



ženska soba
women's room

20
22

SUMMARY OF
WOMEN'S ROOM'S
ANNUAL REPORT



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SUMMARY OF WOMEN'S ROOM'S WORK IN 2022



The Women's Room celebrated **20** years of existence



For the implementation of its three program areas, WR secured financial resources through **19** projects and programs.



The Women's Room team included **10** full-time employees, **25** external associates and **40** volunteers.



Center for Victims of Sexual Violence provided assistance and support to **332** people through **2,600** services provided.



A total of **638** educational and preventive activities were held with **7068** participants in attendance.



327 media appearances were made.



4 research studies were conducted.



25 different materials were developed and printed in **22,268** copies and **1** audio-video material was produced.



There was a total of **80,237** visits to the WR website, **103,172** visits to the Safe Place website, **10,312** visits to the Network for Support and Cooperation for Victims and Witnesses website, **236** posts on Facebook (**6856** followers), **162** posts on Instagram (**2269** companion and companion).



Anamaria Drožđan-Kranjčec received the Award for improving the system of support for victims and witnesses of criminal offences and misdemeanors of domestic violence, awarded by the Association for Support of Victims and Witnesses.



Maja Mamula and the Women's Room received the award "Elle Style Awards - Elle active for social activism for 2022".

We already did it



& we're still on the barricades

20 godina
Ženske sobe
2002. - 2022.

1

ABOUT WOMEN'S ROOM

The Women's Room (WR) is the feminist, non-profit civil society organization, founded in 2002 with a goal of preventing and combating sexual violence, direct service provision and assistance to survivors of sexual violence as well as promotion and protection of sexual rights.

The work of WR is based on different perspectives, including the voices and experiences of survivors of sexual violence, helpers, experts, advocates, and researchers. We are committed to social justice and human rights in developing services for survivors of sexual violence that are accessible, inclusive, trauma informed and culturally sensitive.

WR integrates advocacy activities in the area of sexual violence based on human rights and a gender-sensitive approach. We recognize the strength of survivors and respect their diverse experiences, create a supportive environment for healing and developing resilience, provide services to sexual violence survivors and communities, and support activism and social change.

The **Center for Victims of Sexual Violence** operates within the WR, where we provide direct assistance and support to survivors of sexual violence and to those close to them.

We actively work on developing public policies, prevention programs, advancement and amendments of legislation, delivering specialized educations as well as on raising public awareness on sexual violence issue.

The main governing bodies of WR are **Assembly, Management Board and Coordination Team**. These bodies have different but complementary functions in designing, implementing, coordinating and monitoring the organization's work. They realize their roles in close cooperation with the **Working Team**.

Women's Room Assembly is the highest electoral and programming body. It includes all regular members of WR (31).

Women's Room Management Board is the governing body which includes 5 independent persons who actively contribute to protection of human rights as well as the president of WR Coordination Team. Members of the Management Board in 2022:

- Željka Jelavić, M.Sc., ethnologist
- Sanja Cesar, psychologist, CESI
- Željka Barić, Ph.D., social worker, directress of Home for children and adults, victims of domestic violence, "Duga"
- Dunja Bonacci Skenderović, MA, political scientist, independent consultant in the field of combating violence against women
- Goran Pršle, photographer, long-term activist, and supporter of the Women's Room
- Maja Mamula, Ph.D., psychologist, Coordinator of Women's Room

Women's Room Coordination Team is the executive body which includes 3 persons: Coordinator of Women's Room, Deputy Coordinator, and member of Coordination Team.

Working Team is responsible for implementation of programs and projects of Women's Room and includes all persons who participate in the work of organization such as staff members, external associates as well as volunteers.

During 2022, the Working Team included the following staff members:

- **Maja Mamula**, Ph.D. (Coordinator of Women's Room, Coordinator of Center for Victims of Sexual Violence)
- **Anamaria Drožđan - Kranjčec**, mag. iur. (Deputy Coordinator of the Women's Room, Coordinator of Legal Team)
- **Jelena Čaušević**, mag. oec. (member of Coordination Team, Coordinator of Program Finances)
- **Kristina Mihaljević**, mag. paed. soc. (Coordinator of Prevention Programs)
- **Valentina Klepec**, univ. bacc. oec. (Coordinator of Finances)
- **Marijana Senjak**, psychologist and psychotherapist (counselor in Center for Victims of Sexual Violence)
- **Lidija Al Tharwan**, spec. admin. publ. (Office Manager)
- **Andrea Domitrović**, mag. psych. (counselor in the Center for Victims of Sexual Violence)
- **Nives Jozić Kvastek**, mag. soc. (professional associate on programs and projects)
- **Svea Kučinić**, mag. rehab. educ. (professional associate on programs and projects)
- **Darko**, therapy dog.



Purple shirt day, Team of Women's Room, February 2022

In addition to permanent employees, the work team also has **external associates**, some of whom continuously cooperate with WR and some who join through certain program activities of the organization.

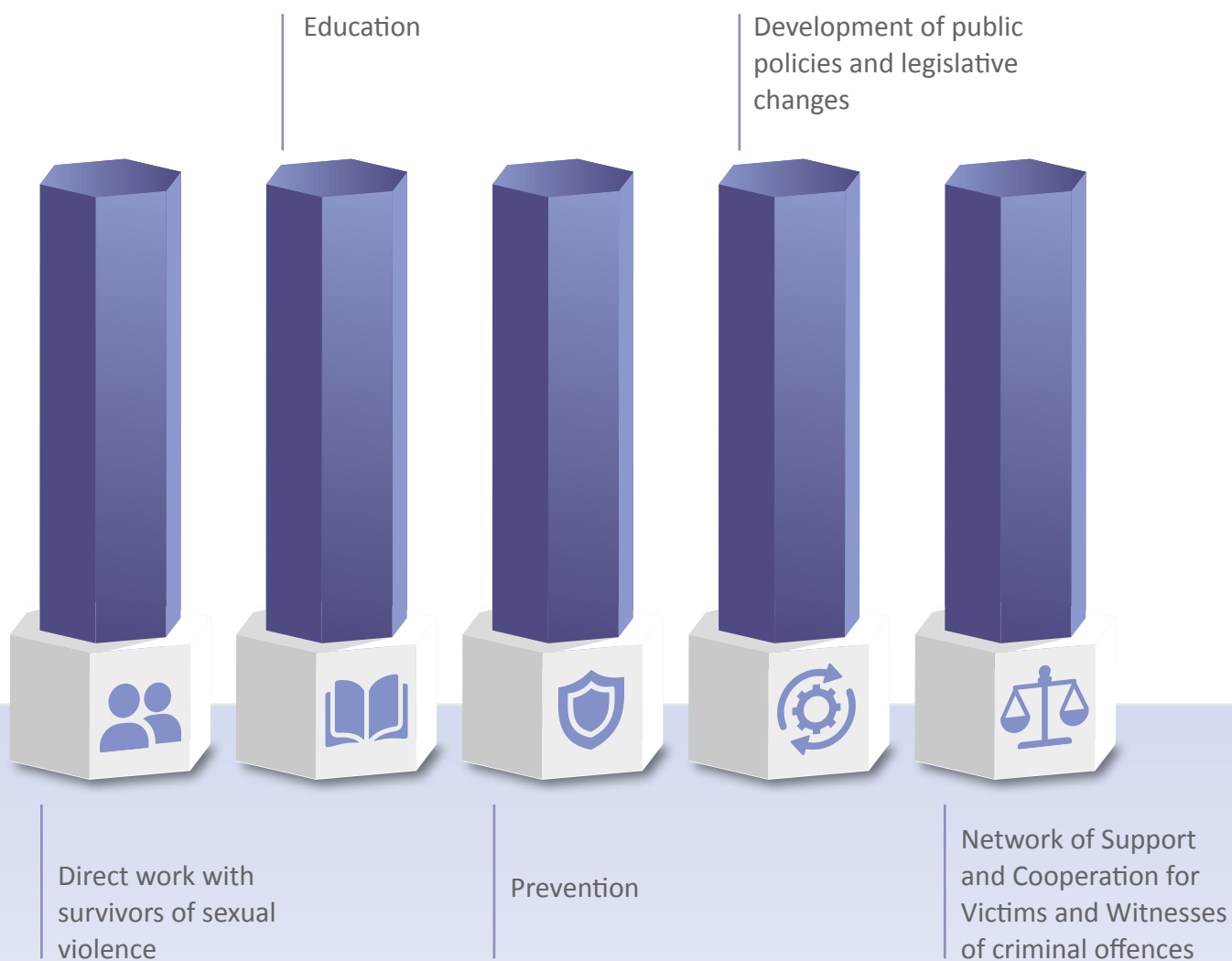
Permanent external associates in 2022 were: **Ida Šamanović** (psychotherapist, supervisor), **Attorney-at-law office Pelc, Ulla Marton** (gynecologist), **Dalibor Stanić** (accountant), **Siniša Vujić** (system administrator), **Nikola Strelar** (website maintenance), **Petra Drožđan Kranjčec** (graphic designer) and **Nikola Jelovečki** (promoter on social networks).

