



TPO

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INTRODUCTION

In 2011 TPO Foundation continued to work on the projects that started in 2010 and earlier, namely “Social Inclusion of Women Returnees in B&H”, “101 Reasons to Vote for a Woman”, “Test on Dialogue!” and “Countering Violence with Dialogue”. Additional activities were included in all four projects particularly those we affirmed during the campaign “16 Days of Activism against Gender based Violence” and the International Day of Human Rights. It was also important to include schools because together teachers and students can find the best methods and ways to fight against various forms of violence that are more frequent at schools. Via promotion of dialogue competences both teachers and students could awake their own barometers of tolerance and respect of diversities. We must admit that the majority of us take these terms for granted and do not reflect about them actively, therefore we are not able to meet the challenges we face in our surroundings properly.

Beside these projects the new peace project was initiated “World Women Peace Makers: Implementation of UN Resolution 1325 through the Examples of Women Peace Makers” in order to offer more attractive materials for the teachers and students of social and humanistic sciences through the additional literature of women Nobel Peace Prize winners. Our goal was to contribute to awareness raising in the community and the society about active citizens, dialogue and women human rights and participation of women in public life in one more way. The emphasis this time was put on the implementation of UNSCR 1325 about women, peace and security which is particularly important in the post-conflict societies to draw attention to the gender dimension of war and peace and role of women in rebuilding of a community and relations between people.

This year was in the air of dialogue, peace activism and battle against gender based violence and TPO Foundation team will continue to work on these issues.

I thank colleagues and associates who in their own ways made it possible to make one more step toward peace in B&H.

Programme director

Zilka Spahić-Šiljak



ABOUT US

TPO Foundation mission is contribution to development of democratic civil society, increased awareness on gender equality, establishment of partnership ethics and promotion of accountability and responsibility in family, society and political life in BH, via implementation of educational, research, psychosocial and intercultural program activities.

TPO Foundation was developed from HNI TPO organisation network with headquarters in Amsterdam, present in BH from 1998, implementing projects in the field of psychosocial care, education and reconciliation and dialogue among returnees population. Since 2004, by HNI TPO Amsterdam decision, local team in BH works as and independent nongovernmental organisation under the name of TPO Foundation, however, formal registration was completed in 2006. During 2004, TPO Foundation as a local organisation, directed its activities toward educational and research projects in cooperation with BH, European and USA universities.

Mission realization

Education - Cooperation with universities and other organisations in implementing B&H education reform. Establishment of education centres in cooperation with educational and cultural institutions offering programs for intercultural, multi-religious and civic education, predominantly for women and youth. Preparation of curricula, syllabi, and training materials in cooperation with state institutions and other organisations.

Research - Assessments in the field of education, human rights, gender equality, dialogue, and peace building with the purpose of preparing adequate policies and specific project activities, always taking into consideration gender perspective and specificities of the cultural context.

Gender equality - Promotion and implementation of local and international standards on gender equality through various types of education and raising awareness about these issues in local communities. Special focus is on development of local gender-inclusive communities that respond to the needs of both women and men.

Public Advocacy - Advocacy for changes in action policies and adoption of new policies with the aim of developing a democratic civil society and gender equality, but also raising awareness of the society about the importance of active involvement and participation of citizens in decision making processes. Advocating for gender sensitisation of B&H legislation.

Capacity Building - Empowering individual capacities of women and youth, as well as organizational capacities of local organizations, in areas of gender equality, human rights, economic empowerment, dialogue, and peace building. Support to education reform, health care, and social rehabilitation by training professionals and promoting user's initiatives, and providing psychosocial support to women, children, and youth.

Intercultural Dialogue - Promotion of intercultural dialogue, peace building, and reconciliation in cooperation with relevant NGOs, both national and international. Organization of public debates, round tables, and workshops, as well as meetings of artists, academics, and NGO activists capable of providing respective solutions for common action and co-existence. Organisation of meetings in small local communities with the aim of gathering representatives of divided communities in B&H and opening a dialogue.



