

**ANNUAL**

**REPORT**

**2011**

## Introductory

In the last year 2011 Helsiniki Citizens' Assembly marked the 15 years of existence and work, 15 years of persistence and battle that men and women citizens of this country lead fulfilled and dignified lives, not to be discriminated and pushed to the margins of the society due to their national, gender or religious identity, due to different sexual orientation, belonging to national minority or some other status. Within these 15 years we have completed more than 50 different local and regional projects, but, more importantly, over these 15 years we established the partnership ties with numerous organizations of civil society in BiH and neighborhood having to spread the network of our collaborators coming from different fields - the media, academic community, state institutions, neighborhood, educational and medical institutions and private sector.

However, it is not the marking of the 15<sup>th</sup> anniversary what marked the previous year, but retirement of the founder and years-long director of the Association Lidija Zivanovic. She has been in charge of the association for fifteen years and it is just a few people performing the similar job being aware of how stressful and responsible job it is. And instead of talking of Lidija who was retired but she continues to be here to share her precious experience and advises with others, we give here an article which was dedicated to Lidija Zivanovic by Goran Bubalo in the editorial of "Peace News"

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## Nema odmora za umorne mirovne aktiviste/kinje

"Budimo zahvalni ljudima koji nas čine sretnima, oni su dražesni vrtlari koji čine da naše duše cvjetaju."  
Marcel Proust

Da li postoji odmor ili penzija za mirovne aktiviste/kinje? Bojim se da ne, ovo što radimo, što nosimo u sebi prati nas cijeli život. I u poznim godinama teško će nas napustiti žar borbe za bolje sutra.

A kada budemo pravili podsjećanje na same početke NVO sektora u BiH, kada budemo govorili o pokretačima, stvaraocima, motivatorima NVO sektora u BiH, Lidija će biti jedna od prvih osoba koja će biti navedena. Ona je pokrenula ne samo Helsinški parlament građana (hCa) Banja Luka, koji je izrastao u jednu od vodećih organizacija u BiH ali i regionu, bila je i jeste pokretačica i inspiracija čitavog mirovnog-ljudskopravaškog pokreta.

Sjetimo se ratnih i ranih poratnih godina, mali broj ljudi bio je spreman prelaziti entitetske granice, još manji raditi na teškim i nemogućim pitanjima pomirenja, ali Lidija je uvijek gazila čvrstim koracima i nosila tešku baktu istine i mira, koja će novim generacijama biti teška, preteška.

Lidija je uvijek bila i jeste spremna prelaziti granice i razgovarati. Djelovati!

Ali Lidija u penziji? Nemoguće.

Sjećam se kada su Kvekeri radili pozive za ljetne odmore (retreat) za umorne aktiviste/kinje u andeoskom Grožnjanu (gradić u Istri). Iako bi početkom godine dogovorili Lidijin dolazak, svake godine bi otkazivala zbog obaveza na poslu, gdje joj je bilo teško ostaviti poslove i ljude sa kojima radi, uvijek je posao bioao prioritet.



lidija.htm

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## **No rest for tired peace activists / men and women**

*"Let's be grateful to people who make us happy, they are charming gardeners who make our souls flourish."*

*Marcel Proust*

*Is there rest or pension for peace activists men and women? I am afraid there is not, what we do, what we have in ourselves follows us a whole life. And at an older age, it is less likely that the zest of battle will leave us for the sake of better tomorrow. And when we are to make a reminder of the sole beginnings of NGO sector in BiH, when we are to speak about masterminds, creators, motivators of NGO sector in BiH, Lidija will be the one of the first persons to be named. She started not only the Helsinki Citizens' Assembly Banja Luka ( hCa), which grew into one of the leading organizations in BiH, but the region as well, she was and is the mastermind and inspiration of the whole peace human rights movement.*

*Let's remember the war and post-war years, a small number of people was prepared to cross the entities' border, even less people worked on difficult and impossible issues of reconciliation, but Lidija has always stepped with strong steps carrying the heavy torch of truth and peace which will be always difficult, too difficult to new generations.*

*Lidija has always been and is ready to cross the borders and talk. To act! But Lidija retired? Impossible.*

*I remember when the Quakers worked on invitations for retreats, summer vacations for tired activists in an angel-look Groznjan, a small town in Istria. Although in the beginning of year we arranged Lidija's coming, she would cancel every year due to job obligations where it was difficult for her to leave her job and people she was working with, the job was always the priority.*

*Although formally retired, we have no doubts that Lidija will remain as one of the most active members of hCA, but the leader and inspiration to all those coming and who want to get involved into marathon race of building a better life. She will continue to be a great host in Banja Luka but we shall host her in our towns.*

*For these reasons within the Peace Building Network we launched the recognition of work of the most emphasized peace activists in order to nominate them for prestigious world awards in the field of human rights and peace building and believe that their values and talents as being recognized across the world will be awarded.*

*An excellent example is International Bremen Peace Award received by Vahidin Omanović from Peace Building Centre Sanski Most.*

*A month ago we nominated Žarko Papić from IBHI in co-operation with NGO Council for prestigious John Humphrey Award. In the future period we shall do the same for other leading activists men and women. It is difficult to thank them for everything they do for us but we must at least give a try. No giving up, no surrender.*

*Article was published in the Peace News 6/ 7 issued by BiH Peace Building Network.*

<http://www.mreza-mira.net/sites/default/files/Mirovne%20novosti%20broj%206-7,%20juli-avgust%202011.pdf>

## ABOUT US

hCa Banja Luka was registered on 16 August 1996, as a local NGO in Republika Srpska / Bosnia and Herzegovina. Since that time, hCa Banja Luka has been actively involved in promoting, strengthening and networking of civil initiatives at local and regional level, and it has been working on reconciliation and empowerment of marginalized social groups for political activism.

**Our mission:** hCa is an organization that supports and encourages autonomy and freedom for all citizens, including marginalized social groups, especially women and young people in democratic processes.

**Our vision:** a society of equal opportunities for all.

### *Priorities of hCa's activism:*

- Empowerment of marginalized groups, especially women, youth and minority groups for political activities and improvement of their position in society;
- Influencing the authorities in Bosnia and Herzegovina in order to improve legislation and public policy towards these groups;
- Increased and better representation of women, youth and minorities in the media;
- Raising awareness of citizens in Bosnia and Herzegovina on discrimination of marginalized groups and mechanisms to protect their rights;
- Strengthening cooperation with other organizations and institutions in Bosnia and Herzegovina, but also at international level;
- Convergence of educational programs, literature, knowledge and skills related to peace-building, development of civil society and human rights of BiH citizens;
- Continuous training of hCa staff and efforts to maintain sustainability of the organization.

In 2009, hCa carried out its activities in two program areas:

- Strengthening Civil Society and the Transformation of Public Authorities into Citizens' Service
- Advocating for Gender Equality
- Creating Conditions for Active Involvement of Young People in Public Life

**Educational programs** – hCa Banja Luka gathers trainers for its own and other organizations' needs that conduct training sessions in the following areas: strengthening the capacities of nongovernmental organizations (strategic planning, fundraising, campaigns, public relations, etc), non-violent communication, conflict resolution, human rights and gender equality. In this way, hCa Banja Luka promotes its goals and policies to other social groups that are not directly covered by the projects, and contributes to its financial sustainability.

## **Program Area:**

### **Strengthening Civil Society and the Transformation of Public Authorities into Citizens' Service**

*The objectives of this program area are building and strengthening democracy through raising public awareness about democratic principles and processes, encouraging citizens to run various initiatives and participate in decision making at all levels of government. Through various activities under this program area we strive to establish better cooperation between citizens and government institutions.*

Within program area in 2011 was completed the implementation of the "X-Press – Social Inclusion through the Media", "The Neighborhood - Affirmation of Multiculturalism and Cooperation at the Municipal Level in the Western Balkans" and "Social Inclusion and Integration To Active Citizenship" that we have implemented in partnership with Bureau for the Human Rights Tuzla.