Apart from regular external associates, **17** additional associates took part in the work of WR during 2022, mostly related to educational activities.

In addition to the Working Team, 40 active volunteers participate in the activities of the WR, and their energy and enthusiasm contribute to the quality and visibility of the organization's work. In addition to volunteers from Croatia, WR has been receiving volunteers from other countries. During 2022, Margherita Maselli from Italy volunteered at WR as part of the Erasmus study exchange.

WR's work during 2022 was organized in **5 program areas**: direct service provision to survivors of sexual violence, education, prevention, developing public policies and legislative changes, and Network of support and cooperation for victims and witnesses of criminal offences.

Groups of program activities



2

PROJECTS AND PROGRAMS IN 2022

During 2022, WR started, continued and/or completed implementation of **19 programs and projects** out of which 11 independently and 8 in partnership as the main applicant (Table 1. List of WR programs/projects and donors who financially supported WR's work in 2022).

The titles of programs and projects are listed below, together with entire value of the program/project, regardless of the year in which it started or ended.

Table 1: List of programs/projects and donors in 2022

No.	Program/project title, donor and duration	Amount in HRK and EUR
1.	Civil society organizations as key actors in standardization of support system to victims and witnesses of criminal offences Iceland, Liechtenstein and Norway in the framework of EEA and Norwegian grants (Active citizen fund) (01.01.2021. – 30.06.2023.)	138.985,00 EUR (WR share = 103.158,67 EUR)
2.	Sexual Violence - Educational and Prevention Program 2 - Junior - SVEP 2 – Junior EUROPEAN COMMISSION, Directorate-General for Justice and Consumers (01.02.2021. – 31.01.2023.)	472.090,42 EUR (max grant amount 377.672,33)
3.	Network of Support and Cooperation for Victims and Witnesses of Criminal Offences Ministry of Justice and Public Administration of the Republic of Croatia (01.01.2021. – 31.12.2023.)	3.200.000 kn (WR share = 705.431,96 kn)

No.	Program/project title, donor and duration	Amount in HRK and EUR
4.	SVEP ONLINE TOOL EUROPEAN COMMISSION, Directorate – General for Justice and Consumers (01.03.2022. – 28.02.2024.)	326.177,15 EUR (max grant amount 293.559,44 EUR)
5.	CENTER FOR VICTIMS OF SEXUAL VIOLENCE Ministry of Health of the Republic of Croatia (20.12.2019. – 19.12.2022.)	150.000,00 kn
6.	Education, empowerment and cooperation – my opportunity for future Ministry of Council, Social Security, Family and Social Policy (01.06.2020. – 31.05.2023.)	190.000,00 kn
7.	Advancing the work of Center for Victims of Sexual Violence City of Zagreb, City Office for Social Protection, Health, Veterans and Persons with Disability (01.03.2022. – 31.12.2022.) – three-year program	90.000,00 kn
8.	CENTER FOR VICTIMS OF SEXUAL VIOLENCE – INSTITUTIONAL SUPPORT Hart and Hand Foundation (01.01. – 20.07.2022.)	7.400,00 USD
9.	CENTER FOR VICTIMS OF SEXUAL VIOLENCE – INSTITUTIONAL SUPPORT V-Day Until the Violence Stops (01.12.2022. – 30.11.2023.) (private donation by Diana De Veigh for 2023)	14.980,00 USD
10.	Co-financing EU project SVEP 2 – Junior Office for Cooperation with NGOs of the Government of Republic of Croatia (28.07.2021. – 31.01.2023.)	29.381,52 EUR
11.	Co-financing EU project SVEP 2 – Junior City of Zagreb (28.05.2021. – 31.01.2023.)	29.381,52 EUR
12.	ACT – Actively to change Ministry of Science and Education (08.11.2021. – 31.08.2022.)	74.666,67 kn
13.	Recognize, empower yourself, report Central State Office for Demography and Youth (01.01.2022. – 31.12.2022.)	75.000,00 kn

No.	Program/project title, donor and duration	Amount in HRK and EUR
14.	Know better, do more City of Zagreb, City Office for Social Protection, Health, Veterans and Persons with Disability (01.04.2021. – 31.03.2022.)	50.000,00 kn
15.	Center for Victims of Sexual Violence City of Zagreb, City Office for Social Protection, Health, Veterans and Persons with Disability (01.02.2021. – 31.01.2022.)	45.000,00 kn
16.	Center for Victims of Sexual Violence Ministry of Labor, Pension System, Family and Social Policy (01.01.2022. – 31.12.2022.)	150.000,00 kn
17.	ZIP – protect and recognize! Protection of children with developmental disabilities from sexual violence. City of Zagreb, City Office for Social Protection, Health, Veterans and Persons with Disability (01.03.2022. – 28.02.2023.)	78.650,00 kn
18.	Center for Victims of Sexual Violence City of Zagreb, City Office for Social Protection, Health, Veterans and Persons with Disability (01.01.2022. – 31.12.2022.)	70.000,00 kn
19.	Protection of mental health of survivors of sexual violence City of Zagreb, City Office for Social Protection, Health, Veterans and Persons with Disability (01.01.2022. – 31.12.2022.)	20.000,00 kn

The total revenues of WR in 2022 amounted to **HRK 6,477,836** of which a share of **HRK 3,354,264** (51.7%) was transferred to partner organizations for the implementation of programs/projects.

At the end of 2019, WR adopted its new **Strategic Plan for period 2020 – 2024**, which defines our strategic goals and strategic priorities. In addition, Strategic Plan determines the strategic directions of development and the budget projection for the next five years. At the end of 2021, **Operational and Financial Plans for 2022** were drafted and adopted as key documents for development of the organization in 2022.

3

CENTER FOR VICTIMS OF SEXUAL VIOLENCE

During 2022, a systemic standardization of work of the Center for Victims of Sexual Violence (Center) was continued.

