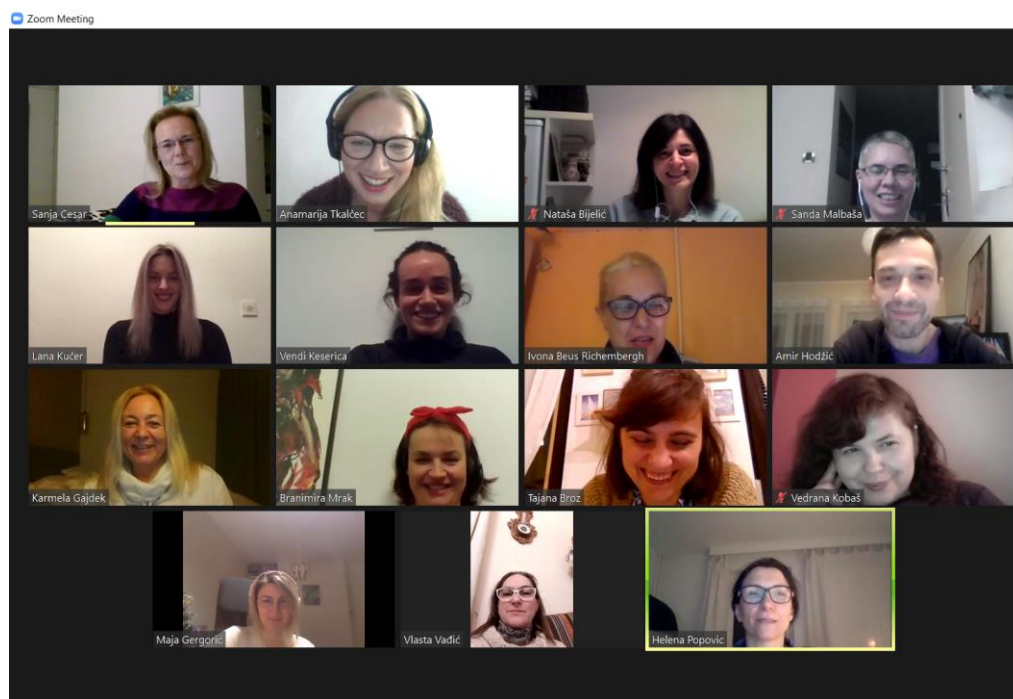


CESI ANNUAL REPORT 2020



Introduction

The year 2020 brought many challenges caused by the COVID-19 pandemic and earthquakes for everyone, including our organization. However, we continued to work on **empowerment of unemployed women, promotion of gender equality in the world of work (especially in the field of work-life balance and gender pay gap), promotion of gender mainstreaming, providing psychological, legal and other support to women victims of violence, development of new and innovative tools for preventing gender-based violence among adolescents and youths and promotion of sexual and reproductive rights, with emphasis on access to abortion services.** We drafted a **Bill on Prevention and Termination of Pregnancy** in cooperation with experts and advocated for its adoption. We have been participating in a project concerning gender equality and women's empowerment in the Republic of Croatia Armed Forces and Peacekeeping Operations, which is a new area of work for CESI.

During the year, we conducted a number of activities in the scope of our programs, such as public actions, advocacy work, research and analyses. Successful work continued in the area of education and counselling, as shown by the evaluations of the participants of our educational programs. We have successfully cooperated with partner organizations and institutions, and also expanded cooperation with new partners in Croatia, the region and the European Union.

CESI actively advocated the implementation of public policies and legislation related to gender equality. We were also active at the international level, especially in advocating for women's reproductive rights.

Our work has been recognized by various domestic, European, and global foundations that fund and support gender equality projects and programs which benefit Croatian citizens.

During 2020 CESI contributed to the local and state budget (by paying income tax, surtax on income tax, salary contributions and tax and contributions for honorariums) in the amount of 327.098 HRK. On the

other hand, CESI's projects were funded by local or state funds in the amount of 180.334 HRK. Therefore, **CESI contributed 146.764 HRK more to the budget than was received.**

1980 persons were involved in different activities: representatives of institutions, civil society organizations, political parties, women, youth, students and teachers.

We are members of the Local Partnership for Employment of the City of Zagreb; the Council for the Implementation of the Youth Guarantee Plan at the Ministry of Labour, Pension System, Family and Social Policy; and the Team for Prevention and Combating Violence against Women and Domestic Violence in Krapina-Zagorje County.

2020 in numbers:

- 8 projects
- 2042 direct beneficiaries
- 987.758 indirect beneficiaries (social media and posts)
- 2.000.492,00 HRK in total income
- 7 employees
- 27 associates
- 36 volunteers worked for 1068 hours
- 60 beneficiaries of free legal counselling service
- 136 services of legal and psychological counselling and 428 other services for victims of crimes
- 68 women completed educational or training programs for unemployed women
- 228 representatives of local government, associations, companies, unions and students participated in an educational program about gender pay and pension gap
- 21 volunteers provided counselling services, escorts to courts for victims and similar services in Krapina-Zagorje County
- 5 research and analysis reports
- 3 manuals (manual for teachers, manual for peer educators, educational manual about gender pay and pension gap)
- Innovative materials for prevention of cyber sexual and gender-based violence in intimate partner relationships, internet platform Nechupedia and youth magazine True2You
- 30 peer educators trained for the prevention of cyber sexual and gender-based violence in intimate partner relationships
- 16 students trained and motivated to work in the field of sexual and reproductive health and rights
- #Whyarewesilent (#Zaštošutimo) – campaign for sexual and reproductive health and rights
- a Bill on Prevention and Termination of Pregnancy
- 460.670 readers of Libela.org

