

ANNUAL REPORT 2023



WOMEN FOR WOMEN
POMÁHÁME DĚTEM A JEJICH RODIČŮM

May 2024

Sometimes we wish with all our hearts we could do that: turn off the lights, close the office door and leave. Knowing that our projects have already accomplished all their goals, because the world was and is perfectly fine.

But 2023 has shown us that we are moving away from that ideal. In our major projects, we have again seen an increased demand for help from parents with children who cannot afford school lunches or decent housing.

Therefore, in addition to continuing the successful Lunches for Children project, we have also launched SOS to Kindergarten, in which we provide meals to the youngest among us.

Then, in the Housing for Children project, we focused more on long-term assistance and included a year-round support programme with legal and social counselling. In addition to all of this, we are increasingly noticing how much we sometimes miss ordinary human help in times of need and support. A helping hand from someone who has been through a similar difficult situation to the one we are in. This is how the idea of our next new project, First Step, was born. In this online counselling service, anyone can anonymously confide in our volunteer mentors, seek advice and find their way out of a seemingly hopeless crossroads in life.

However, none of these projects – whether long-term or new – could be carried out without the support of generous donors. We thank them very much for their support.

So we're not going anywhere. We are not closing our doors. We are always here with you, for you.

Ivana and Pavel Tykac



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COMPANY DATA

WOMEN FOR WOMEN, o.p.s., is registered in the Register of Benefit Corporations maintained by the Municipal Court in Prague, Section O, Insert 1003.

REGISTERED OFFICE

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(since 6 January 2015) ID No.: 242 31 509
VAT number: CZ 242 31 509 (since October 2019 we are not VAT payers)

BANK CONNECTION

255 403 936/0300 with CSOB, a.s.

TRANSPARENT ACCOUNT

women-for-women.cz/obedy-pro-deti
888 555 999/5500, kept at Raiffeisenbank a.s.
777 777 388/0300 with CSOB, a.s.

TRANSPARENT ACCOUNT

<https://women-for-women.cz/sos-do-skolky>
777 777 441/0300 with CSOB, a.s.

TRANSPARENT ACCOUNT

<https://women-for-women.cz/bydleni-pro-deti>
888 555 577/5500 with Raiffeisenbank a.s.
777 777 484/0300 with CSOB, a.s.

TRANSPARENT ACCOUNT

women-for-women.cz/it-pro-deti
888 555 868/5500 with Raiffeisenbank a.s.

WOMEN FOR WOMEN, o.p.s. Aid E-shop
eshop.women-for-women.cz
777 777 337/0300

SOCIAL NETWORKS

Facebook: Women for Women Czech
Instagram: Women for Women Czech
LinkedIn: Women for Women, o.p.s.

YOUTUBE PROFILES

Women for Women, o.p.s.
Obedy pro deti

WEBSITES

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www.obedyprodeti.cz
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Michaela Hostasova,
Most Branch Project Coordinator

BOARD OF DIRECTORS

Olga Chabr Grillova, Chair of the Board of Directors
Ing.Pavel Tykac, Member of the Board of Directors
Michal Tykac, Member of the Board of Directors

SUPERVISORY BOARD

Veronika Tykacova, Member of the Supervisory Board
Ivana Zalesak Hron, Member of the Supervisory Board
Pavla Isabela Tykac, Member of the Supervisory Board

FOUNDERS

Ing. Ivana Tykac and Ing. Pavel Tykac

DIRECTOR

Ing. Ivana Tykac

ABOUT US

WOMEN FOR WOMEN, o.p.s., was founded on 12 October 2012 by Ivana and Pavel Tykac. The first aid was directed to women and their children who were threatened psychologically, economically and socially, were at risk of losing their housing and were unable to solve the situation on their own. Over time, we have expanded our projects and today we help solo parents, children and complete families in specific projects, programmes and counselling centres, and not only them. The aim of our work is to enable families to create a secure family environment.

We map the needs of the target groups, evaluate them and look for solutions to improve the situation. We respond to the problems of solo parents and full families. We help practically and through education and awareness. We emphasise the topics of education, employment for solo parents, and a fair and functional support system (maintenance, affordable housing, legal aid, state support).

We appreciate the fact that over the past years we have been able to motivate the Ministry of Labour and Social Affairs and the Ministry of Education, Youth and Sports to jointly address the issue of schoolchildren in the Czech Republic. We continue to try to raise the issue of a systemic solution to this widespread problem in the political arena.

VISION

We are creating a society where every child in the Czech Republic has equal opportunities to achieve a happy, healthy and fulfilling life.

MISSION

We help children and their parents who are in difficult life situations. Our projects and all other activities support the provision of a dignified life for all children without distinction – so that every child can



TIMELINE



2012

FOUNDATION WOMEN OF WOMEN, O.P.S.

Ivana Tykac had long been thinking about a way to help women with children who were at risk of losing their housing. In 2012, she found a solution – scattered-site housing with psychosocial support. W4W's activities therefore cost nothing less than 2 months later, 10 women and their children were already our clients.

2014

FIRST RESEARCH AND PATRONAGE

We commissioned research from our experience and knowledge to map the real situation of single parents. The results were submitted to the Ministry of Labour and Social Affairs to draw attention to a hidden problem. MOLSA subsequently decided to sponsor the W4W: Lunches for Children project. A year later, other government bodies joined in, including the Ministry of Education.

2016

FIRST ANNUAL W4W FAMILY DAY AND LAUNCH OF THE CAREER BRIDGE PROGRAMME

We started a tradition to celebrate International Family Day. The first year of the event, held in Grebovka, Prague, was attended by 1,500 people, three years later it was almost 11,000 people. The opening of the follow-up programme The Career Bridge (Career Clinic) aimed at helping solo parents return to the labour market and work-life-balance.

2018

W4W: HOUSING FOR CHILDREN

We launched the Adopt Maria project (now W4W: Housing for Children). The project's campaign drew attention to the phenomenon and problems of single parenthood. The aim of the project was and still is to ensure that single parents with children do not have to live in shelters or hostels or even separately for economic reasons.

2020

IT FOR CHILDREN

In 2020, following the outbreak of the covid-19 pandemic, we launched the now completed IT for Children project. This provided IT equipment to children from disadvantaged families so that they would not be cut off from distance learning during school closures and collective learning. Health workers in several Prague hospitals, we provided refreshments and accommodation in quarantine.

2022

AID FOR UKRAINE, UNIFICATION PROJECTS SERVICE RELATIONS AND FAMILY SERVICE

The aim of the Help for Ukraine project was to offer a safe haven for Ukrainian women with children who were fleeing the war. Family Service focused on establishing cooperation with the courts in the Czech Republic and offering support services for separating parents.

2013

W4W: LUNCHES FOR CHILDREN AND THE OPENING OF A SOCIAL AND LEGAL COUNSELLING CENTRE

After the broadcast of the report about starving children on Czech Television's 168 Hours, we knew that W4W had to (re)address this problem. So on 12 September 2013, the W4W project Lunches for Children – spontaneously and quickly was launched.

2015

THE FIRST BOOK AND THE BRIDGE

We've found that single parent problems often recur because single parents don't have enough information to avoid them. We created a book with stories and advice. „This book is like a first aid kit. You never know when you'll need it," said Ivana Tykac at the launch of How to Survive Your First year (step). The launch of a self-development program for solo parents inspired by the foreign model The Bridge.

2017

COFACE FAMILIES EUROPE

W4W is the only organization in the Czech Republic to become a member of COFACE Families Europe – an international organization that listens to the needs of families in the European Union and beyond. In particular, COFACE Families Europe contributes to the creation of more appropriate and functional family policies in the European Union.

2019

BRANCH IN MOST AND PROJECTS RELATIONSHIP SERVICE AND FAMILY SERVICE

Not long after the first W4W branch was established in Most, we opened two new projects. The Relationship Service offered support services for parents with children with the goal of healing the parent-child relationship. The Family Service Project focused on supporting separating parents in a way that minimized the impact on children. Volunteer mentors assisted in the counseling center. People who have been through difficult situations themselves and have overcome them.

2021

HELPING CHILDREN DURING SCHOOL CLOSURES

In cooperation with the Ministry of Education we have found a solution that allowed children to continue to collect their lunches from school canteens when schools were closed. Although social contact was lacking in the prevention of covid-19 infection, children did not have to go hungry even during the period of distance learning.

2023

THE EMERGENCE OF THE W4W PROJECT: THE FIRST STEP

An online anonymous mentoring service for all those who find themselves in a hopeless life situation and need support in solving it.



PROJECTS
IN
2023

HOUSING FOR CHILDREN

In 2023, the Housing for Children project underwent several changes. We shortened its name and moved away from the principle of one-off financial assistance. Instead, we focused more on intensive, long-term and comprehensive support for solo parent families. The reason we decided to do this was to give families the opportunity to improve their situation in the long term – ideally permanently. This is because one-off help over time only leads to overcoming a temporary crisis situation. In the Czech Republic, solo parent households are among the most vulnerable to poverty. The risk of intergenerational transmission of poverty is also frequent. Housing costs in single-income households often represent a significant part of the family budget, which is why the solo parent group is one of the most vulnerable to housing poverty. These families also face various types of disadvantage in society, whether it is in securing suitable housing, in trying to integrate into the labour market or in providing educational and leisure activities for their children. Securing stable housing is often an insurmountable challenge for single parents. As a single-income family, they do not have the means to pay a rent deposit and are forced to resort to shelters or hostels. They also struggle with time, for example if they are leaving violent partners and need safe and secure accommodation within days or weeks. We therefore provide a financial contribution to-

wards the rent deposit, but also supported housing (renting a subsidised flat) if necessary. We realise that it is not easy to get decent housing and keep it. Therefore, an integral part of the project is a comprehensive one-year program that allows parents to take the first step towards stabilizing their difficult situation. The goal of the project is therefore not one-stop assistance, but a sustainable solution to the problems and challenges that families need to address in order to provide their children with a safe and dignified home in the long term.

