

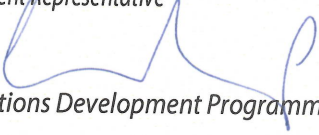
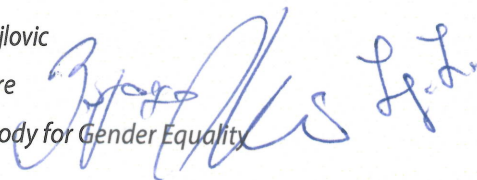
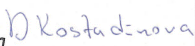


STANDARD JOINT PROGRAMME DOCUMENT

Country: Republic of Serbia

Programme Title: **Integrated Response to Violence against Women and Girls in Serbia III**

Joint Programme Outcome: State institutions and other relevant actors enhance gender equality and enable women and girls, especially those from vulnerable groups, to live lives free from discrimination and violence

<p>Programme Duration: <u>24 months</u></p> <p>Anticipated start/end dates: <u>October 2020-September 2022</u></p> <p>Fund Management Option(s): <u>Pass-through</u></p> <p>Managing or Administrative Agent: <u>United Nations Development Programme (UNDP)</u> <u>Serbia</u></p>	<p>Total estimated budget*: <u>1,499,709.6 USD</u></p> <p>* Total estimated budget includes both programme costs and indirect support costs</p> <p>Award Number: 00099635</p> <p>Output Number: 00102932</p>
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Executive Summary

Violence against women and girls is the most pervasive violation of fundamental human rights that devastates lives of individuals, families, communities and prevents development of the society as a whole. Violence jeopardizes the right to bodily integrity and freedom from fear, weakens women's basic human capabilities, and, as a result, undermines their ability to participate as full citizens in the economic, political and social life of their community. Furthermore, the consequences of violence do not fall on women alone, but on their children, families and the wider society, constituting a major barrier to the achievement of the broader goals of equitable and sustainable human development. Ending violence against women is a key component and critical priority of any sustainable human development agenda.

Since 2002, when domestic violence was criminalized for the first time, the Government of Serbia showed significant determination to improve the social and institutional response to violence against women, in order to raise the effectiveness of prevention and protection. Countering violence against women and domestic violence is one of the goals of gender equality policy, rooted in the Constitution of Republic of Serbia, sanctioned by several laws, while political and social commitment to eliminate violence against women and girls is reaffirmed by ratification of key international conventions.

Despite the Government's efforts, rights of women and girls to bodily integrity and freedom from fear of violence still remain a development and human rights challenge. On average, every 7 to 10 days one woman is killed in the context of domestic violence. Five out of six deadliest mass shootings occurred since 2000, are a direct result of domestic violence or involved the killing of a family member or former/current partner. 40% of adult women experienced some form of sexual harassment during their lifetime, 22% of adult women were victims of physical and sexual violence by their current partner, while 18% of adult women experienced physical and sexual violence by ex-partners.¹

The proposed Joint Project will contribute to achievement of the national outcome agreed between the Government of the Republic of Serbia, the UNCT, international and civil society partners in Serbia: ***State institutions and other relevant actors enhance gender equality and enable women and girls, especially those from vulnerable groups, to live lives free from discrimination and violence.***

The project will ensure that interventions consider and address the conditions across different levels (e.g. individual, family, community and society), which affect women and girls' risks of experiencing violence. The project will accelerate the process of attaining the Sustainable Development Agenda 2030 and will also support the implementation of international commitments and recommendations, particularly CEDAW and the Istanbul Convention. The proposed project will up-scale the existing interventions and results undertaken by the

¹ [Well-being and Safety of Women](#), OSCE, 2018

Government of Serbia and the UN agencies achieved through the joint project [Integrated Response to Violence against Women and Girls in Serbia II](#). The project is built upon lessons learned and good practices to address sector-wide and multi-sectoral development challenges that require an integrated response from different partners.

Through its activities, the project will inform citizens about the phenomenon of violence and its consequences on the lives of those who have survived. It will work to prevent violence before it occurs, and will ensure that when violence is committed, all the victims get timely and effective support from relevant institutions and are protected from further acts of violence and its possible escalation. Moreover, the project will place a special emphasis on work with men by tackling attitudes, behaviors and challenges of harmful masculinities, as men account for the majority of perpetrators. The proposed intervention will reinforce the preventive and protective factors, including behavioral intervention programmes to reduce the likelihood of women and girls experiencing violence.

List of Abbreviations

AP	Autonomous Province
Beijing +20	Beijing Platform for action
CAHVIO	Ad Hoc Committee on Preventing and Combating Violence against Women and Domestic Violence
CBGE	Coordination Body for Gender Equality
CSO	Chief Security Officer
CPAP	Country Programme Action Plan
DFID	Department for International Development
DSA	Daily subsistence allowance
EU	European Union
EVAW	Eliminating Violence against Women
GBV	Gender-based violence
GE	Gender equality
GMS	General Management Services
GREVIO	Group of Experts on Action against Violence against Women and Domestic Violence
HIV	Human Immunodeficiency Virus
ICT	Information and communications technology
IMAGES	International Men and Gender Equality Survey
IPH	Institute of Public Health
JP	Joint Project
JPSC	Joint Programme Steering Committee
JPPB	Joint Programme Project Board

KPA	Academy of Criminalistics and Police Studies
LGBT	Lesbian, Gay, Bisexual and Transgender
LS	Lump-sum
MICS	Medium income countries
Misc	Miscellaneous
MoESTD	Ministry of Education, Science and Technological Development
MoH	Ministry of Health
Mol	Ministry of Interior
MOLESVP	Ministry of Labor, Employment, Veteran and Social Affairs
MoYS	Ministry of Youth and Sports
Mol	Ministry of Interior
MoJ	Ministry of Justice
MPs	Member of Parliament
Mtgs	meetings
NGO	Non-governmental Organization
No.	Number of
OPNA	National Network for Treatment of Perpetrators of Violence
OSCE	Organization for Security and Co-operation in Europe
PARS	Judicial Academy
PSC	Project Steering Committee
PSEEGE	Provincial Secretariat for Economy, Employment and Gender Equality
RC	Resident Coordinator
RCO	Resident Coordinator's Office
SBAA	Standard Basic Agreement
SDG	Sustainable Development goal
SIDA	Swedish International Development Corporation
SGBV	Sexual and gender-based violence
TBD	To be determined
ToT	Training of trainers
UN	United Nations
UN CEDAW	United Nations Convention on the Elimination of All Forms of Discrimination against Women
UNCT	United Nations Country Team
UNCT TG	United Nations Country Team Theme Group
UNDAF	United Nations Development Action Framework
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UN HQ	United Nations Headquarter

UNICEF	United Nations Children's Fund
UNSCR	United Nations Security Council Resolution
UN SG	United Nations Secretary General
UNW	United Nations Women
VaC	Violence against children
VaW	Violence against women
VaWG	Violence against women and girls

I. Situation Analysis

Activities in the area of countering violence against women and domestic violence have been continuously implemented in Serbia for more than 15 years. This is one of the goals of the gender equality policy, rooted in the Constitution of the Republic of Serbia and one of the primary principles in the area of human rights. Reaffirming its commitment to suppress violence against women, the Republic of Serbia ratified the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (hereinafter Istanbul Convention). After the Istanbul Convention entered into force, the competent authorities and institutions strengthened their efforts to align the domestic legislation with the Istanbul Convention.

The seriousness of the Government of Serbia to address domestic violence has been clearly confirmed by the adoption of the Law on the Prevention of Domestic Violence (2017) and amendment of the Criminal Code (2016) introducing, *inter alia*, barring orders for perpetrators; criminalisation of marital rape, female genital mutilation, stalking, sexual harassment and forced

marriage; alignment of sentences for rape (article 178 of the Criminal Code) and sexual intercourse with a person with disabilities (article 179 of the Criminal Code). The Government also established the National Suppression Council in 2017 to monitor the effectiveness in the implementation of the Law on the Prevention of Domestic Violence.² Data on the implementation of the Law, including the institutional response, as well as on victims and perpetrators and their relations are [regularly monitored and published](#).³

During the first year of implementation of the Law, a total of 44,727 domestic violence reports were filed. The police issued 8,751 barring orders and 19,275 restraining orders. In 15,617 cases, the courts extended the emergency orders to 30 days. Local-level task-forces, groups made-up of several institutions such as social protection service, police and public prosecutor office, developed 10,503 individual victim protection plans. In 2017, the police filed 7,106 criminal reports, an 88% increase compared to 2014.

The political and social consensus to improve the social and institutional response to violence against women is clear, with the aim to raise the effectiveness of prevention and protection measures⁴.

However, despite these positive trends, rights of women and girls to bodily integrity and freedom from fear of violence still remain development and human rights challenges to be further addressed.

On average, every 7 to 10 days one woman is killed in the context of domestic violence. According to the media reports, 10 women were killed in a family/partnership context on the territory of Serbia in less than 6 months in 2019, 30 were killed in 2018, and 26 in 2017.⁵ 66,6% of women were killed by their former or current partner and 33,3% by another family member – son, grandson or stepson. In 83,3% cases of femicide, victims never turned to institutions to report violence.

² The Council consist of the representatives of all relevant Ministries: Ministry of Justice – as the lead Ministry, Ministry of Interior, Ministry of Labour, Employment, Veteran and Social Affairs, Ministry of Education, Science and Technological Development, Ministry of Health, the Coordination Body for Gender Equality and the Provincial Secretariat for Social Protection, Demography and Gender Equality.

³ Data are collected by the National Prosecution Office and analyzed and published by the Ministry of Justice in the specialized web-site dedicated to VaW www.iskljucinasilje.rs

⁴ [Comments submitted by Serbia on GREVIO's final report on the implementation of the Council of Europe Convention on preventing and combating violence against women and domestic violence \(Baseline Report\)](#)

⁵ Women against Violence Network – Femicide in Serbia <http://www.zeneprotivnasilja.net/en/femicide-in-serbia>

The latest prevalence study⁶ shows alarming data: 40% of adult women experienced some form of sexual harassment during their lifetime, while 18% in the previous 12 months; 22% of adult women were victims of physical and sexual violence by their current partner, while 18% of adult women experienced physical and sexual violence by ex-partners.

Women from marginalized and groups discriminated on multiple grounds are particularly vulnerable to violence due to their specific living circumstances. Roma women, as well as rural women, live in traditional communities where patriarchal values and gender stereotypes are predominant, while dependency on assistance for women with disabilities limits their accesses to institutions, considering that in many cases the perpetrator is the only person that assists these women.

The survey on experiences of women with disabilities in gender-based and domestic violence conducted by CSO "...Out of Circle Vojvodina" in 2018, shows that 37.5% of interviewed women stated they were victims of physical violence, while 29.5% stated they were raped (forced to have sex without consent). Only 19.8% of them reported violence, mainly to the social welfare center, police or neighbors.

