

Center for Education and Research "Nahla" Sarajevo
Center for Education and Research "Nahla" Bihać
Educational Center "Nahla" Tuzla



ANNUAL REPORT

September 2023 – September 2024

Making Knowledge Accessible

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VISION

An educated and empowered woman who changes the world.

MISSION

Empowering women through education and creating a supportive environment for personal development and competent participation in societal processes.

OBJECTIVES

- Improve the quality of life for women by providing them with opportunities to develop personal and professional competencies through lifelong learning.
- Provide women with support and empower them to act authentically in the roles they choose.
- Build responsible young activists and leaders who bring changes to their communities with knowledge and integrity.
- Bring women closer to the values of faith as a force for personal and social change.
- Conduct research to address current topics related to women's rights, social engagement, religion, and identity in modern civic society.

ACTIVITY SCHEME**PROFESSIONAL AND CAREER DEVELOPMENT**

- Training for (self) employment
- Foreign languages and language skills
- IT Education
- Business skills
- Career counselling
- Tailoring and sewing training
- Certification
- Professional guidance
- Community and networking
- Professional counselling
- Mentoring support
- Mediation in employment

**PERSONAL DEVELOPMENT**

- Education about faith and spirituality
- Life Skills
- Building personality
- Healthy lifestyles
- Health and nutrition
- Creative and artistic workshops and courses

**ACTIVISM AND SOCIAL ACTION**

- Youth club „Tigum“
- Teen club
- Initiative PRVI
- Education of young activist
- Campaigns and actions
- Social research
- Scholarships
- Panel discussion
- Study visits
- Round table discussion

**SERVICES**

- Psychological counselling
- Speech therapy counselling
- Library and reading room
- Cafeteria
- Fitness center
- Nahla's trekking club
- Creative and developmental program for children
- Workshops for children

INTRODUCTORY WORD

Dear friends, associates, and partners,

Before you is a report that outlines another year of dedicated work by the Center for Education and Research Nahla, its employees, collaborators, volunteers, along with the support of numerous individuals, organizations, and institutions that have recognized and endorsed this work.



Every step we take, every program we implement, leads us toward our mission to **make knowledge accessible** and to ensure that education becomes a shared social asset, available and affordable to every individual, regardless of their social or economic situation. Nahla continuously creates public good, and our annual reports consistently document and confirm this. We believe that, by working together, we can ensure that education becomes more accessible to those in need, and with all of you who are reading these lines, we can build a brighter future.

In the past working year, as the report clearly shows, we made significant strides in **the number and variety of educational programs** offered. Collaborations with several highly dedicated international organizations and various partnerships have enabled us to offer education to a significantly larger number of women, not only in areas where Nahla has its centers but also in surrounding regions where such opportunities are scarce. The continuous improvement and adaptation of our programs in line with new needs is a process we are committed to, and it remains the foundation of every future success.

A key area we have intensely focused on this year, and which is a new domain of our work, is orientation programs. We have developed training for **career advisors** whose role is to help women identify their competencies, knowledge, and skills, to build and develop their careers. According to practices across Europe, it has become evident that this type of counseling and support has become a vital tool in empowering women to make informed decisions about their personal growth and future professional paths.

We are especially proud of our ongoing **support in the area of personal development** and well-being, as well as the significant growth in the number of educational offerings and the great interest in this field, indicating the need for such programs. Every program and activity we carry out aims to create a space where women can grow and thrive, as we witness daily how empowered women change the world in countless ways.

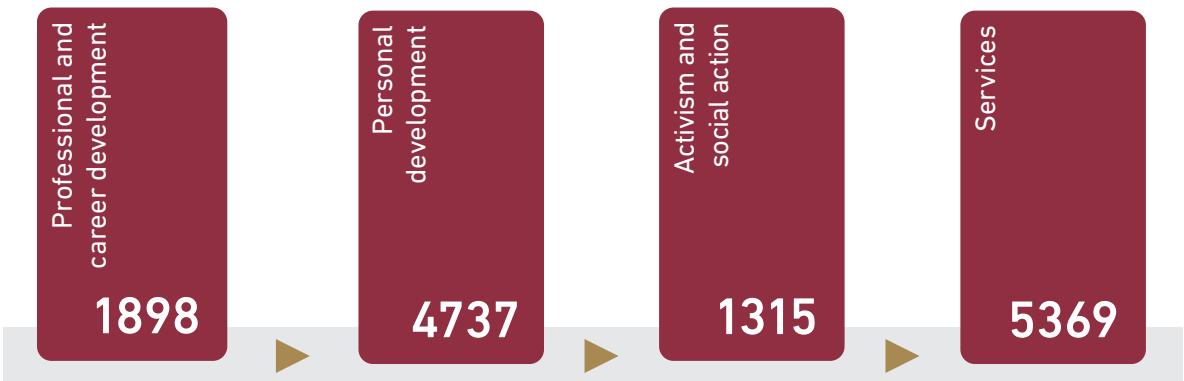
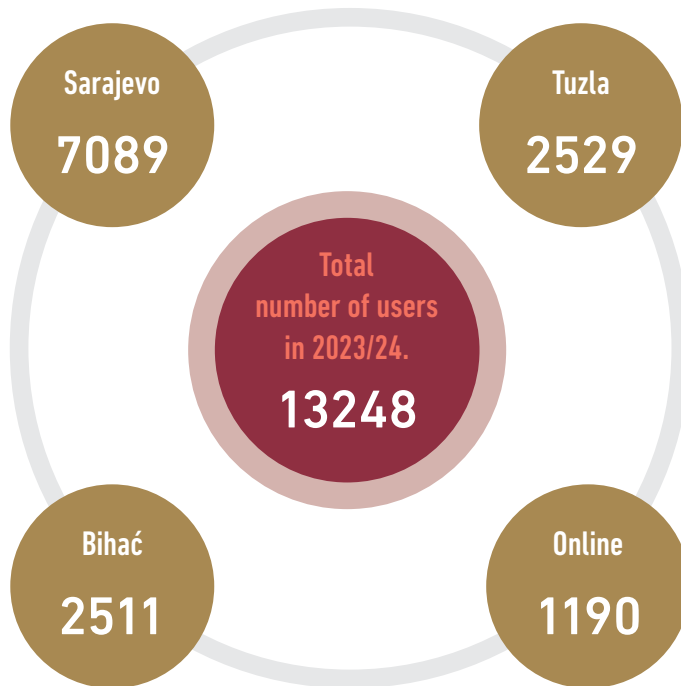
As Nahla approaches its **25th year of operation**, the message we want to send is that we will continue on our path and mission, and we invite the wider community to join us on this journey. Together, we can build a future where knowledge, support, and empowerment become the foundation for social change and progress.

Nahla's mission endures, and all are invited to be part of it.

Sehija Dedović, President



PREVIOUS YEARS IN NUMBERS



PROFESSIONAL AND CAREER DEVELOPMENT

Education leads to better opportunities
for a dignified life and work

LEARNING TO KNOW AND LEARNING TO WORK – AND THAT’S NOT ALL!

The pillars on which lifelong learning is based today are more than ever narrowed and focused on: learning to know and learning to work. The work environment and frequently set expectations lead us to focus more on skills and less on values. As a result, we often overlook the change that our knowledge should bring about in ourselves and the community we are part of.

We recognized this deeper insight and broader understanding of the process as a challenge to overcome in the implementation of professional and career development programs. On the one hand, there are the expectations of employers, and on the other, **the need for an approach to learning that has a deeper and more lasting character, not solely directed at acquiring skills reduced to the current work circumstances.**

- We conducted andragogical training for permanent and part-time staff in Sarajevo, Tuzla, and Bihać.
- This working year, we developed over 20 new adult education programs and revised existing curricula to meet labor market demands and trends.
- We successfully integrated life skills into professional and career education programs by increasing the number of classes or adding additional modules, which has proven to be extremely necessary.
- We developed and improved a Competency Profile tool and created a training program for career advisors who will apply this instrument. This year, through three intensive modules, 17 career advisors were trained in using this tool.
- A significantly larger number of free spots were offered in all commercial programs, and thanks to partnership cooperation, many programs were offered with symbolic or significantly lower financial contributions.



This working year, most of the permanent staff, in addition to the aforementioned internal andragogical training, also underwent additional professional development outside of Nahla. Some notable programs lasting 120+ school hours include the accredited programs “Basic Andragogical Training” and “Academy for EU Project Development.” Beyond these, we also trained in the following areas: educational offer marketing, NGO marketing, peacebuilding, social mentoring, finance and accounting, and green and digital transitions in education.



FROM FIRST-HAND EXPERIENCE: Aida Alić, mathematics and informatics teacher, participant in andragogical training

“Adults come with different experiences, prior knowledge, and needs. Everyone wants to apply what they have learned immediately at work, which requires adapting teaching methods to meet their individual needs while also achieving other educational purposes. As a lecturer in both online and in-person programs, I implemented several changes in my teaching approach as a result of andragogical training, focusing on personalization, interactive methods, and flexibility – all inspired by the need for greater motivation and participant engagement.”



17 Trained Career Advisors: A Clear Orientation Towards the Next Best Step and Decision

After we developed and improved the Competency Profile tool, from May to August 2024, we conducted training for career advisors through three modules. In the next four years, career advisors will provide career counseling for hundreds of women in Sarajevo, Tuzla, and Bihać.

Career advisors will help women at all stages of career dilemmas to clarify their aspirations, identify their potential, and build self-confidence. Seventeen career advisors (residing across Bosnia and Herzegovina), including entrepreneurs, psychologists, university professors, business leaders, project managers, and marketing experts, began this training by first becoming aware of their own competencies, making it easier to empathize with those they counsel during the process. The coming year will be marked by group and individual career counseling for women in the aforementioned regions. Thanks to partnerships with the Swiss government and MojPosao.ba - Kolektiv d.o.o., the counseling will be free of charge for participants.