WHO IS THE PROJECT FOR?

The project focuses on helping solo parents with children who are in a difficult situation and want to actively address it and live a quality and happy life.

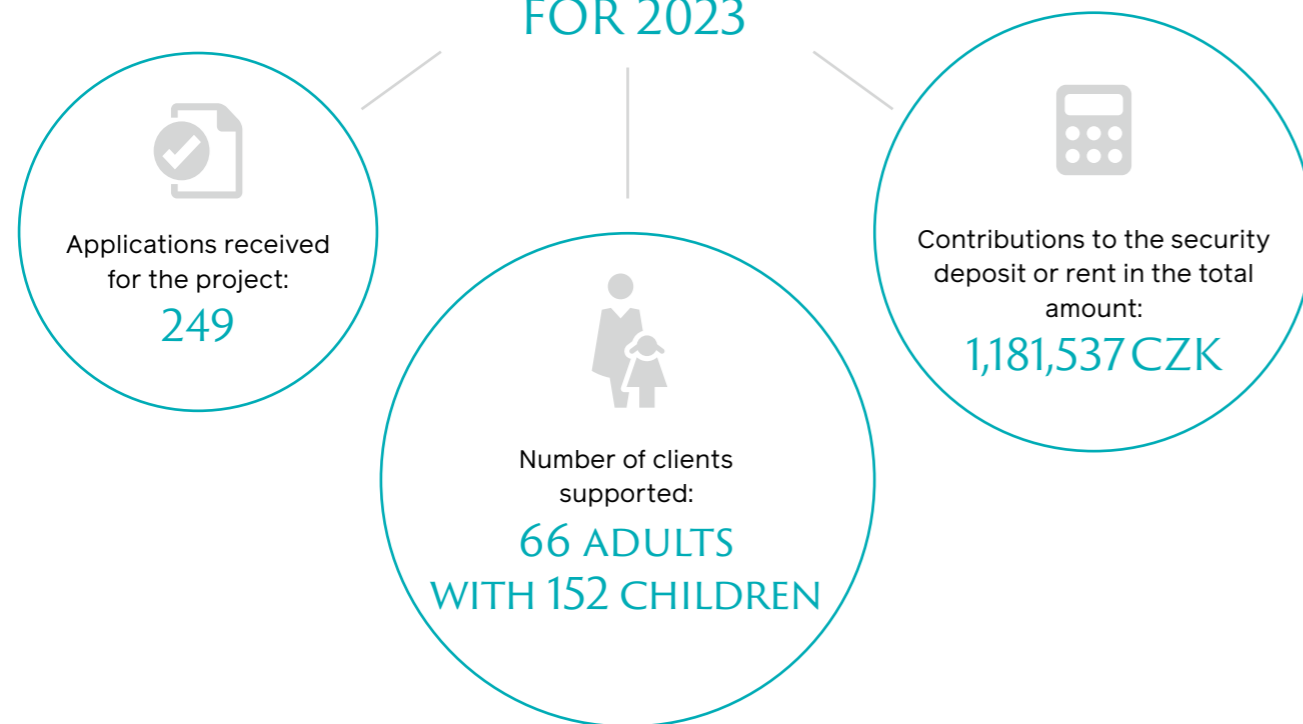
WHAT DOES THE PROJECT OFFER?

A comprehensive one-year programme including payment of a rent deposit or supported housing, regular social counselling, the possibility of legal counselling, psychotherapy and educational programmes.

WHAT ARE THE PROJECT'S OBJECTIVES?

To provide a safe and dignified home for children of solo parents and to enable parents to find their way out of a difficult living situation during the year-long program.

BASIC DATA FOR 2023



The application for participation in the project can be submitted online via the project website. We check the parents' situation by referrals from social workers, we also monitor the applicants' income, and each applicant must pass an initial interview. The project operates nationwide, however, the provision of some services is locally limited. An essential part of the project is a transparent account where clients can pay for the services provided.

100% of the donated funds go directly to cover the

costs associated with helping the project's clients. Donors can contribute directly to the transparent account, through the portal DARUJME.CZ or through the E-shop of WOMEN FOR WOMEN, o.p.s.

MONETA Money Bank, a.s. has also significantly supported this project in 2023 as part of its annual partnership.

Social counselling was used by all clients (it is an automatic part of the project). As part of this service, we help families to set their personal goals within the framework of our annual cooperation and motivate them to achieve them. We also provide advice and support to clients in the following areas:

- **Stabilization of the relationship** with the former partner (if possible) with regard to childcare.
- **Stabilization of income and costs** with regard to state support (benefits) and integration into the labour market
- **Harmonisation of family and working life**
- **Lack of self-confidence** (based on lived negative experiences – e.g. domestic violence, or stigmatisation of solo parents in society) – Stabilisation of the relationship with the original family (if possible), which should ideally function as another possible source of support in a difficult situation
- **Development of parenting competences**
- **Financial education and financial literacy**

A total of 12% of the clients in the project have benefited from legal counselling. In most cases, this included long-term legal representation in complex custody disputes, and some clients also used legal support in the context of debt counselling. Two clients also used mediation to establish a child custody agreement after the separation of their parents. Therapeutic services (individual, family, child therapy) were used by 6% of the clients.

CHARACTERISTICS OF SUPPORTED FAMILIES IN 2023

Below are more detailed characteristics of the parents of the children we supported in the project in 2023. As the minimum number of single male parents contacting us in the project, we present data for women only. We base this on the data that female clients provided to us as part of their application to the project. The average age of female clients in 2023 was just under 37 years. On average, the families we supported had 2 children, most often aged 9. More than 24% of the clients were on maternity or parental leave at the time of application to the project, which can be considered one of the most risky periods from a financial point of view for single parents and single mothers, as the family income is very low and child care remains mainly with the parents due to the unavailability of public services. Almost 40% of the clients were employed or working part-time. Over 27% of clients were unemployed at the time of application. A large proportion of them were unable to maintain employment due to childcare, which is also due to the absence of part-time jobs and the unavailability of pre-school childcare in the country. The remaining part of the clients either had health limitations themselves or were caring for a disabled family member, which prevented them from entering employment. As far as the education of the clients was concerned, those with primary education predominated (39%), followed by secondary education

without a high school diploma or with a high school diploma (both in the same proportion of 27%). University graduates accounted for 7% of the clients. In terms of childcare settings, almost 70% of the clients had their children in their care. In 15% of cases, there was no custody arrangement, which was due to the fact that the other parent of the child was not listed on the birth certificate at all. In the remaining cases, there was alternate parental care. The most frequent clients who turned to us for help were those living temporarily with their family or friends (30%), mostly after leaving an abusive partner or after losing stable housing for various reasons. Trans-

sitional living with family or friends is very unsuitable for families with children, especially because a large number of them live with their families illegally (for longer periods of time without the landlord's knowledge), the flats are overcrowded and the children do not have enough space, e.g. for school preparation. At the time of the application, over 24% of the clients were living in an asylum house or in an accommodation facility, and the same proportion of families were in housing that was not hygienically or technically adequate (often characterised by high rents and technical problems, especially with heating or hot water or poor sanitary conditions, etc.).

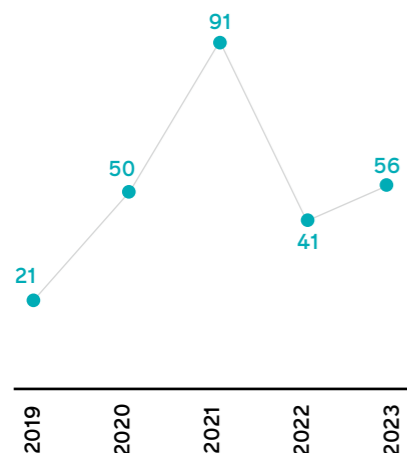
The remainder of the clients were either living directly in a household with an abusive partner (7%) or living in a rented apartment where they had not yet paid a security deposit (15%).

The most frequently supported families in the project were in the following regions: the South Moravian and Moravian-Silesian regions (18%), the Usti nad Labem region (12%), the capital city of Prague (18%), and the Czech Republic (12%). Prague, Karlovy Vary and Pardubice (equal 9%). Since then, the demand for support has grown, as has the number of families supported. In 2022, there was a reduction in the number of deposit payments, mainly because more and more families who did not meet the project's criteria contacted us. Therefore, from 2023, we have adjusted the conditions of the project so that we can help those families for whom the project is intended, i.e. families in a sudden life crisis who, for various reasons, do not have access to state assistance, do not have anyone in their neighbourhood to turn to, but want to actively address their situation.

