Zagorje County marked 10 years of work, which we celebrated with volunteers, associates and supporters through a workshop led by academic painter Maja Vukina Bogović.



During 2022, over 160 people received at least one of the services offered by the SOS telephone helpline for women victims of violence in the Krapina-Zagorje County directly (counseling, information, or support services). Most callers entered into long-term counseling, while a smaller number of callers used our services only once, usually seeking specific information about placements in a shelter for victims of violence, to whom to report violence, what to do as a witness of violence, etc. Considering that the services provided also affected the family members of callers, we estimate that the work of the SOS telephone helpline indirectly affected a further 400 people. During the year, we provided psychosocial counseling services, legal counseling, and information, received requests for placement in a safe house and anonymous reports of violence. Over 340 calls were received this year.

According to an internal report, the number of callers to the SOS Helpline in 2022 exceeded the numbers from 2021, indicating a growing need for our services. Our statistics show that the largest number of callers were women between the ages of 61 to 70 years (24.3% of cases), followed by women aged 41 to 50 years (18.9%), women aged 31 to 40 years (17.8%), women aged 51 to 60 years old (10.4%), followed by women aged 70+ years (8.3%), and women aged 19 to 30 years (0.6%). The perpetrators of violence reported by callers were most often the victim's husband (54.4%), followed by other male persons (12.7%), an adult child (7.4%), other family member (2.9%), extramarital partner (3.8%), and ex-partner (2.1%). In addition, callers also reported an unknown male person, father, neighbour and father-in-law as the perpetrators of violence. Psychological violence was reported by the majority of beneficiaries (78.4% of cases), followed by physical violence (61.5%), economic violence (45.9%), structural violence (18.9%) and sexual violence in 6.2% of cases. The forms of violence against women often overlap, that is, beneficiaries most frequently report the presence of multiple forms of violence. Recently, more women have approached us about economic and psychological violence, which we associate with a rising awareness amongst the public about the different types of violence that affect women.

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Our successful collaboration with the New Beginning Home for Victims of Domestic Violence, which was founded by the Krapina-Zagorje County, and which offers housing services for victims of violence has only further convinced us of the necessity of our continued collaboration. Through our support groups for their beneficiaries, we conclude that users of the accommodation service require psycho-social support and counseling to help them realize the goals they set for themselves when they arrived at the Home.

We continued to collaborate successfully with police stations and the entire Krapina-Zagorje County Police Department, as well as with all branches of the Croatian Institute for Social Work (formerly the Centers for Social Welfare) in the Krapina-Zagorje County area. These institutions refer users to our services and support us in the implementation of various public activities, and in this way, we contribute to creating a healthier environment together.

At the local level, we are active members of the Krapina-Zagorje County Team for Preventing and Combatting Violence against Women and Domestic Violence. Currently, the Director of our SOS Helpline and Counseling Center for Women Victims of Violence is also the head of the County Team. Through the work of the County Team, we actively monitor the implementation of policies and measures related to gender-based violence. Monitoring the implementation of the Protocol on the Procedure in Cases of Domestic Violence, we connect institutions bound by the protocol with relevant civil society organizations to combat and prevent domestic violence through collaborative work, exchange of information and joint goal setting.

In 2022, our 12 volunteers worked a total of 65 volunteer hours on on-call duty. We organized 2 supervisions and 2 interviews for the volunteers, with an emphasis on the growth and development of volunteers, who were given advice on how to deal with the specifics of the work they undertake when working on-call duty.

We continued to work on the prevention of violence, organizing 4 lectures and workshops in four schools with a total of 100 student participants. We also organized two self-defence workshops for women in Krapina-Zagorje County. With the aim of raising public awareness of the problem of violence against women, we appeared regularly in the media and used media advertising. The SOS helpline also has its own Facebook page, which currently has 1048 followers.



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



This program is implemented in partnership with the Women's Room - Center for Sexual Rights which coordinates the network, the Križevci "Hera" Association for the protection and promotion of human rights, the "Delfin" Pakrac Center for Support and Development of Civil Society, the Dubrovnik Deša Association, S.O.S. Virovitica -Counseling, Empowerment, Cooperation, the ZvoniMir Association, the Association for Victim and Witness Support, the Karlovac Women's Group Step; the Information Legal Center; and the Poreč Center for Civic Initiatives.

As part of our work, we provide psychosocial and emotional support, legal counseling, and hands-on support to victims and witnesses during visits to courts or other public institutions. Our services are available to beneficiaries before, during and after their court procedures. During 2022, the network of support and cooperation for victims and witnesses of criminal offences was expanded to four

additional counties: Sisak-Moslavina County, Zadar County, Vukovar-Srijem County and Osijek-Baranja County. Thus, the Network currently covers 17 counties in the Republic of Croatia.

