

**GODIŠNJI
IZVJEŠTAJ O RADU**

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SADRŽAJ

GODIŠNJI IZVJEŠTAJ O RADU AMICA EDUCA

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PREGLED POSTIGNUTIH REZULTATA I EFEKATA VEZANIH ZA ORGANIZACIONI RAZVOJ

Programi i projekti Amica Educa-e koji su se implementirali u 2015. godini dali su doprinos zadovoljavanju potreba i ostvarivanju prava građana Tuzlanskog kantona (u daljem tekstu TK), posebno žena i djece kojima je potrebna psihosocijalna podrška. Podrška svim korisnicima osigurana su u obliku obrazovanja, psiho-edukacija, treninga, individualnog i grupnog psihološkog savjetovanja i psihoterapije kao i putem drugih sličnih grupnih aktivnosti. Aktivnosti prezentirane javnosti i medijima, saradnja s vladinim i nevladinim institucijama i organizacijama pridonijele su vidljivosti Amica Educa-e i stvaranju novih mogućnosti za proaktivno djelovanje u društvu.

Amica Educa je razvila svoje kapacitete do nivoa u kojem je prepoznata kao stručnjak u specifičnim oblastima, te je u toku 2015.godine u više navrata angažirana od strane drugih organizacija i institucija u svrhu razvoja i podrške u realizaciji njihovih aktivnosti, projekata ili programa:

- Razvoj kapaciteta stručnog osoblja Zavoda za odgoj i obrazovanje osoba sa smetnjama u psihičkom i tjelesnom razvoju Tuzla, za primjenu i uvrštavanje metoda art-terapije u redovni program;
- Pružanje podrške Fondaciji za unapređenje socijalne inkluzije djece i mladih u BiH (IN fondacija) u provedbi istraživanja vezanim za prisutnost rodno zasnovanog nasilja u odnosima mladih (srednjoškolaca) u BiH;
- Implementacija radionice o rodno zasnovanom nasilju za roditelje učenika OŠ "Kiseljak", inicirano od strane Misije OSCE-a u BiH;
- Implementacija predavanja Pozitivna disciplina u odgoju djece za zaposlene i roditelje djece u predškolskoj ustanovi "Aladin" Tuzla,
- Podrška u moderaciji diskusije i promociji knjige "Feministička čitanja društvenih fenomena" (organizirano u okviru svjetske kampanje - 16 dana aktivizma protiv rodno zasnovanog nasilja). Jedan od članaka u knjizi napisan je od strane uposlenice Amica Educa-e;
- Koautorstvo u kreiranju priručnika o Prevenciji rodno zasnovanog nasilja za nastavnike, finansiranim od strane Fondacije za unapređenje socijalne inkluzije djece i mladih u BiH - IN Fondacija

Amica Educa je inicirala i organizirala manifestacije koje su pratile obilježavanje Međunarodnog dana porodice i Dječije nedelje a pod pokroviteljstvom Ministarstva za rad, socijalnu politiku i povratak TK. Organizirane manifestacijske aktivnosti i medijska kampanja sprovedene su sa ciljem promoviranja porodičnih vrijednosti, rodne ravnopravnosti, prava žena i prava djece.

Sprovedene su pripremne aktivnosti za implementaciju projekata i akcija za narednu godinu i to:

- Projekat "Porodične konfrencije" – Amica Educa je od strane IN Fondacije prepoznata kao lokalni partner za realizaciju projekta "Porodične konferencije" za područje TK.
- Centar za socijalni rad Tuzla i Biro za ljudska prava su identificirali Amica Educa (zajedno sa drugim nevladinim organizacijama iz TK) kao relevantnog pružitelja usluga za primjenu odgojnih preporuka za maloljetne delikvente.

S ciljem poboljšanja organizacijske strukture, profesionalnosti i produktivnosti, sproveden je interni proces evaluacije ljudskih resursa koji je rezultirao usklađivanjem ličnih ciljeva članova tima sa organizacijskim (strateškim) ciljevima. Ostvarenje ličnih ciljeva, koji su u skladu sa organizacijskim razvojem, uglavnom se odnosilo na stručno educiranje članova tima.

Amica Educa je promovirala svoje aktivnosti i projekte putem 22 medijska istupa (14 televizijskih i 6 radijskih istupa), te putem 55 objava na različitim web portalima i internet stranicama. Pored toga, o najavama aktivnosti te postignutim efektima i rezultatima, javnost je bila kontinuirano informirana putem objava na facebook stranici koja doseže do sve većeg broja korisnika.

Kao i prethodnih godina, Amica Educa štampala je informativno-promotivni materijal koji je distribuiran različitim institucijama i organizacijama kao i potencijalnim i trenutnim korisnicima Udruženja.



EDUKATIVNI PROGRAM

Edukativni program obuhvata realizaciju seminara na 10 različitih tema prvenstveno namjenjenim profesionalcima pomagačkih zanimanja – pedagogima, psiholozima, prosvjetnim, socijalnim i zdravstvenim radnicima, edukatorima-rehabilitatorima, socijalnim pedagogima i sl. Pored njih, značajan broj osoba drugih zanimanja takođe su bili učesnici seminara, što pokazuje sve veću zainteresovanost građana za jačanje ličnih kompetencija i unapređenje kvaliteta življenja.

U toku 2015.godine, implementirano je ukupno 37 modula seminara na 10 različitih tema (121 dan seminara). Seminari se organiziraju u modulima sa pauzom između modula od najmanje mjeseca dana što omogućava učesnicima procesuiranje stečenog znanja, te bolje integriranje vještina u njihov svakodnevni profesionalni i/ili privatni život. Svaki modul u prosjeku traje 3 dana.

Od ukupnog broja učesnika u 2015.g., (njih 289), 46,4% su bile zaposlene osobe, 28,4% nezaposlene, 18,3% studenata i 6,9% penzionerai. Velika većina učesnika su bile žene – 90,7%.

Pozitivni efekti seminara su evidentni u izjavama učesnika seminara kao i opservacijama voditelja, a odnose se na unapređenje profesionalnih kompetencija i lični razvoj.

Ni jedan učesnik seminara nije ostao indiferentan u toku i nakon edukacije. Svi učesnici su na različite načine izjavili ili pokazali da su tema seminara, način rada, pristup, grupni procesi itd., imali pozitivan uticaj na njih. Pored toga, svi uviđaju potrebu i načine za multipliciranje teme u profesionalnom okruženju kao i primjenu naučenog u privatnom životu.

Uočeno je da, pored toga što učesnici pronalaze različite načine primjene naučenih metoda i tehnika, što njihov profesionalni i privatni život čini kvalitetnijim, produktivnijim i ispunjenijim, ono na šta oni stavljaju naglasak jeste sticanje pozitivnog stava prema životu generalno i osjećaja smirenosti. Upravo ova promjena u načinu življenja, često bez stvarne namjere učesnika, ima uticaj na ostale osobe iz njihovog privatnog i profesionalnog života, što stvara dalekosežnije efekte nego što se oni mogu biti predviđeni ili opisani.

ART TERAPIJA

Osnovna edukacija koja je započela u 2014.godini, nastavljena je sa organiziranjem 2 modula u 2015.-toj, na kojoj je učestvovalo 10 osoba. Tema drugog modula je bila terapeutsko korištenje bajki u radu sa djecom i odraslima, dok je treći modul obuhvatio rad na temperamentima. Učesnici su dobili mogućnost otkrivanja i dubljeg shvatanja vlastitog temperamenta, te učenja rada sa različitim temperamentima primjenjujući tehnike art terapije. Takođe, vježbali su posmatranje dječijih crteža i naučili kako da ih koriste kao dijagnostički alat. Većina učesnika je uz stručnu podršku voditelja, prošla kroz intenzivne unutarnje procese u rješavanju vlastitih specifičnih pitanja.

Napredni modul na temu “Biografija – životna priča u ogledalu”, održan je u aprilu za 12 učesnika, koji su dobili mogućnost učenja novog pristupa za rad sa klijentima koji se fokusira na razumijevanju i posmatranju razvoja biografije i doživljavanja njegovih faza. Učesnici su u toku edukacije radili na vlastitim biografijama, postali više svjesni vlastite životne priče, prošlosti i budućnosti.

Seriya radionica na temu Istorija umjetnosti koja će biti organizirani u trajanju od 2 godine, namijenjena je svim osobama zainteresiranim za učenje razvoja čovječanstva kroz viđenje i doživljavanje istorije umjetnosti. Prve dvije radionice



održane u junu i septembru, imale su za cilj upoznavanje učesnika sa praistorijom i kulturom u Mezopotamiji i Asiriji, prateći razvoj svijesti čovječanstva i umjetnosti koje je iz tog razdoblja proizašlo. Učesnici su potaknuti na uviđanje poveznica između umjetnosti ova dva razdoblja sa fokusom na položaj žena unutar svake kulture.

Dodatna edukacija i mentorstvo

Dodatna edukacija i mentorstvo je pružena za grupu od 5 osoba koje su prethodno završile osnovne i napredne module art terapije, te koje primjenjuju znanje u radu sa klijentima ili za vlastiti rast i razvoj. Grupni rad je organiziran sa ciljem unaprijeđivanja razumijevanja procesa art terapije, sticanja više iskustva i sigurnosti u korištenju terapijskih tehnika i osnaživanja za terapijsku primjenu u radu sa klijentima. U periodu juni – decembar održana je ukupno 21 radionica i mentorska sesija.



KREATIVNO IZRAŽAVANJE SLIKANJEM

Osnovna tri modula seminara su održana u februaru, martu i aprilu. 12 učesnika su se upoznali sa različitim tehnikama slikanja, modeliranja i posmatranja slika, te primjenom metode u pružanju psiho-socijalne podrške odraslima i djeci. Učesnici su bili uglavnom zaposleni profesionalci pomagačkih disciplina. Za većinu učesnika, ovaj seminar je predstavljao prvi kontakt sa kreativno-terapijskom metodom te su od samog početka pokazali otvorenost za usvajanje novih znanja i rad na sebi. Većina zaposlenih učesnika, još u toku trajanja edukacije je započela multipliciranje stečenog znanja i primjenu naučene metode u radu sa svojim klijentima. Zaposleni u Centru za mentalno zdravlje (sa kojim je ranije ostvarena saradnja), započeli su primjenu metode u novoopremljenom ateljeu u Centru, te izvjestili o veoma pozitivnim rezultatima rada sa njihovim klijentima. Generalno, svi učesnici seminara izvještavaju o osjećanju osnaženosti i povećanju samopoštovanja koje se desilo putem iskustvenog učenja ove metode. Za sve učesnike, novina je bila metoda slikanja u kojem se izostavlja estetska procjena i psihološka analiza a koja unapređuje razvoj i funkcionisanje vlastite ličnosti. Jedna od učesnica je ovu edukaciju i grupu iskoristila i kao podršku za prevazilaženje burn-outa čije je simptome prepoznala na samom početku edukacije.

"Najviše sam dobila na ovom seminaru jer sam uspjela spoznati i osvijestiti dijelove sebe koji su prije bili nejasni. Odlazim potpuno zadovoljna i sretna."

Napredni modul seminara na temu "Ženska i muška energija: Snaga u nama" je održan u novembru. Učesnici (ukupno 8 učesnika) su bile osobe koje primjenjuju metodu Kreativnog izražavanja slikanja u svom radu ili za vlastiti rast i razvoj ličnosti. Seminar je omogućio učesnicima da se povežu sa vlastitom ženskom i muškom energijom putem istraživanja i prihvatanja unutarnje snage i balansa. Učesnici su veoma rado prihvatili rad na ovoj specifičnoj temi jer im je pomogla da bolje razumiju i pomire dvije različite energije sa kojima se ne samo susreću u odnosima nego i unutar sebe.

Osnovna edukacija za studente Edukacijsko-rehabilitacijskog fakulteta, započela je u 2014. godini kada je organiziran prvi modul, a završena u 2015.-toj godini realizacijom drugog i trećeg modula. U martu i junu organizirana su dva modula za 4 grupe studenata završnih godina. Edukacija je, kao i ranijih godina, organizirana u okviru projekta "Tandem Univerzitet – Amica Educa" u saradnji sa Edukacijsko-rehabilitacijskim fakultetom Univerziteta u Tuzli.

Studenti su od samog početka edukacije pokazali spremnost za aktivno uključivanje i rad na sebi, što se sa svakim narednim modulom i povećavalo. Kod velike većine studenata, desile su se promjene u njihovom razmišljanju, stavovima i osjećanjima u odnosu prema sebi i drugima. Primjetno je bilo međusobno povezivanje i otvaranje prema novom načinu rada. Iskazano je i



zadovoljstvo i uzbuđenje vezano za primjenu naučene metode u budućem radu sa klijentima.

Ukupno, 40 studenata je uspješno završilo edukaciju nakon čega im je i uručen certifikat. Kroz stečeno iskustvo te započet vlastiti kreativni proces, studenti su uvidjeli raznolikost u mogućnostima primjene metode kreativnog izražavanja slikanjem.



POZITIVNA DISCIPLINA U ODGOJU DJECE

Osnovna tri modula seminara održana su u periodu mart – juni. Seminar je upoznao učesnike sa principima Pozitivne discipline, kao i sa metodama i tehnikama za odgoj djece koje utiču na poboljšanje komunikacijskih vještina te povećanje svijesti za odgovorno djelovanje u odnosu s djecom. Na seminaru je učestvovalo 19 osoba od kojih su većina bili prosvjetni radnici. Svjesna važnosti unapređivanja rada nastavnika u pedagoškom radu sa djecom, predstavnica Pedagoškog zavoda TK dala je svoj doprinos ovoj edukaciji održavanjem predavanja i izražavanjem stručne podrške vezane za temu, kvalitetu korištene metodologije i znanja o dosadašnjim rezultatima postignutim edukacijom nastavnika na ovu temu.

Učesnici edukacije su bili motivisani da reevaluiraju svoj pristup u radu sa djecom i rezultate koje su do sada postizali. Oni su izrazili da im je edukacija na ovu temu dala konkretne resurse i alate za poboljšanje vlastitog rada i pristupa kojeg imaju kako sa djecom sa kojom rade tako i sa vlastitom djecom. Pored toga, učesnici su izrazili da su edukaciju doživjeli i kao superviziju unutar koje su dobili mogućnost da podjele probleme i poteškoće koji im se pojavljuju unutar njihove porodice i u toku njihovog profesionalnog rada sa djecom i roditeljima. Posebnu zahvalnost su izrazili za dobivene konkretne smjernice vezane za prevazilaženje navedenih problema i poteškoća. Pozitivna atmosfera koja je vladala tokom edukacije je bila posebno istaknuta kao veoma važna za učesnike jer im je ne samo omogućavala lako usvajanje novih znanja nego i davala osjećaj opuštenosti i smanjenja stresa kojem su svakodnevno izloženi.

Preko 60% učesnika su potvrdili primjenu nove metode u radu sa djecom unutar škole te u odnosima sa roditeljima djece. Neke od izjava učesnika (pisanom i/ili usmenom obliku evaluacije) seminara su:

"Na roditeljskom sastanku sam razgovarala sa roditeljima na temu bitnosti postavljanja dugoročnih ciljeva u odgoju djece."

"Na mene je najveći utisak ostavila spoznaja da potreba za pripadanjem kreira ponašanje i definiše razvoj djeteta. Zbog toga sam odlučila da 'potrebe iza ponašanja djeteta' bude tema koju ću obraditi sa roditeljima."





PORODIČNA DINAMIKA

Osnovna tri modula seminara su se realizirala u septembru, oktobru i novembru. 16 učesnika se upoznali sa načinima funkcioniranja porodice kao sistema, fazama porodičnog ciklusa, projekcijama emocija na druge, granicama između porodice i okruženja i među članova porodice, transgeneracijskim obrascima ponašanja, nesvjesnom ponašanju kao i skrivenim uzrocima ponašanja u partnerskim i porodičnim odnosima. Povezanost i povjerenje među učesnicima se povećavalo sa svakim narednim danom edukacije što je razvilo posebnu dinamiku koja je uticala na otvaranje, motivaciju i pružanje međusobne podrške među članovima grupe. Povezanost se nastavila i nakon realizacije seminara i to u obliku neobaveznih mjesečnih sastanaka, što je dalje doprinosilo unapređenju mentalnog i socijalnog zdravlja članova grupe.

Multipliciranje i primjena metode porodične dinamike od strane zaposlenih učesnika je išla u smjeru primjene određenih tehnika u radu sa djecom u školama, dok su nezaposleni učesnici primarno se fokusirali na integriranje naučenog u svakodnevno funkcionisanje vlastite porodice i poboljšanje porodičnih interakcija.

*"Seminar mi je donio puno koristi: kao prvo bolje sam shvatila sebe, ali i druge ljude, naročito svoje roditelje."
"Toliko sam bila u grču razmišljanja o svojoj porodici da nisam znala kako popraviti i unaprijediti svoju situaciju. Zahvaljujući ovom seminaru došla sam do rješenja kako da postupim i kako da bolje razumijem, sebe prvenstveno."*

Napredni modul seminara na temu "Moja uloga žene/muškarca u porodici" održan je martu i okupio je 9 osoba koje su ranijih godina završili osnovnu edukaciju iz ove oblasti. Putem prezentacija, diskusija, vježbi i sl, učesnici su bili ohrabreni da uvide razliku između bioloških obilježja i društvenih očekivanja i normi, postanu svjesni vlastitih predrasuda, stereotipa, ali i onih koji postoje u društvu, da pronađu načine za eliminiranje vlastitih predrasuda, te da osvijeste svoje porodične uloge i očekivanja u partnerskim i porodičnim odnosima.

Starosna razlika među učesnicima je pozitivno iskorištena u raspravama o različitim perspektivama rodni uloga vezanim za društveni razvoj i promjenu. Evidentno je bilo da svi prisutni učesnici (a isto je i sa društvom u cjelosti) trebaju više znanja o ravnopravnosti polova i važnosti principa rodne ravnopravnosti za zdravo funkcioniranje kako porodice tako i cijelog društva.

Napredni modul seminara na temu "Odnosi u dvoje", održan je u junu, za 13 učesnika koji su završili osnovnu edukaciju na temu Porodična dinamika. Seminar je vođen od strane porodične terapeutkinje iz Njemačke, dugogodišnje edukatorice ove teme, zbog čega je za mnoge učesnike seminar predstavljao i mogućnost superviziranja. Tema modula je učesnicima dala mogućnost boljeg razumijevanja partnerskih odnosa, obrazaca ponašanja u odnosu sa partnerom koji se prenose iz matične porodice, fazama u razvoju partnerskog odnosa koji su povezani sa životnim fazama i fazama kroz koje prolazi porodica kao cjelina.