Social Justice and Equal Opportunities program

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



SOS Helpline and Counselling Centre for Women Victims of Violence in Krapina-Zagorje County provided its service in 2020. The services consisted of psychosocial and other support to women victims of violence (legal advice, emotional support, empowerment, conversation, information). The activities were also aimed at raising awareness about the impact of gender-based violence. In 2020, the world was hit by a pandemic of the COVID-19 virus, and in this context, an important emphasis was placed on protecting women from violence. Women's homes became the most dangerous place for victims in that period. Women were constantly exposed to abusers because of lockdown and epidemiological measures. Consequently, women had to make additional efforts to seek help and protection.

In 2020 there was an increase in calls - 126 calls were received, which is about 20 more than last year. The majority of calls were related to psychosocial support (62 calls) and legal support (19 calls). Access to counselling services in the office space was restricted due to epidemiological measures. Statistically, the data shows that the perpetrators of violence were most often husbands (72) or ex-partners (11). The most frequent form of violence suffered by women was psychological violence (92), but there was also a significant number of women who were victims of two or more forms. Through our work, we empowered women to recognize all forms of violence and report it and continued to provide direct support and counselling, legal advice, emotional support and other services.

In 2020, 14 volunteers spent 112 hours on the Helpline. Also, 2 individual supervisions and 2 group supervisions were organized focusing on skill development of volunteers in terms of dealing with the specifics of working on a helpline for women victims of violence.



As far as the general public is concerned, we worked on raising awareness about gender – based violence related issues and on encouraging the public to recognize violence and report it. Given the specifics of 2020, we conducted most of the activities in an online format. Thus, both the National Day for the Elimination of Violence and the International Day for the Elimination of Violence against Women were marked with a Facebook campaign.



SOS telefon i savjetovalnice za žene žrtve nasilja KZZ danas je na Životnom trgu organizirao trening samoobrane za žene. Ovo je drugi trening koji je organiziran, a zbog situacije COVID-a 19 i mjere opreza i zaštite, održan je na otvorenom. Trening su vodili kineziolozi Lucija Valenti i Marko Zigman, dok su žene imale priliku probati pokrete sa svojom trening partnericom.

In July, we organized a self-defence training event in compliance with all epidemiological measures. We also informed the public about our activities through leaflets, radio and television shows, and good cooperation with local media representatives continued. The Helpline's Facebook page was regularly managed and had 996 followers.

The Helpline was launched in 2012 in cooperation with Krapina - Zagorje County and the County's Gender Equality Commission. Since 2019, we have been a member of the County Team for Preventing and Combating Violence Against Women and Domestic Violence, and in 2020 the coordinator of our Helpline was elected as the team leader.

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



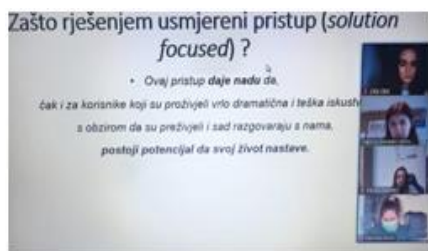
The project was implemented in partnership with Women's room – Center for Sexual Rights; Victim and Witness Support Service; Centre for Civil Initiatives - Poreč; Center for Support and Development of Civil Society "DELFIN "; DESA Dubrovnik – Regional Center for Community Building and Civil Society Development; Association "HERA" Križevci – for the protection and promotion of human rights; Information Legal Center; Women's Group Karlovac "KORAK "; SOS Virovitica – S.O.S. – Counseling, Empowerment, Cooperation; and Association ZvoniMir.

The aim of the project was to offer support to victims and witnesses of criminal and misdemeanour offences. The services included were psychosocial assistance, legal assistance, emotional support, support while going to court or other institutions. The services were available to users before, during and after court proceedings. CESI provided these services in Krapina-Zagorje County mostly by telephone. Direct work with victims and visits to institutions were not possible due to the COVID-19 measures. However, we received 136 calls and requests for support and provided 408 services of emotional, legal and other assistance. 5 services of escort to courts were provided, as well as 15 services of psychological support.

In 2020, there was a need for direct support that was not possible due to the epidemiological situation. However, radio jingles were very useful because victims and witnesses got information about the Network.



As part of the Network, we organized educations and public actions. In 2020, two public actions were held. One that marked the European Day of Crime Victims was held in Zabok, and the other in Krapina. We organized a two-part online training course for professionals working with victims and witnesses of crime. The course was conducted by our associate (a psychologist).



Through the entire 2020, which was the third year of project implementation, we organized meetings, educations and round tables with various members of the Network and representatives of the Ministry of Justice and Public Administration.



In 2020 radio jingles were broadcasted 192 times and 4 articles about the Network's activities were published on local news websites. The total number of court duty shifts in the county was 11. The program involves 7 volunteers, but the volume of their work was decreased due to the pandemic.

The Facebook page Victim and Witness Support had 97 posts and was followed by 210 people. The website of the project: www.mrezapodrskeisuradnje.com

Empowerment and education of unemployed women

In 2020, we organized educations and offered support to unemployed women through **“Equal Opportunities in the World of Work and Employment Processes! - Women choose a new chance”** project.