In 2022, the Network of Support and Cooperation for Victims and Witnesses of Criminal Offences held 12 monthly partner meetings. We provided services to a total of 81 users consisting of emotional support (service provided 537 times for repeat users), practical information and assistance (service provided 392 times for repeat users), information on legal rights (service provided 227 times for repeat users), as well as psychological counseling and provision of an escort to court and other institutions. We provided 84 legal counseling services for 43 victims of criminal offences and misdemeanours. The consultations related to information about the rights of victims, the course and steps in criminal and misdemeanour proceedings, the interpretation of formal legal acts of institutions and bodies, and compensation for damages.

We provided 20 escorts for victims and witnesses to various courts (Zagreb County Court, Zlatar Municipal Court, permanent service in Krapina, permanent service in Zabok). We also held regular meetings with representatives of relevant municipal and county-level institutions including the Municipal State Attorney's Office of Zlatar, the Zlatar Social Welfare Center, the Zabok Social Welfare Center, Krapina Social Welfare Center and the Krapina-Zagorje Police Department.

In 2022, we organized a round table entitled: "Strengthening the support system for victims and witnesses of criminal offences and the important role of the police" for representatives from the Krapina-Zagorje County Police Department and County police stations. In addition, we organized an intersectoral training workshop for representatives of relevant institutions.



In 2022, we advertised the services of the Network of Support and Cooperation for Victims and Witnesses of Criminal Offences throughout the Krapina-Zagorje County through radio jingles and posters on local Croatian Railway trains. We also ran an informative campaign on the occasion of the European Day of Victims of Criminal Crimes in Zabok.





The Network of Support and Cooperation for Victims and Witnesses of Criminal Offences project web page [www.mrezapodrskeisuradnje.com](http://www.mrezapodrskeisuradnje.com)

## Gender Equality in the Labor Market

Project: "Workingwoman – Gender Equality in the Labor Market"



At this year's DK Festival, our campaign "It's not OK in the office" which was carried out at the end of 2021 won the Grand Prix Effie Award for the most effective campaign of the year, Effie Gold for the best campaign in the category Engaged community, Effie Silver in the category Positive changes, MIXX for the best digital campaign in the Cross-Media Integration Campaign and IdejaX Silver in the Social Responsibility category. The campaign was designed and implemented as part of the Workingwoman - Gender Equality in the Labor Market project in collaboration with the creative agency Señor, media partner Outdoor Akzent and web agency Human.

According to the World Advertising Research Center (WARC), our campaign “It’s not OK in the office” is amongst the top 100 most awarded campaigns in terms of efficiency in the world.



The informal initiative Workingwoman continued its work throughout the year, with members offering their time and expertise in monitoring the process of legal amendments.

At the beginning of June, we went on a study visit to our colleagues at the Icelandic Women's Rights Association (IWRA), the oldest women's organization in Iceland, which served to strengthen the ongoing collaboration between our organizations. In addition to lively discussions with our colleagues from IWRA, during the visit we also had the opportunity to exchange know-how and experiences with experts in the fields of advocacy for equal pay, trade union organizing, work against sexual abuse, implementation of comprehensive sexual education programs in schools, the prevention of discrimination in the labor market and work with migrant women.



As part of our advocacy activities this year, we undertook a gender analysis of the relevant provisions of the Labor Act and developed 56 concrete proposals for legislative amendments which would improve the position of women in the labor market in Croatia. The members of the Workingwoman Initiative also gave their input into the draft amendments. We contacted the Workers' Front member of Parliament (MP), Katarina Peović, and actively got involved in the work of the Initiative for a

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Workers' Labor Act, of which the said MP is a member. The Initiative drafted a proposal for amendments to the Labor Act, which included some of CESI's proposed amendments based on our gender analysis and draft proposals developed in May 2022. The final proposal for amendments to the Labor Act, which was submitted into parliamentary procedure in June by the Workers' Front, incorporated 17 amendments proposed by CESI with the goal of achieving gender equality in the labor market and improving the position of female workers in Croatia.

In December, a Request for a Gender-Sensitive Labor Act with proposals for amendments to the Act was signed by 20 civil society organizations, experts and representatives of the academic community and was sent to the Government of the Republic of Croatia and the Ministry of Labor, Pension System, Family and Social Policy.

In its 2nd reading in Parliament in December, our proposed amendments to the Labor were advocated for by the following MPs: Sandra Benčić, Urša Raukar, Jelena Miloš, Sabina Glasovac, Katica Glamuzina, Anka Mrak Taritaš and Marijana Puljak. Further, and based on CESI's legislative proposals, representatives of numerous national-level political parties, including the Workers' Front (RF), Social Democrats (SD), Social Democratic Party (SDP), the Civic Liberal Alliance (GLAS), Centre (Centar) and the Green-Left Coalition submitted a total of 22 amendments related to improving the position of women in the labor market (fixed-term contracts, extension of the ban on dismissals, pay equality, paid care leave).