VJEŠTINE KOMUNIKACIJE I EMPATIJE

Osnovna tri modula seminara održana su u aprilu, maju i junu. Grupa je uključivala 19 osoba različite starosne dobi, obrazovanja i zanimanja a različitost je dala i posebnu dinamiku i perspektivu vezanu za odvijanje svakodnevnice komunikacije.

Od samoga početka učesnici su pokazali veoma izraženu potrebu za radom na sebi. Velika većina učesnika bila je svjesna da sve promjene koje žele da im se dese u njihovom okruženju zavise od promjena koje će oni napraviti unutar sebe i svog načina razmišljanja i ponašanja. Ni jedna grupa ranije nije bila toliko otvorena i tako brzo dijelila najintimnije probleme sa kojima su suočeni u svom okruženju (i privatnom i profesionalnom). Generalni dojam koju je grupa ostavljala je bio: Svjesni smo svih poteškoća sa kojima se mi u ovom našem društvu suočavamo, svjesni smo da na mnoge stvari ne možemo direktno i brzo uticati te da je jedini način trenutno da se nosimo sa svim poteškoćama taj da promjene počnemo praviti iz nas samih. Takva spremnost za promjenama je bila do sada manje primjetna među učesnicima. Ipak, potrebe i očekivanja su bila mnogo veća od mogućnosti zadovoljavanja istih obzirom na ograničeno vrijeme za seminar, kao i različite polazne tačke svakog od učesnika. Na kraju trećeg modula, učesnici su iskazali ogromnu zahvalnost Amica Educa-i za organiziranje ovakve vrste edukacije (koja nadilazi zapravo edukaciju i ide više u smjeru psihološke podrške). Očekivanja koje su oni postavili na početku seminara su nadmašeni ali su se s toga otvorile nove potrebe za dubljim radom na sebi. U skladu sa time, cijela grupa je izrazila želju za nekim vidom nastavka edukacije i rada na sebi.

„Već nakon prvog modula i tokom drugog počela sam primjećivati da pokušavam usvojiti i primjeniti naučeno. Osjećala sam se mnogo bolje i osjećala sam da moja komunikacija sa drugim ljudima počinje ići u pravom smjeru.“

SEKSUALNO ZLOSTAVLJANJE U DJETINJSTVU

Dva modula osnovne edukacije održana su u junu i septembru, dok je treći modul, radi nemogućnosti dolaska voditeljice, odgođen za početak 2016.g. Na seminaru je učestvovalo ukupno 14 profesionalaca pomagačkih disciplina.

Grupa se veoma brzo povezala sa temom. Iako je većina učesnika bila svjesna kompleksnosti problematike koja se obrađuje na seminaru, do kraja prvog modula su svi shvatili značaj i neophodnost rada na ovoj temi posebno sa profesionalcima koji rade sa djecom i omladinom.

Svi učesnici su bili iznimno radoznali, znanje koje im je na radionici bilo dostupno su prije svega željeli iskoristiti za sebe, vlastito osvještavanje i izgradnju kapaciteta, jer su odmah na početku shvatili da se tema tiče njih samih ali života njihovih bližnjih, porodice, susjeda, prijatelja isto koliko i klijenata sa kojima rade. Dakle, pored zainteresiranosti da o temi nauče što je moguće više, iskazana je i potreba da o problematici seksualnog zlostavljanja djece pričaju sa svojim kolegama, članovima porodice, prijateljima. Na taj način, shvatili su da pridonose detabuiziranju teme te istovremeno i smanjenju prisutnosti ove pojave u društvu.

Na nivou cijele grupe, učesnicima je posebno važno saznanje bilo vezano za posmatranje žrtve seksualnog zlostavljanja. Na neki način, učesnici, iako profesionalci pomagačkih zanimanja, prema žrtvama su imali stav „sazaljenja“. Uvidjeli su neophodnost u promjeni ovog stava – posmatranja žrtve sada kao osobe, kao svakog drugog ljudskog bića jer tek tada osoba osjeti prihvatanje i povjerenje da se „otvori“ i započne proces izlječenja.





LIČNE I POSLOVNE VJEŠTINE

Tri modula treninga održana su u maju, junu i septembru. 13 učesnica treninga su bile nezaposlene žene sa različitim obrazovnim nivoima i zanimanjima.

Uz poboljšanje znanja vezanim za vođenje diskusije, pregovaranja, moderiranja sastanaka i sl., učesnice su izvijestile o poboljšanom samopouzdanju, poboljšanim vještinama samo-prezentacije, svijesti o procesu komunikacije (verbalne i neverbalne) kao nešto što se ne može naučiti na seminarima koje nude druge institucije i organizacije. Priprema za bilo koju vrstu važnog razgovora, formulacija pitanja, više sistemski pristup u vođenju sastanaka, seminara, grupe i općenito komunikacije, vizualno prezentiranje ideja je bilo dodatno naglašeno kao posebno važno za njihov profesionalni kontekst. Pored tehnika kao i praktičnih i odmah primjenjivih vještina u rješavanju konflikta, učesnice su posebno interesovanje pokazale i za temu mobing, kao i razlike u muškom i ženskom

načinu funkcioniranja unutar timova, organizacija, pri vođenju razgovora i rješavanju konflikata.

Svih 12 učesnica je uspješno položilo testove koji su organizirani nakon svakog održanog modula. Certifikati koje izdaje Xpert Personall Business Skills (PBS) Centrala iz Njemačke su učesnicama dodijeljeni početkom 2016.g. U follow up razgovorima sa učesnicama, sakupljene su informacije vezane ne samo za održivost stečenog znanja i vještina nego i mogućnostima njihove primjene u potrazi ili eventualnom pronalasku zapošljenja ili bilo koje vrste angažmana na tržištu rada. U skladu sa time, dobiveni rezultati su više nego dobri – 7 žena je pronašlo privremeno ili stalno zaposlenje ili neku vrstu angažmana (pripravnički staž, minimalno plaćeni volonterski angažman i sl.) ili su započeli svoj mali posao koji vodi većoj ekonomskoj neovisnosti.

TERAPIJA MUZIKOM - BUBNJEVIMA

Tri modula seminara održana su u oktobru, novembru i decembru. Grupu je činilo 10 osoba različite životne dobi i zanimanja: studenti, socijalni radnici, prosvjetni radnici, defektolozi, psiholozi, ekonomski tehničari i sl.

Dinamika grupe se uspostavila odmah na prvom modulu i učesnicima je bilo važno da se povežu i steknu povjerenje. Svi učesnici su bili jako sretni kada su se upoznali sa instrumentima i bilo je interesantno uvidjeti kako su odmah na početku brzo ulazili u zajednički ritam i održavali ga. Kao važnim, učesnici su istakli opažanje da je edukacija ispunjena sa mnogo praktičnih vježbi što im je pomagalo da se brzo otvore i oslobode u sviranju instrumenata ali i u pokretima tijela i plesanju. Već od samog početka edukacije, učesnici su se uspjeli opustiti, sa članovima grupe su dijelili svoja iskustva i doživljaje koje su imali u toku procesa učenja i rada na sebi. Uvidjeli su koliko je muzika bitna stvar u životima ljudi i koliko primjenjujući tehnike muzikoterapije možemo uticati na sopstveno raspoloženje, emocije, željene promjene, bolju i opušteniju komunikaciju.

Proces učenja je išao kroz teme: slika o sebi, komunikacija i emocije. Učesnici su upoznati sa različitim tehnikama kao što su vježbe disanja, relaksacije, vođene fantazije, tapšalice, ples,

pjevanje i sviranje, putem kojih su dolazili u kontakt sa sobom, sa svojim emocijama i sa svojim unutrašnjim djetetom i oslobađali iste. Većina je ipak istakla da im je najvažniji dio edukacije bilo samo sviranje bubnjeva te da ga smatraju najefikasnijim načinom da uspostave dobar kontakt sa sobom i opuste se.

Kao najbitniji rezultat, učesnici su istakli promjenu koju su uočili na sebi a to je da su im se poteškoće sa kojima su došli, do kraja edukacije počeli preobražavati u prednosti.

Izjava jedna od učesnica: "Putem muzikoterapije uspjela sam da uđem puno dublje u sebe, da malo bolje upoznam svoje "skriveno JA" i da je probudim svoje unutrašnje dijete. Sada razmišljam o sebi sa mnogo pozitivnije tačke gledišta nego što je to bio slučaj ranije."





PLESOVI UNIVERZALNOG MIRA

Napredni modul seminara održan je u aprilu sa 19 učesnika različitih zanimanja i starosne dobi a koji su prethodnih godina učestvovali na osnovnim modulima iz ove oblasti. Jedan dio učesnika su bili prosvjetni radnici ili drugi profesionalci pomagačkih zanimanja koji plesove univerzalnog mira multipliciraju u radu sa svojim učenicima, klijentima i sl. Na nivou cijele grupe, prisutni učesnici primjenjuju plesove univerzalnog mira kao metodu rada na sebi, način relaksacije ili jednostavno povećanja svog znanja vezanog za svjetske religije, ples i pokret.

Grupa je veoma brzo usvajala sva nova znanja i bila je primjetna spremnost i otvorenost za produbljiavanjem znanja u oblasti plesova univerzalnog mira. Na modulu su obrađivane sve svjetske religije, učesnici su se upoznali sa novim plesovima te pozadinama i uticajima istih.

Trening za trenere Plesova univerzalnog mira je po prvi put organiziran u našem regionu. Uz podršku Mreže "Plesovi univerzalnog mira" sa njemačkog govornog područja, Amica Educa je započela proces edukacije za trenere koja će biti organizirana u 6 modula (3 modula u 2015.-toj i 3 modula u 2016.-toj godini). Oformljena je grupa od 11 osoba koje su pokazale interes i spremnost za usvajanje znanja iz ove oblasti kao i otvorenost za rad na sebi.

Program edukacije obuhvata sistematsko učenje riječi, plesova, pokreta, rituala i pozadinskog tumačenja i istorije svih svjetskih religija. Svaki od učesnika treninga dobio je pisani i video materijal koji prati program treninga. Učesnici treninga su u evaluaciji treninga, pored usvajanja znanja vezanih za svjetske religije, istakli trening kao veoma dobru podršku u njihovom duhovnom i mentalnom razvoju, što za mnoge od veće važnosti od samog procesa učenja.

Osnovna dva modula seminara Kreativna podrška nastavnicima religijske kulture su implementirani u oktobru i decembru. Edukacijom je obuhvaćeno 16 prosvjetnih radnika iz osnovnih škola sa područja Tuzlanskog kantona. Većina učesnika su po prvi put učestvovali na edukacijama koje organizira Amica Educa te su iskazali zadovoljstvo kvalitetom edukacije i pristupom koji su doživjeli u organizaciji.

U toku edukacije, učesnici su uvidjeli mogućnost primjene stečenog znanja u njihovom svakodnevnom radu sa učenicima. Neki od njih su još u toku edukacije počeli uvoditi određene plesove, vježbe i teorijska objašnjenja u svoje časove (religijska kultura, muzička kultura, časovi odjeljske zajednice i sl.), te prihvaćenost istih od strane učenika ih je dodatno motiviralo za usvajanjem što više znanja i vještina u toku seminara.





PRAVA ŽENA NA TRŽIŠTU RADA

U oktobru 2015.g. po prvi put je u Amica Educa-i organizirana edukaciju na temu "Prava žena na tržištu rada". 17 žena koje su učestvovala na edukaciji bile su različite starosne dobi, obrazovnog nivoa i zanimanja ali sve zainteresirane za poboljšanje položaja žene u BiH društvu.

Radionica je imala za cilj učesnicama predstaviti osnovnu terminologiju vezane uz ravnopravnost spolova i ženska ljudska prava, kao i predstaviti i analizirati aktuelni položaj žene u BiH društvu. Posebna pažnja je posvećena položaju žena na tržištu rada, izazovima sa kojima se žene suočavaju tokom traženja zaposlenja i na radnom mjestu, uključujući i diskriminaciju, mobing i druge oblike uznemiravanja. Učesnice su takođe imale

priliku da se upoznaju s nacionalnim i međunarodnim zakonodavstvom u području ravnopravnosti spolova, jednakih mogućnosti i zabrane diskriminacije. Pored toga, na radionici se diskutiralo i o društveno-ekonomskim posljedicama vezanim za neravnopravni položaj žena na tržištu rada u okviru čega su učesnice dijelila i vlastita iskustva.

Sve učesnice su sa velikim interesovanjem pratile i aktivno učestvovala u svim obrađenim temama radionice te iskazale zainteresiranost za daljim educiranjem u oblasti rodne ravnopravnosti kao i potrebu za isticanjem ove teme i na nivou institucija i vladajućih struktura u BiH.





PORODIČNO SAVJETOVALIŠTE

Aktivnosti koje su se realizirale u Porodičnom savjetovalištu bile su usmjerene na osnaživanje korisnika (koji su većinom žene i djeca), kako bi se oslanjali na vlastite potencijale i ostvarili kvalitetniji život, postali aktivni na ličnom i društvenom nivou, obrazovani i prema cilju orijentisani pojedinci, spremni da preuzmu kontrolu nad svojim zdravljem i životom. Osnaživanje korisnika ogledalo se u podizanju nivoa njihovog konstruktivnog razmišljanja, kreativnosti, entuzijazma, optimizma i volje za aktivnim učešćem u svojoj zajednici. Svijest klijenata o potrebi za preuzimanjem odgovornosti za vlastite postupke i za vlastiti život je osnov za poboljšanje njihovog funkcionisanja u porodici i društvu.

SOS telefon

Porodično savjetovalište je pružilo podršku za ukupno 90 osoba. U poređenju sa prošlom godinom, klijenti su bili spremniji lično ostvariti kontakt tražeći podršku i informacije, uglavnom dolazeći po preporuci bivših klijenata. Klijenti su zatražili podršku za različite probleme: 15 poziva odnosilo se na nasilje u porodici, 41 na psihološke poteškoće, 34 pozivatelja ili posjetitelja su tražili druge vrste informacija (finansijsku pomoć, informacije o besplatnoj pravnoj pomoći, kao i informacije o tome kako ostvariti prava iz socijalne zaštite). Socijalna radnica je klijentima pružila potrebne informacije ili ih je uputila relevantnim institucijama kako bi ostvarili neka od svojih prava.



Individualno, partnersko i porodično savjetovanje i psihoterapija

Aktivnosti koje se odnose na pružanje usluga psihoterapije i savjetovanja za pojedince, parove i porodice nastavile su sa realizacijom i u 2015. godini. Sesije su održavane prema prethodno zakazanim terminima sa 4 psihoterapeuta. Ukupno 82 klijenta su dobila psihoterapijsku podršku i savjetovanje (uključujući i klijente koji su započeli sa radom u 2014. godini, te bračno savjetovanje za 4 para) u vezi sa ličnim krizama koje uključuju: stres, anksioznost, depresiju, napade panike, strahove, pokušaj suicida, žalovanje, bračni problemi i razvod, porodični problemi i odnosi sa djecom, predbračno savjetovanje i ovisnosti. Većina problema kod klijenata su uzrokovani finansijskom nestabilnošću, nezaposlenošću ili strahom od gubitka posla. Nemogućnost klijenata da zadovolje osnovne životne potrebe ih sprječava da se fokusiraju na rješavanje psiholoških problema. Uprkos tome, terapeuti izvještavaju o postignutim rezultatima s klijentima. U izvještajnom periodu održano je ukupno 380 sesija psihoterapije i savjetovanja.

Održane terapeutske i savjetodavne sesije bile su fokusirane na kontrolu i prevenciju socio-psiholoških problema i poteškoća, usklađivanje porodičnih i bračnih odnosa, usvajanje pozitivnih navika, formiranje pozitivnih životnih stavova, kao i edukaciju klijenata o očuvanju mentalnog zdravlja općenito.

Supervizija

Po potrebi, za članove tima i terapeute Porodičnog savjetovališta organizira se individualna supervizija, koju vodi vanjski saradnik, psihijatar i psihoterapeut.



Psiho-edukativne radionice sa djecom

Tokom godine, implementirano je ukupno 68 psiho-edukativnih radionica za tri grupe djece. U radionice je bilo uključeno 20 djece, dobi od 5 do 9 godina. Radionice su kreirane tako da su prilagođene mogućnostima i potrebama djece, koristeći se kreativnim tehnikama Art terapije, metoda Pozitivne discipline u odgoju djece i velikog broja interaktivnih igara. Cilj radionica bio je pružanje podrške djeci u zdravom rastu i razvoju, kao i ostvarenje njihovih unutrašnjih potencijala.



Psiho-socijalni i edukativni rad sa ženama povratnicima u selu Snagovo (Republika Srpska)

Psiho-socijalni rad sa ženama povratnicima u Snagovo odvijao se jednom mjesečno, prema prethodno dogovorenom terminu sa učesnicama. Grupa je otvorenog tipa, a sastojala se od 17 učesnica dobi od 35 do 68 godina. Održano je ukupno 8 sesija.

Fokus rada sa ovom grupom bio je u pružanju psiho-socijalne podrške kako bi učesnice poboljšale svoje fizičko i pihičko zdravlje koristeći se alternativnim metodama liječenja, fito-terapijom (prikupljanje i skladištenje ljekovitog bilja i njegova primjena), tjelo-vježbama, disanjem i vježbama relaksacije.

Psiho-socijalni i edukativni rad sa mladim ženama romske nacionalnosti u naselju Kiseljak (Grad Tuzla)

Održano je 18 radionica za grupu od 15 mladih žena romske nacionalnosti, dobi od 12 do 18 godina. Teme radionice bile su usmjerene na osnaživanje žena, obrazovanje o ljudskim pravima, rodnim stereotipima i važnosti očuvanja reproduktivnog zdravlja i planiranja porodice. Po završetku ciklusa radionica, mlade žene su pokazale veći nivo znanja u odnosu na početak rada, posebno kada se radi o poznavanju njihovih prava (obrazovanje, planiranje porodice, privatnost, zapošljavanje). Grupi je pružena podrška u razvoju ličnih osobina svake od učesnica. Kako bi stekle vještine za ostvarivanje prihoda, organizirane su dvije kreativne radionice pravljenja nakita za sve učesnice, a tri najredovnije su pohađale kurs šivenja u trajanju od šest mjeseci. Po završetku ciklusa radionica, učesnice su imale priliku pokazati svoje rukotvorine na izložbi u školi gdje se grupa okupljala, a neke su uspjele ostvariti i prihode prodajom ručno rađenog nakita.