MAIN OUTCOMES

- Two publications about social inclusion of women were published and promoted: “Developing Measures for the Active Labour Market with the Focus on Women Returnees” and “Monitoring and Evaluation”
- 18 round tables were organized with the representatives of the local governments, NGOs and women returnees on the theme of socio-economic and health care rights and right to work
- Capacities of local institutions for employment were enlarged in order to solve economic and social issues of returnees
- Capacities of the local partner NGOs (whose focus of work are women) were enlarged in order to work with women returnees and to help Bureaus of Employment to develop the set of active measures for labour market with the particular emphasis on women returnees as extremely vulnerable group
- Support in analysis and information was provided for state gender mechanisms as a contribution to the implementation of their strategies for gender equality
- Women parliamentarians from the Parliament of Federation of B&H were sensitized for the social inclusion of women returnees
- Partner organisations were empowered for the implementation of the monitoring and evaluation
- Students and teachers at schools were empowered for dialogue and dialogue competences
- The campaign against gender based violence was promoted
- The research “Women, Peace and Reconciliation in B&H” has begun
- Researchers of partner NGO organizations were empowered for the appliance of life stories’ method in the researches
- Interviewers for the field work were educated for the needs of research “Women, Peace and Reconciliation in B&H”



Cities/municipalities in which TPO Foundation implemented activities in 2011 were: Bijeljina, Prijedor, Drvar, Mostar, Sanski Most, Livno, Zenica, Mostar and Sarajevo.



SUMMARY

I SOCIAL INCLUSION OF WOMEN RETURNEES IN B&H

- Activity 1 Preparation and publication of manual “Development of Measures for Active Labour Market”
- Activity 2 Promotion of manual “Development of Measures for Active Labour Market” in the Parliament of Federation of B&H
- Activity 3 Manual “Monitoring and Project Evaluation”
- Activity 4 Two-day training on monitoring and project evaluation

II TEST ON DIALOGUE!

- Activity 1 Workshop “Test on Dialogue!”
- Activity 2 Workshop “Test on Dialogue!”
- Activity 3 Workshop “Test on Dialogue!”
- Activity 4 Workshop “Test on Dialogue!”
- Activity 5 Workshop “Test on Dialogue!”

III WOMEN, PEACEBUILDING AND RECONCILIATION IN B&H

- Activity 1 The first part of the course “Life Stories and Dialogues”
- Activity 2 Study conducted by means of a web based questionnaire

IV COUNTERING VIOLENCE WITH DIALOGUE

- Activity 1 Training “Countering Violence with Dialogue” in Vlačić
- Activity 2 Manual “Countering Violence with Dialogue” was translated and published in English
- Activity 3 Walk for Peace

I SOCIAL INCLUSION OF WOMEN RETURNEES

During 2011 the realization of the project “Social Inclusion of Women Returnees in B&H” was continued with the goal to help social inclusion and sustainable return of women who belong to the minority groups in the areas of B&H that have a high rate of return. In cooperation with partner NGOs (Lara Bijeljina, Medica Zenica, Krajiška suza Sanski Most, Forum žena Bratunac, CA Grahovo and Žena BiH) and other relevant partners and with the financial support of Norwegian Ministry of Foreign Affairs two more publications were published in the final phase and their distribution and promotion in the local communities was organized. The last out of these four publications was entitled “Development of Measures for Active Labour Market with Focus on Women Returnees”.



Within the project “Social Inclusion of Women Returnees in B&H” we tried to meet the needs of returnees and solve problems from the gender perspective of a very vulnerable group of women returnees with the goal to help them in exercising their rights to pension, social and health care. The main partners and users in the project were the relevant entity and cantonal ministries and services for social work and politics, entity gender centres, relevant municipal bodies and NGOs whose focus of work are women (four NGOs) and bureaus of employment (six bureaus of employment). The project was implemented in two phases in the areas of B&H that have high rate of return: Bijeljina and Prijedor in Republic of Srpska and Drvar, Mostar, Sanski Most and Livno in Federation B&H.

The following goals were realised:

- **Gender sensitive** research was conducted related to social situation of women returnees in order to establish their needs when it comes to rights to pension, health and social insurance.
- NGOs' capacities (whose focus of work are women) are enlarged in order to work with women returnees and to provide help to bureaus of employment to develop the set of active measures for labour market with the focus on women returnees as extremely vulnerable group.
- Empirical proofs about field situation are provided to the state gender mechanisms as a contribution to implementation of their strategy for gender equality. The project was concluded in December 2011.

Activity 1 Manual "Developing Measures for the Active Labour Market with the Focus on Women Returnees"

In the manual author Besima Borić provided an overview of condition of returnees and possibilities of employment and showed that B&H authorities have begun relatively late to implement the projects and allocation of funds for employment of returnees. There are no gender sensitive policies in employment of returnees and it is of great importance to have additional education or retraining of women returnees in the professions that are more in demand on the labour market in B&H. In cooperation with partner organizations (Lara Bijeljina, Forum žena Bratunac, Medica Zenica, Žena BiH Mostar, Krajiška suza Sanski Most, CA Grahovo) TPO Foundation held the first presentations of the publication "Developing Measures for the Active Labour Market with the Focus on Women Returnees" in six local communities: Bijeljina, Bratunac, Zenica, Mostar, Sanski Most, Bosansko Grahovo.



