



AMICA **EDUCA**



Annual Work report **2022**

Udruženje / Association Amica Educa
Klosterska 13, 75000 Tuzla, Bosna i Hercegovina

info@amicaeduca.ba | Phone: ++387 (0)35 248-910
www.amicaeduca.ba | Fax: ++387 (0)35 248-911

   amicaeduca

ANNUAL WORK REPORT

AMICA EDUCA 2022

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For the publisher:

Selma Aličić

Editor:

Merima Salihbegović

Photography:

Arhiva Amica Educa

Graphic design:

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OFF SET d.o.o. Tuzla

Phone: +387 35 248 910, 257-366

Phone: +387 35 257 366

Fax: Tel: +387 35 248 911

www.amicaeduca.ba

info@amicaeduca.ba

[facebook/insta/yt amicaeduca](https://facebook.com/amicaeduca)





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1

SUMMARY

In 2022, Amica Educa realized 1,012 days of activities/services through which it supported 1,519 citizens (children, youth and adults) who were in need of psychoeducational, psychotherapy and counseling support or some other type of support to achieve mental and social health, and which contribute to the realization of their educational, health and socio-economic rights.



Users and clients of Amica Educa are supported by the activities of the Association's three programs - Psychoeducational Workshops, Family/Psychological Counseling Center and Gender Equality Program - within which a total of 13 projects were implemented in 2022.

The new Strategic Plan was finalized at the beginning of the year. The work priorities and areas of activity of Amica Educa have not been significantly changed, and the strategic plan is harmonized with the local and national context. At the same time, the situation in society and in the world is rapidly changing (socio-economic and political situation in B&H, war in Ukraine, economic crisis in the world) and the need for flexibility and adaptation is present more than ever. Therefore, following the recommendations of the Strategic Plan, and considering that there is a tendency for donors to withdraw, in 2022. the Fund Raising Strategy 2023-2025 was developed (finalized in January 2023).

Lobbying activities (started in 2021) related to the regular co-financing of the Family / Psychological Counseling Center by the Tuzla Canton Government have been successfully completed. Although the approved funds are smaller than expected, this represents a big step and opens up new opportunities for longer-term co-financing of Amica Educa as a regular non-project beneficiary through the budget of the Government of TK. Lobbying activities towards the City of Tuzla were also realized with the aim of including Amica Educa in the budget of the City of Tuzla.

As a provider of services in nonformal education and providing support in the psychosocial and economic fields, Amica Educa was engaged and provided services for: Tuzla Open Center, Women and Women Association, Tuzla Community Foundation, Tuzla High School of Medicine, Ministry of Trade, Tourism and Traffic of TK, Home for children without parental care Tuzla, and activities on Unicef and EIDHR projects.

Amica Educa promoted its work and informed the public about important topics through a total of 66 public media appearances.



2

PSYCHOEDUCATIVE PROGRAM



2.1. Psychoeducative workshops for people in a state of social need, people interested in personal growth and development and professionals in supportive professions

As part of providing psychoeducational support services in 2022, Amica Educa realized the following psychoeducational workshops: Family Dynamics, Positive Discipline in Raising Children, Communication and Empathy, Personal and Business Skills, Dances of Universal Peace, Art-therapy and History of Art. These topics were realized through a total of 35 days of workshops and supported 96 people (91 women and 5 men).

All participants joined the workshops with the need for psycho-educational support through personal growth and development with the aim of improving their own mental and social health. They report improving psychological well-being and mental health, reducing stress and anxiety, increasing self-confidence and developing a positive self-image, improving daily functioning in different contexts, establishing and maintaining better partner and family relationships, adopting healthy and positive habits and patterns of behavior, changes in the way of communication and better handling of conflict situations, and easier finding of solutions to overcome various difficulties in life.



A significant number of participants were professionals or students in helping professions (teachers, social workers, psychologists, special educators, pedagogues, etc.). In addition to the already mentioned changes, which they report on personal empowerment, professionals additionally report on the reduction of symptoms of professional burnout, the multiplication and application of learned knowledge, skills and techniques within the framework of professional

work, which affected the quality of the service they provide and their relationships with their clients/beneficiaries.

As part of promoting Children's Week, two comparative psycho-educational workshops were held for parents and children, where parents learned about family stages and raising children, while children learned about children's rights in a creative way. 13 parents and 10 children took part in the workshops.





2.2. Psychoeducative workshops and training for youth

In 2022, Amica Educa implemented projects aimed at young people (16 to 30 years old) and included work with a total of 86 young people (75 girls and 11 boys) from the area of Tuzla Canton.

2.2.1. Youth as Social Changemakers

The project is being implemented in the period 2021 - 2023, with the aim of increasing youth involvement in social change by focusing on mental health, gender equality and peace building. In 2022, a total of 53 (48 girls, 5 boys) participated in one or more project activities related to gaining knowledge about activism and advocacy or the implementation of activities that contribute to social changes in mental health and gender equality. 80% of young people who participated in one or more trainings report increased knowledge related to training topics and changes in their personal and social life.