FROM FIRST-HAND EXPERIENCE: Amina Smajović, Senior Assistant, Department of Pedagogy, Faculty of Philosophy, University of Sarajevo, participant in training for career advisors

“Driven by the idea that creating conditions for more successful labor market integration also means achieving greater social inclusion for women, I decided to apply for the Career Advisor Training. The trainers managed to turn every situation into a learning opportunity and offered us a multitude of concrete/practical guidelines for hands-on work. A particular value of the training lies in personal professional growth, which will also help me in my work with others, through reflection on my own life experiences and consideration of what has shaped me, where I am currently, and what my life goals are.”



Training and Certification Programs

Knowledge, skills, and attitudes, as important building blocks of competence that facilitate further development in new circumstances and needs, were acquired online and in the classroom for professions such as administrative assistants, accounting assistants, data scientists, community managers, geriatric caregivers, and seamstresses of textile and clothing items.

| NAME OF ACTIVITY | NUMBER OF USERS | DURATION (NUMBER OF CLASSES AND GROUPS) |
|--|-----------------|--|
| TRAINING DATA SCIENCE – Sarajevo | 15 | 132 classes X 1 group |
| TRAINING FOR ACCOUNTING ASSISTANT – Sarajevo | 30 | 120 classes X 2 groups |
| QA TRAINING – SARAJEVO | 9 | 39 classes X 1 group |
| BUSINESS ADMINISTRATION TRAINING – Sarajevo and Tuzla | 52 | 128 classes X 4 groups |
| TRAINING FOR GERONTO-HOUSEKEEPER – Bihac | 23 | 160 classes X 1 group |
| TRAINING FOR COMMUNITY MANAGER – Tuzla | 11 | 120 classes X 1 group |
| ANDRAGOGICAL TRAINING FOR TEACHERS – Sarajevo, Tuzla and Bihac | 51 | 24 classes X 3 groups |



FROM FIRST-HAND EXPERIENCE: Amina Hećimović, owner of the Comfy Weddings brand, participant in Community Manager Training

"I decided to invest my time in informal education, in something that would bring me both creative satisfaction and extra income. I wanted to take a big step and present my products, wedding guest gifts, on Instagram. All of my amateur work and self-taught efforts required additional education in design, digital marketing, and community management. I applied for the Community Manager training and cannot express how grateful I am that such an opportunity came my way. In the first module, we worked on creative writing, which encouraged me to express more emotions in my posts—something crucial for connecting with the audience. The graphic design module was the most fun for me because it's my sphere and something I work on privately. Through the training, I learned how to read statistics, use tools like Facebook Insights and Google Analytics, and create websites and newsletters. I gained even more confidence, and the additional skills encouraged me to finally reach out to clients."



- In the geriatric caregiver training implemented in Bihać, in partnership with the City of Bihać, collaboration with a nursing home was established. Through this partnership, trainees completed part of their classes (practical work) at the nursing home, gaining the necessary experience for future work. The training was free for participants.
- For the first time in Tuzla, we conducted the entire Community Manager training online.
- Interest in the Administrative Work Training, Accounting Assistant Training, and Data Science Training remained high.
- The specialized catering training is in the process of being accredited by the Ministry of Education of the Sarajevo Canton. The program covers topics such as vegetarian catering, catering for diabetics, catering for children, catering for athletes, and gluten-free

FROM FIRST-HAND EXPERIENCE: Zana Zaćiragić, administrative officer, participant in Accounting Assistant Training

"Accounting is very extensive and demanding. After spending 120 hours in training, I can say that we successfully mastered the most important segments of this profession. I have been working in administrative jobs, particularly cash handling, for many years, but now I can proudly say that I have improved and can handle payroll calculation, contract work, and pricing formation according to rules, among other things. I now understand the logic behind everything, making the work clearer and more understandable to me."



catering. Additionally, the program was enhanced with a module on catering in the marketplace, covering professionalism and event organization, marketing, and establishing a catering business. The program was developed and accredited in partnership with DVV International - Office for Bosnia and Herzegovina. The goal of this partnership is the professionalization of adult education centers in Bosnia and Herzegovina.

Sewing and Tailoring Training and Courses

- Unemployed young people residing in Sarajevo and Vitez completed the accredited Tailoring and Sewing Training program. The participants from Vitez did not let distance prevent them from attending classes regularly and mastering the sewing and tailoring of all clothing items outlined in the curriculum. The program was free for participants and was implemented in cooperation with the United Nations Development Program (UNDP).
- 463 people completed tailoring and sewing programs during the past working year.
- In addition to the training modules covering the sewing and tailoring of various clothing items, this year we held a course for teenage girls on sewing and decorating tote bags, as well as a course for adults on sewing bed linens. Educational programs for specific groups and fields of work often yield concrete, directly applicable results in the participants' lives.

| NAME OF ACTIVITY | NUMBER OF USERS | DURATION (NUMBER OF CLASSES AND GROUPS) |
|---|-----------------|--|
| TAILORING AND SEWING TRAINING – Sarajevo | 9 | 120 classes X 1 group |
| SEWING COURSE (3 MODULES) – Sarajevo, Tuzla and Bihać | 433 | 40 classes X 43 groups |
| SEWING COURSE (BED LINEN) – Bihać | 9 | 12 classes X 1 group |
| SEWING COURSE FOR TEENS – Sarajevo | 12 | 20 classes X 1 group |
| CERTIFICATION - SEWING – Sarajevo | 1 | 40 classes X 1 group |

FROM FIRST-HAND EXPERIENCE: Azra Fočo Dervišević, biology graduate and owner of the fashion brand Sinonim Design, participant in Tailoring and Sewing Training

"I have always had a sense of and love for fashion. Over time, I wanted to create and design my own clothing, so I decided to enroll in the tailoring and sewing course. At that time, I was studying at the Faculty of Natural Sciences and Mathematics in Sarajevo and simultaneously learning about fashion. What started as a hobby turned into a young Bosnian brand, Sinonim Design. Later, I found out about the opportunity to attend the Tailoring and Sewing Training at Nahla, which further motivated me to turn my hobby into a business that would be even better and more professional. I spent four wonderful months at Nahla with people I have only words of praise for. One shouldn't overlook the administrative advantage I've gained, as this certificate, being publicly recognized, means not only knowledge for me but also the potential to start a business and open a showroom, something I greatly desire."



IT Education – In Pictures and Numbers

Using the resources of a mobile classroom, we conducted training on basic computer skills for members of the local community councils of the Breza Municipality. The training was held in the premises of the Municipal Community Center, providing participants with the opportunity to acquire basic and advanced skills in using Microsoft Office software. This collaboration and future on-site initiatives, in areas where infrastructure is lacking and the needs of the population are great, contribute to achieving our strategic goal of making knowledge accessible to everyone.

In our centers, IT education programs were offered in areas such as computer literacy, MS Office tools, programming languages, photo and video editing software, and a new course titled “Statistical Data Processing with SPSS.” This program covers research methodology, the basics of statistics and result interpretation, and software for statistical data analysis, which is widely used by financial organizations and scientific institutions.



| NAME OF ACTIVITY | NUMBER OF USERS | DURATION (NUMBER OF CLASSES AND GROUPS) |
|---|-----------------|---|
| BASIC COMPUTER SKILLS COURSE - Sarajevo, Tuzla and Bihać | 37 | 12 classes X 3 groups |
| BASIC COMPUTER SKILLS COURSE - Breza | 15 | 8 classes X 1 group |
| BASIC COMPUTER SKILLS COURSE (SDC) - Sarajevo | 15 | 32 classes X 1 group |
| EXCEL – SHORT COURSE (basic) - Sarajevo and Tuzla | 73 | 20 classes X 6 group |
| EXCEL – SHORT COURSE (basic) - (SDC- ONLINE) - Sarajevo | 15 | 20 classes X 1 group |
| EXCEL – SHORT COURSE (advanced) - (ONLINE) - Sarajevo | 43 | 20 classes X 3 groups |
| EXCEL – SHORT COURSE (advanced) - Tuzla | 15 | 20 classes X 1 group |
| ADOBE PHOTOSHOP COURSE (SDC) - Sarajevo | 13 | 20 classes X 1 group |
| DESIGNING MOBILE APPLICATION - UX DESIGN IN PRACTICE (SDC) - Sarajevo | 15 | 35 classes X 1 group |
| INTRODUCTION TO PYTHON (SDC) - Sarajevo | 15 | 20 classes X 1 group |
| STATISTICAL DATA PROCESSING IN SPSS - Sarajevo | 14 | 20 classes X 1 group |
| WEB DESIGN: FIGMA - Bihać | 6 | 40 classes X 1 group |
| ADOBE ILLUSTRATOR COURSE - Bihać | 8 | 30 classes X 1 group |
| FRONTEND DEVELOPMENT COURSE - Bihać | 9 | 40 classes X 1 group |
| COMPUTER SKILLS COURSE - Bihać | 9 | 20 classes X 1 group |
| BASIC COMPUTER SKILLS COURSE + GET TO KNOW CANVA - Tuzla | 25 | 25 classes X 2 groups |
| IT CERTIFICATION - Sarajevo and Tuzla | 183 | 60 minutes |

The year 2024 was declared the year when artificial intelligence reaches a new level of impact and innovation. On this occasion, we organized two webinars that reached over 6,000 viewers. In the webinars, we discussed trends and innovations in the field of artificial intelligence, the importance of ethical and responsible development, and the use of these technologies and systems in a global context. As an adult education center, it was important for us to bring this subject closer to the teaching staff, and we hosted a separate webinar on “AI as an Ally in the Classroom: Innovative Approaches and Possibilities.”

Foreign Languages

- We traveled through languages, cultures, and cities in Italian, English, German, Spanish, and Turkish.
- In the advanced Spanish course, in addition to the regular course program, we had the opportunity to apply acquired vocabulary by preparing Spanish dishes, simultaneously developing culinary skills and enjoying collaborative work.