CESI in partnership with **LAG Sutla – Zagorje and the Public College Krapina** conducted various activities with the aim to reduce discrimination in the world of work and support long-term unemployed women in the City of Zagreb and Krapina-Zagorje County.



The goal of the project was to improve the position of women in the world of work in the City of Zagreb and Krapina- Zagorje County. The program beneficiaries were long-term unemployed women and women who needed legal assistance in exercising their labour and social rights. In 2020, 13 workshops and over 50 counselling sessions for 40 women in Zagreb, Pregrada, Zabok, and Klanjec were organized. Educational activities had to be transformed into online workshops due to epidemiological measures. Topics covered at the workshops were: communication skills, personal values and setting goals, motivation, presentation skills, negotiations and self-employment. 50 women participated in the workshops that were held in Zagreb, Pregrada, Zabok, and Klanjec.

NAJVEĆI NEPRIJATELJI NISU S DRUGE STRANE STOLA NEGO JE NAŠA...

- Rutina
- Pretpostavka
- Projekcija
- Stav - završili smo - 'Kraj prije kraja'
- Rečeno je, no ne i zapisano
- Zna se - podrazumjeva se
- Odrađivanje

The slide also features a grid of six video thumbnails showing participants in a Zoom meeting. The thumbnails are labeled with names: 'Katerina Šimik', 'Tara', 'Mirela Jajec', 'Tara', and 'margareta...'. There is also a small logo for 'e-s-i' on the right side of the slide.

In Krapina, training courses in eco-farming and aromatherapy (a program specially designed for the project) were conducted for 18 women from Krapina-Zagorje County who successfully completed them. Also, legal support and information were provided to women regarding their labour and social rights. The project will continue in 2021 and is co-financed by the European Union from the European Social Fund.



Gender equality in the labour market



Gender pay and pension gap (GPPG)/ Equal rights – Equal pay – Equal pensions



The Ombudswoman for Gender Equality, in partnership with CESI, the Institute for Social Research in Zagreb, the Retired Persons' Trade Union of Croatia and the Institute for Equality of Women and Men from Belgium implemented the project "Equal Rights - Equal Pay - Equal Pensions" funded by the European Commission through the REC program (Rights, Equality and Citizenship). The goal of the project was to raise awareness about gender pay and pension gaps in order to reduce the risk of poverty for women in Croatia.

We designed an educational program and created an "Educational Manual – The Gender Gap in Wages and Pensions". Together with other partners, we organized a workshop in Osijek at the beginning of the year entitled "Equality for all!". Workshops were previously conducted in Zagreb, Split, and Rijeka for a total of 228 representatives of the public and private sector, pensioners, and students.

We participated in the final online conference of the project on November 24, and we marked the European Equal Pay Day on November 10. It is a day when women, unlike their male counterparts, symbolically stop receiving salaries and work for free until the end of the calendar year.

Project website: <https://gppg.prs.hr/>





parents@work: Changing Perceptions!

In 2020 we continued to work on the project “parents@work” to change negative perceptions of parents and reduce discrimination based on parenthood in the workplace. Discrimination may include derogatory remarks, deterioration of the working atmosphere, assignment of inappropriate work tasks and termination of employment. The project aims to change the attitudes and perceptions of employers, employees and the public.

The first activity of the project parents@work: Changing Perceptions! was an **analysis of working parents’ perceptions and experiences of discrimination and difficulties in the workplace or during employment**.

In this regard, two surveys were carried out: one in Austria and one in Croatia, choosing two different methodological approaches. In Austria, 18 interviews were conducted with persons who were discriminated against because of (future) parenthood. A total of 40 cases were analysed in Croatia, and the method used were interviews and questionnaires. You can see the summary of the studies here: <https://parentsatwork.eu/wp-content/uploads/2020/06/Sa%C5%BEEetak-Izvje%C5%A1tja-HRV-Parents@Work-1.pdf>

The second activity of the project was a study about organizational culture and climate of employers and their perception of working parents. A total of 28 employers were surveyed through an online questionnaire (25) and telephone interviews (3). Over 400 employers were contacted to complete the online questionnaire. However, due to the corona crisis and the problems faced by companies in this context, the turnout for participation in the survey was expectedly low. You can read more about the study here:

<https://parentsatwork.eu/wp-content/uploads/2020/11/Izvjes%CC%8Ctaj-stavovi-poslodavaca-studenti-2020.pdf>

With the aim to increase the visibility of the project, 3 newsletters were created, available at: <https://parentsatwork.eu/news/>

The project is carried out in partnership with research and counselling institutions and ombudspersons in Croatia and Austria. L&R Research is the project coordinator, the Ombud for Equal Treatment in Austria, and the Ombudsperson for Gender Equality in Croatia. The project is funded by the European union's REC program (2014-2020). The project will be continued in 2021.



Legal counselling and website **Radnica.org** (Workingwoman)

As a part of the Social Justice and Equal Opportunities program, our free Legal Counselling Service provides help and support to women in exercising their labour and social rights. Furthermore, since we are an organization registered to provide free legal aid, we also advise women in various other legal areas. Through the web page and Facebook Page **Radnica.org**, we follow current trends and raise awareness about all issues of gender equality in the world of work.