### **X - PRESS: Social Inclusion through the Media**

The Project X-Press has started in December 2008 and lasted till June 2011 and has been implemented by three organizations: the Cure Foundation and the Association of Young Journalists of Republika Srpska - UMNORS, as partners and the Helsinki Citizens Assembly Banja Luka as the project leader, with financial support from the European Union and Friedrich Ebert Foundation and, in one part by the Embassy of the United States of America.

The project aims at improving the situation of marginalized and vulnerable groups in BiH society and fights against discrimination through the joint actions of NGOs and the media.

The intention of this project is to influence the media to make more professional and frequent reports on marginalized and vulnerable groups and their associations on one hand, and affects the relevant institutions to improve policy and practice under the categories of the population, on the other.

## **ACTIVITIES:**

- **56 “Brunches with Journalists”**, monthly sessions in Banja Luka and Sarajevo, where journalists and representatives of associations of marginalized groups discussed about problems and needs of specific marginalized groups.

At these brunches were opened numerous topics such as barriers that persons with disabilities face, state and conditions in women's prisons, discrimination of the Roma national minority, status of children from mixed marriages, position and treatment of atheists, young people, domestic violence victims, etc.

At the brunches held in the course of 2011 the focus were: employment, refugees and displaced persons, persons under psychiatrist treatment, personal assistance, ecology, young as marginalized group, national minorities and regional cooperation, economic issues and tax rise, breast cancer and promotion of Re: Action, the Coalition of 10 Banja Luka based organizations.

- **4 conferences** were held under the title “Professional and Ethical Standards in Reporting on Marginalized and Vulnerable Groups“ at which participated the media representatives, marginalized groups associations representatives, experts for the media and civil society organizations.

At the conference held in May 2011 we talked about classical and online media and presentation of marginalized groups in them. As part of this conference for the first time there was awarding of the Srđan Aleksić Journalist Award.

- **Journalist Awards Srđan Aleksić** for professional reporting on marginalized and vulnerable groups were given, for the first time, in May 2011. In total there were 12 TV and radio stories received, 24 newspaper articles and 6 proposals for special award for reporting in continuity.

- **10 workshops for journalism students** on professional journalist reporting on marginalized and vulnerable groups in Sarajevo, Banjaluka, Tuzla and Mostar. At the workshops students could hear about what marginalized groups are, what is discrimination, stereotype reporting, hate speech and what journalists should pay attention to when reporting on these specific social groups. During 2011 three workshops for students were held.

- Within the project we printed **two publications**. One is “The Dictionary of Diversity“ which contains explanations for 176 terms that are directly or indirectly related to the human rights of marginalized social groups. The aim of the Dictionary is to help journalists in their daily work, as well as to students of journalism. Together with the Dictionary it was printed the “Manual for Reporting on Marginalized Groups” which is primarily intended for students of journalism. The aim of the Manual is to familiarize students and journalists with the concepts of discrimination and marginalization, and to give them professional guidance for reporting on a variety of marginalized groups in the society.

## **RESULTS:**

- More than 300 journalists who attended the "Brunches with Journalists," familiarized with the problems of individual associations of marginalized groups, as well as with specific terminology and approach to these social groups, which resulted in the publication of more than 100 articles in the media about the status and problems of marginalized and vulnerable groups and increase of their visibility in public;

- “Manual for Reporting on Marginalized Groups” and the “Dictionary of Diversity” were included in the library fund of universities of Tuzla, Banja Luka and Sarajevo, and distributed to the general public;

- At ten workshop, 236 students of journalism and communication were sensitized for reporting on marginalized groups and professors at journalism departments at their lectures continue to sensitize students about reporting on these issues;

- Four conferences gathered 156 participants, men and women at which was supported the initiative to establish the Srđan Aleksić Journalist Award, harmonized specific terminology and established or deepened co-operation between the journalists and associations of marginalized groups.

- The first Srđan Aleksić Awards were given for professional reporting on marginalized and vulnerable groups. In total, 6 awards were given.

## **PLANS FOR 2012:**

In the year 2012 it is planned to continue with all project's activities, to organize brunches with journalists, conferences, workshops with students and the Srđan Aleksić awarding. Except it, we

intend to do an IT training for NGOs and journalists, create methodology for media monitoring and strategic planning for the Srđan Aleksić Journalist Award.

\* \* \* \* \*

### **Workshops of comic book and caricature**

With financial support of the Embassy of the United States of America during 2011 we held 6 workshops of comic book and caricature with participation of about 20 attendees of all ages. Through these workshops we intended to affirm the comic book and caricature as journalism expressive forms and, on the other hand, use these "neglected", but attractive forms in order to propose a problem regarding the position of marginalized groups in our society and make it more understandable and visible to wider public.

Through their comic book heroes the attendees portrayed different situations and problems that domestic violence victims, the poor, pensioners, persons with disabilities and others are faced with. After the workshops, we organized at the hCa office an exhibition of work of attendees of the Small School of Comic Book and Caricature which was opened by academic painter and lecturer Srđan Kosić and Aleksandar Žolja, the "X-press" coordinator.

12 attendees of all ages, professionals and beginners exposed 14 works at the exhibition. Some of the works were published in one of the Peace News issues. On the occasion of the International Day of the Human Rights in cooperation with the USA Embassy and UDAS association we arranged the exhibition of works of our School of Comic Book and Caricature's attendees which was done by persons hurt by mines, members of the UDAS association.



**American Ambassador Patrick Moon in conversation with our School of Comic Book and Caricature's attendee Milijan Forca at the American Corner, December 6, 2011**



\* \* \* \* \*

## "Srđan Aleksić" Journalist Awarding



The first Journalist Awarding "Srđan Aleksić" for reporting on marginalized and vulnerable groups was organized on May 27<sup>th</sup> at the Muzicki paviljon in Banjaluka.

In total 5 awards were given and one special plaque. The five-member jury voted in unison that the first price for press reports was to be given to Aida Tipura, a journalist for „Nezavisne novine“ (independent newspaper) in Banja Luka. This award affirms and promotes professional reporting of marginalized groups in BiH. The second award for press reports went to Tanja Šikanjić, also a journalist for „Nezavisne novine“ in Banja Luka, and Bojan Rečević, a journalist for the daily newspaper „Press RS,“ received the third price. In the category of radio contributions, the jury decided to award Mirsad Bajtarević only the second price. Bajtarevic is a journalist on BH Radio who showed in his stories an ability of spotting the problems of marginalized groups in the society.

Marijana Marković received the special award for reporting in a continuous manner. She is a journalist at the local television station „Slobomir“ in Bijeljina, whose program „Jednake mogućnosti“ (equal possibilities) serves as an example how one can and should follow the lives and problems of persons, who are excluded from social, economic, political and cultural rights. The special plaque for reporting about marginalized groups in a continuous manner was awarded to Petar Burger, correspondent for the newspaper agency SRNA in Doboj.



## **The Neighborhood - Affirmation of Multiculturalism and Co-operation on Municipal Level in the Countries of Western Balkans**

The two-year project “The Neighborhood - Affirmation of Multiculturalism and Co-operation on Municipal Level in the Countries of Western Balkans” was initiated in May 2009 and successfully completed in May 2011. Helsinki Citizens' Assembly completed the project “Neighborhood” with partner organizations from Serbia (Center for Regionalism from Novi Sad, Association for the Protection of Human Rights and Civil Liberties from Pula, Helsinki Monitor for Human Rights from Slovenia, and BiH (Union of National Minorities of RS).

The municipalities included with this project were: Banjaluka, Prijedor, Tuzla, Bor, Bujanovac, Zrenjanin, Pula, Umag and Vodnjan.