- We developed new programs for learning Spanish and Italian, as well as Business English for accounting and finance. We also improved the plans and programs for intermediate and advanced levels of conversational English.
- We created a script for the Bosnian language course for foreigners, which significantly facilitates learning.
- We also created and implemented special language courses for teenage girls.
- On the occasion of European Day of Languages, we organized the event “Language Connects Europe” to promote linguistic diversity and multiculturalism in Europe, encourage language learning, and emphasize the importance of communication in different languages.



| NAME OF ACTIVITY | NUMBER OF USERS | DURATION (NUMBER OF CLASSES AND GROUPS) |
|---|-----------------|---|
| ENGLISH LANGUAGE COURSES (basic and advanced) - Sarajevo, Bihać and Tuzla, in classroom | 141 | 44 classes X 12 group |
| ENGLISH LANGUAGE COURSES (basic and advanced) - Sarajevo, online | 21 | 44 classes X 2 groups |
| ENGLISH LANGUAGE COURSES (conversational) (SDC) - Sarajevo | 15 | 32 classes X 1 group |
| ENGLISH LANGUAGE COURSES (conversational) - Sarajevo and Tuzla | 86 | 20 classes X 6 group |
| CONVERSATIONAL ENGLISH FOR TEENS - Sarajevo | 14 | 20 classes X 1 group |
| BUSINESS ENGLISH LANGUAGE COURSES - Sarajevo | 19 | 20 classes X 1 group |
| TURKISH LANGUAGE COURSES (basic and advanced) - Sarajevo and Tuzla | 23 | 44 classes x 3 groups |
| TURKISH LANGUAGE COURSES (conversational) - Sarajevo | 4 | 20 classes X 1 group |
| SPANISH LANGUAGE COURSES - Sarajevo | 19 | 22 classes X 1 group |
| ITALIAN LANGUAGE COURSES - Sarajevo | 27 | 24 classes X 2 groups |
| BOSNIAN FOR FOREIGNERS - Sarajevo, online | 11 | 22 classes X 1 group |
| GERMAN LANGUAGE COURSE (basic) - Bihać, in classroom | 8 | 44 classes X 1 group |
| LANGUAGE CERTIFICATION – ENGLISH - Sarajevo, Bihać and Tuzla | 151 | 60 minutes |

Business Skills

For the second year in a row, CER Nahla, in cooperation with the Ministry of Economy of Sarajevo Canton, organized Women's Entrepreneurship Day as part of Global Entrepreneurship Week. The event aimed to support women's entrepreneurship and address current issues related to online business and strategies for successfully adapting to a dynamic market.

On this occasion, B2B info sessions and networking were organized for more than 60 women entrepreneurs and those aspiring to become entrepreneurs. The Ministry of Economy of Sarajevo Canton, Municipality of Novi Grad Sarajevo, Mozaik Startup Studio, law firms, and successful female entrepreneurs with online businesses had booths at the info sessions. This was an opportunity for participants to learn about special programs aimed at supporting women's entrepreneurship, the legal framework for business registration, and the experiences of digitalizing businesses.



A panel discussion titled “SHOPTALK: BETTER BUSINESS ONLINE” was also held, attracting great interest from visitors and raising important questions about online business in our country. The discussion highlighted the importance of successfully adapting to a constantly changing market. The importance of these topics is evidenced by the attendance of over 80 participants.

Business Education and Seminars

Business education and seminars were organized for individuals for professional development as well as for business entities. The seminars covered topics such as social media marketing, personal branding and public speaking, financial and administrative topics, and communication and professionalism at work.

| NAME OF ACTIVITY | NUMBER OF USERS | DURATION (NUMBER OF CLASSES AND GROUPS) |
|---|-----------------|---|
| SEMINAR: MARKETING ON SOCIAL MEDIA – Sarajevo | 15 | 32 classes x 1 group |
| WORKSHOP SERIES: “SOCIAL MEDIA FOR SMALL BUSINESSES AND ASPIRING ENTREPRENEURS” – Sarajevo | 14 | 8 classes x 1 group |
| SEMINARS: FINANCIAL SKILLS FOR LIFE – Sarajevo and Tuzla | 57 | 10 classes x 2 groups |
| WORKSHOP: PERSONAL BRANDING ON LINKEDIN: 3 SECRETS FROM GLOBAL CREATORS – Sarajevo | 13 | 3 classes x 1 group |
| WORKSHOP: FREELANCING – Bihać | 8 | 5 classes x 1 group |
| SEMINAR: SUCCESSFUL TIME MANAGEMENT AND EFFECTIVE PLANNING – Tuzla | 22 | 6 classes x 1 group |
| SEMINAR “DEVELOPING COMMUNICATION SKILLS - PREREQUISITE FOR PERSONAL AND PROFESSIONAL GROWTH” – Tuzla | 18 | 6 classes x 1 group |
| SEMINAR: “PROFESSIONALISM, EFFICIENCY AND ETHICS IN WORK” – Tuzla | 11 | 6 classes x 1 group |
| WORKSHOP: “WHAT IS NECESSARY FOR GOOD PUBLIC SPEAKING?” – Tuzla | 25 | 3 classes x 1 group |
| FUNDAMENTALS OF ACCOUNTING AND FINANCIAL ADMINISTRATION COURSE – Tuzla | 11 | 35 classes x 1 group |



PERSONAL DEVELOPMENT

Programs that lay the foundations for future changes

Highlights

Given our strategic commitment to increase the number of health and healthy lifestyle programs from 2021–2026, we continue to invest in expanding these offerings. As with all of our programs, we base our priorities on the needs of society. Cardiovascular diseases remain the leading cause of death worldwide, including in Bosnia and Herzegovina, so cardiovascular health was a highly covered topic this year. When we speak about healthy lifestyles, we cannot avoid discussing stress management, so stress-coping techniques were an essential theme this year. Unfortunately, violence in the family remains a focus, and our work in this area aimed to raise awareness about prevention, empower women to protect themselves, seek help, and reduce the devastating statistics on domestic violence in Bosnia and Herzegovina.



- Seminar “Journey Through Personal Change” – This Year in an Online Format
- Webinars on cardiovascular health were extremely well-attended.
- Focus on: Coping with Stress and Fighting Violence Against Women.

Psychotherapeutic Work and Counseling

We continued to provide counseling and psychotherapeutic services this past working year, both in our centers in Sarajevo, Bihać, and Tuzla, and through online platforms, offering support to a wide range of users. Our services are available in Bosnian, English, and Arabic, ensuring accessibility to a diverse community. Given the increasing demand for psychological support in society, and our dedication to improving the availability of treatments at Nahla’s Sarajevo center, we hired an additional full-time psychotherapist. We also continued to provide speech therapy services, with a particular focus on working with children to improve their language skills. This further strengthens our commitment to delivering quality support primarily to adults, but also to the youngest members of the community when needed.

| NAME OF ACTIVITY | NUMBER OF USERS | DURATION (NUMBER OF CLASSES AND GROUPS) |
|--|-----------------|---|
| PSYCHOLOGICAL COUNSELING (INDIVIDUAL, COUPLES, AND FAMILY THERAPY AND COUNSELING) - Sarajevo | 627 | 60 minutes/therapy session |
| PSYCHOLOGICAL COUNSELING (INDIVIDUAL, COUPLES, AND FAMILY THERAPY AND COUNSELING) - Tuzla | 105 | 60 minutes/therapy session |
| PSYCHOLOGICAL COUNSELING (INDIVIDUAL, COUPLES, AND FAMILY THERAPY AND COUNSELING) - Bihać | 86 | 60 minutes/therapy session |
| PSYCHOLOGICAL COUNSELING (SPEECH THERAPIST) - Sarajevo | 16 | 60 minutes/therapy session |

Life Skills and Personal Growth

This year, we organized a series of online seminars, as well as in-person seminars and educational workshops in the field of mental health, in our centers in Sarajevo and Bihać. Educational workshops such as “Increasing Psychological Resilience to Stress,” “Techniques for Coping with Stress,” and “Breathing Techniques for Stress Prevention” enabled nearly 130 women to acquire knowledge and skills that will help them achieve a better quality of life in



the long term, both in their private and professional lives. The series of workshops “Journey Through Personal Change – The Power of Confidence and Self-Respect” was organized online this year, allowing more women to sign up for these workshops, which are very popular at Nahla’s center. In Bihać, we launched the workshop “Better for Yourself,” where we discussed how women can take proper care of themselves in different aspects of daily life, raise awareness of their own needs, and find ways to fulfill these needs.

In our work, we continually strive to prevent violence against women with various target groups: through educating young activists and also women in focused public actions. This year, a special focus was placed on preventing violence against women and domestic violence at Nahla’s center in Bihać, through panel discussions like “Does Reporting Domestic Violence Solve the Problem?” and “Preventing Violence: Legal and Psychological Perception of Self-Help,”



as well as seminars on “How to Recognize and Prevent Violence Against Women” and “Safe Woman, Strong Community: Challenging the Silence!”.

Parenting skills continued to be a central focus of our work this year, especially through the Parenting School project. This project, aimed at educating parents, helps them act preventively in the educational process and equips them with

tools to face various challenges of modern times. The series of seminars, lectures, and workshops covered topics such as preventing addiction in children to psychoactive substances, alcohol, and gambling. The target group of the Parenting School includes parents, but also psychology and pedagogy students, as well as educational workers. At the same time, workshops for children aged 9–12 were organized on the same topics.



A large number of parents also attended the seminar “Successfully Navigating the Maze of School Obligations” at the start of the new school year. The seminar covered topics such as organizing children’s time, developing independence in children, helping children take responsibility for their school obligations, the extent of parental involvement in children’s schoolwork, and setting boundaries for technology use.