With respect to the analysis "Maternity and Parental Support Act – an analysis of provisions and practices," we refined the analysis with a total of 23 proposed changes to the Act with the aim of improving gender equality in the context of parental rights and improving the position of women in the labor market in cooperation with the members of the initiative (SOS Rijeka and Ivana Dobrotić). In the e-consultation process for the Draft Law on Amendments to the Law on Maternity and Parental Support in July, we submitted a total of 10 comments with proposed changes to the Law, of which 1 was partially accepted and 9 were not accepted.

The legislative analysis and associated proposed legal amendments were sent to MPs of the Green-Left Coalition and the Social Democratic Party who advocated for each of our proposed amendments during parliamentary debate.

In collaboration with Employed Woman Magazine, we participated in a mentoring program for women, holding 3 mentoring sessions and 2 meetings.

At the invitation of the Ombudsperson for Gender Equality, we participated in a working visit to Karlovac County in May and presented the results of the Workingwoman Project and the campaign "It's not OK in the office".

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During the year, and at the invitation of other civil society organizations and trade unions, we actively participated in numerous initiatives and campaigns including the Centre for Peace Studies' informal Socio-Economic Rights Initiative, the Initiative for a Workers' Labor Act, the Decent Wage Initiative, the New Union and **Clean Clothes' "Living Wage is Possible!" campaign, and the thematic network "4th Shift - Invisible Work" coordinated by the woman's organization B.a.B.e.** with the aim of working on the problem of harmonizing work-life balance.

**At the invitation of the Croatian Independent Trade Union (HNS)**, in April we held an educational training workshop for the women's committee of the HNS on the topic of gender equality in the labor market.

At the end of the year, and in collaboration with Dominos Association, we organized two training workshops for law school students on the topics of i) discrimination of pregnant women and parents in the workplace and ii) the rights of victims of violence in the workplace.

We also organized lectures on gender stereotypes and gender equality in the workplace for two private companies: Maistra d.o.o., and Vetropack as well for the City of Petrinja.

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

Through the Social Justice and Equal Opportunities program, the free Legal Counseling Center primarily helps women realize their labor and social rights, however we also provide advice in other legal areas as we are an association registered to provide free legal aid. Through the website and Facebook page Radnica.org (Workingwoman.org), we monitor current events and highlight issues related to gender equality in the labor market.

In 2022, we provided 163 free legal aid services to 87 individuals, of which 57% were provided through the SOS Helpline and Counseling Center for Women Victims of Violence in Krapina-Zagorje County, and 43% through the Counseling Center for Labor and Social Rights - Radnica.org (Workingwoman.org). The majority of legal inquiries concerned two or more of the following legal areas: criminal and misdemeanour law (47.2% of inquiries), labor and social law (40.5%), civil law (34.7%), family law (31.9%) and other legal areas (2.5%). The topics of the inquiries were related to the protection of labor rights and protection from discrimination, conducting court proceedings, (co)ownership and property relations, lease agreements, protection of victims of violence against women, compensation for damages, divorce, custody of children and division of marital assets. With respect to the protection of women from discrimination (28.8% of inquiries), legal advice mostly related to the termination of employment (or expiration of a fixed-term contract) due to pregnancy or upon returning to the workplace after taking parental leave, and transfers to less favorable workplaces after using parental leave. Users are provided with legal advice regarding their rights and

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ways to protect their rights, as well as information about the relevant institutions and bodies and their acts and measures.

**The website Radnica.org (Workingwoman.org)** remains the place where victims of gender discrimination can find all the important information about their labor and social rights and where they can reach us for free legal advice and information. The Radnica.org website also has an accompanying Facebook page. A total of 92 posts related to issues of discrimination and labor and social rights were posted on the Radnica.org website and Facebook page.

In partnership with the associations Domine and SOS Rijeka - Center for Non-violence and Human Rights, we implemented a project of providing free legal assistance through education, seminars and the exchange of professional know-how and experiences.

### **The “WOMEN’S STANCE FOR THE SYSTEM!” Project**

At the beginning of September, we started work on the project **WOMEN'S STANCE FOR THE SYSTEM!** which is led by the **Croatian Association for Rare Diseases** and will run until the end of November 2023. The Croatian Association for Rare Diseases has noticed, over its many years of work, that systemic problems are particularly pronounced for women who suffer from rare diseases and mothers of children with developmental disabilities. The legal, psychological, and medical problems they face affect their private and professional lives, they often encounter obstacles within the system, and are frequently stigmatized by society. To provide them with comprehensive support, the Croatian Association for Rare Diseases launched the project "WOMEN'S STANCE FOR THE SYSTEM! Comprehensive support and empowerment of women with rare diseases," funded by the Active Citizenship Fund in Croatia.

Rare diseases occur in less than 5 per 10,000 people and refer to a wide spectrum of diseases about which the medical profession and public often know little about. As a result, psychosocial and other forms of patient support are often not developed or organized, reducing the quality of life for people living with the rare diseases. The Croatian Association for Rare Diseases provides psychological support, legal counseling, and occupational therapy to people suffering from rare diseases, and advocates for their rights.