Domestic violence does not only affect women, it has a negative impact on children as well. Domestic violence that children witness, including violent disciplining methods to which they are exposed to, but also cold, strict upbringing practices are linked with higher risks of violent behavior not only towards peers, but also in other inter-personal relations throughout their lifetime. [A study on adverse childhood experiences](#) (ACE)⁷ has shown the unfavorable effects to be long-term, and affect physical health, mental health, personality traits and educational outcomes. Out of every 100 adults in Serbia, about 70 have experienced at least one form of ACE repeatedly during childhood, and about 20 have experienced four or more. Adverse childhood experiences were found to be more common among those living in urban areas, those not in a partner relationship, among males, younger people (18-29 years), those with lower education and school dropouts.⁸

⁶⁶ [Well-being and Safety of Women](#), OSCE, 2018

⁷ An adverse childhood experience (ACE) describes a traumatic experience in a person's life occurring before the age of 18 that the person remembers as an adult. The following are examples of ACEs: physical abuse, emotional abuse, sexual abuse, alcoholism in the family, drug abuse in the family, depression or any other mental illness in the family, suicide in the family, incarceration of a family member, abuse of mother by her partner, abuse of father by his partner, parent separation, psychological neglect, physical neglect, bullying, involvement in physical fight, community violence, and collective violence.

⁸ UNICEF, *Adverse Childhood Experiences Study*, UNICEF Serbia, March 2019.

Data⁹ also indicate that younger children (2-4 years) are more often exposed to violent disciplining at home than older children (5-14 years). While the gender gap in the general population is absent among children aged 1–4 years, it increases among children aged 5–14 years, with girls being more frequently exposed to severe physical punishment than boys.

Child marriage is a fundamental violation of girls' human rights. It has devastating consequences, disempowering girls within their communities and in their own homes, harming their health and psychological wellbeing, excluding them from education, and denying them the opportunity to fulfil their potential. The persistence of harmful traditional child marriage practices not only holds back girls and women, but the communities in which they live and is a key factor in many places perpetuating poverty. In Serbia, child marriage is rare within the general population but is very common in Roma settlements where 57% of girls are married before the age of 18 and 18% are married before the age of 15.¹⁰

Decades-long negative factors and influence have caused re-patriarchization and re-traditionalization, which do not only have very negative consequences on women, but also affect men, especially younger generations, who exhibit extremely high risks of harmful lifestyles in order to confirm the imaginary ideal of a "real man", including the acceptance of dangerous extreme ideology.

Recently conducted Research on Men and Gender Equality – [IMAGES¹¹](#) shows that, according to the statements of adult men who participated in the survey, the most common forms of violence are insults and humiliation, committed by nearly one-third of men against their partners. In one-fourth of cases, men deliberately intimidated their partners. Slapping and throwing objects at the partner happened in one-fifth of cases. Another widespread form of violence is economic violence, reflected in prohibition to work. Over the past 12 months, every fifth man who has committed violence in the intimate partner relationship threatened his partner with a weapon, while one in four of these men insulted the partner. About one-tenth of men in the sample have the experience of forcing women into sexual intercourse, under different circumstances.

⁹ UNICEF and Statistical Office of Republic of Serbia, *Serbia Multiple Indicator Cluster Survey and Serbia Roma Settlements Multiple Indicator Survey 2014*, UNICEF, Belgrade, 2015.

¹⁰ [Child marriage in Serbia, UNICEF](#)

¹¹ Men in Serbia, Changes, Resistance and Challenges – Results of Research on Men and Gender Equality-IMAGES Serbia, <https://serbia.unfpa.org/sites/default/files/pub-pdf/ENG%20IMAGES%20Serbia.pdf>

Additional challenges are reflected in the public discourse reinforcing traditional family values at expense of women survivors. Social norms generally still condone gender inequality and VaW leading to low prioritization and insufficient investment in prevention and services.

Mobilizing individuals, government, Parliament, NGOs, people in local communities to act in joint efforts to fulfill national and international commitments in preventing and eliminating VaWG remains critical for a quality response. Impartiality, expertise, achievements and the recognized role of the different parties puts the UN in a unique position for facilitating dialogue among stakeholders and moderating the joint approach.

II. Strategies, including lessons learned and the proposed joint programme

Lessons Learned

The project team adopted an evidence-based approach to the formulation of the project proposal, drawing on lessons extracted from the implementation of the previous phase, results and performance factor analysis, as well as findings, conclusions and recommendations of the reports developed within the project (such as annual project reports, evaluation of the Strategy on gender-based violence, evaluation of the programmes for work with perpetrators, reports on the work of the multi-agency groups for cooperation and coordination, capacity assessment of SOS help-lines for fundraising etc.), as well as external evaluations such as UNDAF evaluation and UNDP evaluation in which this joint project has been included. The project proposal took particular account of findings, conclusions and recommendations related to the country's progress towards protection of women and girls from gender-based violence, such as CEDAW and GREVIO recommendations as well shadow reports submitted by independent institutions and CSOs.

Despite progress in adopting a set of legal provisions, systematic institutional preconditions to support their effective implementation have not yet been met. The main concerns related to gender-based violence expressed by CEDAW are related to the fact that the measures taken by the Republic of Serbia only address domestic violence and do not respond to all types of gender-based violence against women and girls. Regardless of relatively strong legislative actions,

enforcement is hindered by limited budget allocations for implementation, limited coordination among different stakeholders, and delayed response from the judicial system.

Although the Law on Prevention of Domestic Violence was enforced more than two years ago, not all institutions are at the same level of knowledge and understanding of the VAWG. An insufficient number of caseworkers, their fluctuation within the system, quality of protection and support measures for victims vary during the different stages of case work within the individual institution, at the level of multi-agency support and from locality to locality.

Specific barriers to effective and efficient protection are noted in several national and independent institutions' reports. The Ombudsman noted that an insufficient number of case workers are dealing with a great portion of domestic violence cases within social welfare centers. Although the social protection system is one of the key state bodies responsible for the implementation of the Law on the Prevention of Domestic Violence, professionals from social welfare centers have not yet been systematically trained in the implementation of the Law. This affects adequate processing of cases of domestic violence in accordance with the professional standards and has an impact on long-term protection of victims.

The Law on the Prevention of Domestic Violence enables the police to effect urgent measures immediately after the occurrence of violence or even prior to it, if the risk assessment shows likelihood of violence. However, several independent reports indicate that the police officers have not been fully trained¹² on the practical aspects of the implementation of the Law¹³, such as understanding the challenges of dealing with the complexity in assessing and managing risk¹⁴. Insufficient knowledge on the complex phenomenon, along with personal attitudes, lead to inadequate risk assessment and risk management to prevent gender-based violence. Subsequently this affects the effective implementation of the adequate measures to prevent repetition and escalation of violence, including femicide. Additionally, children witnessing domestic violence are not considered as victims and, as a result, lack institutional protection and treatment of traumatic experience.

¹² *The Law on the Prevention of Domestic Violence (2016) has introduced the mandatory specialized training of competent police officers, public prosecutors and judges who apply this law, but not of other professionals (social and health care system, as well as education system). During 2017, approximately 900 police officers (at three-day seminars) and about 400 prosecutors and judges (at two-day seminars) were trained for implementation of this law, [Improved Legislation, Failed Protection](#), Autonomous Women's Centre, 2018*

¹³ [Utvrdjenje i preporuke Zastitnika gradjana, 28. decembar 2018](#)

¹⁴ Risk assessment is "the formal application of instruments to assess the likelihood that intimate partner violence will be repeated and escalated. The term is synonymous with dangerousness assessment and encompasses lethality assessment" Roehl & Guertin (2000)

Cooperation among all relevant institutions and organizations which place the rights of the victims in the center of all interventions is mandatory by the Law on the Prevention of Domestic Violence. It binds the responsibility of three state bodies: police, prosecutors and centers for social work, but also includes other institutions such as health-care and the education system, employment services, and civil society organizations. However, long-term comprehensive and integrated protection of victims and prevention of repetition of violence is still lacking, and individual plans of protection and support to the victims have been developed in only half of the cases that are processed through multi-agency groups for cooperation and coordination¹⁵. Existing programmes for the work with perpetrators of violence aimed at changing the perpetrators' attitudes and behavior in order to prevent further acts of violence only operate at the level of individual providers and some local self-governments and are not part of the cross-sectoral protection system. Moreover, they are not systemically linked to victim support programmes, and although there is institutional consensus on the need for such programmes, distribution, quality, characteristics and effects are not monitored and collected, nor are they part of the systemic response to violence against women and children of relevant state institutions.

Recovery and empowerment of women and children survivors of violence is mostly provided by women's CSOs, who are highly dependent on donor funding. "Sustainability of services is a constant problem, since they are financed (...) as project activities. Nongovernmental organizations that provide specialist services are mainly not funded from the budget, or the funds they receive are extremely low. Telephone helplines for victims of domestic violence are provided in 15 towns/municipalities, and in 37 local communities in Serbia there are no local social services financed from the local government budgets (Serbia has 162 municipalities). Although nongovernmental organizations are usually the pioneers in establishing social services at the local level, the institutionalization of these services by local governments is still difficult for the majority of towns / municipalities. Services are most often of limited duration, since most local social services start to be implemented as part of project activities, and with the termination of project funding, the given service ceases to exist."¹⁶ Support to the victims of sexual violence and rape is developed in seven regions in Vojvodina with the creation of the Centers for victims of sexual violence situated in general hospitals and combining the cooperation among police, center for social welfare, prosecution, health system and non-governmental institutions. At the moment, the fully capacitated centers are functioning in three hospitals, and support to other established centers is necessary to maintain them until a sustainable mechanism is created. This model should

¹⁵ Groups for cooperation and coordination are multi-agency groups composed of the representatives of the police, social welfare centers and coordinated by the prosecutor (and other relevant institutions, if necessary). Their actions are prescribed by the Law on Preventing Domestic Violence and refer to processing of all on-going and newly reported cases of domestic violence, at least twice a month as well as development of the individual plans of protection of victims.

¹⁶ [Improved legislation, failed protection - Independent report on the implementation of the Council of Europe Convention on preventing and combating violence against women and domestic violence](#)

be replicated as it generates all principles and obligations in dealing with women victims of violence and sexual violence.

Even with the significant increase of criminal reports (88% compared to 2014) on domestic violence submitted by the police, effective prosecution of cases of gender-based violence against women is scarce. More than 60% of criminal reports are dismissed due to the lack of evidence and unwillingness of victims to testify. A persistent disparity between the number of criminal charges and the number of convictions, with a majority of suspended sentences¹⁷, indicates that despite improved legislation, the system fails to protect all victims of violence and punish perpetrators. This is particularly the case with sexual violence which is generally underreported and not systematically addressed by institutions in terms of availability and sustainability of specialized support services for women and girls-survivors of sexual violence, including rape.

Currently, mainstream programmes and capacities aimed at supporting the prevention of violence against children do not seem to have enough impact on the transformation of the existing norms leading to violent disciplining.

High levels of discriminatory gender stereotypes, increased instances of anti-gender discourse in the public domain and a public backlash in the perception of gender-equality and misogynistic statements that are expressed in the media¹⁸ hinder the advancement of women's rights and profoundly challenge prevention of gender-based violence. The environment of impunity for perpetrators of violence results in high social tolerance towards violence with as many as 10% of population that still believe women are to be blamed for the violence incurred.¹⁹

Proposed Joint Project

The proposed Joint Project will contribute to the expected [United Nations Development Assistance Framework](#) (UNDAF) outcome: ***State institutions and other relevant actors enhance gender equality and enable women and girls, especially those from vulnerable groups, to live lives free from discrimination and violence.*** The expected UNDAF outcome is agreed between the Government of the Republic of Serbia, the UNCT, international and civil society partners. It responds to country needs and make use of the UN's strengths.