Primjetno je da su ove mlade žene postale aktivnije; dvije su se uključile u aktivnosti drugih organizacija, a dvije su zatražile pomoć i informacije u vezi sa povratkom u srednju školu. Imajući u vidu postignute rezultate odlučeno je da se nastavi rad sa istom grupom mladih žena i u narednoj projektnoj godini.

Psiho-socijalni i edukativni rad sa djecom romske nacionalnosti u naselju Kiseljak (Grad Tuzla)

Implementirane su 21 psiho-edukativne radionice koje su obuhvatile 13 djece. Djeca su bila spremna da saraduju i jako zadovoljna jer su uključeni u ovakvu vrstu rada. Saradnja sa školom je značajno poboljšana odnosu na protekli period; formirano je Koordinacijsko tijelo koje obuhvata predstavnike škole, Amica Educe, Udruženja "Zemlja djece" i evangeličke crkve. Zadatak koordinacijskog tijela jeste usklađivanje različitih projektnih aktivnosti u školi, dijeljenje iskustava i preporuka, i pružanje podrške školi u radu s romskom djecom i roditeljima. Radionice su osmišljene tako da pruže stabilno i sigurno okruženje za djecu koja u njima učestvuju. Kroz teme



radionica djeca su imala priliku razvijati pozitivnu sliku o sebi, upoznati emocije i naučiti prihvatljiv način da ih izraze. Radili su na razvijanju socijalnih i komunikacijskih vještina, što se primjećuje i u kontinuiranom razvoju grupne dinamike. Kako bi se spriječio bilo koji oblik zlostavljanja i vršnjačkog nasilja, sa djecom se radilo i na podizanju svijesti o ličnim granicama i poštivanju granica drugih. Teme kao što su obrazovanje i učenje, problem ranog stupanja u brak i promiskuitetnog ponašanja su detaljno prodiskutovane sa učesnicima. Značajan napor je napravljen u pružanju podrške djeci u pogledu kulturnih razlika, pomažući im da shvate i nauče kako se nositi sa problemima sa kojima se susreću. S ciljem dobijanja objektivno mjerljivih rezultata rada, u martu je sprovedeno prvo testiranje standardiziranim psihološkim testom, te ponovljeno u decembru po završetku rada. Testovi su potvrdili da ovaj rad ima pozitivne efekte, te na osnovu rezultata se može reći da su ciljevi projekta postignuti.

S ciljem promocije rada sa mladim ženama i djecom romske nacionalnosti, kao završna aktivnost organizirana je izložba u

prostorijama škole. Tokom izložbe djeca su ponosno pokazivala svoje radove i govorila o radu grupe. Nažalost, izložbu nisu posjetili mnogi članovi školskog osoblja kao i druga, neromska djeca.



Grupa podrške "Porodična dinamika"

Grupa od 15 polaznica koji su završili najmanje tri modula seminara Porodične dinamike je nastavila sa radom i tokom 2015. godine. Grupa se sastala u 7 navrata. Sve žene koje su i ranije bile članice grupe su nastavile sa radom, a uključilo se i nekoliko novih članica koji su seminar Porodične dinamike završili u 2015. godini. Učesnice su koristiti elemente porodične dinamike kako bi radili na svojim problemima, procesuirali poteškoće i podržali sami sebe. Posebno su bile zadovoljne prilikom da procesuiraju stare traume i probleme, te podrškom koju imaju u rješavanju aktuelnih problema u porodici, partnerskim odnosima ili roditeljstvu. Članice grupe sa više iskustva su imali priliku vježbati vještine pripreme i vođenje sastanka.

Plesovi univerzalnog mira i Reiki sesije / radionice

Organizirane su ukupno 53 sesije Plesova univerzalnog mira i Reiki sesija.

20 osoba je redovno prisustvovalo sesijama gdje su imali priliku poboljšati svoje lično iskustvo kroz upotrebu duhovnih tehnika i tehnika relaksacije.

Rekreativne tjelovježbe za žene

2 grupe žena srednje i starije dobi sastajale su se dva puta sedmično s ciljem poboljšanja fizičkog i mentalnog zdravlja, kao i socijalnog funkcionisanja. Održano je ukupno 90 sesija za 20 učesnica.

Yoga vježbe

1 grupa osoba srednje i starije dobi sastajala se dva puta sedmično tokom 2015. godine sa ciljem razvoja ličnih duhovnih i fizičkih sposobnosti. Organizirano je ukupno 76 yoga sesija, za 13 učesnika.

Relaksacione masaže

Tokom 2015. godine, održana su 294 tretmana individualnih relaksacijskih masaža za ukupno 62 klijenata. Klijenti koji su koristili usluge masaže prijavili su poboljšanje fizičkog zdravlja u cjelini, kao i poboljšanje u funkcionisanju i ublažavanje bolova u posebno tretiranim dijelovima tijela.



OSTALI PROJEKTI

DIGITALNA INKLUZIJA MARGINALIZIRANIH ŽENA

U martu 2015. godine 11 nezaposlenih žena je završilo ciklus od 12 treninga digitalnog opismenjavanja te 12 psiho-edukativnih radionica, nakon čega im je uručen certifikat od strane Centra za poslovne edukacije Tuzla (koji su realizirali kurseve računara) te certifikat Amica Educa-e. Učesnice su naglasile da im je učešće u projektu bilo jedinstveno iskustvo jer su dobile mogućnost da nauče mnogo toga - ne samo vezano za korištenje računarske tehnologije nego i da bolje upoznaju sebe. Učesnice su izjavile da su veoma zadovoljne sa onim što su kroz projekat dobile, da se osjećaju iznimno ispunjeno i obogaćeno sa različitosti iskustava drugih članica iz grupe. Pored toga, istakle su da su dobile mnogo više od onoga što su očekivale, da su im kursevi računarskog opismenjavanja i psiho-edukativne radionice u kombinaciji sa druženjima i podrškom pomogle napraviti velike korake u ličnom razvoju.

Kao završna aktivnost prve godine projekta i rada sa ovom grupom, implementiran je okrugli sto "Žene na tržištu rada" koji je organiziran 30. oktobra 2015.g. (detaljnije u dijelu Ostale aktivnosti organizacije).

Prije početka rada sa narednom grupom, iz naučenih lekcija vezanih za prethodni rad, uvedene su određene organizacijske promjene koje učesnicama olakšavaju redovno prisustvovanje i praćenje radionica i kurseva. Sve žene koje su pokazale interes za uključivanjem u projektne aktivnosti, imale su obavezu dostavljanja motivacijskog pisma te prisustva na intervjuu sa koordinatoricom projekta. 14.-tog novembra, izabranih 12 učesnica projekta su započele kurs digitalnog opismenjavanja, nakon čijeg završetka će uslijediti realizacija psiho-edukativnih radionica. Sve učesnice su na početku realizacije kursa, dobile knjige i druge potrebne materijale kao i USB memorijske stickove koji im olakšavaju izradu domaćih zadatak kao i sam proces učenja.

Nova grupa je veoma raznolikog sastava, starosna dob učesnica je od 30 do 58 godina, među njima ima neudatih, udatih i razvedenih žena, sa i bez djece. Projekt koordinatorica se na sedmičnoj osnovi sastaje sa grupom kako bi vršila monitoring razvoja grupe i procesa učenja. Primjećeno je da je grupa vrlo brzo počela funkcionirati kao cjelina što se ogleda kroz pružanje međusobne podrške i pomoći.





PREKIDANJE TIŠINE O RODNO ZASNOVANOM NASILJU



U maju 2015.godine finalizirale su se aktivnosti na projektu "Prekidanje tišine o rodno zasnovanom nasilju" u OŠ "Kiseljak". Implementacija radionica na temu prevencije rodno zasnovanog nasilje sa školskom djecom je finalizirana. Sportski dan je organizovan i održan 28. aprila za preko 250 školske djece od prvog do devetog razreda, nastavno osoblje, roditelje i goste. Djeca, roditelji i nastavno osoblje su bili izrazito entuzijastični u vezi učešća u sportskom danu i drugačijeg od uobičajenog sportskog dana koji je osmislila Amica Educa. Kao dio projekta, izložba i natječaj radova su organizovani i implementirani uz pomoć školskog osoblja. Izložba je održana na dan škole u okviru programa u kojem su djeca pripremila različite muzičke, pozorišne i plesne tačke za publiku koja se sastojala od roditelja i nastavnog osoblja. Kao finalna aktivnost ovog ciklusa projekta u kooperaciji sa OSCE-om Amica Educa je održala prezentaciju projektnih rezultata i radionicu za roditelje iz OŠ Kiseljak.

Sljedeći ciklus projekta je odobren od strane donatora (IN Fondacija). Od septembra 2015.godine do jula 2016.godine aktivnosti se održavaju u OŠ Bukinje. Ovaj projektni ciklus obuhvata 325 školske djece, nastavnog osoblja i mladih volontera. OŠ Bukinje je veoma sretna da bude dio ovog projekta i raduju se daljim mogućnostima saradnje, jer kao ruralna škola nisu imali puno prilika da učestvuju u NVO projektima. U septembru Amica Educa je odabrala i educirala volontere za sljedeći projektni ciklus i održala dvije jednodnevne radionice na temu prevencije rodno zasnovanog nasilja za nastavno osoblje. Kao dio volonterskog treninga održane su dvije petodnevne radionice na temu „Rod, spol, rodna ravnopravnosti i rodno zasnovano nasilje“ i „Korištenje pedagoških metoda u radu sa djecom“. Promotivni materijal je kreiran i distribuiran u školi i Bukinje naselju. U početnoj projektnoj anketi o rodnom ulogama i znanju o rodnoj ravnopravnosti učestvovalo je 299 školske djece od prvog do devetog razreda. 1 lutkarska i 3 forumske predstave su održane za školsku djecu. Implementacija radionica je započela u decembru i nastavit će se u sljedećoj godini.

Prije početka rada sa narednom grupom, iz naučenih lekcija

MANIFESTACIJA "DANI PORODICE 2015"

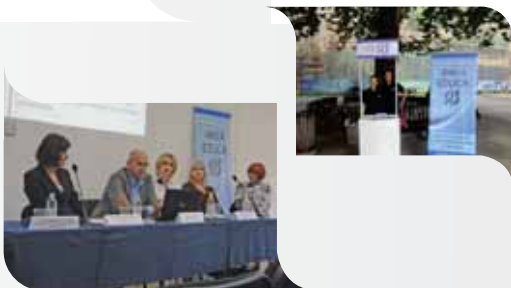
Organizirana 15. i 16. maja manifestaciju je imala za cilj promoviranje humanih i porodičnih vrijednosti radi osnaživanja porodice i unapređivanja njenog socijalnog funkcioniranja, pružanja adekvatne podrške za djecu te afirmiranja pravovremene i adekvatne socijalne, obrazovne i zdravstvene podrške porodicama u krizi.

Prvi dan manifestacije realizirana su predavanja na različite teme a održane od strane stručnjaka iz relevantnih oblasti: "Značaj umrežavanja institucija i organizacija na unaprijeđenju porodičnih vrijednosti", dr.sci.Suada Selimović, Ministarstvo za rad, socijalnu politiku i povratak TK; "Funkcionalnost porodice sa aspekta odgoja i obrazovanja", Mr.sc.Ediba Pozderović, prof., Pedagoški zavod TK; te "Mentalno zdravlje porodice" Doc. dr.med.sci. Zihnet Selimbašić, Klinika za psihijatriju Tuzla.

Drugi dan manifestacije su implementirane radionice namjenjene djeci i roditeljima na kojima su prezentirane različite vještine i znanja koja unapređuju funkcionalnost porodice i svih njenih članova: Pozitivna disciplina u odgoju djece, Porodična dinamika, Terapija muzikom – bubnjevima, Kreativno izražavanje slikanjem te Plesovi univerzalnog mira. Pored ovih radionica koje su implementirane od strane Amica Educa-e, građani su imali priliku učestvovati i na drugim aktivnostima organiziranim od strane nekoliko Udruženja koje svojim programskim ciljevima također rade na unapređenju funkcionalnosti i životne kvalitete porodice.

Ministarstvo za rad, socijalnu politiku i povratak TK, prepoznali su važnost ove manifestacije te stručno i finansijski podržali njenu realizaciju. Ovaj projekat utvrđuje položaj Amica Educa-e kao partnerske institucije u promoviranju porodičnog zdravlja i pružanja usluga porodicama.

Intenzivna medijska promocija realizirana je pred i u toku trajanja manifestacije, što je omogućilo diseminaciju informacije velikom broju građana sa područja Tuzlanskog Kantona.





OSTALE AKTIVNOSTI ORGANIZACIJE

Okrugli sto "Žene na tržištu rada: izazovi i uspjesi"

Dana 30. oktobra Amica educa je implementirala okrugli sto na temu "Žene na tržištu rada: izazovi i uspjesi". Cilj okruglog stola je bio predavljanje trenutnog položaja žena na tržištu rada u BiH, mogućnosti za socio-ekonomsko osnaživanje žena kao i prezentiranje pozitivnih praksi u radu nevladinog, vladinog i privatnog sektora.

Na okruglom stolu učestvovalo je 39 predstavnika vladinih i nevladinih institucija relevantnih u oblasti ravnopravnosti spolova i tržišta rada, kao i pojedinci zainteresirani za ove teme. Nakon dva uvodna izlaganja i prezentacije primjera pozitivne prakse, učesnici su se aktivno uključili u diskusiju koja je sumirala stanje i potrebe žena na tržištu rada u Bosni i Hercegovini, kao i mogućnostima koje se nude kako bi se stanje poboljšalo. Definisani su i zaključci i preporuke koji su distribuirani vladinim, nevladinim, obrazovnim i privatnim organizacijama i institucijama koje se bave psiho-socijalnim i socio-ekonomskim osnaživanjem žena u svrhu planiranja akcija koje doprinose poboljšanju položaja žene u BH društvu.



Dječija nedjelja 2015



Amica Educa je bila jedna od organizacija koje su u oktobru realizirale niz aktivnosti povodom Dječije nedjelje uz podršku Ministarstva za rad, socijalnu politiku i povratak Tuzlanskog kantona.

Implementirano je ukupno 6 kreativnih i psiho-edukativnih radionica, u prostorijama Udruženja i u OŠ "Kiseljak" - sa djecom romske nacionalnosti. Sadržaj radionica fokusiran je na razvoj pozitivne slike djeteta o samome sebi, ohrabrujući djecu da se slobodno izraze i poboljšaju svoje socijalne vještine, a sve sa posebnim akcentom na dječijim pravima. Jedna od aktivnosti bila je nabavka i distribucija školskog pribora za ukupno 67 socijalno ugrožene djece u OŠ "Bukinje". Također, Amica Educa je organizirala i "Dane otvorenih vrata" u Porodičnom savjetovalištu s ciljem informiranja i podrške porodicama s djecom.



Predavanje "Pozitivna disciplina" u predškolskoj ustanovi "Aladin"

Na inicijativu uprave i Vijeća roditelja predškolske ustanove "Aladin", uposlenica Amica Educa-e, održala je predavanje za roditelje na temu "Pozitivna disciplina u odgoju djece", prilagođeno potrebama i interesovanju roditelja preškolske djece. Predavanje je održano u novembru u prostorijama ove predškolske ustanove. Roditelji su upoznati sa osnovama pomenute odgojne metode i dati su im pedagoški alati koje mogu koristiti u svakodnevnim situacijama sa svojom djecom. Predavanju je prisustvovalo ukupno 30 roditelja i uposlenika ustanove.

Učešće u projektu "MentoRING"

Centar za razvoj civilnog društva implementira MentoRING projekat koji pokriva teritoriju Bosne i Hercegovine. MentoRING program ima za cilj da podrži profesionalno razvijanje žena, kroz njihovo povezivanje sa drugim ženama koje imaju bogata, pozitivna radna iskustva i koje doprinose zajednice, kroz kreiranje Mentoring parova. Projekat mentorstva inspiriše i povezuje žene iz svih područja društva. Direktorica Amica Educa-e je po prijavi u ovaj projekat, jedan radni dan provela sa korisnicom MentoRINGa, mladom nezaposlenom ženom, kojoj je približen način rada Udruženja, te važnost razvijanja žena kako na profesionalnom tako i na ličnom nivou.

Učešće u projektu "Volontiraj kreditiraj"

Amica Educa već nekoliko godina redovno je uključena u projekat Volontiraj kreditiraj, koji implementira Udruženje "Info-House" iz Sarajeva a koji ima za cilje jačanje kapaciteta mladih kako bi bili u mogućnosti da preuzmu odgovornost za svoju profesionalnu budućnost. Amica Educa ovoj ideji daje doprinos angažirajući i uplaćivaju naknadu za jednog učenika srednje škole koji jedan dan nastave mijenjaju jednim danom volonterskog rada u firmama i nevladinim organizacijama za dnevnicu koja se uplaćuje u fond za projekte, koji ide samo za potrebe njihovih projekata.

Finansijska revizija i godišnja Skupština organizacije

U svrhu zadovoljavanja službenih, državnih propisa, Amica Educa je obavila eksternu reviziju finansijskog izvještaja koja je rezultirala pozitivnim izvještajem i prikazom ispravnog obračuna. Skupština je na redovnoj godišnjoj sjednici službeno prihvatila godišnji narativni i finansijski izvještaj koji sa objavljivanjem doprinosi i transparentnosti rada cjelokupnog Udruženja.

Prikupljanje donacija za izbjeglice iz Sirije

Kao odgovor na izbjegličku krizu i veliki broj sirijskih izbjeglica, nekoliko organizacija u Tuzli je postalo centrima za prikupljanje donacija koje su građani bili spremni donirati. Organizirana je akcija pod nazivom "Žena ženi" sa idejom da se ženama u prihvatnim centrima obezbijede higijenski paketi. Sve članice tima Amica Educa su odlučile donirati higijenske pakete, a upućen je i poziv svim korisnicima/učesnicima putem kontakt liste Udruženja. Prikupljeno je 50 higijenskih paketa, koji su prosljeđeni centru za prikupljanje donacija u Tuzli, a koji ih je dalje distribuirao izbjeglicama koje su preko Srbije putovale u EU. Amica Educa prikupljala i druge vrste paketa kao što su paketi sa odjećom i obućom, također doniranih od strane korisnika/učesnika Udruženja. Ovi paketi su prosljeđeni Centru koji je distribuirao donacije za izbjeglice na Hrvatsko-Srpskoj granici.