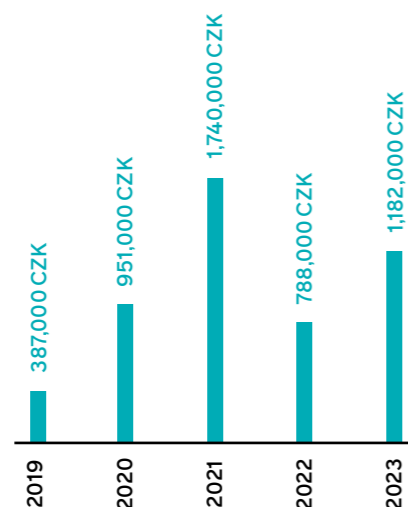
Project from the Ministry of Labour and Social Affairs, and Tomas Spurny, CEO of MONETA Money Bank. Ivana Tykac presented her findings from the Housing for Children project and drew attention to the difficult financial situation of single mothers and the issue of high rent deposits. In addition to the Housing for Children project, WOMEN FOR WOMEN, o.p.s., is also addressing the issue of housing affordability at the level of public discussion, including through participation in the For Housing initiative, which brings together dozens of organizations, platforms and public officials with the aim of supporting the discussion and advocating for legislative changes. The article and video of the debate can be found on the website of Hospodarske noviny.

DEPOSITS PAID TO SOLO PARENT FAMILIES YEAR-ON-YEAR

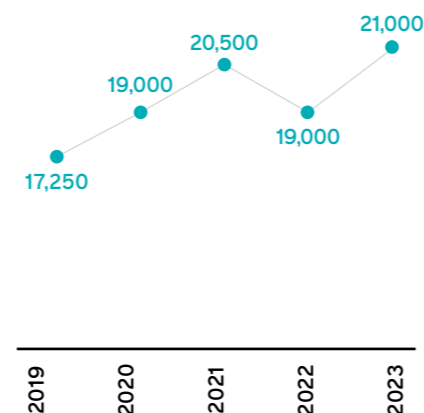
Number of families supported by the deposit allowance



Total amount paid

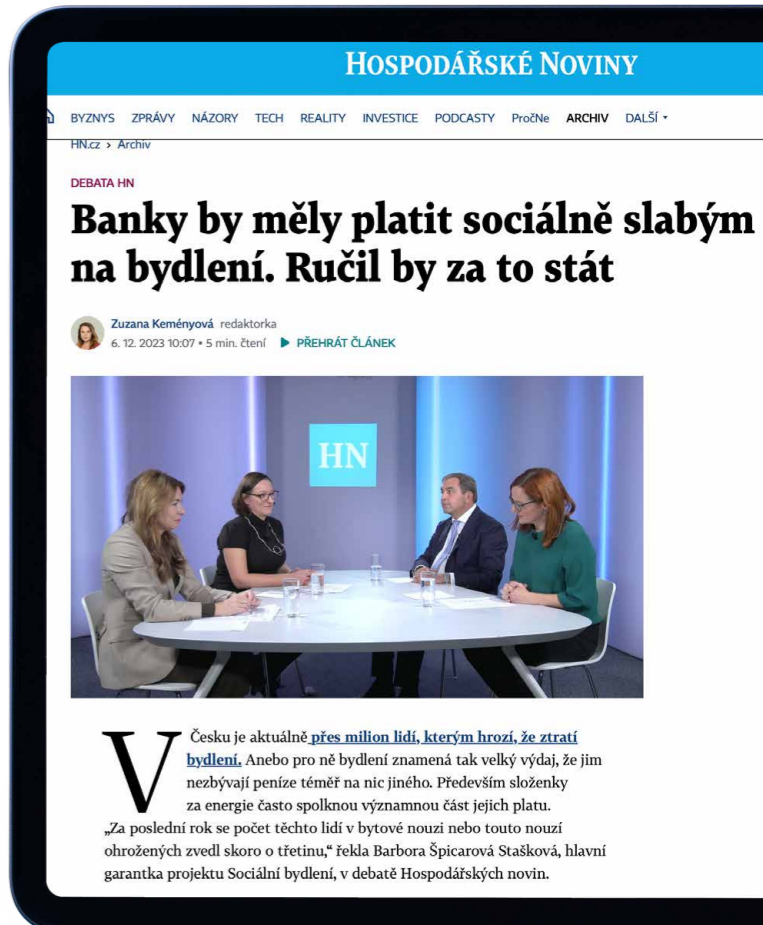


Average deposit amount (in CZK)



DEBATE OF THE ECONOMIC NEWSPAPER ON HOUSING AFFORDABILITY

WOMEN FOR WOMEN, o.p.s., was one of the partners of the Hospodarske noviny debate on the topic of affordable housing in the Czech Republic. The debate took place in November 2023 and the panelists included Ivana Tykac, director and co-founder of WOMEN FOR WOMEN, o.p.s., Barbora Spicarova Staskova, chief guarantor of the Social Housing





LUNCHES FOR CHILDREN

BASIC DESCRIPTION AND OBJECTIVE OF THE PROJECT

The Lunches for Children project was launched in 2013 and is a nationwide project. The main objective of the project is to provide free school lunches to children in primary schools whose parents are in a difficult financial situation. For some of these children, school lunch is the only regular hot meal during the day. In the absence of lunches, pupils can suffer from exclusion, poor attendance and poorer progress. Based on many years of experience, we can confidently state that the Lunch for Children project has a positive impact on children, both nutritionally and educationally.

The implementation of the project was supported by the Ministry of Education, Youth and Sports under the Support for School Meals for Primary School Pupils for 2023. A significant part of the support comes from Ivana and Pavel Tykac and our general partner, the Seven Group. We register important support from other donors and supporters. We would like to thank them for their continued support in 2023. 100% of the funds sent from donors to the project's transparent account go to schools and school canteens as payment for meals for specific schoolchildren.

PRINCIPLES AND ADVANTAGES OF THE PROJECT

- **National scope** – involvement of all regions and cooperation with founders.
- **Interaction with the school** – help is given to those who really need it, as support is provided

on the basis of a selection of teachers and individual case assessment.

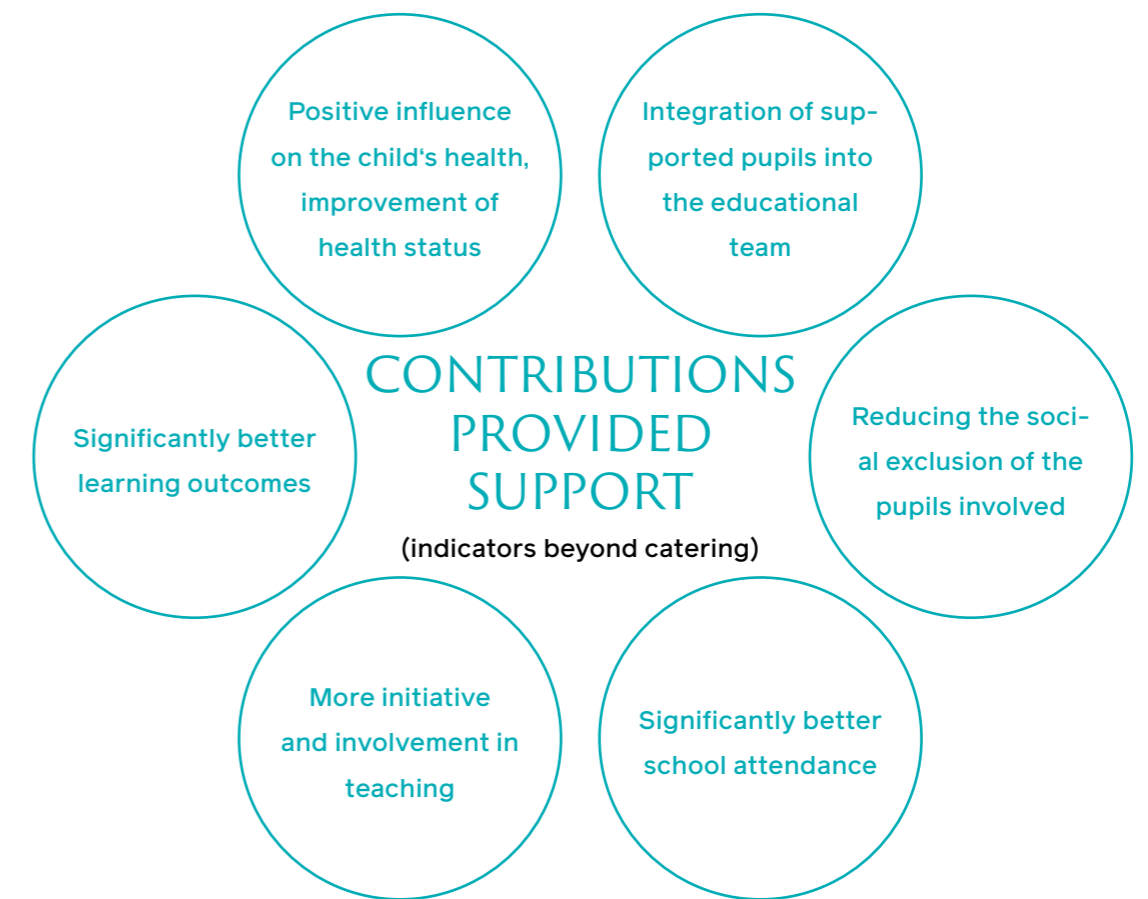
- **Simplicity and efficiency** – a highly functional yet simple system for involving pupils in the project, ensuring the anonymity of pupils and parents.
- **Speed and directness of assistance** – years of proven approval system, a process without unnecessary administration.
- **Comprehensive support for teachers** – legal, administrative and technical.
- **Online application** – created specifically for the Lunches for Children project.
- **A direct path from donor to children** – donations from the transparent account go to the purpose of paying for children's meals.
- **Flexibility of the system** – ability to react flexibly to changes during the school year.