¹⁷ [Utvrdjenje i preporuke Zastitnika gradjana, 28. decembar 2018](#)

¹⁸ *Ibid*

¹⁹ Commissioner for the Protection of Equality Annual Report, <http://ravnopravnost-5bcf.kxcdn.com/wp-content/uploads/2019/03/Redovan-godi%C5%A1nji-izve%C5%A1taj-Poverenika-za-za%C5%A1titu-ravnopravnosti-za-2018.-pdf.pdfhttp://www.ravnopravnost.gov.rs/images/files/Poverenik%20za%20zastitu%20ravnopravnosti%20-%20Izvestaj%202013.pdf>

The project will consider and address the conditions across different levels (e.g. individual, family, community and society), which affect women and girls' risks of experiencing violence. It will accelerate the process of attaining the Sustainable Development Agenda 2030, more concretely its Goal #5 - Achieve gender equality and empower all women and girls, Target #2 - Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation. It will also support the implementation of international commitments and recommendations, particularly CEDAW and the Istanbul Convention.

The proposed project builds upon the existing interventions and results undertaken by the Government of Serbia and the UN agencies, particularly the achievements of the joint project "Integrated Response to Violence against Women and Girls in Serbia II". The project will integrate lessons learned and good practices to address sector-wide and multi-sectoral development challenges that require an integrated response from different partners. Due to the complexity of gender-based violence as the outcome of interaction among many factors at four levels—individual, relationship, community and society, the joint project of UN agencies and relevant national institutions, civil society organizations and media working at all levels – from national to community, proved to be a good practice contributing to changes and improvement of practices related to VaW and VaC.

The project team adopted an evidence-based approach to the formulation of the project proposal, drawing on lessons extracted from the implementation of the previous phase, as well as findings from the researches such as IMAGES.

To address the findings from the research which points out that *the greatest challenges are to maintain or strengthen the flow of positive social change despite many social pressures that support re-traditionalization, radicalization, extremism, crime and violence*, the project proposes a set of interventions within the third component. These interventions will address the socio-cultural norms and harmful practices regarding the roles and status of men and women within the home and community, with the aim to ensure far-reaching changes in attitudes and, ultimately, behaviors that will reduce gender-based violence. These activities will be implemented through media-based interventions to promote greater gender equality and awareness of gender-based violence. The work with media is prioritized having in mind that the high levels of discriminatory gender stereotypes and anti-gender discourse in the public domain are expressed in the media. Furthermore, the research also emphasizes that binary divisions to "pro-women" and "pro-men" discourses in the public space only deepen the gap in understanding the problems related to gender equality. This is why the project will expand the work with media with the male journalists

as well as media editors. In order to target the youngest in the community, these activities will also include social media campaigns.

With respect to the IMAGES findings that claim that *the youngest are not always the most emancipated, the most conscious, the least violent or the most open to positive influences*, within the same component, UNFPA will work with local youth offices to create cultural change in community and promote gender equality, preventing gender-based violence. These activities will ensure community-based understanding of the negative consequences of patriarchal gender norms in order to build resilience of future generations to violence.

Since men are the majority of perpetrators of violence, as IMAGES also showed, the project will strengthen and expand programmes for work with men who committed gender-based violence. These programmes are based on the standards developed in the previous phase and aimed not only to prevent escalation and repetition of violence, but also to tackle attitude-behavioral challenges and gender norms and prevent trans-generational learning of violent behavioral models.

Having in mind the findings from the IMAGES that *education is the most important factor in the formation of attitudes and practices that support both non-violence and gender equality*, within the previous phase of the project, programmes for primary prevention of violence and discrimination in education have been developed and implemented, targeting all levels of education – from early childhood to secondary education. These programmes were followed with capacity building to support a system-wide roll-out and sustainability. Further implementation of these programmes and their expansion will be ensured through UNICEF's projects.

Through its activities, the project will inform citizens about the phenomenon of violence and its consequences on the lives of survivors. It will work to prevent violence before it occurs, and will also ensure that when violence is committed, all the victims get timely and effective support from relevant institutions and are protected from further acts of violence and its possible escalation. The proposed project will reinforce the protective factors, and those that decrease the likelihood of women and girls experiencing violence.

The project will be implemented using a three-tier approach reflected in the three key results, ensuring interconnection between the different levels to address the factors that put women and men at risk or protect them from experiencing or perpetrating violence:

Key result 1: Legal and institutional measures effectively address the complexity of domestic violence, intimate partner violence and gender-based violence.

Key Result 2: General and specialist service providers capacitated to effectively reduce the risks of repetition and escalation of domestic violence and deliver integrated service for protection of women and children survivors of violence.

Key result 3: Perception of gender-based violence and dominant gender norms changed and increased understanding of general public on violence against women and girls.

The First Component will focus on ensuring that all human rights and fundamental freedoms for women and girls, guaranteed by the ratified international conventions and national legislation are respected, protected and fulfilled. Specifically, UNDP will further support the Coordination Body for Gender Equality to inform relevant stakeholders and duty bearers on the GREVIO evaluation report and measures to be implemented to improve implementation of the Istanbul Convention. This will include gaps in the content of the laws and weaknesses in its implementation, barriers to protection, access to justice and services for women survivors of violence; investments and budget allocations as well as monitoring mechanisms for enforcement of the laws. National Council for Suppression of Domestic Violence, coordinated by the Ministry of Justice, will be supported by UNDP to promote effective implementation of national legislation, reinforce accountability of the institutions responsible through clear delineation of their roles and time-bound targets that can be monitored. Advancing legal frameworks that address specific forms of violence affecting girls, such as forced and child marriage will be fostered by the National Coalition to End Child Marriage and UNICEF through implementation of the roadmap and advocacy to end child marriage in Serbia. To ensure that the Law is equally applied to different groups of women (across race, disability, age, sexual orientation) the Commissioner for the Protection of Equality will look into the causes and barriers to underreporting domestic violence among women from vulnerable groups and develop recommendations for overcoming these challenges. Strategic documents are equally important as a set of rules and principles, but also activities that should ensure the rational achievement of the goals. Support to the Provincial Government and local administrations in the process of creation of the new strategic document for elimination of VAWG should affect future activities and create a ground for continuation and sustainability of all activities and results.

The Second Component will focus on ensuring that national level agreements on comprehensive and coordinated protection of victims are transferred to the local level, implemented by capacitated professionals who exercise due diligence to prevent, investigate and punish acts of violence and provide adequate support to all victims. This will be achieved through encouragement of coordinated community response (involving health, police, judicial and legal services, shelters and protection services, schools and other education institutions, and CSOs) as an important strategy to ensure survivors of

violence, their children and other dependents receive comprehensive and timely support. At operational level, UNDP and UNFPA, in cooperation with relevant ministries (MoJ, MoI, MoLEVSP, MoH, MoESTD) will bring together local professionals from respective institutions to ensure a shared understanding of the anti-violence legal framework and laws, understanding of the concept and practical application of a community coordinated response, and the respective roles and procedures that should be followed within the multi-sectoral approach. In addition to this, key frontline services (health, police, SWCs and judiciary) who are the core of multi-agency groups for cooperation and coordination will be coached to assess and respond to risk of escalation or repetition of violence, to change organizational practices, individual knowledge and attitudes as well as to put in place specific and proactive policies of zero tolerance.

These activities are built on lessons learnt and good practices established within the previous phase of the project. The project will apply different training methods including case studies illustrating good and bad practice of institutional response to domestic violence. Through learning about the gaps and failures, the professionals gained knowledge on all necessary steps to be taken in processing the cases of DV.

Being aware that the trainings could not be sufficient to change and improve institutional practice due to the complexity of gender-based violence, but also having in mind that each case of domestic violence has its own specificity, as a follow up to the trainings, the professionals who participated in the multi-agency groups for cooperation and coordination will receive consultative support to apply provisions from the Law on the Prevention of Domestic Violence related to the risk assessment and development of individual plans for protection of victims. This will be done through hands-on-learning in processing newly reported and ongoing cases of domestic violence. The trainings and the support will target the public prosecution districts with the low performance in processing the DV cases. This model implemented in the previous phase proved to have significant impact and led to the fact that the number of processed cases increased.

Furthermore, each sector will be strengthened to identify and detect violence, collect evidence and provide important information which should enable multi-agency groups to manage the risk and impose adequate measures for ending violence and recovery of victims. Specifically, UNDP and MoI will develop a knowledge package and organize trainings for police officers on detection of gender-based violence, collection of evidence, assessing the risks and further processing of reported cases to multi-agency groups and prosecution. Social welfare centers will be supported to implement meaningful measures and services to victims, which contribute to their security and recovery from violence. UNFPA and MoH will work with healthcare professionals and heads of local health institutions to adequately respond to the needs of GBV survivors and actively participate

in multisectoral protection of victims. Judges and prosecutors will be trained on unbiased and effective execution of the laws on domestic violence. UN Women will provide professionals with the knowledge on how to solve complex cases of domestic violence using the methodology of case conferences. The Commissioner for Protection of Equality will ensure that all forms of violence are processed, that the law is equally applied to different groups of women in the various settings in which it takes place.

The project will also work towards improving the existing specialized services, support their establishment in new localities, promote and provide a mechanism for their sustainable financing. In particular, the project will focus on integrated programmes for work with perpetrators of violence, specialized services for women survivors of violence and centers for victims of sexual violence.

With this component, the Joint Project sets the ground for an all-inclusive framework to implement the required measures for efficient and effective prevention, risk reduction and management, as well as protection of victims.

The Third Component will address the socio-cultural norms and harmful practices regarding the roles and status of men and women within the home and community, with the aim to ensure far-reaching changes in attitudes and, ultimately, behaviors that will reduce gender-based violence. UNDP will support the group Journalists against Violence to implement media-based interventions to promote greater gender equality and awareness of gender-based violence against women. The interventions will be oriented towards increasing the number of media reports and content on VaW in accordance with the standards for ethical media reporting; encouragement of cross-sectoral collaboration, communication and learning, including professionals dealing with violence against women and journalists, in order to ensure accurate and ethical informing of public on VaW. The project will continue to support monitoring and evaluation of media reporting on GBV, including acknowledgment of quality reporting practices on VaW. Within this Component, the project will also address the exposure to violence of the female journalists, due to ethical and brave reporting on VaWG.

To ensure community-based understanding of the negative consequences of patriarchal gender norms and in order to build resilience of future generations to violence, UNFPA will work with local youth offices to create cultural change in the community and promote gender equality, preventing gender-based violence.

Having in mind the transgenerational nature of violence, UNICEF will work to transform the existing norms leading to violent disciplining, which have long-term consequences on future generations. The momentum of high-level decision-makers' commitment to address this issue, demonstrated through a willingness of the Government to amend the Family Law and ensure an explicit ban on violent (corporal) punishment at home, will be utilized to challenge social norms conducive to violence. Furthermore, UNICEF interventions will respond to increasing professional consensus that parenting practices should be emphasized as one of the key aspects to implement change and will work towards making the practical support easily available to parents, along with the information available through appropriate communication channels. Interventions proposed through this initiative will present continuation of activities and results achieved so far in capacity building of key system actors, while particularly focusing on prevention and reaching out to parents.

The project will be implemented in broad partnership of UN agencies (UNDP, UNICEF, UN Women and UNFPA), national partners – the Coordination Body for Gender Equality, Ministry of Interior, Ministry of Justice, Ministry of Labor, Employment, Veteran and Social Affairs, Ministry of Health, Ministry of Education, Science and Technological Development, Ministry of Youth and Sports, Commissioner for Protection of Equality, Provincial Secretariat for Social Protection, Demography and Gender Equality, civil society organizations and media.