“The Neighborhood” is a logical continuation of earlier projects implemented by hCa, which had been focused on strengthening the organizational capacity of national minorities and solving their problems, with emphasis on the local level where the highest percentage of national minorities’ needs for fulfilling their basic rights is expressed. Specifically, the local level presents the point that enables national minorities to effectively fight to preserve their identity through participation in government or consultation with the authorities, but also to feel as true members of the society in which they live. Accordingly, the main objective of the project is to improve communication and cooperation between national minorities and municipal authorities in order to jointly strengthen minority-oriented local policies and solve common problems that the minorities face in exercising their rights and meeting their needs.

The project is funded by the European Union.

### **ACTIVITIES:**

During the two-year implementation of the project the following activities were completed:

- **Three-month long research** on position and manner of fulfilling the needs of national minorities at a local level, which, except interviews with target groups, included an analysis of compliance of municipal documents with international and domestic legal norms and standards referring to the protection of rights of national minorities members in BiH, Serbia, Croatia and Slovenia. The results of research were published in the study titled “Rights of National Minorities and Local Policies - The Study on the Application of Standards Regarding the Protection of Rights of National Minorities in BiH, Serbia, Croatia and Slovenia”.
- **Three regional workshops** were held to promote cooperation and exchange of experiences in municipal policies planning. Workshops were held in Banja Luka, Pula and Novi Sad, and gathered more than 100 representatives of local executive and legislative authorities and representatives of national minorities. These workshops resulted in agreement to insist on consistent application of law on protection of national minorities, to have better cooperation between the associations in articulating the needs and joint addressing to the government, development programs for local councilors to get a clear insight on the needs and interests of minorities, and mandatory cooperation of local authorities with minorities in the development of minority politics.
- **Signing of the Memorandum of Co-operation between the cities of Pula and Banja Luka** and associations of Italians, Macedonians, Hungarians, Slovenians, and Roma

people from these cities, which established co-operation for the realization of cross-border projects and activities that involve improving of national minorities' status, strengthening of intercultural dialogue, and spreading the spirit of multiculturalism.



**Pula, 28 March 2011**

- **Nine local workshops aimed at** aimed at implementation of conclusions of regional workshops tailored to local conditions and needs. Local workshops in BiH, which were organized in Tuzla, Prijedor and Banja Luka, have led to significant results that are reflected in the improvement of co-operation between members of national minorities and minority associations, which were almost non-existent before, and in establishing and improving co-operation between national minorities and municipal councils or commissions for national minorities' issues.
- **Cross-border visits** was organized between the representatives of national minority associations and representatives of the municipalities in order to achieve co-operation and exchange of successful practices. Especially significant was the meeting between the representatives of Roma Associations from Tuzla and Bujanovac, which discussed about joint activities in the field of employment and economic status of Roma people, education of Roma people and gender equality with the agreement to realize joint projects regarding these issues.
- A **brochure titled "National Minorities in the Neighborhood"** was published, which included significant data from the culture, history and traditions of national minorities in BiH, Croatia and Serbia. The brochure was created with the aim to present to the general public the rich heritage of national minorities, which are nurtured in their neighborhoods, and thereby to create the feeling of respect and acceptance of ethnic minorities in local communities.
- **Regional seminar** in Pula with topic of key national/state laws and policies impacting the position and accomplishment of rights of national minorities at a local level.
- A **documentary** was made on position of national minorities in the region. The documentary pictures the key activities of the project and life of national minorities in their local communities, the way they keep their tradition and achieve their needs and rights.

- **Manual for Co-operation of National Minorities and Local Authorities Institutions** was published presenting the basic manners of participation of association of national minorities in decision-making process at a local level as well as several specific examples illustrating the existing practice of cooperation.
- About **20 media / public events** such as round tables, conferences for journalists, TV and radio guest shows presenting the objectives and results of the project.

## RESULTS:

- Local authorities in nine municipalities included into the project accepted the study “Rights of National Minorities and Local Policies“ as a foundation for improvement of position of national minorities at a local level. In Banjaluka the budget got increased for work of national minorities as well as accepted the proposal to include the representatives of national minorities into the work of City Council for National Minorities. In Bor was formed the Council for Inter-Ethnic Relations and in Bujanovac was initiated the opening of local ombudsman office.
- Established a regular communication between the association of national minorities and local assembly members from national minorities aimed at information exchange;
- National minorities at regional level agreed on cooperation in field of tourism and economy;
- Signing of Memorandum on co-operation and promotion of culture and tradition of national minorities between Banja Luka and Pula towns and association of national minorities from these towns and agreed initial forms of co-operation;
- Local authorities determined to apply jointly for IPA funds in partnership with associations of national minorities at regional level;
- National minorities began working on preparations for next local elections and education of their voters;
- Raised awareness on importance of rich inheritance of national minority.



**Final conference and presentation of project's results in Banjaluka, 13 May 2011**

## **Through Integration and Social Inclusion to Active Citizenship**

In late 2008, Human Rights Office Tuzla and Helsinki Citizens' Assembly Banja Luka started with the implementation of a two-year partnership project titled "Through Integration and Social Inclusion to Active Citizenship", which aims to contribute to better implementation of international legal mechanisms to protect human rights of socially excluded groups and ensure the reform of existing policies and practices on social protection in Bosnia and Herzegovina. The project finished in February 2011.

The project is financially supported by the European Union, i.e. the European Commission Delegation in BiH through the EIDHR program. As the partner organization, the Helsinki Citizens' Assembly Banja Luka implements project activities in two municipalities of RS - Banja Luka and Doboj.

### **ACTIVITIES:**

In the mere beginning of the project was carried out a research state of social exclusion of seven marginalized categories of population in five BiH towns ( Banja Luka, Doboj, Brčko, Gračanica and Tuzla), and the analysis of acquired data was published in a publication called "Socially Excluded Today, What about Tomorrow?" In addition to this study, the analysis of entity laws and their harmonization with the European Social Charter was made, and the results of this analysis were published under the title "The European Social Charter in Our Legislation."

Based on the obtained data and insights into the complexity of discriminatory legislation against certain socially excluded groups, hCa launched a campaign titled "Član koji nedostaje" (eng. The Missing Article/Member – a play on words as the word "član" means both a member and article), which is aimed at improving the status of single parents in the RS. In this regard, we initiated amendments to the Family Law of Republika Srpska to provide legal recognition of this population in collaboration with 12 other NGOs and relevant institutions.

In the course of the project implementation, the focus was put on promotion of social partnership and dialogue and multi-sector approach at a local level, through the unique planning and development of policies in field of social protection.

In that context in 2011 two workshop were held in Banjaluka and Doboj at which was discussed about creation of action plan for advancement of cooperation between the Council for social policy and social protection of Banja Luka city assembly and non-governmental organizations in the city area and action plan of activities of the Council for social policy and social protection of Doboj municipality.

The aim of the workshops was to accomplish and advance the cooperation of the Council and other institutions of local self-management and non-governmental sector so that in the year which is extremely difficult for socially impaired categories, through planning of joint activities as clear and precise as possible approach to creating policies, strategies and plans at the level of Banjaluka and Doboj municipalities. It was concluded that documents should focus on problems of the most impaired to solve systematically their problems.



**Workshop with Council for social policy and social protection of Banja Luka City Assembly, 1 February 2011 in Banjaluka**

## Antidiscrimination Program

Helsinki Citizens' Assembly Banja Luka started the activity of monitoring of all forms of discrimination in north western region of BiH in September 2011. These activities are implemented within the Antidiscrimination Program supported by BiH Open Society Fund, i.e. the component “Mapping of Discrimination in BiH – Monitoring, Documenting, Information Exchange and Reporting”.

To complete these component which includes the gathering, documenting, exchange of data and reporting on spotted appearances/cases of discrimination to set a foundation for policy planning and advocating activities targeted at the most critical areas/fields that discrimination was spotted, six non-governmental organizations are responsible: ICVA, “Rights for All” Sarajevo, Mostar Centre for Human Rights, Tuzla Forum of Citizens, Helsinki Citizens’ Assembly and “Be My Friend” in whose focus are members of the Roma minority at BiH level.

