



# **Women's Room – Center for Sexual Rights**

## **Annual Report 2018**

**Content**

1. ABOUT WOMEN'S ROOM..... 3

1.1. General information ..... 3

1.2. Women's Room structure ..... 4

1.3. Summary..... 6

2. INTRODUCTION ..... 8

3. DIRECT WORK WITH SURVIVORS OF SEXUAL VIOLENCE..... 11

4. EDUCATION ..... 14

5. RESEARCH ..... 21

6. DEVELOPMENT OF PUBLIC POLICY THROUGH PUBLIC WORK, ADVOCACY AND NETWORKING ..... 23

7. PUBLISHING ..... 27

8. FINANCIAL REPORT FOR 2018 ..... 29

9. WE THANK ..... 32

10. APPENDIX ..... 32

Appendix 1: Structure of Womens Room in 2018..... 33

Appendix 2: List of members of the Women`s Room, a members of the Committee and Coordination Team in 2018..... 34

Appendix 3: List of volunteers in 2018..... 35

# 1. ABOUT WOMEN'S ROOM

---

## 1.1. General information

**The Women's Room - Center for Sexual Rights** is a feminist, non-profit, civil society organization established in 2002 with the aim of prevention and combating sexual violence, providing direct support and assistance to persons who survived sexual violence as well as promotion and protection of sexual rights.

Within the scope of the Women's Room, the **Center for Victims of Sexual Violence** provides direct assistance and support to persons who have survived sexual violence.

We actively work on developing public policies, prevention programs, improvement of legislation, implementing specialized education as well as raising awareness about the problem of sexual violence.

### Goals:

- Active advocacy for the promotion of gender equality based on feminist principles and values.
- Empowerment of women to actively demand and protect basic women's human rights.
- Active work on the prevention and combating of all forms of violence against women, with emphasis on sexual violence and violence in family, through assistance and support to victims; the design and implementation of prevention programs and specialized education; the development of mechanisms and policies for combating these forms of violence; and systematic monitoring of these mechanisms and policies in practice.
- Direct work with persons who survived sexual violence through counseling (psychological counseling, legal counseling, crisis counseling, information on available services in the health system) and therapeutic work, including preparation for court proceedings and work with persons close to victims of sexual violence.
- Empowerment of children and youth in combating sexual, gender and sexual discrimination.
- Active work on the protection and promotion of the rights of children and youth and the prevention of sexual violence against and among children and youth.

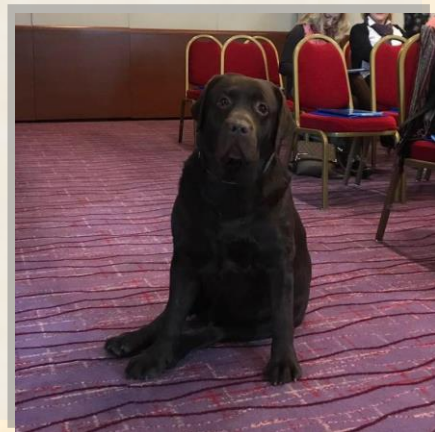
- Promotion and protection of sexual rights in accordance with the Declaration on Sexual Rights.
- Active advocacy against discrimination based on sex, gender, gender expression and/or gender identity, sexual orientation and intersex characteristics.
- Empowerment and support for lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) populations in demanding and protecting their basic human rights.
- Advocating non-violence and active participation in peace processes.

## 1.2. Women's Room structure

Women's Room's work is shaped, managed and coordinated by the Working Team, Coordination Team, Management Board and Assembly of the Women's Room (Appendix 1 and Appendix 2).

During 2018, the **Working Team** of Women's Room was comprised of:

- ❖ **Maja Mamula, PhD** (psychologist, President of the Coordination Team)
- ❖ **Anamaria Drožđan Kranjčec** (legal professional, Coordinator of the legal team)
- ❖ **Antonija Hojt Ilić** (social pedagogue, Coordinator of Educational Programs)
- ❖ **Josipa Tukara Komljenovic** (sociologist, Coordinator of Youth Programs)
- ❖ **Senka Sekulić Rebić** (psychologist, Coordinator of the Center for Victims of Sexual Violence)
- ❖ **Jelena Čaušević** (mag.oec, Finance Manager until 16<sup>st</sup> May of 2018)
- ❖ **Valentina Klepec** (bacc.oec, Finance Manager since 1<sup>st</sup> June of 2018)
- ❖ **Kristina Mihaljević** (social pedagogue, project assistant)
- ❖ **Nina Marjanović** (bacc.oec, finance assistant)
- ❖ **Lidija Al Tharwan** (spec.admin.publ., head of office)
- ❖ **Darko** (Therapeutic Dog - chocolate Labrador).



In addition to the core of the Women's Room Team, our regular associates of the Center for Victims of Sexual Violence are **Ida Šamanović** (counselor and psychotherapist), **legal office Pelc** (legal counselors), **Ula Marton** (gynecologist), **Ksenija Maslo** (supervisor), **Dalibor Stanić** (accountant), **Siniša Vujić** (maintenance of computer equipment), **Nikola Strelar** (maintenance of websites), **Petra Drožđan Kranjčec** (graphic designer) and **Luiza Bouharaoua** (lector).

We would also like to emphasize involvement of **28** regular volunteers (Appendix 3) who provided important contributions to the work of the organization with their energy, positive approach and enthusiasm. Volunteers contributed a total of **536,5** hours when volunteering in our regular activities.

We would like to point out that Women Room receives volunteers not only from Croatia but also from other countries (eg the United States, Bosnia and Herzegovina etc.).



**Image 1: Training for volunteers, 20<sup>th</sup> and 21<sup>st</sup> February, 2018**



### 1.3. Summary

For the Women's Room, 2018 was very successful year, year of numerous activities and implementation of significant programs and projects. In 2018, the Women's Room had **18** programs and projects, some were a continuation and some were initiated during the year.

In 2018, annual turnover was 3.546,344,00 HRK. Women's Room working team consisted of 8 permanent employees, 1 person on professional training for work without employment, 21 external experts and 28 volunteers.

Within the scope of educational programs, we held **148** different educational sessions. Target groups comprised of representatives of civil society organizations, representatives of state bodies and institutions, university students, secondary and elementary school pupils, teachers and experts who work in educational institutions, parents, women and general public. In 2018, a total of **3479** people participated in educational sessions.

The Center for Victims of Sexual Violence provided **902** counseling sessions, and **153** individuals received support and assistance. The most frequent problems clients identified were rape/attempt of rape (53,3%) and combined problems (16%).

Women's Room members participated in **25** conferences and/or meetings, thematic sessions, public activities, tribunes, etc. organized by local and/or international organizations or governmental bodies. We also participated in **26** meetings of different networks, teams, working groups, coalitions, coordinations and committees.

The work of Women's Room was covered in the media **368** times, 4 times in newspapers and magazines, 21 times on TV, 16 on radio and 195 on web portals.

Printed and other materials of Women's Room were made in a total of **32 120** copies.

---

*"It took me quite a long time to develop a voice, and now that I have it,  
I am not going to be silent."*

*Madeleine Albright*

---

## THE MOST RELEVANT EVENTS FOR THE WOMEN'S ROOM IN 2018

- ❖ Implementation of the three year program **“Network of support and cooperation for victims and witnesses of criminal offences”** started
- ❖ Implementation of the EU project **“Sexual Violence – Educational and Prevention Program”** started
- ❖ The implementation of **one-day cross-sectoral education about violence against women and femicide** continued
- ❖ Basic and specialized **education for organizations of civil society who are working in a field of helping and supporting victims of criminal offences** held
- ❖ Developed and implemented National campaign **“Network of support and cooperation for victims and witnesses of criminal offences”**
- ❖ **Analysis of media coverage about femicide in Croatia** within the EU project **“Building more effective protection: transforming the system for combating violence against women”** developed
- ❖ The Women’s Room coordinator participated as a lecturer on education in Beirut **„Provision of Psychosocial and Legal Support for Women Subjected to/Survivors of Violence”**
- ❖ Three lectures on **Police Academy** about the role of civil society organizations in combating violence against women held
- ❖ The members of Women's Room successfully completed three training modules **"Training for Trainers"** organized by Incest Trauma Center from Belgrade
- ❖ Women’s Room, as one of the co-founder, continued with active work and development of **Regional Network against Sexual Assault**

## 2. INTRODUCTION

---

Women's Room worked on **18 programs and projects** during 2018: 7 of which alone, 6 were held by Women's Room and 2 in partnership with other civil society organizations within the 3 bearing areas of work: the protection of human rights with an emphasis on women's human rights, combating sexual violence, and the promotion and protection of sexual rights pursuant to the Declaration of Sexual Rights, including the sexuality of women and sexual and gender minorities (LGBTIQ). Two projects are volunteer projects of Women's Room.