BASIC CRITERIA OF THE PROJECT

The project is intended for primary school children from all over the Czech Republic. The main partner of the project is a primary school or a school canteen. Parents take care of their children, but their financial situation does not allow them to pay for school lunches.

Other signs of financial hardship are also visible in the children (they have modest or no lunches, they cannot participate in paid class or school activities – trips, visits to the theatre, etc.).

Other aspects are dealt with on an individual basis in discussion with the school contact person when approving the application. Primarily, however, the assistance is intended for children whose parents take a pro-active approach to dealing with their financial situation.



EXAMPLES OF SUPPORTED CHILDREN

- The children are from families who, because of their financial situation, find it difficult to afford even basic necessities such as school lunch, participation in paid class activities, school supplies, etc. Loss of employment, low income, loss of housing, single parenthood without support from extended family, lack of child support, unavailability of social support, etc. play a crucial role.
- Children are from functional families who suddenly and literally from one day to the next find themselves in a difficult living situation, e.g. due to an accident, serious illness or death in the family.
- The children are in the care of grandparents who are in most cases on old-age or disability pensions and often provide for basic needs at the expense of their own expenses, medicines, etc.

- Families are also involved in the project, where they pay for the children's lunches according to their current situation or during the afternoon school days. In some cases, the children themselves save for individual lunches.


- School meals are provided for specific Ukrainian pupils involved in the education system in the Czech Republic who are recommended by the school.


- In the current financial and energy situation, the project's assistance is directed operationally to children and families from the middle income class who are unable to pay for lunches due to rising living costs.

We appreciate if parents try to solve the situation despite the adversity. The school often sees our help as a motivation for the parents, who then become more active and involved by working together with the school.


THE SPECIFIC SITUATION OF CHILDREN FROM APPROVED APPLICATIONS IN 2023


(WE DO NOT INCLUDE THE NAMES OF THE SCHOOLS, WE HAVE CHANGED THE NAMES OF THE CHILDREN)


 Christopher's mother contacted us saying that she did not have money for her son's lunch. She is a single mother, has one child, is divorced, and her father contributes to her son's expenses, but the money is only enough for the bare necessities. She doesn't see her son at all. Unfortunately, the mother lost her job 5 months ago and has not been able to find a new one. For this reason she is very frustrated and desperate about the whole situation. She should now be on material hardship. She is cooperating with the school, she is attentive to her son and always has all her school things in order. She was very upset during the call and I offered her not only the school's help from the Study Fund (VV supplies, notebooks, etc.), a waiver of the school fee, but most importantly the opportunity to get free lunches with your help, which she very much welcomed.

 We noticed that Radek would stand sadly in front of the cafeteria before the afternoon classes when the children were having lunch. The school assistant started to solve the situation and learned that the family had no funds to pay for the lunches. The father works as a bricklayer, but due to the increasing expenses in all directions the family cannot make ends meet and the financial situa-

tion has worsened this year, so they moved to the husband's parents' house because they could not manage renting an apartment in the city. The security of regular school lunches will help the boy not to be excluded from the collective and will be a great relief for his family.


 The mother has two children in total. Honzik's father died last year of a heart failure (supposedly after a vaccination for covid). His mother works as a saleswoman on a minimum wage. The family lives in a rented apartment, almost all of the mother's earnings go to finance their housing. Currently, her grandmother helps her financially. There is perfect cooperation with the mother. She takes exemplary care of the children. The class teacher can vouch for the family.

 The father is a recent widower. He has three small children and a family in South Moravia. Lucinka is a sweet, hardworking and trouble-free girl who tries very hard at school despite her difficult family situation. We try to support the family by attending the after-school club so that the children can be taken care of as much as possible and the father can go to work.

 Aneta grows up in a shared household with her single mother (partial disability pension). There is no money in the family. However, her mother always pays everything necessary, but often with delays, which she informs me about in advance. Aneta does not attend some school events for financial reasons. She also uses the services of the Parish Charity (clothes, free tutoring). She has never attended lunch in the second grade. The pupil is now attending 9th grade and it would be useful if she had a reg-

ular hot meal – lunch in the school canteen, which the family cannot afford for financial reasons.

 The family is from Ukraine, a war zone. The mother, grandmother and daughter came to the Czech Republic with only a plastic bag. The girl started going to school almost immediately. She learned to read and write Czech very quickly. A collection for school supplies and clothes was announced at school to support children from Ukraine. Last year I (the headmistress of the school) paid for Anastasia's lunches. Anastasia also participated in an outdoor school at the end of the school year. Her stay was paid for by the collection for the outdoor school for children from Ukraine. Similarly, the school supplies for the 2022/2023 school year will be covered by this collection. The mother was employed by the school as a cleaner for 4 weeks during the cleaner's illness. Mother is a very hardworking and caring woman.

 After three years Vojta came back to our school in a special class. He now lives with his three siblings with his grandparents. Their mother just left them three years ago, so his grandparents, who are retired, take care of him and his siblings. Their socio-economic situation is not very good. Vojta usually eats lunch when he returns home and waits for the bus without lunch. Vojta's grandfather was hesitant to join the project at first, but now he sees that a hot lunch would help Vojta and them in their difficult situation.

During the 2022/23 school year, there have been multiple increases in the price of lunches and in the amount paid by the child's legal guardian. The negative impacts of inflation and uncertainty affect the lives of adults and, unfortunately, children.



SCHOOL LUNCH COST – PART PAID BY THE PARENT (food costs):

The cost of one school lunch in the applications processed for the project ranged from

31–39 CZK

The average cost of a school lunch in the processed applications for the Lunches for Children project and according to our statistics, in 2023, was

34 CZK

Average monthly cost of school lunches per pupil:

700 CZK

LUNCHES FOR CHILDREN IN NUMBERS

IN 2023



1,350 SUBJECTS

Nearly 1,350 primary schools and school canteens were actively involved in the project.



20,000 SCHOOLCHILDREN

Thanks to the project and the teachers, over 20,000 schoolchildren were fed during the school years 2022/23 and 2023/24 – part of 2023.



86,000,000 CZK

More than 86 million CZK was spent on lunches for children.

SINCE 2013



70,000 CHILDREN

Since 2013, more than 70,000 children have eaten lunch in school canteens under the Lunch for Children project.



CZK 315,000,000

The total amount paid for school meals for these children exceeded CZK 315 million. The number of children supported has increased every year.

Overpayments (refunds from primary schools/schools) received back to the transparent account as part of the regular donation settlement amount to an average of around 14% of the amount paid for meals. The most common reason for overpayments is refunds for lunches withdrawn due to pupil illness.

IMPACT ASSESSMENT OF THE AID PROVIDED

for the school year 2022/2023

The questionnaire survey was sent to the e-mail addresses of the contact persons of all primary schools/schools with a 2022/2023 donation agreement – a total of 1,190 recipients were contacted. We received 1,139 responses, of which 1,088 (96%) were relevant, i.e. responses for 12,202 children out of a total of 14,493 children (85%) enrolled in the Lunches for Children project.

SPECIFIC QUESTIONS SELECTED:

1. From whom did you hear about the Lunch for Children project

68% of respondents were already enrolled, 9% from the media, 8% from an email sent by the Lunch for children project, 4% from social networks.

2. Is the school included in other projects that pay for school meals for low-income families?
75% are not enrolled in other programs.

3. How many meals offered do students get to choose their lunch each day?
42% of children cannot choose from more than one option, meaning there is only one meal option on the menu, 50% of children choose from 2 meals.

4. Would you include education on nutrition, diet and sustainable eating in your school prevention programme?
33% already do, 55% plan to include.

5. How many of the children supported have improved school attendance?
58% of children have shown a demonstrable improvement in attendance as noted by educators, 42% showed no change, but the answer

may also mean that there was nothing to improve and attendance was normal.

6. How many of the supported children showed an improvement in their behaviour and inclusion?
62% of the children improved, 38% of children showed no change.

7. How many of the supported children showed an improvement in their grades?
31% of children have improved, 69% of children showed no change.

8. How many of the legal guardians of supported children have improved their cooperation with the school?
60% of the responses showed an improvement, 40% of responses showed no change.

OVERALL ASSESSMENT:

Every year a large number of cooperating entities respond to the questionnaire and we greatly appreciate the good relations and trust of the teachers and school canteen workers, which we have been trying not to disappoint since the beginning of the project, not only during the questionnaire surveys, but also during the mutual communication during the year, when they contact us with their questions and experiences, reminders or requests for advice, consult the selection of the children needed and are interested in the progress of the project.



SOS TO
KINDERGARTEN

BASIC DESCRIPTION AND OBJECTIVE OF THE PROJECT

The SOS to Kindergarten project was launched on March 1, 2023, based on years of experience from the Lunches for Children project. The project is nationwide and is intended for kindergarten children. Its aim is to enable specific children whose family is in a long-standing financial disadvantage or difficult life situation to have a free meal in kindergarten so that they can participate in pre-school education with their peers.

This is possible thanks to the support of the initiators of the project and their non-profit company WOMEN FOR WOMEN, and thanks to individual and corporate donors who contribute to a transparent account. The implementation of the activities has been supported by the Ministry of Education, Youth and Sports within the framework of the Support for Children's Participation in Pre-school Education for 2023. The funds sent to the transparent account are directed to kindergartens and canteens as payment for the meals of selected pre-school children.