Through trainings and monthly meetings it is intended to work on gathering information on discrimination cases with local non-governmental organizations. All reported cases that are confirmed to be discrimination will be forwarded to association for free legal aid “Right for All” which will, in accordance with estimation, start legal action before court aimed at protection of human rights.

As the system of official monitoring of discrimination cases has not been yet established by responsible institution two years since the Law on Discrimination Ban in BiH, there is no clear picture which are the most frequent and expressed forms of discrimination. In the long-term these actions aim at promotion of culture of non-discrimination and advance the system and mechanisms of protection of human rights in BiH.

### ACTIVITIES:

-At the mere beginning of the project was prepared a unique **methodology** for monitoring, documenting, exchange of data and reporting on spotted appearances /cases of discrimination, **protocols** for gathering data on discrimination.

After it, there began the identifying organizations dealing with protection of the impaired groups of citizens ( women, children, elder person, persons with disabilities, minority members, etc.) and making a list of organizations that cooperation will be established with and included into trainings.

For needs of training there was made the **manual** for non-governmental organizations but other actors, which in a plain and simple manner provided an explanation what is and what is not discrimination and how to look for protection from discrimination. The Manual contains contacts of organizations/institutions dealing with protection from discrimination, examples of the best practice as protocol/questionnaire for discrimination monitoring.

- In the second half of 2011 Helsinki Citizens' Assembly held in northwestern region of BiH that is responsible for, **three trainings** “Discrimination- How to Recognize it, report it and how to protect from it?”. Trainings held in Banjaluka and Bihac gathered representatives from 38 non-governmental organizations from Prijedor, Sanski Most, Čelinac, Kozarska Dubica, Kneževo, Derventa, Ključ, Mrkonjić Grad, Banjaluka, Bihać and Bosansko Grahovo. The aim of the training was to get discrimination term closer to non-governmental organizations and motivate them to report discrimination cases calling for the Law on discrimination ban that was set into action in August 2009 but it is not enough applied yet. The organizations have shown great



interest in this issue, in particular for creating of unique data base of discrimination cases, processing it before courts. Besides trainings, we held one working meeting with organizations from Derventa area. The joint stance is to work more on networking and cooperation on discrimination issue through monthly meetings which will result in forming data base of discrimination.

- Within the Antidiscrimination Program was started a specialized web portal [www.diskriminacija.ba](http://www.diskriminacija.ba) for “life stories” of people who were discriminated in any way with instructions who to contact in case of discrimination.

“What is and what is not discrimination?”

*Is it a discrimination if there is a sign at a public pool that forbids entry to children without parents' accompaniment? No, it is not because in this manner it is tried to ensure security of all children regardless of their national, religious, property or any other status. But if there is no ramp for persons in wheelchair to enter public pool, then it is the discrimination because in this way a group of persons is unable to enjoy or fulfill the same rights and freedoms which are available to others.*

*Generally, BH citizens experience as humiliation, underestimation or act that is negative, directly targeted against human dignity breaking the human rights. However, it is interesting that answers to this basic question vary depending on position in the society – whether questioned members belong to “minority” or “majority” and whether they personally experienced discrimination or not. So, for instance, the sample of questioned members of LGBTIQ population define discrimination as “unequal treatment towards people due to their specific characteristics“. For persons with disability, the first association to term discrimination are “accessibility and access in (wheels, depreciation, difference from “normal” and inclusion. For Roma people, discrimination primarily means “rejection, humiliation, violence and somebody’s stance on less value of the other”.*

*Even 70,8% of BiH citizens think that discrimination based on religious belonging is the expressed problem in the society which is unmarked case in other European countries that this type of research was carried out.*

*Area of public life in which discrimination is the most present, according to general sample of the questioned, is employment ( both in state/public and private sector, justice and management and court proceedings.*

Excerpt from Report on results of public opinion research and experience of discrimination which was prepared by Centre for Social Research “Analitika“

## **Program Area:**

### **Advocating for Gender Equality**

*The general aim of the program area is decreasing of all forms of gender discrimination and creating the surrounding in which women and men have equal possibilities. We implement it through networking and support to initiatives with regards to gender issues, empowerment of women that are currently the biggest marginalized group for participation in public and political life, education of women and men on gender equality issues, trainings for women in developing different skills, campaigns, researches and analysis of public policies.*

*Within the program area in 2011 we completed the following projects: "Woman Today", "Partnership for Change – Support to Implementation of Law on Gender Equality in BiH" and we started to implement the project "Missing Article – Legal, Economic and Psycho Social Empowerment of Single Parents in RS" and "Women's Side of Politics".*

### **WOMAN TODAY – phase 15**

With continuous work and advocating for removal of all forms of discrimination of women and surrounding in which women and men will have equal possibilities, we ended the fifteenth year of work on the project "Woman Today" together with partner organization "United Women" from Banjaluka with support of the Kvinna Till Kvinna Foundation from Sweden.

The specific aims of the project in 2011 were to increase the visibility and recognition of women's stances in the society, increase the number and influence of women in legislative and executive power at entity and state level in BiH after parliamentary elections and increase the gender sensitive and responsible policies at local level.

### **ACTIVITIES:**

- ❖ **Four meetings** of advisory board in Banjaluka were held within which were defined the current problems to be presented at public meetings.
- ❖ **Eight public gatherings** in Banjaluka, Prijedor, Kozarska Dubica, Novi Grad and i Gradiška were held within the cycle with "Actual moment" aimed at increasing bigger visibility and recognition of women's stances in the society. We dedicated five gatherings to topic "Violence in Family – Appearing Forms and Recognition" aimed at, first of all, introduction of teachers with forms of violence on children and ways of helping and preventing violence. Topics at three gatherings were "Position of Maternals in BiH", "Contribution of Women in Peace Building" and "Protection of Women Violence Victims by the Council of Europe Convention on Suppression and Prevention of Violence on Women and Domestic Violence (2011)".
- ❖ **Five visits** to Commissions for Gender Equality in local communities in Prijedor and Kozarska Dubica, Novi Grad, Gradiška and Banjaluka, we have used to analyze with members of the commissions and employees in public assemblies what they have done and what they plan to do in the future period to improve the position of women in their local communities.

- ❖ At **two brunches** with women members of the National Assembly of Republic of Srpska it was talked about burning issues of placement of victims of domestic violence and funding of shelters in RS but other priorities too which also non-governmental sector and newly-elected representatives in legislative and executive bodies should work on.
- ❖ Through **two TV shows** titled “Domestic Violence – Appearing Forms and Recognition” and “With Peace at Home, Peace in World – Report Violence, Save Life”, were presented conclusions and recommendations brought at public gatherings.
- ❖ Traditionally on the occasion of 8th of March – International Women Day and start of the 16 days of activism, we organized **two press conferences** at which we talked about unsolved status of single mothers, unemployed women, domestic violence and protection of women victims of domestic violence.
- ❖ We took part in other **activities of KtK network** in Tirana (Albania), Becici (Montenegro), Fojnica (BiH) and Jahorina (BiH) where, inter alia, were discussed the future priorities and strategies of work of women's non-governmental organizations in the region.

## RESULTS:

- 281 participants, men and women exchanged opinions and stances regarding the prevention of violence on children and women and participation of women in political life of BiH;
- Based on discussion and recommendations formulated at five public gatherings, we sent initiative for bringing protocol and procedures on teachers' acting in cases of violence on children to the RS Ministry of education and culture, RS Pedagogic Bureau and RS Ombudsman for Children;
- Through meetings with commission for gender equality there was made agreement on further cooperation in the fields of decreasing discrimination on the basis of gender and raising awareness on violence and recognition of violence forms;
- A request to amend and change the Law on Domestic Violence Protection RS was sent, to harmonize the Criminal Law and the RS Law on Criminal Proceedings;
- Through press conferences and appearances as guests on TV shows, we contributed to actualizing problems of women education, survival of shelters in RS and importance of political participation of women;
- Thanks to working meetings with officials, we strengthened the existing co-operation and additional space for its further development;
- Through participation in activities supported by KtK, we worked on education of members, men and women, of our organizations and creating new contacts aimed at future co-operation.