On October 1, 26 young volunteers (with the support of project staff) conducted a street campaign called Physically TOP, Mentally JOK in the center of Tuzla with the intention of highlighting the mental health problems of young people in Bosnia and Herzegovina and destigmatizing mental health. The campaign offered 8 different activities that aimed to inform citizens but also involve them in activities to gain experiential knowledge about mental health. It was estimated that 1,000 citizens of the Tuzla Canton were directly involved in the campaign.

Project volunteers create online materials during the project, and 29 of them created a total of 107 online contents related to the destigmatization of youth mental health, promotion of gender equality and peace building. Online materials were posted on the project's Facebook page (2,041 followers) and Instagram page (2,027 followers), through which the reach was 1,718,610 people. The project and the topic of youth mental health were promoted on 13 media appearances (radio-television stations at the local, cantonal

and state level), with an estimated reach of 200,000 people in B&H.

In addition, 16 young participants of the project initiated and realized various actions and activities: public performances, youth workshops, volunteer work in the community, other NGOs and projects, additionally contributing to solving the problems faced by young people in Bosnia and Herzegovina.

2.2.2. Youth Empowerment Enabling Prospects – YEEP!

The regional project (implemented in cooperation with SOS Children's Villages of B&H) in the period June 2020-June 2022 aimed to strengthen the socioeconomic integration of youth at risk. The total number of young people supported through the project is 51 (38 female and 13 male) who were educated in 4 groups with Next Economy methodology trainings (33 lessons with each group in the areas of: Personal skills, Employability skills and Counseling sessions). A total of 6 vocational training sessions were provided for 6 young people. An individual development plan and case management documentation was created with each young person, on the basis of which an evaluation of the achieved results was carried out in the last phase of the project. Young people report on acquired knowledge and skills related to: applying for a job, skills needed for an interview, writing a CV and motivation letter, work duties and work rights, self-presentation. Also noticeable is the personal empowerment of young people through improved self-confidence and self-esteem, development of a realistic self-image, developed communication and social skills. As a result, 18 young people found employment and were employed for over 6 months, a large number found short-term/seasonal employment and/or internships. All other project participants (if they are not actively studying) are actively looking for employment. The project also included activities to raise public awareness, including social care institutions and the private and non-governmental sector.

2.2.3. Training of young people / volunteers within the project Breaking the Silence of Gender -based Violence

The training of 9 young people/volunteers was organized as part of the project Breaking the silence about gender-based violence. The training took place in two sets of workshops (lasting 20 days), which also included mentoring, on the topics of prevention of gender-based violence and pedagogical-creative methods for creating workshops. After the presentation of the learned skills, 6 young volunteers (8 girls and 1 boy) were selected to work with school children, the beneficiaries of the project.

3

FAMILY / PSYCHOLOGICAL COUNSELING CENTRE



The activities and services of the Family/Psychological Counseling Center are aimed at improving the mental health and quality of life of the citizens of Tuzla and the Tuzla Canton by providing support in solving psychological problems, as well as supporting individuals and families with dysfunctional relationships in partner and family relationships, domestic violence, problems in parenting and other crisis situations. The types of services offered at the Counseling Center are psychosocial counseling, individual and group psychotherapy, and psychoeducational support.

In 2022, the total number of clients and users of the services of the Family/Psychological Counseling Center was

302 (231 women and 71 men), for whom a total of 821 services/activities were provided. As in previous years, the Association notices an increase in the need for services by citizens, and the reasons are exposure to long-term stress, a feeling of insecurity due to the war in Ukraine, the unstable political situation in the country, the worsening political and socio-economic situation, as well as the present consequences of COVID 19 pandemic. The capacities of the Family/Psychological Counseling Center are not sufficient to immediately respond to all the needs of citizens, therefore there is a waiting list of clients waiting to be assigned to psychotherapy treatment.

3.1. Counselling / informative support through SOS telephone, social networks and direct contact

This service was provided to 149 people (107 women and 42 men). Most of the people reached with the need for psychological support. A certain number came forward with the need for different information or some kind of material or financial support, which was provided in exceptional cases.



3.2. Individual and group psychotherapy and counseling

In 2022, 58 people (50 women and 8 men) were involved in individual psychotherapy. A total of 446 sessions were held. Two married couples were supported by partner psychotherapy, while 10 clients were included in group psychotherapy support, realized through 46 group sessions.

The results achieved in working with clients mainly relate to overcoming psychological difficulties, improving functioning in all spheres of life and developing personal skills to preserve mental health. Improvements reported by clients

are: increased level of energy and willingness to engage in various activities (clients with depressive disorders), reduced or completely stopped panic attacks, adopted stress coping techniques as well as anger management techniques, enabling an adequate mourning process and integrating the loss of loved ones, reducing social phobias, maintaining a state of abstinence and motivation to eliminate addiction, and etc.