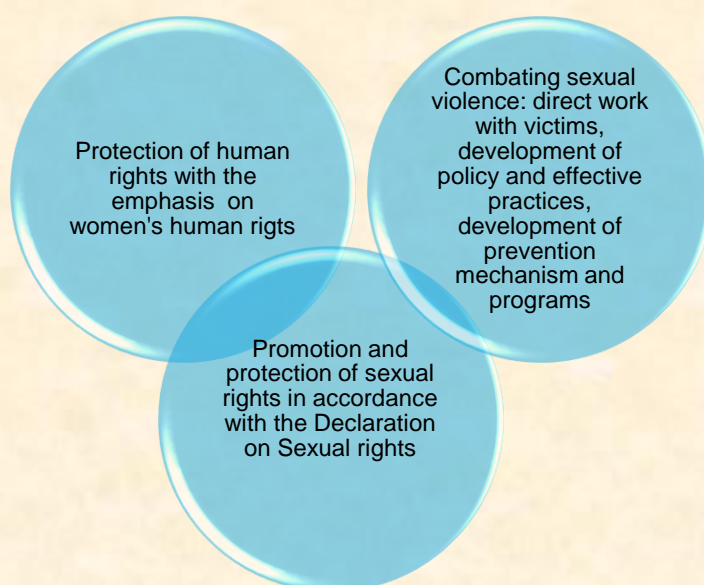
**Table 1: List of projects/programs and donors of Women's Room in 2018**

no.	Project title and donor agency	amount
1	<p><b>"Building more effective protection: transforming the system for combating violence against women"</b>                      European Commission, Directorate - general justice and consumers                      (April 1, 2017 – December 31, 2019)</p>	<p>2.538,370.65 HRK                      WR: 881.063,98 HRK</p>
2	<p><b>„Network of support and cooperation for victims and witnesses of criminal offences“</b>                      Ministry of Justice                      (January 1, 2018 – December 31, 2020)</p>	<p>2.037.985,86 HRK                      WR: 675.643,00 HRK</p>
3	<p><b>“Education and empowerment – step closer to employment”</b>                      Ministry for Demography, Family, Youth and Social Policy of the Republic of Croatia                      (June 1, 2017 – May 31, 2020)</p>	<p>200.000,00 HRK</p>
4	<p><b>„Young people for gender equality“</b>                      Ministry for Demography, Family, Youth and Social Policy of the Republic of Croatia                      (December 1, 2018 – November 30, 2019)</p>	<p>60.000,00 HRK</p>
5	<p><b>„Pass it on!“</b>                      Ministry for Demography, Family, Youth and Social Policy of the Republic of Croatia                      (December 1, 2018 – November 30, 2019)</p>	<p>115.000,00 HRK</p>
6	<p><b>“Let's stop violence and hate speech on the Internet”</b>                      Ministry for Demography, Family, Youth and Social Policy of the Republic of Croatia                      (October 1, 2017 – July 31, 2018)</p>	<p>95.430,00 HRK</p>



7	<b>“Together for safe childhood”</b> Ministry for Demography, Family, Youth and Social Policy of the Republic of Croatia (October 15, 2017 – October 14, 2018)	90.000,00 HRK
8	<b>Turn off the Violence - improving competencies of key stakeholders on the Island of Vis to prevent various forms of violence against children”</b> Ministry for Demography, Family, Youth and Social Policy of the Republic of Croatia Partner project with Association SVIMA (October 15, 2017 – October 14, 2018)	8.080,00 HRK
9	<b>“Development of emotional and social skills with purpose of prevention of sexual violence among and against youth at risk”</b> City of Zagreb – City Office for Social Protection and Persons with Disabilities (January 1, 2017 – January 31, 2018)	25.000,00 HRK
10	<b>„Sexual Violence – Educational and Prevention Program (SVEP Program)“</b> European Commission, Directorate – general justice and consumers (September 1, 2018. – September 1, 2020.)	2.411.979,86 HRK WR: 1.733.652,95 HRK
11	<b>Lump sum financial support for 2018</b> City of Zagreb – City Office for Social Protection and Persons with Disabilities City of Zagreb (March 1, 2018 - December 31, 2018)	30.000,00 HRK
12	<b>Lump sum financial support for 2018</b> Ministry for Demography, Family, Youth and Social Policy of the Republic of Croatia (August 1, 2018 - December 31, 2018)	20.000,00 HRK
13	<b>„Center for Victims of Sexual Violence“</b> Mediterranean Women’s Fund (May 2018. – April 2019.)	4.000,00\$
14	<b>#surfwithoutfear</b> City of Zagreb – City Office for Social Protection and Persons with Disabilities (January 1, 2018 – January 31, 2019)	50.000,00 HRK
15	<b>“Center for Victims of Sexual Violence”</b> City of Zagreb – City Office for Social Protection and Persons with Disabilities (January 1, 2018 –December 31, 2018)	60.000,00 HRK

16	<b>“Psychosocial help to sexual violence victims”</b> City of Zagreb – City Office for Health (January 1, 2018 –December 31, 2018)	23.000,00 HRK
17	<b>REKOM</b> – Volunteer project of the Women's Room (since 2008 -)	V
18	<b>Initiative for Civic Education</b> - Volunteer project of the Women's Room (since 2009 -)	V



**Image 2: Women's Room fields of work in 2018**

Similar to the previous years, the **Women's Room's work is organized in five main clusters of activities.**



**Image 3: Women's Room activities in 2018**

### 3. DIRECT WORK WITH SURVIVORS OF SEXUAL VIOLENCE

---

Since its official opening in April 2008, the main objective of the Center for Victims of Sexual Violence has been improving the quality of life for survivors of any form of sexual violence. The Center is the only referral center for victims of sexual violence in Republic of Croatia and continues to expand its services and improve the quality of work.

Thanks to visibility in media and social networks, and also implementation of project “Network of support and cooperation for victims and witnesses of criminal offences” the Center for Victims of Sexual Violence has increased the scope of work during 2018.

The team of the Center is specialized to work with victims of sexual violence, but we provide the assistance and support to all persons who contact us either by coming into the premises of the Center, by phone (+385016119174), by e-mail (savjetovaliste@zenskasoba.hr) or by Facebook page (<https://www.facebook.com/zenska.soba/>). We are available to anyone who needs assistance and/or support every day from 9 a.m. to 5 p.m. All services are completely free and anonymity is fully guaranteed.

In the Center for Victims of Sexual Violence (Center), a multidisciplinary team of experts provides free assistance and support to survivors of sexual violence:

- ❖ support in the process of reporting sexual violence (accompanying to the police, hospital, State Attorney's Office, court, social welfare center);
- ❖ preparation for court proceedings;
- ❖ counseling and therapy: crisis counseling (legal and psychological, information on available services in the health system), therapeutic work for dealing with traumatic experiences;
- ❖ information and counseling for persons close to victims;
- ❖ developing and publishing of various materials intended for survivors of sexual violence.