**Gathering “Domestic Violence – Appearing Forms and Recognition” in Novi Grad, June 2011**

#### **Meeting of young leaders of KtK network**

About thirty young women leaders from 10 partner organizations of KtK network, within period from 12 till 14 December 2011 took part at a seminar in Fojnica intended for young activists willing to work on women's movement strengthening in BiH.

Through a series of activities, women participants tried to introduce themselves with situation of youth leader activism in their organizations and ways of advancement. Also, they got familiar with the idea of creating the network of the New youth Leader / feminist organizing that was initiated by some of participants from partner organizations.

During a series of discussions and exchange of experience on change of generations in the work of civil sector, there was conclusion that such initiative was needed primarily due to strengthening and continuing the cooperation between new generations in all KtK partner organizations.

The seminar also included a series of lectures on feminist theories and practices and installment of new media into civil sector.

## Women protested in front of BiH Parliament



SARAJEVO – About 200 activists from BiH women organizations united into the BiH Women's Network, in a peaceful standing in front of the BiH Parliament building, protested for not forming the authorities at state level and continuous ignoring the Law on Gender Equality.

Protest participant demand for women politicians to bring important decisions for BiH providing the enforcement of the BiH Law on Gender Equality, UN Resolution 1325, Beijing Declaration and Action Platform, Convention on Elimination of all Forms of Women Discrimination and the European Convention on the Human Rights whose signatory is BiH.

Women's Network reminds that women in BiH are less paid for the same job men do, women suffer violence, they are more unemployed, their body is sold as goods, they are victims of trafficking and are on the BiH society margins.

“Achieving equal economic independence of women and men, increasing the harmonization of work and private life, empowerment of women in decision-making process, revoking of gender based violence and gender stereotypes in the society are the foundation of equal society in which BiH women demand to live“, it was stated in the Women's Network notification.

They ask from legitimately elected representatives of political parties they voted for to “at last get on a job” stop causing damage to BiH citizens with their party and personal interests.

Protesting presents the start of campaign titled “16 Days of Activism against Violence on Women“ which will last from 25 November till 10 December.

*Article was taken from:: <http://www.nezavisne.com/novosti/drustvo/Zene-protestovale-ispred-bh-parlamenta-116484.html>*

## **Partnership for Change – Support to Implementation of the BiH Law on Gender Equality**

Implementation of the project “Partnership for Change” which is the follow-up of the project “Equality of Genders and Court Practice in BiH” started in January 2009 and ended in June 2011. The basic aim of this project was to support the elimination of discrimination on women through initiatives of networked women activists, politicians and students targeted at implementation of the Law on Gender Equality in BiH and other related laws. The protection and promotion of the women's human rights tried to ensure through education of judges, prosecutors, electoral officials and journalists in charge of implementing the Law on Gender Equality in BiH and other relevant domestic and international laws and standards.

Our intention was through activities of this two and a half-year project support initiatives referring to **decreasing discrimination and violence on women** ( through monitoring of the law implementation, court protection, advocating), **strengthening access of women to legal mechanisms** ( through practical manual, media campaigns and information on access to legal mechanisms, education of judges and prosecutors for implementation of gender law and justice) and **increasing the role of women as decision-maker and leaders** (by attracting general support of public to initiatives, presentation and promotion of successful women and their initiatives, voting for women campaigns, advocating for changes and improvement of the Electoral Law of BiH and other related laws on political parties, elections and nominations of public officials).

Being aware that without joint actions and initiatives of different social actors there cannot be neither qualitative nor quantitative progress in improving the position and role of women in BiH, we made efforts to accomplish the set project aims together with partners from civil society, institutional mechanisms for gender equality, university, institutions and the media.

The project was financially supported by the Foundation of Open Society Institute. (Zug)

### **ACTIVITIES:**

During two and a half-year implementation of the project we have completed 34 different activities with directly involved close to 800 representatives of state and local institutions, non-governmental organizations, faculties and media:

- Within initiative for changes and amendments of the BiH Law on Gender Equality we delivered a set of amendments of which four were included into final text of the Law. One of the amendments refers to participation of women in public and political life, and the amended article of the Law on Gender Equality now clearly prescribes that state bodies at all levels of organization of authorities and bodies of local self-management are obliged to provide the representation of the least 40% women in managing, decision-making and representing ( Official Gazette BiH number 32/10).
- Together with the Rights for All organization from Sarajevo we initiated and organized the creation of the Alternative Report on CEDAW Convention implementation and women's human rights in BiH for 2006-2010.



- We organized 8 meetings with representatives of institutions ( centres for social work, Electoral Commission, local commissions for gender equality, women politicians etc.) and 15 meetings with representatives of different discriminated groups such as single mothers, rural women, women with disabilities, women violence victims, women athletes, women returnees, Roma women etc.
- We held 4 lectures at faculties in BiH at which girls students of pedagogy, journalism and law in Banjaluka, Sarajevo and Bihac were introduced with the Law on gender equality and basic principles of gender equality.
- Aimed at empowering women's NGOs we organized 4 workshops titled “Writing and Budgeting of Mini Project” through which we empowered capacities of 28 organizations and 12 organizations which wrote the best project proposals received smaller grants for its implementation.
- We organized two round tables and one final conference, published the Commentary of the Law on Gender Equality and the Mysteries of Gender Equality.



**Workshop “Planning and Budgeting of Mini Projects” in Sarajevo 24 and 25 May 2011**

## **RESULTS:**

- Findings and recommendations published in the Alternative Report on CEDAW implementation and women's human rights in BiH are widely used by BiH and international organizations and media.

- Cooperation established within this project between different subjects, representatives of state, entities' and municipal authorities, NGOs, representatives of academic community, media and target groups serves as “partnership for change” in continuous process of gender equality improvement in the country.
- We empowered capacities of 28 organizations for writing and budgeting of projects and financially supported the implementation of 12 projects of local NGOs in Podrašnica, Čelinac, Derventa, Prnjavor, Dobož, Sanski Most, Grahovo, Banjaluka and Prijedor in which the women often are not provided with access to financial and other resources for work.
- Publications the Commentary of the Law on Gender Equality and Mysteries of Gender Equality are used by various subjects, judges and prosecutors, NGOs and students, both female and male.



**Final conference, June 2011**

## **„Missing Article –Legal, Economic and Psychosocial Empowerment of Single Parents in RS”**

The project “Missing Article” is targeted at improvement of socio-economic position of single parents in RS of whom the most are single mothers, legal regulation of their rights and strengthening their rights and personal capacities.

The project foresees three segments of activities – one are targeted at normative-legal regulation of the term single parents and belonging rights; the second segment of activity is targeted at increasing competitiveness of single mothers at labour market, whilst the third activity is designed for self-empowerment and strengthening capacities of single parents associations whose membership is constantly on the rise. The mere project’s idea was made through direct contacts and talks that the hCa had with members of the two single parents associations – “Ponos” from Banjaluka and “Novi pocetak” from Derventa.

The project intended to strengthen the cooperation between NGOs and institutions through signing memorandum on co-operation and raising conscience on roles and responsibilities of all in incorporating the concept of gender equality in all spheres of life.