3.3. Psychoeducative creative support to children

3 groups were organized, and a total of 24 children (9 girls and 15 boys) was supported. A total of 43 psycho-educational and creative workshops was held. Through social educational games, art therapy and other creative methods, children developed social and communication skills, self-expression and creativity. Parents report significant improvement in children's social skills and self-confidence.

To promote Children's Week, a workshop was held with the aim of educating children about children's human rights.

3.4. Other supportive activities

A total of 114 psycho-social support sessions was held, for a total of 38 people (36 women and 2 men). These activities are organized within the Family/Psychological Counseling Center on topics: Universal Dances of Peace, Reiki and Group recreational exercises.



4

GENDER EQUALITY PROGRAM



4.1. Development of the Training Program for Member of Municipal / City Commissions for Gender Equality in B&H

The two-year project was completed in December 2022 and had the goal of strengthening the role and position of women in political, social and economic processes, supporting local partnerships in establishing effective mechanisms for gender equality in local communities in Bosnia and Herzegovina. The project is supported by the Delegation of the European Union in B&H and was realized by the Association Nešto Više and Amica Educa in cooperation with the Gender Center of the Government of FB&H and the Gender Center of the Government of the RS.

In the first year of the project, 16 days of workshops were held for members of Commissions for Gender Equality in different municipalities in Bosnia and Herzegovina, with

the aim of increasing knowledge in the field of gender equality and improving the Commission's activities.

In the course of 2022, the local communities covered by the project were supported through education to apply for project financing. The project proposals with which they applied were related to the prevention of violence against women and girls, especially from marginalized groups (persons with disabilities, people from rural areas, members of minority groups with a special focus on the Roma population, etc.). The projects had to be in accordance with the Gender Action Plan of B&H and other positive practices. 20 local communities from different parts of Bosnia and Herzegovina received support for the implementation of small projects, which they implemented in the monitoring and support of Amica Educa and the Association Nešto Više.

3 video podcasts were created on the topics: Basics of Gender Equality, History of the Women's Movement, Femicide and Gender-based Violence.



4.2. Breaking the Silence of Gender-based Violence

The project aims to prevent gender-based violence through informing, educating and communication about social values that support equal rights and respect for all members of the community, regardless of their gender. Given that they are implemented in primary schools in Tuzla and Tuzla Canton, the project cycles follow the duration of the school year and cover the period from July of one year to June of the following year.

From July 2021 to July 2022, the project activities were realized in Elementary School Mejdan, Tuzla and included approx. 284 children/employees/volunteers. In the period January-June 2022 the following project activities were realized in Mejdan Elementary School: 8 workshops on the prevention of gender-based violence for 178 children, 3 forum performances with 3 groups of students (259 children), Sports Day with various activities (234 students and 19 teachers and teachers), Art exhibition on the topic Different but Equal. As a result of the implemented activities,





an increased understanding of the concept of gender and gender-based violence has been observed among volunteers, students and school staff, and the basis for changes in dealing with gender-based violence has been created. Volunteers improved their professional competences related to the creation and implementation of workshops in the field of gender-based violence.

From July to December 2022 project activities were implemented in Primary School Višća. The activities that were realized in that period are: 20 days of workshops and mentoring in the field of prevention of gender-based violence and Pedagogical methods of conducting workshops with 9 potential volunteers (8 female and 1 male), selection of 6 volunteers who will be actively involved in implementation of project activities, initial survey of all school students, 2 days of workshops for 31 school employees on the topic of prevention of gender-based violence, development of 3 scenarios and preparation and performance of 4 forum performances for 385 school students (195 girls and 190 boys), preparation under mentorship of 3 workshops on the topic of Prevention of gender-based violence and their implementation by volunteers on the project.

4.3. Empowered – Active in the Labor Market (Osnažena)

The project aims to reduce female unemployment in the Tuzla Canton by providing women with marketable skills and empowerment to seek employment, develop business/entrepreneurial ideas, as well as raising awareness of society and the government by proposing solutions for correcting gender inequality in the labor market in B&H by using the results of the project.

In 2022, a training program in the areas of Life Skills, Business and Entrepreneurial Skills and Digital Literacy (72 days in total) was implemented with 2 groups of unemployed women. Of the 24 women who took part in the project, 19 successfully completed the training, 6 women found employment during the training. 2 women from the first group wrote a business plan and a project proposal for federal and local financial support for women's self-employment and started their own business. Also, 2 women from the second group plan to apply for financial support and start their own business. All project participants report increased digital literacy, improved self-confidence and self-esteem, as well as the application of acquired knowledge in the search for employment.