PRINCIPLES AND ADVANTAGES OF THE PROJECT

- **National scope** – possibility of involvement kindergartens from all regions.
- **Interaction with the kindergarten** – involvement is voluntary, support is provided on the basis of teacher recommendations and individual case assessment.

- **Simplicity and efficiency** – a functional yet simple system of involving children in the project, ensuring anonymity of pupils and parents. Enabling pre-school education and the entry of the parent into the labour market.
- **Online application** – system for registration of the subjects of the kindergarten, administration of applications, accounting of the donation. In case of overpayment, it is returned to the transparent account.
- **Direct route from donor to children** – donations go from 100% to the purpose of paying for the meals of specific children.

BASIC CRITERIA FOR SUPPORT

The legal guardian is interested in the child, but his/her financial situation does not allow him/her to pay for the full day's meals, which may cause the child not to enrol in the kindergarten. Other problems are also evident in these children – they cannot participate in paid activities, trips,

PRICE OF MEALS AT NURSERY

Part of which is paid by the parent:

55 CZK

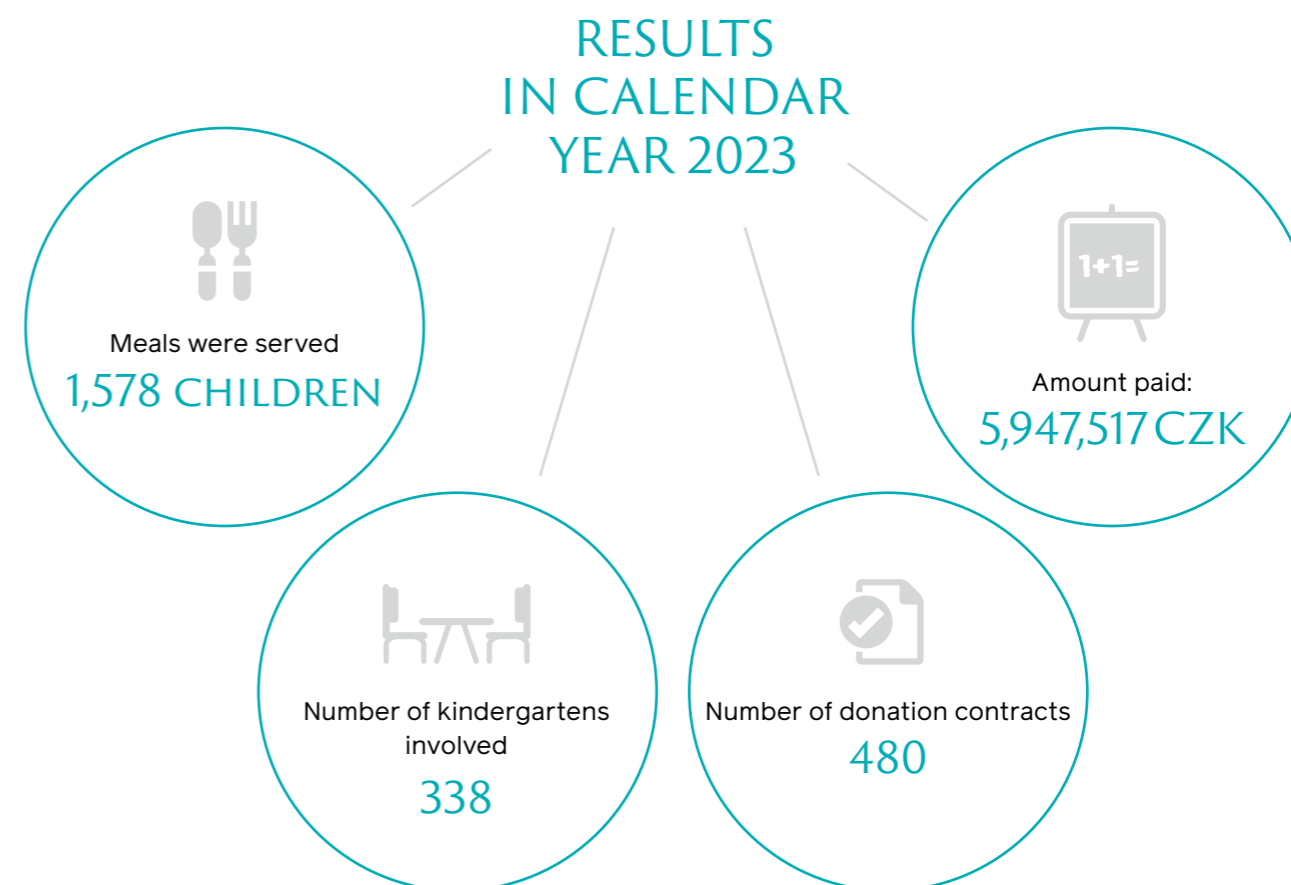
According to the applications received, the monthly cost of a full-day kindergarten meal is around 1,200 CZK for one child. The average price in each region is 55 CZK for a full day's board for a child in kindergarten.

are often absent, or stop attending kindergarten during the school year.

The parents of the children cooperate with the school, and in the case of approved paid meals, the child attends pre-school regularly, the absence of the child is duly excused by the legal representative and the meal is signed off.

We see the SOS to Kindergarten project as a good example of combining state and private resources in the name of a good cause, social responsibility and solidarity, because by providing financial as-

sistance to children from low-income families, we do not just provide them with quality and regular meals, but also participation in pre-school education. Without payment for meals, children cannot attend kindergarten. We will also enable them to socialise early with their peers, which is very important for them at this age and before they start school. Eating together helps them to learn good eating habits. For parents, this support will enable an earlier return to the labour market. This has a significant positive impact on children and parents both in the present time and for their future.





FAMILY
SERVICE

„Through education and counseling, we help separating parents find common ground in raising their children.“

The aim of the project is to help separating parents to avoid litigation over their children and to agree on how they will continue to care for their children. We would like to motivate parents not to litigate for their children and not to leave the responsibility only to the authority of the court. We believe that parental agreement is always better for the child than litigation.

Divorce or the break-up of a partnership is one of the most difficult life situations for children and adults. We know that separating the partnership from the parenting is very difficult, but it is also crucial for the future care of the children. Parents need to work to continue to be good parents and not to drag their children into disputes that concern their cohabitation. We know that children are most affected by the conflict that exists between parents, how long it lasts and how intense it is. If the parents are in conflict, it is therefore necessary to work to reduce the conflict. Through the courts with which we have established cooperation, we enable parents to benefit from professional services in the form of educational lectures in the court and follow-up educational counselling. Together with the courts, we are creating interdisciplinary teams whose work helps parents to find ways to come to an agreement and thus eliminate the impact of their own break-ups on their children.

The values and principles underlying the implementation of the project:

- Shared parenting,
- professional family law symposia and their conclusions

- principles of interdisciplinary cooperation (inspired by Cochem practice) in the Czech Republic. The project aims to develop interdisciplinary cooperation whose principles are inspired by Cochem practice. The Cochem practice is based on the cooperation of the subjects involved in court custody proceedings in the matter of adjusting the relations of children and minors after divorce.

The actors involved in this cooperation are:

- the court,
- the guardianship judges,
- the court social worker,
- other court staff,
- OSPOD (Child Social Protection Authority)
- providers of professional assistance.

Co-ordinated co-operation enables us to work effectively with parents, to better support the children concerned and to reach more sustainable parental agreements.

Effective cooperation can only be achieved if all those involved apply the same principles in their approach to parents:

- A child with a close relationship with both parents does not want to lose either parent. He or she wants and needs both of them.
- The divorce/separation of the parents has a traumatic potential for the child. Whether the trauma develops and what its effects on the child will be depends on the intensity and length of the parental conflict.

- The vast majority of parents are able to care for their child. They are fully competent in caring for their children on a variety of parenting scales (different parenting styles and approaches).
- Decisions about future living arrangements after separation/break-up belong primarily to the parents. It is their responsibility.
- The parents' agreement (in accordance with the best interests of the child) takes precedence in the vast majority of cases over an executive decision of the court.
- If parental conflict persists, the child will not thrive in any type of care.
- In a divorce situation, parents are in a crisis situation.

WHO ALL IS INVOLVED IN THE PROJECT:

15

Counsellors, mediators and educational trainers

1+1

child psychologist
and psychotherapist for parents

2

advocates

STATISTICS AND ACTIVITIES FOR 2022



Educational lectures
for parents – more than

100



Follow-up education

OVER 600
PARENTING
COUPLES

In 2023, we actively cooperated with the District Court for Prague 10, the District Court for Prague 2, the District Court for Prague East, the District Court for Prague West, the District Court in Most, the District Court in Litomerice, the District Court in Pribram, the District Court in Mlada Boleslav and the District Court in Usti nad Labem. We are establishing further cooperation with courts and creating interdisciplinary teams across the Czech Republic.

THEATRE PERFORMANCE – DIVORCE OR WITHIN THE LIMITS OF AN ACCEPTABLE NORM

In the autumn of 2022, we established cooperation with Lonelybase z.s. and became partners of the theatrical in- staging Divorce or Within the Limits of the Acceptable Norm. The theatre performance aims to open up the debate about divorce and the negative impact on children. The play was created in cooperation with clinical psychologist and forensic expert Prof. Radek Ptacek on the basis of his many years of experience, including in divorce situations. The performances are followed by a debate with practitioners. The project presents theatre performances across the Czech Republic.

In 2023, 10 performances were held across the Czech Republic.