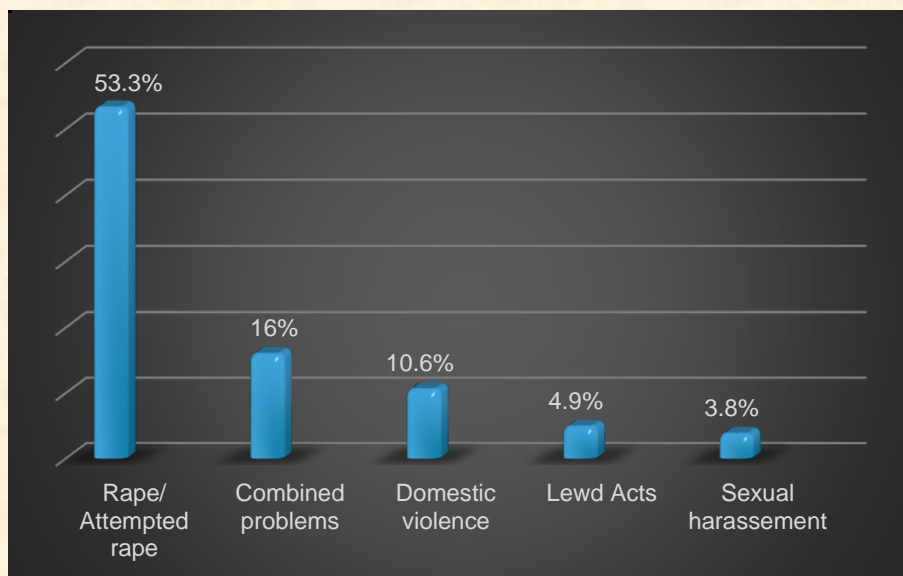
Center's Team's member is also Darko, a therapeutic dog, chocolate Labrador whose presence and peaceful energy reduce the stress and discomfort of persons who turn to us for support, both during the first encounter and the following sessions.



**Image 4: Center for Victims of Sexual Violence**

During 2018, there were a total of **903 counseling sessions**, and assistance and support was provided to **152 beneficiaries**. In comparison with 2017, there was 19% increase in number of counseling sessions.

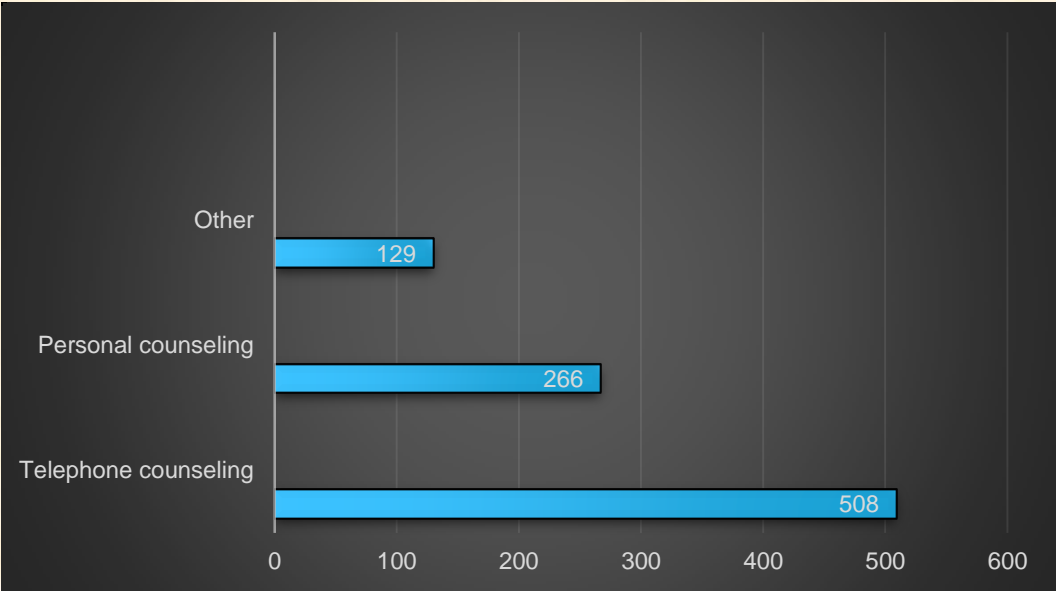
**Chart 1: Categories of reasons people contacted the Center for Victims of Sexual Violence in 2018**



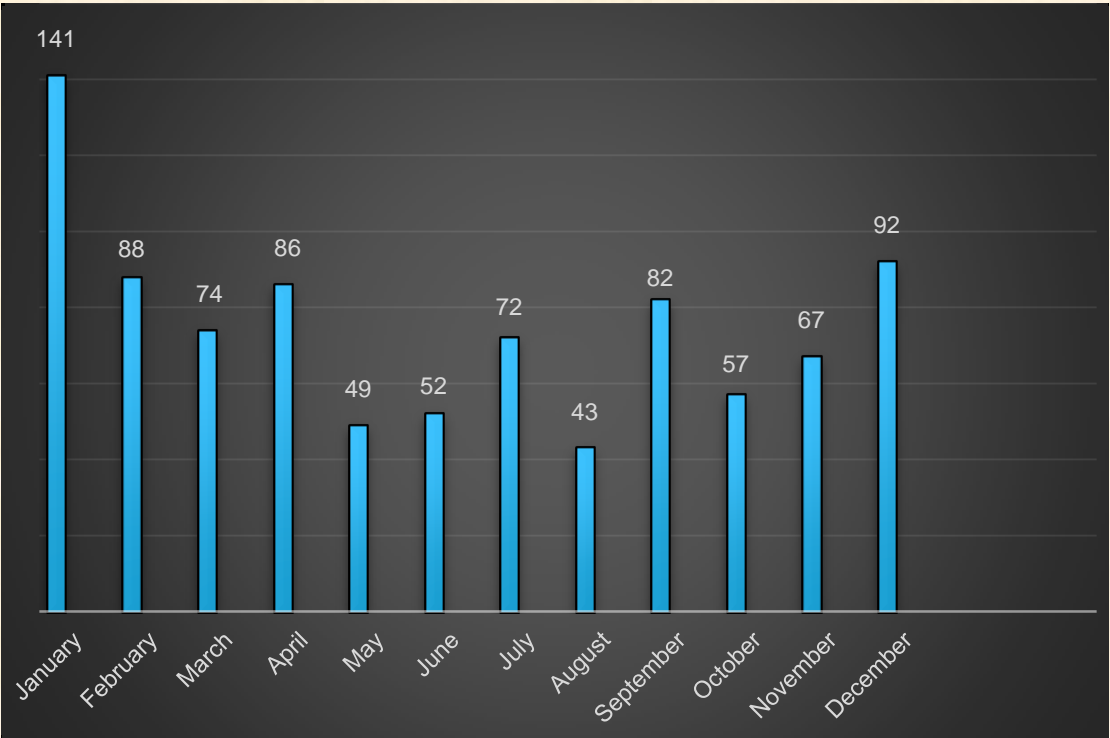
When it comes to types of counseling, the most frequent is telephone counseling (56,3%) followed by e-mail counseling (29,5%) and personal counseling (14,2%) (Chart 2).

In 74,8% Women's Room was contacted by survivor of sexual violence (62,6%) followed by friend/relative of victim (11,6%), representative from government institutions (11,1%) and representative from other civil society organizations (6,2%).