Within the framework of the project, a panel discussion was held on the topic Challenges and Successes of Women in the Field of Employment in which the participants of the project in the last three years participated, where the results of the three years of project implementation were presented. Inspiring stories of panelists and project participants testify to the success of the project. The most significant result was obtained through the examination of 72 project participants who were supported during the three years of project implementation, which shows that 53% of women found employment or started their own business.



5

STATISTIČKI PODACI

NUMBER OF PERSONS / PARTICIPATION AND ACTIVITIES / SERVICES January - December 2022		
	Number of clients / beneficiaries	Number of days of services /activities
Psychoeducational program	196	65
Psychological / Family counseling centre	302	821
Gender Equality Programm	794	114
Other activities and services	227	12
TOTAL (DIRECT BENEFICIARIES)	1.519	1.012
PUBLIC EVENTS/CAMPAIGNS	1.530	4
ONLINE ACITIVITES (people reached)	1.321.964	103

PSYCHOEDUCATIONAL PROGRAM January - December 2022									
WORKSHOP TOPICS	STATUS					TOTAL	GENDER		No. of workshops/days
	Employed	Unemploye d	Students	Retired	Housewives		Men	Women	
Advocacy and Nonviolent Communication	0	1	28	0	0	29	2	27	6
Conductung OnLine and Street Campaign	0	2	19	0	0	21	3	18	6
Cooperation with Media and Media Appearances	0	2	20	0	0	22	4	18	6
Universal Peace Dances	11	0	0	3	0	14	2	12	1
Positive discipline in raising children	10	3	1	0	0	14	1	13	6
Art Therapy	12	0	0	0	0	12	0	12	3
Art History	10	0	0	0	0	10	1	9	1
Nonviolent Communication	7	4	6	1	0	18	0	18	9
Family Dynamics	10	4	0	0	0	14	1	13	6
Personal and Business Skills	0	14	0	0	0	14	0	14	9
Stages of family development and raising children	13	0	0	0	0	13	3	10	1
The Colors of Children's Rights	0	0	10	0	0	10	6	4	1
Vocational Support for Young People	0	0	5	0	0	5	1	4	10
TOTAL	73	30	89	4	0	196	24	172	65
%	37,2	15,3	45,4	2,0	0,0	100	12,2	87,8	



PSYCHOLOGICAL / FAMILY COUNSELING CENTRE
January - December 2022

ACTIVITES / SERVICES	STATUS						TOTAL	GENDER		No. of activity days
	Employed	Unemployed	Students	Retired	Housewives	Childrean		Men	Women	
SOS phone support	17	40	22	8	6	0	93	25	68	93
Support (directly in the house) and on social networks	14	34	8	0	0	0	56	17	39	56
Individual psychotherapy and counseling	22	18	8	5	3	2	58	8	50	446
Family and couples psychotherapy and counselling	4	0	0	0	0	0	4	2	2	16
Group psychotherapy and counseling	3	4	3	0	0	0	10	2	8	46
Creative and psychosocial workshops for children	0	0	0	0	0	24	24	15	9	43
Psychoeducative support Dances of Universal Peace and Reiki	8	0	0	1	0	0	9	2	7	14
Physical recreation exercises for women	7	0	0	22	0	0	29	0	29	100
Psychological group support for women	4	15	0	0	0	0	19	0	19	7
TOTAL	79	111	41	36	9	26	302	71	231	821
%	26,16	36,75	13,58	11,92	2,98	8,609	100	23,51	76,49	

GENDER EQUALITY PROGRAM
January - December 2022

Project / activity	STATUS				TOTAL	GENDER		No. of activity /days
	Employed	Unemployed	Students (children)	Retired / Hauswives		Men	Women	
Osnažena: IT literacy workshops for unemployed women	0	24	0	0	24	0	24	24
Osnažena: Psihoeducational workshop for unemployed women	0	24	0	0	24	0	24	24
Osnažena: Business and Entrepreneurial Education for unemployed women	0	24	0	0	24	0	24	24
Breaking the Silence on GBV: Workshop for children	0	0	663	0	663	334	329	11
Breaking the Silence on GBV: Forum theater plays	0	0		0				7
Breaking the Silence on GBV: Sports day	0	0		0				1
Breaking the Silence on GBV: Teacher on Sports day	19	0	0	0	19	3	16	1
Breaking the Silence on GBV: Volunteer training	9	0	0	0	9	1	8	20
Breaking the Silence on GBV: Teacher training	31	0	0	0	31	6	25	2
TOTAL	59	72	663	0	794	344	450	114
%	7,4	9,1	83,5	0	100,00	43,3	56,7	