SEMINARS FOR THE PROFESSIONAL PUBLIC

Within the framework of the project, we conduct regular seminars for the professional public in cooperation with the Permanent Conference of Czech Law and under the auspices of Dr. Libor Vavra, President of the Judges' Union.

The aim is to provide interested experts – civil servants, mediators, therapists, OSPOD (Child Social Protection Authority) workers and others – with detailed information on how the divorce takes place from a legal perspective. The seminars also include a discussion part in which experts can share concrete experiences on how to help parents to minimise the consequences of divorce for children. The seminars are led by JUDr. Jaromir Jirsa, Judge of the Constitutional Court of the Czech Republic and Honorary President of the Judges' Union, and Mgr. Krystof Janek, attorney at law and vice-president of the Family Law Section of the Czech Bar Association.

In 2023:

8 PROFESSIONAL SEMINARS



*“If we want to help a child,
we must first help his parents.”*



BASELINE DATA FOR 2023:

In 2023, W4W is still helping
with supported housing
27 FAMILIES

who have fled the war, of whom
**32 ARE
CHILDREN AND
44 ARE ADULTS**
(mothers and grandmothers).

Notwithstanding the fact that the vast majority of our clients have secured employment and schools for their children and are trying to integrate into Czech society, they still cannot do without help, especially in terms of housing. In the Czech Republic, the majority of refugee women belong to the group of vulnerable/at-risk persons just because of the fact that they are in a foreign country without a husband/partner and take on the role of a father in the family. At the same time, they have to manage to provide decent conditions for the development of their children.

The For Ukraine project was created in February 2022 in response to the Russian invasion of Ukraine and the influx of war refugees (mainly women with children) into the Czech Republic.

THE MAIN OBJECTIVE OF THE PROJECT

To provide a safe haven for Ukrainian women with children fleeing the war in Ukraine.

In 2023, we continued to provide follow-up support to the clients of the project in the area of accommodation (renting a subsidized apartment in Prague and Most), basic counselling in Ukrainian for the purpose of orientation in the Czech system and assistance in communication with Czech authorities and institutions.

The questionnaire for our clients shows that they are relatively satisfied with their life in the Czech Republic and feel safe here. This is mainly about the safety of their own children. Language and housing still remain a barrier for them. That is why they have been using our subsidised housing services for the second year already. They still live in uncertainty about the future, they do not feel at home here, but they cannot return home either. They prefer not to think about it as it is a „vulnerable“ topic for them. They are very grateful to the Czech Republic for the possibility of quality education for their children, for the opportunity to work, develop and feel „human“ regardless of all the circumstances. Last but not least, they are extremely grateful to W4W for the opportunity to have a decent living in a foreign country.

FOR UKRAINE

FIRST STEP



On World Mental Health Day (October 10, 2023), we launched a new project of WOMEN FOR WOMEN, o.p.s., called The First Step. It is an online anonymous peer mentoring service for anyone who finds themselves in a desperate life situation, with no one to share it with or to consult about the issues it raises in them. Often they need support in making major life decisions, but have nowhere in their environment to receive it for various reasons. First Step offers mentoring, support, motivation, guidance and sharing for difficult situations. These situations may relate to, for example, relationships, domestic violence, self-esteem, childcare, engaging in the labour market or financial crisis. Often these are very sensitive topics and we do not always have the strength or courage to share them in person or with someone who knows us. The First Step Counselling Centre is an anonymous and safe environment, and clients only go by a pseudonym. The counselling works online in the form of a chat room. Mentors who have been through difficult life times in the past, have overcome them and are ready to share their experience in the counselling room. Mentoring is provided on the basis of peer mentoring, i.e. a relationship between a mentor – a person who has lived through a particular life situation – and a client – a person for whom the situation is new. Mentors undergo regular training and supervision in their work by the project's professional guarantors. All mentors work in the project on a voluntary basis without remuneration and commit themselves to the project's code of ethics. Mentors do not provide professional help in the counselling room. For this purpose, an overview of professional help according to different life situations is available on the website.

BASELINE DATA FOR 2023*

Number of registrations in the counselling room:

242

(97% women, 3% men)

Number of chats started:

114

Number of mentors chats:

7

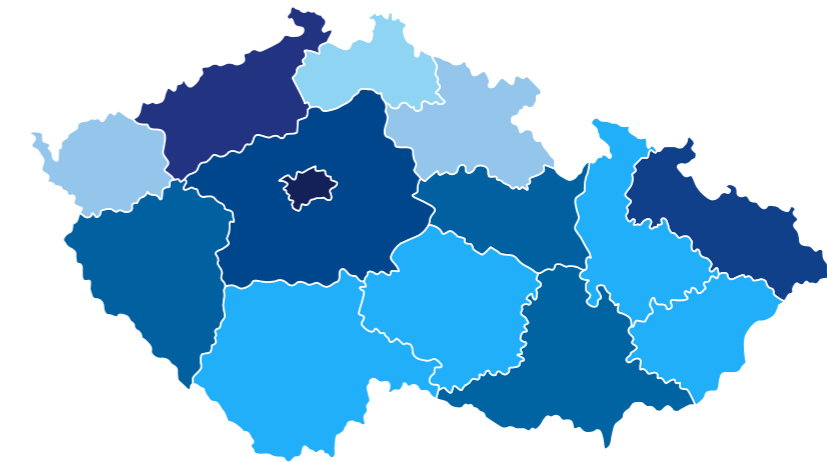
* the project was launched in October 2023

TOPICS ADDRESSED BY CLIENTS WITH MENTORS BY FREQUENCY (AS OF 31ST DECEMBER 2023):

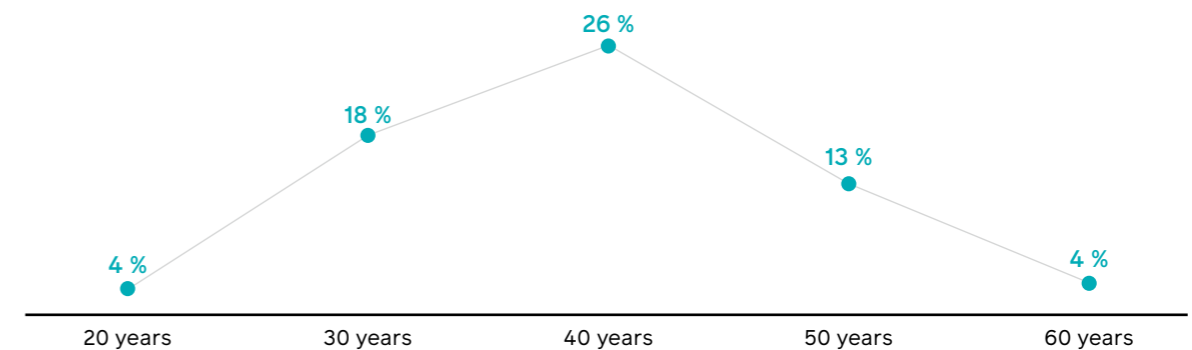
Relationships: 34%	Domestic violence: 14%
Self-esteem: 13%	Financial need: 13%
Childcare: 11%	Labour market integration: 4%

CHARACTERISTICS OF CLIENTS

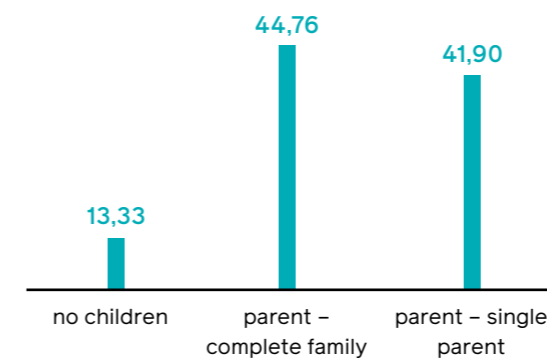
Regional distribution (%)



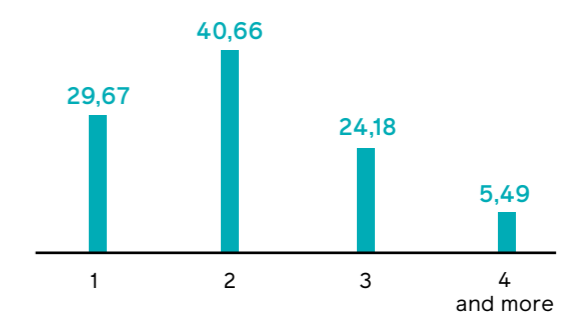
Age distribution (%)



Marital status (%)



Number of children in the families of male and female clients (%)





WOMEN FOR WOMEN
Sociální poradna

WOMEN FOR WOMEN, o.p.s., offers the public social counselling online via a form on the website, by phone or by appointment in person at our branches in Prague and Most. We are most often contacted by solo parents and parents with children who have found themselves in a difficult life situation.

Frequently asked questions from the social counselling centre

- Due to domestic violence I need to leave the relationship acutely. What should I do?
- What should I do if I am considering leaving my partner with whom I have children?
- What is involved in a divorce or separation in a family with children?
- I want to agree on custody and maintenance with the other parent after the separation. How should I proceed?
- How do I deal with a situation where I don't have enough income to secure rental housing?
- I am unable to meet the costs of housing or basic living needs. Where can I find help?
- As a single parent on a low income, am I entitled to any financial help from the state?
- Employers reject me as a parent with a young child. How can I improve my chances in the labour market?
- Is there any way I can find out where my debts are?
- I don't have the funds to pay off all my debts. How can I solve the situation?
- What is insolvency and how to achieve it?
- I need help paying for medical supplies for my children. Where can I turn to?
- I need help from a therapist for myself or my children. Who should I contact?