Justification on Joint Project Approach

Partnerships represent the key ingredient of the holistic approach to eliminating gender-based violence, as this complex issue requires cooperation and coordination of all sectors (judiciary, police, social welfare, health-care, education) and all actors (including the government, civil society and media) at all levels (national, provincial, local).

The project will boost already established partnership of UN agencies and national partners responsible for the prevention of and protection from domestic violence implemented through the complementary initiative [Integrated Response to Violence against Women and Girls in Serbia II](#).

Specific programme strategies adopted within the previous phase of the JP will be applied to achieve agreed outcomes. These strategies include:

- Adequate support (resources, time and willingness to work together) for the Joint Programme from all key stakeholders who consider the programme area a priority;

- Roles and responsibilities of each partner clearly defined, based on an analysis of the comparative advantages of each partner;
- Adequate implementation capacity among participating organizations (including shared or overlapping geographical presence, logistics, human resources, technical expertise, capacity to scale up);
- Addressing sector-wide and multi-sectoral development challenges that require integrated response from different partners;
- Complementary implementation capacities at national, provincial and local level;
- Complementary interventions of UN organizations in order to achieve results and geographical coverage, to reach target population, provide required sensitivity, capacity, and coverage of multiple programme areas.

Sustainability

Sustainability aspects of the project are integrated from the project development stage through establishment of the partnership, strong support and endorsement of the project by relevant ministries, which should ensure institutional, organizational, programmatic and financial sustainability.

UN agencies are supporting the coordination role among the actors from different levels (national, provincial and local) and sectors (state institutions, independent bodies, CSOs, media). The project aims to accelerate the implementation of the normative framework and boost existing practices and partnerships related to prevention and protection of violence against women and domestic violence, as well as to develop new tools and improve institutional capacities to ensure full implementation and sustainability of activities after the project ends.

Moreover, the sustainability of each project component will be ensured as follows:

Component 1 – The proposed activities are in the mandate of the implementing national partners which is confirmed by relevant national regulations. The Coordination Body for Gender Equality has been established in accordance with the Istanbul Convention responsible for the coordination, implementation, monitoring and evaluation of policies and measures to prevent and combat all forms of violence covered by this Convention (Article 10 of the Convention). The mandate of the Coordination Body is also confirmed by the Decision of the Government on the Establishment of the Coordination Body for Gender Equality.²⁰

²⁰ "Official Gazette of the Republic of Serbia", No. 121 of 5 November 2014, 147 of 31 December 2014, 32 of 3 April 2015, 37 of 24 April 2015, 5 of 25 January 2016, 91 of 10 November 2016

The National Council for Suppression of Domestic Violence is established in line with the Law on the Prevention of Domestic Violence (Article 35) which requires from the Government to establish the Council with the role to monitor the implementation of this Law and improve coordination and effectiveness of the prevention of domestic violence and protection from domestic violence.

Child marriage is forbidden by the Criminal Code and the Family Law, and activities under this component are supporting the enforcement of these provisions.

The Provincial Secretariat for Social Protection, Demography and Gender Equality, has been successfully implementing strategies for prevention and combating gender-based violence since 2008 and the funds for the implementation of the last strategy were provided within the Provincial Government's budget. The project will ensure that the new provincial strategic document is built on lessons learnt and addresses the gaps in the implementation of the existing provincial actions for combating violence against women.

Through Component 2 the project supports the implementation of the Law on the Prevention of Domestic Violence. The fact that the Law on the Prevention of Domestic Violence is in force, it clearly shows the ownership of the Government over the issue of GBV in the country and the clear role of each system in the protection. The work of the multi-agency groups for cooperation and coordination is prescribed by Article 26 of the Law, individual plan of protection and support to the victim by the Article 31, and the specific role of each part of the system from risk-assessment to the court decision is prescribed by the Article 15-23 of the Law.

The activities, protocols, guidelines and knowledge-products will be developed and implemented in coordination with state actors responsible for the implementation of the Law– ministries and public institutions and will be used by professionals. These activities are planned in accordance with the needs identified by relevant ministries participating in the project and are aimed at strengthening institutional capacities to more effectively and efficiently implement existing legislation and measures for prevention and protection from gender-based violence.

Institutions are gradually taking over responsibilities and ownership over the issue. Multi-sectoral coordination has significantly improved.

Some of the typical examples of how the project ensured the partners' ownership in the previous phase are evident in the preparation of the first national base-line report on the implementation of the Istanbul Convention and support to the implementation of the Law on the Prevention of Domestic Violence. The first national report on the implementation of the Istanbul Convention included a total of 260 institutions and organizations at the national, provincial and local levels which participated in the development of the report. Although this activity was facilitated and supported by the project, the whole process was coordinated by the Coordination Body for Gender Equality (CBGE) and the inputs for the report were prepared and provided by the national,

provincial and local institutions. Considering the support to the implementation of the Law on the Prevention of Domestic Violence, the project supported national institutions to develop the tools such as risk-assessment check lists, models for individual plans for the protection of victims, establishment of the regular monitoring etc. Once developed, these tools and models are applied by relevant institutions as a regular activity.

Preventive activities under the Component 3 of the project will be implemented in partnership with media, youth offices and social welfare centers. To ensure sustainability of these activities, the project is partnering with the individuals, groups and organizations which showed strong commitment to gender equality and the prevention of gender-based violence and have resources to mobilize peers and make significant impact in the community. As example, within the previous phase, the group Journalists against Violence was established. The work of the group was initiated with three female journalists who have been dedicated to raise awareness on GBV in media. By relevance of the project activities and peer-to-peer activities, the network expanded to more than 30 female journalists. The group has been set up as a platform for learning on GBV, exchange of information and networking with professionals dealing with GBV which led to more professional and ethical media reporting on GBV.

The project team will develop a sustainability plan, which will be approved by the Project Board. These arrangements will be reviewed and adjusted if necessary, at the end of the project cycle.

Key strategies for achieving sustainability include:

- Strategic partnerships with key stakeholders, including key governmental bodies (Coordination Body for Gender Equality, Ministry of Interior, Ministry of Justice, Ministry of Labor, Employment, Veteran and Social Affairs, Ministry of Health, Ministry of Education, Science and Technological Development, Ministry of Youth and Sports, Commissioner for Protection of Equality, Provincial Secretariat for Social Protection, Demography and Gender Equality), community-based institutions such as local groups for cooperation and coordination whose work related to domestic violence is prescribed by the Law on Preventing Domestic Violence, partnership with civil society organizations as well as media.
- Ensuring full ownership of key stakeholders over the project activities through the national implementation modality. Involving different groups of community actors will ensure a long-term impact from the project. The project will involve professionals, media, civil society and local communities at various stages of the implementation, which will allow for their ownership over the project and increase the chance that they will continue to perform and disseminate gained knowledge upon project completion. As the entire process will be participatory, the skills and knowledge gained by the target groups will be transferable and replicable.

The deliverables, such as knowledge products, training programmes and guidelines will be available to serve for future knowledge improvement, support and actions of professionals.

Taking into account that the project will directly support the implementation of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, it has a potential for multiplier effect and extension of activities and good practices in other Western Balkan countries/territory committed to achievement of the Convention's priority areas.

III. Results Framework

UNDAF Outcome: State institutions and other relevant actors enhance gender equality and enable women and girls, especially those from vulnerable groups, to live lives free from discrimination and violence

Key Result 1. Legal and institutional measures effectively address the complexity of domestic violence, intimate partner violence and gender-based violence

JP Outputs (with corresponding indicators and baselines)	Participating UN organization-specific Outputs	Participating UN organization ¹⁰	Participating UN organization corporate priority	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame*		
						Y1	Y2	Total
<p>National and provincial capacities strengthened to raise awareness on and undertake legal, policy and institutional reforms to fight structural barriers to women's empowerment to live lives free from discrimination and violence</p> <p>Indicator: Number of measures taken to remove structural barriers to women's empowerment and life free of violence recommended by the GREVIO</p> <p>Base-line: Normative framework in place Istanbul Convention ratified National Report on Implementation of Istanbul Convention prepared and submitted</p> <p>Target: At least 3 measures/GREVIO recommendations implemented</p>	Output 1.1 CBGE further strengthened for co-ordination, implementation, monitoring and evaluation of policies and measures to prevent and combat all forms of violence in accordance with the Istanbul Convention.	UNDP	SDG 5	CBGE	1.1.1 Organize and implement follow up activities related to the first country evaluation of the implementation of the Istanbul Convention and dissemination of GREVIO recommendations	7,700	8,000	15,700
	Output 1.2 National Council for the Suppression of Domestic Violence has knowledge and is capacitated to monitor implementation of the Law on Preventing Domestic Violence and uses evidence to design new policies	UNDP	SDG 5	MoJ	1.2.1 Collect and ensure public availability of monthly data on victims and perpetrators, number of barring orders issued and number of developed individual plans for protection of victims per prosecution county;	1,700	1,800	3,500
					1.2.2 Map the key gaps and challenges in multi-agency protection of women, including femicide and provide evidence-based recommendations for improvement of practices.	5,000	5,000	10,000
					1.2.3 Organize learning sessions and expert meetings	4,000	5,120	9,120

					to discuss ways and means to more effectively prevent, investigate, prosecute and punish gender-related killing of women and girls, with a view to improve current policies and practice.			
	Output 1.3 Obstacles faced by women from vulnerable groups mapped and addressed by the relevant institutions	UNDP	SDG 5	CFE	1.3.1 Conduct survey on the causes and barriers to underreporting domestic violence among women, particularly from vulnerable groups and develop recommendations for overcoming these challenges	10,000	5,000	15,000
		UNFPA		MoH	1.3.2 Conduct national level assessment of health institutions' capacities to respond to GBV;	10,000	14,000	24,000
		UNICEF		CBGE	1.3.3 Support the National Coalition to End Child Marriage to develop and implement roadmap to end child marriage in Serbia and advocate for ending of child marriage through organization of regular meetings, communication with media and promotion of initiatives;	12,500	12,500	25,000
		UN Women		PSSPDGE	1.3.4 Provide technical assistance to 10 selected municipalities to develop Local Action Plans on GBV and allocate funding for improved services for women survivors of violence, particularly women from vulnerable groups.	20,000	20,000	40,000

	Output 1.4 Provincial Programme on the protection of women from domestic and intimate partner violence and other forms of gender-based violence for period 2020-2025 adopted by the Government of the Autonomous Province of Vojvodina.	UN Women	SDG 5	PSSPDGE	1.4.1 Conduct an independent assessment of the current Provincial Programme on the protection of women from domestic and intimate partner violence and other forms of gender-based violence (2015-2020); 1.4.2 Draft new Programme on the protection of women from domestic and intimate partner violence and other forms of gender-based violence for the period 2021-2025 and support the advocacy initiative for its adoption;	20,000	30,000	50,000
Key result 2. General and specialist service providers capacitated to effectively reduce the risks of repetition and escalation of domestic violence and deliver integrated service for protection of women and children survivors of violence.								
JP Outputs (with corresponding indicators and baselines)	Participating UN organization-specific Outputs	Participating UN organization ¹⁰	Participating UN organization corporate priority	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame*		
						Y1	Y2	Total
Improved community-level capacities to provide timely, holistic and continued support to women and children at risk of violence and enable them to live in a safe, secure, supportive family and community environment Indicator: Number of processed criminal acts domestic violence and rape	Output 2.1 Front-line officers have adequate knowledge to reduce the risk of repetition and escalation of domestic violence	UNDP	SDG 5	MoI, MoJ	2.1.1 Develop a knowledge package and organize trainings for front-line officers on detection of gender-based violence, collection of evidence, assessing the risks and processing reported cases to provide effective and efficient protection for victims.	10,000	10,000	20,000
	Output 2.2 Professionals within the institutions are capacitated to				2.2.1 Organize introductory multisectoral trainings on the phenomenon of gender-	5,000	5,000	10,000