Posjeta grupe edukatora u oblasti obrazovanja odraslih

9. maja Amica Educa-u je posjetila grupa edukatora i trenera iz BiH i Srbije koji rade u oblasti obrazovanje odraslih. Posjeta je organizirana od strane DVV International u BiH i Udruženja za obrazovanje odraslih iz Beograda. Direktorica Amica Educa-e je iskoristila priliku da predstavi viziju i ciljeve Udruženja kroz razvoj tokom 19 godina njegovog postojanja, kao i aktuelne projekte, programe i aktivnosti. Razmijenjena su iskustva u pogledu obrazovanja odraslih, te psiho-socijalnog rada sa djecom i odraslima.



Posjete 2 grupe iz Švicarske

U septembru, dvije grupe iz Švicarske su posjetile Amica Educa-u kako bi se upoznale sa aktivnostima i razvojem Udruženja. Jedna od grupa bili su predstavnici Univerziteta primijenjenih nauka iz Berna, odsjeka za Socijalni rad, kojima je posjeta Udruženju bila dio studijske posjete Bosni i Hercegovini. Nadia Möschli, koja je dio svog pripravničkog staža obavljala u Amica

Educa-i 2014.godine, a inače studentica ovog Univerziteta se također pridružila grupi studenata koja je došla u pratnji četiri univerzitetska profesora. Grupa je pored Amica Educa-e posjetila još nekoliko organizacija u Sarajevu i Tuzli. Posjetu druge grupe i njihovo cijelo putovanje su organizirali saradnici Udruženja.

Posjeta učenika Prve osnovne škole iz Živinica

U oktobru, na zahtjev osnovne škole iz Živinica, organizirana je posjeta za 23 učenika prvih razreda, koji su došli u pratnji 4 nastavnika/učitelja, s ciljem podrške dodatnom obrazovanju djece. Učenici i osoblje škole su informisani o uslugama koje se

pružaju u okviru Udruženja i važnosti cjeloživotnog učenja. Organizirane su dvije radionice - psihoedukativna i kreativna art radionica, koje su posebno prilagođene dječijem uzrastu.





SARADNJE SA VLADINIM INSTITUCIJAMA I NEVLADINIM ORGANIZACIJAMA

Saradnja sa Centrom za mentalno zdravlje (CMZ)

- **Edukacija osoblja i otvaranje likovnog ateljea u Centru za mentalno zdravlje** - Amica Educa je opremila i stavila u rad kreativno-likovni atelje u prostorijama Centra za mentalno zdravlje Doma Zdravlja Tuzla. Otvaranju ateljea, prethodila je edukacija osoblja te njihovo osposobljavanje za primjenu Kreativnog izražavanja slikanjem sa klijentima Centra. Pružena podrška i saradnja CMZ-a i Amica EDUCA promovirana je na svečanom otvaranju ateljea upriličenoj za javnost i medije.
- **Razmjena iskustva** - u februaru je CMZ inicirao sastanak organizacija koje djeluju u oblasti socijalnog i mentalnog zdravlja, sa ciljem razmjene informacija i aktivnosti i rezultata postignutih u 2014. godini.
- **Promocija mentalnog zdravlja u zajednici** – sa ciljem promocije mentalnog zdravlja u zajednici i saradnje sa drugim organizacijama, na međunarodni dan Mentalnog zdravlja, 08. Oktobra, organizirana je prezentacija Centra i usluga koje se pružaju u ovoj oblasti. U okviru prezentacije, Amica Educa je predstavljena kao jedna od značajnih organizacija u zajednici koja pruža usluge građanima sa ciljem prevencije i unapređenja njihovog mentalnog zdravlja.



Saradnja sa OSCE-om, Misija u BiH

Projekat "Prekidanje tišine o rodno zasnovanom nasilju", koji se implementira u OŠ "Kiseljak", prepoznat je kao značajan od strane OSCE-a, koji je u skladu sa time i inicirao saradnju sa Amica Educa-om. Saradnja se ogleda u podršci OSCE-a jednoj projektnoj aktivnosti – Sportski dan, koju Amica Educa organizira u školi. Obzirom na to da Amica Educa posljednjih 6 godina radi na osnaživanju romske populacije u naselju Kiseljak, ova saradnja neminovno daje dodatni poticaj za zastupanje i uključivanje drugih slučajeva koji mogu doprinijeti poboljšanju situacije ovih marginaliziranih skupina.

Pored ove podrške projektu, OSCE i na druge načine podržava projekt u Kiseljaku i to s edukacijomvezanom za socijalnu pravdu a namijenom nastavnom osoblju i stručnom timu Amica Educa-e. Naime, uposlenici Amica Educa-e su na poziv OSCE-a održali prezentaciju rezultata projekta Prekidanje tišine o rodno zasnovanom nasilju, kao i radionicu za roditelje učenika škole Kiseljak. Na radionici su prisutni roditelji kao i nastavno osoblje, dobili mogućnost da se bolje upoznaju sa temom i te uvide važnost sprečavanja rodno zasnovanog nasilja.

Saradnja sa Fondacijom za unapređenje socijalne inkluzije djece i mladih u BiH - IN FONDACIJA

- Nastavak realizacije projekta "Prekidanje tišine o rodno zasnovanom nasilju"—obzirom na postignute rezultate i efekte, dozvolu za apliciranje za nastavak tj. drugi ciklus projekta, Amica Educa je dobila i prije završetka prvog ciklusa projekta, na sastanku sa predstavnicama IN Fondacije iz Banja Luke, te predstavnicke "Kinderpostzegels-a" iz Holandije. Projekat je odobren, a implementacija je započela u septembru u OŠ "Bukinje".



- Sprovedenje istraživanja u školama – Amica Educa je podržala IN Fondaciju u istraživanju o rodno zasnovanom nasilju u vezama mladih, sprovedenog među učenicima viših razreda srednjih škola. Amica Educa je organizovala učešće 4 srednje škole iz Tuzle u pomenutom istraživanju, a rezultati istraživanja za cijelu BiH očekuju se krajem marta 2016. Godine.
- Moguća saradnja na projektu "Porodične konferencije" – Tokom monitoring posjete od strane predstavnika IN Fondacije, osoblje Amica Educa-e je upoznato sa projektom koji se već neko vrijeme implementira u nekoliko gradova BiH. Projekat "Porodične konferencije" se realizira u lokalnim zajednicama u saradnji sa Centrom za socijalni rad Tuzla. Amica Educa je predložena kao partner u realizaciji projekta za područje Tuzle, uz prethodni dogovor i saglasnost Centra za socijalni rad Tuzla. Amica Educa-e je preuzela zadatak pisanja projektnog prijedloga za narednu godinu.
- Izrada priručnika za prevenciju rodno zasnovanog nasilja "Zajednica za promjene" – Amica Educa je zajedno sa drugim organizacijama koje finansira IN Fondacija preuzela obavezu pisanja dijela priručnika za prevenciju rodno zasnovanog nasilja namijenjenog nastavnom osoblju. Na ovaj način, sve organizacije uključene u realizaciju gender projekata, postale su članicom radne grupe koja djeluje pod nazivom "Zajednica za promjene".

Saradnja sa Ministarstvom za rad, socijalnu politiku i povratak TK, Pedagoškim zavodom, Klinikom za psihijatriju u Tuzli i Univerzitetom u Tuzli – Edukacijsko-rehabilitacijskim fakultetom

Implementacija Manifestacije pod nazivom "Dani porodice 2015" omogućila je Amica Educa-i saradnju sa četiri institucije koje kroz svoje djelovanje pružaju psihosocijalnu, pedagošku i podršku mentalnom zdravlju. Jedan od ciljeva manifestacije je podsticanje ravnopravnosti spolova u okviru porodice i zagovaranje ženskih i dječijih ljudskih prava, što je u skladu i sa ostalim ciljevima ovog projekta. Sprovedene su brojne promotivne aktivnosti manifestacije koje su doprinijele vidljivosti Amica Educa-e, što je uticalo na porast broja korisnika usluga koje se pružaju u okviru Udruženja.

Saradnja sa Centrom za socijalni rad i Biroom za ljudska prava

Centar za socijalni rad Tuzla i Biro za ljudska prava organizirali su radnu grupu s ciljem razvoja preventivnih i alternativnih mjera i sprovođenja odgojnih preporuka za maloljetnike u krivičnom postupku a koje su definisane Zakonom. Novi „Zakon o zaštiti i postupanju sa djecom i maloljetnicima u krivičnom postupku FBiH“ donesen je u februaru 2015. godine, i stavlja poseban akcenat na odgojne preporuke s ciljem smanjenja broja maloljetnika koji bivaju upućeni prema Sudu. Amica Educa je prepoznata kao jedna od 3 organizacije sa područja Tuzle, koje, pored Odgojnog centra Tuzlanskog Kantona, u okviru svojih redovnih aktivnosti raspolažu kapacitetima za uključivanje maloljetnika u sukobu sa Zakonom u individualni ili grupni tretman, zbog čega je i pokrenut proces mapiranja ovih organizacija i njihovih usluga. Radna grupa će se sastajati četiri puta godišnje.

Saradnja sa nevladinom organizacijom "Sarajevski otvoreni centar"

Sarajevski otvoreni centar i Amica Educa su u okviru 16 dana aktivizma protiv rodno zasnovanog nasilja, organizirali feminističke diskusije i promociju knjige pod nazivom "Feministička čitanja društvenih pojava". Knjiga je napisana od strane polaznika feminističke škole "Žarana Papić", što je ujedno bilo i dijelom njihove šestomjesečne edukacije. Feminističke rasprave u vezi sa ne/obrazovanjem i nasiljem, te promocija knjige realizovani su kao dio međunarodne kampanje pod nazivom "16 dana aktivizma protiv rodno zasnovanog nasilja" s ciljem podizanja svijesti o nasilju nad ženama, a koja je sprovedena u više od 100 zemalja širom svijeta. Studenti/ce feminističke škole "Žarana Papić" su bili u ulozi govornika/ca, a moderatorica diskusije bila je predstavnica Amica Educa-e, Selma Mustačević.





Saradnja sa Zavodom za odgoj i obrazovanje osoba ometenih u psihičkom i tjelesnom razvoju Tuzla

Uočavajući ekspertizu u edukaciji stručnjaka i pružanju podrške razvoju djece, Zavod je Amica Educa-i predložio saradnju u pripremi i implementaciji art-terapeutskih radionica s djecom u okviru programa koji pruža sveobuhvatnu podršku grupi djece s posebnim potrebama. Dugoročno, ovo je prilika za izgradnju održive mentorske podrške u školi; konačni cilj je educirati i osnažiti stručno osoblje Zavoda za korištenje art terapije u budućim aktivnostima i programima škole.

Pored ove saradnje, Amica Educa će u 2016.g. biti koautor članka stručnog časopisa Zavoda koji promoviše inovativan pristup u radu s djecom sa teškoćama u razvoju. Članak će obraditi temu primjene art-terapije u radu s djecom s teškoćama u razvoju.

Saradnja sa Fonacijom "Krila Nade", Sarajevo

Po prijedlogu zajedničkog donatora, predstavnici Udruženja Krila Nade iz Sarajeva stupili su u kontakt sa Amica Educa-om nakon čega je organiziran sastanak koji je imao za cilj razmjenu iskustava i naučenih lekcija vezanih za rad sa romskom

populacijom. Udruženje Krila nade su započeli realizaciju projekta koja podrazumijeva pružanje podrške romskim ženama i djecom, te su im iskustva Amica Educa-e pomogla u boljem planiranju aktivnosti projekta.

Saradnja sa marketinškom agencijom "Ad Vitam" (promocija Ženskog rokovnika)

Amica Educa je uspostavila saradnju sa poduzetnicom iz Hrvatske (Dunja Tadić) čija agencija već 9 godina izdaje rokovnik namijenjen i prilagođen potrebama žena. Ideja za saradnju proizašla je iz poruke koju ženski rokovnik za 2016. godinu želi uputiti ženama a to je "Voliti sebe". Na prvoj stranici ženskog rokovnika za BH tržište, stavljen je tekst koji govori o važnosti brige o sebi kao i logo Amica Educa-e. Rokovnik je štampan u 100.000 primjeraka i distribuiran u cijeloj Bosni i Hercegovini. Uz rokovnik, kao poklon čitateljicama, urađena je i vođena fantazija/meditacija ("Voli sebe") koju je Amica Educa napisala a koja se kao besplatna aplikacija može skinuti putem interneta.

Promociji ženskog rokovnika koja je održana u novembru pristupovalo je oko 40 žena i medijskih predstavnika. Ženski rokovnik i saradnja je promovisana putem 15 medijskih istupa (radio, TV, web portali).



Saradnja sa OŠ "Kiseljak"

Nastojanje Amica Educa-e da unaprijedi saradnju sa OŠ "Kiseljak", postalo je vidljivo u formiranju Koordinacijske grupe koja se sastoji od predstavnika škole Kiseljak, Udruženja "Zemlja djece", Evanđelističke crkve i Amica Educa-e (sve organizacije i institucije rade sa romskom populacijom u naselju Kiseljak). Uočavajući potrebu za poboljšanjem komunikacije sa i između NVO-a koji provode projekte u školi, Koordinacijska grupa je formirana na inicijativu škole sa zadatkom da koordinira sve

projektno aktivnosti u školi, razmjenu iskustava i preporuka, te pružanje podrške školi u radu s romskom djecom i roditeljima. Generalno je dogovoreno je da se sve aktivnosti u 2016. godini naprave komplementarnim i transparentnim, i to putem informiranja svih aktera prilikom pokretanja novih aktivnosti u školi ili zajednici, te putem dijeljenja i diskutiranja o poteškoćama sa kojima se svaka organizacija susreće u radu sa ovom populacijom



UČEŠĆE NA SASTANCIMA, KONFERENCIJAMA, OKRUGLIM STOLOVIMA, EDUKACIJAMA...

U toku 2015.godine, predstavnice i uposlenice Amica Educa-e, učestvovala su na različitim sastancima, okruglim stolovima, konferencijama i sl., kao i edukacijama iz različitih oblasti relevantnim za strateški razvoj organizacije.

Okrugli sto "Rodno zasnovano nasilje" – 26.03. predstavnice Amica Educa-e prisustvovala su prikazivanju dokumentarnog filma "Rodno zasnovano nasilje" i okruglom stolu organizovanom od strane Fondacije "CURE" u Američkom kutku u Tuzli. Dio diskusije na okruglom stolu se fokusirao na rad sigurne kuće U.G. "Vive Žene" kao i na preporuke vezane za prevenciju i rehabilitaciju i žrtava i počinitelja.

Okrugli sto "Šta je feminizam i šta nama danas znači" - 27.05. predstavnica Amica Educa-e prisustvovala je okruglom stolu „Šta je feminizam i šta nama danas znači“ organizovan od strane Udruženja "Vesta" za predstavnice političkih partija u regionu sa ciljem veće afirmacije žena u političkom životu.

Okrugli sto "Promocija rodne ravnopravnosti" - 21.09. predstavnica Amica Educa-e je učestvovala na okruglom stolu "Promocija rodne ravnopravnosti" organizovanom od strane Misije OSCE-a u BiH. Prisutni na okruglom stolu su bili predstavnici/ce Agencije za ravnopravnost spolova BiH, skupštinske kao i općinskih komisija za ravnopravnost spolova zajedno sa predstavnicima lokalnih NVO-a koje su aktivne u polju ženskih prava.

Okrugli stolovi "Resursi nevladinih organizacija u pružanju podrške i zaštite preživjelih žrtava ratnih zločina, seksualnog nasilja i drugih zločina" - Dva sastanka su održana u novembru i decembru.

02. i 03. 11. predstavnica Amica Educa-e je prisustvovala prvom sastanku nevladinih organizacija koje pružaju usluge ženama traumatiziranim ratom održanom u Zenici u organizaciji "Medica Zenica", "Udružene žene Banja Luka" i "IPR Sarajevo".

Ove organizacije implementiraju projekat sa ciljem zaštite i ispunjavanja ciljeva „Međunarodnog protokola na dokumentovanju i istraživanju seksualnog nasilja i sukoba“ (BiH je zemlja potpisnica). Cilj sastanka je bio predstavljanje rezultata, uvođenje principa institucionalne podrške mreže koja je već stvorena, ali i unapređenje saradnje NVO sektora i vladinog sektora u vezi sa ovim pitanjem. Važan fokus je bio na unapređenju podrške krajnjim korisnicima, ženama za vrijeme i nakon procesa svjedočenja za seksualno zlostavljanje u ratu i liječenje ratnih trauma.

4.12. održan je drugi okrugli stol na kojem je nastavljen rad na preporukama sa prethodnog sastanka i teme su bile: detaljna diskusija o funkcionalnim aspektima neophodnim za osnivanje fonda solidarnosti za žene, detaljna priprema publikacije koja će imenovati resursae i informativne aktivnosti nevladinih organizacija koje pružaju podršku i usluge ženama.

Okrugli sto u okviru kampanje "16 dana aktivizma protiv rodno zasnovanog nasilja" – U.G. "Vive Žene" Tuzla u suradnji sa Udruženjem "Žene ženama" iz Sarajeva su organizovale okrugli sto 1.12. na kojem je učestvovala i predstavnica Amica Educa-e. Okrugli sto je bila jedna od mnogih aktivnosti u okviru kampanje pod nazivom "16 dana aktivizma protiv rodno zasnovanog nasilja", koja okuplja predstavnike Komisije za ljudska prava i ravnopravnost spolova općina TK, kao i predstavnike nevladinih organizacija.

Godišnja skupština Sigurne mreže - 01.06. predstavnica Amica Educa-e je prisustvovala skupštini Sigurne mreže (mreža organizacija koje pružaju podršku ženama i obitelji) u Sarajevu. Amica Educa je članska organizacija od aprila 2013.g. Diskutovani su finansijski i narativni izvještaji i dogovoreni su planovi za budućnost. Mreža će nastaviti raditi sa fokusom na prevenciju nasilja u porodici i nasilja nad ženama, lobiranje za bolje zakone i osiguranje bolje podrške žrtvama nasilja. Također je dogovoreno da se razvije strateški plan za osnaživanje kapaciteta članova mreže.



Konferencija Sigurne mreže - 19.11. predstavnica Amica Educa-e je prisustvovala konferenciji Sigurne mreže na temu "Usklađivanje standarda za pružanje usluga za žrtve nasilja u porodici u skladu sa Istanbulskom konvencijom" održanoj u Sarajevu. Članovi Sigurne mreže su diskutovali o i tražili rješenja za stabilno funkcionisanje sigurnih kuća tako da žrtve nasilja u porodici, žene i djeca mogu biti adekvatno zaštićeni. Direktorica U.G. "Vive Žene" iz Tuzle je govorila o tome kako je položaj sigurnih kuća ugrožen zbog predloženog novog zakona i pozvala učesnike do počnu javne diskusije na tu temu. (Novi zakon predlaže da se sigurne kuće osnuju kao javne ustanove, što nije moguće za mnoge sigurne kuće koje postoje i rade u regiji.)