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| NAME OF ACTIVITY | NUMBER OF USERS | DURATION (NUMBER OF CLASSES AND GROUPS) |
|--|-----------------|---|
| JOURNEY THROUGH PERSONAL CHANGE - THE POWER OF SELF-CONFIDENCE AND SELF-RESPECT (ONLINE LECTURE SERIES) – Sarajevo | 22 | 10 classes |
| EDUCATIONAL WORKSHOP: ENHANCING PSYCHOLOGICAL RESILIENCE TO STRESS – Sarajevo | 37 | 90 minutes |
| EDUCATIONAL WORKSHOP: STRESS COPING TECHNIQUES – Sarajevo | 32 | 90 minutes |
| EDUCATIONAL WORKSHOP: BREATHING TECHNIQUES FOR PREVENTION OF STRESS AND CARDIOVASCULAR DISEASE – Sarajevo | 54 | 90 minutes |
| MARKING WORLD MENTAL HEALTH DAY (OCTOBER, 10) – Sarajevo | 5 | 3 classes |
| SCHOOL OF PARENTING – Sarajevo | 16 | 8 classes x 2 groups |
| WORKSHOP SIGN LANGUAGE “WORD SIGN” – Sarajevo | 21 | 90 minutes x 2 groups |
| SEMINAR: SUCCESSFUL NAVIGATION THROUGH LABYRINTH OF SCHOOL DUTIES – Sarajevo | 45 | 115 minutes |
| PSYCHOLOGICAL WORKSHOP: BETTER TO YOURSELF – Bihać | 14 | 4 classes |
| PANEL DISCUSSION: REPORTING DOMESTIC VIOLENCE – IS IT SOLVING THE PROBLEM? – Bihać | 30 | 120 minutes |
| EDUCATIONAL WORKSHOP: HOW TO RECOGNIZE AND PREVENT OF VIOLENCE AGAINST WOMEN – Bihać | 3 | 45 minutes |
| WORKSHOP: SECURE WOMAN, STRONG COMMUNITY: LET’S AROUSE SILENCE! – Bihać | 13 | 45 minutes |
| WORKSHOP: DEVELOPMENT OF ATTACHMENT PATTERN – HOW DOES EARLY DEVELOPMENT OF ATTACHMENT PATTERN AFFECT PERCEPTION OF PARTNERSHIP? – Bihać | 19 | 6 classes |
| PANEL DISCUSSION: PREVENTION OF VIOLENCE, LEGAL AND PSYCHOLOGICAL PERCEPTION OF SELF-HELP – Bihać | 11 | 3 classes |
| PSYCHOLOGICAL WORKSHOP: DJECA U RUKAMA RODITELJA – Bihać | 5 | 90 minutes |

Healthy Lifestyle

We approached the series of seminars and webinars on cardiovascular health holistically, addressing it from medical, psychological, nutritional, and physical activity perspectives. We discussed with doctors who clearly explained the most common cardiovascular diseases, their symptoms, how they are diagnosed, what a cardiology exam looks like, the most common risk factors for developing cardiovascular diseases, and how these diseases are treated.

In webinars and workshops on cardiovascular diseases, we also covered how food affects heart and blood vessel health, which foods contribute to cardiovascular health, which are harmful, and what exercises fall into the category of cardio exercises, along with how to choose the appropriate exercises based on one's age and current fitness level. We also discussed how vitamin D can affect various health conditions and illnesses.

Nutrition and topics related to healthy diet have taken different forms in our centers over the years, ranging from workshops to seminars and individual nutritional counseling, depending on the collaborators in these programs and what women needed to learn at the time. This year in Bihać, we conducted the "School of Healthy Diet," a 40-hour program that provided participants with knowledge and practical skills to implement healthy eating in everyday life. The program covered a rich and detailed content, and participants also had the opportunity to participate in a half-day workshop where they learned how to prepare healthy sweet and savory dishes. The program offered not only theoretical understanding but also practical knowledge of preparing healthy meals.

The workshop "Healthy Snacks for Children" was specifically designed for school-aged children and was conducted in Bihać. The main goal of the



workshop was to encourage the adoption of healthy eating habits among schoolchildren to improve their overall health and contribute to better concentration and success in their studies. In addition to practical kitchen skills, participants learned important information about balancing meals and selecting quality foods that support children's growth and development. During the workshop, children learned how to prepare healthy and nutritionally rich snacks for school, with the help of their parents.

Pregnancy, childbirth, and breastfeeding are topics that we regularly address as part of our support for expectant mothers, pregnant women, and those who wish to learn more about these aspects of motherhood. Through the lecture "Basics of Breastfeeding," participants received detailed information and practical advice on key aspects of breastfeeding. The lectures "Preparation for Childbirth" and the seminar "Pregnancy, Childbirth, and Baby at Home" provided knowledge that helps women better understand and manage pregnancy, ensuring health and safety for themselves and their unborn children.

In collaboration with the Federation of Bosnia and Herzegovina's Blood Transfusion Institute, we organized a blood donation drive this year too. The target group was individuals aged 20 to 65. The event attracted 14 donors, who gave an invaluable gift to society, as one blood donation can save up to three lives, and the only way to obtain blood for treatment is through voluntary donors.



| NAME OF ACTIVITY | NUMBER OF USERS | DURATION (NUMBER OF CLASSES AND GROUPS) |
|---|-----------------|---|
| WEBINAR: FUNCTIONING OF CARDIOVASCULAR SYSTEM | 3500 VIEWS | 90 minutes |
| WEBINAR: THE MOST COMMON DISEASE OF CARDIOVASCULAR SISTEM AND RISK FOR THAT | 3501 VIEWS | 90 minutes |
| EDUCATIONAL WORKSHOP: PROPER NUTRITION FOR PREVENTION OF CARDIOVASCULAR DISEASES – Sarajevo | 29 | 90 minutes |
| WORKSHOP: CARDIO EXERCISES– STRONG HEART, STRONG BODY – Sarajevo | 25 | 90 minutes |
| CYCLES OF TRAININGS: FOR BETTER HEALTH OF HEART AND BLOOD VESSELS – Sarajevo | 20 | 5 classes |
| LECTURE: VITAMIN D – Sarajevo | 45 | 90 minutes |
| Blood donation campaign – Sarajevo | 14 | |
| SCHOOL OF PROPER NUTRITION – Bihać | 12 | 40 classes |
| WORKSHOP: HEALTHY SNACKS FOR KIDS – Bihać | 24 | 7 classes |
| SEMINAR: PREGNANCY, DELIVERY AND BABY AT HOME – Bihać | 23 | 4 classes |
| LECTURE: PREPARATION FOR DELIVERY – Bihać | 8 | 90 minutes |
| LECTURE: THE BASICS OF BREASTFEEDING – Bihać | 20 | 90 minutes x 3 groups |

Creative and Artistic Courses

Through our work, we pay special attention to organizing short courses and one-day workshops focused on creativity and artistic expression. We are aware of their importance not only as a space for socialization but also as a significant contributor to women's mental health and well-being. These programs help women relax, express themselves, and find time for themselves through creativity, which is crucial for maintaining mental balance in today's fast-paced world.

In our centers, women have had the opportunity to attend various IT courses from the beginning, both basic and advanced, but now we are increasingly using these technologies for creative work as well as professional development. Through courses in E-calligraphy and product photography, we taught participants how to use digital tools to create calligraphy works and how to professionally photograph products for social media and e-commerce..

The product photography course aimed to teach participants how to combine creative and technical skills to create stunning visuals that attract public attention and drive sales. The e-calligraphy course allowed participants to blend traditional Islamic calligraphy techniques with modern digital tools using Adobe Illustrator. Through practical exercises, participants gained skills in creating digital calligraphy works while exploring deeper dimensions of Islamic art.

Our wide range of activities includes everything from photography and painting with dotting techniques to embroidery and knitting, crocheting, and decoupage, as well as henna tattoo workshops and making glycerin soaps and natural body scrubs. These



creative and artistic workshops regularly attract hundreds of women to Nahla's centers, offering them not only the opportunity to develop new skills but also to find support and camaraderie within the group.

Each workshop is designed to give women a pleasant experience, a break from daily responsibilities, and a chance to focus on themselves and their interests. In this way, these activities contribute not only to their personal development but also to improving their overall quality of life.

Our users often highlight how these

programs bring joy into their everyday lives, allowing them to momentarily forget their worries and focus on what fulfills them. At the same time, for some women, these courses are their first connection with Nahla, but many of them, after positive experiences with these short and creative workshops, enroll in other educational programs, not only in personal but also in professional development fields.



| NAME OF ACTIVITY | NUMBER OF USERS | DURATION (NUMBER OF CLASSES AND GROUPS) |
|---|-----------------|---|
| PHOTOGRAPHY COURSE (PRODUCT PHOTOGRAPHY) – Sarajevo, Bihać, Tuzla | 45 | 20 classes x 4 groups |
| PRODUCT PHOTOGRAPHY + VIDEO – Tuzla | 10 | 28 classes |
| WORKSHOP: PAINTING AND DOTTING TECHNIQU – Sarajevo | 42 | 4 classes x 4 groups |
| KNITTING COURSE – Sarajevo and Bihać | 27 | 32 classes x 3 groups |
| EMBROIDERY COURSE – Sarajevo | 9 | 24 classes |
| E-CALLIGRAPHY COURSE – Bihać | 16 | 8 classes x 2 groups |
| THREADS OF IMAGINATION – EMBROIDERY ART IN MODERN STYLE – Bihać | 12 | 5 classes |
| DECOUPAGE – Bihać AND Tuzla | 12 | 7 classes x 2 groups |
| HENNA TATTOO - WORKSHOP – HENA PAINTING – Bihać | 7 | 3 classes |
| STAINED GLASS WORKSHOP – Bihać | 5 | 3 classes |
| MAKING ECO-BAGS OF DEADSTOCK FABRICS– SHOURT COURSE FOR TEENS – Bihać | 7 | 8 classes |
| CYCLE OF CREATIVE WORKSHOPS: "ART OF CROCHETING" – Tuzla | 7 | 6 classes |
| CREATIVE WORKSHOPS: HOW TO MAKE GLYCERIN SOAPS AND PEELING FOR BODY – Tuzla | 21 | 4 classes x 2 groups |

RELIGIOUS AND SPIRITUAL EDUCATION

This year, Nahla's religious and spiritual programs connected **1,737 women from different parts of Bosnia and Herzegovina**, thanks to our online programs. Women from various parts of Europe and America joined as well, creating a global community dedicated to spiritual growth and learning. Motivated by the belief that learning about religion and spirituality deepens one's connection with God, which contributes to strengthening self-awareness and emotional, mental, and spiritual development, we continue to improve these programs to offer a **holistic approach to women**.