Activity 2 Promotion of the publication "Developing Measures for the Active Labour Market with the Focus on Women Returnees" in the Parliament of the Federation of B&H

TPO Foundation's publication by Besima Borić, the chairperson of the Labor and Social Policy Board, was promoted in the Federal Parliament of B&H at a special session of three parliamentary boards: the Gender Equality Board, the Return of Refugees and Displaced Persons Board, and the Labor and Social Policy Board. Besima Borić presented the publication and Mrs. Velida Draško from the Federal Employment Bureau shared the most recent data on



employment rates of women in the Federation. The chairpersons of the other two boards, Mrs. Slavica Josipović and Mrs. Katica Čerkez also stressed the importance of this issue and the necessity to work on the implementation of the proposed measures. Parliamentary representatives actively participated in the discussion and agreed on the importance of legislative amendments, lobbying in political parties, promoting the recommendations, and networking to accelerate their implementation. Emina Abrahamsdotter opened the session and then gave the floor to Zilka Spahić-Šiljak, TPO Foundation programme director. The presentation of the publication "Development of Measures for Active Labor Market with Specific Focus on Women Returnees" followed. It provided a brief overview of the state of affairs, measures that the publication proposes and recommendations for their implementation. The second presentation about "Women's Employment in Federation of B&H" tackled the most recent statistical data on women's employment in Federation, special

employment programs and the “Social Inclusion of Women 40+” project, as well as problems generally encountered. There was a discussion after the presentations. The media were also present at the session.

Activity 3 Two-day training on monitoring and project evaluation

Within the framework of this project TPO Foundation organized a two-day seminar in Sarajevo in the area of monitoring and evaluation for 14 representatives of 6 partner NGOs on the project “Social Inclusion of Women Returnees”. TPO Foundation engaged Zoltan Milić, M&E expert for the needs of training as well as the manual for monitoring and evaluation. TPO Foundation prepared the manual and training from the field of monitoring and project evaluation with the goal of empowerment of local NGOs capacities in Sanski Most, Grahovo, Bijeljina, Bratunac, Mostar and Zenica that work with the same target group in the project – women returnees.



Activity 4 Manual “Monitoring and Project Evaluation”



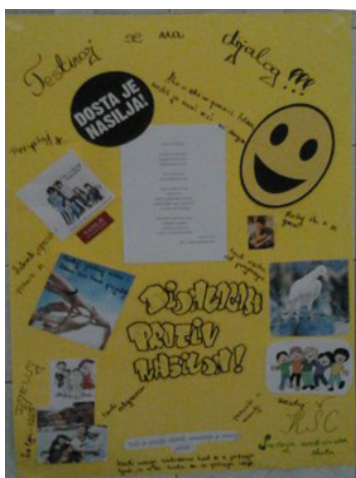
Within the project “Social Inclusion of Women Returnees in B&H” TPO Foundation created a manual for monitoring and evaluation. The purpose of directions created by author Zoltan Milić is that it provides information in a concise manner which is needed to the present and future analysts who work on the programmes of social inclusion of minorities, how to do the monitoring and evaluation of programmes and projects in general. Content, methods and procedures listed in the directions should not be perceived as something that needs to be respected in any case. Monitoring and evaluation and the analysis in the end are the areas mostly depending on logic reasoning and creative competences of people involved in these areas.

II TEST ON DIALOGUE

TPO Foundation initiated the campaign “Test on Dialogue!” in cooperation with Medica Zenica in October 2010. This campaign came out from the activities of project “Awareness Raising on Issues of Gender based Violence and Role of Women in Peace Building and Reconciliation” supported by UNIFEM. The main message of this campaign was to see how ready we are to accept different opinions of others. Also, it encourages people to learn truly from those encounters, to grow and to act for the benefit of us all.



During 2011 in cooperation with the Centre Municipality Sarajevo at schools in the Centre Municipality (3 secondary schools and 8 primary schools) the project aimed to develop additional skills and capacities of students in order to strengthen their awareness of the significance of true understanding, tolerance and respect of diversities. Also, the project encourages participants to organise joint actions for the good of local communities. More than 200 students were “tested” on dialogue and as a result, the students created wall papers and leaflets with the messages of dialogue, interreligious dialogue and violence prevention including gender based violence. Pedagogues think that this education is important and that students need it, and that the questions from the test on dialogue were altogether relevant and significant for upbringing and educating students with the aim of awareness raising about accepting diversities and doing good for the whole society. Students emphasized the value of dialogue competences in particular.