In 2020, 60 women contacted our Legal Counselling Service seeking legal advice or information. That is 30% more than last year. Most users contacted us for the first time (76.7%), and the most commonly used means of seeking legal support were telephone/mobile phone (53.3%) and e-mail/social networks (31.7%). Beneficiaries sought legal assistance mostly in the field of labour and social law, followed by family and civil law, and a smaller part of the inquiries was related to criminal and administrative law. Most of the year was defined by the pandemic of the COVID-19 virus and 3 months of lockdown. In this context, in the area of labour law, the counselling mostly referred to non-payment of salaries and termination of employment, followed by issues concerning (un)paid leave and regulation of working hours and also the conditions for working from home. The beneficiaries also had inquiries related to temporary incapacity for work and conducting proceedings regarding violation of their rights. Additionally, women sought information on maternity and parental rights, rights during unemployment and protection against discrimination. In the area of family and civil law, inquiries about the resolution of marital and family relations prevailed (divorce/separation and child-care) as well as concerns about regulation of marital property, during and after the termination of marriage. Lastly, advice was given on issues of inheritance and ownership rights as well.

Legal advice consisted of clarifying to beneficiaries which rights they have under which law, how they can exercise and protect the rights in question and what the existing practice is in specific cases. They were also referred to the competent institutions/bodies and were assisted with understanding the formal actions taken in these procedures. When it comes to the more complex procedures that require the advice of a lawyer, beneficiaries often showed the inability to finance lawyers and procedural costs. They were also unwilling to initiate formal proceedings due to long duration, high costs, stress and distrust in the state/judicial authorities.

The website **Radnica.org** continues to be a source for victims of gender discrimination and working women. It contains all important information about labour and social rights and it is a place where women can contact us anonymously for free legal advice and information. **Radnica.org** also has a Facebook page, which is followed by 7328 people, and where we regularly published texts and information related to the topic.

In partnership with the NGOs Domine and SOS Rijeka - Centre for Nonviolence and Human Rights, we implemented a project "Free legal aid" collaborating through educations, seminars and exchange of professional knowledge and experience.

Social Activism and Political Processes Program

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



Libela - gender, sex and democracy web portal (libela.org) is dedicated to monitoring and critical questioning of democratic and social practices from a gender perspective. The emphasis is on raising the visibility of social, political, and cultural engagement of marginalized social groups that are not represented in the mainstream media. The editorial board had regular meetings and was responsible for creating content. At the end of the year, the editorial board announced the end of the current mode of work and publishing articles regularly. At the moment, articles are published occasionally and Libela exists as a source of information and archive of feminist articles. Continuous fundraising and editing the website required a lot of volunteer engagement that became impossible to maintain, and the main issue was lack of funds. The farewell article was written by Ivana Perić and can be found at: <https://www.libela.org/sa-stavom/10821-sto-god-je-da-je-borile-smo-se/>.

In 2020, 252 articles were published on Libela, there were 460.670 views, 287.993 unique views, and the total number of visitors was 360.018. The number of followers of Facebook page was 14.690. The total number of volunteers was 17 and they worked for 505 volunteer hours.

Strengthening and supporting women in the Republic of Croatia Armed Forces and Peacekeeping Operations

CESI was invited to participate in a project that was one of the winners of the AEIF competition which was held for alumni initiatives by the U.S. Department of State. In Croatia, the project was initiated by doc.dr.sc. Irena Petrijevčanin Vuksanović and the partner institution is the Ombudswoman for Gender Equality. For the first time in Croatia, an analytical insight into women's position in the army and peace operations will be conducted. The project will contribute to the National action plan for United Nations Security Council Resolution 1325 (2000) for Women, Peace and Security and similar resolutions (2019-2023). The project will promote the protection of women victims of gender-based violence. We will conduct awareness raising activities and strengthen women's position in the army by tackling weaknesses within the system, implementing gender equality practices and preventing and combating gender-based violence and harassment.

Direct beneficiaries are cadets/officers, non-commissioned officers and other participants. They will implement new knowledge in their professional work in the army force, especially outside Croatia, creating an atmosphere of zero-tolerance on violence. The project was presented on the 20th of October 2020 (<https://www.prs.hr/cms/post/180>). It is funded by the United States Department of State, supported by the Embassy of the United States of America in Croatia and The Ministry of Defence of the Republic of Croatia.

Other CESI activities:

- Online webinar about gender equality for members of the Women's Forum of the Social Democratic Party of Croatia and female politicians from Slovenia (organized by the Friedrich Ebert Foundation).
- CESI participated in a mentorship program for Roma activists. CESI provided mentoring support to a Roma intern. The program was a part of the two-year project "Arise Roma", conducted by Arterarij, Center for Peace Studies and the Roma Youth Organization. The aim was to raise awareness, promote inclusion, support and empower Roma activists and the Roma community in Croatia. A mentorship program (job shadowing) was created with the goal of professional development and activist empowerment. During the first three months, the intern followed the mentor's work and got information about civil organization functioning, business communication and CESI's field of work. During the second quarter, the intern implemented new knowledge and started initiatives within the local community and the Roma Youth Organization.

Sex, gender, and sexual rights program

Within the "Gender, Sex and Sexual Rights" program we focus our work on promoting sexual and reproductive rights and preventing gender-based violence. We continually monitor national, international, and regional policy and strategy making process regarding gender stereotypes in education and reproductive and sexual rights, and participate in public debates, make recommendations, shadow reports and organize various events.