OTHER ACTIVITIES / SERVICES*

January - December 2022

Activity / service	Number of persons	Number of activities/ days
Workshop <i>How to protect yourself from violence</i> for the Association Tuzla Open Center	12	1
Workshop <i>Mobbing and abuse in the workplace</i> for Association <i>Women for Women International</i>	25	1
Workshop <i>Mental health of young people and COVID-19</i> for students of the Tuzla High School of Medicine	33	1
Workshop <i>Youth and their beliefs</i> for students of the Tuzla High School of Medicine	23	1
Presentation of the activities and results of Amica Educa's work for young people from Bern, Switzerland	15	1
Workshop <i>Relaxation corner</i> within Street campaigning on youth mental health	20	1
Workshop <i>Get to know your better self</i> within Street campaigning Youth mental health	10	1
Workshop <i>Team building</i> for Ministry of trade, tourism and transport Tuzla Canton	16	1
Workshop <i>Personal boundaries</i> for children from the Home for children without parental care, Tuzla	13	1
Workshop <i>Gender Responsive Teaching Methods</i> for teachers BIH, Unicef	60	3
TOTAL	227	12

*Engagements / provided services for institutions and non-governmental organizations and other unplanned activities

PUBLIC EVENTS / CAMPAIGN

January - December 2022

March 8 (international women's day) protest march <i>Safe childbirth is a political issue</i>	200	1
Street campaigning <i>Youth mental health</i>	900	1
Panel discussion <i>Challenges and Successes of Women</i>	30	1
16 days of activism against violence against women: <i>The last farewell to the victims of femicide</i>	400	1
TOTAL	1.530	4



ONLINE ACTIVITES (January - December 2022)

	Number of people reached	Number of activities
What can I change in 2021?	812	1
Anxiety - how it looks?	80.847	1
A message from one man to other men	29.214	1
Gender and NVC for the Association of High School Students (photos)	993	1
NVC workshop for young people in the Red Cross (photos)	635	1
5 significant gender statistics	33.597	1
Announcement of project activities for year 2022	34.906	1
Invitation to Advocacy and NVC training	670	1
Eating disorders	1.058	1
Abuse of psychoactive substances	21.557	1
Intruder syndrome	25.742	1
How to care for your mental health	8.356	1
7 myths and facts about self-harm	26.140	1
Why it is important to know yourself	707	1
How to control negative thoughts	699	1
World Teen Mental Health Day	622	1
March 8, Protest march: Safe childbirth is a political issue	371	1
How the application of Nonviolent Communication helps me	4.935	1
Photos from the Advocacy and NVC training	1.103	1
Invitation to training Street and online campaigns	852	1
Difference between psychologist, psychiatrist, psychotherapist	26.986	1
What should I expect when I go to psychotherapy session?	39.265	1
Guest appearance on the RTV7 show: How to improve your mental health?	347	1
Training photos Street and online campaigns	990	1
Eating disorders	43.207	1
Bulimia	15.812	1
Mental health and pets	11.129	1
What to say to someone who needs support	897	1
Empathy: what do young people think about it?	1.180	1
Invitation to training Cooperation with the media, media appearances	7.892	1
Why is it important that you talk to me about mental health?	19.053	1
5 untruths that make you constantly worry	26.007	1
Beliefs and mental health workshop with the students of the Medical School (photos)	2.098	1
Affordable ways to soothe your mind and body	1.159	1
Empathy: what is it and what does it look like?	10.390	1
Tips & tricks for a happier you	9.390	1
Toxic positivity	35.554	1
Functional depression	85.754	1
Test anxiety	18.537	1
Guest appearances on BH Radio (photos)	1.131	1
Personal boundaries	1.320	1
Toxic relationships and setting boundaries in them	43.473	1
Red flags in a relationship	23.169	1
Training Cooperation with the media, media appearances and announcements	648	1
Excessive thinking: what does it do to us and how to stop it?	22.553	1
Coping with mental health challenges	552	1
Happy hormones	16.230	1
Thoughts are like songs on the radio	787	1
What is gender and how to recognize gender stereotyped roles around us	2.066	1