Through the assessment of the Center's data, further growth in the need for psychological support can be observed, so we have ensured greater availability of our services through the use of modern technologies during 2022. In the conditions of the pandemic, the majority of services were provided by telephone and through modern technologies (Zoom and mobile applications), while personal consultations were conducted in the premises of the Center through adherence to all prescribed epidemiological measures. Cooperation with civil society institutions and organizations in local areas continued to be strengthened in order to provide easily accessible support to clients who come from all over Croatia.



During 2022, a total of **332 persons** sought assistance from the Center and a total of **2600 services** were provided, which represents an increase of 2.5% compared to 2021 (2076 services provided).

Out of **332 persons** who sought assistance, **282** were **women (85%)** and **50 men (15%)**.

The largest number of **provided services** was related to the **criminal offence of rape (43,9%)**. Significant number of services was provided to persons who sought assistance for consequences of **childhood sexual abuse (44.2%)**. The most common consultations were by **phone (40%)**, since we are contacted by people from all over Croatia, not all of whom have the opportunity to come to Zagreb.

We provide various services within the Center to people who contact us:

- psychological counseling (crisis, long-term),
- psychotherapeutic work in the processing of traumatic experience,
- legal advice, including information on rights during criminal proceedings,
- informing about available services in the healthcare system,
- support in the process of reporting sexual violence,
- preparation for court proceedings,
- escort of survivors by staff in the role of persons of confidence to all relevant institutions during court procedure (escort to the police, hospital, state attorney's office, court, social welfare centers),
- submission of the necessary information about the victim at the request of the bodies that carry out the individual assessment (police officers, state attorneys and judges), with the consent of the victim,
- informing and counselling of persons who are close to survivors,
- developing and printing different educational and informative materials for survivors of sexual violence.

More information about the services provided by each month, methods of service provision, persons who contacted us, issues they addressed as well as the number of new clients (first counseling) can be found in tables no. 2, 3, 4 and 5.

Total number of services provided:

2,600

Total number of clients:

332

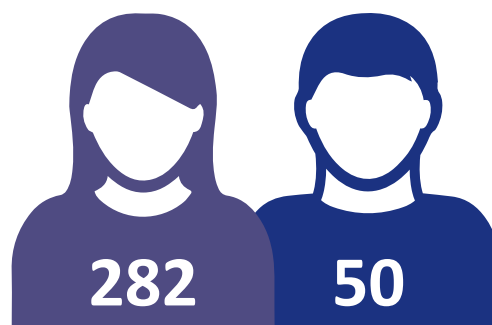


Table 2:

Number of services and methods of service provision for the period from January 1 through December 31, 2022

Services (method) Month	Total of services (number of new persons)	By phone	In person in the premises of the Center	E-mail, post	Via modern technologies
January	182 (28)	82	33	33	34
February	195 (17)	82	40	20	53
March	286 (27)	131	62	22	71
April	176 (16)	48	45	34	49
May	263 (24)	93	65	36	69
June	201 (18)	58	61	12	70
July	189 (18)	76	45	25	43
August	222 (31)	99	50	24	49
September	199 (19)	86	59	28	26
October	226 (16)	101	35	33	57
November	238 (23)	89	64	35	50
December	223 (15)	95	36	36	56
Total	2600 (252)	1040	595	338	627

Table 3: Issues for which services were provided

Rank	Type of problem	Number	%
1	Rape/attempted rape/gang rape	1142	43,9
2	Lewd conduct/forced sexual acts	519	19,9
3	Domestic violence	301	11,6
4	Combined/domestic and sexual violence	138	5,3
5	Sexual harassment	110	4,2
6	Other	95	3,7
7	Online sexual violence	89	3,4
8	Sexual and gender minorities	63	2,4
9	Combined issues	56	2,2
10	Human trafficking	44	1,7
11	Combined/sexual violence and psychological disorders	43	1,7
Total		2600	100 %

Table 4: Number of first/repeated services

Rank	Provided services	Number	%
1	Repeated contact	2348	90,3
2	First contact (new persons)	252	9,7
Total		2600	100 %

Table 5: The person who contacted the Women's Room

Rank	Contact initiated by	Number	%
1	Victim of violence/person who needs information	1846	71,0
2	The Women's Room contacted the client	284	10,9
3	Family or relatives of the victim	188	7,2
4	The Women's Room contacted institutions and/ or civil society organizations regarding the client	114	4,4
5	Representative of civil society organizations	48	1,8
6	Associate of the Women's Room	38	1,5
7	Representative of a state institution	36	1,4
8	Friend	29	1,1
9	Partner	17	0,7
Total		2600	100 %

4

EDUCATION

In 2022, WR members conducted **638 different educational and preventive activities**, such as one-day and multi-day trainings, workshops, and lectures for different target groups.

A total of **7,068 participants** took part in the educational activities, including representatives of civil society organizations (CSOs), representatives of state bodies and public institutions, students, primary and secondary school pupils and citizens (Table no. 6).

Table 6: The number of educational and preventive activities and the number of participants

TARGET AUDIENCE	NUMBER OF EDUCATIONS	NUMBER OF PARTICIPANTS
Civil society organizations	7	100
Professors and professional associates	11	375
Representatives of institutions	16	526
Students	10	220
Primary school pupils (members of WR + teachers within the SVEP 2 Junior project)	417	3928
Secondary school pupils	143	1254
Lectures, trainings, conferences, and public events where members of WR were invited as speakers	34	665
Total	638	7068

The Women's Room delivered **2 multi-day and 5 one-day** educations for **CSOs** attended by a total of **100** participants. As an example, we emphasize two-day education "Strengthening capacities of the Network of Support and Cooperation for Victims and Witnesses of Criminal Offence through volunteer engagement", which was held in March 2022 for CSOs' volunteers from the Network of cooperation for victims and witnesses of criminal offences. Two-day education was a part of the programme "Civil society organizations as key actors in standardization of the support system for victims and witnesses of criminal offences", implemented by WR in partnership with the Association for Support of Victims and Witnesses, the Croatian Legal Center and a partner organization from Iceland, Samtök um Kvænnaathvarf (The Women's Shelter) with financial support within the EEA and Norwegian grants.

In 2022, a total of **11 educations** for **375 primary and secondary school teachers and professional associates** from throughout Croatia were delivered, most of which lasted several days.



Two-day education about sexual violence among and against children and youth for teachers and professional associates of primary schools, Tuheljske toplice, September 22-23, 2022

Furthermore, **16 trainings were held for 526 representatives** of various state bodies, institutions and agencies. We underline the multi-day education "Support and protection of persons with experience of sexual violence", which was held for representatives of the police and centers for social work from Montenegro, organized by the Safe Women's House from Podgorica.

Also, we would like to single out a **cycle of 6 online educations for representatives of the system for supporting victims of criminal offences**, in which a total of 112 persons participated. The educations were held as part of the project "Improving the quality of the judiciary through strengthening the capacity of the prison and probation system and the system for supporting victims and witnesses", which is implemented by the Ministry of Justice and Administration of the Republic of Croatia.

During 2022, **10 educations** were held for **220 students** of different faculties with the aim of informing and gaining understanding about the issue of sexual violence, as well as the prevention of sexual violence.