### **ACTIVITIES:**

- **6 workshops "How to Easier Get a Job "** were held in Zvornik Pale, Gradiska, Banjaluka, Derventa and Prijedor. At these workshops single parents were presented various possibilities to help when looking for a job, such as how to write a CV, online data base research for jobs, writing a letter of motivation, preparation for a job interview, the role and job of care assistants for elder and sick persons.
- Initiated the signing of **Memorandum of cooperation with the RS Employment Office** to increase the competitiveness of single mothers at labour market and make easier their employment. The Employment Office was delivered examples of projects of (self) employment of single mothers written by the Federal Employment Office and Regional Employment Office from Novi Sad.
- Delivered are the new amendments to the draft of Law on changes and amendments of the RS Family Law which precise the term single parent and foresees the bringing of the term “one parent family”. After a working group of the RS Ministry of justice installed the term single parent ( article 79:“(3) Single parent is a parent who is not in marriage and does not live in out-of-marriage community and he/she protects and upraises children by himself/herself.“), Helsinki Citizens' Assembly and the Ponos ( Pride) association of single parents delivered the new amendments which additionally precise the term and remove potential dilemma or misuse.

### **RESULTS**

- Population of single parents is empowered and encouraged to work on improving their social position by self-organizing and adopting new skills and knowledge that can teach them to be more competitive at market of labour.

- RS Employment Office expressed the willingness to work on creation of Memorandum to precise the ways of (self)employment of single parents.
- Within its promotion activities 1000 brochures were printed, i.e. promotion leaflets aimed at informing the wider public on position of single parents, goals and activities of the Ponos single parents association and possibilities to improve the protection of rights of this category of the population.
- Through text of changes and amendments of the RS Family Law it was provided the legal positioning of single parents in RS.



**Workshop in Banjaluka “How to Easier Get a Job”, 23 July 2011**

### **Plan for 2012**

In 2012 we shall continue with a new series of workshops dedicated to self-empowerment of single parents and forming groups for self-help, monitoring amendments and changes of the RS Family Law as well as organizing meetings with focus on (not) payment of alimony.

## Women's Side of Politics

Helsinki Citizens' Parliament Banjaluka has started a project titled "Women's Side of Politics" on 1<sup>st</sup> of October 2011, financially supported by the Foundation of Institute of Open Society, aimed at strengthening the position of women within political parties, in particular within managing structures, and within civil society organizations, so that they are able to participate equally in decision-making process and affirm the concept of gender equality in all parts of our society. In the course of the project it is planned to establish the **Political Academy** for women, leaders, members and activists from political parties and civil society organizations and also to form the **Women's Alternative Government**, as respectable political subject on the political scene of BiH which would articulate and promote the needs and attitudes of BiH women as well as promotion of women experts in different fields. Also, we plan to establish the **reading forums and groups** to sensitize students of Faculties of political sciences, as new generation of politicians and members of political parties on the need of equal participation of women and men in all spheres of life, public and political life in BiH especially. Mid 2011 Helsinki Citizens' Assembly Banjaluka began to develop the **Mentorship Program** with which we shall try to enable the attendees the Women's Political Academy to perform a kind of practice in different institutions and organizations, i.e. at work of already positioned women.

### ACTIVITIES

- ✓ One of the first project activities was to create the **Curriculum of the Women's Political Academy** which involved the work of Zilka Spahić-Šiljak, PhD and Lamija Kosović, MA. Based on the Curriculum, the Academy is structured as a nine-day seminar with 3 (three) modules titled as follows: "Gender and Politics", "Gender and Media" and "Gender and Power".  
The first module "Gender and Politics" questions the theoretical and practical forms of politics from gender perspective with overview of development of modern political thought and feminist ideas, reasons of sub-representation of women in political life and qualitative differences the women bring into politics. The second module questions the media presentation of women and ways that media structure desirable picture of a woman and gender role in the society, while the aim of the third module is to show how important for political thought and practice has become the concept of power, how to understand gender relations which in fact are the paradigm of power relations and the mere construction of gender identity.  
The Program is designed for 26 attendees and the idea is that facilitators and lecturers at modules are BiH professors, teaching assistants and leaders from political life as well as guest professors and lecturers from the region.
- ✓ In the beginning of December we opened a **call for enrollment** at the Women's Political Academy which clearly set the criteria of enrollment and obligations of future academy's attendees. Also, in December we made an entry test for candidates of the Academy which contained in total 25 questions from the women's movement in BiH and the world, feminism and BiH laws regulating gender equality issues.



- ✓ Aimed at forming **reading forums**, at the sole beginning of the project, we made contacts with the faculties of political sciences in Sarajevo and Banjaluka and initiated the signing of the Memorandum of cooperation that should make easier the exchange of students from Sarajevo and Banjaluka and vice versa and performance of thematic lectures at reading forums.
- ✓ We started the preparations on forming the **Women's Alternative Government in BiH** or "shadow cabinet", the first of that kind in our country, which included the holding of the first brunch with several Banjaluka-based NGOs and the media which gave their proposals who should "enter" the first women's government in BiH.

## RESULTS:

- Curriculum of the Women's Political Academy made and opened a call for enrolling the first generation of the academy's attendees to which arrived more than 80 applications.
- At the first brunch regarding the forming Women's Alternative Government a lot of names of women who are thought to deserve to become the members of this Government were proposed and the mere initiative was extremely well received with a great media attention.
- Initiated the signing of Memorandum of cooperation with Faculties of Political Sciences in Sarajevo and Banjaluka.



**First working meeting regarding the forming Women's Alternative Government,  
Banjaluka, 27 December 2011**



## **Plans for 2012**

In 2012 there will be held the first module of the Women's Political Academy and we shall keep up with holding working meetings across BiH so we can include as many as possible civil society organizations and the media into forming the Women's Alternative Government. Also, the plan is to hold the first sessions of reading clubs in Banjaluka and Sarajevo and in the beginning of the year we should set up a web site of the Women's Side of Politics where visitors, except project information, will be able to take part in electing the first women's alternative government.

## INFO CORNER

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### **“Re: Action – Civil Initiative for Banjaluka”**

Ten Banjaluka-based civil society organizations which formed the coalition titled “Re:Action – Civil Initiative for Banjaluka” have signed today an inaugural charter committing, inter alia, to strengthen the cooperation between citizens, civil society organizations and authorities at a local but higher authority levels as well.

“ Wanting civil society organizations to get one articulated voice, we united into coalition to work on citizens’ needs to be respected when decisions at the town level are made. By dealing with citizens’ issues, we would like to contribute Banjaluka to be the town we all want to live in”, it was said by Igor Stojanović, president of the Centres of Civil Initiatives organization, one of the Charter signatories.

The inaugural Charter was today signed by: Development and Co-operation Agency CEREBRA, Centre for Youth and Community Development Perpetuum Mobile, Environment Centre, Centres of Civil Initiatives, Helsinki Citizens’ Assembly Banja Luka, Youth Communicative Centre, Transparency International BiH, Association of Citizens “Agrarni informacioni centar“, Association of citizens “Oštra Nula” and Association of citizens “Tender”.

Invitation to join “Civil Initiative for Banjaluka” was sent to all other organizations that share values, mission and vision of the Initiative.

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### **Nomination of Helsinki Citizens' Assembly**

On behalf of the Peace Building Network, Helsinki Citizens' Assembly has been amongst the nominated organizations for getting UNESCEO Madanjeet Singh Award for 2011 for promotion of tolerance and non-violence. This Award is given every two years to persons, institutions or non-governmental organizations that have made a remarkable contribution and demonstrated the leadership in promotion of tolerance and non-violence.

Also, the Association of citizens “Suncokret” ( Sunflower) from Čelinac proposed the Helsinki Citizens' Assembly to be awarded the Silver Plaque that Čelinac municipal assembly gives every year to honorable individuals and organizations.