The impact of heat on mental health	2.112	1
Ghosting - do you know what it is?	2.267	1
7 ways to reduce drama in your life	48.314	1
The percentage of the worst days you survived	1.027	1
The more you value yourself, the less you will...	1.598	1
What do you get if you work on yourself?	1.054	1
Addictions that are not talked about	21.121	1
A quick mental refresh	1.783	1
Replace self-destructive thoughts and sentences with constructive ones	5.009	1
Difficulties with mental health are not the same for everyone	1.278	1
Why do we do breathing exercises?	1.494	1
It's OK to have a bad day	1.956	1
A message from the young agent of change	3.179	1
When should you start working on yourself?	1.902	1
Youth with depression	2.476	1
Boundaries and how to set them in conversations	2.730	1
Mental health like a battery	1.487	1
What to do when you are overwhelmed by feelings	20.432	1
September is the month of the fight against suicide	2.124	1
Changes that show that working on yourself pays off	1.030	1
Announcement of the street campaign on youth mental health 1	31.860	1
Social anxiety	14.110	1
Healthy and unhealthy coping mechanisms with unpleasant emotions	2.518	1
Announcement of the street campaign on youth mental health 2	13.252	1
PUB quiz announcement	10.603	1
September - the influence of school on youth mental health	1.795	1
Announcement of the street campaign on youth mental health 3	2.602	1
Live from the street campaign on youth mental health	1.874	1
Why do young people say they are fine - even when they are not?	10.248	1
Promotional video Street campaign Physical TOP - mental FLOP	3.505	1
Anxiety? Where does it stay in the body?	10.868	1
Who are our safe people and who are not?	1.429	1
Men's mental health	52.311	1
Signs that show that you are an overly responsible person	39.681	1
How to deal with difficult and complicated people	3.502	1
How you can improve your self-discipline	2.990	1
5 questions to boost self-confidence	28.668	1
It's okay if...	2.827	1
A teenager's letter to parents and adults	15.775	1
How to love yourself?	31.502	1
A reminder for you if you have trouble saying "NO"	48.102	1
Feeling anxious right now? Read this!	16.039	1
Different types of exhaustion and fatigue	3.584	1
Experiencing emotions	2.195	1
Are you on the way to burnout syndrome?	19.673	1
How to overcome burnout syndrome?	3.102	1
How do social networks affect our mental health?	37.345	1
How does the mental show itself through the physical?	10.924	1
A plan for a day of good mental health	3.236	1
How we feed emotions	12.927	1
What do people think of first when they hear "mental health"?	9.637	1
6 characteristics of an unhealthy romantic relationship	2.759	1
Things that concern no one but you	2.099	1
In the new year I will change...	2.657	1
TOTAL	1.321.964	103

6

COOPERATION WITH GOVERNMENTAL INSTITUTIONS AND NONGOVERNMENTAL ORGANIZATIONS



In 2022, Amica Educa established new and continued a number of existing collaborations with the government, institutions in the relevant sector, domestic and international non-governmental organizations and the private sector. Some of the most important established and continued collaborations for Amica Educa in 2022 are:

6.1. Cooperation with governmental bodies

- Amica Educa continued its lobbying activities with the Government of Tuzla Canton in order to ensure long-term financing of the Family/Psychological Counseling Center, and accordingly communication with the Ministry of Labor, Social Policy and Return of TK and the Government of TK continued.
- A meeting was held with the Mayor of the City of Tuzla, during which the possibilities of long-term financing of the Association's activities through the City's funds were discussed.
- Amica Educa continues to act as a member (among the representatives of all ministries of the Government of TK) of the Coordinating Body for Monitoring the Gender Action Plan 2021-2024 for TK, thereby acting on the planning and implementation of various actions in the field of gender equality. So far, participation has included: Meeting of the Coordination Committee and preparation of procedures, regulations and election of president and vice-president; A one-day workshop where the Action Plan for the prevention and fight against domestic violence in TK was revised; Three-day education on the topics of the international and



domestic legal framework that regulates the areas of gender equality and discrimination, the obligations of institutions on gender equality in B&H, the Gender Action Plan of B&H as well as the EU financial IPA framework for this area.

6.2. Cooperation with institutions in relevant sectors

- Continued cooperation with the Gender Centers of the Federation of B&H and Republika Srpska on the project Development of Training Programs for Members of Municipal Commissions for Gender Equality in B&H.
- Cooperation with High School of Medicine Tuzla through the implementation of lectures on Youth Mental Health for students and through mentoring support for students to implement similar activities at school.
- As in previous years, cooperation with: Center for Social Work Tuzla, Center for Mental Health Tuzla, Pedagogical Institute Tuzla, primary and secondary schools in TK, University of Tuzla continued.
- In the preparation of the street campaign related to the mental health of young people, cooperation was established (or continued) with: University of Tuzla, BoHeMSA Association of Medical Graduates in B&H, Tuzla Open Center, Coalition in the fight against hate and OSCE in B&H - Office in Tuzla.



6.3. Cooperation with international and local NGOs

- Amica Educa, together with local NGOs and activists, participated in the coordination of the protest march on the occasion of March 8, the theme was Safe Childbirth is a Political Issue.
- Hope and Healing, Counseling Service in Prague, Czech Republic visited Amica Educa in order to exchange experience related to the work of professionals in helping professions with people affected by war events (given that residents from Ukraine come to the Czech Republic).
- As part of the project implemented by the DVV international Office for Bosnia and Herzegovina, the following was achieved:
 - Cooperation with 3 NGOs (active in adult education) and 3 secondary vocational schools from B&H
 - Networking with 4 Higher National Schools (VHS) from Germany and signing a Memorandum of Cooperation with VHS Cham. The aim of the cooperation is the exchange of experiences and good practices, improvement of the capacity of organizations and the possible implementation of joint projects in the following 2 years.
 - Communication with the European Association for Adult Education (EAEA) was intensified at the Regional Academy for Adult Learning and Education held in Istanbul, Turkey.
 - Cooperation with NGOs (project partners) on adapting the International ALE Curriculum to the B&H context, which represents a conceptual framework for strengthening institutions for adult education.
- In cooperation with local NGOs, Amica Educa participated in the organization of the Memorial Walk for the victims of femicide in B&H, which marked the beginning of the 16 Days of Activism against Gender-Based Violence.
- Amica Educa presented its activities at the NGO Fair organized by the local youth association with the aim of promoting youth activism.
- Within the framework of various projects or services, cooperation was continued with organizations: SOS Children's Village in B&H, NGO Nešto Više, Tuzla open center, Foundation of Tuzla Community and other NGOs.