In the framework of the project **“Sexual violence - educational and preventive program 2 - Junior”** (SVEP 2 - Junior), a sexual violence prevention program was developed for higher grades of primary schools and implemented in 34 primary schools from 17 counties of the Republic of Croatia. The program was evaluated, reviewed and an impact assessment was made (pre-test and 2 post-tests), and the results showed a significant increase in knowledge, empathy towards children who survived sexual violence, less support for negative attitudes towards victims of sexual violence and a significant increase in information about who to turn to in case of sexual violence. WR members held 29 workshops for 899 pupils, while teachers and professional associates, with our support, held 388 workshops for 3029 pupils within the framework of the project. Thus, within the scope of this project, a total of **417 workshops were held for 3,928 pupils** in upper grades of primary schools.

As a continuation of work on the SVEP 1 program, **143 workshops were held for 1254 secondary school pupils**.

In 2022, WR members were invited as speakers, presenters and/or lecturers to **34 public lectures, conferences, round tables, and panels**, which were attended by **665 participants**.

WR continuously works on additional improvement of the working team with the aim of better-quality work in the field of educational and prevention programs, as well as within the Center for Victims of Sexual Violence. During 2022, WS members participated in **16 additional professional trainings and educations**.



Education for good governance, strategic leadership, developing policies and decision-making

The importance of education provided by WR is further evidenced by the fact that from 2003 until today, we had more than **78 968** participants in various educational and prevention activities.

5

RESEARCH

One of the main goals of WR is the development and implementation of scientific research with the aim of raising public awareness, improving education, developing important documents and reports, but also as a key tool for lobbying for legislative changes and the development of relevant public policies in the area of sexual violence.

5.1. The rights of victims of criminal offenses in the Croatian criminal justice system

In the framework of the project “Civil society organizations as key actors in the standardization of the system for the support of victims and witnesses of criminal offences”, which is being carried out by WR with the financial support of Iceland, Liechtenstein and Norway within the framework of the EEA and Norwegian grants, during 2022 we conducted research whose results will be published in January 2023 in the publication “Victims of criminal offenses in the Croatian criminal justice system - research results and lessons learned from experience”. The main goal of the research was to collect data on informing victims of criminal offenses about their rights, application of the law, referral to support services, implementation of individual assessment of victims and, in general, the position and treatment of victims of criminal offences. The working group that conducted the research and developed the questionnaires consisted of representatives of the WR, the Association for the Support of Victims and Witnesses, the Croatian Legal Center and Prof. Elizabeta Ivičević Karas, Ph.D. and Assoc. Prof. Zoran Burić, Ph.D. from the Faculty of Law, University of Zagreb.

The research consisted of three thematic units (6 analyses) followed by research questionnaires that were addressed to various stakeholders: county and municipal courts, the state attorney’s office, the police directorate, representatives of victim and witness

support services, professional associates employed in courts, victims of criminal offenses as well as representatives of the competent authorities and institutions in Croatia, with the aim of determining the expediency of the application of the Law on Financial Compensation to Victims of Criminal Offences and possible problems in practice.

177 participants took part in the research (representatives of the police, state attorney's office, courts, victims of criminal offences, victim support services).

Some of the key research findings:

- Out of the total number of victims of criminal offences who participated in the research, 17% never received instructions about their rights from the police, the first institution they turned to in criminal proceedings.
- Only a third of police officers (33%), slightly less than half of state attorneys (43%) and about two-thirds of judges (68%) who participated in the survey believe that the instructions on the rights of victims are fully clear, indicating the possibility of making the instructions clearer.
- For the majority of victims who participated in the research, the most comprehensible communication about their rights was in the courts, and the most incomprehensible was the communication with the police.
- Although a high percentage of representatives of competent institutions state that they refer victims to support services (police 88%, state attorney's office 69%, court 80%), at the same time victims of criminal offences indicate a significantly lower level of referral: the police referred them to support services in 74% of cases, the state attorney's office in 29%, and the courts in only 15% of cases.
- Even though the vast majority of court representatives who participated in the research (88%) state that their court has technical equipment for examining victims through audio-video devices, 77% of them state that the equipment is adequate and correct. Most state that they have only one device (68%), which is an insufficient number of devices for their work.
- The majority of court representatives (60%) who participated in the research stated that victims and defendants meet in court corridors.
- Only 33% of court representatives state that there are special rooms and/or waiting rooms for adult victims in their courts.
- Data obtained from the Ministry of Justice and the Administration of the Republic of Croatia in the framework of the analysis of the application of the Law on Financial Compensation to Victims of Criminal Offences shows that from 2013 to April 8, 2022, only 349 such requests were submitted, of which only 77 were approved or partially approved, and the victims of criminal offences were paid the amount of HRK 529,457.66.

5.2. Knowledge, attitudes and prevalence of sexual violence in upper grades of primary schools

Within the framework of the EU project “**Sexual violence - educational and preventive program 2 - Junior**” (SVEP program 2 - Junior), research was conducted as an integral part of the evaluation of the program’s effect. Students from 34 schools from 17 counties in Croatia participated in the research. Before participating in workshops, they filled out an extensive questionnaire that included knowledge about sexual violence, attitudes, and prejudices about sexual violence (blaming the victim, justifying the perpetrators, completely erroneous beliefs about sexual violence), the level of empathy towards children who have survived sexual violence and information on who to turn to for help in case of surviving sexual violence. After attending the workshops, students filled out a shorter questionnaire with the same contents after a week and after a month, in order to check the effectiveness of the proposed prevention program. 3,928 students between the ages of 10 and 15 participated in the 417 workshops, and the results were processed for 2,600 participants who filled out all three questionnaires. The impact evaluation showed that after a week and after a month, a significant increase in knowledge and empathy remained, while supporting myths about people who have experienced sexual violence has decreased.

Some of the key research findings:

- Less than a third of students had ever before participated in workshops aimed at preventing sexual violence.
- Boys and girls of the younger age group (5th and 6th grades) support attitudes that blame the victims and justify the perpetrator to a greater extent.
- In a sample of 2,600 children, 25.2% of them survived some form of sexual violence. Most often, it concerned sexual violence through modern technologies, such as sexual harassment by sending messages of sexual content (14.6%) and persuading/forcing them to send pictures of their naked body through modern technologies (7.6%). The most common victims are girls (19.9%), who experience sexual violence significantly more often than boys. Also, students in older classes are significantly more often exposed to sexual violence than younger students, with 41.8% of girls in that age group having survived some form of sexual violence.
- Of the students who survived some form of sexual violence, 45% did not confide in anyone. As the main reasons, they cite a feeling of fear that no one will believe them, that they will be blamed, as well as shame.

5.3. Knowledge and attitudes of relevant actors with the aim of improving the employment system for victims of domestic violence

As part of the program “**Education, empowerment and cooperation - my opportunity for the future!**” implemented by WR in partnership with the Croatian Employment Service, the Center for Support and Development of Civil Society “Delfin”, the Center for Social Welfare Slavonski Brod and the Center for Social Welfare Požega, a study was conducted in which three groups of participants took part:

1. Women victims of domestic violence who are housed in shelters for victims of domestic violence (27 participants);
2. Representatives of the Croatian Employment Service (CES) in the position of coordinators for victims of domestic violence at 22 regional offices and regional offices (18 participants);
3. Representatives of civil society organizations employed in shelters and/or counseling centers for victims of domestic violence (32 participants).