WOMEN FOR WOMEN
Právní poradna

At WOMEN FOR WOMEN, o.p.s., we offer free legal advice to the public in cooperation with attorneys. We provide legal advice on-line via a form on our website. We focus on civil, family and criminal law and debt issues.

Frequently asked questions from the legal advice service.

- How to get a divorce?
- How long does it take to file for alimony?
- Can maintenance be claimed retrospectively?
- Does alimony have to go to court or is it enough if the parents agree out of court?
- Is the father working „under the table“ – how to prove his real income?
- If one of the parents has a higher income, is this a ground for custody of the child?
- How to proceed if maintenance is not paid?
- Child support is paid differently than the court has ruled.
- How should I handle the situation?
- The children's father is a foreigner. He is not paying maintenance – what can I do?
- What about the maintenance allowance for an unmarried? mother if the husband/father of the child marries another woman?
- I have an adult child – what about child support?
- I filed a criminal complaint for child support and nothing happens.
- Is there a place to find out about any garnishments?
- What is considered community property?
- Which liabilities (debts) are part of the community marital property?
- How can a bailiff enforce a debt against a spouse?
- I have been informed that my spouse has debts. What should I do, should I get a divorce?
- Where can they help me with debt issues?
- I have heard about bankruptcy (personal bankruptcy). What does it mean?
- Is bankruptcy an appropriate solution for me?

LEGAL
ADVISORY

SOCIAL
ADVISORY



MOST BRANCH

We opened our first WOMEN FOR WOMEN branch outside of Prague in June 2018 in Most. It can be found in Vaclava Rezace Street in the headquarters of Severni Energeticka a.s., which provided us with the premises. In cooperation with the District Court in Most, we are implementing a project for competent parents called Family Service with the aim of eliminating disputes between separating parents and, above all, reducing the impact on their children.

We also offer the necessary Services for the public. For a symbolic price of 200 CZK/hour, children, adolescents and adults can take advantage of Psychotherapeutic Counselling and the sought-after Language Skills Development service.

We have newly opened the following services this year:

Group therapy for teens

The Bridge, an educational programme for women

FAMILY SERVICE

Family counselling is provided within the framework of the Family Service project in the premises of W4W in Most. Clients have the opportunity to take advantage of 5 charge-free therapies. The sessions are accompanied by two psychotherapists, one for parents and one for children. Some clients continue to attend the psychotherapy sessions even after these appointments have been exhausted and take advantage of the possibility to attend therapies with co-payments within the framework of the Public Services.

The legal clinic can be used by divorcing parents in two ways. Once a month, a lawyer is present on a pre-arranged date to answer any questions, or the parent can send an e-mail and the lawyer will respond within 48 hours, also free of charge.

As part of the good cooperation and effective functioning of the Cochem model, interdisciplinary meetings are held regularly. Representatives of W4W, the District Court in Most, OSPOD Most and Litvinov, psychotherapists, a lawyer and other persons interested in the meeting are always invited to these meetings. Representatives of the district courts from the southern cities where they want to implement the Cochem model are also invited and at these meetings they want to get information on how the cooperation works, how to start, what needs to be ensured, what this cooperation has brought, and other important information that is discussed during the meetings.

SUMMARY IN FIGURES FOR 2023

31 FAMILIES

Family counselling:
41 adults and 12 children

14 FAMILIES

Mediation: 28 adults

22 EDUCATIONS

approx. 250 adults

30 INQUIRIES

in the Legal Advisory

PUBLIC SERVICES

LEGAL ADVISORY

Any member of the public in need of a legal consultation can call our legal advice centre, which is free of charge once a month at the branch, or send their query by email and an experienced lawyer will respond within 48 hours.

Examples of the topics we address in the counselling room include:

- help with formulating proposals for adjustments for minor children or divorce, advice on advice on taking them to court
- checking employment documents assistance with navigating court proceedings in the event of a dispute (e.g. contracts or termination of employment)
- receiving a summons to appear in court
- advice on debt recovery

This year, the
24 CLIENTS
for a personal consultation.

LANGUAGE SKILLS DEVELOPMENT

Participation
200 CZK/HOUR.

Externs
2X SPEECH THERAPIST

Year 2022
317 HOURS



PSYCHOTHERAPEUTIC COUNSELLING

WHAT PROBLEMS PEOPLE MOST OFTEN COME TO US WITH

- partner relationships
- family relationships
- care of children in single-parent households – anxiety states
- low self-esteem
- self-harm
- challenging life situations
- obsessive-compulsive thoughts and symptoms

Therapy
936 HOURS

Adults
458 HOURS

children
478 HOURS

GROUP THERAPY FOR ADOLESCENTS

For the year 2023 we have opened a total of 3 groups of 8-10 sessions, each lasting 1.5 hours. The group is for girls and boys aged 13-17. Most common group topics: self-harm, anxiety, depression, anorexia, identity, etc.

In total, the following groups were attended by

23 ADOLESCENTS



TEACHING

In September, we opened a new service called Individual Tutoring, which is run by an experienced teacher. She has the approach to each child that the child needs to develop their skills in their chosen subject.

Within this service we offer tutoring in English language, mathematics and Czech language.

THE BRIDGE

In September, we re-launched The Bridge educational programme for women who feel they need to make an important change in their lives. Topics discussed: assertive communication, setting personal priorities and life goals, gaining self-confidence, stress management, etc.



Total public service expenditures
for 2023:

1,061,818 CZK

COOPERATION

HVS MOST

Higher Vocational School in Most – Social and Legal Activities (distance and full-time study) – 3x/year. We are glad that students of the Higher Vocational School in Most in the field of Social and Legal Activities have the opportunity to visit our branch, where as future graduates they learn more about the services offered by W4W.



DIAKONIE

Every year, Diakonie donates gifts for our clients, this time for the -teen-year-old clients who come to us for group therapy.



SOFA

Regional pilot programme „How to comprehensively and effectively support children at risk“. The project was developed in collaboration with local government and school representatives, social service providers and respected experts in the field of support for children at risk. We are happy to be part of this team, in which we cooperate with representatives of other organisations through regular meetings (case seminars, training, workshops). In 2023, we became a new member of the Litvinov platform.



IC SPIRALA

We are part of a team to help families at risk of domestic violence. We are glad that we can also help these families through our projects.



W4W IS PART OF COMMUNITY PLANNING IN MOST

The branch in Most is part of community planning, specifically in the KS2 group focused on services for people and families in crisis. Thanks to the institution of community planning, we are able to communicate openly with city leaders and other key organizations about all projects and issues. Since 2019, when W4W became part of the group, we have a comprehensive overview of social services in Most and information on the workload of other services. The group, which meets quarterly, consists of 18 institutions. These are mainly NGOs, but also include representatives of the state and self-government.





EARLY CARE PLATFORM

This year we have become part of the Early Care Platform. Early Care is a comprehensive system of programs and activities aimed at supporting at-risk children from birth to 8 years old and their families. These activities aim at the all-round development of children, whether in their natural environment,

in a preschool centre, in a kindergarten or in the first years of primary school. This year, we participated in a two-day meeting of the members of this platform in Most, where we presented our projects that could be beneficial for these families and other helping organizations within this project.

SUMMER CAMP FOR CHILDREN

Together with our general partner, the Seven Group, we organised a summer camp in a tent city in the Oblík Resort near Louny.

And what did the children experience during the camp? The theme of the camp was inspired by the book *The Chronicles of Narnia* by C.S. Lewis. The children took on the roles of the main characters, also children, who were transported to the land of Narnia with fantastic creatures, where good and evil are constantly pitted against each other.

In order to save the good King Aslan, the children had to undergo a challenging training and learn many skills – they lived in a teepee, learned archery, solved ciphers, practiced physical endurance and creativity.

Each day concluded with a fireside ritual, where Narnia pilgrims reviewed what they had enjoyed, and beads were given to acknowledge the help or good deed someone had done for them that day. In addition to this storyline, the camp program was interspersed with activities to increase the children's financial literacy and expand their awareness of the rules and importance of a healthy lifestyle.

We thank all the girls and boys for the energy with which they took up the program and discovered everything new. We are glad that they took away not only experiences and new knowledge, but also valuable friendships.

We would like to thank Seven Group and the Oblík Resort for their support.





ASSOCIATION OF SOCIAL RESPONSIBILITY

WOMEN FOR WOMEN, o.p.s., is a member of the Association of Corporate Social Responsibility (A-CSR). This association strives to make social responsibility and sustainability a natural part of business and the functioning of every organization in the Czech Republic. It links the corporate sector, the public sector, the non-profit sector and educational institutions. In this way, it contributes to the creation of a more responsible society.



INITIATIVE FOR HOUSING

WOMEN FOR WOMEN, o.p.s., is a member of the For Housing Initiative, which brings together dozens of organisations, payers and public officials with the aim of promoting a constructive discussion on the problem of housing need and the need for decent housing. Among other things, the initiative is involved in the drafting and adoption of the Affordable Housing Act in the Czech Republic.



INTERNATIONAL ORGANISATION COFACE FAMILIES EUROPE

WOMEN FOR WOMEN, o.p.s., has been part of COFACE Families Europe, which was founded in 1958. It is a network of more than 50 NGOs from 23 European countries, representing millions of families, volunteers and professionals. COFACE works to improve social policies to take into account the needs of different types of families and guarantee equal opportunities. It works on social and family policy, education, disability rights, gender equality, children's rights, consumer rights and the impact of technological developments on families. The W4W representative was elected as a member of the COFACE Administrative Council for the period 2020-24.