**Chart 2: Types of counseling in 2018**



**Chart 3: Number of counseling sessions in 2018**



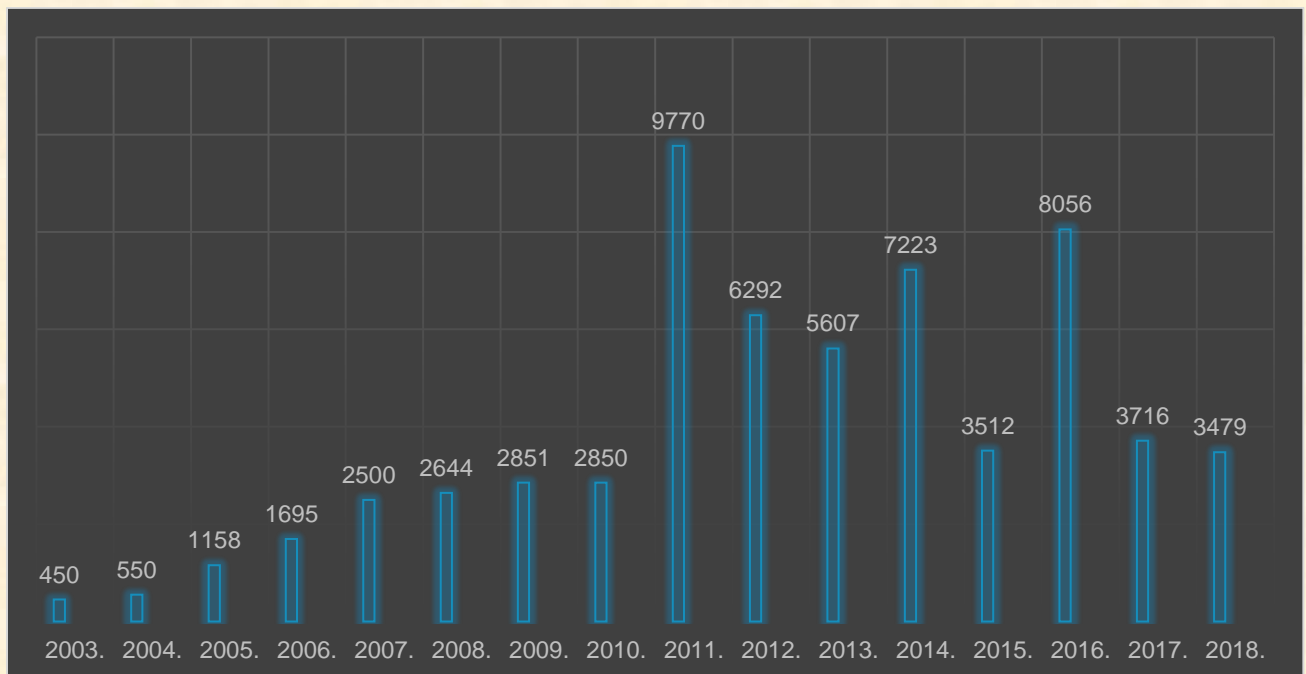


## 4. EDUCATION

---

Educational projects and programs have become the hallmark of Women's Room. Our educational work, with emphasis on trainings, lectures and specialized educations is recognized as highly professional and high quality. Because education was a priority since our establishment, this is a result of a long, well thought out approach that has evolved over the years of our work. The importance of education provided by the Women's Room is exemplified by the fact that since 2003 until now we had more than **61 000** beneficiaries of educational activities (Chart 4).

**Chart 4: Participants on educational activities from 2003 until end of 2018**



Education is an integral part of every Strategic and Operational Plan of Women's Room and apart from planned activities we often receive numerous invitations to conduct educations. These invitations come from civil society organizations, professional associations, educational institutions and/or different governmental bodies and institutions.

**Main fields of education are:**

- Sexual violence, violence against women;
- Sexual rights, female sexuality;
- Sexual and gender equality;

- Trafficking women for sexual exploitation,
- LGBTIQ population.

**Methodology of education** varies; it is adjusted to beneficiaries and includes:

- Lectures;
- Workshops (one-day or several days long);
- Trainings (one-day or several days long);
- Round tables;
- Public panels.

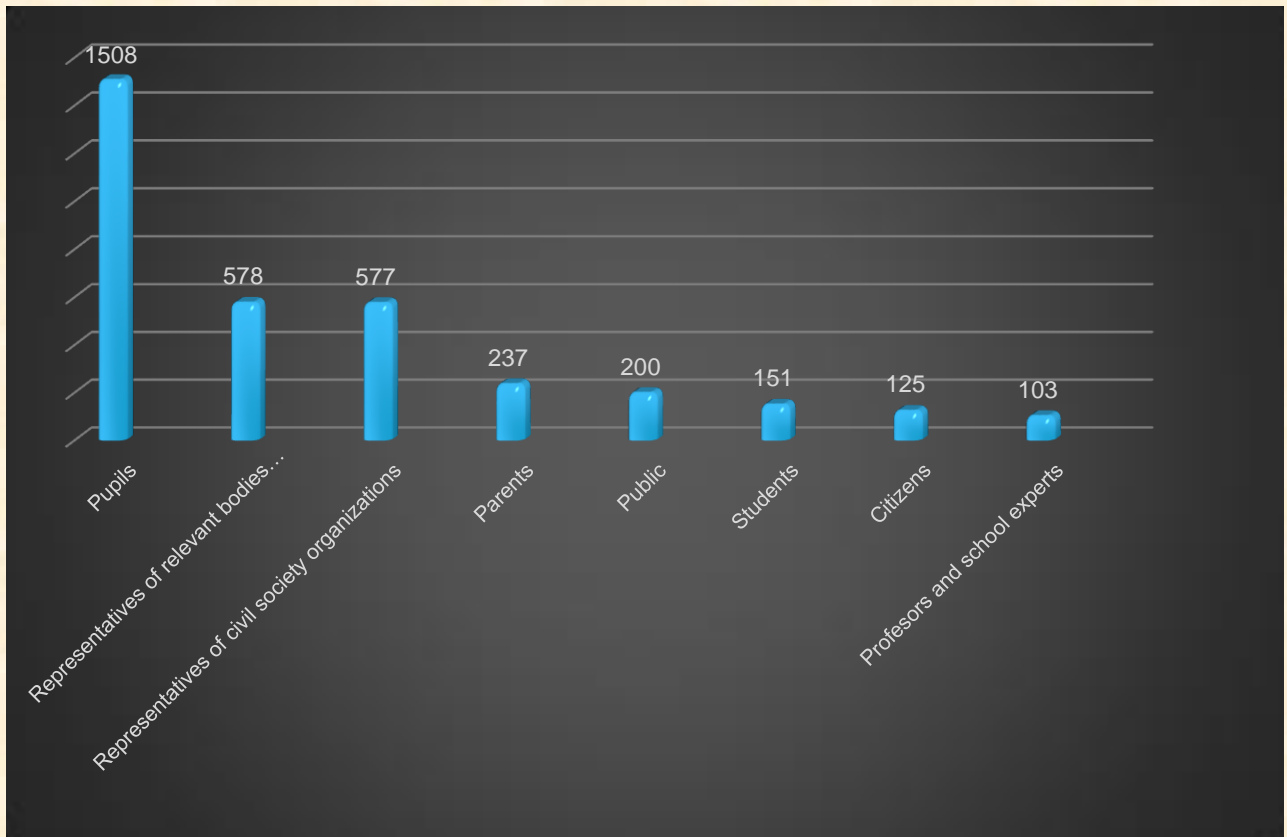
**Main target groups** of education are:

- Women in general;
- Civil society organizations in Croatia and the region;
- Children and youth;
- LGBTIQ individuals;
- Relevant state institutions and bodies;
- General public.

During 2018, we held **148** different educational sessions including 72 workshops, 37 lectures, 11 round tables, 8 trainings (one or more days), 9 education (one or more days), 1 conferences, 6 focus groups, 2 tribune, 1 conference and 2 expert meetings.

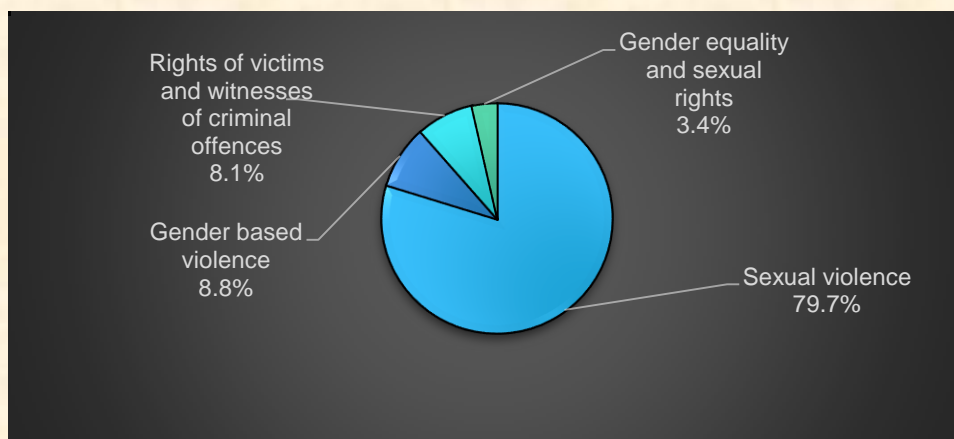
The total number of beneficiaries for numerous educational activities of the Women's Room was **3479** (Chart 5).