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### **Visit of students from Kozarska Dubica**

Students of the Nikola Tesla Mixed secondary school from Kozarska Dubica and children from Germany, within the program completed by NGO “Putevi mira” visited the Helsinki Citizens’ Assembly Banjaluka in September 2011 to introduce themselves with the concept of the human rights – who and how in BiH protects and promotes the protection of human rights. A Helsinki Citizens’ Assembly team introduced the students with the history of this organization with focus on numerous actions that the organization, in cooperation with other NGOs in BiH, has completed to advance the legal frame regulating the issue of human rights protection in BiH and to ensure the full enforcement of laws preventing discrimination on any basis and the people are able to lead a dignified life. Svjetlana Marković has notified the students on volunteering possibilities in BiH and abroad while Rosa Weber, a hCa's volunteer from Austria, talked about

her experiences in BiH. The “Putevi mira” program includes the exchange of students within which children from Germany can spend ten days in Kozarska Dubica every year and vice versa with organized visits and workshops.



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### **Ladies guests from Albania**

Helsinki Citizens' Assembly and the United Women Banjaluka hosted 8 NGOs from Albania in the beginning of September 2011. The aim of the visit was to exchange experiences and good practices at different topics referring the position of women, discrimination and violence on women. Within this visit, a group of women from Albania met with representatives of RS Gender Centre.



## **hCa volunteers**

In the end of August and beginning of September Helsinki Citizens' Assembly provided hospitality to a volunteer from Austria, Rosa Weber. At “Info Corner” we bring a Rosa’s letter containing her impressions and remarks.

### *My experience in Bosnia*

*I spent three weeks volunteering in Banjaluka. I did not come neither via some organization nor I had a connection. Instead, I sent a few e-mails to different organizations in Banjaluka asking if I could come to volunteer. I knew I wanted to go to Banjaluka because during summer school in Belgrade I met a French girl who volunteered there for a year. She liked it a lot and she constantly complained that she could not compare her experience in Belgrade with the one she has been through in Banjaluka. I wanted to go to Banjaluka to find out what is the difference between these two towns.*

*Simply, a number of NGOs and how much they work, that is what made an impression on me. During the three weeks of volunteering at the hCa and Youth Centre “Hi Neighbourhood” while my roommate from Switzerland did volunteering for “Perpetuum Mobile” so that I learned what all these three organizations are working. However, I would like to learn at as many as possible organizations.*

*I came to the hCa in the end of my first week in Banjaluka. They immediately had some ideas as to what I could do for the organization and next time I came they showed me the place I could sit and what computer I could use. They found me some work to do and somehow I felt myself important. Of course, it was difficult to translate articles and hold presentations at the hCa than cook meals from different countries and hang around with people from “Hi Neighbourhood”, but it all turned to be well eventually.*

*It was, in fact, my first internship, I learnt a lot and regardless of it, I had a very good time than anywhere else because they respected the fact I was a volunteer. In some countries being a volunteer is so normal so you cannot see a difference between someone who is full time employed and who is volunteering.*

*Rosa Weber*



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## **Fair of Human Rights**

Helsinki Citizens' Assembly took part at the Fair of Human Rights which was organized by OSCE to BiH on the occasion of International Human Rights Day- 10 December.

Besides a stand at which we exposed our publications, brochures and other promotion materials, representatives of the hCa held a short presentation of 10 women Nobel Peace Award winners. In total 12 NGOs from the biggest city of Republic of Srpska promoted their work through musical and cultural contents, presentations, films, discussions and workshops having involved a specific field of the human rights all under the motto – all people are born free with equal dignities and rights.

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## **Speak Up!**

Dragana Dardić, representative of the hCa participated at the conference titled “Speak Up. Freedom of Expression and Media in the Western Balkans and Turkey”, which was organized by the European Commission in Brussels on 6th of May.

Štefan Füle, the European Enlargement Commissioner declared at the conference that the “media face with stagnation, even with regressing” and it reflects through political and economic pressures and violence on the media.

„Freedom of expression and media is not ensured only through adopting laws and creating institutions – it is an essential value without which democracy cannot function and which should be nourished by all society sides“, said Füle.

At the conference that gathered over hundreds of participants from the Western Balkans countries, Turkey and the European Union, was concluded that all countries, candidates and potential candidates for joining the EU, must, as one of the key conditions, ensure the freedom of expression, independence of public broadcasting media and the bodies for (self) regulation of the media, media pluralism and improve ethical and professional journalist standards.



## **EDUCATIONAL PROGRAMS OFFER**

### ***Civil Society and Human Rights***

#### **Basic Training**

<b><i>Name of training</i></b>	<b><i>Topics</i></b>
<b>Civil Society and Activism</b>	the concept of civil society; the concept of non-governmental organizations, their role, status and legal framework in BiH; the process of forming and registering an NGOs, the concept of activism, etc.
<b>Human Rights in My Community</b>	human rights and their history; the concept of discrimination, mechanisms for human rights protection, vulnerable groups, models of influencing the authorities for protection of human rights, etc.
<b>Gender Equality</b>	concepts of gender and sex; the concept of gender-based discrimination, gender stereotypes and prejudices, sexuality, the status of women and men in BiH society, the legal framework for gender equality in BiH, etc.

#### **Advanced Training / Training for Professional Groups**

<b><i>Title</i></b>	<b><i>Topics</i></b>
<b>Gender-Sensitive Policies</b>	The concept of gender analysis; gender-sensitive and gender-responsible practical policies, etc.
<b>Media Reporting on Diversity</b>	The role of media in modern society, stereotypes and prejudices in the media, socially marginalized groups and their representation in the media, discrimination in the media (it is possible to focus on specific topics), etc.
<b>Gender-Sensitive Reporting in the Media</b>	The role of media in modern society, the portraits of men and women in the media, discrimination in the media, the legal framework for the media in BiH, gender analysis of media content (it is possible to focus on specific topics), etc.

#### ***Organizational Capacity-Building***



<b><i>Title</i></b>	<b><i>Topics</i></b>
<b>Managing the NGO and Fundraising</b>	the concept of non-governmental organizations; the legal framework for NGOs; the structure of non-governmental organizations and decision-making process; mission, vision, and program activities of NGOs, fundraising for NGOs, etc.
<b>Strategic Planning</b>	Strategic planning and the importance of planning; mission and vision; problem analysis; program planning, goals and results; analysis of internal and external conditions for the realization of the plan; allies and opponents, etc.
<b>Development of Project Proposals</b>	The concept of the project proposal; analysis of problems, objectives and results; the logical framework matrix; filling out the form of the proposal; the financial aspect of the project and project budget, contract with donors, etc.
<b>Basics of financial management in NGOs</b>	The specifics of NGOs work and legal framework; financial obligations of NGOs towards the state and donors; harmonization of donor requirements and domestic financial institutions; organization of financial operations in the NGO.

### ***Personal Capacities Building***

<b><i>Title</i></b>	<b><i>Topics</i></b>
<b>Public Advocacy, Campaigning, Lobbying</b>	The concept of advocacy; planning advocacy actions; advocacy target groups; the concept of the campaign, the concept of lobbying, etc.
<b>Public Relations and Media Presentation Skills</b>	The concept of public relations; PR communication methods, media relations; how to become news; how to communicate with the media; press releases, press conferences, specific of television and radio appearances, etc.
<b>Conflict Resolution, Negotiating, and Non-Violent Communication</b>	The notion of conflict; ways of conflict resolution; interest-based conflict resolution; the positions and interests in the conflict; reconciliation and mediation; communication skills - non-violent communication, etc.
<b>Negotiation</b>	The concept of negotiation, interest-based negotiating; positions and interests; negotiating obstacles and the path to an agreement; the phases in the process of negotiation; analysis of options and establishment of proposals, etc.

**Facilitation and Decision-Making**

The concept of facilitation; group decision-making; communication skills; compromise and consensus; the path to consensus, voting, etc.

**Training of Trainers with the Option of Mentoring Program**

Principles of educating adults; training objectives; planning and designing training programs; forms and methods of work; exercises and games for relaxation and concentration; the training session can also include the mentoring program, i.e. students are conducting their first training session with the advisory support of a coach – mentor, etc.