At the end of the year, CESI participated in an online workshop organized by FRAMBU from Norway, for the partner organizations involved in the project: "Social rights and services provided for people with disability/RD and their families". In addition to CESI, the partner organizations are the Inclusive House "Zvono", the National Association of Rare Diseases of Montenegro and FRAMBU (Norway).

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### The “Strong women - active support for single-parent families” project

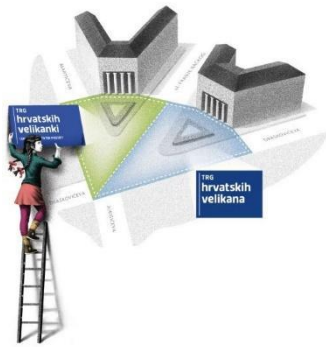
The goals of this project are to empower single-parent families and to improve their position in the labor market and the community, while also increasing the community’s awareness of their specific needs. The project will inform parents and employers about the rights related to parenthood, psychological and legal counseling, strengthen parental competencies and increase public awareness about the needs of single-parent families. The project coordinator is the association SOS Rijeka - Center for Non-violence and Human Rights. Thus far, one meeting of project partners was held related to upcoming project activities, including the development of a Newsletter on labor and social rights for employers and a Manual on labor rights for single-parent families.

## Social Activism and Political Processes Program

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

In collaboration with civil society organizations and experts, and under the coordination of the association SOS Rijeka - Center for Nonviolence and Human Rights, we submitted a **Joint Shadow Report on the Implementation of the so-called Istanbul Convention in the Republic of Croatia** to the Council of Europe and participated in a meeting with the GREVIO committee. The Shadow Report is the result of efforts by experts who work with victims of violence and highlights how the system, including the newly adopted provisions work (or do not work) in practice. In addition to arguments and evidence about the shortcomings of the system, the Shadow Report also contains concrete proposals for better harmonization with the Istanbul Convention.

We supported the campaign **Strive for Equality** – which had the aim of raising awareness about gender equality in society and advocating for greater visibility of women in the public sphere. As part of the campaign, a petition was launched to change the street name “Trg hrvatskih velikana” (The Square of Croatian Greats [using the masculine noun for “greats”]) into two equal ones - Trg hrvatskih velikana (The Square of Croatian Greats [using the masculine noun for “greats”]) and Trg hrvatskih velikanki (The Square of Croatian Greats [using the feminine noun for “greats”]).



We participated in a three-day meeting of feminist organizations entitled the: "**Regional Network Meeting "Movement-Led Approach - Gender Justice"**" organized by Cure and the Global Fund for Women in Sarajevo.

On November 25<sup>th</sup>, To mark the International Day Against Violence Against Women on November 25<sup>th</sup>, we participated in the organization and implementation of the **One billion rising campaign - A billion rises against violence against women.**



Our Member of the Board of Directors, Maja Gergorić, participated in a meeting for young people in Podgorica, Montenegro organized by the Youth Initiative for Human Rights.

At the invitation of the Karlovac Women's Group "Step", we held an introductory presentation on the topic of gender policies in practice for representatives of local NGOs and institutions.

At the invitation of the US Agency for International Development (USAID), we informed their representatives on the position of women in Croatia and presented the work of CESI.



As part of the project **"The cost of violence against women – methodology and tools for prevention and combating"** coordinated by the DOMINE association and financed by the British Embassy in Zagreb, we went on a study visit to London, UK. Together with the representatives from SOS Rijeka - Center for Nonviolence and Human Rights and the DOMINE association, we met with a representative of the Sigrid Rausing Trust, representatives of the Women's Budget Group, the Director of the Janet Veitch organization, and with Professor Liz Kelly at London Metropolitan University. The focus of the visit was learning about gender-sensitive budget analysis, data collection and analysis methods and methods for tracking violence against women.





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## Sex, Gender, and Sexual Rights Program

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

### **PROJECT: SVEP 2 JUNIOR Sexual violence – educational and preventive program 2**

This project is implemented in upper grades of primary schools with the aim of preventing sexual violence against children. Within the framework of the project, we organized a two-day training workshop for elementary school teachers for the implementation of a pilot program for the prevention of sexual violence. Around twenty individuals participated in the training workshop. The pilot program was then implemented in seven elementary schools in seven different cities, and pre- and post-testing was conducted to determine the program's effectiveness. Informational lectures for parents about the program were also organized in schools.

In May and June of this year, CESI conducted three two-day training courses on the topic of prevention of sexual violence for youth peer educators, in which 31 students participated. The training courses were organized in the following schools: Kantrida Elementary School (Rijeka), Matko Laginja Elementary School (Zagreb), and Slava Raškaj Elementary School (Ozalj).

We also conducted an educational seminar for the teachers who will participate in the implementation of the educational-preventative program in their schools. More than 60 people from 22 elementary schools and from 18 counties participated in the seminar where representatives of CESI presented the module of violence prevention in youth relationships. We also conducted an eight-hour educational program at the Dugave Primary School for students of upper grades. Schools where the education of youth peer educators was carried out conducted awareness-raising campaigns that included video recording, informing peers, and sports competitions. An educational manual for teachers and a media campaign are in the process of being prepared.