**Chart 5: Educational activities beneficiaries**



Topics of conducted educational activities were most frequently related to sexual violence (79,7%), gender based violence (8,8%), rights of victims and witnesses of criminal offences (8,1%) and gender equality and sexual rights (3,4%) (Chart 6).

**Chart 6: Themes of educational activities in 2018**



As an example of implemented educations we are pointing out three day education **“Basic education for organizations of civil society who are working in a field of helping and supporting victims of criminal offences”**. Education was held in February of 2018 for 64 participants. Education was a part of a three year program „Network of support and cooperation for victims and witnesses of criminal offences“financed by Ministry of Justice of Republic of Croatia. The Women’s Room – Centre for Sexual Rights is the coordinator of the program. The program is carried out in partnership with 10 civil society organisations: Victim and Witness Support Service; Centre for Civil Initiatives --Porec; Center for Support and Development of Civil Society „DOLPHIN“, DESA Dubrovnik – Regional Center for Community Building and Civil Society Development; Association “HERA” Krizevci – for the protection and promotion of human rights; Information Legal Center; Women’s Group Karlovac „KORAK“; SOS Virovitica – S.O.S. – Counseling, Empowerment, Cooperation; CESI – Center for Education, Counseling and Research, SOS telephone and counseling for women victims of violence in Krapina-Zagorje County and Association ZvoniMir. Implemented education ensured multidisciplinary approach when it comes to direct work with victims and witnesses of criminal offences. Participants were actively involved in education, through excersises, case studies and discussions. Goal of the education was to improve knowledge, skillis and competencies of representatives of civil society organizations who are working on this program.



**Image 5: “Basic education for organizations of civil society who are working in a field of helping and supporting victims of criminal offences”. Donja Stubica, February of 2018**



Furthermore, we are pointing out one-day cross-sectoral educations on the topic of violence against women and femicide of the project **“Building more effective protection: transforming the system for combating violence against women” - No. JUST/2016/RGEN/AG/VAWA/9940**. The project coordinator is the Ombudsperson for Gender Equality. Associated partners are the Judicial Academy, the Police Academy and the Croatian Journalists Association. The project aims to identify, empirically describe and focus on the existing legal practices that represent obstacles to effective legal persecution and punishment for violence against women. The project is funded under the European Commission program dealing with the role of the judiciary and the media in cases of violence against women, with special emphasis on cases of femicide. As a part of this project, during 2018 Women’s Room held one-day cross-sectoral education in Split and Rijeka. In total 68 persons participated on these educations. The main goal of mentioned education is to strengthen cross-sectoral cooperation on issues of violence against women, especially about the problem of femicide, as well as to open discussions about positive changes and upcoming steps on this field.



**Image 6: One-day cross-sectoral educations on the topic of violence against women and femicide in Rijeka**



Within the project **“Together for safe childhood”** financed by Ministry for Demography, Family, Youth and Social Policy of the Republic of Croatia, two-day education **“Prevention of sexual violence”** was implemented. Participants were professors and expert associates from elementary and high schools from Karlovac County. Goal of this education was actively include professors and expert associates in prevention and combating domestic and sexual violence among and against youth so they can influence and educate children they work with.



**Image 7: Public action within the project **““Together for safe childhood”****

Furthermore, within the same project and with no financial resources, total of **34 workshops** on a topic of sexual violence was implemented. Total of **665 pupils** from 15 elementary and high schools participated on those workshops. Also, **17 lectures for 237 parents** on a topic of sexual violence were implemented. Volunteers held **19 workshops for 410 pupils** in different schools from different parts of Republic of Croatia.

During 2018, Women’s Room organized and/or participated (as lecturer) on **19** public lectures, round tables and tribunes. More than **800 persons** participated on these activities.

We emphasize:

- **6 round tables** held within the program „Network of support and cooperation for victims and witnesses of criminal offences“ financed by Ministry of Justice of Republic of Croatia. Round tables were a part of National campaign and they were held in City of Čakovec, Šibenik, Pula, Koprivnica, Zabok, Gospić. Lecturers on round tables were Women’s Room members, Maja Mamula, PhD, Anamaria Drožđan-Kranjčec and Antonija Hojt Ilić-

- Introduction of **Rules of conduct in sexual violence cases** in organization of Gender Equality Office, Government of the Republic of Croatia. Coordinator of Women’s Room, Maja Mamula, was a speaker at this event. Around 100 people, representatives of experts, participated on the introduction.

- **Expert meeting** “Integrated Response to Violence against Women - What Can We Do More” organized by The Society for Psychological Assistance and Home for children and adults, victims of domestic violence, „Duga – Zagreb“. Coordinator of Women’s Room, Maja Mamula, PhD, was a guest speaker.

- **Round table** “Network of support and cooperation for victims and witnesses of criminal offences – challenges, goals and work guidelines” held on the European Day of Victims of Crime in organization of Ministry of Justice of Republic of Croatia. Around 50 representatives of relevant bodies and institutions and civil society organizations participated on the round table. Guest speaker was Anamaria Drožđan Kranjčec, member of Women’s Room and coordinator of the Program.



**Image 8: Round table within the program „Network of support and cooperation for victims and witnesses of criminal offences“ in the City of Pula**

## 5. RESEARCH

---

One of the main goals of the Women's Room is the development and implementation of scientific research for the purpose of raising public awareness, educating representatives of institutions, developing important documents and reports, as well as lobbying for changes in legislation.

Since 2003, the Women's Room has implemented and published 14 research projects: Attitudes of Political Parties about LGBT Rights before Elections in Croatia in 2003 (2003); Attitudes and Knowledge of University Seniors of Relevant Universities about Sexual Violence (2004); Status of Women's Sexual Rights in Croatia (2005); Experiences of LGBTIQ Population with Psycho-social Providers in Croatia (2005); Gender Prism of Sexual Rights of Youth (2008) and research on issues regarding trafficking of persons in Croatia (2006 - 2008); Civil Society Organizations that Provide Specialized Services to Women Victims of Violence as Key Actors in the Process of Democratization of the Society (2010); Protection of Rights and Provision of Support to Victims/Witnesses of Domestic Violence (2010); Report "Sexual violence in Croatia in 2000 - 2010" (2011); "Gender, gender roles, sexuality, violence" (2011); "Analysis of the role, capacity and sustainability of civil society organizations working to combat violence against women" (2016); „Use of Internet and Social Networks“ (2018).

During 2018, within the **project 'Building more effective protection: transforming the system for combating violence against women' - No. JUST/2016/RGEN/AG/VAWA/9940** we finished with analyzing the content of media coverage of femicide (murders of women by intimate partner or close family member) in the Republic of Croatia (from January 1st, 2012 to December 31st, 2016). Analysis is establishing problematic aspect of media coverage when it comes to femicide and violence against women such as sensationalism, retraumatization of victims, focus on personal relationship between victim and perpetrator, justification of violence. Based on this analysis and others that are part of this project, Media codex for professional and sensitizing reporting in cases of violence against women is developed.

Apart from the printed version, the publication is available on the Gender Equality Ombudswoman of Republic of Croatia (project leader) website which was created for the project itself, the Women's Room website and the Women's Room's social network profiles.



Also, the results of the analysis of the media coverage of women's murders in the Republic of Croatia served as guidelines for the development of a **documentary** about positive reporting examples as well as those unacceptable, developed in 2018. The analysis is available via link:

<http://www.zenskasoba.hr/docs/Analiza%20medijskog%20izvje%C5%A1tavanja%20o%20slu%C4%8Dajevima%20femicida%202012.-2016..pdf>



**Image 9: The cover of the publication „Analysis of media coverage of femicide 2012-2016“**

At the end of 2018, as a part of the project #surfwithoutfear from the area of Preventing the Unacceptable Behavior of Children and Youth Financed by the City of Zagreb – City Office for Social Protection and Persons with Disabilities, Women’s Room started with the research "Use of the Internet and Social Networks". The general objective of this project is to combat electronic violence between and against children and young people, with an emphasis on electronic sexual violence. The research will be conducted in January 2019 and will include 11 primary schools from the City of Zagreb. The research results will be published in a brochure that will be available in print and electronic version. The Ministry of Science and Education was approved implementation of the research.