7

ORGANIZATIONAL DEVELOPMENT AND VISIBILITY



7.1. Organizational documents and publications

- The Strategic Plan of the Association for the period 2022-2025 was drawn up. Although Amica Educa is determined to continue operating in the same direction as in previous years, the new mission, vision and strategic goals have been reformulated to better suit the current time and context. The new important steps of the Strategic Plan are related to the implementation of staff training in writing project proposals for EU funds and the creation of the Association's Fundraising Strategy.
- Drafting of the Fundraising Strategy for 2023 - 2025 started (finalization in January 2023)
- With the support of DVV International, a Training Program in the field of mental health of young people was developed that meets all andragogical criteria and provides information about mental health and mental difficulties and disorders of young people and trains participants to implement support programs for young people in the field of mental health in schools and community.
- A series of meetings were held with the Management Board of the Association, and the annual Assembly of the Association was held in May 2022.

7.2. Human resources and personnel development

This year too, Amica Educa employees continued to develop capacities through:

- Long-term education in Gestalt psychotherapy
- Two trainings within the project Professionalization of Centers for Adult Education in Europe on the topics: Andragogy Training (11 days) and Curriculum Development for Adult Education (4 days)
- Online regional workshop on Reflections on the results of the VII International Conference on Adult Education (CONFITEA VII) and presentation of the Marrakech Framework for Action document (organized by EAEA - European Association for Adult Education).
- Three-day Regional Academy on Adult Education on Advocacy (organized by EAEA and DVV International).

7.3. Engagement of Amica Educa staff by institutions and organizations

The expertise of the Amica Educa staff has been recognized by others, which has resulted in engagement in conducting trainings and workshops:

- Workshop "Gender-based violence in the LGBT community" and workshop "Mobbing and sexual abuse and violence in the workplace" for the Tuzla Open Center and the Women and Women Association
- 7 sessions of "Group psychological support" for beneficiaries of the Tuzla Community Foundation
- Workshop "Mental health of young people" for students of the High School of Medicine, on the topic
- "Teambuilding" workshop for employees of the Ministry of Trade, Tourism and Transport TK

- "Psycho-educational workshop" for residents of the Home for children without parental care, Tuzla
- 3 workshops for teachers "Gender sensitive teaching techniques" for NGO Laboratorium
- Production of podcast videos on the topics of "Gender equality", "History of the women's movement" and "Femicide and gender-based violence" recorded as part of the partnership on the EIDHR project.

7.4. Visibility/Public Relations/Advertising

- Amica Educa promoted its work and informed the public about important topics through a total of 66 public media appearances, including TV and radio and web portals.
- The large presence of young people on social networks (through the project Young Agents of Change) and the realized street campaign have significantly attracted the attention of the media, which resulted in 13 appearances in the media at the state, federal and local level related to the mental health of young people. The estimated reach is 250,000 citizens.
- Social networks are an important tool for promotion for Amica Educa: the Facebook page has 4,000 followers (87.3 female, 12.70 male). Facebook content at the organizational level reaches at least 5,953 people. The Instagram account has 868 followers and the projected reach is 1,642 followers per post. The YouTube channel was viewed 1,200 times; 15 new videos were added in 2022
- The website of the Association was visited 16,541 times and the most frequently viewed information refers to contact information, information about the Family/Psychological Counseling Center, news and information about team members and associates.



8

FUNDRAISING AND DONORS IN 2022

In addition to maintaining cooperation with existing donors (and realization of existing projects), Amica Educa invested significant efforts in contacting new donors and submitted project concepts to 5 new potential donors. During 2022, 7 project proposals were applied, 5 of which were approved, one was rejected and one call was cancelled.