## PUBLICATIONS



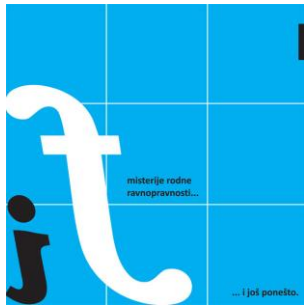
### **Comment of the Law on Gender Equality in BiH**

The Comment of the BiH Law on Gender Equality has the aim of enabling the practical enforcement of the Law on Gender Equality in sense of achieving the right to court protection foreseen under the Law. This Comment provides the expert analysis not only of legal decision contained in the BiH Law on gender equality but the decisions contained in the subsidiary laws from different fields of social life which are important to achieve the equality. The Comment is designed not only to expert public but to all interested in widening its mechanisms to accomplish the equality as well as the future affirmative actions providing the advancement of position of persons of male and female gender



Fifteenth publication in roll title “**Woman Today**” includes the overview of all activities completed in 2011 during the implementation of the same-name project being implemented by the Helsinki Citizens' Assembly and the United Women supported by the Kvinna till Kvinna Foundation.

Public meetings, visits to the Commission for gender equality in local communities, working meetings with women parliamentary members and officials of the Republic of Srpska, TV shows and press conferences are the activities of the project aimed at propagating the improvement of position and bigger participation of women in public and political life.



Publication “**Mysteries of Gender Equality**” contains the basic explanations of the terms such as gender and sex, gender roles, discrimination, institutional frame of gender equality, feminism, gender sensitive language, position of women in system of power and sexual orientation and it can serve as a tool for opening and disguising the “mysterious” world of gender equality world and enable to view these issues from other angle.

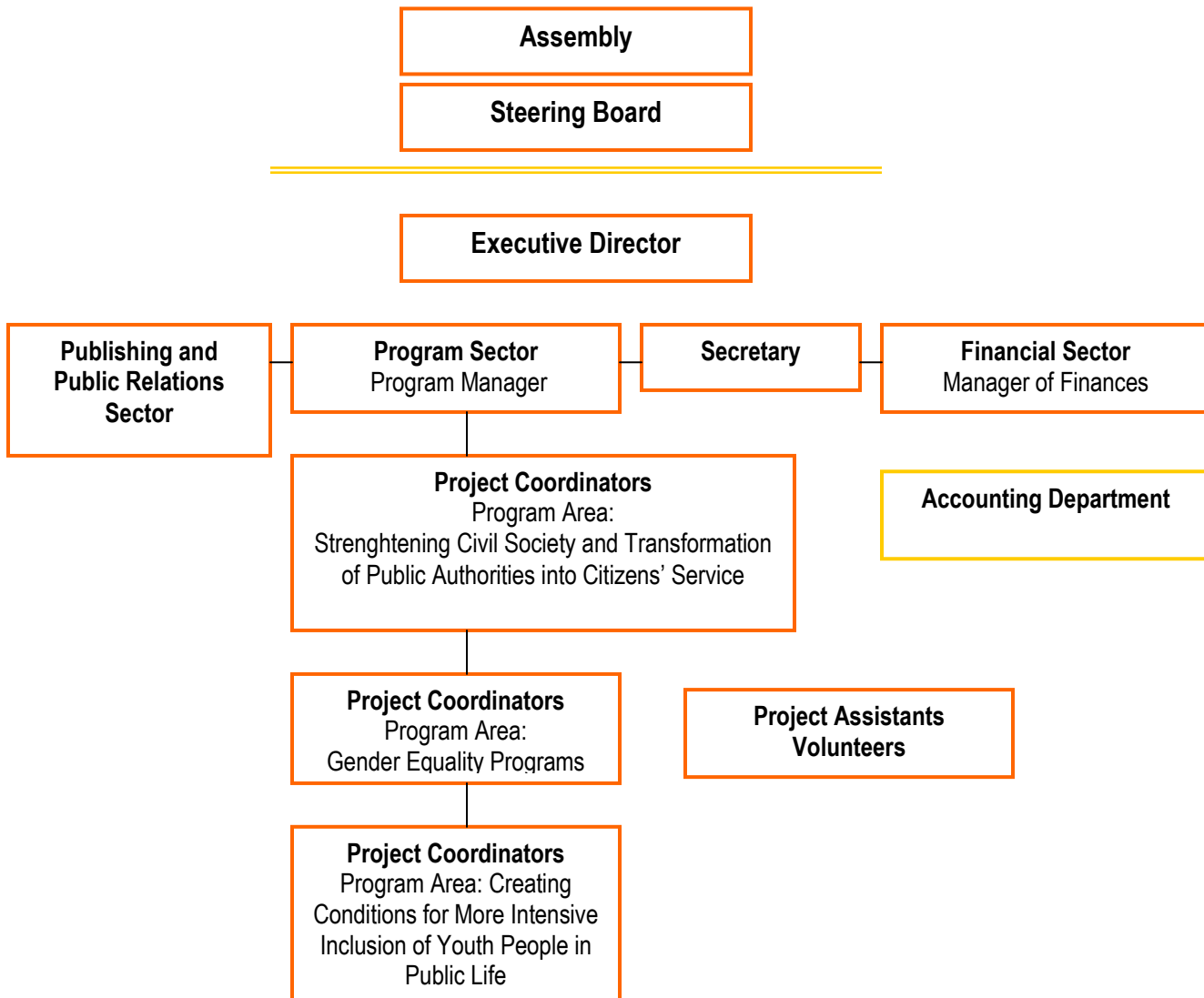


In this publication are named numerous activities of the project “**Partnership for Change – Support to the Implementation of the Law on Gender Equality in BiH**” which Helsinki Citizens’ Assembly completed with the support of the Foundation of Open Society Institute. The Publication brings detailed overview and reports from thematic meetings with institutions, presentation of film “I can do it” in production of the Helsinki Citizens’ Assembly and the United Women Banjaluka, workshops “Writing and Budgeting of Mini Project”, lectures titled gender equality and final conference with summarized project’s results.



**Manual for Cooperation of National Minorities and Local Authorities Institutions** intends to point out to importance of this cooperation in planning and realization of public policies, contribute to its advancement in Bosnia and Herzegovina, Serbia and Croatia but other states that presented models can apply to.

## Organizational Structure of the Helsinki Citizens' Assembly Banja Luka



<b>INCOMES AND EXPENCES</b>	<b>Amount in BAM</b>	<b>Amount in EUR</b>
Unspent Funds from 2010	240350.04	122889.02
Return of Funds to Donor	3921.54	2005.05
<b>Rest of unspent Funds 2010</b>	<b>236428.5</b>	<b>120883.97</b>
<b>INCOMES in 2011</b>		
Donor contributions	232130.57	118686.48
Partner organizations	40571.81	20744.04
Refund for maternity leave	12865.88	6578.22
Revenue from City Administration Budget	2000.00	1022.58
Individual donations	1383	707.12
Interests	91.22	46.64
Pozitive exchange variances	1520.37	777.35
<b>TOTAL INCOME</b>	<b>290562.85</b>	<b>148562.43</b>
<b>AVAILABLE RESOURCES IN 2011</b>	<b>526991.35</b>	<b>269446.40</b>

**EXPENCES in  
2011**

Salaries (net)	82734.69	42301.58
Taxes and contributions	53391.36	27298.57
Purchasing equipment and office costs	5632.26	2879.73
Costs of the activities	220120.62	112545.89
Negative exchange variances	8421.7	4305.95
<b>TOTAL EXPENCES</b>	<b>370300.63</b>	<b>189331.71</b>
<b>REST OF UNSPENT RESOURCES IN 2011</b>	<b>156690.72</b>	<b>80114.69</b>



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