This working year, we successfully delivered **2,600 hours of live and online classes**, inspired by the long-standing positive changes that women achieve through our educational programs on religion and spirituality, which are integral to personal growth and development. Through these programs, each woman is given the opportunity to discover inner peace and a deeper sense of existence, gaining understanding of herself, her environment, and the purpose of life.

In a broader sense, we believe that by empowering women spiritually, we are gradually but surely strengthening and building a conscious society that recognizes and encourages good deeds among people.

A significant portion of our religious and spiritual programs is dedicated not only to reading but also to a deeper understanding of God's words. The focus is on ethical values such as justice, truthfulness, empathy, and responsibility, the application of which helps individuals empower themselves and promote these values within their communities.





"As part of Nahla's program, I attended the first year of the School of Islam. The lectures were enriched with practical examples and a lot of interactive approaches, which further contributed to better understanding, memorization, and practical application of what was learned. The school provides a good form of networking and group support, as participants socialize during breaks and share their stories, knowledge, and experiences, after which many found support and realized they were not alone in their difficulties. What was especially meaningful for me was that my family gladly listened when I shared the knowledge I gained from new lectures, and this became a regular practice when I returned home."

(Fatima, lawyer)

"What I like most about the School of Islam is that I can think freely and am encouraged to ask questions and reflect, and I now understand the faith better and more accurately. At Nahla, I breathe more freely because of the approach the teachers take, both to the subject matter they teach and to us. Their approach is full of respect, understanding, love, and kindness."

(Sara, student)

By studying world religions, participants have the opportunity to gain a deeper understanding of diversity and the importance of tolerance and coexistence. Our goal is to gather people around shared values that promote peace and mutual respect among all. We strive to create an environment that respects every individual, allowing for free expression of beliefs while also taking responsibility for overall societal progress.

In a world full of distractions, prayer and meditation are becoming increasingly popular as tools for achieving inner peace and emotional stability. This is why a significant portion of our religious and spiritual programs is devoted to prayer as a tool for returning

to fundamental values, connecting with one's being, and drawing from a source of spiritual strength. By strengthening inner stability and allowing moments of introspection, participants are given the opportunity to let go of daily worries, focus on the present moment, and achieve greater productivity.



"I grew up in Italy and never had the opportunity to learn about Islam with the support of a mentor. People around me would ask me various questions about Islam, but I didn't know how to answer, which made me feel uncomfortable. The opportunity to learn about my faith online, from reliable sources, is a great blessing for me. The program has helped me discover and clarify answers to many questions I had. Now I feel much more confident explaining Islam to people around me, but I also better understand their beliefs and accept those differences."

(Sajra, 29, Online School of Islam)

"I attended the Tajweed I course, and I would like to express my sincere satisfaction with the entire experience. The program was **extremely well-organized, with clearly structured lessons that allowed for thorough understanding** and mastery of the proper recitation of the Quran. Every lesson was carefully prepared and adapted to the needs of the participants, which allowed for continuous progress. The teacher created a motivating atmosphere that encouraged us to keep working and improving our Quran recitation skills."

(Ajla, Tajweed II)



| NAME OF ACTIVITY | NUMBER OF USERS | DURATION (NUMBER OF CLASSES AND GROUPS) |
|---|-----------------|---|
| COURSE OF ISLAM – (Sarajevo, Tuzla, Bihać) | 81 | 224 classes x 5 groups |
| COURSE OF ISLAM – Online | 116 | 224 classes x 2 groups |
| SCHOOL OF QUR'AN – (Sarajevo, Tuzla, Bihać) | 540 | 22 classes x 34 group |
| SCHOOL OF QUR'AN – Online | 513 | 22 classes x 24 group |
| TAFSEER OF QUR'AN – Online | 80 | 74 classes |
| ARABIC LANGUAGE THROUGH THE QUR'AN – Online | 91 | 111 classes |
| MY SPIRITUAL JOURNEY – (Tuzla i Bihać) | 211 | 15 classes x 2 groups |
| SEMINAR: MY PRAYER – (Sarajevo, Tuzla i Bihać) | 42 | 12 classes x 3 groups |
| SEMINAR: NEW DIMENSIONS OF PRAYER – (Tuzla and Bihać) | 186 | 12 classes x 2 groups |
| PROGRAM: LIFELONG LEARNING PROGRAM IQRA' – Bihać | 27 | 45 classes x 2 groups |
| SEMINAR: Purity in Islam – Online | 78 | 12 classes |
| PLATFORMA „CONVERSATION ABOUT THE BOOK“ – Sarajevo | 30 | 10 classes |

BEE INSPIRED – A Platform for Spiritual Strength and Inspiration

Nahla’s web platform beeinspired.ba is a key channel for promoting all of Nahla’s educational programs in the field of religion and spirituality. It is a hub that provides our participants and other visitors with a high-quality selection of articles and resources in the Bosnian language, answers to various questions and dilemmas, as well as an opportunity to regularly draw inspiration from the warmth of values inspired by faith.

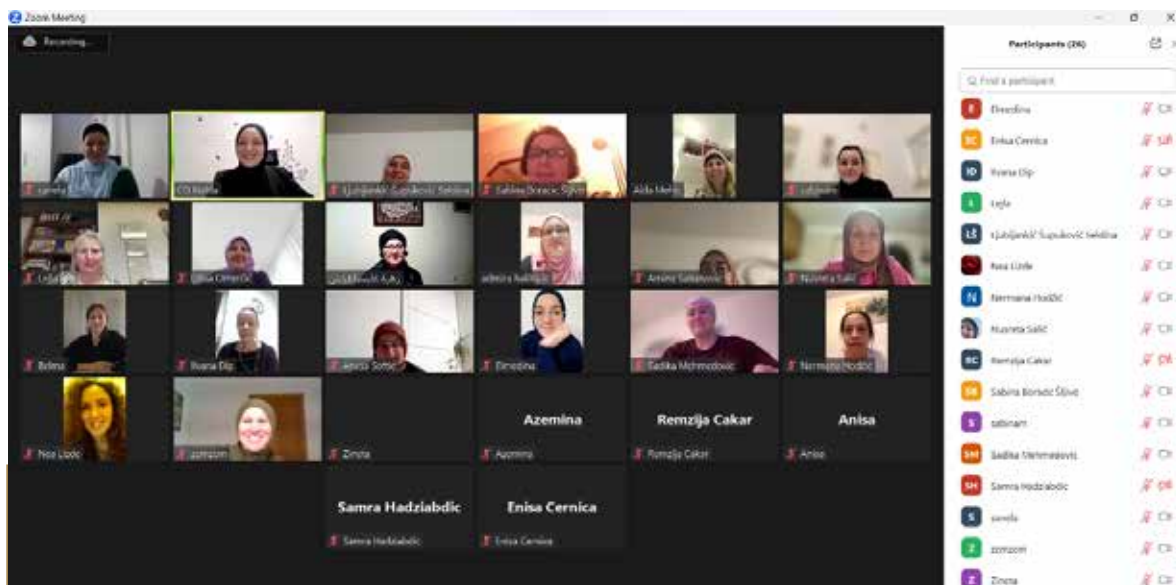


In its third year of active work, the website recorded 376,000 visits and 130,000 unique visitors, while the Facebook page reached 6,700 followers (data from September 2024). A total of 36 announcements for educational programs and events were published, along with 50 Facebook and Instagram posts with visuals. Participants in Nahla’s religious programs also gain access to internal resources through this platform.

We launched the platform during Ramadan in 2021 to give greater visibility to our religious programs, expand their reach, and increase the visibility of topics important to the identity of Muslim women, as well as the understanding and practice of faith in various contexts of modern society. The content is distributed through the website beeinspired.ba and the Facebook page [@beeinspired.ba](https://www.facebook.com/beeinspired.ba), and since Ramadan 2022, the platform has had its own Instagram page.

The platform’s most active period was during Ramadan, when the highest traffic was recorded. As for the demographics of followers, most come from Bosnia and Herzegovina, followed by Germany, Serbia, Austria, Croatia, Switzerland, and Montenegro.

In the coming year, the main focus of the platform will be on intensifying the creation of multimedia content in the Bosnian language, improving the platform’s technical capacities, and better aligning it with the brand and identity of CER Nahla.



ACTIVISM AND SOCIAL ENGAGEMENT

Education and support for generations
who will change the world

Nahla is the vision of young women who, 25 years ago, decided to direct their capacities towards social benefit and encourage the community in which they live to rethink the role of women in society. Today, Nahla opens its doors and offers resources and rich experience to young women who are just starting to engage in various social processes. We aim to pass on the lessons we've learned to those who will shape the future of our community, fostering what is good and improving what needs change. At the same time, we learn a lot from young people, expanding our own perspectives by being exposed to the views and horizons they bring.

Our contribution to building young leaders is provided through programs designed for young people, particularly women, which we would like to present below.

Nahla's Leadership Programs for Youth

Nahlin's Youth Club "Tignum" is a two-year program that works with young women on several levels:

- Personal development: Programs that help participants build their character through various educational programs and workshops.
- Encouraging activism: Participants are inspired to think and act as activists through volunteering actions, campaigns, and real-life examples.
- Project work: Participants work on themes they identify as important for young people, developing these projects from idea to execution, including reporting.