## 6. DEVELOPMENT OF PUBLIC POLICY THROUGH PUBLIC WORK, ADVOCACY AND NETWORKING

---

In 2018, Women`s Room continued to work in the field of networking and advocacy, as one of our many activities. Over the years we have dedicated time and attention to the systematic public work through our daily activities and presence in the media.

In March of 2017, Incest Trauma Center from Belgrade initiated the establishment of the Regional Women's Network against Sexual Assault. The Women's Room, along with Association SOS Help-line for Women and Children – Victims of Violence Ljubljana and SOS Centre for Women and Children Victims of Violence Niksic, is one of co-founders of this Network. The Regional Network against Sexual Assault is the feminist and anti-fascist network that promotes child and adult survivor-centred perspective and healing related to sexual trauma.

During 2018, the work of the Network was joined by new European organizations active in the field of prevention and combating sexual violence and providing direct assistance and support to persons who survived sexual violence: RCNI Irish national information and resource centre; DIXI Ressurscenter for voldtatte i Stavanger, Support Centre Against Incest and Sexual Abuse Oslo (SMISO Oslo); Kvinnefronten (The Women`s Front of Norway); Change Attitude (Sweden). The Regional Network regularly publishes news about its activities on its website and Facebook page (<http://reactagainstsexualviolence.org/>, <https://www.facebook.com/regionalnetwork/>). Within the work of the Network, members of the Women's Room participated at 6 meetings during 2018.

Women`s Room members participated on **25 international and local conferences and/or meetings, thematic sessions, public events or promotions** organized by local and international organizations and governmental institutions.

In addition, members of Women`s Room participated in **26 meetings of different networks, teams, work groups, coalitions, coordination teams and councils.**





**Image 10: Meeting with the president of Republic of Croatia, Kolinda Grabar – Kitarovic**

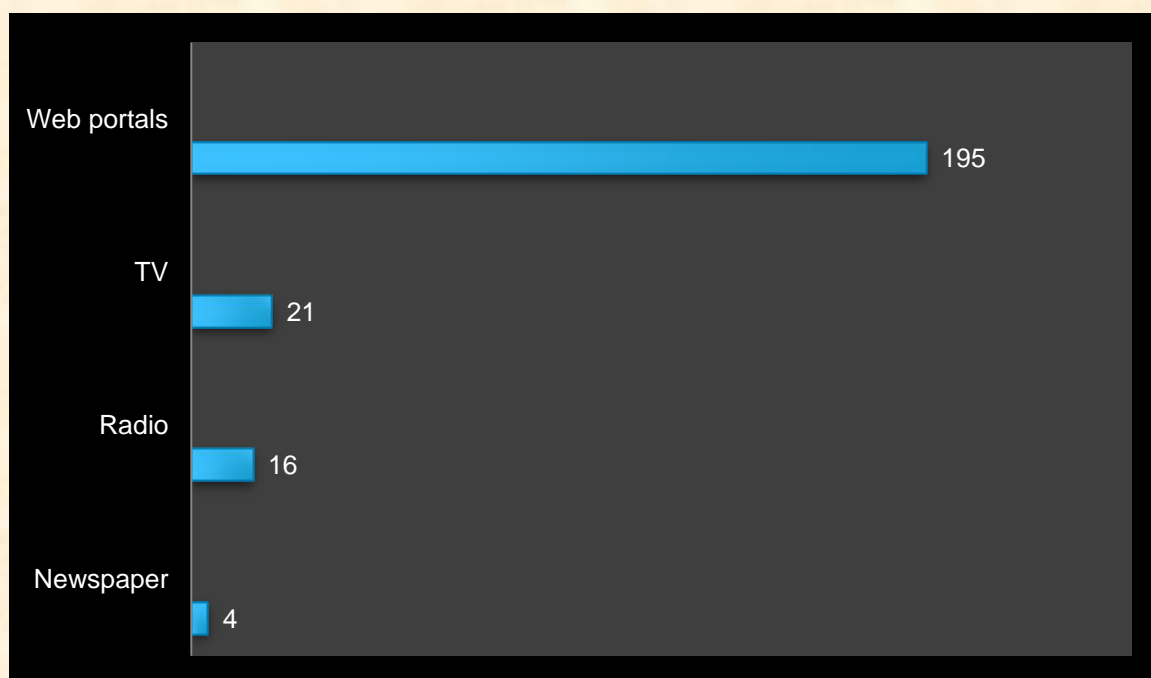
Women`s Room is active in several **networks**: Regional Women's Network Against Sexual Assault, PETRA Network – CSO network for the prevention and elimination of trafficking in women, WAVE – Women Against Violence Europe, Victim Support Europe, Network of support and cooperation for victims and witnesses of criminal offences. Members of Women`s Room are also actively involved in various **committees** (Commission for Gender Equality of Zagreb City Assembly, the Commission for Protection against Domestic Violence of City of Zagreb) **working groups, initiatives and teams** (National Team for Combating Domestic Violence and Violence against Women, Working Group for Monitoring the Implementation of the Rules of conduct in sexual violence cases, organization committee One Billion Rising Croatia, the Initiative for systematic and quality introduction of civic education in schools, the Croatian initiative for the introduction of health education in the educational system, Platform 112 and Legal Platform Platform 112, Platform for Women's Reproductive Rights, “Femicide Watch” – observatory body for comprehensive monitoring, data gathering, murder analysis and reporting on killing of women and femicide).

With regard to the specific areas covered by the Women's Room, it's important to inform as many people as possible about our activities and issues that we deal with, with a focus on women's human rights, the status of women in society, gender equality, the problem of sexual violence and victims' rights sexual violence, sexual rights and discrimination against sexual minorities.

We are trying to achieve systematic media appearance through maintaining contacts with representatives in media, but also through the **Women`s Room web page** ([www.zenskasoba.hr](http://www.zenskasoba.hr)). Women`s Room also has official **Facebook page** ([www.facebook.com/zenska.soba](http://www.facebook.com/zenska.soba)) which currently has more than **3090** followers. Through **web page "Safe Zone"** ([www.sigurnomjesto.hr](http://www.sigurnomjesto.hr)) we ensure availability and enable the exchange of information on the activities carried out in the area of violence against women. Thereby we are improving the collaboration between all services that provide support and assistance to women victims of violence.

During 2018, the work of Women's Room was covered **368** times in different media. Our texts, comments and interviews were published **4 times in newspapers**; we were guests on **21 TV shows/programs** and **16 radio shows**. Information about the activities in Women`s Room was published in **195 different articles** and could be found on a number of web portals.

**Chart 7: Media appearance in 2018**



Within the program “**Network of support and cooperation for victims and witnesses of criminal offences**” financed by Ministry of Justice of Republic of Croatia, Women’s Room has implemented the National Campaign within the Network and opened the official Web site of the Network ([www.mrezapodrskeisuradnje.hr](http://www.mrezapodrskeisuradnje.hr)). Also, radio jingle was created as a part of the campaign that was aired 132 times at 47 radio stations.



**Image 11: Visual identity of National Campaign „ Network of support and cooperation for victims and witnesses of criminal offences“**

Women's Room **regularly publishes news on websites and social network pages sites** and by doing so contributes to the visibility of organization and activities that are carried out. On Women's Room website ([www.zenskasoba.hr](http://www.zenskasoba.hr)) a total of 155 news were published during 2018 and the site has been visited more than 99 890 times. On the Safe Zone website ([www.sigurnomjesto.hr](http://www.sigurnomjesto.hr)) website 220 news were published and the site was visited more than 611 584 times. More than 3000 person is following the Women's Room Facebook page and during 2018 more than 235 different content was posted there.