This project is coordinated by the Women's Room, with the following project partners: the Ombudsman for Children of the Republic of Croatia, CESI - Center for Education, Counseling and Research, Association of Youth Judges, Family Judges and Experts for Children and Youth, Dragutin Tadijanovića Elementary School in Petrinja, Kantrida Elementary School in Rijeka, Bedekovčina

Elementary School, Slava Raškaj Elementary School in Ozalj, Antun Mihanović Elementary School in Slavonski Brod, Veruda Elementary School in Pula, Matko Laginja Elementary School in Zagreb, the Rape Crisis Network of Ireland and Change Attitude (Sweden).

### Capacity building of teachers



Through this program, we continuously work to strengthen the capacity of teachers, collaborating with and providing professional assistance to schools in the implementation of Health Education and Civic Education.

We organized an education seminar for female teachers at Terme Tuhelj, the purpose of which was to design, together with the female teachers, a system of long-term support for work on the topic of gender-based violence, but also in the implementation of the cross-curricular topics of Health and Civic Education. 10 people participated in the seminar.

In Varaždin, we held three workshops for female teachers and talked about gender-based violence online, with an emphasis on violence in young people's relationships. About a hundred teachers participated in these workshops.

We conducted a workshop on "Gender Equality in Schools" in cooperation with the GOOD initiative for 20 female teachers who implement Civic Education (which includes the topic of gender equality) in schools.

We also organized the workshop on "Gender Equality in Schools" at the County Professional Council of Civic Education for 28 teachers who conduct Civic Education in schools in Krapina-Zagorje County.

## Workshop for students



As part of our ongoing work on the prevention of violence in the Krapina-Zagorje County, this year we held workshops on violence in young people's partner relationships at Pregrada High School, A. G. Matoša Zabok High School, Oroslavje Elementary School, Bedekovčina Elementary School, Konjščina Elementary School, and Donja Stubica Elementary School. About 110 students participated in the workshops.

In cooperation with the Youth Council of the City of Pregrada, we held a workshop on the topic of Violence Prevention in Adolescent Relationships for fifteen young people.

We spoke with students at the 2nd Human Rights Festival organized by Varaždin First Grammar School on the topic of: Are we equal and why is gender equality good for everyone? More than 110 students and their teachers participated.

We held a workshop on the topic of online sexual violence and violence in relationships for 30 students at the Orthodox General High School in Zagreb.

Finally, we held a lecture on feminism and gender equality for 24 students at Odra Elementary School.

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## Social media campaign

The social media campaign for youth: StopRUN was carried out continuously throughout the year. We focused on combating gender stereotypes and preventing and combatting various forms of gender-based violence. During the year, we published two posts a week on various social media networks.



DOSTA! uskrate medicinskih usluga DOSTA! zlostavljanja  
inih postupanja DOSTA! fundamentalizma DOSTA! nebrige  
DOSTA! korupcije u zdravstvu DOSTA! netransparentnosti  
medicinske skrbi DOSTA! reproduktivnog nasilja DOSTA!  
DOSTA! ministra Beroša DOSTA! uništavanja javnog zdrav  
DOSTA! Čorušića DOSTA! ginekologa ženomrzaca DOSTA! ko  
DOSTA! omalovažavanja DOSTA! nasilja DOSTA! nedostojn  
upanja DOSTA! maltretiranja DOSTA! izgovora DOSTA!

## The Enough! Initiative

The Enough! Initiative was launched this year, consisting of the organizations Roda, CESI, PaRiter, Platform for reproductive justice and Solidarna Foundation for Human Rights and Solidarity. The goal of this initiative was to express solidarity and support for Mirela Čavajda, a pregnant woman who spoke publicly about her experience of being denied access to health care (abortion) in Zagreb, and to bring public attention to the failings of a health system that denies women their rights. The initiative sent official requests to the Government, the Parliament, and the Ministry of Health and held protests in nine cities across Croatia on May 12, 2022 as an expression of solidarity with women who have experienced various forms of violence in public health institutions, and whose rights to health care guaranteed by the Constitution and the laws of the Republic of Croatia are denied. The initiative continues with its initial demands and seeks the full implementation of the existing law and the guarantee of the right to health and dignity in the health care system for all women.

We took part in the organization of a largescale protest in Zagreb on May 12<sup>th</sup> at Ban Jelačić Square, where about 10,000 people gathered. We demanded access to the quality and affordable health care that we pay for. In addition to Zagreb, protests were also held in the cities of Rijeka, Split, Zadar, Šibenik, Korčula, Sisak, Osijek and Pula.

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The organization of the protest was preceded by a press conference organized on St. Mark's Square in Zagreb and an action of solidarity with Mirel Čavajda, which collected the necessary funds for her to access the medical procedure she needed in Slovenia.