Prevention of Gender-Based Violence



Project "I can choose to say no" empowers youth to oppose cyber sexual and gender-based violence.

The project contributed to the suppression of cyber sexual and gender-based violence in intimate partner relationships of youth aged 15-19, especially empowering and supporting girls to oppose violence.

Research

At the beginning of the year, data on attitudes, awareness and experiences of students and teachers in high schools about cyber sexual and gender-based violence in intimate partnerships was analysed. The online survey was conducted on a sample of 458 students and 384 teachers from Croatian high schools. The analysis report examined the students' level of awareness and knowledge on GBV in general, cyber sexual GBV and reactions in situations related to these forms of violence. The report also analysed teachers' gender-biased behaviour toward students and opinions on the mentioned forms of violence, as well as whether teachers knew students who experienced cyberviolence and whether they had the capacity to support those who did.

Survey reports conducted in Croatia and comparative survey reports for other countries participating in the project are available on the website www.cesi.hr, infographics are available on the website Nechupedia <https://nechupedia.sezamweb.net>.

Prevention and educational programs for youth



Peer education provided a safe space for questioning gender norms, discussion and learning about equality and sexual and gender-based violence, and for developing critical thinking skills about cyberbullying.

The two-day training was organized and 30 peer educators from 9 high schools were educated to implement prevention programs that were designed to reduce cyberbullying and violence in intimate partnerships. They implemented said programs with the aim to encourage young people, especially girls, to oppose cyber sexual violence and gender-based violence in intimate relationships.

The following schools participated in the project: Medical school Osijek, Vocational school Vinkovci, School for Nurses Vrapče (Zagreb), Grammar School Ivana Zakmardija Dijankovečkog

Križevci, High-school Sv. Ivan Zelina, High-school Glina, High-school Ban Josip Jelačić (Zaprešić), Economic school Požega and School of Economics Varaždin.

Youth magazine True2You was created as an innovative way of learning that opened up possibilities for recognizing the specific forms of online and offline violence. Also, it provided information regarding communication skills and support in resisting peer pressure and normalization of violent behavior. True2You encouraged girls and boys to oppose gendered social norms that influence their decisions and lives. They were encouraged to act in solidarity, recognize and respect their own and other people's boundaries and say NO to violence and harassment, and instead to establish new standards and say YES to equal relationships, respecting diversity and preserving their integrity and self-respect.



Support for teachers

The aim was to raise awareness about cyber sexual and gender-based violence among teachers and provide tools for changing violent behaviour. Manual "Cyber sexual and gender-based violence in intimate partner relationships" was created to increase teachers' knowledge about sexual and gender-based violence and offer workshops for their students, as well as to explain the institutional procedure on how to respond to violence and present good practices in intimate partner violence prevention that can be implemented according to various social contexts. We want to ensure practical support for school experts to improve prevention, intervention and build and create an atmosphere of zero tolerance on violence in schools.



The campaign "I can choose to say no – Love is not violence."

The campaign raised awareness in online and offline spaces. It encouraged young people, especially girls, to act in solidarity, provide support and take a stand against sexual and gender-based violence, whether it happened to them or someone else. Additionally,

they were informed about schools' obligation to protect them from all forms of violence. All information can be found on the online platform Nechupedia: <https://nechupedia.sezamweb.net>, with a subpage for teachers: <https://nechupedia.sezamweb.net/nastavnici>.

The campaign included a Facebook page: [nasilnevezesubezveze](https://www.facebook.com/nasilnevezesubezveze) and Instagram: [mogurecinecu](https://www.instagram.com/mogurecinecu). Besides CESI, project partners were: Autonomous Women's Center from Serbia, Fundacion Privada INDERA from Spain and NANE – organization for women's rights from Hungary.



ERASE GBV - Education and raising awareness in schools to prevent and encounter gender-based violence

The project aims to raise awareness and build the capacities of students, teachers and professional associates in schools related to the prevention of gender-based violence, gender equality, healthy relationships, sexual violence, and intimate partner violence in a multicultural context. We plan to educate students and teachers to identify children who experienced gender-based violence to support them and encourage reporting of violence. Also, the goal is to develop and implement a protocol for dealing with gender-based violence in schools using existing services.

Within the project, qualitative and quantitative surveys were conducted to assess the level of knowledge of teachers and students regarding gender-based violence and the need for education. Based on the survey results, an educational program was created and will be available online. We intend to organize training courses for students who will become future school workers - teachers and other experts.

Partners on the project are Tampere University (Finland), University of Zagreb, University Blanquerna, Ramón Llull University (Spain), organization Conexus (Spain), City of Jyväskylä and University Jyväskylä (Finland).

Workshops and awareness-raising

We are continuously working on empowering teachers and strengthening their capacities to work on gender equality, gender stereotypes and the prevention of youth intimate partner violence. We have been cooperating with schools and experts supporting them in the implementation of the activities contributing to violence prevention and gender equality.

We have distributed information and educated students to encourage them to become involved in activities that contributed to the promotion of gender equality, deconstruction of gender stereotypes and intimate partner violence prevention. Lectures were held in libraries, high schools, and universities. We have participated in various conferences related to the education and prevention of gender-based violence.

A workshop on gender-based violence prevention was held for students of the Medical Faculty (University of Zagreb), in cooperation with the association CroMSIC.