This year, Tignum members have been more active in the field, in the community, networking with other groups and initiatives. It is not easy to present all the activities of Tignum in this limited space, but we will highlight a few we are particularly proud of.

Ecology was a dominant theme this year and we marked **Green Ramadan** for the first time in Bosnia and Herzegovina in cooperation with the Center for Peace Education and the Ecological Conversion Movement.



This set of activities aimed to encourage believers observing Ramadan to reflect on their responsibility in preserving the environment. As part of this project, we organized a sustainable Iftar for young people in Bihać and Sarajevo, with no single-use plastics or food waste, and hosted a lecture titled "Food Is Not Waste." Additionally, we held a webinar introducing young people to the principles of Islamic eco-theology.

Tignum members Sara Hinović, Ena Bratovčić, and Nura Efendić from Tuzla developed the ECOmate web platform, which provides Tuzla residents with information that encourages and facilitates the adoption of sustainable, eco-friendly habits. These exceptional young women received a monetary award at the Youth Innovation Award 2023 for their idea, which helped them create the platform. ECOmate now connects individuals and companies striving to reduce their carbon footprint through recycling and reusing materials in their daily lives and businesses. You can visit ecomate.ba to make your everyday habits more sustainable.



Tignum members in Sarajevo also participated in **ecological cleanup and reforestation actions**, gaining insight into the environmental problems our society faces by attending various events dedicated to this topic, such as the screening of the documentary **"Togetherness"** (Zajedništvo), which highlights the fight for Balkan rivers.

Tignum has been celebrating the **International Day of Women and Girls in Science** for several years, contributing to promoting women in science and empowering girls and young women to pursue STEM fields. This

year, to mark the occasion, we organized the "STEM is Not Scary, STEM is Science" Science Fair, where participants had the opportunity to learn about various faculties and organizations in these fields, attend free workshops on digital skills, and participate in panel sessions that discussed the importance of support for women pursuing scientific careers.



Camp for Tignum Members

Every year, the most distinguished Tignum members from Sarajevo, Bihać, and Tuzla have the opportunity to spend time together at a three-day camp, which is a culmination of their two years of work, growth, and development. This year, the camp's goal was to encourage young activists and develop critical thinking about social issues. The activities were intense, with young activists spending time networking, exchanging experiences, and developing joint local initiatives.



Teen Club

Nahla's Teen Club gathers young people aged 14 to 18, who participate in four program modules over three years during school breaks. Through these programs, participants develop their intrapersonal and interpersonal skills, recognize their strengths and weaknesses, learn how to work on them, and raise their awareness of social justice and engagement in societal processes.



"I spent unforgettable days at Nahla through the Teen Club. This experience brought me incredible motivation, new friends, and plenty of knowledge. Through highly interesting workshops, I gained numerous useful skills and insights that fascinated me. It was a truly amazing experience that will remain a beautiful memory. This project is a fantastic opportunity for all teenage girls who want knowledge and a deeper understanding of the qualities they possess."

(Sumeja, high school student)

It is essential to offer young people, who are simultaneously very sensitive yet rebellious at this age, a safe space where they can openly question the world around them, but also learn and share their experiences with peers.

In the Teen Club, we offer various creative workshops, such as embroidery or silk painting, as well as sports and competitive activities, visits to institutions of cultural significance, or companies from different industries to familiarize girls with various professions.

Youth Empowerment Programs in Numbers

| NAME OF ACTIVITY | NUMBER OF USERS | DURATION (NUMBER OF CLASSES AND GROUPS) |
|--|-----------------|---|
| NAHLA'S TEEN CLUB – Sarajevo, Bihać, Tuzla | 95 | 22 classes x 5 group |
| NAHLA'S TEEN CLUB - Bihać | 26 | 15 classes |
| NAHLA'S TEEN CLUB - Tuzla | 60 | 56 classes x 3 groups |
| NAHLA'S YOUTH CLUB "TIGNUM" – Sarajevo | 43 | 97 classes x 2 groups |
| NAHLA'S YOUTH CLUB "TIGNUM" - Bihać | 25 | 32 classes |
| NAHLA'S YOUTH CLUB "TIGNUM" - Tuzla | 35 | 64 classes x 2 groups |
| NAHLA'S YOUTH CLUB "TIGNUM" - ALUMNAE | 17 | 22 classes |
| ENGAGEMENT OF VOLUNTEERS IN VARIOUS PROJECTS/WRITING TO REALIZATION | 71 | 2-15 days |
| YOUTH CAMP | 16 | Weekend program |
| OPEN DOORS DAY FOR YOUTH ROGRAMS – Sarajevo | 115 | Whole day activity |
| WORKSHOP: "PROFESSIONAL ORIENTATION – WHERE DO WE GO?" | 15 | 2 classes |
| WORKSHOP "STRESS AND ANXIETY: HOW TO HELP YOURSELF?" | 23 | 2 classes |
| ANDRAGOGICAL PRACTICE FOR STUDENTS, Bihać | 21 | 30 classes |
| TRAINING FOR YOUNG THEOLOGIANS FOR ENGAGEMENT IN COMMUNITY ACTIONS, Tuzla | 12 | 36 classes |
| PROJECT: I'M NOT AN IT EXPERT – BUT I KNOW HOW TO MAINTAIN MY COMPUTER | 18 | 23 classes |
| SEMINAR: „STOP CERVICAL CANCER“ | 45 | 2 classes |
| PANEL DISCUSSION: "WOMEN AND GIRLS IN STEM WORLD" | 26 | 2 classes |
| WORKSHOP: BASIC PHOTOSHOP (INTERNATIONAL DAY OF WOMEN AND GIRLS IN SCIENCE) | 15 | 2 classes |
| WORKSHOP: BASICS OF FIGMA (INTERNATIONAL DAY OF WOMEN AND GIRLS IN SCIENCE) | 15 | 2 classes |
| PANEL DISCUSSION "SUPPORT IN EVERYTHING, SUCCESS IN STEM" | 40 | 2 classes |
| (INTERNATIONAL DAY OF WOMEN AND GIRLS IN SCIENCE) | 52 | 12 classes |
| TRAINING FOR YOUTH AND CHILDREN: INNOVATIONS IN ISLAMIC CIVILISATION - Tuzla | 34 | 12 classes |
| RAMADAN WORKSHOPS FOR CHILDREN - Sarajevo | 44 | 4 classes x 4 groups |
| EDUCATIONAL AND CREATIVE WORKSHOPS FOR CHILDREN - SARAJEVO | 56 | Whole day activity x 2 groups |
| EDUCATIONAL WORKSHOP: WORLD OF CHILDREN'S EMOTIONS, BIHAĆ | 8 | 4 classes |
| EDUCATIONAL AND CREATIVE WORKSHOPS: SUMMER GAMES, Bihać | 16 | 3 classes x 2 groups |

Initiative PRVI – Nahla’s Activists for Freedom of Religion and Belief

In the fight for human rights, with a focus on the right to freedom of religion and belief, the previous year was marked by several key activities:

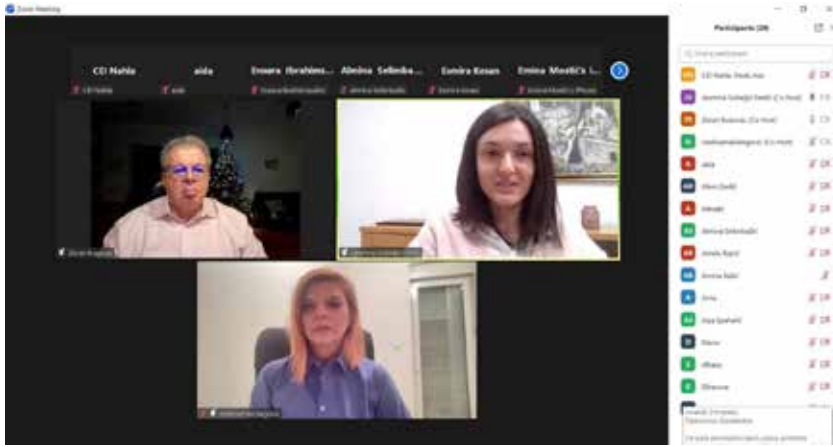
- Publication of the Handbook “Islamophobia – How to Fight It”: This resource was developed for educators and activists involved in defending the right to freedom of religion and belief, as well as combating Islamophobia, hate speech, and discrimination against minorities.
- Data Collection for the Hate Crime Report: Each year, in cooperation with relevant organizations and institutions, we contribute to the OSCE ODIHR Hate Crime Report, collecting information on incidents motivated by hatred.
- Webinar Series “In the Context of Gaza”: This series was dedicated to raising awareness about the ongoing genocide in Gaza. The webinar featured experts discussing the conflict from the perspective of international humanitarian law, media coverage, and the impact of social networks and live streaming of the genocide on the mental health of those following the events and protesting against injustice.

Campaigns and Actions

One of the interactive lectures we held in Sarajevo and Tuzla was titled “How Not to Become a Victim of Violence in Relationships and/or Marriage.” This was organized within the International Campaign “16 Days of Activism Against Gender-Based Violence.” The participants had the opportunity to learn about the early signs of violence, how to prevent it, and how to clearly set boundaries in relationships.

The Open Day event is something the members of Nahla’s Youth Club “Tignum” mark every year. It includes free workshops with diverse content for girls, a presentation of Tignum’s work, and a fundraising humanitarian bazaar in which small local businesses and participants from various training programs at Nahla take part. The funds raised are used to support the most active members of the community and Tignum in socially responsible initiatives.





Peacebuilding is an important segment of Nahla's overall activities. This past year, we marked significant dates and visited sites of civilian casualties from the Bosnian war, engaging in discussions with survivors of war crimes. We reminded ourselves of the importance of continuing our work in this area. To mark the **International Day for the Elimination of Sexual Violence in Conflict**, representatives from Nahla visited Foča, offering support to survivors in their brave fight for justice, and attended a memorial program prepared by the association "Foča 92-95". The program ended symbolically with the release of white roses into the river Čehotina.