As part of the Human Rights Film Festival in December, we spoke on a panel about the ENOUGH! Initiative, what the initiative has done so far and what it plans to do in the future.



### **Comprehensive Sexual Education**

At the end of the year, we launched the Initiative for the experimental introduction of a comprehensive sexual education program in primary and secondary schools in the City of Zagreb. The initiative has sent an official request to the City of Zagreb, and along with CESI, consists of: the Women's Room, CroMSIC, the Committee for Sexual and Reproductive Health and Rights including HIV and AIDS, RODA-Parents in Action, Status M, the Croatian Youth Network, Zagreb Pride, the Rainbow Families Association, the Parents' Association "Step by Step", the Croatian Association of Paraplegics and Tetraplegics, the Croatian Association for the Promotion of Midwifery, Dr. Tanja Jurin, psychologist and sexual psychotherapist, and Reci.hr – the web portal about sexual and reproductive awareness.

In addition, an online educational platform is being prepared for experts who want to conduct sex education in schools. The educational program is in accordance with UNESCO guidelines.

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## Seminar for youth



In July, we organized The Seminar - Initiate the Change 2.0. aimed at young people with an interest in contributing to the realization of sexual and reproductive health and rights in their community. 15 young women participated in the seminar where they had the opportunity to discuss and learn more about current topics that are closely related to their lives, but which are little talked about in the educational system. The goal of the seminar was to prepare the participants to act as activists and agents for social change after the seminar.

We launched an advocacy initiative (CESI and experts in the fields of law and medicine) aimed at Parliamentary parties on the left and center of the political spectrum for the drafting of a joint proposal for a law on termination of pregnancy, which would be submitted jointly by all of the Parliamentary political parties that support a woman's right to choice.

We participated in the three-day meeting of the ASTRA network, the first after the COVID pandemic. The main focus of the meeting was the war in Ukraine and how to help women and girls who are often victims of sexual violence and do not have access to health care. We discussed challenges, developed common work strategies, and also learned self-defense skills.

We participated in the **16th Festival of Tolerance** in Zagreb, where we spoke about the right to terminate a pregnancy.



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# Research, Analysis and Advocacy for Gender Equality Program

*As a part of the Research, Analysis and Advocacy of Gender Equality Program, CESI advocates integrating a gender perspective into public policies and adequate allocation of public funds, and is involved in the work of 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 sector institutions in the implementation of measures and activities that contribute to gender equality.*

We participated in the two-day strategic planning for CROSOL- The Croatian Platform for International Citizen Solidarity, of which CESI is a member. We also developed a section of the Human Rights House Annual Report: "Human rights in Croatia: overview of the situation for the year 2021" on the status of women's rights and other topics CESI works on.

Within the framework of the Workingwoman project, we developed an analysis of the Act on Maternity and Parental Support, which the Government of the Republic of Croatia started to amend in 2021. As part of the same project, we also developed an Analysis of the Labor Law, using the recommendations that emerged from the analysis as advocacy tools in public consultation and the process of adopting the new Labor Law.

Strong networking and membership in international networks gives us the opportunity to participate in international campaigns and strengthens our domestic activities and advocacy. Using our website and monthly newsletter, we disseminate relevant information about the position of women in Croatia and our activities with the wider public and members of ASTRA - Central and Eastern European Network for Sexual and Reproductive Health and Rights.

In collaboration with other civil society organizations and experts, and under the coordination of the association SOS Rijeka - Center for Nonviolence and Human Rights, we submitted a Joint Shadow Report on the Implementation of the Istanbul Convention in the Republic of Croatia to the Council of Europe.

CESI and experts in the fields of law and medicine launched an advocacy initiative aimed at the parties of the left and the center and their representatives in the Parliament for the drafting of joint legislation on termination of pregnancy.



We joined the initiative of the Center for Reproductive Rights on the occasion of the US Supreme Court ruling that ended the constitutional right to abortion in the US, which calls on decision-makers and legislative bodies in Europe to take concrete actions aimed at improving reproductive health and removing obstacles in access to abortion.

We participated in the three-day meeting of the **ASTRA network**, the first after the COVID pandemic, in which members from different countries from Central and Eastern Europe participated. We established new partnerships with organizations in Croatia and the EU for the purpose of implementing projects and expanding the network of cooperation on the topic of social rights and equality.



As part of the Initiative for the experimental introduction of comprehensive sexual education programs in primary and secondary schools in the City of Zagreb, our collaborators are the following organizations and individuals: Women's Room, CroMSIC, Committee for Sexual and Reproductive Health and Rights including HIV and AIDS, RODA-Parents in Action, Status M, Croatian Youth Network, Zagreb Pride, Rainbow Families, Parents' Association Step by Step, Croatian Association of Paraplegics and Tetraplegics, Croatian Association for the Promotion of Midwifery, Reci.hr - portal on sexual and reproductive awareness and Dr. Tanja Jurin, psychologist and sexual psychotherapist.