Sastanak u vezi mreže institucionalne podrške žrtvama i svjedocima ratnih zločina u TK - 10.12. U.G. "Vive Žene" su organizovale sastanak na temu mreže institucionalne podrške žrtvama i svjedocima ratnih zločina u TK. Cilj ovog sastanka je bio da se analizira rad mreže podrške kako bi razgovarali o budućim aktivnostima i akcijama mreže. Osim relevantnih državnih institucija (koji su potpisnici protokola za pružanje podrške žrtvama / svjedocima u predmetima ratnih zločina), na sastanku su prisustvovala i nevladine organizacije koje imaju kapacitete i resurse za pružanje psiho-socijalne podrške žrtvama.

Završena edukacija Feministička škola Žarana Papić – uposlenica Amica Educa-e od aprila do decembra pohađala je Feminističku školu Žarana Papić organiziranu od strane Sarajevskog otvorenog centra. Edukacija je bila podjeljena na dva semestra i sastojala se od 4 modula i jednog zagovaračko-aktivističkog seminara. Stečeno znanje, kao i umrežavanje sa drugim učesnicima i predavačima aktivnim na polju rodne ravnopravnosti se pokazalo vrlo dobrim i korisnim za projekte i aktivnosti koje implementiraju.

Završena edukacija u oblasti EMDR terapije (Desenzitizacija i reprociranje pokretima očiju) – uposlenica Amica Educa-e je pohađala i završila EMDR trening organiziran u suradnji EMDR Asocijacije iz Velike Britanije i Irske i EMDR Asocijacije iz BiH. Trening se sastojao od tri modula koja su realizirana u periodu juni – decembar. U narednim godinama neophodno je ispuniti propisane uslove vezane za praktičan rad da bi se ostvarilo certificiranje na evropskom nivou. EMDR terapija je integrativni psihoterapijski pristup koji je intenzivno istraživan i dokazan kao efikasan u tretiranju psiholoških trauma.

Edukacija Sigurne mreža, Sarajevo - 02.06. predstavnica Amica Educa-e je prisustvovala radionicama o temu "Prava zdravstvene zaštite žrtava nasilja". Radionice su realizovale organizacije iz Sarajeva, Banja Luci i Tuzli, koje primarno djeluju kao sigurne kuće za žene žrtve nasilja.

Edukacija NTC sistem učenja - 13.05. dvije predstavnice Amica Educa-e su prisustvovala seminaru na temu NTC sistem učenja. NTC sistem učenja je specijalizovani program za edukaciju roditelja, vaspitača i učitelja, koji usvojeno znanje i veštine mogu da primene u svakodnevnim aktivnostima u radu sa decom. Seminar je vodio dr Ranko Rajović, specijalista u neurofiziologije i neuro - endokrinologija, član Mense International i koautor NTC sistem učenja. Seminar je predstavio učesnicima NTC sistem učenja i teme vezane za razvoj procesa učenja, važnosti rane stimulacije kognitivnih i motoričkih sposobnosti i slično. Učesnici su imali priliku naučiti razne NTC tehnike koje mogu koristiti u praksi.

Edukacija RADAR, Netherlands – 24-26.06. predstavnica Amica Educa-e je pohađala edukaciju pri Zavodu za odgoj i obrazovanje osoba sa smetnjama u psihičkom i tjelesnom razvoju. Edukaciju je vodilo 7 stručnjaka iz organizacije RADAR, Holandija. Teme predavanja i radionica su bile: kvaliteta života, emocionalni razvoj, seksualno obrazovanje, volonterski rad u pružanju socijalnih i edukativnih usluga, komunikacija sa djecom sa posebnim potrebama, suradnja sa roditeljima. Edukacija je bila namjenjena samo uposlenicima Zavoda ali s obzirom da Amica Educa suraduje sa Zavodom u pružanju edukacije i mentorstva predstavnicima je bilo omogućeno da pohađa edukaciju.

Ljetnja škola Plesova univerzalnog mira (PUM), Njemačka – predstavnica Amica Educa-e zajedno sa dva vanjska saradnika je pohađala Ljetnju školu PUM-a od 27.06. do 04.07 gdje su dobili priliku da steknu nova znanja i iskustva vezana za Plesove univerzalnog mira koja koriste u radu sa grupama i na seminarima u Amici Educa-i. Ova škola je bila takođe prilika za umrežavanje i dijeljenje iskustava sa ljudima iz različitih zemalja (SAD, Rusije, Holandije, Njemačke itd).

21. Plesni kamp 2015., Njemačka - Plesni kamp je redovno posjećen od strane predstavnicima Amica Educa-e uz pratnju vanjskih saradnika. Pored edukacije, na plesnom kampu se prezentira godišnji izvještaj Amica Educa-e u području PUM-a. Naime, značajna sredstva za razvoj PUM-a u BiH su skupljenja u ovom kampu. Prezentacija tzv. Bosanskog projekta uvijek privlači pažnju jer mnogo ljudi podržava razvoj PUM-a u BiH.



STATISTIČKI PODACI

EDUKATIVNI PROGRAM									
GODINA 2015	Seminari		Učesnici						
Teme seminara	Broj modula	Broj dana	Zaposleni	Nezaposleni	Studenti	Penzioneri	TOTAL	Muškarci	Žene
Porodična dinamika	5	15	15	15	3	5	38	1	37
Kreativno izražavanje slikanjem	4	12	14	3	3	0	20	1	19
Kreativno izražavanje slikanjem – training za student (TANDEM)	2	21	0	0	40	0	40	6	34
Pozitivna disciplina u odgoju djece	3	9	14	5	0	0	19	3	16
Vještine komunikacije i empatije	3	9	9	8	1	1	19	4	15
Seksualno zlostavljanje u djetinjstvu	2	6	4	6	4	0	14	1	13
Prava žena na tržištu rada	1	2	11	5	0	1	17	0	17
Lične i poslovne vještine	3	12	0	13	0	0	13	0	13
Plesovi univerzalnog mira	6	15	30	6	0	10	46	9	37
Muzikoterapija bubnjevima	3	9	1	8	0	1	10	2	8
Art terapija	3	9	13	7	2	0	22	0	22
Historija umjetnosti	2	2	23	6	0	2	31	0	31
TOTAL	37	121	134	82	53	20	289	27	262
%	-	-	46,4	28,4	18,3	6,9	100,00	9,3	90,7



DRUGI PROJEKTI				
		Broj grupa	Broj sesija / radionica	Broj korisnika
1	Digitalna inkluzija marginaliziranih žena			
1.1.	Trening digitalnog opismenjavanja	3	25	36
1.2.	Psiho-edukativne radionice	3	25	
	Subtotal	6	50	36
2.	Prekidanje tišine o rodno zasnovanom nasilju			
2.1.	Radionice „Rod i rodno zasnovano nasilje“	1	5	10
2.2.	Radionice „Pedagoške metode“	1	5	
2.3.	Mentoring / Radionice prezentacije (selekcija volontera)	1	10	
2.4.	Radionice za djecu i pozorišne predstave (djeca 1 – 4 razreda osnovne škole)	5	5	520
2.5.	Forumske predstave (5 - 9 razred osnovne škole)	12	12	
2.6.	Sportski dan	1	1	
2.7.	Izložba radova i takmičenje	1	1	
	Subtotal	22	39	530
3.	Porodični dani 2015			
3.1.	Centralni događaj – Predavanja	1	1	52
3.2.	Psiho-edukativne radionice (odrasli)	4	4	22
3.3.	Psiho-edukativne i kreativne radionice (djeca)	1	1	14
	Subtotal	6	6	88
TOTAL		34	95	654

BROJ GRUPA, RADIONICA I KORISNIKA U 2015. GODINI				
		Broj grupa / modula	Broj sesija / radionica / dana	Broj korisnika / učesnika
1	Edukativni program	37	121	289
2	Drugi projekti	34	95	654
3	Porodično savjetovalište	11	1015	367
TOTAL		82	1231	1310



PORODIČNO SAVJETOVALIŠTE				
	Aktivnost	Broj grupa	Broj sesija / radionica	Broj korisnika /klijenata
1	SOS telefon	-	-	90
2	Individualna, partnerska i porodična psihoterapija i savjetovanje	-	380	82
3	Psiho-edukativne radionice za djecu	3	68	20
4	Rekreativna gimnastika za žene	2	90	20
5	Yoga vježbe	1	76	13
6	Sesije plesova univerzalnog mira, reikija i energetske medicine	1	53	20
7	Relaksacione masaže	—	294	62
8	Psiho-socijalni rad sa ženama povratnicama u selu Snagovo	1	8	17
9	Psiho-edukativne radionice sa mladim romskim ženama u naselju Kiseljak	1	18	15
10	Psiho-edukativne radionice sa romskom djecom u naselju Kiseljak	1	21	13
11	Porodična dinamika (grupa samopomoći)	1	7	15
	TOTAL	11	1015	367

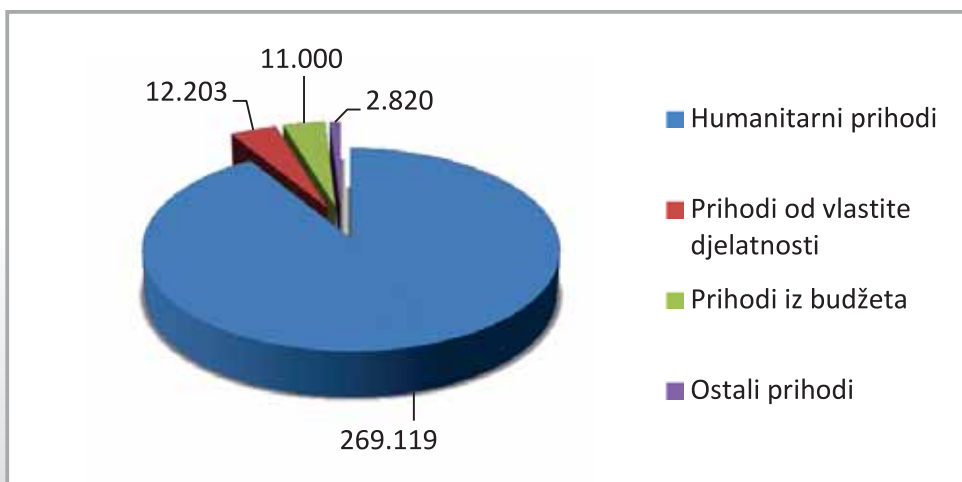


FINANSIJSKI IZVJEŠTAJ

PRIHODI

Ostvareni ukupan prihod u 2015. godini iznosi 295.142,00 KM, što je u odnosu na isti period prethodne godine povećanje za 32.169,00 KM ili 12,2%

Pregled strukture ostvarenih prihoda			
br	Pozicija	01.01.- 31.12.2015.	
		Iznos KM	%
1	Humanitarni prihodi	269.119	91,2
2	Prihodi od vlastite djelatnosti	12.203	4,1
3	Prihodi iz budžeta	11.000	3,7
4	Ostali prihodi	2.820	1
	UKUPNI PRIHODI	295.142	100

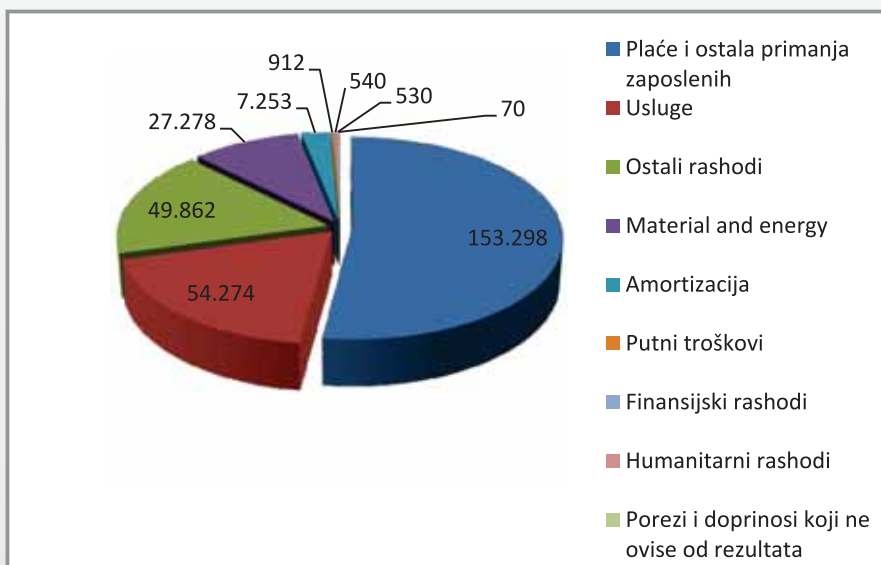




RASHODI

Ostvareni ukupni rashodi u 2015. godini iznose 294.017,00 KM, što je u odnosu na isti period prethodne godine povećanje za 31.763,00KM ili 12,1%.

Pregled strukture ostvarenih rashoda			
br	Pozicija	01.01.- 31.12.2015.	
		Iznos KM	%
1	Plaće i ostala primanja zaposlenih	153.298	52,1
2	Usluge	54.274	18,5
3	Ostali rashodi	49.862	17,0
4	Materijal i energija	27.278	9,3
5	Amortizacija	7.253	2,5
6	Putni troškovi	912	0,3
7	Finansijski rashodi	540	0,2
8	Humanitarni rashodi	530	0,2
9	Porezi i doprinosi koji ne ovise od rezultata	70	0,0
	UKUPNO RASHODI	294.017	100





CONTENT

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OVERVIEW OF THE ACHIEVEMENTS AND THE EFFECTS RELATED TO THE ORGANIZATIONAL DEVELOPMENT

Programs and projects of Amica Educa implemented in 2015 have contributed to the satisfaction of needs and the fulfillment of Tuzla Canton citizen's rights, in particular women and children in need of psychosocial support. The support to all of the beneficiaries has been provided in a form of education, psycho-education, trainings, individual and group psychological counseling / psychotherapy and other group activities. Public activities, media presentations, cooperation with governmental and nongovernmental institutions and organizations have contributed to Amica Educa visibility and created new possibilities and options for proactive activities in society.

Amica Educa developed its capacities to a level that it is recognized as an expert in specific areas, and during 2015 was engaged on numerous occasions by other organizations and institutions with an aim of development and provision of support for the realization of their activities, projects or programs:

- Development of professional staff's competencies at the Institute for Education of Individuals with Physical and Psychological Deficiencies Tuzla, related to the use and inclusion of art therapy methods into regular curriculum.
- Providing support to the IN Fondacija (Fondacija za unapređenje socijalne inkluzije djece i mladih u BiH) in the implementation of the research related to the presence of the gender based violence in the youth relationships (high school students) in B&H.
- Implementation of the gender based violence workshop for the school parents at the elementary school Kiseljak, organized by the OSCE mission in B&H.
- Implementation of the Positive Discipline in Raising Children lecture for employees and parents at the day care Aladin Tuzla.
- Support in the discussion moderation and promotion of the book *Feminist Readings of Social Phenomena* (organized as part of the 16 Days of Activism against Gender-Based Violence). One of the texts in the book was written by the Amica Educa employee.
- Co-authoring manual for Prevention of Gender Based Violence for teachers, financed by IN Fondacija.

Amica Educa initiated and organized manifestations that marked International Family Day and Children's Week under patronage of Ministry of Labor, Social Affairs and Return of Tuzla Canton. Organized manifestations and activities and media campaign were carried out with the goal of promoting family values, gender equality and women and children's rights.

Carried out were preparatory activities for implementation of projects and activities for next year:

- Project Family Conferences – Amica Educa was recognized as a potential local partner for realization of the project Family Conferences for the Tuzla Canton region
- Center for Social Work Tuzla and Institute for Human Rights (along with the other NGO's from Tuzla Canton) identified Amica Educa as a relevant provider of services for application of educational measures for juvenile delinquents.

With a goal of improving organizational structure, professionalism and productivity, internal process of human resources evaluation was conducted, which resulted in the alignment of the team members personal goals with the organizational (strategic) goals. The achievement of personal goals that are aligned with the organizational development mainly related to the professional education of the team members.

Amica Educa promoted its activities and projects via 22 media appearances (14 television and 6 radio appearances) and via 55 publications on various web portals and internet pages. In addition to that, with activities, achieved results and effects announcements, public was continuously informed via postings on Facebook which reaches high number of beneficiaries.

As well as in the previous years, Amica Educa printed informational promotional material which was distributed to various institutions and organizations as well as potential and current Association beneficiaries.



EDUKATIVNI PROGRAM

Educational program includes realization of 10 different seminar topics primarily intended for the professionals in helping disciplines – pedagogues, psychologists, educational, social and health workers, educators-rehabilitators, social pedagogues and similar. Also, a significant number of persons in other occupations were also among seminar members, which reflects greater interest of the citizens in improvement of personal competencies and improvement of quality of life.

In 2015, 121 days of seminars on 10 different topics organized in 37 modules were implemented within educational program. Seminars are organized in modules, which last on average 3 days and each module is organized with a one month break in between in order to give participants an opportunity for processing acquired knowledge and better integration of skills into their daily professional and/or private lives.

Out of total number of participants in 2015 (289); 46,4% were employed, 28,4% unemployed, 18,3% students and 6,9% retired. Majority of participants were women 90,7%.

The positive effects of the seminars related to the improvement of professional competencies and personal development are evident in the participant statements and in the leader's observations.

Not one of the seminar participants stayed indifferent during or after education. All of the participants in different ways reported that the seminar topic, way of work, approach, group processes etc. had a positive effect on them. They all see the need and the possibility for multiplication of the topic in professional context and in the personal life.

It has been noted that while participants find many uses for the methods and techniques they learned, which makes their professional and personal lives more productive and creative, what they always emphasize is gaining positive attitude for life in general and feeling of calmness. That change in the way they live their lives, often happens without the actual intent of the part of the participants, and affects people in their personal and professional lives, which has far-reaching effects that cannot be described or predicted.