The One Billion Rising Against Violence Against Women campaign, which has taken place worldwide, was implemented in cooperation with RODA, Alliance of people

with disabilities and many other associations, organizations, and activists.

We gave a speech at the protest in Varaždin giving public support and expressing solidarity with all women victims of physical, sexual, emotional and other forms of violence and to encourage them to report violence and seek help.

We participated in consultative meetings, public lectures, workshops and conferences that were organized by other organizations (Women's Room, Status M, Human Rights House Zagreb, etc.)

Sexual and reproductive health and rights

In previous years there was intense discussion about women's rights to choose (not) to have children, when to have children and terminate her pregnancy. We participated in discussions, advocacy, and awareness-raising. In the debates, we primarily focused on the freedom of choice, which politicians and clerical organizations are constantly trying to challenge.

#zaštošutimo

We conducted a campaign #zaštošutimo (#whyarewesilent) about access to safe, free and available abortion services in Croatia. The goal was to establish a dialogue with supporters and to inform the public about (in)accessibility of medical care and barriers that women experience while trying to access termination of pregnancy.

The majority of Croatian citizens support the right to legal, free and available abortion services, comprehensive sexual education and available contraception. The public opinion survey showed that 81% of citizens consider that women must have freedom of choice (IPSOS, 2020). The fight to protect women's access to available, safe and legal abortion services in public health system represents a fight for a public health system that will provide care services for everyone. After the online campaign, an outdoor campaign on billboards in major cities was implemented during the electoral campaign. 510.000 persons saw the Facebook ads, there were 12.600 reactions, it was shared 454 times, and there were 2.220 comments. There were 20 billboards and posters on 32 locations in Zagreb, and messages were on 62 city lights in 12 cities.

Bill on Prevention and Termination of Pregnancy

In cooperation with the Doctors' initiative and other experts, we drafted a bill concerning termination of pregnancy. Our goals are: protection of reproductive health, autonomy and dignity of women who consider termination of pregnancy, promoting the use of contraceptives and education in health and educational institutions aiming to decrease unplanned pregnancies, improving the quality, and availability of reproductive health services. CESI has been lobbying among members of the Parliament to send the bill into the parliamentary procedure.



We stressed the importance of prevention and various problems and barriers women are facing, such as the inconsistent implementation of health education in schools, limited access to reproductive health services for youth and influence of negative trends on reproductive health services.

We are involved in an exchange of experience in promoting and protecting women's reproductive rights in Croatia, in the EU and internationally. We have invited various experts and decision-makers to support the implementation of programs for improving youth reproductive health and rights.

We worked to increase capacities and strengthen cooperation with non-governmental organizations, civil initiatives, the academic community and various professionals. We contributed together to the promotion and achievement of sexual and reproductive rights and prevention of obstetric violence.



A three-day training program "Start the Change" for students was organized for young people who want to contribute to achieving sexual and reproductive health and rights. The training provided informal education that encourages them to become involved in activism and social change. The aim was to educate young people about sexuality, reproductive health and rights, gender equality and empower them to be proactive. We wanted to motivate youths to think, talk and learn more about topics related to their lives which are excluded from the educational system. 16 youths participated in the training and after they created actions plans according to their preferences.

Website SEZAM was redesigned and had 35.000 views. Social networks are used for information dissemination and youth sensitization. FB page SEZAM had 3.000 followers. Within FB page Nasilne veze su bezveze (Relationship abuse is of no use), which had 10.500 followers, we had a campaign Mogu reći neću (I can choose to say no). "Moja stvar, moj izbor – vrijeme je da saznaš više "(My thing, my choice – it's time to find out more) campaign was also conducted on social networks. The goal was to disseminate information about sexual and reproductive rights among youths and encourage them to join discussions and activities related to their reproductive health. Facebook page My thing, my choice, had 8500 followers.

We participated in international events and had the chance to inform international experts and institutional representatives about the situation in Croatia. We were involved in discussions and seminars about the impact of the COVID-19 pandemic on reproductive health services and the increase in gender-based violence.



Research, Analysis and Advocacy of Gender Equality Program

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

Important aspects of our work are: monitoring and advocating the development of national legislative and institutional framework concerning improvement of women's human rights and gender equality, and providing expert support and disseminating information to government bodies and public sector institutions to implement measures and activities that contribute to gender equality.

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

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

We are members of the Council for the Implementation of the Youth Guarantee Plan at the Ministry of Labour, Pension System, Family and Social Policy.

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

We participated in initiatives that deal with gender-based violence. Within initiatives #spasime and #pravdazadjevojčice, we cooperated with various organizations, Solidarna Foundation and celebrities involved in the campaign.

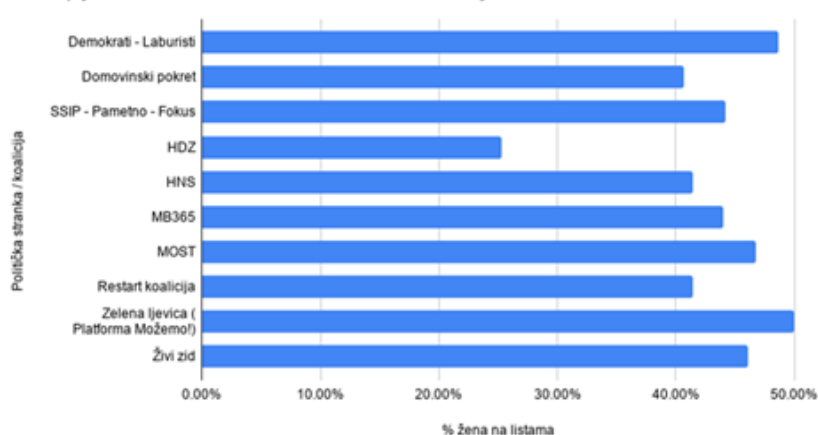
Partnerships related to project implementation and expanding the cooperation network in Croatia and the EU were established.