<p>Baseline: 2018: 7916 criminal reports – 2974 convictions for domestic violence, 2018: 71 rape reports-25 rape convictions.</p> <p>Target: Increased by at least 20% of reports and sanctions inflicted by the judiciary system to perpetrators of domestic violence and rape</p>	<p>implement multi-agency case management to reduce the risk of domestic violence, prevent secondary victimisation and increase long-term safety of victims</p>	UNFPA/UNDP	SDG 5	MoI, MoJ, MoH. MoLESVSA	<p>based violence and the role of each system (the police, prosecution, social protection, health-care, employment services, education system and CSOs) to allow for a comprehensive and appropriate handling of referrals in cases of violence;</p>			
		UNDP		MoJ	<p>2.2.2. Organize specialized 8 two-day trainings (for the police, social welfare centres, prosecutors, probation service) on the integrated risk management and development of security plans to increase long-term safety of women and children survivors of violence;</p>	16,000	16,000	32,000
		UNFPA		MoH	<p>2.2.3 Organize additional trainings on GBV for health care professionals and heads of local health institutions to adequately respond to the needs of GBV survivors and actively participate in multisectoral protection of victims;</p>	19,000	19,000	38,000
		UNDP		MoJ	<p>2.2.4 Organize follow-up consultative support and hands-on learning on development of individual plans of protection and support to the victims for the multi-agency groups for cooperation and coordination;</p>	5,000	5,000	10,000
					<p>2.2.5 Organize specialized expert trainings for judiciary and public prosecutors on</p>	2,000	2,200	4,200

		UNDP		MoJ	the phenomenon of gender-based violence with the aim to increase the number of prosecuted cases of domestic violence and to prevent secondary victimization of the survivors;			
		UN Women		PSSPDGE	2.2.6 Provide technical assistance for organizing case conferences, as complementary mechanism to Coordination and Cooperation Groups, for resolving most complex cases of violence against women;	15,000	15,000	30,000
		UN Women		PSSPDGE	2.2.7 Exchange of knowledge between professionals from social prevention, police, healthcare, education, prosecutor's office, judiciary and non-governmental sector on protection and support to women survivors of violence with an focus on women from marginalized groups	30,000	30,000	60,000
	Output 2.3 Programmes for the work with perpetrators of domestic violence are part of an integrated support and protection system in 4 selected cities in accordance with the Istanbul Convention	UNDP		MoLESVSA/MoJ	2.3.1 Organize trainings for service providers (working with perpetrators and providing women's support services) on risk management and coordination with multi-agency groups for cooperation and coordination;	18,000		18,000
					2.3.2. Pilot two-year programme for work with perpetrators in 4 cities, in line with the provisions of the Istanbul Convention;	32,000	8,000	40,000

					2.3.3 Conduct research and develop a model for financing quality and sustainable women's support services and work with perpetrators programmes;	10,000		10,000
	Output 2.4 Access to services facilitating the victims recovery from violence improved and aligned with the recommendations of the Istanbul Convention	UNDP		UNDP	2.4.1 Support women's CSOs to deliver specialist support services to women whose partners are perpetrators of violence;	40,000	10,000	50,000
		UN Women		PSSPDGE	2.4.2 Organize trainings for professionals from social prevention, police, healthcare, education, prosecutor's office, judiciary and non-governmental sector to enhance knowledge and understanding in providing services to women survivors of violence from marginalized and multiple discriminated groups and women survivors of specific forms of violence.	25,000	25,000	50,000
		UN Women		PSSPDGE	2.4.3 Provide technical assistance to 3 Centres for Victims of Sexual Violence in Vojvodina and replicate a model of established Centres for Victims of Sexual Violence in 3 additional locations in Central Serbia;	45,000	45,000	90,000
Key Result 3. Perception of gender-based violence and dominant gender norms changed and increased understanding of general public on violence against women and girls								

JP Outputs (with corresponding indicators and baselines)	Participating UN organization-specific Outputs	Participating UN organization ¹⁰	Participating UN organization corporate priority	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame*		
						Y1	Y2	Total
<p>Key social influencers empowered to challenge gender norms and create non-violent environment</p> <p>Indicator: Quality of media reporting on VaW improved</p> <p>Baseline: 13% of media reports have educational and preventive purpose</p> <p>Target: Increase of at least 20% media reporting with educational and preventive purpose.</p>	Output 3.1 Local youth offices' (LYO) coordinators empowered to create cultural change in community and promote gender equality, preventing gender-based violence	UNFPA	SDG5	MOYS	<p>3.1.1 Conduct analysis on correlation between gender stereotypes and gender-based violence in chosen municipalities;</p> <p>3.1.2 Empower Youth Office coordinators to develop and support activities, promote gender equality and prevent and combat gender-based, sexual and partner violence against young women, and support girls who will be the main leaders of these actions;</p> <p>3.1.3 Organize best practice exchange event for all LYO and identify common challenges/solutions and positive examples which would strengthen the capacities of these Offices, their networking and cooperation with nongovernmental organizations.</p>	9,000		9,000
						14,000	13,000	27,000
							6,000	6,000
	Output 3.2 Raising awareness and capacity building programmes to support implementation of positive disciplining developed	UNICEF		MOESTD	3.2.1 Develop informative reader-friendly age and gender sensitive materials for parents on positive disciplining, including design, publishing and dissemination of leaflets and posters /materials suitable for dissemination through media/internet/social networks and direct dissemination in locations to	15,000	25,000	40,000

					be reached through capacity building activities; 3.2.2 Develop basic modular curriculum for professionals for advisory work with parents and for other actors to engage into behaviour change/inter-personal communication			30,000
	Output 3.3 Professionals from the police, social protection, health-care and educational system have capacities to support sustained behavioural change towards nonviolent disciplining of children	UNICEF			3.3.1 Rolling out basic trainings for case-managers in centres for social work, primary health care professionals, and education administration units;	60,000	75,000	135,000
	Output 3.4 Journalists are aware of the importance of adequate reporting on violence against women and have knowledge to report in accordance with the guidance for gender sensitive reporting on violence against women	UNDP			3.4.1 Support the Journalists against Violence group to design and implement educational sessions for media students to recognize negative portrayals of women and girls in the media and gender-sensitive media reporting;	5,000	5,000	10,000
					3.4.2 Organize tailor-made learning meetings on the consequences of media reporting on VaW and quality media reporting with media editors;	5,000	5,100	10,100
					3.4.3 Organize regular meetings of journalists and professionals to provide accurate and quality information on VaW that respects dignity of victims, prevents their secondary victimization and monitors institutional response to VaW (police, social welfare centers, prosecutors, health	5,000	5,000	10,000

					care workers, providers of specialized services for women and children survivors of violence, professionals working with perpetrators, prosecutors, representatives of relevant ministries responsible for implementation of the policies for prevention and protection from VaW etc);			
					3.4.4 Support the Journalists against Violence group in monitoring and evaluation of media reporting on gender-based violence, including acknowledgment of quality reporting practices on VaW;	5,000	5,000	10,000
					3.4.5 Set-up a safety network and provide support for women journalists who face specific risks and experienced violence and harassment in conduct of their work.	4,800	4,000	8,800
					3.4.6 Create a platform that will contain appropriate and stereotype-free photo and video materials that will be available to all media	17,000		17,000
8,0004.1 Management and Quality Assurance		UNFPA			Travel			1,700
					Service Contracts			50,000

		UNDP			Operational costs			7,500
					Project Management			140,000
					Project Assurance			42,000
		Operational Costs					20,000	
		Final Evaluation					10,000	
		UNICEF			Management Costs			70,000
		UN WOMEN			Management Costs			80,000
UNDP	Programme Cost **							1,388,620.00
	Indirect Support Cost **							111,089.60
TOTAL BUDGET								1,499,709.60
UNDP TOTAL								556,653.60
UNFPA TOTAL								187,056.00
UNICEF TOTAL								324,000.00
UN WOMEN TOTAL								432,000.00

IV. Management and coordination arrangement

Project Board of the Joint Programmed (JPPB), chaired by the Government and the UNDP will be tasked with the overall decision making in the implementation of this joint programme. All project partners national and international, including the donor will be taking part in the work of the JPPB that will meet at least semi-annually. JPPB will approve the joint programme document and related implementation annual work plans.

From this UNCT side, the programme will support selected national partners who will work closely with the following UN Agencies in the implementation of the programme: UNDP, UNICEF, UN Women and UNFPA.

Each of the participating UN Agencies will assume all programmatic and financial accountability for funds disbursed under this joint programme for their respective programmatic activities as outlined in the approved joint programme results matrix and subsequent annual work plans defined with relevant state partners.

In addition to the regular programmatic responsibility for the concrete project activities under this JP, UNDP will also assume the role of the Convening Agency and it will be responsible for operational and programmatic coordination of the JP programmatic activities and compilation of the narrative reporting with no financial or programmatic accountability for the overall programme.

UN Agencies will work closely with the selected national governmental, non-government and private sector partners in implementing the joint programme work plans for this JP.

Below is the summary of the concrete programmatic responsibilities that each of the participating UN Agencies will be responsible for:

UNDP, in addition to its Convening Agency's role, will engage new stakeholders, scale up successful practices and further support the implementation of relevant international and national commitments. UNDP will support public private partnerships, especially in-service provision, recognizing the role of CSOs in providing specialist services to the survivors of violence. UNDP will work with key implementing partners in the Government of Serbia, being Coordinating Body for Gender Equality, Ministry of Interior, Ministry of Justice, Ministry of Labor, Employment, Veteran and Social Affairs and the National Parliament, being well placed due to its long-term support to the National Parliament in strengthening the oversight role, as well as in reaching out to constituencies through the practice of public hearings.

UNICEF will provide technical expertise and capacity development and will encourage horizontal learning and exchange including documentation of good practices related to prevention and protection of girls and boys from violence. UNICEF will contribute to implementation of the National Strategy, general and special protocols for protection of children (girls and boys) from violence, primarily through bringing new evidence on drivers of violence and addressing gender specific issues and inter-sectorial collaboration. Changing of social norms and behaviors of children, and adolescents, boys and girls, as well as their parents (male and female) will be facilitated through development and implementation of new communication and capacity building programmes and partnerships as well as institutionalization and strengthening of the education system response to GBV from pre-school level.

UNICEF main partners are Ministry of Education, Science and Technical Development, Ministry of Labor, Employment, Veteran and Social Affairs, Ministry of Health and local communities as well as women and child focused NGOs.

UN Women will support the Provincial Secretariat for Economy, Employment and Gender Equality to strengthen its capacities and in provision of technical support to municipalities in providing integrated quality services to women survivors, with a focus on marginalized groups. UN Women will provide access to national and international expertise and good practices in data collection, multisectoral cooperation, legislative reforms and addressing gender stereotypes. Partners include Provincial Secretariat for Social Policy, Demography and Gender Equality, municipalities, and NGOs.