The results of the research show that the majority of women victims of domestic violence are not aware of the existence of active employment policy measures for victims of domestic violence. Those who are familiar with it most often received this information at a shelter, a counseling center or through a counselor/counselor at the CES. Although the majority of victims are not aware of the existence of the mentioned measures, they believe that women who have survived domestic violence should have priority in employment. They believe that finding a job would help them get out of the violent environment and ensure financial independence and security for themselves and their children. When it comes to what difficulties or obstacles victims of domestic violence might encounter in employment, the assessments of representatives of CSOs, coordinators and victims participating in this research are almost identical. The only difference is that victims and representatives of CSOs place more emphasis on the role of certain external factors (e.g. the problem of childcare, lack of jobs for which they can apply given their qualifications), while coordinators place more emphasis on personal characteristics, including an inadequate level of training for jobs that are in demand.

Recommendations for improving the employment system for women victims of domestic violence were proposed by all three groups of participants. They mentioned improving cooperation between key stakeholders within the system, improving cooperation with employers, developing systematic support and continuous work with target groups, which can serve as a basis for further work on improvement of the system.

5.4. Sexual harassment of students in Croatia

Research conducted on sexual harassment of students in Croatia was part of the project “**ACT - Actively to change!**”, which was carried out by WR in partnership with the Faculty of Education and Rehabilitation of the University of Zagreb and the School of Graphics, Design and Media Production, with the financial support of the Ministry of Science and Education of the Republic of Croatia.

The goal of the research was to determine the incidence of students’ sexual harassment by faculty staff, compare the results with the results of previously conducted research in Croatia and abroad, and determine some correlates of sexual harassment. 1580 female students (86.1%) and male students (13.9%) with an average age of 22.3 years participated in the research. The research was conducted from May 3 to 20, 2022, with the consent of the Ethics Committee of the Faculty of Education and Rehabilitation.

Some of the key research findings:

- 20.5% of female students and 9.6% of male students survived some form of sexual harassment at least once in the academic year 2021/2022, 4.1% of them survived sexual harassment twice, and 5.7% three or more times.
- The most frequent perpetrators were men (81.5%), in the role of professors (85.84%), followed by assistants (21.1%) and other faculty staff (4.36%).
- The most common feelings experienced by participants after experiencing sexual harassment were embarrassment (74.73%), anger (47.13%) and helplessness (28.24%).
- Almost a third of the research participants stated that they know a person who survived sexual harassment at university.
- 93.5% of the participants who survived sexual harassment did not take any formal actions (e.g. report to the university, report to the police, etc.).
- 73.5% of research participants have no information about the existence of procedures in case of sexual harassment at their faculties.

6

DEVELOPMENT OF PUBLIC POLICIES THROUGH ADVOCACY AND NETWORKING

One of the main strategic goals of WR is active lobbying for the improvement of legislation in the area of violence against women, with special emphasis on sexual violence, as well as the development of public policies in the area of sexual violence.

In order for advocacy activities to be as comprehensive as possible, the experiences of survivors of sexual violence, helpers, experts, advocates and researchers are crucial for us. Consequently, WR is a member of many networks and initiatives, and our members participate in the work of numerous committees, working groups and teams dedicated to the strategic goal of the organization.

6.1.NETWORK OF SUPPORT AND COOPERATION FOR VICTIMS AND WITNESSES OF CRIMINAL OFFENCES

WR is the coordinator of the new cycle of the three-year program “Network of Support and Cooperation for Victims and Witnesses of Criminal Offences” (Network of Support and Cooperation), which is financially supported by the Ministry of Justice and Administration of the Republic of Croatia, and which additionally contributes to the improvement of the position of victims and witnesses.

The program is implemented for the fifth year in a row in partnership with the following 10 civil society organizations: Association for Support of Victims and Witnesses, Center for Civic Initiatives Poreč, Center for Support and Development of Civil Society DELFIN, DEŠA - Dubrovnik, Association HERA Križevci - for protection and promotion of human rights, Informative legal center, Women’s group Karlovac KORAK, S.O.S. Virovitica - counseling, empowerment, cooperation, SOS telephone for women victims of violence in the Krapina-Zagorje County, Zagorje and the Zvonimir Association.

Here are the highlights of the special successes of the Network for Support and Cooperation Network during 2022:

- The activities of the Network were extended to territories of 4 new counties: Zadar County, Sisak-Moslavina County, Vukovar-Srijem County and Osijek-Baranja County.
- 3,973 consultations were provided for 1,099 users (936 new users, 136 existing users, 8,446 individual services within the scope of provided consultations). Compared to 2021, there were 26% more consultations, 29% more users, and the number of services has increased by 27%.
- A total of 930 psychological and legal counseling services were provided (of which 466 legal counseling services and 464 psychological counseling services).
- A total of 217 court escorts were provided with the aim of reducing discomfort and stress and reducing the risk of secondary victimization of the victims. 70 escorts were made to other institutions.

The Network's website has been visited more than 91,526 times since the start of the program, accompanied by the systematic media promotion. The implementation of this program continuously improves cooperation between all competent bodies and institutions, both in the field of direct work and in the field of public policy development, primarily through improving the implementation of existing laws in accordance with EU standards. Special emphasis is placed on promoting key international documents such as the EU Council Convention on preventing and combating violence against women and Directive 2012/29/EU on the establishment of minimum standards for the rights, support, and protection of victims of criminal offences.

For more information see <http://mrezapodrskeisuradnje.com/>.

6.2. NETWORKS, COALITIONS AND CIVIC INITIATIVES

Women's Room is a member of **14 national, regional and European** networks, coalitions and civil initiatives through which we strengthen our capacities, exchange experiences and advocate for changes at different levels. These include:

1. European Women's Network against Sexual Violence (co-founders and two members of the Governing Board)
2. VICTIM SUPPORT EUROPE
3. GOOD Initiative – Civic upbringing and education
4. PLATFORM 112 – for Croatia governed by the rule of law
5. Platform for Reproductive Justice
6. PETRA Network – Network of NGOs for Prevention and Elimination of Trafficking in Women

7. WAVE – WOMEN AGAINST VIOLENCE EUROPE, Feminist Network Promoting Human Rights of Women and Children (members of the Network and members of working group for combating sexual violence)
8. Organizational Committee of the One Billion Rising
9. ASTRA – Central and Eastern European Network for Sexual and Reproductive Health and Rights
10. AWID – Association for Women’s Rights and Development
11. Anna Lindh Euro–Mediterranean Foundation
12. Feminist List against war rape in countries formed in the region of the Former Yugoslavia
13. Coalition REKOM – Regional Commission tasked with establishing facts on war crimes and other serious human rights violations committed on the territory of the Former Yugoslavia
14. Advisory Board of Center for Safer Internet (within the project “Safer Internet Centre Croatia: Making Internet a good and safe place”).

EUROPEAN WOMEN’S NETWORK AGAINST SEXUAL VIOLENCE

In March 2017, WR became the co-founder and a member of the *Regional women’s network against sexual violence*, and its founding and activities were coordinated by the Incest Trauma Center – Belgrade, Serbia (ITC), in cooperation with other co-founders, WR, Association SOS Helpline for Women and Children Victims of Violence (Slovenia), and SOS Center for Women and Children Victims of Violence (Montenegro).

In 2019, the Network was officially registered in Croatia and changed its name to the **European Women’s Network against Sexual Violence**.



Logotype of the European Women’s Network against Sexual Violence

Two members of ŽS (Maja Mamula and Anamaria Drožđan-Kranjčec are also members of the Governing Board of this Network). Kristina Mihaljević, a member of the Women's Room, oversees managing Network's:

- web page (<http://reactagainstsexualviolence.org/>),
- Facebook page (<https://www.facebook.com/europeanwomensnetwork/>)
- Instagram profile (https://www.instagram.com/react_against_sexual_violence/).