The 2020 Parliamentary Elections: A Gender Analysis

In 2020, we analysed the representation of women in the parliamentary elections. It included a gender analysis of electoral lists and results of the 10th elections for the Croatian Parliament. We focused on parties and coalitions that had members in the Parliament and had chances to be re-elected.

We analysed how many electoral lists satisfied the gender quota (40%) and the number of women on the lists. The results were presented for all electoral districts and political parties/coalitions. We looked at how women were positioned on the lists, meaning the number of women in first and higher positions, as well as the number of youths (men and women born after 1990).

Zastupljenost žena na listama stranaka / koalicija



We were also interested whether the parties used the zipper system as a method of drawing up lists and did they achieve proportional representation (50%). Finally, the analysis included the number of seats won by women and the total number of women in the Parliament after the transfer of mandates.

CESI in the media and activities on social networks

As in previous years, in 2020, we continued to monitor media content on websites, television, radio and daily, weekly, and monthly magazines and newspapers. The media report was based on the content of our archive and internal monitoring of activities. When the coronavirus pandemic started, topics covered by CESI's work weren't in the media focus. At that time, CESI was preparing a campaign #zaštošutimo that was implemented during parliamentary elections. The issue of available, safe and legal abortion services within public health services got visibility in public sphere and the campaign caused high public engagement.

In 2020 we had **237** appearances in media. Most of them were on **websites and radio shows which broadcasted our jingles**. We maintained the level of engagement on social networks as in previous years. The number of likes on the CESI Facebook page has increased. At the end of 2020, there were 4.641 likes and 5.054 followers.

Besides CESI's official Facebook page, separate pages were created for the projects to provide more in-depth information about project activities.

Look for us online:

Web	FB	Twitter/ Instagram / Youtube
<ul style="list-style-type: none"> • cesi.hr • radnica.org • libela.org • sezamweb.net • nechupedia. 	<ul style="list-style-type: none"> • CentarCESI • PortalLibela • Eumogucnosti • SOStelefonZagorje • mrezapodrskezisKZZ • sezamweb 	<p>Twitter @PortalLibela</p> <p>Instagram Mogurecinecu</p> <p>Youtube</p>

sezamweb.net	<ul style="list-style-type: none"> • radnica.org • MojstvarMojizbor • kampanjadvijedjevojci • nasilnevezesubezveze • genderwagewatchers 	Ravnopravnost
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Team members and organizational development

In 2020, employees and members of the CESI team were: Sanja Cesar, Program Manager and CESI Coordinator, Sanda Malbaša, Head of Finance and Deputy Coordinator; Anamarija Tkalčec, Program Manager; Nataša Bijelić, Expert Associate, Tena Sambolić Petrišić, Expert Associate, Lana Kučer, Expert Associate and Vendi Keserica, Expert Associate.

We have been implementing the adopted Strategic Plan for 2018 – 2021 and the Operative plan for 2020. Operative planning was carried out in the fall, and the Operational plan for 2021 was created. Lana Kučer, Expert Associate, participated in the program of Women's Human Rights Training Institute (WHRTI-8), 2020-2022. Institute is a unique educational program founded in 2004. It is an advanced program aimed at building the capacity of young lawyers from Central and Eastern Europe for litigation on women's rights issues, including violence against women and domestic violence, sexual and reproductive health and rights, social and economic rights, employment discrimination and multiple discrimination.

We participated in an education organized by K- zona "Radnopravnost svima" about labour law and protection from harassment and discrimination, development of diversity policies and inclusive workplace, especially in regard to LGBTIQ topics.

We provided group and individual supervisions and additional education for SOS Helpline volunteers. We participated in the following educational activities: capacity building for providing support, information about discrimination, emotional support before, during, and after process in the courts, escorting to courts for victims, stress prevention among helpers/supporters.