## 7. PUBLISHING

During 2018, we published **20 different materials in 32 120 copies:**

- Leaflet „Recognize violence! React to violence!“
- Poster „Recognize violence! React to violence!“
- Leaflet „Center for victims of sexual violence“
- Leaflet „Network of support and cooperation for victims and witnesses of criminal offences“
- Poster „Network of support and cooperation for victims and witnesses of criminal offences“
- Leaflet „Psychosocial help and support victims of sexual violence“
- Leaflet „Education and empowerment – step closer to employment“

Leaflet „Recognize violence! React to violence!“

**REAGIRAJ NA NASILJE**

**SEKSUALNO UZNE MIRAVANJE NIJE ISTO ŠTO I FLERTOVANJE te predstavlja oblik seksualnog nasilja!**

Seksualno uznemiravanje nužno ne uključuje fizički dodir, ali osobu dovodi u neugodan osjećaj i izaziva osjećaj srama. Neki oblici seksualnog uznemiravanja su: davanje neželjenih seksualnih komentara i primjedbi, neželjeni pozivi, neželjeni fizički dodiri, širenje laži i neistina, proganjanje. Seksualno uznemiravanje je neželjeno, jednostrano, plaši, stvara osjećaj nesigurnosti, vrijeđa i ponižava osobu.

Flertovanje je željeno, uzajamno, zabavno, podiže samopouzdanje, laska te izaziva dobre osjećaje!

Seksualno nasilje uključuje i sljedeća ponašanja:

- korištenje seksualno uvredljivih riječi i izraza;
- pritisak na neželjene seksualne aktivnosti;
- slanje i primanje sadržaja seksualne prirode putem Interneta;
- odbijanje korištenja kondoma i kontracepcijskih sredstava;
- prijetnje prekidom veze ako se ne pristaje na spolni odnos;
- ljubljene i dodirivanje po intimnim dijelovima tijela koje je neželjeno;
- tjeranje na gledanje seksualnih radnji;
- prisiljavanje na spolni odnos
- seksualni odnos s osobom koja je pod utjecajem alkohola.

**Što učiniti ako doživljavaš nasilje?**

- Nemoj misliti da se to događa samo tebi, događa se mnogima bez obzira na dob.
- Ne odgovaraj nasiljem na nasilje.
- ZAPAMTI da za nasilno ponašanje nisi ti kriv/kriva. Za nasilno ponašanje kriv je onaj koji ga čini jer ne možeš preuzeti odgovornost za tuđa ponašanja.
- Nitko ne zaslužuje nasilje!
- Ne suočavaj se sam/sama s problemom - obrati se odrasloj osobi u koju imaš povjerenja.
- Roditelji, profesori/ce, pedagog/inja, psiholog/inja ti mogu pomoći ukoliko doživljavaš nasilje.

**Ako procijeniš da možeš pomoći prijatelju/prijateljici koja doživljava nasilje - reagiraj.**

**Kome se možeš obratiti:**

- Stručna služba u školi, učeničkom domu
- Policija: 112 ili 192
- Hrabri telefon: 116 111, hrabrissa@hrabritelefon.hr
- Plavi telefon: 01/48 33 888, plavi-telefon@zg.t-com.hr
- Poliklinika za zaštitu djece i mladih: 01/34 575 18, info@poliklinika-djeca.hr
- Centar za žrtve seksualnog nasilja: 01/6119-444, savjetovaliste@zenskasoba.hr

Flertovanje nije emocija ili čin. Zapravo je projekt „Istovremeno socijalnih i emocionalnih veština“ s ciljem razvijanja seksualnog nasilja kao i mreža diljem i „nasilje“ i sadržaj koji uključuje i odgovornost ženske sobe - Centra za seksualna prava i ni pod kojim okolnostima se ne može smatrati kao odraz stavova ženske sobe.

NEZAPOSLENI STE?

NE ZNATE GDJE POČETI  
S TRAŽENJEM POSLA?

ŽRTVA STE NASILJA U  
OBITELJI?

NE ZNATE DA POSTOJE  
AKTIVNE MJERE ZA  
ZAPOSŁJAVANJE?

Proučite letak i budite korak bliže zaposlenju!

Za više informacija posjetite web stranice:

Hrvatski zavod za zapošljavanje: [www.hzz.hr](http://www.hzz.hr)

Od mjere do karijere: [www.mjere.hr](http://www.mjere.hr)

Ili nam se obratite:

Ženska soba – Centar za seksualna prava  
Maksimirska 51, 10 000 Zagreb  
Tel: 01/6119-174  
email: [zenska.soba@zenskasoba.hr](mailto:zenska.soba@zenskasoba.hr)



Ovaj letak izrađen je u sklopu programa "Edukacijom i osnaživanjem - korak bliže zaposlenju" koji financijski podržava Ministarstvo za demografiju, obitelj, mlade i socijalnu politiku. Sadržaj ovog letaka oblikovan je odgojnim timom Ženske sobe - Centra za seksualna prava.

I TI  
MOŽEŠ  
BITI...



KORAK  
BLIŽE

ZAPOSLENJU!

#### AKTIVNE MJERE ZA ZAPOSŁJAVANJE NAMIJENJENE ŽRTVAMA NASILJA U OBITELJI

**1. POTPORE ZA ZAPOSŁJAVANJE**  
Potpore za zapošljavanje su državne potpore koje se dodjeljuju s ciljem poticanja zapošljavanja nezaposlenih osoba u trajanju od 12 mjeseci te su dostupne poduzetnicima/ama koji djeluju profitno.

##### TKO MOŽE KORISTITI MJERU:

- Osoba bez staža osiguranja
- Osobe sa stažem osiguranja prijavljene u evidenciju nezaposlenih (skupina koja uključuje i žrtve nasilja u obitelji)
- Osobe s invaliditetom
- Bivši polaznici/e stručnog osposobljavanja za rad bez zasnivanja radnog odnosa

##### POSLODAVCI KOJI MOGU KORISTITI OVU MJERU:

- Kod kojih će zapošljavanje dovesti do neto povećanja broja zaposlenih u odnosu na prosječan broj zaposlenih u posljednjih 12 mjeseci
- Poslodavci koji su zaposlili jednog radnika/cu unazad 6 mjeseci, koji nemaju Odluku o poslovno uvjetovanom otkazu unazad 6 mjeseci te koji nemaju povećano zapošljavanje unazad 12 mjeseci

#### 2. JAVNI RAD

Program javnog rada mora se temeljiti na društveno korisnom radu kojeg inicira lokalna zajednica te organizacije civilnog društva. Javni rad mora biti neprofitan i nekonkurentan postojećem gospodarstvu u tom području. Prednost imaju programi iz područja socijalne skrbi, edukacije, zaštite i očuvanja okoliša, te održavanja i komunalnih radova.

##### TKO MOŽE KORISTITI MJERU:

- Dugotrajno nezaposlene osobe, osobe s invaliditetom, osobe u nepovoljnom položaju na tržištu rada, mlade osobe (uključujući i žrtve nasilja u obitelji)
- Korisnici/e zajamčene minimalne naknade prijavljeni u evidenciju nezaposlenih
- Osobe starije od 50 godina prijavljene u evidenciju kraće od 6 mjeseci,
- Osobe starije od 29 godina prijavljene u evidenciju od 12 do 36 mjeseci

##### POSLODAVCI KOJI MOGU KORISTITI OVU MJERU:

- Udruga koja ima zaposlene te je koristila ovu mjeru, osim ako se radi o novom kvalitetnom programu
- Udruga koja djeluje 12 mjeseci ili kraće, ne možete koristiti javni rad za više od tri osobe

Korisnike javnih radova koji su uključeni u program javnog rada u trajanju duljem od 6 mjeseci moguće je uputiti u kratkotrajne programe obrazovanja

#### OLAKŠAJTE SI PRONALAZAK POSLA!

- Prijavite se na Hrvatski zavod za zapošljavanje
- Redovito komunicirajte sa svojim savjetnikom/com
- Napravite životopis (upišite Europass životopis u internetsku tražilicu i skinite si obrazac ili zamolite nekoga da Vam u tome pomogne)
- Informirajte se koji poslodavci/e postoje u Vašoj zajednici te im se direktno obratite i predložite korištenje mjera za Vaše zapošljavanje
- Na web stranici <https://www.moj-posao.net/> saznajte više o tome kako se predstaviti na razgovoru za posao
- Nemojte čekati ponudu za posao već sami tražite isti putem <https://burzarada.hzz.hr> ili novinskih oglasnika
- Ne posustajte ukoliko ne nađete posao u kratkom periodu





## 8. FINANCIAL REPORT FOR 2018

During 2018, Women's Room implemented **18 programs and projects**.