Together with other members of the Peacebuilding Network, Nahla representatives visited the Srebrenica Memorial Center to commemorate **Victory over Fascism Day**. During the visit, we paid our respects to the victims of the genocide in Srebrenica and, through discussions with the center's director, Emir Suljagić, learned more about the context and daily challenges faced by those who work at the Memorial Center in Potočari.



SUCCESSFUL COLLABORATIONS ON PROJECTS

Partnerships in 2023/2024

The project “For Our Better Future – Protecting and Promoting the Rights of Children and Women in Bosnia and Herzegovina” has, over two and a half years, carried out activities benefiting over 1,500 direct users. The project raised awareness and educated women and children about their rights, empowering them to promote and protect these rights in local communities.

“For Our Better Future” – Cross-Sector Collaboration for the Protection of Women’s and Children’s Rights

In the first phase of the project, training sessions were conducted for 27 activists, as well as 27 students and 12 teachers, through which they were trained to become trainers and peer educators in the areas of children’s rights and the protection of children from violence, as well as women’s rights and the protection of women from violence. The trainers and students then educated other women and children through a series of workshops, using peer-to-peer education on women’s and children’s rights.

In the second phase of the project, online modules were created for women and children, available on the website www.zanasubuducnost.ba, and were then tested and certified for use with pilot groups. The online module for children consists of 16 interactive sessions through which children learn about their rights, how to protect them, who to turn to in case their rights are violated, and how to protect themselves from violence. Children can use the modules independently, or they can be part of the teaching process in schools.



The third phase of the project involved working with decision-makers, during which training sessions were organized for decision-makers. A total of 51 representatives from various institutions and organizations in the Federation of Bosnia and Herzegovina, dealing with the protection of children’s and women’s rights and the protection of women and children from violence, participated in the training.

As part of the work with decision-makers, initiatives were launched that contributed to the better protection of children's and women's rights in the areas they work in. The institutions represented included cantonal ministries of internal affairs, social work centers, universities, and mental health centers at local healthcare institutions. For example, in the Tuzla Canton, an analysis of situations arising from collaboration between institutions led to an agreement on procedures that would improve the efficiency of treatment activities. In the Una-Sana Canton, a panel discussion was held that analyzed the topics of violence against children and women through the legal frameworks of the Criminal Procedure Code of the Federation of Bosnia and Herzegovina and the Law on Protection of Victims of Domestic Violence. This panel was a result of an initiative launched by decision-makers in Sarajevo Canton, addressing what constitutes domestic violence, how not to become a victim, how to help oneself or a loved one in the case of violence, the proper course of action, and examples of resolved cases in practice.

To mark International Children's Rights Day, November 20th, Nahla's centers in Sarajevo, Bihać, and Tuzla organized roundtables on the topic "The Advantages of Digital Technologies in Learning and Teaching about Children's Rights." The focus of these roundtables was the 16 online modules for interactive learning about children's rights (available on www.zanasubuducnost.ba), which remain a lasting legacy of the project for use in schools and organizations.

The roundtables brought together representatives from cantonal ministries of education, the Institute for Pre-University Education Development of Sarajevo Canton, the Agency for Preschool, Primary, and Secondary Education, the Pedagogical Institute of the Una-Sana Canton, social work centers, numerous NGOs, school directors, and teachers who had the opportunity to test the modules with children during the previous school year. The discussions were productive, leading to numerous valuable conclusions.

Among the conclusions of the roundtables in the three cities is, among other things, the recognition that new generations require new approaches and adaptation to children's learning capacities, while from the teachers' perspective, this synthesis of information facilitates achieving learning outcomes. The content of the platform on children's rights will fill a gap and find its place within the broader narrative of using digital tools for teaching children's rights. The workflow established on the platform, along with the concrete mechanisms for support and protection in cases where children's rights are endangered, is significant and enables reaction and guidance through real-life scenarios of rights violations. **It was also highlighted that the platform has potential for development and expanded use in different environments, and it was agreed that, in cooperation with the ministries of education, the platform should be integrated into school curricula for homeroom classes, given that children's rights are a designated topic for those lessons. The platform provides a dynamic and engaging learning environment for children.**



From Empowerment to Change - Collaboration with Local and International Organizations on an EU/EIDHR Funded Project

Project "From Empowerment to Change – Ambassadors of Women's Rights in Bosnia and Herzegovina" aims to improve the protection of the social and economic rights of women from vulnerable groups. The activities are directed toward building an inclusive society based on human rights and equality. The project includes training, the development of strategic documents, and the training of women's rights ambassadors, as well as online education for young people on the social and economic rights of women.

Three key activities are planned within the project:

- **Strengthening Local Capacities:** This involves forming working groups of local actors, organizing training on women's rights for these actors, and developing strategic documents aimed at improving the long-term status of women in local communities.
- **Empowering Women:** This includes creating training programs, training trainers, and conducting training sessions for 200 women from vulnerable groups, along with providing psychosocial support where needed. Additionally, 20 women's rights ambassadors will be trained to develop action plans and lead pilot workshops for small groups of 5 to 10 participants.
- **Raising Awareness and Education** refers to the creation of online content about human rights for elementary school students, as well as launching social media campaigns to raise awareness of gender discrimination.

All these activities aim to empower women, raise awareness, and create a supportive environment for women's rights in local communities.

The activities are focused on building societies that are resilient, inclusive, and democratic, with a strong emphasis on respect for human rights, social justice, and equality. The project is being implemented in the Tuzla Canton, Una-Sana Canton, and the Birač region in Republika Srpska, with field activities aimed at increasing women's participation and strengthening advocacy efforts in these areas. In addition, the project strengthens cooperation with the ministries of education at the state level, as well as with local communities within the selected areas.

The implementation of the first phase of the project confirmed cooperation with several units of local self-governance within each of the three defined areas for project implementation, and support was confirmed for the development of strategic planning documents, specifically local gender action plans.

The three-year project, "From Empowerment to Change – Ambassadors of Women's Rights in Bosnia and Herzegovina," is implemented with the financial support of the European Union through the European Instrument for Democracy and Human Rights, and is implemented in partnership with DVV International, the Center for Education and Research "Nahla" and the SARA Association - Srebrenica. The implementation of the first phase of the project began in February of this year.





Engage. Empower. Inspire – Women in Business in Bosnia and Herzegovina

The four-year project “Engage. Empower. Inspire – Women in Business in Bosnia and Herzegovina,” supported by the Swiss government and implemented by Fondacija 787, the Center for Education and Research “Nahla,” and the Chamber of Commerce of Republika Srpska, is focused on empowering women at various stages of their careers. The implementation of the project began in early December 2023 and will last until the end of November 2027, with 50% of the total budget being financed by the Swiss Agency for Development and Cooperation (SDC).

For a quarter of a century, CER Nahla has been providing women with opportunities to enhance their skills, network, and receive counseling, with the goal of ensuring equal participation of women in all societal processes. This includes not only employment, activism, and political engagement but also important roles within the family and community. Years of working with adults have highlighted our strength in this area. When we talk about the advancement of women in business, the statistics on their representation in leadership positions clearly show that there is still much room for progress. We have recognized that there are categories of women who need support, whether in professional orientation, leadership positions, or those who need new skills to properly position themselves in society and advance in their careers.

The goal of the project is to improve the socioeconomic rights of women in Bosnia and Herzegovina by addressing the specific needs of three key categories: girls aged 16 and older at different career stages, women aged 24 and older employed in growing economic

Thanks to the support of our partners, the Swiss government, Nahla, through the project, will contribute to the personal and career growth and development of more than 5,000 women from all over Bosnia and Herzegovina over the next four years through seminars, workshops, courses, trainings, career counseling, and other activities.



sectors, and employed women with experience who aspire to leadership positions. All three categories consist of women seeking opportunities for personal and professional development. The project provides support in skill development and access to resources to enable women to advance, regardless of their current career stage.

Key segments of the project are:

- **Professional orientation and competence recognition:** Through education and group sessions, women will have the opportunity to improve their skills, identify their strengths, and direct their career development.
- **Skill enhancement for better positioning in the labor market:** The focus is on women who are at the beginning of their careers, those who want to advance, and those considering a career change. Through targeted training and mentoring, the project helps women better position themselves in the labor market.
- **Researching the needs of women and the labor market:** The role of informal education and additional competencies in the labor market and their adaptation to needs.
- **Promotion of success stories and mutual networking and support:** The project focuses on strengthening the visibility of women's success stories through networking and promotion, encouraging others to follow their example.

The project is unique in that it covers large cities, smaller urban areas, local communities, and online access. The large number of participants we reach annually through numerous educational groups demonstrates our impact.

In the first six months of the project, **279 women successfully completed our trainings**, basic or advanced courses whose curricula were specially designed to achieve the project's goals. Four trainings were successfully completed by 78 women, seven basic courses were attended by 73 women, and 128 women had the opportunity to complete eleven advanced courses.

By addressing the specific needs and aspirations of different categories through educational programs, women of different ages and orientations in various career stages are





empowered. Through specially designed forms of support, skill development, and access to resources, we create an inclusive environment where women advance, whether they are just starting their careers, managing key growth sectors, or taking leadership positions in different fields.

This project contributes to the inclusion of women in various educational and mentoring activities that inspire and help them develop their competencies, strengthen their position in the community, and become role models for others. Support is provided at all stages, from recognizing their own potential, to entering the labor market, to taking on leadership roles, which motivates others to start this process.

Through a combination of education, mentoring, and networking, we support women at all stages of career development, from becoming aware of their own potential to taking on leadership positions. A special focus is placed on long-term changes that not only improve the lives of individual women but also strengthen the economy and social structure in Bosnia and Herzegovina.

From May to September 2024, training sessions were held for 17 career advisors, who, over the next four years, will work with hundreds of women seeking to change their professional status in Sarajevo, Tuzla, and Bihać through a new career counseling model.