ART THERAPY

Basic seminar that started in 2014 was continued in 2015 through organization of 2 modules that included 10 participants. Topic of second module was therapeutic use of fairytales in work with children and adults while third module included work on temperaments. Participants had an opportunity to discover and understand their own temperaments and learn how to work with different temperaments using art therapy techniques. They also exercised observing children's drawings and learned to use it as diagnostic tool. Most of the participants had gone through intensive inner processes and resolved certain issues, guided by seminar leaders and learned techniques.

Advanced module Biography-Life Story in the Mirror was held in April for 12 participants who had an opportunity to learn new approach for work with their clients focused on understanding and observing the development of biography and experiencing the phases of it. During the education participants had opportunity to work on own biography, becoming more aware own life story, the past and the future.

Workshops series on the topic of Art History (10 one day workshops) is intended to be organized in period of two years are open to everyone who would like to learn about development of human kind through seeing and experiencing the history of art. First two Art History workshops have been



organized with an aim of introducing participants with the specific periods in history (Prehistory and Culture in Mesopotamia and Syria) while following the development of consciousness of humankind and art that resulted. Participants are encouraged to see the links between these two art period with a focus on a position of a woman within each culture.

Additional education and mentoring

Art therapy education and mentoring have been provided to group of five people. They all completed basic and advanced art-therapy seminars and use the knowledge to work on themselves and in work with clients. The group work has been organized with the aim to develop better understanding of art therapy processes, gain more experience in using art therapy techniques and provide support and empowerment for therapeutic use with clients. 21 workshops/meetings and supervisions were held in period June – December 2015.



CREATIVE EXPRESSIVE PAINTING

Three basic modules were implemented in February, March and April. 12 participants were introduced with different techniques of painting, modeling, and observation of the paintings as well as use of the method in providing psycho-social support to adults and children. Participants were mainly professionals employed in helping disciplines. For the majority of participants, this seminar represented first contact with a creative therapeutic method so from the very beginning they showed openness for adopting new knowledge and work on themselves. Majority of the employed participant even while the education was ongoing started with multiplication of learned methods in work with their clients. Employees of the Center for Mental Health (with whom cooperation was established previously), started application of the method in the newly furnished atelier in the Center and reported about very positive results in their work with clients. In general, all of the participants report on feeling of empowerment and increase in self-respect that happened via experiential learning of this method. New for all of the participants was the method of painting in which esthetic evaluation and psychological analysis is excluded, while increasing development and functioning of the own personality. One of the participants used this education and this group as a support for overcoming burn-out that she recognized through its symptoms at the begging of the education.

"With this seminar I gained a lot because I was able to become aware and know parts of me which were unclear. I leave this seminar completely satisfied and happy."

Advanced seminar module on a topic of Female and Male Energy: Strength within Us was implemented in November. Total of 8 participants consisted of the people who apply the method of Creative Expressive Paining in their work or for their own development and personality growth. Seminar allowed participants to connect with their own male and female energies and through exploring and accepting find inner strength and balance. Participants heartily accepted this specific topic because it allowed them to better understand and make peace with two different energies that they both encounter in relationships and find in themselves.

The basic education for students of Faculty of Education and Rehabilitation that started in 2014 was completed in 2015 with second and third module organized for 4 groups of senior students in March and June. The education, as in previous years, is organized within the project Tandem University – Amica Educa in cooperation with the Faculty of Education and Rehabilitation.

Students from the very beginning showed willingness to actively involve and work on themselves and that only significantly increased through modules. With most students changes occurred in their thinking, attitudes and feelings in relation to themselves and others. Noticeable was connections that were made within the group and openness toward new way of works. They expressed their satisfaction and excitement



related to the application of the learned method in the future work with clients.

In total 40 students have successfully finished the education and were awarded certificates. Through gained personal experience and start of their own creative process students realized the possibilities of



POSITIVE DISCIPLINE IN RAISING CHILDREN

Three basic seminar modules were implemented in the period March-June. Seminar participants were introduced with the principles of positive discipline approach, as well as with the methods and techniques for raising children that induce the improvement of communication skills and raising awareness for responsible actions in relationships with children. Seminar was attended by 19 participants of which majority were educators. As being aware of the importance of teachers' improving their work with children, the representative of Pedagogical Institutes of Canton Tuzla gave her contribution to this education by giving the lecture and expressing the professional support based on importance of topic, quality of used methodology and knowledge about previous results achieved with education of educators on this topic. The participants have been motivated to rethink and reevaluate their approach in working with children and results they have had so far. They expressed that this education gave them resources and tools to improve their work with children and personal relationship with own children. They perceived this education also as supervision where they can share problems they face within their own families and in working with children and parents and receive support and guidance. They expressed special gratitude for getting concrete guidelines for overcoming named problems and difficulties. Positive atmosphere that was present during the education was especially emphasized as important for participants because it not only allowed them to adopt new knowledge but also it gave them sense of relaxation and everyday stress reduction.

Over 60% of participants confirmed using new method in work with children at school and in relationships with parents of those children. Some of participant's statements (in written and/or verbal form of seminar evaluation) are following:

"On parent-teacher meeting I talked with parents about importance of setting long-term goals in raising children."

"The biggest influence was developing awareness that need for belonging creates behavior and defines development of child. This is why I have decided to talk with parents on topic 'needs behind child's behavior.'"





FAMILY DYNAMICS

Three basic modules of seminar were implemented in September, October and November. At the first module 16 participants were introduced to the ways of families function as systems, the phases of family cycle, projections of emotions on others, the boundaries between family and surroundings as well as between family members, trust and communications existing in family, the trans-generational patterns of behavior, unconscious behavior as well as hidden causes of behavior in partner and family relationships. The connection and trust among group participants increased even after the seminar implementation in the form of optional monthly meetings, which further contributed to the improvement of mental and social health of the group members.

Multiplication and application of the family dynamics method by the employed participants was in the form of application of specific techniques in work with children at schools, while unemployed participants primarily focused on integrating new knowledge into everyday functioning of their own family and improvement of family interactions.

"Seminar had brought many benefits to me: primarily I developed understanding for myself, as well as for other people, my parents especially."

I was cramped thinking about my family so I did not know how to fix and improve my situation. Thanks to this seminar I came to the solution on how to behave and how to understand better, others and myself."

Advanced seminar module My Role as a Woman / Man in the Family was implemented in March and included 9 participants who completed basic education in Family Dynamics in previous years. Through presentations, discussions, exercises and similar participants have been encouraged to differentiate between biological characteristics and social expectations and norms, to become aware of own gender prejudices, stereotypes but also as those existing in society, to find the way to eliminate those prejudices of as well as to become aware of their family roles and expectations in partners and family relationships.

The variety in participants' age was positively used to discuss the different perspectives of gender roles through development/changing of the society. It is observed that all of the participants, as well as society need more knowledge about gender equality and awareness to accept and respect principles of gender equality.

Advanced seminar module Two in a Relationship was held in June and included 13 participants who have finished basic education in Family Dynamics. Seminar was led by family therapists from Germany, longtime educators on this topic, which is why for many participants this seminar represented an opportunity for supervision. The seminar topic helped participants to develop understanding of relations between two partners, relationship patterns we carry from primary family, phases of relationship connected with phases of life and phases that family goes through as a whole.





COMMUNICATION AND EMPATHY SKILLS

Three basic seminar modules were held in April, May and June. Group included 19 participants, various ages, various interests, different educational backgrounds and the diversity in group produced interesting group dynamics and perspective related to everyday communication

From the beginning participants have shown need for work on themselves. Majority of participants were aware that the changes they wish to happen in their environment are dependent on the changes they make within themselves and with their thinking and behavior. Not one the previous groups was so open to share most intimate problems (privately and professionally) as this one. The general impression of the group: We are aware of difficulties we face in our society, we are aware that on many things we cannot directly and quickly influence and that the only way we can deal with difficulties is by starting to make changes within ourselves. Such readiness for personal change was far less noticeable with participants before. Yet, needs and expectations were bigger then possibility of fulfilling them, due to the seminar's limited as well as different starting points of each participant. At the end of third module, participants have expressed gratitude to Amica Educa for organizing this type of education (which exceeds education and is more related to psychological support). Expectations that participants had at the beginning of the seminar were exceeded and opened new needs for further work on self. Whole group expressed need for continuing some sort of education and work on themselves.

"Already after the first module and during the second module, I noticed that I am trying to adopt and apply what I learned. I felt much better and my communication with other people was starting to go in right direction."



SEXUAL ABUSE IN CHILDHOOD

Two modules of basic education were organized in June and September, while third one was postponed for 2016. Seminar was attended by 14 participants all professionals of helping professions.

Group connected to the topic very quickly. Although majority of participants were aware of the complexity of the problem that was processed at the seminar, by the end of the first module they all understood the importance and the necessity of working on this topic especially for professionals who work with children and youth.

All participants were extremely curious, knowledge that was available at the workshop in the first place they wanted to use for themselves, for raising their own awareness and capacities, because they realized at the very beginning that this topic concerns them, their loved ones, family, neighbors, friends as much as it concerns the clients they work with. So, aside from the interest to learn about the topic as much as possible, the need to share the knowledge about sexual abuse in the childhood with their colleagues, family members, and friends was shared. In that way they realized that they can contribute to breaking the taboo on this topic and simultaneously decrease the presence of this phenomenon in the society.

On the group level, for participants it was especially important knowledge related to the viewing of the victim of sexual abuse. In a way, participants, even though they are professionals in helping disciplines, felt sorry for the victim. They saw the need for changing this attitude – seeing the victim as a person, as any other human being because it is only then that the person feels acceptance and trust to open up and start the process of healing.



PERSONAL AND BUSINESS SKILLS (PBS)

Three training modules were held in May, June and September. 13 participants were unemployed women with different educational levels and interests.

Along with the improved knowledge about discussing, arguing, moderation processes, participants have reported about improved self-confidence, skills of self-presentation, awareness of process of communication (verbal and nonverbal) as something they could not learn in seminars offered in the other institutions and organizations. Preparation for any important conversation, formulation of questions, more systemic approach in leading the meetings, seminars, groups and generally communications, visual presentation of ideas was emphasized as important for professional context. In addition to techniques, practical and immediately applicable skills in conflict resolution, participants have shown special interest in topic on mobbing, as well as on differences on

position of man and women in working teams, organizations, conversation leading and conflict resolution.

All 12 participants successfully passed the exams that were organized after each implemented module. Certificates that come from Xpert PBS Central in Germany were awarded to the participants at the beginning of 2016. In follow up conversations with the participants information were collected not only on the sustainability of the acquired knowledge but on the opportunities for its application whether in searching or eventually finding employment or any type of engagement in the labor market. In accordance with that – gained results are more than good, 7 women found temporary or permanent employment or some sort of engagement (internship, minimal wage volunteer work and similar) or they started some sort of business on their own which is leading them to greater economic independence.

MUSIC THERAPY WITH DRUMMS

Three basic education modules were implemented in October, November and December. Group consisted of 10 people different ages and occupations: students, social workers, educational workers, special educators, psychologists, economic technicians and similar.

Group dynamic was established immediately during the first module and for participants it was very important to connect and gain trust. All participants were very happy to be introduced to the instruments and it was interesting to witness how quickly at the very beginning they were finding and maintaining common rhythm. As important, participants emphasized observation that education is filled with practical exercises which helped them immediately to open up and free themselves in playing the instruments and in the movement and dancing. From the very beginning of the education, participants managed to relax, share with the group their experiences that they had during the process of learning and working on themselves. They realized how important music is in people's lives and how through the use of the music therapy techniques we can affect our own mood, emotions, wanted changes, better and more relaxed conversation.

Learning process was in themes: self image, emotions and communication. Participants were introduced to different techniques like breathing exercises, relaxation, led meditation, tapping exercises, dancing, singing and playing which is what participants used to get in touch with themselves, their emotions and with their inner child while at the same time freeing them. Majority did emphasize that the most important part of the education for them was actual playing on the drums which they found to be the most efficient way to get in touch with themselves and to relax.

As the most important result, participants emphasized the change in themselves that they witnessed and it was that the difficulties that they came to the education with by the end seemed like advantages.

One participant's statement: "Through music therapy I managed to go into myself much deeper, to get to know my hidden I and to wake up my inner child. Now I think about myself from a much more positive point than before."



DANCES OF UNIVERSAL PEACE

Advanced seminar module was held in April for a group of 19 participants, various ages with different professional backgrounds who previously completed basic modules in this area. Part of the participants were professional educators or in from other helping disciplines who multiply knowledge acquired about dances of universal peace in their work with their students, clients and similar. On the level of the entire group participants use dances of universal peace as a method for work on themselves, way of relaxation or simply to increase their knowledge about world religions, dance and movement. Group very quickly adopted all new knowledge and readiness and openness for deepening the knowledge in the area of dances of universal peace was evident. At the module all world religions were covered, and participants quickly learned new dances and the backgrounds and influences of them.

Training of Dances of Universal Peace Trainers was for the first time organized in our region. With the support of Network Dances of Universal Peace from German speaking region Amica Educa started a process of education for trainers that will be organized in 6 modules (3 modules in 2015 and 3 modules in 2016). Group of 11 people was formed who showed interest and willingness to adopt knowledge in this area and openness to work on them.

Educative program includes systematic learning of words, dances, movements, and ritual and background interpretation

of all worlds' religions history. Each of the training participants received written and video material that follows the training program. Participants in the program evaluation, aside from adopting knowledge related to world religions, emphasized that training is good support for their spiritual and mental development, which for some is of greater importance than the process of learning alone.

Basic two modules of seminar Creative Support to Culture of Religion Teachers were implemented in October and December. Education included 16 educators from elementary schools in the Tuzla Canton region. Most of the participants attended Amica Educa education for the first time and they expressed their pleasure with the quality of education and approach that they received.

During the education participants saw the opportunity for application of acquired knowledge in their everyday work with students. Some of them even during education started introducing certain dances, exercises and theoretical explanations in their classes (religion culture, music class, homeroom class and similar), and the students acceptance further motivated them to adopt more skills and knowledge during the seminar.





WOMEN'S RIGHTS ON THE LABOR MARKET

In October 2015, for the first time Amica Educa organised education on the topic Women's Rights in the Labor Market. 17 women participated in workshop, diverse in age, education and profession but all were interested in bettering the position of women in the B&H society.

Workshop had an aim to introduce participants with basic terminology related to gender equality and women human rights, as well as to present and review current position of women in B&H society. Special attention was given to position of women in labor market, challenges women face during employment search and in work place, including discrimination, mobbing and other forms of harassment.

Participants also had an opportunity to be introduced with national and international legislative in area of gender equality, equal opportunities and prohibition of discrimination. Aside from that at the workshops were discussed topics such as: socio-economic consequences related to the unequal position of women at the labor market within which participants shared their own experiences.

All participants followed and participated in the workshop with great interest and show interest for further education in the field of gender equality as well as the need for raising this topic at the level of institutions and governing structures in Bosnia and Herzegovina.





FAMILY COUNSELING CENTRE

Activities implemented at the Family Counseling Centre have been aimed at empowering the beneficiaries (of whom majority are women and children) to rely on their own potential and create better quality of life, to become individually and collectively active, knowledgeable and goal oriented individuals ready to take control over their health and life. Empowerment of the beneficiaries is visible in raising the level of constructive thinking, creativity, enthusiasm, optimism and will for personal activism in their community. Client's awareness about the need for taking responsibility for their own actions and for their own lives is bases for improvement of their functioning in the family and society.

SOS telephone

Family Counseling Centre provided support to 90 persons. Comparing to last year, many clients, instead calling SOS phone number came directly to the office seeking for support and information; most of them were recommended Amica services by previous clients. Clients asked for support for different problems; 15 calls were related to domestic violence and 41 to psychological problems, 34 callers or visitors requested other type of information (searched for financial assistance, information on free legal help, and information on how to fulfill social welfare rights). Social worker provided needed information or referred clients to the relevant institutions to exercise their rights.



Individual, couple and family counseling and psycho-therapy

Activities related to providing services of psycho-therapy and counseling for individuals, couples and families were continued in 2015. Sessions were held according to the previously scheduled appointments with the 4 Family Counseling psycho-therapists. 82 clients were provided with psychotherapeutic support and counseling (including some clients who started with psychotherapy in 2014 and counseling for 4 couples) related to personal crises involving following issues: stress, anxiety, depression, panic attacks, fears, suicide attempt, family losses and grief, marital problems and divorce, family issues and bonds with children, pre-marital counseling and addiction. Most of the clients' problems were caused by financial instability, unemployment or fear of losing employment, i.e. It was noticed that clients inability to satisfy their basic needs prevents them to focus on the psychological issues resolution. Despite that, therapists report on achieved results with clients. During reporting period total of 380 psycho-therapeutic and counseling sessions were held.

All therapeutic and counseling sessions were focused on control and prevention of socio psychological problems and difficulties, harmonization of family and marital relationships, adoption of positive habits, formation of positive life attitudes as well as education of clients in the area of mental health.

Supervision

In accordance with needs, supervision is organized for team members and therapists at the Family Counseling provided by external associate, psychiatrist / psychotherapist.



Psycho-educative workshops with children

During the year 68 workshops were implemented with three groups of children. Workshops included 20 children from 5 to 9 years old. Workshops were created so that they were adjusted to the abilities and needs of all of the children which in the first place allowed use of creative techniques of Art Therapy, methods of Positive Discipline in Raising Children and number of interactive games. Goal of the workshops was to provide support to children for their healthy growth and development as well as fulfillment of their own inner potentials.



Psycho-social and educational work with women returnees in Snagovo (Republika Srpska)

Psycho-social work with women returnees to Snagovo during 2015 was held once a month according to the regular schedule arranged in advance with beneficiaries. In total 8 sessions were held. Group is open and it had 17 members, women ages from 35 to 68.

Focus of the work with this group is providing psycho-social support: improvement of physical and psychological health through alternative methods of healing, fito-therapy (collection and storing of medicinal herbs and their application), physical exercises, and breathing and relaxation exercises and similar.

Psycho-social and educative work with young Romawomen in Kiseljak (Tuzla City)

During 2015, 18 workshops were held for group of 15 young Roma women, aged 12 to 18 years. Workshop topics were focused on women empowerment, education on human rights, gender stereotypes and importance of reproductive health and family planning. At the end of workshops, young women showed increased knowledge compared to the beginning of the workshops, specifically knowledge related to their rights for education, family planning, privacy, and employment. Group has also supported participants in developing personal qualities of participants. Aiming to equip them with skills for generating income, group was provided with two creative jewelry making workshops. 3 participants attended sewing course lasting 6 months. At the end of the workshop cycle participants had an opportunity to show their handicrafts at the school exhibit and some even managed to make an income with selling handmade jewelry.