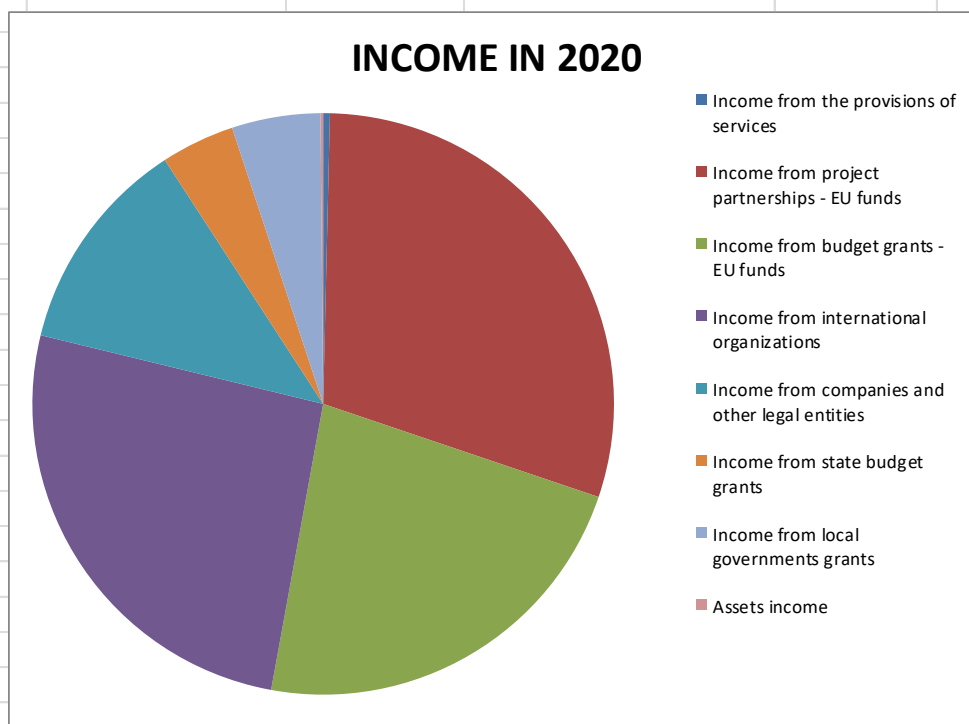
OK Quality Management System for Civil Society Organizations is used for the purpose of good management.

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

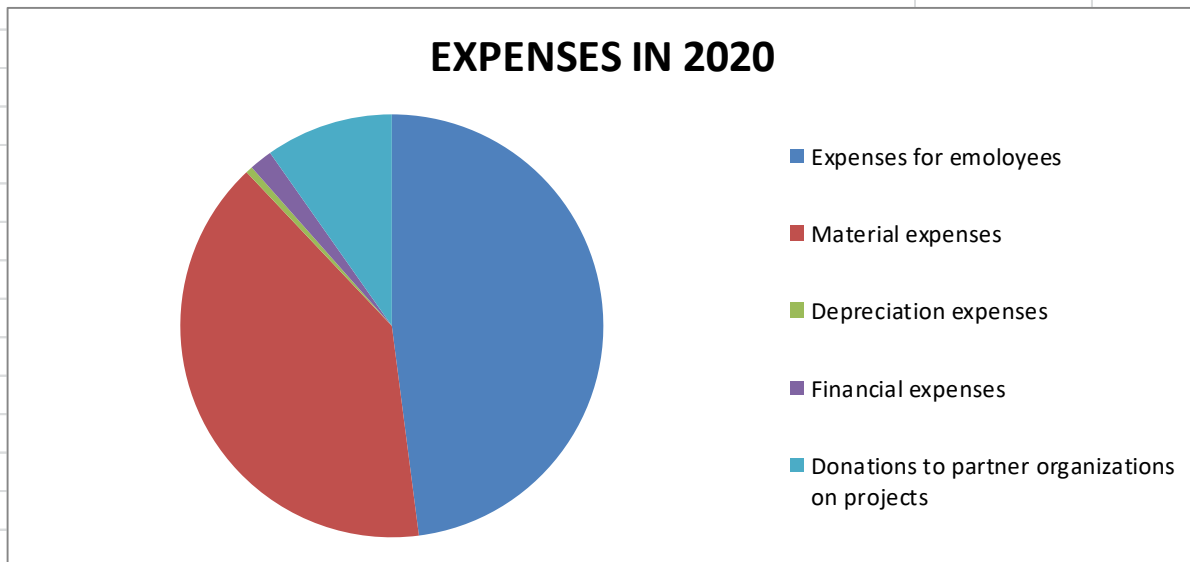
In December of 2020, CESI's regular election Assembly was held. Members of the Steering Committee, coordinator and deputy coordinator were elected.

Annual Financial Report

	Income	2.000.492 kn	265.564 €	
Income from the provisions of services		7.442 kn	988 €	0,37%
Income from project partnerships - EU funds		596.488 kn	79.183 €	29,82%
Income from budget grants - EU funds		453.696 kn	60.228 €	22,68%
Income from international organizations		518.694 kn	68.856 €	25,93%
Income from companies and other legal entities		240.868 kn	31.975 €	12,04%
Income from state budget grants		81.884 kn	10.870 €	4,09%
Income from local governments grants		98.450 kn	13.069 €	4,92%
Assets income		2.970 kn	394 €	0,15%



	EXPENSES	1.708.496 kn	226.802 €
Expenses for employees		819.301 kn	108.762 €
Material expenses		683.267 kn	90.703 €
Depreciation expenses		9.049 kn	1.201 €
Financial expenses		30.103 kn	3.996 €
Donations to partner organizations on projects		166.776 kn	22.139 €



Total income in the year 2020 was 2.000.492 KN.
The amount of funds transferred from the previous financial period was 116.058 KN. Total expense in the year 2020 was 1.708.496 KN, therefore surplus for the next period is 408.054 KN. The final balance on December 31, 2020 was 1.362.720 KN.

Donors in the year 2020 were:

- European Union
- The Sigrid Rausing trust
- Center for reproductive Rights, New York
- U.S. Embassy in Croatia
- Ministry of Justice
- Ministry of Labour, Pension System, Family and Social Policy
- Krapina-Zagorje County
- City of Zagreb
- Agency for Electronic Media
- Office for Cooperation with NGOs
- Privredna banka Zagreb