Activity 1-5 Workshops “Test on Dialogue!” in different schools

TPO Foundation held 5 workshops and 10 tests on dialogue at schools in the Municipality Centre. The workshops were realized in the period from March to June 2011 with the consent of the Ministry of Education, Science and Youth of Sarajevo Canton and financial support of Municipality Centre. The project “Test on Dialogue!” by TPO Foundation covered 3 high schools and 8 primary schools in the Municipality Centre, with the aim of developing additional skills and capabilities of the pupils in order to raise the awareness on importance of understanding, tolerance and acceptance of diversity and to implement joint actions for common good of local communities. There were more than 200 participants (10 pedagogues and 217



pupils) tested on dialogue. As a result the pupils created wall papers and leaflets with messages of dialogue, interreligious dialogue and prevention of violence including gender based violence. Pedagogues evaluated this education as important and necessary for pupils. They find questions from the test on dialogue as relevant and important for education of pupils with an aim of raising the awareness of accepting diversity and acting for the common good of society. Pupils especially emphasized the value of dialogue competences such as trust, respect, active listening, activism and cooperation.

“It seems that the strength of words, although it can be great, is not enough nowadays. Actions speak louder than words and so do your workshops. The pupils as well as professors participated with pleasure in every moment. Perhaps this is a small step for humanity but it is for sure a big step for an individual who lives in the country in transition i.e. in the country that will come closer to EU through dialogue and culture of behaviour and an individual will be proud to be a human being deserving goodness”, said Danijela Klepić, a pedagogue in Secondary Medical School (Catholic School Centre).



“Sincerely, I thought that primary school pupils will not be able to participate in this project at all. I am happy that I was wrong. I am very happy that involves the pupils of primary school as well. What I like the most is the fact that this project is not only about violence because when one talks too much about something it becomes propaganda to some extent. This project is also about dialogue as a tool of violence prevention. One suggestion for the future: I think that children as well as adults believe that dialogue is necessary but they are often not familiar with dialogue competences. It is necessary to provide as many practical exercises as possible for the development of those skills”, said Berka Bibić, a pedagogue in the primary school “Mehmed-beg Kapetanović Ljubušak”.

Maida Bavčić, a pedagogue in High School of Applied Arts emphasized: “Violence as a serious social issue is present in all spheres of life and because of that education and prevention work in schools emphasizes the topics of common understanding, acceptance and non-violent resolution of conflicts. The project “Test on Dialogue” that is implemented in our school and organized by TPO Foundation gave significant contribution in resolution of this issue in scope of both gender based violence and interreligious dialogue. I think that this project is welcome in school practice.” The project was conducted in three high schools: High School of Applied Arts, Secondary Medical School (Catholic School Center), Secondary school of Construction and Geodesy) and eight primary schools (PS Vladislav Skarić, PS Nafija Sarajlić, PS Mehmed-beg Kapetanović Ljubušak, PS Isak Samokovlija, PS Musa Ćazim Ćatić, PS Silvije Strahimir Kranjčević, PS Alija Nametak, CSC “Sv. Josip – Stup”). The pupils of these three schools created leaflets and wall papers to promote the project “Test on Dialogue” and the best ideas were awarded. All participants of the project “Test on Dialogue” received the manual “Countering Violence with Dialogue” by Dr. Zilka Spahić-Šiljak, TPO Foundation programme director and Sabiha Husić, MA and director of Medica Zenica.

III WOMEN, PEACEBUILDING AND RECONCILIATION IN B&H

TPO Foundation designed the project in cooperation with the Centre for Interdisciplinary Postgraduate Studies-University of Sarajevo. The project is supported by UN Women. It sheds light on local heroines of B&H who have been working on peacebuilding and reconciliation in the last 20 years, but whose efforts and achievements were not properly valued and recognized by authorities and the wider public. Women's engagements and activities in bringing peace and security make a significant part of B&H history, but there were no publications and relevant



United Nations Entity for Gender Equality and the Empowerment of Women



researchers on B&H peace makers who stood up for justice and peace and exercised active citizenship. Women usually do not record their own history and narratives. They act, communicate and build horizontal networks and relations between people and do not think so much of their own promotion. Women are more concerned with results and improvement of human relations than of their own promotion and visibility. As a result of the project, narratives of women peace makers

have been analysed and published and will serve for empowerment of the future generations in B&H that pursue peace and security for all marginalized and underprivileged groups.