Donors who supported the implementation of one or more projects in 2022 are:

Amica Schweiz



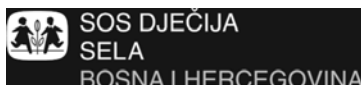
CFD Feminist Peace Organization



DVV International



SOS Children's Villages – B&H



European Union (EIDHR program)



NDL Network



Ministry of Labor, Social Policy and Return



City of Tuzla



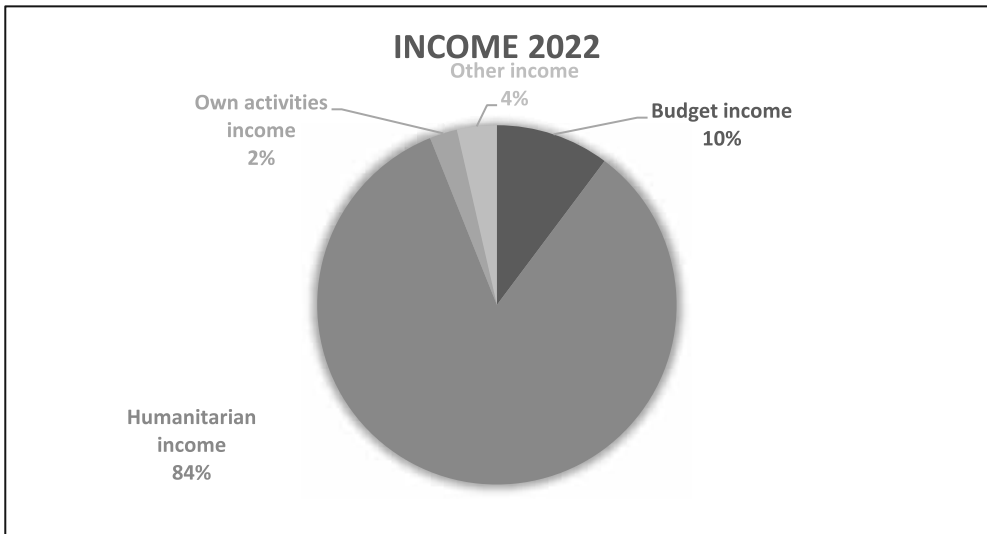
9

FINANCIAL REPORT 2022

9.1. Income 2022

Total generated income in 2022 accounting period is 380.908 KM

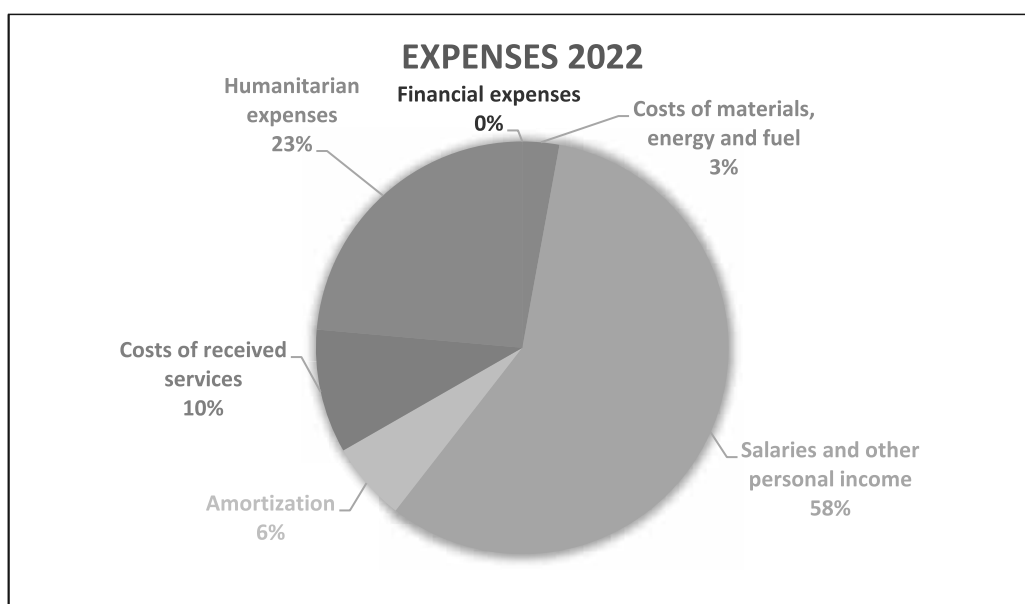
OVERVIEW OF INCOME IN 2022.g.		
DESCRIPTION	Amount KM	%
Budget income	38.950	10.23%
Humanitarian income	318.851	83.71%
Own activities income	9.458	2.48%
Other income	13.649	3.58%
TOTAL INCOME	380.908	100%



9.2. Expenses 2022

Total expenses in 202 accounting period are 380.829 KM

OVERVIEW OF EXPENSES IN 2022		
DESCRIPTION	Amount KM	%
Costs of materials, energy and fuel	12.240	3,21%
Salaries and other personal income	244.337	64,16%
Amortisation	26.251	6.89%
Costs of received services	41.121	10,80%
Humanitarian expenses	100	0,03%
Financial expenses	0	0,00%
Other expenses and losses	56.780	14.91%
TOTAL EXPENSES	380.829	100%
Excess income over expenses	79	





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