In 2022, within the scope of this Network, in addition to regular organizational activities (assembly, meetings of the Management Board, etc.), a series of professional trainings was started for members of the Network, as well as for interested professionals. Training was delivered by Jannetta Boss, a psychotherapist specializing in working with survivors of sexual violence and a sex therapist from the Netherlands, from the organization *Arg psychotrauma expert group*. The title of her presentation was "How to work together to recover intimacy and sexuality after surviving sexual violence". The training was held over the zoom application and attended by 70 participants from 8 countries.

For next year, agreements have been reached with the members of the Network to organize at least four trainings, which will begin in January.

6.3. COMMITTEES, WORKING GROUPS, TEAMS AND COUNCILS

As in previous years, a special attention was devoted to systematic active work on the development of public policies against sexual violence through membership in **committees, working groups, teams and councils**. WR members are actively involved in **12 such bodies**.

Committees, working groups, teams and committees in which members of the Women's Room participate:

1. National Team for Prevention and Combating Domestic Violence and Violence against Women
2. Gender Equality Committee of City of Zagreb Assembly
3. City of Zagreb Committee for Protection from Domestic Violence
4. Working group for the improvement of the legislative framework for protection against violence against women and domestic violence and the preparation of analysis and proposals for relevant changes to the Criminal Procedure Act, the Criminal Code, the Act on Protection from Domestic Violence, the Law on Courts, the Ordinance on the Manner of Execution of Precautionary Measures, and the Ordinance on the Manner of Conducting Individual Victim Assessment
5. Working group concerned with drafting the National Plan for Combating Sexual Violence and Sexual Harassment
6. Working group concerned with drafting the National Plan for Gender Equality, for period 2022 - 2027

7. Working group for the development of the National Plan for the Protection and Promotion of Human Rights and Combating Discrimination 2019 - 2024
8. Working group of civil society organizations concerned with monitoring hate speech
9. Working group for changes to the Rules of Procedure in Cases of Sexual Violence
10. Committee concerned with monitoring and advancing support system for victims and witnesses (Ministry of Justice and Administration)
11. Council for monetary compensation to victims of criminal offences
12. Femicide Watch

We actively participate in monitoring needs and proposing changes to the legislative framework related to sexual violence in order to protect the rights of survivors of sexual violence and other forms of gender-based violence.

In 2022, the head of the legal team of the WR Anamaria Drožđan-Kranjčec participated in the Working Group for the improvement of the legislative framework for protection against violence against women and domestic violence and the preparation of analysis and proposals for relevant changes to the Criminal Procedure Act, the Criminal Code, the Act on protection from domestic violence, the Law on Courts, the Ordinance on the Manner of Execution of Precautionary Measures, and the Ordinance on the Manner of Conducting Individual Victim Assessment.

In 2021, WR initiated the development of the *National Plan for Combating Sexual Violence and Sexual Harassment for the period from 2022 to 2027* (National Plan). The Government of the Republic of Croatia adopted the Decision on the initiation of the process of drafting the National Plan for Combating Sexual Violence and Sexual Harassment, with the Ministry of Labor, Pension System, Family and Social Policy being in charge. The goals of the National Plan as a medium-term strategic planning act are: prevention of sexual violence and sexual harassment, improvement of care and availability of support services for victims of sexual offenses, and achieving a deterrent effect for perpetrators of sexual offenses.

During 2022, the work on the development of the National Plan was very active and demanding. WR made its initial contribution through the development of a document analyzing the current situation regarding sexual violence, as well as a basic draft of measures that are key to the National Plan. Representatives of competent state bodies, the Office of the Ombudsperson for Gender Equality, the Office for Gender Equality of the Government of the Republic of Croatia, the Office for Human Rights and Rights of National Minorities of the Government of the Republic of Croatia, scientific institutions, social partners, civil society organizations and citizens' initiatives participated in the working group. The work was organized in five working groups, of which members of the ŽS participated in four. The National Plan was completed, and the Government of the Republic of Croatia adopted it in December 2022. For the first time, a strategic plan, i.e. a document dealing specifically with the issue of sexual violence at all levels, was created.

During 2022, WR actively participated in the working group for amending the Rules of Procedure in Cases of Sexual Violence with the Office for Gender Equality of the Government of the Republic of Croatia. Due to significant changes in legislation, as well as the development of the National Plan, it was crucial to introduce a whole series of changes to the existing Rules. The working group includes representatives of competent state bodies, the Office of the Ombudsperson for Gender Equality, the Office of the Ombudsperson for Children and civil society organizations. It is expected that the new draft of the Rules will be finished and ready for public consultation by the summer of 2023.

During 2022, WR continued the cooperation established with Elle Magazine and joined the celebration of the global Denim Day campaign. Wearing denim on the last Wednesday in April has become an international symbol of protest against attitudes about sexual violence that blame the victims for the violence experienced. It is a global campaign and an international event in which, for over two decades, more than 12 million people around the world participate every year. In Croatia, Denim Day has been celebrated since 2021, organized by the magazine Elle Croatia and WR, through a socially responsible campaign on digital platforms under the motto *Wear denim with a higher purpose!*, with the involvement of numerous figures from public life and an invitation to the general public to join the project and support victims of sexual violence. On International Denim Day on April 27, 2022, an invitation was sent to public figures, people from political and cultural life, and citizens to “wear denim with a higher purpose”, take a photo and post that “fashion statement” piece on their profile on Instagram and tag 5 friends who will do the same with certain hashtags (such as #elledenimday #podrziNEnasilje #aktivirajsvojstav etc.). Also, throughout the campaign, all persons who survived some form of sexual violence were invited to seek assistance at the Center for Victims of Sexual Violence.



7

MEDIA PRESENCE

During 2022, WR continued to have a significant **presence in the media**, one of our main methods of communication with the general public. In total, there were **327 appearances** in the media: 21 times on TV (of which 10 times in the prime time of the most important television companies), 4 times in newspapers and magazines, 21 times on the radio in radio shows.

WR members participated in television shows of the leading **TV companies in Croatia 21 times**, of which 10 times in the prime time of the most important television companies (e.g. Maja Mamula, Ph.D., on March 8, central news HRT 1, topic of sexual violence; Anamaria Drožđan-Kranjčec, on March 23, central news HRT 1, topic of Network of support and cooperation for victims and witnesses of criminal offences; Kristina Mihaljević, on April 28., RTL potraga, topic of sexual harassment and preventive programs; Ph.D. Maja Mamula, on November 25, Nova TV news, topic of sexual violence in Croatia on the occasion of the International Day against Violence against Women).

In addition, WR members had **4 interviews** in newspapers and magazines (Jutarnji list, 24 sata, Elle and Udruga hr).



Magazine Udruga.hr,
November 2022

Also, we participated in **21 radio shows at the national and local levels** (e.g. HRT 1, Yammam FM, Radio Nacional, Radio Sljeme, Slavonski radio). During guest appearances on radio shows, we presented the work of WR and the Center for Victims of Sexual Violence, the Network of Support and Cooperation for Victims and Witnesses of Criminal Offences and made statements on the occasion of the National and International Day of Combating Violence Against Women, as well as the problem of femicide.

During 2022, **145 posts** were published on **multimedia journalist portals**, which concerned the activities carried out by WR, including posts about the Center's work.