Activity 1 The first part of the course “Life Stories and Dialogues”

TPO Foundation organised the first part of the course “Life Stories and Dialogues” within the project “Women, Peacebuilding and Reconciliation in B&H” in May. 16 participants attended the course and 11 of them were representatives of 9 partner organisations in the project. The course trainer was Nejra Nuna Čengić, a doctoral candidate on Institutum Studiorum Humanitatis and the author and lecturer on the postgraduate course “Life Stories and Dialogues”. The participants have acquired empirical and theoretical knowledge on the storytelling model, particularly on how to conduct and transcribe interviews. In the following segment of education that is planned for July more attention will be dedicated to interview analysis and appliance of this model.



Activity 2 Study conducted by means of a web based questionnaire



TPO Foundation has conducted a baseline study as a part of “Women, Peacebuilding and Reconciliation in B&H” project. The purpose of the study was to detect women peace makers and find out the attitudes of citizens in B&H on peace and peacebuilding activities, with particular emphasis on the role of women. There were two sets of surveys conducted: one among citizens and one among NGO activists. The latter was conducted by means of a web-based questionnaire that was on TPO website.

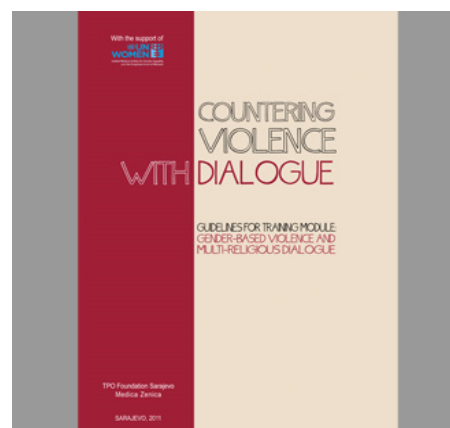
IV COUNTERING VIOLENCE WITH DIALOGUE

Activity 1 Training “Countering Violence with Dialogue” in Vlašić

TPO Foundation in cooperation with Medica Zenica organised the training “Countering Violence with Dialogue: Gender based Violence and Interreligious Dialogue” on September 20-29, 2011 on Vlašić near Travnik. This training is a part of the project “Awareness Raising about Issues of Gender based Violence and Role of Women in Interreligious Dialogue”. The general goal of the project was to raise awareness of local communities about women human rights with particular emphasis on gender based violence and interreligious dialogue and to promote and advocate protection of women human rights through building of capacities in organisations of civil society and religious organisations and groups. The project was supported by UNIFEM. The training package framework is CEDAW Convention and UN Resolution 1325.

Activity 2 Manual “Countering Violence with Dialogue” was translated and published in English

The manual “Countering Violence with Dialogue – Gender-based violence and interreligious dialogue” was printed in BCS languages in 2010. In 2011 it was translated into English by Saba Risaluddin with the support of UN Women. In doing so the manual was made more accessible for women outside the Balkans region, particularly in those countries where religion plays a huge role in the creation of gender policy.



Activity 3 Walk for peace

TPO Foundation Sarajevo, Helsinki Committee for Human Rights in B&H, Gender Centre of Federation of B&H and UN Women (Sarajevo Office) organized a walk for peace within the campaign “16 Days of Activism against Gender based Violence” and as continuation of activities related to the project “Countering Violence with Dialogue”. They walked down the streets of Sarajevo on the International Day of Human Rights (December 10, 2011) in order to promote women peace building. The goal was to remind people of the important steps made by women peace makers all around the world who received the Nobel Peace Prize for their efforts in the period from 1905 to 2011. Lives, works and visions of these women can be inspiration for every citizen in trying to do something good for themselves and their community.





The walk for peace began at 12 o'clock in front of the Cathedral and ended in front of BBI Centre where the promotion of the book "Women Peace Makers" was held with the apposite music programme and distribution of the promotional material. The mayor of Sarajevo Mr. Alija Behmen and Ms. Besima Borić from the Parliament of Federation of B&H took part in the walk and Ms. Borić held an introductory speech. The president of the

Helsinki Committee for Human Rights Ms. Vera Jovanović and the president of the Gender Centre of the Federation of B&H Ms. Ana Vuković and Ms. Zilka Spahić-Šiljak from TPO Foundation greeted the gathered ones. The gathering was led and moderated by Una Bejtović. All participants got umbrellas with the message of Peace Diva as well as wall and desk calendars with the portraits and messages of 15 women Nobel Peace Prize winners.