UNFPA will support further capacity development of health care professionals, support Ministry of Health and local stakeholders in enhancing implementation of the MoH Special Protocol, support the improvement of health system data collection and reporting on GBV. Activities targeting men and boys in advancing Gender Equality using Gender Transformative Approach will also be supported; whilst girls will be empowered to recognize and respond to gender stereotypes and to initiate awareness raising activities in their communities. The main partners will be MoH, MoYS, health care institutions and CSOs.

The Resident Coordinators Office (RCO) will assist in the promotion of results through a variety of communications and visibility activities such as press conferences, field visits, and celebration of the international days (UN Day, International Roma Day, International Human Rights Day and many others) with involvement of high-level officials from donors, Government and UN sides.

The project evolves from synergies and coordination of various initiatives to end VaW in Serbia and capitalizes on already achieved results and best practices.

V. Fund Management Arrangements

The programme will be using a pass-through fund management modality where UNDP CO Serbia will act as the Administrative Agent (AA) under which the funds will be channeled for the programme through the AA. Each participating UN organization receiving funds through the pass-through would have to sign a standardized UN to UN Agreement with the AA. In addition to this, UNDP CO Serbia will also assume the role of the Convening Agency and it will be responsible for operational and programmatic coordination of the JP programmatic activities and compilation of the narrative reporting as well as financial reporting.

For a Joint Programme using pass-through modality, the Steering Committee provides strategic direction and oversight and has decision-making authority, UNDP CO Serbia will assume the role of the the Convening Agency responsible for coordinating the programmatic aspects, as well as the Administrative Agent responsible for the financial management. The national government is part of the governance mechanism at central and local levels, e.g., through co-leading the Project Board of the Joint Project. Existing structures should be utilized to the extent possible rather than creating new ones.

The Administrative Agent will:

- Establish a separate ledger account under its financial regulations and rules for the receipt and administration of the funds received from the donor(s) pursuant to the Administrative Arrangement. This Joint Programme Account will be administered by the Administrative Agent in accordance with the regulations, rules, directives and procedures applicable to it, including those relating to interest;
- Make disbursements to Participating UN Organizations from the Joint Programme Account in line with the budget set forth in the Joint Programme Document and Financial Agreement with the donor.

The Participating UN Organizations will:

- Assume full programmatic and financial responsibility and accountability for the funds disbursed by the AA.
- Establish a separate ledger account for the receipt and administration of the funds disbursed to it by the Administrative Agent.
- UNDP will deduct 8% as overhead costs of the total allocation received.
- The Convening Agency (UNDP) will consolidate narrative and financial progress reports, based on the narrative consolidated report based on the financial statements/ reports submitted by each of the Participating UN Organizations in accordance with the timetable established in the UN to UN Agreement;

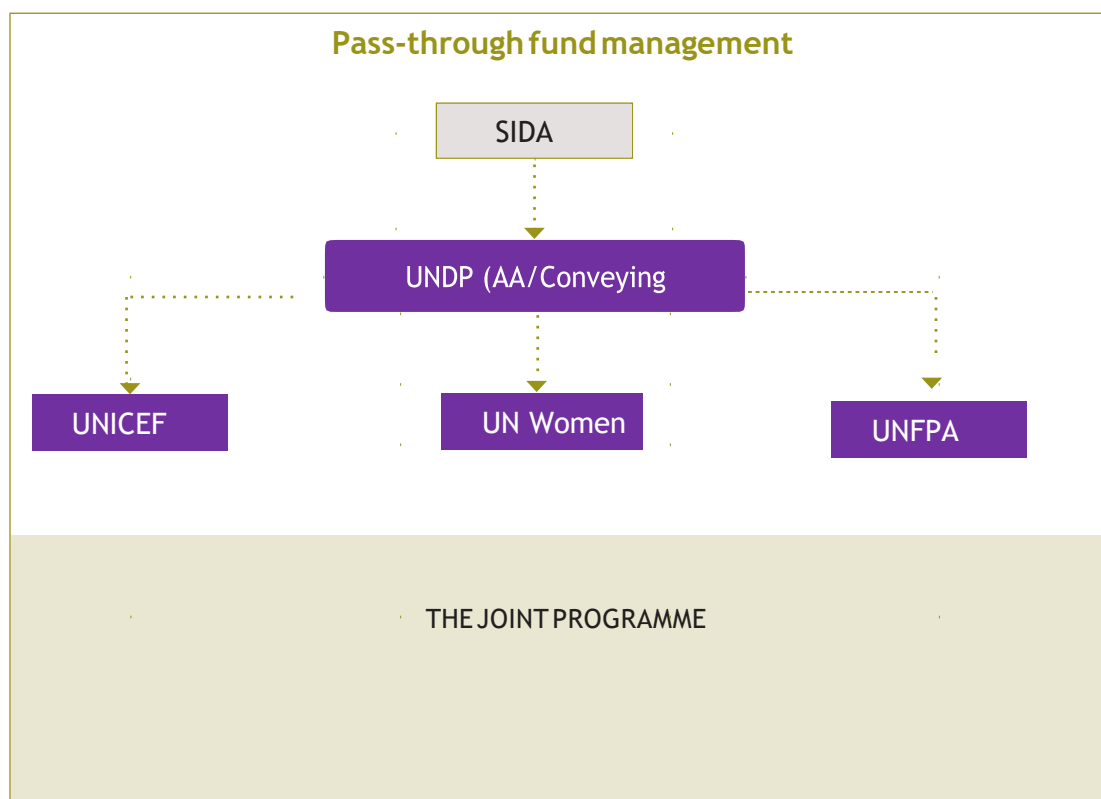
- Provide those consolidated reports to donor that has contributed to the Joint Programme Account, as well as to the Project Board of the Joint Project , in accordance with the timetable established in the Administrative Arrangement.
- Provide the donors, Project Board and Participating Organizations with:
 - Certified annual financial statement ("Source and Use of Funds" as defined by UNDG guidelines) to be provided no later than five months (31 May) after the end of the calendar year;
 - Certified final financial statement ("Source and Use of Funds") to be provided no later than seven months (31 July) of the year following the financial closing of the Joint Programme.

Budget Preparation - The Convening Agency will prepare an aggregated/consolidated budget, showing the budget components of each participating UN organization.

Accounting - Each UN organization will account for the income received to fund its programme components in accordance with its financial regulations and rules.

Interest on funds - Interest will be administered in accordance with the financial regulations and rules of each UN organization and as documented in the Financing Agreement signed with the donor.

The Administrative Agent (UNDP) will also be the Convening Agency, provided that there is a "firewall" in place in accordance with the agreed Protocol on the Administrative Agent for Multi-Donor Trust Funds and Joint Programmes, and One UN Funds.



VI. Monitoring, Evaluation and Reporting

The UNDP as the Convening Agency will take the lead in the design of a rigorous monitoring and evaluation plan for the project and will regularly monitor performance in order to measure relevance, efficiency, results (effectiveness) and impacts. Findings from regular monitoring visits will be used to enhance the project implementation and will adhere to standard programming policies and procedures including: quality assessment, establishing and maintaining issue and risk logs, and submitting regular progress reports to the JPPB.

The project will be monitored regularly by the JPPB consisting of representatives of national counterparts and participating agencies. The results of monitoring exercises and the lessons learned will be included in the narrative progress reports.

The annual review of project progress will be made by national partners and participating Agencies. An annual consolidated narrative progress report will be developed based on inputs from all participating agencies and a consolidated financial report will be compiled after receiving individual financial reports from each participating agency. In addition, at the end of the project, independent evaluation will be conducted.

Monitoring and Evaluation Plan

Monitoring Activity	Purpose	Frequency	Expected Action	Partners (if joint)	Cost (if any)
Track results progress	Progress data against the results indicators in the RRF will be collected and analysed to assess the progress of the project in achieving the agreed outputs.	Quarterly, or in the frequency required for each indicator.	Slower than expected progress will be addressed by project management and the lead national partner.	Participating UN agencies and national partners	
Monitor and Manage Risk	Identify specific risks that may threaten achievement of intended results. Identify and monitor risk management actions using a risk log. This includes monitoring measures and plans that may have been required as per UNDP's Social and Environmental Standards. Audits will be conducted in accordance with UNDP's audit policy to manage financial risk.	Quarterly	Risks are identified by project management and actions are taken to manage risk. The risk log is actively maintained to keep track of identified risks and actions taken.	Participating UN agencies and national partners	
Learn	Knowledge, good practices and lessons will be captured regularly, as well as actively sourced from other projects and partners and integrated back into the project.	At least annually	Relevant lessons are captured by the project team and used to inform management decisions.	Participating UN agencies and national partners	
Annual Project Quality Assurance	The quality of the project will be assessed against UNDP's quality standards to identify project strengths and weaknesses and to inform management decision making to improve the project.	Annually	Areas of strength and weakness will be reviewed by project management and used to inform decisions to improve project performance.		

Review and Make Course Corrections	Internal review of data and evidence from all monitoring actions to inform decision making.	At least annually	Performance data, risks, lessons and quality will be discussed by the project board and used to make course corrections.	Participating UN agencies and national partners	
Project Report	A progress report will be presented to the Project Board and key stakeholders, consisting of progress data showing the results achieved against pre-defined annual targets at the output level, the annual project quality rating summary, an updated risk long with mitigation measures, and any evaluation or review reports prepared over the period.	Annually, and at the end of the project (final report)			
Project Review (Project Board)	The project's governance mechanism (i.e., project board) will hold regular project reviews to assess the performance of the project and review the Multi-Year Work Plan to ensure realistic budgeting over the life of the project. In the project's final year, the Project Board shall hold an end-of project review to capture lessons learned and discuss opportunities for scaling up and to socialize project results and lessons learned with relevant audiences.	Specify frequency (i.e., at least annually)	Any quality concerns or slower than expected progress should be discussed by the project board and management actions agreed to address the issues identified.	Participating UN agencies and national partners	

Evaluation Title	Partners (if joint)	Related Strategic Plan Output	UNDAF Outcome	Planned Completion Date	Key Evaluation Stakeholders	Cost and Source of Funding
Final project evaluation	All project partners		State institutions and other relevant actors enhance gender equality and enable women and girls, especially those from vulnerable groups, to live lives free from discrimination and violence	March 2022	All listed under the Stakeholders and Management Arrangements section	USD 10,000 Project funds

VII. Risk Log

#	Description	Date Identified	Type	Impact & Probability	Countermeasures / Mngt response	Owner	Submitted, updated by	Last Update	Status
1	Change in the Government after the parliamentary elections may affect the sustainability and the work of the Coordination Body for Gender Equality (CBGE).		Political	P = 3 I = 2	The project will strongly support further strengthening of the institutional response of each of the line ministries, while assuring that all the initiatives are coordinated and well positioned within the institutional and organizational structures.	Project developer	Project developer		
2	Deeply rooted gender stereotypes may result in limited impact of the project activities.		Environmental	P = 1 I = 3	The project envisages close cooperation with the media, particularly Journalists against Violence group, established in the previous phase of the JP. Work with the Group in the	Project developer	Project developer		

					previous phase proved to ensure appropriate message is communicated to achieve effective results.				
3	Sustainability and utilization of knowledge gained through trainings could be affected by poor talent management, personal changes and reforms within individual institutions.		Organizational	P = 2 I = 2	The deliverables, such as knowledge products, training programmes and guidelines will be available to serve for future knowledge improvement, support and actions of professionals. Hands-on leaning support will ensure utilization of knowledge in practice.	Project developer	Project developer		
4.	Government internal review and approval procedures could cause delay in the procurement of services and thus, in the		Organizational	P = 2 I = 2	NIM Project, with all procurement managed directly by UNDP.	Project developer	Project developer		