## CESI in the media and on social networks

As in previous years, in 2022, 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 the content of our archive and internal monitoring of activities.

In 2022, we made a total of **178 media appearances**. Most of these were on the internet and radio where we emitted our broadcast advertisements. We maintained the same level of engagement on social media as in previous years. The CESI website was visited by 4,000 people, while our Facebook page is followed by 6,041 people, and our Instagram profile is followed by 1,057 people.

In addition to CESI's official website and social media pages, separate websites and social media accounts have been created for our various projects and campaigns.

### Follow us online:

Web	FB	Twitter/ Instagram / Youtube/ LinkedIn
<ul style="list-style-type: none"> <li>● cesi.hr</li> <li>● radnica.org</li> <li>● libela.org</li> <li>● seznamweb.net</li> <li>● nechupedia.seznamweb.net</li> <li>● nijeuredu.com</li> </ul>	<ul style="list-style-type: none"> <li>● CentarCESI</li> <li>● PortalLibela</li> <li>● Eumogucnosti</li> <li>● SOStelefonZagorje</li> <li>● mrezapodrskezisKZZ</li> <li>● seznamweb</li> <li>● radnica.org</li> <li>● MojastvarMojizbor</li> <li>● kampanjadvijedjevojice</li> <li>● nasilnevezesubezveze</li> <li>● genderwagewatchers</li> </ul>	<p><b>Twitter</b></p> <p>@PortalLibela</p> <p><b>Instagram</b></p> <p>Mogurecinecu</p> <p><b>Youtube</b></p> <p>Ravnopravnost</p>

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## Team members and organizational development

In 2022, CESI employees and team members were: Anamarija Tkalčec, Program Manager and CESI Coordinator; Sanja Cesar, Program Manager; Sanda Malbaša, Head of Finance and Deputy Coordinator; Nataša Bijelić, Expert Associate; Lana Kučer, Expert Associate; Tena Sambolić Petrišić, Project Manager; and Vendi Keserica Tomičić, Project Manager.

This year, we implemented the Strategic Plan adopted for the period from 2021 to 2024, as well as the Operational Plan for 2022. In September 2022, we held a strategic plan review meeting with the members of the CESI Board of Directors and developed the Operational and Financial Plans for 2023.

**With the goal of increasing organizational capacity, members of the CESI team participated in a study visit** (from May 30 to June 4, 2022) to our partner organization IWRA in Iceland, which organized an exchange of experience and knowledge with gender equality experts in areas of interest to CESI's work.

We participated in the Anti burn-out camp in Medulin, organized by the Fund for Active Citizenship in Croatia, and learned about the various tools available for the prevention of burn-out syndrome in human rights organizations.

Since 2022, CESI has been a beneficiary of institutional support from the National Foundation for the Development of Civil Society, which contributes to the stability of the organization's work.

To increase the impact of our work on social media networks, we organized a training for our team on: "Promoting your organization and its activities and goals on social networks" led by Anamarija Vuić. The ideas and methods learned in the workshop were then implemented in CESI posts and announcements on social media networks.

We participated in numerous trainings (23 in total) related to our field of work, and 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)).

In December 2022, the regular Assembly meeting of CESI was held and elected the members of the Board of Directors (Maja Gergorić, Amir Hodžić, Helena Popović, Vedrana Kobaš and Branimira Mrak) and the members of the Executive Committee (Nataša Bijelić, Sanda Malbaša and Anamarija Tkalčec) for a mandate of two years.

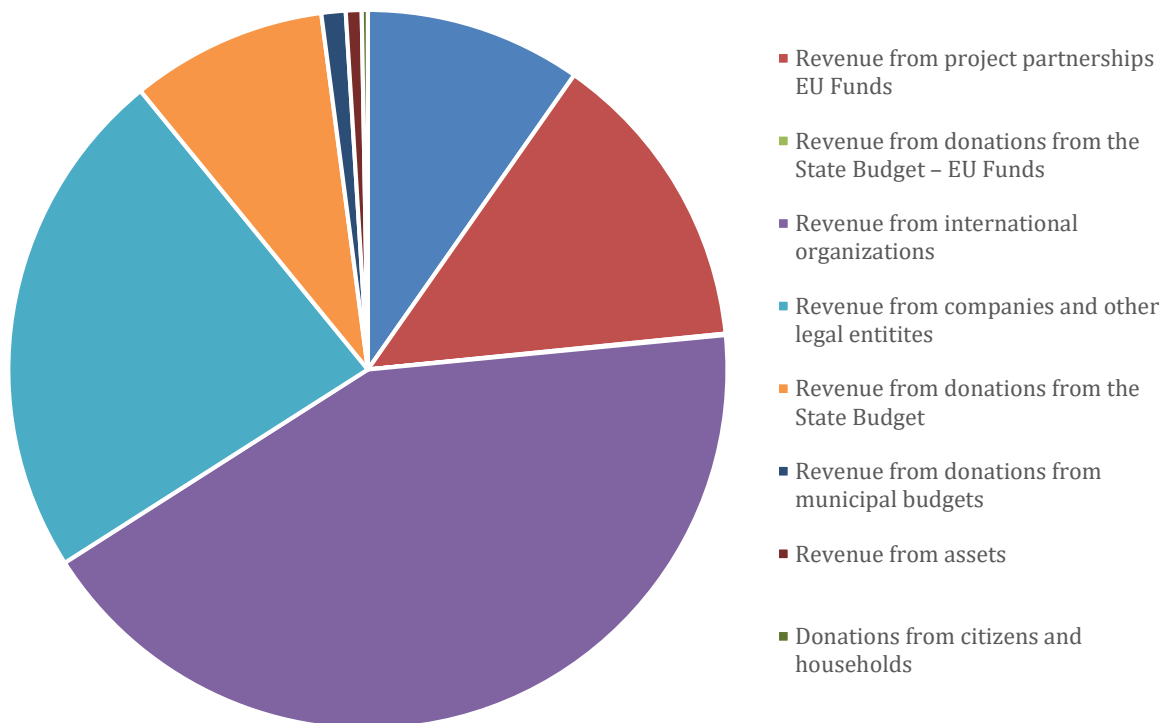
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# Annual Financial Report