It was noticeable that these young women became more active, 2 have engaged in activities provided by other organizations and 2 have asked for assistance in getting information regarding returning to school and educating themselves. Having in mind achieved results and perceived needs of participants it was decided to continue work with same group of young women in next project year.

Psycho-social and educative work with Roma children in Kiseljak (Tuzla City)

Amica Educa has implemented 21 psycho-educational workshops, including 13 children. Children came to the workshops willing to cooperate and happy to be included. Cooperation with school has significantly improved, compared to the previous period Coordinating group was formed that includes representatives of school, Amica Educa, Association 'Zemlja djece' and Evangelistic Church. The group has task to coordinate all project activities in school, share experiences and recommendations, and provide support to school in working with Roma children and parents. Workshop preparations were primarily based on providing stable and safe environment for



children included. Through workshop topics children have developed positive self image, knowledge of emotions and acceptable ways of expressing them. They developed social and communication skills, which was evident in continuously developing group dynamics. As part of empowering each child and prevent any form of abuse as well as peer violence, awareness of personal boundaries was exercised and children have learned to feel, respect and protect own boundaries and boundaries of others. This also helped to develop empathy and understanding of others. Topics regarding importance of education and learning, as well as problem of early marriage and promiscuous behavior were thoroughly discussed. A significant effort was made in providing support to children regarding cultural difference; helping them to understand and learning how to deal with related problems they encounter. Aiming to provide objective measurement of achieved results, in March first testing with standardized test was conducted and last in December. Tests have confirmed that this work has positive effects and with these results we can argue that we have achieved project aims.

Support group; Family Dynamic

The group of approximately 15 participants who completed at least three Family Dynamics modules continued to work in 2015. In total 7 meetings took place. All women who have been members previously continued with their work with inclusion of new members who finished Family Dynamic in 2015. Participants use family dynamic elements to work on their own problems, process difficulties and support themselves. Participants are satisfied because they are able to process old traumas and problems, and have support in dealing with current problems in family, partnership or parenting. Also, group members with more experience are practicing their facilitating skills by preparing and leading the sessions. Facilitator of the group is one of the participants, but having in mind that all of the group members are experienced in the methods of work, they all are very active and contribute to individual and the group processes.

Dances of Universal Peace and Reiki session/workshops

Total of 53 sessions of Dances of Universal Peace and Reiki sessions were organized. 20 people regularly attended these sessions where they were given an opportunity to improve their own personal experience through the use of spiritual and relaxation techniques.

Aiming to promote work with Roma women and children and as closing activity for one group of young girls, an exhibition was organized in school premises. During exhibition children held together as one group, proudly showing their work and excitedly shared information about it. Unfortunately, exhibition was not visited by employees of the school or other children.



Physical recreational exercises for women

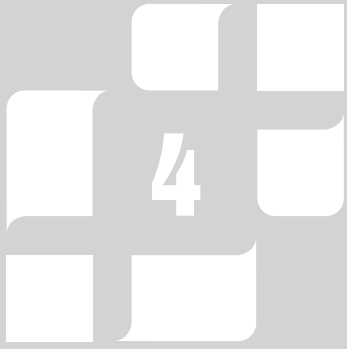
2 groups of middle and older age women met twice a week with a goal of improvement of physical and mental health as well as social functioning. 90 sessions were organized and total of 20 women participated in this activity during 2015.

Yoga exercises

1 group of middle and older age individuals met twice a week during 2015 with a goal of development of personal spiritual and physical capacities. 76 yoga sessions were organized, for 13 people participants.

Relaxation massages

During 2015, 294 individual relaxation massage treatments were organized for total of 62 clients. People who attended massage treatments reported on improvement in physical health in general as well as improvement in functioning and alleviation of pain in specifically treated parts of the body.



OTHER PROJECTS

DIGITAL INCLUSION OF MARGINALIZED WOMEN

In March 11 women completed 12 digital trainings and 12 psycho-educative workshops. 11 women received CPE (Centar za poslovnu edukaciju) Basics of Computer Usage certificates and Amica Educa Psycho-educative workshop certificates. Participants in the end emphasized that this was a unique experience for them because they learned a lot, not just about computer technology but also were able to acquire new information about themselves. Participants stated that they are very satisfied with what they received and that they felt extremely enriched by learning from diversity within the group and from others' experiences. Many said they received more than they had hoped, and that digital literacy trainings and psycho-educative workshops in combination with socializing helped them make great strides and achieve a lot in terms of self-development.

As final activity of the first year of the project round table Women in the Labor Market was organized on the 30th of October. (more details in the other activities section)

Some changes were made before the start of the third group influenced by lessons learned from previous activities. All applicants had to go through an interview with the project coordinator, write a letter of motivation and were explicitly explained why regular attendance is a must. 12 women were selected and started with digital literacy training on November 14th. Another change that was implemented is that digital literacy trainings and psycho-educative workshops were separated and now third group will attend digital literacy trainings for three months meeting once a week (12 weeks) and then they will attend psycho-educative workshops for another three months (12 weeks), once a week. Third group is even more diverse than previous groups, their ages range from 30 to 58, married, single, divorced. Group already bonded which is visible in providing assistance to one another and taking care of each other. They received books and other training materials from CPE and USB sticks which they use for homework from Amica Educa. Project coordinator meets with the group every week to monitor the progress.





BREAKING THE SILENCE ON GENDER BASED VIOLENCE



In May 2015 activities of Project Breaking the Silence on Gender Based Violence in Kiseljak Elementary school that started in 2014 were finalized. Implementation of workshops themed prevention of gender based violence with school children was finalized. Sports Day was organized and held on 28th of April for over 250 school children from 1st to 9th grade, school staff, parents and guests. Children, parents and school staff were extremely enthusiastic about participating in the Sports Day and a "different type" of Sports Day that Amica Educa envisioned. As part of the project, Art Contest and Exhibit were organized and implemented with the help of school staff. Exhibit was held on the School day when school children prepared various musical, theatre and dance numbers for the audience comprised of school staff and parents. As a final activity in the first project cycle in cooperation with the OSCE Amica Educa staff held a presentation of project results and a workshop for parents from Kiseljak elementary school.

Next cycle project extension was approved by donor (IN Fondacija). From September of 2015 to July 2016 and activities will take place in elementary school Bukinje. Next project cycle will cover 325 school children, school staff and young volunteers. Elementary school Bukinje is very happy to be taking part in this project and are looking forward to the future cooperation since as a rural school they have not had many opportunities to take part in other NGO projects. In September Amica Educa selected and trained volunteers for the next project cycle and held 2 one day prevention of gender based violence workshops for teaching staff. As part of the volunteer (young professionals) training Selma Mustacevic held a 5 day workshop on the topic of gender, gender equality and gender based violence and Merima Salihbegovic held a 5 day workshop on the topic of use of pedagogical methods in work with children for 12 volunteers. Promotional material was created and distributed throughout the school and the Bukinje settlement. Residents of Bukinje settlement and parents of school children were invited to attend project activities. Beginning of the project survey was administered among 299 school children from 1st to 9th grade. Survey is used to measure levels of knowledge on gender, gender roles and gender equality at the beginning of the project and to compare those with the end of project survey results. 1 puppet play 3 forum plays were held for school children. Implementation of workshops started in December and will continue in following year.

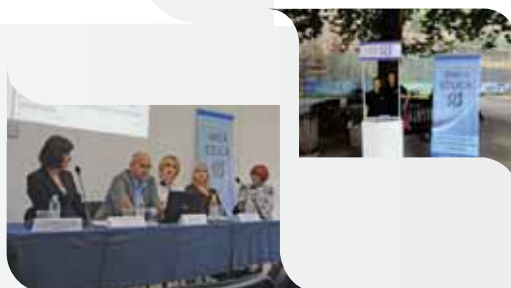
MANIFESTATION FAMILY DAYS 2015

On the 15th and 16th of May, Amica Educa organized manifestation Family Days that aims to promote humane and family values with a goal of family empowerment and improvement of its social functioning, provision of adequate support to children and affirmation of timely and adequate social, educational and health support to the families in crisis.

On the first day of the manifestation were scheduled expert lectures from various fields, Lectures were attended by citizens and Amica Educa beneficiaries interested in the following topics: The Importance of Institutions and Organizations Networking for Improvement of Family Values by Dr. sci. Suada Selimovic, Ministry of Labor, Social affairs and Return of Tuzla Canton; Family Functionality in Terms of Education by Mr.sci. Ediba Pozderović, Pedagogical Institute of Tuzla Canton; Mental Health of Family by Doc.dr.med.sci. Zihnet Selimbašić, Department of Psychiatry.

On the second day of the manifestation were held workshops designed for children and parents at which were presented different skills and knowledge that improve functionality of family and all of its members: Creative Expressive Painting, Positive Discipline in Raising Children, Dances of Universal Peace and Family Dynamics. In addition to the activities conducted by Amica Educa, the event program also listed activities of other organizations in Tuzla that are also engaged in improving of functionality and life quality of the families and all its members. Ministry of Labor, Social Affairs and Return of Tuzla Canton recognized the importance of the event and supported Family Days 2015 financially and professionally. This project reinforced position of Amica Educa as partner to institutions in promoting family health and providing services to families.

Intense media campaign was implemented before and during manifestation, which allowed for dissemination of information to a big number of citizens from the Tuzla Canton region.





OTHER ORGANIZATION'S ACTIVITIES

Round table Women in the Labor Market – Challenges and Accomplishments Children's Week 2015

On October 30th Amica Educa has implemented round table on topic Women in the Labor Market: Challenges and Accomplishments. Aim of round table was to present current position of women in labor market in B&H, possibilities for socio-economic empowerment of women as well as presentation of positive examples in work of governmental, non-governmental and private sector.

39 representatives of governmental and nongovernmental institutions, relevant in area of gender equality and labor market took part in the round table along with the individuals interested in this topic. Following two introductory lectures and positive practice examples presentations, participants actively participated in discussion which summarized the position and needs of women in labor market in B&H, as well as discussion about possibilities offered to improve the situation. Conclusions and recommendations were defined, and as such distributed to governmental, nongovernmental and private institutions and organizations who work in psycho-social and socio-economic empowerment of women, aiming to assist them in planning actions which contribute improvement of women position in B&H society.



Amica Educa was one of the organizations that carried out number of activities in October related to the Children's Week, supported by the Ministry of Labor, Social Affairs and Return in Tuzla Canton.

In total, 6 creative and psycho-educational workshops were implemented in Amica Educa house and Kiseljak School - with Roma children. The content of workshops was focused on developing a positive self-image, encouraging children to freely express themselves and to improve their social skills with special accent on children's rights. One of the activities was purchasing and distributing school supplies to 67 socially vulnerable children in Bukinje School. Also, Amica Educa organized Days of Open Doors in Family Counseling Centre aimed at informing and supporting families with children.





Positive Discipline lecture at the pre-school institution Aladin

Amica Educa was contacted by management of a private kindergarten, on initiative of Parents Council, and asked for implementation of short lecture on Positive discipline in Raising Children. Amica Educa's employee prepared the lecture adjusted for the needs of parents of preschool children. Lecture was held in November at the kindergarten premises. Parents were introduced to basic concepts of Positive Discipline and given pedagogical tools they can use in everyday parenting situations. Around 30 parents and kindergarten employees were present at the lecture.

Participation in MentoRING project

Centar za razvoj civilnog društva (Center for Development of Civil Society) implements MentoRING project which covers the territory of Bosnia and Herzegovina. MentoRING project aims to support professional development of women, through their networking with other women who have rich, positive work experiences and who contribute to the community through creation of mentoring couples. Mentoring project inspires and connects women from all areas of society. Amica Educa Director upon registering for the project spent one working day with a MentoRING beneficiary young unemployed woman to whom work of the Association was presented and discussed was importance of woman's development on both professional and the personal level.

Participation in project Volunteer – Credit

Amica Educa for several years now is part of the project Volunteer – Credit, which is implemented by the Info-House Association from Sarajevo which aims at building youth's capacities in order for them to take responsibility for their professional future. Amica Educa contributes to this idea by engaging and paying fee for one high school student who exchanges one day at school for one day at work in companies and non-governmental organizations for a wage that is paid into project fund, which is to be used just for the needs of their projects.

Annual Association Assembly and Financial Audit

With the aim to satisfy all of official (state) requirements as local organization, Amica Educa has done audit that resulted in report showing the accurate accountancy and book-keeping. Annual Assembly has contributed to organizational visibility and officially accepted the reports and planes of Amica Educa.

Gathering donations for Syrian refugees

In September, as an answer to Syrian refugee crisis, few organizations in Tuzla have organized centers for citizens to donate 'women for women' hygienic packages. Amica Educa team has decided each to personally donate hygienic packages and to ask our members/contact list to donate if they are able. Our members answered and 50 hygienic packages were collected. All donations were taken to donating center in Tuzla from where they were distributed to refugees who are crossing Serbia on their way to EU. Also, Amica Educa collected other packages such as clothes and shoes appropriate for colder weather that have been brought by beneficiaries/participants of Amica Educa activities. Those packages have been taken to center that is distributing support on the border Serbia-Croatia.

Adult education group visit

On 9th of May Amica Educa was visited by group of educators and trainers from B&H and Serbia who work in the field of adult education. This visit was organized by DVV International office in B&H and Association for Adult Education from Belgrade. Amica Educa director presented vision and aims of Amica Educa, development through 19 years, and current projects, programs and activities. Experiences were shared regarding adult education and psycho-social work with children and adults.



The visits of groups from Switzerland

During the September two groups of people from Switzerland have visited Amica Educa and were introduced with the activities and development of the Association. One of these groups has been in study visit to Bosnia and Herzegovina and included people from Bern University of Applied Sciences, Social Work Department. Nadia Möschi, being the student of

this faculty who has done part of her apprenticeships in Amica Educa in 2014 has joined the group of students and four professors. The group has made the visit to several organizations in Sarajevo and Tuzla. The second group has been led by Amica Educa associates who have organized the whole trip of the group.

Živinice elementary school students visit Amica Educa

In October, at the request of the elementary school from Živinice visit to Amica Educa organized a visit for 23 students in first grade who came accompanied by 4 teachers with an aim of supporting additional education of children. Students and staff

were informed about work of Amica Educa and importance of lifelong education. Two workshops were organized; psycho-educative and creative art therapy workshop especially adjusted for their age.





COOPERATION WITH GOVERNMENTAL AND NON-GOVERNMENTAL INSTITUTIONS

Cooperation with Mental Health Center Tuzla

- **Education of personnel and opening of painting studio in Center for Mental Health** -Amica Educa equipped and established creative (art) studio within Center for Mental Health. Opening of the art studio was preceded with the personnel education in use of the Creative Expressive Painting on clients in the Center. Provided support and cooperation of Amica Educa and CMH was promoted at the official opening of the art studio for public and media.
- **Exchange of experiences** -In February, Mental Health Centre initiated the meeting of organizations working in the field of social and mental health with the aim to share the information of activities and results achieved in 2014.
- **Promotion of mental health in the community**-Aiming at promotion of the mental health in community and cooperation with other organizations, presentation of the Centre and services was organized on the International Day of Mental Health (October 8th). Within the presentation Amica Educa was presented as one of the important organizations in the community that provides services to citizens with the aim of prevention and improvement of their mental health.



Cooperation with OSCE

(Organization for Security and Cooperation in Europe),
Mission in B&H

The implementation of the project Breaking the Silence on Gender Based Violence that was implemented in the elementary school Kiseljak (financed by IN Fondacija) was recognized as important by the OSCE who initiated the cooperation with the Amica Educa. OSCE supported one of the project activities the Sports Day that Amica Educa organized in school. Considering that Amica Educa has been working for 6 years on the empowerment of the Roma population in the settlement, cooperation with the OSCE inevitably gives an extra boost to advocacy and inclusion of other instances that can contribute to improving the situation of these marginalized groups.

OSCE further supported project in Kiseljak with education for teaching staff and Amica Educa representatives on Education for Social Justice. Cooperation resulted in joint implementation of certain activities. Namely, Amica Educa staff (being invited and engaged by OSCE) held a presentation of Breaking the Silence on Gender Based Violence project results and a workshop for parents from Kiseljak school introducing the parents and staff to the issue of gender based violence and importance of prevention.

Cooperation with IN Fondacija

(Fondacija za unapređenje socijalne inkluzije djece i mladih u BiH)

- **Continuation of the project Breaking the Silence on Gender Based Violence** IN Fondacija has approved the continuation of the project Breaking the Silence on Gender Based Violence. The permission to apply for the project extension was given prior to completion of the first project cycle at the meeting with representatives from IN Fondacija, Banja Luka and Kinderpostzegels from Holland in May. Project extension was approved and implementation started in September at the elementary school Bukinje.



- **Conducting survey in schools** Amica Educa facilitated implementation of survey on gender based violence with senior high school students for IN Fondacija's research on gender based violence in youth relationships in B&H. Amica Educa organized participation of 4 high schools in the Tuzla City and research results for entire B&H are expected by March 2016.
- **Future possible cooperation /project Family Conferences** During a monitoring visit by the IN Fondacija representative, Amica Educa staff was introduced with the long running project by IN Fondacija which is executed in local communities. Amica Educa's was suggested to become part of the project and become the NGO representative for the Tuzla region. Center for Social Work agreed to become part of the project and Amica Educa was tasked with writing a project proposal for the next year.
- **Writing the manual for Prevention of Gender Based Violence / Community for Change group** Amica Educa took part in writing the manual for Prevention of Gender Based Violence for teachers along with organizations funded by IN Fondacija working on Prevention of Gender Based Violence becoming in that way the part of the working group called Community for Change.

Cooperation with Ministry of Labor, Social Policy and Return of Tuzla Canton, Pedagogical Institute, Clinic for Psychiatry Tuzla, University of Tuzla – Faculty for Education and Rehabilitation

Implementation of the Family Days manifestation allowed for Amica Educa to cooperate with 4 different institutions relevant for providing psychosocial, pedagogical and mental health support (Ministry of Labor, Social Policy and Return of Tuzla Canton, Pedagogical Institute, Clinic for Psychiatry Tuzla, University of Tuzla – Faculty for Education and Rehabilitation). One of the manifestation's goals was encouragement of gender equality within families and advocacy of women's (and children's) human rights, which is in line with the goals and intentions of this project. Aside from above mentioned, numerous promotional activities of this manifestation increased Amica Educa's visibility which positively impacted increase in number of interested beneficiaries in the services offered by the organization.