	Project implementation.								
5.	Sub-contractors selected through public procurement mechanism to implement selected activities fail to achieve the value-for-money objective.		Financial	P = 4 I = 2	Fiduciary risk assessment of potential vendors conducted prior to contracting and strict mechanisms of financial accountability and operational monitoring and evaluation incorporated in the service contracts to minimize misappropriation of funds.	Project developer	Project developer		
7.	Epidemiological situation deteriorates (out-breaks of COVID) and a need arises to reallocate scarce resources urgently.		Environmental	I = 5 P = 4	The Government of Serbia will apply to in-country and international donors to provide emergency support for the management of outbreak(s).	Project developer	Project developer		
8.	Epidemiological situation and		Organizational	I = 5 P = 4	UNDP applies business continuity	Project developer	Project developer		

	<p>the Government's measures on quarantine may lead to delays in the full implementation of activities affects achieving the Project targets.</p>				<p>modality in the cases of activation of remote working (including remote communication, signing of documents, payments, work documents, ICT supports, on-line resources, on-line meetings.</p> <p>UNDP supports digital transformation of public administration and will mainstream digital work in its interventions, ensuring the equal opportunities for all.</p> <p>High level officials, including the President of Serbia and the Prime Minister deliver clear public communications on no excuse on committing GBV during the emergency and on</p>				
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					preparedness and readiness of the relevant institutions to respond to DV cases.				
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VIII. Legal Context

This Joint Programme Document shall be the instrument referred to as the Project Document in Article I of the Standard Basic Assistance Agreement between the Government of Serbia and the United Nations Development Programme, signed by the parties on 18/11/1989.

The Basic Agreement concluded between the Government and the United Nations Development Programme on [18/11/1989] (the "Basic Agreement") *mutatis mutandis* applies to the activities and personnel of UNFPA and UNWOMEN.

UNICEF and the Government of Serbia collaborate together to better the lives of children and women in Serbia in accordance with the Basic Cooperation Agreement between UNICEF and the Government entered into force on November 20, 1947.

IX. Joint Project Track Record

UNDP in Serbia started supporting the systematic approach to preventing and combating sexual and gender-based violence in 2009, by establishing prevention, protection and support measures for the victims of violence. UNDP supported development of the National Strategy for Preventing and Combating Violence against Women in Family and in Intimate Partner Relationships as the first institutional policy framework which represented strong government commitment to adhere to the gender perspective in addressing domestic violence. UNDP interventions opened a new policy chapter for the state authorities that recognized the relevance of the issue through the adoption of the policy documents. The wide public interest was generated around the issue of GBV at the national and local levels.

Since 2012, under UNDP leadership, the UN agencies (UNDP, UNICEF, UN Women, UNFPA) and the government of Serbia have been implementing a joint project "Integrated Response to Violence against Women". The project is applying a so called "5P holistic approach" to tackling the complex issue of gender-based violence: prevention, protection, prosecution, policy and partnership, by engaging all relevant sectors (social, judicial, police, education, health), actors (government, NGOs, media) at all levels of government (national, provincial and local).

Based on the firm partnership with the Coordination Body for Gender Equality, Ministry of Interior, Ministry of Justice, Ministry of Labour, Employment, Veteran and Social Affairs including Institute for Social Protection and Social Welfare Centres, Ministry of Education, Science and Technological Development, Ministry of Health, Ministry of Youth and Sports, Provincial Secretariat for Economy, Employment and Gender Equality, civil society organizations, network of women MPs and Gender Equality Mechanisms at all levels and Network of Journalists against Violence, UNDP along with other participating UN agencies contributed to the achievements of the following key results:

- The national survey to map the prevalence of violence against women in family and partner relations conducted.
- IMAGES - Research on Men and Gender Equality has been conducted.
- The first national strategy for prevention and combating violence against women in family and intimate partner relations developed in a broad consultative manner and its implementation supported.
- The first national report on the implementation of the Istanbul Convention developed with contribution of 260 national, provincial and local institutions and bodies.
- General and Specialized Protocols of cooperation and support to survivors of violence against women in local self-governments adopted and their implementation on local level supported.
- More than 1,000 service providers throughout Serbia participated in the specialized trainings on multisectoral cooperation.
- Support provided to the implementation of the Law on the Prevention of Domestic Violence which resulted in the first year of the implementation with on average 1,600-1800 reported cases of domestic violence, 44,728 newly reported and ongoing cases processed through multisectoral groups and 15,617 emergency barring orders extended by the courts.
- Monitoring framework for institutional response to reported cases of violence along with the indicators for data collection has been developed within the judicial and social protection system.
- Standards for provision of SOS help-line service developed and adopted.
- Programmes for the work with perpetrators of violence established, professionals trained and draft of the standards in line with the Istanbul Convention developed and piloted.
- Training curricula developed to address the needs for better institutional protection of women and children victims of violence and training delivered to thousands of professionals from law enforcement, judiciary, social protection, health care and education system.
- 140 health-care workers from six regions across Serbia trained to identify and document gender-based violence and to provide adequate support to the victims.
- Activists from women's CSOs, themselves from vulnerable groups, trained 200 professionals about unique vulnerabilities of these groups and ways to improve their access to the support services.
- 200 teachers trained with a view to implementing gender-based violence prevention models in schools. More than 2,500 boys and girls were mobilized through a variety of tailor-made activities.

- Firm partnership with women CSOs providing support to women victims of violence in developing policies, trainings and awareness raising resulted in building trust, linkages and cooperation between civil society and institutions at all levels.
- Number of media reports on violence against women has been increasing each year (from 1,810 in 2010 to 6,469 in 2016), which significantly contributes to the notion of violence in family and partner relations as visible and emerging problem of the Serbian society. Three qualitative reports on media reporting on violence have been prepared (2013, 2015, 2017).
- The group Journalists against Violence established, composed of the editors and journalists who are dedicated to improve the media reporting on domestic violence and to increase public awareness on the unacceptability of gender bases violence.

X. Multidimensional poverty analysis

1.1 Resources

In 2018, the absolute poverty line was RSD 12,286 (appr. 113 USD) per month per consumer unit, while 7.1% of the population of the Republic of Serbia consumed less than this amount. Around half a million citizens are unable to meet their basic existential needs. Poverty remains substantially more frequent in non-urban than in urban areas (10.4% compared to 4.8%), and it is particularly prevalent in the region of Southern and Eastern Serbia.²¹

The labour market in Serbia has one of the highest inactivity rates compared to the EU-28 countries, as well as one of the lowest employment rates of youth (15-24) and older workers (55-64). The gender gap exists in all these categories, in favour of men. Women's participation in the labour market is relatively low at 46.8 %, compared to 62.1 % for men (Human Development Report, 2019). Other forms of inequalities are emerging, such as digital divide. Informal employment in Serbia is relatively high, especially in agriculture and construction sectors. Over 74% of women who report to work in agriculture, do so as unpaid family members.

1.2 Opportunities and choice

²¹ Assessment of Absolute Poverty in Serbia in 2018 http://socijalnoukljucivanje.gov.rs/wp-content/uploads/2019/10/Assessment_of_Absolute_Poverty_in_2018.pdf.

By the absolute poverty criterion, in the Republic of Serbia, the most vulnerable individuals are those living in households whose heads have lower education attainment, incomplete primary education (19.0%) or only primary education (14.8%) and are unemployed (23.8%).

Some of the root causes for a demographic decline are laid deeper in inequalities, which are among the highest in Europe. Many of them—in gender, health, education, income— overlap, leaving some people behind. Discounted for inequality, the Serbia's high HDI falls to 0.685, an overall loss of 14.4%. Gender inequality is pervasive despite a solid legal framework.

Areas with low achievements and prominent gender gaps are in domains of work (opportunities to provide adequate well-being based on labour market participation, including the concentration of women in low-paid occupations and so-called caring sectors, and their underrepresentation at top career and leading positions; a lower employment rate of women as compared with men; high unemployment rates, particularly among Roma women, women with disabilities and rural women, and higher unemployment rates among young women than among young men). Unequal sharing or responsibilities between women and men and a lack of opportunities to reconcile work and family obligations reduces employment opportunities for women. Women are disproportionately responsible for care activities in the household and family; household work is unequally divided, with women more than double burdened than men.

Women have higher levels of education of men, but are concentrated significantly in the area of social sciences, humanities and arts and with the lack of opportunities for lifelong learning. Educational attainment is low for Roma girls who leave school even before completing primary school and are almost fully absent from the education system after the age of 18.

Regarding economic empowerment and social security, unemployed women and women employed in the informal sector, especially women agricultural workers lack access to social security. The number of women entrepreneurs is limited. Rural women lack access to healthcare, education, formal employment opportunities, retirement and social security schemes, access to land ownership on an equal basis with men, while their participation in decision-making is limited. Mothers with children account for a majority of single-parent families and that less than one fifth of single-parent families can afford basic goods and services. Only one third of partners regularly pay child support alimony; Child marriage is present in the general population, in urban and rural areas and particularly within the Roma community, with around 7% girls marrying before age 18. Women account for 11 per cent of landowners, while the majority of property is traditionally registered to men. In inheritance, sons are prioritized over daughters, who are socially expected to renounce their inheritance rights over their brothers; civil partners are excluded from inheritance.

Children (up to 18 years of age) are at a higher risk of poverty (30%) than other age groups, which is primarily attributable to the composition of the households in which they live. The at-risk-of-

poverty rate is considerably higher in rural areas (34.1%). According to the at-risk-of-poverty criterion, people with lower education attainment are significantly more vulnerable. Individuals living in households with dependent children, specifically households with two adults and three or more dependent children and single-parent families, were at the highest risk of poverty. Moreover, the at-risk-of-poverty rate of people aged 18+ by the most frequent activity status held during the preceding year indicates that the unemployed fared worst, since almost one out of two unemployed people (48%) was at risk of poverty.

Most Roma face social exclusion and poverty, the living conditions being particularly difficult for those living in substandard settlements where adequate access to water and electricity is not ensured. Roma women belong to one of the most vulnerable social groups in Serbia. Persons with disabilities are facing multiple challenges – many public buildings and areas are not accessible to them, access to information and communications for people with sensory disabilities is difficult, and persons with disabilities encounter significant barriers when exercising voting rights. Persons with intellectual and psychosocial difficulties are still at risk of being declared legally incompetent, since this institution has not yet been abolished as a protection measure. Particularly worrying is the poor situation of persons with mental and intellectual disabilities in the institutions of social protection of the home type, and there are sporadic cases of their isolation and accommodation in inadequate space, as well as the application of measures of users' confrontation, for which there is no legal basis. The process of de-institutionalization of children and adults is in progress, but there are difficulties in its implementation, primarily because of insufficiently and unevenly developed support services and services for the independent life of persons with disabilities and their reintegration. The position of the elderly, especially those in rural areas, is not satisfactory. At the level of local communities there is no uniform and financially sustainable system of services and support services for the elderly, and elderly people in rural areas are at risk of social isolation, have difficulties in accessing health and social services, as well as transport services.²²

1.3 Power and voice

In the Republic of Serbia, a constitutional, legislative and institutional framework has been established in the domain of human rights, which is in line with international standards in this area. Standards in the protection of the rights and freedoms of members of national minorities are applied. As far as Roma people are concerned, their position remains unsatisfactory. There has

²² Third National Report on Social Inclusion and Poverty Reduction in The Republic of Serbia
http://socijalnoukljucivanje.gov.rs/wp-content/uploads/2019/02/Treci_nacionalni_izvestaj_o_socijalnom_ukljucivanju_i_smanjenju_siromastva_2014%E2%80%932017_eng.pdf

been an improvement in the position of women in certain areas, especially in the domain of representation of women in legislative and executive power. However, their role in decision-making is modest, with only 0.17% companies employing female top managers. Positive trend is observed only in women's representation in the Parliament, currently at 34.7% and with prospects for increase to 40% after the spring 2020 elections (World Economic Forum, 2020).