WR's **radio jingles** were broadcasted **136** times, of which the new jingle about the work of the Center for Victims of Sexual Violence was aired 88 times, and the jingle on the Support and Cooperation Network for Victims and Witnesses of Criminal Offenses 48 times.

Lifestyle

#MOREWOMEN: 'Danas je taj dan kad samima sebi i drugima moramo reći koliko smo toga dobro napravile'

09-03-2022 / 1305

Dan žena uvijek je prilika da slavimo žene i podsjetimo se na put rodne ravnopravnosti koji smo prošle i koji je pred nama, a tim povodom, magazin Elle organizirao je ELLE Active! panel. Drage naše, sretan Vam Međunarodni dan žena!



Round table organized in cooperation with Elle Magazin (marking the International Women's Day)



U Sisku održana radionica u sklopu programa „Mreža podrške i suradnje za žrtve i svjedoke kaznenih djela“

Galerija fotografija



Members of the Women's Room held education for Sisačko – moslavačka Country Police Administration

In addition to the listed media presence, WR maintains contacts and communication with representatives of the media, citizens and all interested parties through 3 websites, FB profile and Instagram.

We ensure the visibility of our work and our activities through Women's Room website (www.zenskasoba.hr), which is regularly updated.

Through the website „**Sigurno mjesto**“ (www.sigurnomjesto.hr) we ensure accessibility and facilitate the exchange of information on activities carried out in the field of violence against women. By maintaining the site, we improve cooperation between all services that provide assistance and support to women victims of violence. Since the launch of the site in 2012 until the end of 2022, the site was visited by more than **1,101,494 people**.

The website of the **Network of Support and Cooperation for Victims and Witnesses of Criminal Offences** (<https://mrezapodrskesuradnje.com/en/>) had **10,312** visits in 2022.

WR maintains its page on Facebook (www.facebook.com/zenska.soba) which currently has **6,856 followers** and 236 posts in 2022.

Also, WR has a page on Instagram (<https://www.instagram.com/zenska.soba/>) which is followed by **2269 followers** and had 162 posts during the year.

8

PUBLISHING

During 2022, WR created and published **25 different materials in 22,268 copies** and **1 audio-video material**. The materials were created with the financial support of various donors, which we list in parentheses next to the name of each material.

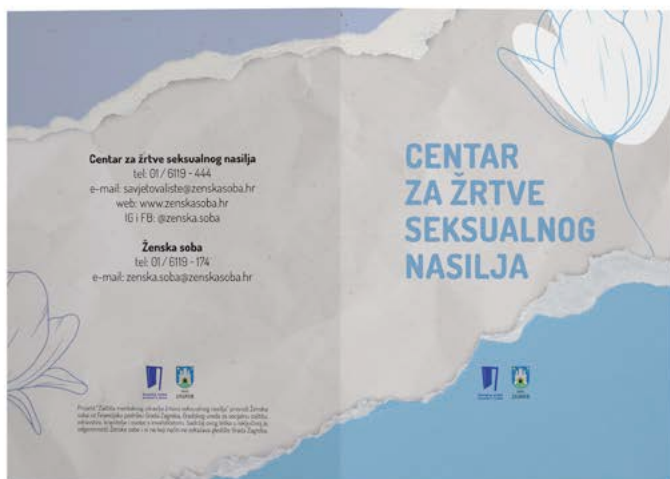
- Guide for survivors of sexual violence, additional print (City of Zagreb)
- Leaflet, poster and stickers of the Network of Support and Cooperation for Victims and Witnesses of Criminal Offenses (Ministry of Justice and Administration)
- Brochure “Read, recognize, report” (City of Zagreb)
- Leaflet Sexual harassment (Ministry of Science and Education)
- Denim day flyer, Center for victims of sexual violence (Elle Active)
- Bags and mugs, ACT (Ministry of Science and Education)
- Brochure with workshops, ACT (Ministry of Science and Education)
- Newsletter, ACT (Ministry of Science and Education)
- Video for social networks, Center for Victims of Sexual Violence (Ministry of Labor, Pension System, Family and Social Policy)
- Leaflet and poster Center for victims of sexual violence (Ministry of Health)
- General leaflet (in Croatian and English), Network of support and cooperation for victims and witnesses of criminal offenses (Ministry of Justice and Administration)
- Publication, Network of support and cooperation for victims and witnesses of criminal offenses (Ministry of Justice and Administration)
- Brochure, Network of support and cooperation for victims and witnesses of criminal offenses (Ministry of Justice and Administration)

- Leaflet SVEP 2 Junior (EU)
- Poster for parents SVEP 2 Junior (EU)
- Digital display Center for victims of sexual violence (City of Zagreb)
- Work cards, additional print (City of Zagreb)
- Leaflet Center for victims of sexual violence (City of Zagreb)
- Leaflet WR and Center for Victims of Sexual Violence (City of Zagreb)

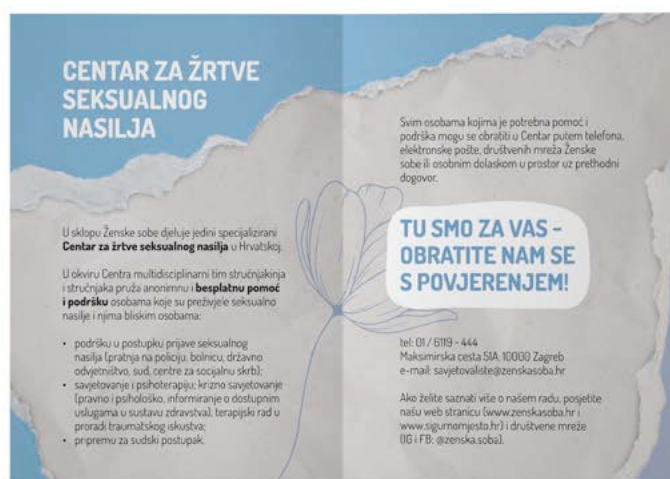
Here are some examples of our printed materials:



Leaflet, Women's Room/Center for Victims of Sexual Violence (City of Zagreb)



Leaflet Center for Victims of Sexual Violence (City of Zagreb)






TU SMO ZA TEBE! MI TI VJERUJEMO!

Ženska soba
Maksimirska 51a, Zagreb
Tel: 01/6119-174
E-mail: zenska.soba@zenskasoba.hr
FB/IG: @zenska.soba

Centar za žrtve seksualnog nasilja
Savjetovalište: 01/6119-444
E-mail: savjetovaliste@zenskasoba.hr



Projekt „Seksualno nasilje – edukacijski i preventivni program 2 – Junior (SVEP 2 – Junior)“ (engl. Sexual Violence – Educational and Prevention Program 2 – Junior (SVEP 2 – Junior)) No. 101005H02 financiran je od strane Europske unije u okviru Programa o pravnoj, jednakosti i građanstvu (2014. – 2020.). REC-14-03001-REC-1004-05/14-0-2020. Nositeljica projekta je Ženska soba, a partneri na projektu su Pravobraniteljica za djecu Republike Hrvatske, CES-I – Centar za edukaciju, savjetovanje i istraživanje, Udruga sudaca za mladež, obiteljskih sudaca i stručnjaka za djecu i mladež, OS Društva županijska Petrinja, OS "Kambridge" Brijuni, OS Beledovina, OS "Stara Bistrica" Čačak, OS "Sveti Mihovilo" Slavonski Brod, OS Veruša Pula, OS Matka Logvine Zagreb, Rape Crisis Network Ireland i Change Attitude (Zveđska). Projekt je sufinanciran od strane Ureda za udruge Vlade Republike Hrvatske i Grada Zagreba. Sadržajno izradio u ovom tekstu uključeno su sudjelovanje Ženske sobe i ne odražavaju nužno stajališta Europske unije, Ureda za udruge Vlade Republike Hrvatske i Grada Zagreba.