In March, we participated in a conference entitled Inclusive Education in an Inclusive Europe, held in Monza, Italy. The conference was hosted by the organisations associated with the Platform for people with disabilities within COFACE and pre-

sented a number of concrete legislative measures in individual EU countries as well as examples of good practice in education.

In October, a conference was held in Madrid entitled 'Leaving no one behind: social rights for all types of families'. Presentations covered the changing face of families in Europe and the measures from which many families are falling out – especially those with one parent or those with children with different types of disabilities.

During the year, W4W also participated in several online discussions and seminars:

- Family Poverty and Financial Inclusion
- Quality of early childhood education and care
- European Family Policy Observatory
- Discussion on themes for families in political parties' programmes ahead of the European elections

OUR MEMBERSHIPS

DONORS

Money Bank, a.s., ORESI s.r.o., Ing. Radim Smicka, CHANEL s.r.o., ADM Olomouc s.r.o., ING Bank N.V., Sanofi s.r.o., Delirest Services s.r.o., GoMerch company s.r.o., Medsol s.r.o., Edenred CZ s.r.o., Oracle Czech s.r.o., Hospodsky kviz s.r.o., ERGOTEP, druzstvo invalidu, Vessan Reality s.r.o, Smarty CZ a.s., Urban & Hejduk s.r.o, advokatni kancelar, Nestle Cesko s.r.o., ASSIST spol. s r.o.

We would like to thank all private donors, companies, donors, volunteers and supporters of our activities who have contributed or are contributing to the sustainability and implementation of our projects.

Our major donors include:

Seven Ceska energie, Tykac Family Foundation, Ministry of Education, Youth and Sports, MONETA

Special thanks are also due to the hundreds of donors from the general public whose financial support, which they themselves often describe as „at least a little something“, adds up to a huge amount of help, without which we would not be able to carry out our projects to the extent that we do now.

Thank you for helping with us!



FINANCIAL REPORT

ASSETS AND LIABILITIES AS AT 31.12.2023 (IN CZK)

Assets	33,056
Inventories	55,667
Cash on hand	32,846
Bank	72,097,551
Advances granted	6,948,856
Deferred charges	157,225
Trade payables	4,032,082
Advances received	2,253
Payables to employees	617,176
Liabilities to social security and health insurance	309,367
Liabilities to the tax office	74,179
Liabilities to the state budget in respect of subsidies	4,868,919
Deferred revenues	16,400,000
Accrued liabilities	1,790,081
Undistributed profit of previous years	57,229,026
Assets of o.p.s.	1,000,000
2023 COSTS (IN CZK)	
Consumption of materials	553,940
Energy consumption	68,635
Services	42,423,889
Personnel costs	11,429,711
Operating costs	2,319,032
Allowances provided	80,883,743
Total costs	137,678,950
2023 REVENUE (IN CZK)	
Revenue	4,118,249
Donations received	33,600,900
Contributions received	19,371,240
Donations	80,594,061
Total revenue	137,684,450
PROFIT	5,500

INDEPENDENT AUDITOR'S REPORT

INDEPENDENT AUDITOR'S REPORT

For the founders of the company
WOMEN FOR WOMEN, o.p.s.

Registered office: Vlastislavova 152/4, Nusle, 140
00 Praha 4 ID No.: 242 31 509

AUDITOR'S REPORT

We have audited the accompanying financial statements of WOMEN FOR WOMEN, o.p.s. (hereinafter referred to as „the Company“), prepared in accordance with Czech accounting regulations, which comprise the balance sheet as at 31 December 2023, the profit and loss account for the year ended 31 December 2023, and the notes to the financial statements, including significant (material) disclosures about accounting policies used. Information about the Company is set out in note 1 to these financial statements.

In our opinion, the financial statements give a true and fair view of the assets and liabilities of WOMEN FOR WOMEN, o.p.s. as at 31 December 2023, its costs and expenses, and the result of its operations for the year ended 31 December 2023 in accordance with Czech accounting regulations.

BASIS FOR OUR OPINION

We conducted our audit in accordance with the Act on Auditors and the standards of the Chamber of Auditors of the Czech Republic on auditing, which are the International Standards on Auditing (ISA), as supplemented and modified by related application clauses, where appropriate. Our responsibilities under these regulations are described in more detail in the section Auditor's Responsibilities for the Audit of the Financial Statements. In accordance with the Act on Auditors and the Code of Ethics adopted by the Chamber of Auditors of the Czech Republic, we are independent of the Company and have fulfilled our other ethical obligations under these regulations. We believe that the evidence we have gathered provides a sufficient and appropriate basis for our opinion.

OTHER FACTS

The financial statements of the Company as of December 31, 2022 were audited by another auditor who expressed an unqualified opinion on those financial statements in his report dated June 7, 2023.

OTHER INFORMATION LISTED IN THE ANNUAL REPORT

In accordance with section 2(b) of the Auditors Act, other information is information in the annual report other than the financial statements and our auditor's report. Other information is the responsibility of the Board of Directors of the Company.

Our opinion on the financial statements does not relate to other information. Nevertheless, part of our responsibility in connection with the audit of the financial statements is to read the other information and assess whether the other information is materially inconsistent with the financial statements or with our knowledge of the entity obtained in the course of the audit or otherwise appears to be materially misstated. We also consider whether the other information has been prepared, in all material respects, in accordance with applicable law. This assessment means whether the other information complies with the legal requirements as to the formality and process of the other information in the context of materiality, i.e. whether any failure to comply with the stated requirements would be likely to affect the judgement made on the basis of the other information.

On the basis of the procedures carried out, to the extent that we are able to assess, we conclude that

- the other information, which describes the facts that are also presented in the financial statements, are consistent in all material respects with the financial statements; and
- the other information has been prepared in accordance with legal requirements.

We are also required to state whether, based on our knowledge and understanding of the Company obtained in the course of our audit, the other information does not contain material misstatements. We did

not identify any material misstatements in the other information received as a result of our procedures.

RESPONSIBILITY OF THE COMPANY'S BOARD OF DIRECTORS AND BOARD OF SUPERVISORS FOR THE FINANCIAL STATEMENTS

The Company's Board of Directors is responsible for the preparation of financial statements that give a true and fair view in accordance with Czech accounting regulations and for such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors of the Company is required to assess the Company's ability to continue as a going concern. If applicable, they must describe in the notes to the financial statements the matters relating to its going concern and the application of the going concern assumption in preparing the financial statements. This is except in cases where the Board of Directors plans to dissolve the Company, to cease operations, or has no realistic alternative but to do so. The Supervisory Board is responsible for overseeing the Company's financial reporting process.

AUDITOR'S RESPONSIBILITY FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high degree of assurance, but it is not a guarantee that an audit performed in accordance with the above provisions will disclose, in all cases, any existing material

misstatement. Misstatements may arise from fraud or error and are considered material if they can reasonably be expected, individually or in the aggregate, to affect the economic decisions that users of the financial statements make on the basis of the financial statements. In conducting an audit in accordance with the above provisions, our responsibility is to exercise professional judgment and maintain professional skepticism throughout the audit.

It is also our responsibility to:

- Identify and evaluate the risks of material (material) misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures to address those risks, and obtain sufficient and appropriate evidence to provide a basis for our opinion. The risk that we will not detect a material misstatement due to fraud is greater than the risk of not detecting a material misstatement due to error because fraud may involve collusion, forgery, fraudulent omissions, misstatements or circumvention of internal controls.
- Familiarize ourselves with the Company's internal control relevant to the audit to the extent necessary to enable us to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control system.
- To assess the appropriateness of the accounting policies used, the reasonableness of accounting estimates made and the disclosures made by the Board of Directors of the Company in this regard in the notes to the financial statements.
- To assess the appropriateness of the Board of Directors' use of the going concern basis of accounting in the preparation of the financial statements and whether, in the light of the evidence gathered

information, there is a material uncertainty arising from events or conditions that may cast significant doubt about the Company's ability to continue as a going concern. If we conclude that such a material uncertainty exists, it is our responsibility to draw attention in our report to the information presented in the notes to the financial statements in this regard and, if that information is not sufficient, to express a modified opinion. Our conclusions regarding the Company's ability to continue as a going concern are based on the evidential information we have obtained up to the date of our report. However, future events or conditions may cause the Company to lose its ability to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the notes thereto, and whether the financial statements present the underlying transactions and events in a manner that results in a fair presentation.

Our responsibility is to inform the Management Board and the Supervisory Board of, among other things, the planned scope and timing of the audit and the significant findings we have made during the audit, including any significant deficiencies identified in the internal control system.

SPICA AUDIT s.r.o.

Husova 7, 110 00 Prague 1

Authorisation

of the CRA: 221

Ing. Janka Pisova

Statutory auditor

KACR authorisation number: 1235

In Prague, 28 June 2024



A handwritten signature in blue ink, appearing to be "Janka Pisova".



You, our donors and partners, are an integral part of our journey to ensure a better future for children. Your generous contributions allow us to continue our mission to help children and families in difficult life situations. Thanks to you, we can turn dreams into reality and bring hope where it is needed most.

We greatly appreciate the support from all of you. Every contribution, even the smallest, is important to us and we promise to use all donated funds as effectively as possible. Special thanks to our long-standing General Partner, the Seven Group.

The team of WOMEN FOR WOMEN, o.p.s.