Cooperation with Center for Social Work Tuzla and Bureau for Human Rights

Center for Social Work Tuzla and Bureau for Human Rights organized a working group aimed at development of preventive and alternative measures and implementation of educational measures for juveniles in the criminal proceedings defined by the Law. New Law on Protection and Treatment of Children in the Criminal Proceedings FBIH" from February 2015 emphasizes educational measures with the aim of reducing number of juveniles who are sent to court. Amica Educa is recognized as one of the three organizations in the Tuzla region, who besides Educational Center Tuzla Canton within their own regular activities have capacities for inclusion of juveniles in conflict with the Law in individual or group treatment which is why the process of mapping these organizations was done. Working group will meet four times a year.

Cooperation with Sarajevo Open Centre

Sarajevo Open Centre and Amica Educa within 16 Days of Activism against Gender-based Violence organized Feminist discussions and book promotion of Feminist Reading of Social Phenomena. Book was written by the School of Feminism Zarana Papic students as part of their 6 months education. Feminist discussions about the connection between non/education and violence and the book promotion were implemented as part of the international awareness-raising campaign that has been marked in over 100 countries around the world – The 16 Days of Activism against Gender-based Violence. School of Feminism Zarana Papic students were speakers at the discussion and discussion moderator was Amica Educa representative Selma Mustacevic.





Cooperation with the Institute for Education of Children with Physical and Mental Disabilities;

Recognizing Amica Educa expertise in educating professionals and providing support to children development, Institute proposed to Amica Educa cooperation in preparing and implementing art therapy workshops with children within the program providing comprehensive support to one group of students/children with special needs. In long term, this is an opportunity to build sustainable mentoring support in school; final aim is to educate and empower social worker of the

Institute to use art therapy in future activities and programs of the school.

In addition to this cooperation, Amica Educa was offered to co-author a paper for a scientific journal published by Institute. This journal promotes innovative approaches in working with children with developmental difficulties. Paper will cover topic of art therapy application in work with children with developmental difficulties.

Cooperation with Foundation Wings of Hope Sarajevo

As per donors suggestion representatives of Association Krila Nade from Sarajevo got in touch with Amica Educa after which meeting was organized with an aim of exchanging experiences and lessons learnt related to the work with Roma population.

Association Krila Nade started realization of a project that includes providing support to Roma women and children which is why Amica Educa experiences helped them in better activity planning.

Cooperation with marketing agency Ad Vitam (promotion of Women Planner)

Amica Educa has established cooperation with an entrepreneur from Croatia (Dunja Tadic) whose agency has been publishing planner intended and adjusted to the women's needs. The idea for cooperation came out of the planner's motto for this year which is Love Yourself. On the first page of the planner for B&H market text on the importance of self care along with the Amica Educa logo was added. The planner is printed in 100.000 copies, and it will be sold throughout B&H. Along with the planner as a gift for readers guided mediation Love Yourself was recorded and added that was written by Amica Educa staff and that can be downloaded as a free application of the internet.

40 women and media representatives have attended the promotion of the Women planner that has been organized in November. Women planner and cooperation have been promoted via 15 media appearances (television, radio appearances, web portals).



Cooperation with Elementary School Kiseljak

Amica Educa's effort in increasing cooperation with Kiseljak school has become visible in forming the Coordinating group consisting of representatives of Kiseljak school, Amica Educa, Association 'Zemlja djece' and Evangelistic Church that work with Roma in Kiseljak. Recognizing the need to improve communication with and between NGOs who implement projects in school, the Coordination group has been formed on the initiative of school with the task to coordinate all project

activities in school, share experiences and recommendations, and provide support to school in working with Roma children and parents. It is agreed to make all of the activities complement and transparent in 2016, by informing all group actors when starting new activity within school or community, sharing and discussing the problems that each organization encounter.



PARTICIPATION IN MEETINGS, CONFERENCES, ROUND TABLES, EDUCATIONS...

During 2015, representatives and employees of Amica Educa participated in various meetings, round tables, conferences and similar, as well as educations from different areas relevant for strategic development of the organization.

Round table Gender Based Violence - In 26th of March representatives of Amica Educa attended Film Gender Based Violence movie screening and round table discussion organized by Fondacija CURE at the American corner in Tuzla. Part of the round table discussion focused on the work of Viva Zene Safe house as well as their recommendations for prevention and rehabilitation of both victims and perpetrators.

Round table What is and What does Feminism Mean to Us Today - On 27th of May Amica Educa representative attended What is and What does Feminism Mean to Us Today round table organized by Vesta Association for representatives of political parties in the region with a goal of greater affirmation of women in political life.

Round table Promotion of Gender Equality - On 21st of September Amica Educa representative attended the round table organized by the OSCE "Promotion of Gender Equality" Present at the round table were representatives of Agency for Gender Equality (B&H) and Commissions for Gender Equality from both cantonal and municipal levels as well as representatives of local NGO's who are active in the field of women's rights.

Round tables "Resources of NGOs in Supporting and Protecting Surviving Victims of War Crimes, Sexual Violence and Other Crimes" - Two meetings were organized in November and December. In November 2 – 3 Amica Educa representative has attended the first meeting of NGOs that provide services to women traumatized by war organized in Zenica by "Medica Zenica", "Udružene žene Banja Luka" and "Zipr Sarajevo". These organizations are implementing the project aimed at protection and fulfilling the goals of International protocol on documenting and investigating the sexual violence in conflicts (Bosnia and Herzegovina is signatory country). The aim of the meeting was presenting the results, introducing the principles of

institutionalized supporting network that is already created but also improving the cooperation of NGO sector and governmental sector concerning this issue. The important focus was discussion on improving the support to final beneficiaries, women during and after the process of testimonies for sexual abuse in the war and treating the war traumas.

On December 4th second round table was held and meeting continued work on recommendations from previous meeting and topics were: in detail discuss functional aspects necessary for establishment of solidarity fund for women, and detailed preparation of publication which is listing resources and activities information of NGOs who provide support and services to women.

Round table within 16 Days of Activism Against Gender-Based Violence Campaign - In December 1, round table was organized by NGO Vive Zene from Tuzla in cooperation with association Zene Zenama from Sarajevo attended by Amica Educa representative. Round table was one of many activities under 16 Days of Activism Against Gender-Based Violence Campaign, gathering representatives of the Commissions on Human rights and Gender equality of municipalities in Tuzla Canton, as well as representatives of NGOs.

Annual assembly Sigurna mreža (Safe Network) - On 1st of June Amica Educa representative attended Assembly of Sigurna mreža (network of organizations providing support to women and families) in Sarajevo. Amica Educa is member organization since April 2013. Financial and narrative reports were presented and future plans were discussed and agreed upon. Network will continue work focusing on prevention of family violence and violence against women, lobbying for better laws and ensuring better support to victims of violence. It is also agreed to develop strategic plan for straightening capacities of network members.

Safe Network conference - On 19th of November Amica Educa representative attended Safe Network conference Harmonization of standards for the provision of services for victims of domestic violence in accordance with the Istanbul Convention held in Sarajevo. Members of the Safe network discussed and looked for



solutions for stable functioning of safe houses so victims of domestic violence, women and children can be adequately protected. Viva Zene from Tuzla director discussed how position of safe houses was endangered because of the proposed new law and invite participants to start public discussions on the topic. (New law proposes that safe houses are established as public institutions, which is not possible for many safe houses that exist and work in the region.)

Meeting related to Institutional Support Network for War Crime Victims/Witnesses in Canton Tuzla"

On December 10th Association Viva Zene has organized a meeting on topic Institutional support network for war crime victims/witnesses in Canton Tuzla. Purpose of this meeting was to analyze work of support network, and to discuss future activities and actions of the network. In addition to relevant government institutions (who are signatories of Protocol for providing support to victims/witnesses in war crime cases), the meeting attended also NGOs who have capacities and resources to provide psycho-social support to victims.

Completed education: Sarajevo Open Centre School of Feminism Zarana Papić

Amica Educa employee attended School of Feminism Zarana Papić organized by Sarajevo Open Center in Sarajevo from April to December. Education was divided in to two semesters and consisted of 4 modules and one activism seminar. Knowledge acquired, as well as networking with the other participants and lecturers active in the gender field, has proved to be very beneficial and useful in projects and activities implemented.

Completed education: EMDR training (Eye Movement Desensitization and Reprocessing)

The employee of Amica Educa has attended the EMDR training organized by UK & Ireland EMDR Association in cooperation with B&H EMDR Association. Training consisted of three modules organized in period from June to December. In the following years it is necessary to fulfill the requirements related to practical work in order to achieve certification at European level. EMDR therapy is an integrative psychotherapy approach that has been extensively researched and proven effective for the treatment of psychological trauma.

Education by Sigurna mreža, Sarajevo

On 2nd of June Amica Educa representative attended workshops on topics Health Protection Rights of Violence Victims. Workshops were implemented by organizations from Sarajevo, Banja Luka and Tuzla who primarily act as safe houses for women, victims of violence.

Education: NTC Learning System

On 13th of May, two Amica Educa representatives attended seminar on topic NTC Learning System. NTC Learning System is a specialized training program for parents, educators and teachers who can apply acquired knowledge and skills in everyday work with children. Seminar was led by Dr. Ranko Rajović, specialist in neurophysiology and neuro-endocrinology, member of Mensa International and coauthor of NTC Learning System. Seminar introduced participants to NTC Learning System and topics related to development of learning processes, importance of early stimulation of cognitive and motor abilities and similar. Participants have learned different NTC techniques which they can apply in practice.

Education by RADAR, Netherlands

On 24th to 26th June Amica Educa representative attended education in Institute for Education of Children with Physical and Mental Disabilities. Education was led by team of 7 experts from organization RADAR, Netherlands. Topics of lectures and workshops were: Quality of life, Emotional development, Sexual education, Volunteer work in providing social and educational services, Communication with children with special needs, Cooperation with Parents. Educations were intended only for employees of Institute, but since Amica Educa cooperates in educating and providing mentoring, one representative was kindly allowed to participate.

Dances of Universal Peace Summer School 2015, Germany

Summer school for Dances of Universal Peace was attended on 27 June – 04 July by Amica Educa representative together with two external associates. They had opportunity to gain new knowledge and experiences regarding DUP which they are using in work with groups and seminars in Amica Educa. This was opportunity to network and share experiences with people from different countries (USA, Australia, Russia, Holland, Germany, etc.) and promote DUP activities in B&H.

21st Dance Camp 2015, Germany

Dance Camp is regularly visited by Amica Educa representatives accompanied by external associates. There, in addition to education, yearly work report of Amica Educa in area of DUP as well as financial report, is presented. Namely, significant amount of the funds for development of DUP in B&H are raised in this Camp. Presentation of Bosnian project always attracts interest because a lot of people support development of DUP in B&H. All present were satisfied with what was done in previous year and they were happy to see that DUP has developed to the level of being able to organize training for trainers.



STATISTICAL DATA

EDUCATIONAL PROGRAM									
YEAR 2015	Seminars		Participants						
Topics	No. of module	No. of days	Employed	Unemployed	Students	Retired	TOTAL	Men	Women
Family Dynamics	5	15	15	15	3	5	38	1	37
Creative Expressive Painting	4	12	14	3	3	0	20	1	19
C.E. Painting for students (Tandem)	2	21	0	0	40	0	40	6	34
Positive Discipline in Raising Children	3	9	14	5	0	0	19	3	16
Nonviolent Communication	3	9	9	8	1	1	19	4	15
Sexual Abuse in Childhood	2	6	4	6	4	0	14	1	13
Women's rights at the Labor Market	1	2	11	5	0	1	17	0	17
Personal and Business Skills	3	12	0	13	0	0	13	0	13
Dances of Universal Peace	6	15	30	6	0	10	46	9	37
Therapy with Music – Drums	3	9	1	8	0	1	10	2	8
Art – therapy	3	9	13	7	2	0	22	0	22
Art History	2	2	23	6	0	2	31	0	31
TOTAL	37	121	134	82	53	20	289	27	262
%	-	-	46,4	28,4	18,3	6,9	100,00	9,3	90,7



OTHER PROJECTS				
		Number of groups	Number of sessions /workshops	Number of beneficiaries
1	Digitally Inclusion of Marginalized Women			
1.1.	Digital Literacy Training	3	25	36
1.2.	Psycho-Educative Workshops	3	25	
	Subtotal	6	50	36
2.	Breaking the Silence of Gender Based Violence			
2.1.	Gender / Gender Based Violence workshop	1	5	10
2.2.	Pedagogical Methods workshop	1	5	
2.3.	Mentoring /Workshop presentations (selection of volunteers)	1	10	
2.4.	Workshops for children and Puppet Play (1-4 grades)	5	5	520
2.5.	Forum Plays and Workshops for children (5-9 grades)	12	12	
2.6.	Sports Day	1	1	
2.7.	Art Exhibit and Contest	1	1	
	Subtotal	22	39	530
3.	Family Days 2015			
3.1.	Central event – Lectures	1	1	52
3.2.	Psycho-educative workshops (adults)	4	4	22
3.3.	Psycho-educative creative workshops (children)	1	1	14
	Subtotal	6	6	88
TOTAL		34	95	654

NUMBER OF AMICA EDUCA BENEFICIARIES AND PARTICIPANTS IN YEAR 2014				
		Number of groups / modules	Number of sessions /workshops / days	Number of beneficiaries
1	Educational program	37	121	289
2	Other projects	34	95	654
3	Family Counseling Center	11	1015	367
TOTAL		82	1231	1310



FAMILY COUNSELING CENTER				
	Activities	number of groups	number of sessions/workshops	number of beneficiaries
1	SOS telephone	-	-	90
2	Individual, couple and family counselling and psycho-therapy	-	380	82
3	Psycho-educative workshops for children	3	68	20
4	Physical recreation exercises for women	2	90	20
5	Yoga exercise	1	76	13
6	Dances of Universal Peace	1	53	20
7	Relaxation massage	--	294	62
8	Psycho-social work with women returnees in Snagovo (RepublikaSrpska)	1	8	17
9	Psycho-social work with young Roma women at Kiseljak	1	18	15
10	Psycho-social work with Roma children at Kiseljak	1	21	13
11	Family dynamics group (self-help group)	1	7	15
	TOTAL	11	1015	367

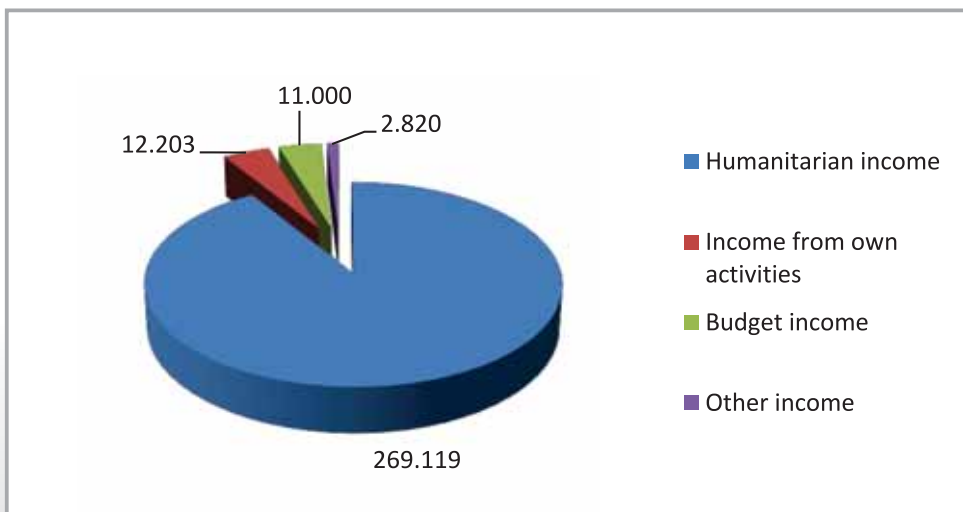


FINANCIAL REPORT

INCOME

Total generated revenue in 2015 accounting period is 295.142 KM, which in comparison to same period last year is increased by 32.169 KM or 12.2%.

Overview of realized revenues			
No	Position	01.01.- 31.12.2015.	
		Amount KM	%
1	Humanitarian income	269.119	91,2
2	Income from own activities	12.203	4,1
3	Budget income	11.000	3,7
4	Other income	2.820	1
	TOTAL INCOME	295.142	100

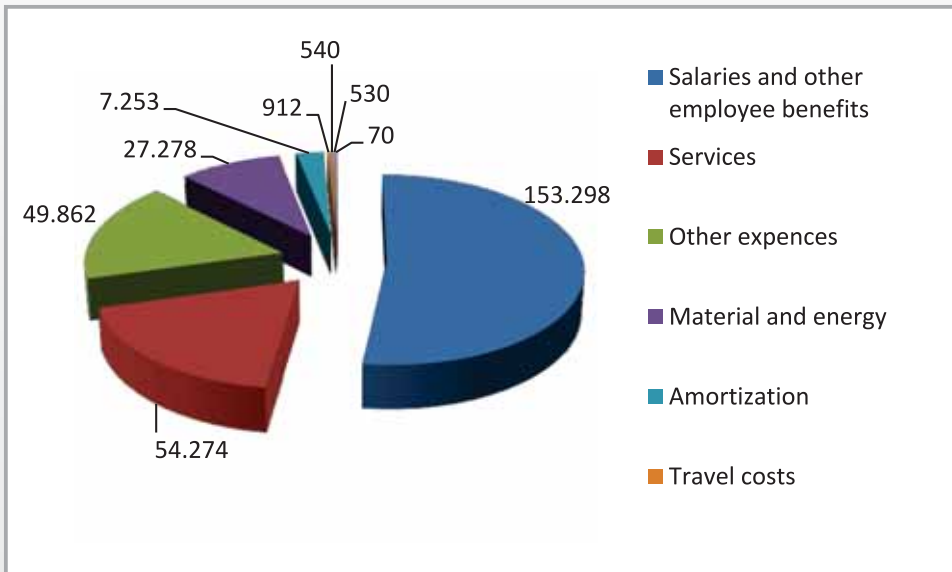




EXPENDITURES

Total generated expenditure in 2015 accounting period is 294.017 KM, which in comparison to same period last year is increased by 31.763 KM or 12.1%.

Overview of outgoing expenditures			
No	Position	01.01.-31.12.2015.	
		Amount KM	%
1	Salaries and other employee benefits	153.298	52,1
2	Services	54.274	18,5
3	Other expences	49.862	17,0
4	Material and energy	27.278	9,3
5	Amortization	7.253	2,5
6	Travel costs	912	0,3
7	Financial expenses	540	0,2
8	Humanitarian expenses	530	0,2
9	Taxes and contributions not depended of results	70	0,0
	TOTAL EXPENDITURES	294.017	100



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