VJERUJ SEBI I SVOM UNUTARNJEM GLASU

NE. OVO NIJE FILM. OVO JE MOJA PRIČA.

SEKSUALNO NASILJE NAD DJECOM JE...

- seksualna zlostupotreba djeteta mlađeg od 18 godina
- oblik nasilja:
 - o kojem se najmanje govori
 - koji doživljava 1 od 5 djece u dobi do 18 godina
 - koji najčešće čine djeci poznate osobe kojima djeca vjeruju
 - koji se može dogoditi bilo gdje (u vlastitom domu, u školi, u vezi, u društvenim mrežama, na ulici), u bilo koje doba dana
 - kaznena djela za koje počinitelj može i treba biti kažnjen

... UVIJEK NEŽELJENO!

POSTOJE RAZLIČITI OBLICI SEKSUALNOG NASILJA.

1. riječi i rečenice seksualnog sadržaja koje dijete ne želi slušati/čuti o sebi i svom tijelu, zbog kojih osjeća strah, neugodu i sram
2. dodirivanje djeteta po tijelu na način na koji dijete to ne želi, zbog kojega osjeća strah, neugodu i sram
3. nagovaranje/prisiljavanje djeteta da skinje odjeću ispred druge osobe, da gleda djetu osobu dok se pred njim dodiruje po intimnim dijelovima tijela
4. nagovaranje/prisiljavanje djeteta da dodiruje drugu osobu (uključujući intimne dijelove tijela) ili da dodiruje svoje intimne dijelove tijela
5. upoznavanje djece s pornografijom
6. snimanje djeteta na neprimjeren način (npr. dok je golo, u pozama u kojima se vide intimni dijelovi tijela), slanje slika i/ili poruka seksualnog sadržaja putem društvenih mreža i interneta
7. nagovaranje/prisiljavanje djeteta na seksualni odnos

NIKADA NISI KRIVA/KRIV ZA PREŽIVJENO SEKSUALNO NASILJE! ZA NASILJE JE UVIJEK ODGOVORAN ISKLJUČIVO POČINITELJ.

ŠTO UČINITI AKO TI TVOJA PRIJATELJICA ILI PRIJATELJ KAŽE DA JE PREŽIVJELA/PREŽIVIO SEKSUALNO NASILJE?

- vjeruj
- nagloži da nije kriva/kriv
- obavezno recite odrasloj osobi od povjerenja što ste saznali – čak i ako tvoja prijateljica/prijatelj to možda ne želi
- važno je povjeriti se nekoj odrasloj osobi, jer odrasle osobe znaju što učiniti kako bi se nasilje zaustavilo – **NEMOJTE STATI U TRAŽENJU DOK NE PRONAĐETE ODRASLU OSOBU KOJA ĆE POMOĆI!**

ŠTO UČINITI AKO SE TEBI DOGADA SEKSUALNO NASILJE?

- čak i ako nisi sigurna/siguran radi li se o seksualnom nasilju, vjeruj sebi i svojem unutarnjem glasu!
- obavezno reci odrasloj osobi od povjerenja što se dogodilo, uz njezinu podršku potraži pomoć i prijavi nasilje

ZAPAMTI: nisi kriva/kriv i zaslužuješ život bez nasilja!

9

FINANCIAL REPORT

During 2022, WR secured financial resources for the implementation of its program areas of work through **19 programs and projects**.

Number of projects/programs based on donors/financial supporters:

- **6** projects financially supported by international sources (EUROPEAN COMMISSION Directorate – General for Justice and Consumers; Iceland, Liechtenstein and Norway within the EEA and Norwegian grants (Active citizen fund); Heart and Hand Fund; V-Day Until the Violence Stops)
- **1** project supported by the Central Office for Demography and Youth
- **5** projects financially supported by the ministries of the Republic of Croatia (Ministry of Labor, Pension System, Family and Social Policy; Ministry of Health; Ministry of Justice and Administration; Ministry of Science and Education)
- **7** projects financially supported by the City of Zagreb, the City Office for Social Protection, Health, Veterans and Persons with Disabilities

The total revenues of WR in 2022 amounted to **HRK 6,477,836**, of which a share of **HRK 3,354,264** (51.7%) was transferred to partner organizations for the implementation of programs/projects.

Donors of the Women's Room were: European Union; Iceland, Liechtenstein and Norway within the EEA and Norwegian grants; Ministry of Justice and Administration of the Republic of Croatia; Ministry of Labor, Pension System, Family and Social Policy of the Republic of Croatia; Ministry of Health of the Republic of Croatia; Ministry of Science and Education of the Republic of Croatia; Central State Office for Demography and Youth; The City of Zagreb and the Office for Cooperation with NGOs of the Government of the Republic of Croatia. Tables no. 7 and 8 show the revenues and expenses of WR in 2022.

Table 7: Revenues of the Women's Room in 2022

Type of revenues	Amount in HRK	Amount in EUR
Service provision	125 904	16 710,33
Financial assets	26 487	3 515,43
Donations from the state budget	3 814 625	506 287,74
Donations from local and regional self-government budgets	312 881	41 526,45
Foreign governments and international organizations	238 426	31 644,57
EU institutions and bodies	1 926 413	255 678,94
Companies and other legal entities (foundations, companies, CSOs)	15 445	2 049,90
Citizens	13 720	1 820,96
Other	3 937	522,52
Total	6. 477, 838	859 756,84

Table 8: Expenditures of the Women's Room in 2022

Type of expenditures	Amount in HRK	Amount in EUR
Staff members	1 671 464	221 841,40
Material (fees, services)	1 396 425	185 337,45
Depreciation	25 555	3 391,73
Financial	18 294	2 428,03
Donations (transfer of funds to partner organizations, smaller donations to other organizations and initiatives)	3 359 863	445 930,45
Other	9 485	1 258,88
Total	6. 477, 838	859 756,84

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ACKNOWLEDGEMENTS

- We thank **all the donors** who, through the funding of programs and projects, as well as through donations, made it possible for the Women's Room to operate and provide services to survivors of sexual violence within the Center for Victims of Sexual Violence!
- We thank **all the lecturers, as well as the participants**, who shared their knowledge and experience at educational and preventive activities!
- We thank **Diani De Vegh** for many years of support and faith in our work!
- We thank all **external associates** for continuing their cooperation with us this year!
- We thank all **our members, the Management Board and the volunteers** who participated in our numerous activities and supported our work!
- We thank **Elle Magazine** for the support provided to the Women's Room and the Center for Victims of Sexual Violence by implementing the #DENIMDAY campaign
- We thank all **primary and secondary schools, professors and professional associates** who joined our programs for the prevention of sexual violence against children and youth.
- We would like to thank all **civil society organizations** that are part of the Network of Support for Victims and Witnesses of Criminal Offenses for their significant contribution to improving the position of victims and witnesses in the Republic of Croatia!
- We thank all **partners** in projects and programs for their invested energy, will, knowledge, effort and time!

We would also like to extend our gratitude to everyone who is not mentioned, but whose work and energy were precious to us in 2022.

On behalf of the Women's Room:

Maja Mamula, Ph. D., Coordinator

Zagreb, April 24, 2023.