Donors of the Women's Room were: National Foundation for Civil Society Development; Ministry of Justice of Republic of Croatia; European Commission Directorate – general justice and consumers; Ministry for Demography, Family, Youth and Social Policy of Republic of Croatia; Ministry of Science and Education of Republic of Croatia; Mediterranean Women`s Fund; City of Zagreb - City Office for Health; City of Zagreb - City Office for Social Protection and Persons with Disabilities.

Women's Room's revenues and expenditures for 2018 are presented in table below.

**Table 1: Women's Room's Revenue and Expenditures 2018**

Account	Description	Amount in HRK	Total in HRK
<b>52</b>	<b>OUTCOME</b>		-50.061
522211	Deficit from the last year	-50.061	
<b>3 REVENUE</b>			
<b>31</b>	<b>Revenue from sales of products and services</b>		<b>83.095</b>
<b>33</b>	<b>Revenues under special regulations</b>		<b>5.181</b>
3312	Revenues from special regulations from other sources (Croatian Employment Service)	5.181	
<b>34</b>	<b>Income from assets</b>		<b>1.487</b>
<b>341</b>	<b>Income from financial assets (interest and exchange rate gains)</b>	1.487	
<b>35</b>	<b>Incomes from donations</b>		<b>3.436.883</b>
<b>351</b>	<b>Incomes from donations from the public budgets</b>	<b>2.697.697</b>	
3511	Income from donations from the state budgets	2.304.342	
3512	Income from donations from the budgets of local (regional) governments	140.500	

3513	Income from donations from the budgets of government budgets for EU projects	252.855	
<b>352</b>	<b>Income from foreign governments and international organizations</b>	<b>623.890</b>	
3521	Income from foreign governments and international organizations	134.440	
3522	Income from foreign governments of EU	489.450	
<b>353</b>	<b>Income from companies and other legal entities</b>	<b>108.466</b>	
3531	Income from companies and other legal entities	68.271	
3532	Income from companies and other legal entities for EU projects	40.195	
<b>354</b>	<b>Income from citizens donations</b>	<b>6.830</b>	
<b>36</b>	<b>Other income</b>		<b>19.709</b>
<b>4</b>	<b>EXPENDITURES</b>		<b>3.515.557</b>
<b>41</b>	<b>Expenditures for employees</b>		<b>785.945</b>
411	Salaries	694.231	
412	Other expenditures	2.400	
413	Social security contributions	89.314	
<b>42</b>	<b>Material expenses</b>		<b>950.359</b>
421	Workers compensation costs (travel, transport and professional education)	70.651	
423	Compensations for volunteers costs	8.967	
424	Compensation for persons not employed in organization	235.156	
425	Expenses for services	445.199	
426	Expenses for materials and energy	67.376	
429	Other unspecified material expenditure (representation, insurance, dues and registration fees)	123.010	

<b>43</b>	<b>Amortization</b>		<b>4.720</b>
<b>44</b>	<b>Financial expenses</b>		<b>12.514</b>
<b>443</b>	<b>Other financial expenses</b>	<b>12.514</b>	
<b>45</b>	<b>Donations</b>		<b>1.762.004</b>
<b>46</b>	<b>Other expenditures</b>		<b>15</b>
<b>52</b>	<b>RESULTS OF 2018</b>		<b>-19.263</b>
522110	Surplus of income		30.798
522211	Lack of revenues over expenditures		-50.061

*\*Remark: In line 45 are, except donations, included fund transfers to partner organizations on project.*

## 9. WE THANK

---

During 2018, Women's Room work was supported by: National Foundation for Civil Society Development; Ministry of Justice of Republic of Croatia; European Commission Directorate – general justice and consumers; Ministry for Demography, Family, Youth and Social Policy of Republic of Croatia; Ministry of Science and Education of Republic of Croatia; Mediterranean Women's Fund; City of Zagreb - City Office for Health; City of Zagreb - City Office for Social Protection and Persons with Disabilities.

- ❖ We thank to **all lecturers and participants** who shared their knowledge and experiences through educational activities!
  
- ❖ We thank **Diani De Vegh** on years of support and on faith in our work!
  
- ❖ We thank to all **external experts** for their cooperation with us during one more year!
  
- ❖ We thank to our volunteer, **Tory Rozzi**, who has independently launched a donation platform in America for the Women's Room and by doing so, helped our Center and to all persons who received help and support!
  
- ❖ We thank to **Incest Trauma Center Belgrade** for all implemented activities with the work of Regional Network against Sexual Violence, and especially for including us in Training for trainers on the topic of sexual violence!
  
- ❖ We thank to all of **our members and volunteers** for supporting our work!

**We also want to thank all of those who have not been mentioned here but who have supported us in our many activities and projects and selflessly have given us their time, good will and energy!**

## 10. APPENDIX

---

### Appendix 1: Structure of Womens Room in 2018

Structure of Women's Room includes:

**Assembly** of the Women's Room, which is the highest electoral and program body and includes regular members of the Women's Room;

**The Management Board** is the governing body that consists of five independent persons who work in the field of human rights and the president of the Coordination Team;

**Coordination Team** is an executive body which includes coordinators of Women's Room;

**Working Team** that works on programs and projects of the Women's Room, and includes all members that participate in the Women's Room, including volunteers. List of State and members of the Women's Room is visible in Appendix 2.



**Image 12: Women's Room structure**



## **Appendix 2: List of members of the Women`s Room, a members of the Committee and Coordination Team in 2018**

### **Women's Room members (regular):**

Maja Mamula, Nera Komarić, Jelena Poštić, Boris Krstinić, Jelena Levak, Petra Ćus, Slobodanka Poštić, Maja Kolega, Lada Bonacci, Vanja Oštrić, Koraljka Vlajo, Maja Vukmanić Rajter, Paula Zore, Ivana Lončar, Antonija Hojt Ilić, Anamaria Drožđan – Kranjčec, Josipa Tukara Komljenović, Laura Marković, Irena Špoljarić, Silva Mežnarić, Ana Ergović Kuzmanović, Andrea Kapelina, Sanda Malbaša, Jelena Čaušević, Senka Sekulić Rebić, Kristina Mihaljević

### **Members of the Women's Room (associate):**

Amir Hodžić, Iva Žegura, Ingrid Marton, Sanja Milojević, Asja Zenko, Ulla Marton.

### **Board members of the Women's Room:**

- ❖ MA Željka Jelavić, ethnologist, Ethnographic Museum
- ❖ Sanja Cesar, psychologist, CESI
- ❖ Željka Barić, director of the Home for children and adults - victims of domestic violence "Rainbow"
- ❖ Goran Pršle
- ❖ Dunja Bonacci Skenderović, independent consultant
- ❖ Ph.D. Maja Mamula, psychologist, coordinator of the Women's Room

### **Members of the Coordination Team of Women's Room:**

1. Maja Mamula, president of the Coordination Team (authorized representative)
2. Anamaria Drožđan Kranjčec, Head of legal team (authorized representative)
3. Antonia Hojt Ilić, Head of the educational program (authorized representative)

### Appendix 3: List of volunteers in 2018

1	Lora Pivac
2	Jasmina Terezić
3	Pia Kosanović
4	Ana Cesarec
5	Maja Rupčić
6	Andrea Rupčić
7	Marija Tičić
8	Jozo – Luka Fistrić
9	Anja Tomas
10	Ivančica Sklepić
11	Gorana Radić
12	Monika Vukovajac
13	Emma Cigler
14	Ana Armano Linta
15	Monika Ćosić
16	Ivana Maja Miličević
17	Bojana Kučinac
18	Mensura Jovanović
19	Torry Rozzi
20	Ivana Turniški
21	Jozefina Šarić
22	Matej Krilanović
23	Ena Martinić
24	Helena Lujanović
25	Ena Pereš
26	Sara Kurtović
27	Romana Topić
28	Nikolina Babić