Career counseling involves a complex process of providing information and guidance, with the key goal of empowering women to recognize their competencies, skills, attitudes, and values in order to advance in their careers or change their professional path.

The importance of **these counseling sessions is particularly highlighted for unemployed women, whom career counseling helps to overcome social exclusion**, while employed women receive additional motivation and a clearer focus on career goals.

Among the new career advisors are entrepreneurs, psychologists, university professors, and experts from various fields, who will help women identify their potential through counseling so they can advance more successfully in their careers.

TOGETHER FOR CHANGE

BROADER SOCIAL IMPACT THROUGH LOCAL AND
INTERNATIONAL COLLABORATIONS

Nahla's Activists Meet with Tawakkol Karman (October 6-8, 2023)



The meeting with Tawakkol Karman, Nobel Peace Prize laureate, took place on the sidelines of the conference “Democratic Transitions in the Middle East” in Sarajevo, where Karman was a guest speaker. We organized a separate session with our activists, volunteers, and members of the leadership program, which served as an opportunity for dialogue and the exchange of ideas regarding the struggle for human rights, freedom, and democracy. Karman inspired attendees with her courage and perseverance in the nonviolent fight against authoritarianism and corruption, emphasizing the importance of education and leadership. Her messages resonated particularly strongly among our young activists, motivating them to persist in their fight for a better society despite obstacles.

Through this meeting, Nahla strengthened its ties with global leaders in the fight for women's rights and solidified its status as an important partner in the international struggle for freedom and equality. Cooperation with Karman further affirmed that women from Bosnia and Herzegovina are part of a global movement for social justice that promotes nonviolent methods in achieving social change.



Visit of High Diplomatic Officials to CER Nahla (October 23, 2023)

As part of the successfully implemented project “Building a Culture of Excellence in Hospitality,” a delegation from USAID, led by U.S. Ambassador Mr. Michael J. Murphy, visited Nahla’s branch in Bihać. This project, realized with the support of USAID and the American people, brought concrete changes to the local community in the area of sustainable tourism. Through training 136 participants from the Una-Sana Canton in areas such as hygiene standards, hospitality skills, and English language, the skills of employees in hospitality have been enhanced, and 17 unemployed individuals found jobs. Collaboration with local partners, such as the City of Bosanska Krupa and the Center for Culture and Tourism Cazin, enabled the implementation of training and the creation of lasting resources in the form of 18 video lessons available to all tourism workers in Bosnia and Herzegovina. Additionally, collaboration with the private sector, where 14 companies facilitated training for their workers and engaged local authorities, confirms the significance of this project for the sustainable economic development of the region.



The visit of the U.S. Ambassador to Bosnia and Herzegovina, Mr. Murphy, to our branch in Bihać holds special significance for us as it emphasizes the importance of our organization as a partner in regional initiatives promoting economic and social development. This visit further strengthens the ties between Nahla and international organizations like USAID, opening doors for further collaboration and support in projects that contribute to the development of tourism, employment, and social inclusion. The Ambassador’s support and praise for our work confirm that Nahla plays an important role in creating sustainable changes in Bosnia and Herzegovina.

International Conference on Islamophobia at CER Nahla (May 24-26, 2024)

CER Nahla Sarajevo hosted the third annual International Conference on Islamophobia, organized by the International Islamophobia Studies and Research Association (IISRA). The conference, titled “Islamophobia: Ethnonationalism, Memory, and Belonging,” gathered around 70 researchers from North America, Europe, and Asia, whose works and studies focused on racism, discrimination, and anti-Muslim hatred. Professor Dr. Hatem Bazian, co-founder



of IISRA and one of the leading global experts on Islamophobia, opened the conference by emphasizing the importance of holding it in Sarajevo, considering the genocide as a theme addressed and the historical context of Bosnia and Herzegovina.

Topics covered by the conference included theoretical and historical analysis of Islamophobia, the link between nation-state building and Islamophobia, and the contexts of genocide in Bosnia and Palestine. Organizers highlighted that multinational networks of Islamophobia are designed to dehumanize Muslims, preparing the ground for human rights violations. The conference provided a platform for discussion and networking among academics, activists, and those who have experienced the consequences of Islamophobia, aiming to create strategies to combat this phenomenon.



Through this conference, CER Nahla provided a space for discussing the global problem of Islamophobia while strengthening collaboration with international institutions and the academic community.

We believe that hosting such an event contributes to raising awareness about the fight against discrimination and promoting human rights, in line with Nahla's mission to empower women and promote freedom of religion and belief.



Study Visit to Educational Institutions in Croatia (June 4-6, 2024)

The study visit and meetings with institutions in Croatia provided an opportunity to exchange experiences and best practices in the field of adult education in this region. CER Nahla, along with representatives from the Ministry of Education and other key stakeholders from Bosnia and Herzegovina, had the chance to observe how the Croatian model of lifelong learning and vouchers works, aimed at increasing employability and professional development for adults.

This visit enabled CER Nahla to enhance its educational programs focused on lifelong learning and professional development for women. Through cooperation with Croatian institutions, particularly the Dante Education Center, which hosted the meetings, new bridges have been created for future projects that will contribute to the improvement of educational practices in Bosnia and Herzegovina.

Croatian efficient models of intersectoral cooperation identified by Nahla will serve as guidelines for the development of domestic initiatives that will involve the wider community, institutions, and economic entities.



Nahla's Contribution at the Conference: "Present and Future: Local Progress with Strong Civil Society Organizations" (April 25th-26th, 2024)

The conference was held on April 25th and 26th, 2024, organized by the Institute for Youth Development KULT with the support of USAID Bosnia and Herzegovina. CER Nahla was represented by President Sehija Dedović, who spoke on the panel "Cooperation between Local Communities and Non-Governmental Organizations."

During the conference, the successes of local organizations that collaborated with the Institute to strengthen their capacities were highlighted. The event provided an opportunity to discuss the current challenges organizations face, with participants exchanging experiences on important topics related to civil society development in Bosnia and Herzegovina.

The main conclusions of the conference underscored the need to restore citizens' trust in the non-governmental sector, the importance of bravely confronting issues, and a call for synergistic action and stronger collaboration with the academic community.

Regional Seminar in Ulcinj (May 4-5, 2024)

The seminar brought together Muslim women from six countries in the region and provided a platform for discussion on the challenges and opportunities Muslim women face in educational and religious institutions. CER Nahla, as one of the organizers, had the opportunity to present the successes of its programs and share experiences in supporting women through education and cooperation with the Islamic community. Discussions highlighted the importance of the role of women in civil society and how informal educational initiatives, such as those of Nahla, contribute to empowering women throughout the region.

The seminar facilitated the creation of a regional network of Muslim women sharing common goals: the empowerment of women and the promotion of inclusion. Through this event, foundations were laid for future joint projects, research, and initiatives that will strengthen collaboration between non-governmental organizations, educational institutions, and religious communities, contributing to greater influence for women in all segments of society. The importance of empowering women who are often neglected, marginalized, or lack sufficient access to education and information was particularly emphasized.



Visit of Filia Foundation Representatives on a Study Visit to Nahla (May 16, 2024)

CER Nahla had the honor of hosting representatives from the German non-governmental organization Filia, a partner organization of the Ecumenical Women's Initiative from Omiš, with which Nahla has collaborated for many years and shares many common values and initiatives. During the visit, a constructive discussion was held involving representatives of Nahla and several long-standing activists in Bosnian society, as well as members of the Filia Board of Directors, staff, and representatives from local organizations.

The panel discussion focused on the importance of peacebuilding, especially in the context of the impact of war on youth, and on the challenges women face in activism. Additionally, we explored the interaction between religious and feminist values, and the contribution of feminist theology to women's everyday lives. The visit provided a significant opportunity for exchanging experiences and strengthening mutual cooperation, with an emphasis on the key messages that participants took with them.



Filia is a German non-governmental organization focused on promoting gender equality and empowering women. The organization develops and implements projects related to education, research, and advocacy aimed at improving the status of women and girls in society. Filia also supports and develops the capacities of local organizations, encouraging cooperation and the exchange of experiences in the field of gender equality.

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A NEW CHANCE TO AMPLIFY THE COMMON GOOD: CAMPAIGN “MAKING KNOWLEDGE ACCESSIBLE!”

As we reflect on the successes of the past year, we are excited to embark on a new working year, announcing a campaign that we believe will further strengthen our mission of educating and empowering women.

The campaign to promote membership and volunteer engagement, titled “Making Knowledge Accessible!” is also a call for each of us to get involved in maintaining and enhancing the social good that Nahla has developed and nurtured over the years.

This initiative aims to engage all of you: our current and former members, our users, partners, friends, and supporters, to collectively ensure that Nahla remains accessible and open to all women, regardless of their socioeconomic status or place of residence. Through membership and volunteering, we want to ensure the continuity of free and subsidized educational programs that, over the years, have helped tens of thousands of women improve their knowledge, skills, and self-confidence.

The main goal of this campaign is to increase the number of members and volunteers who, through their contributions, will help expand and enhance our activities.

Every new member means more opportunities for free education, and every volunteer who shares their knowledge contributes to creating a community where education becomes the foundation for women’s empowerment.

Through this campaign, we aim to highlight the importance of education as a tool for personal development, professional advancement, and societal transformation.

The message of the campaign, and what we want to convey to the broader community, is that membership or volunteering at Nahla represents support in creating a better community for all of us.

With more members and engaged experts, we will ensure the sustainability of our programs and guarantee that women, regardless of their circumstances, have the opportunity to learn, grow, and contribute to social progress.

We invite all partners to continue providing support in this new phase of Nahla’s work, designed not only to continue our success but also to ensure broader social benefits through community engagement and responsibility.

Let this campaign be our collective step toward a brighter future—a society where knowledge is accessible to all, and every woman has the opportunity to realize her full potential.



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