## CESI Annual Financial Report for 2022

REVENUE	1.835.828 kn	243,656 €	
Revenue from services	178.620 kn	23,707 €	9,73%
Revenue from project partnerships - EU Funds	251.079 kn	33.324 €	13,68%
Revenue from donations from the State Budget – EU Funds	1.199 kn	159 €	0,07%
Revenue from international organizations	780.091 kn	103,536 €	42,49%
Revenue from companies and other legal entities	424.842 kn	56,386 €	23,14%
Revenue from donations from the State Budget	161.918 kn	21,490 €	8,82%
Revenue from donations from municipal budgets	20.000 kn	2,654 €	1,09%
Revenue from assets	13.026 kn	1,729 €	0,71%
Donations from citizens and households	5.053,00 kn	671 €	0,28%

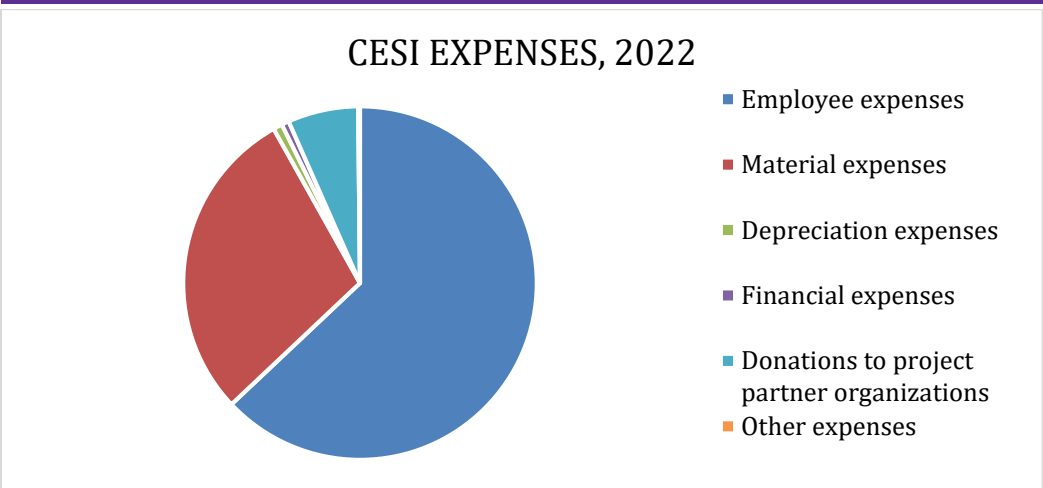
## CESI REVENUE, 2022



## EXPENSES

**1.678.933 kn      222,833 €**

Employee expenses	1.057.107 kn	140,302 €
Material expenses	485.461 kn	64,432 €
Depreciation expenses	14.000 kn	1,858 €
Financial expenses	11.366 kn	1,509 €
Donations to project partner organizations	108.134 kn	14,352 €
Other expenses	2.865 kn	380 €



In 2022, CESI had total revenues equal to €243,656 (1.835.828 kn). Surplus funds transferred from previous periods was equal to €68,263.32 (514.330 kn). Total expenses were €222,833 (1.678.933 kn) and the surplus income available in the next period is €89,087 (671.225 kn). The balance sheet as of 31.12.2022. is €172,800 (1.301.965 kn).

**Our donors in 2022:**

**Active Citizens Fund**

**The Sigrid Rausing Trust**

**National Foundation for the Development of Civil Society**

**European Union**

**Ministry of Justice**

**Ministry of Labor, Pension System, Family and Social Policy**

**City of Zagreb**

**Government of the Republic of Croatia Office for Cooperation with NGOs**

**Private donors**

THIS REPORT WAS TRANSLATED BY EQUITAS, 2023.