Regarding the freedom of expression, the ambient is not suitable for the full exercise of the right to freedom of expression. Changes in election laws introduced quotas for less represented sex, which has led to increased participation of women in legislative power. Youth participation has been increased, while the participation of the elderly and persons with disabilities in political and public life is not at a satisfactory level.²³

1.4. Human security

Domestic violence and other forms of gender-based violence are still widespread, including the particularly worrying presence of femicide. The ratification of the Istanbul Convention and the adoption of the Law on the Prevention Domestic Violence, in addition to the implementation of the general and special protocols, have given the greatest contribution to the improvement of the work of the institutions in the system for the prevention of and protection of victims against this form of violation of human rights.

All forms of peer violence, including gender-based violence, are widespread in schools, despite the prevention measures being taken. In the area of protection of the rights of persons of different sexual orientation or gender identity (LGBTI), certain positive developments have taken place, while trans and intersex people continue to experience the lack of understanding in the community and are exposed to various forms of direct and indirect discrimination. In the Republic of Serbia, there are still almost all forms of trafficking in human beings, and a large share of domestic trafficking victims trafficked within the borders of the Republic of Serbia. The situation of refugees and displaced persons, including persons returned under the Readmission Agreement, is gradually improving. The number of collective centres for the accommodation of refugees and internally displaced persons has significantly decreased. The biggest challenges are still employment and housing.

In 2017, a decrease in the number of asylum seekers was observed compared to the previous years. A particular challenge is the increased number of unaccompanied asylum-seeking minors, who are exposed to an increased risk of trafficking. Since September 2017, all children in asylum centres and reception centres have been included in formal primary education. In the Republic of Serbia there is no torture as an organized and encouraged phenomenon by state authorities;

²³ *Ibid*

however, there have been sporadic cases of physically inadequate treatment of persons deprived of liberty.²⁴

XI. Social and Environmental Screening Report

Project Information	
1. Project Title	Integrated Response to Violence against Women and Girls in Serbia III
2. Project Number	SRB10
3. Location	Serbia

Part A. Integrating Overarching Principles to Strengthen Social and Environmental Sustainability

QUESTION 1: How Does the Project Integrate the Overarching Principles in order to Strengthen Social and Environmental Sustainability?

Briefly describe in the space below how the Project mainstreams the human-rights based approach

The project supports and incorporates the human-rights based approach in its objective having in mind that violence against women and girls is the most persistent and wide-spreader violation of human rights. The project adds a missing element to present activities of state institutions, CSOs and media by enhancing the enabling environment for equitable development, by empowering women and girls to understand and claim their rights and take their own decisions and by mobilizing communities on "zero tolerance" of violence. By supporting the implementation of international and regional human rights instruments and recommendations on ending VaWG from human rights bodies, the project brings in legal tools and institutions – laws, the judiciary and the rule of law principle – as a means to secure freedoms and human development. It is further based on the recognition that real success in tackling poverty and vulnerability requires giving the poor and vulnerable both a stake, a voice and real protection in the society. To do so the project is responding to the needs and rights of excluded groups exposed to multiple discrimination, especially Roma women and girls, women with disabilities, women living in rural communities and in poverty. To translate women and girls' needs to live the lives free from violence into the rights, the project is supporting capacity development of national partners to effectively implement national and international legislative and policy framework into the practice.

Briefly describe in the space below how the Project is likely to improve gender equality and women's empowerment

²⁴ *Ibid*

The 2030 Agenda and the Sustainable Development Goals underscore that gender equality and the empowerment of women are integral to the achievement of sustainable development. In addition to the nine targets under Goal 5 on gender equality, ending violence against women and girls is set as the specific target.

The project will work closely with national partners on legal and policy frameworks and to support national capacities to prevent violence and end impunity for perpetrators and ensure access to justice and protection of women and girls, especially those facing multiple and intersecting forms of discriminations such as those living with disabilities, Roma women, women from rural areas and women living in poverty.

Briefly describe in the space below how the Project mainstreams environmental sustainability

The project will fully adhere to social and environmental standards, in line with the UNDP's Social and Environmental Standards (SES), with the aim to enhance positive social and environmental opportunities and benefits as well as to ensure that adverse social and environmental risks and impacts are avoided, minimized, mitigated and managed. It fully complies with the overarching policy and principles related to the human rights, gender equality and women's empowerment and environmental sustainability. The project will not have any harmful practices with regards to the Standard 1: Biodiversity Conservation and Sustainable Natural Resource Management, Standard 2: Climate Change Mitigation and Adaptation, Standard 4: Cultural Heritage, Standard 5: Displacement and Resettlement, Standard 6: Indigenous Peoples. The project will contribute to improved conditions in relation to the Standard 3: Community Health, Safety and Working Conditions and Standard 7: Pollution Prevention and Resource Efficiency.

IX. Budget

EXPECTED OUTPUTS	PLANNED ACTIVITIES	RESPONSIBLE PARTY	PLANNED BUDGET									
	List activity results and associated actions		Funding Source	Unit description	Unit price	Amount	Year 1	Unit description	Unit price	Amount	Year 2	Total amount
Key result 1: Legal and institutional measures effectively address the complexity of domestic violence, intimate partner violence and gender-based violence.												
Output 1.1 Coordination body for Gender Equality further strengthened for the coordination, implementation, monitoring and evaluation of policies and measures to prevent and combat all forms of violence in	1.1.1 Organize and implement follow up activities related to the first country evaluation of the implementation of the Istanbul Convention (provision of additional comments, preparation and dissemination of GREVIO report);	UNDP	SIDA	Printing the Report	\$ 6.00	200	\$ 1,200.00	Expert contracts to support regular monitoring and implementation of AP (need assessment, support to gender budgeting of AP, collection of data for monitoring, 200 hours per contract)	\$ 2,000.00	3	\$ 6,000.00	\$ 15,700.00
				Conference to present GREVIO recomm for at least 20 people (facilitation, renting premises, coffee break, lunch break, communication costs, printing material per event, travel costs)	\$ 1,000.00	1	\$ 1,000.00					
				Working group for development of Action Plan and Monitoring Plan for the implementation and tracking Recommen. Implementation (5 experts working 8 working days, 100 USD daily fee)	\$ 800.00	5	\$ 4,000.00	Workshop for 10 people to monitor implementation of the Action Plan	\$ 300.00	2	\$ 600.00	

accordance with the Istanbul Convention.				Workshop organization for 10 people (facilitation, renting premises, coffee break, lunch break, communication costs, printing material per event)	\$ 300.00	5	\$ 1,500.00	Organization of mutual learning session on good practices related to Istanbul Convention implementation for 30 people	\$ 1,400.00	1	\$ 1,400.00	
Output 1.2 National Council for the Suppression of Domestic Violence has knowledge and is capacitated to monitor implementation of the Law on Preventing Domestic Violence and uses evidence to design new policies	1.2.1 Collect and ensure public availability of monthly data on victims and perpetrators, number of barring orders issued and number of developed individual plans for protection of victims per prosecution county;	UNDP	SIDA	Design and preparation of the material monthly	\$ 141.67	12	\$ 1,700.00	Design and preparation of monthly and annual data	\$ 150.00	12	\$ 1,800.00	\$ 3,500.00
	1.2.2 Map the key gaps and challenges in multi-agency protection of women, including femicide and provide evidence-based recommendations for improvement of practices.	UNDP	SIDA	Company contract/subcontractingProcurement of the company to implement the activity	\$ 5,000.00	1	\$ 5,000.00	Company contract/subcontractingProcurement of the company to implement the activity	\$ 5,000.00	1	\$ 5,000.00	\$ 10,000.00

	1.2.3 Organize learning sessions and expert meetings to discuss ways and means to more effectively prevent, investigate, prosecute and punish gender-related killing of women and girls, with a view to improve current policies and practice.	UNDP	SIDA	Workshop organization for at least 20 people (facilitation, renting premises, coffee break, lunch break, communication costs, printing material per event)	\$ 1,000.00	4	\$ 4,000.00	Company contract (annual femicide review and presentation of the findings)/ subcontracting	\$ 5,120.00	1	\$ 5,120.00	\$ 9,120.00
Output 1.3 Obstacles faced by women from vulnerable groups mapped and addressed by the relevant institutions	1.3.1 Conduct survey on the causes and barriers to underreporting domestic violence among women, particularly from vulnerable groups and develop recommendations for overcoming these challenges;	UNDP	SIDA	Company contract/subcontractingProcurement of the company to implement the activity	\$ 10,000.00	1	\$ 10,000.00	Company contract/subcontractingProcurement of the company to implement the activity	\$ 5,000.00	1	\$ 5,000.00	\$ 15,000.00

	1.3.2 Conduct national level assessment of health institutions' capacities to respond to GBV;	UNFPA	SIDA	Consultants for development of the metodological framework, instrument, and final report, 5 days each (40 hours)	\$ 1,000.00	3	\$ 3,000.00	Consultants for development of the metodological framework, instrument, and final report, 5 days each (40 hours)	\$ 1,000.00	3	\$ 3,000.00	\$ 6,000.00
		UNFPA	SIDA	Company (agency) contract for sampling frame and field work	\$ 7,000.00	1	\$ 7,000.00	Company (agency) contract for sampling frame and field work	\$ 11,000.00	1	\$ 11,000.00	\$ 18,000.00
	1.3.3 Support the National Coalition to End Child Marriage to develop and implement roadmap to end child marriage in Serbia and advocate for ending of child marriage through organization of regular meetings, communication with media and promotion of initiatives;	UNICEF	SIDA	Partnership agreement with an NGO - overall organizational support (\$2,500), including through expert support for policy advocacy (\$3,000), communication (\$3,000) and knowledge-sharing (\$4,000)	\$ 12,500.00	1	\$ 12,500.00	Partnership agreement with an NGO - overall organizational support (\$2,500), including through expert support for policy advocacy (\$3,000), communication (\$3,000) and knowledge-sharing (\$4,000)	\$ 12,500.00	1	\$ 12,500.00	\$ 25,000.00

	1.3.4 Provide technical assistance to 10 selected municipalities to develop Local Action Plans on GBV and allocate funding for improved services for women survivors of violence, particularly women from vulnerable groups.	UN WOMEN	SIDA	2,000\$ per Municipality/ Letter of Agreement to be signed with state institution	\$ 2,000.00	10	\$ 20,000.00	2,000\$ per Municipality/ Letter of Agreement to be signed with state institution	\$ 2,000.00	10	\$ 20,000.00	\$ 40,000.00
Output 1.4 Programme on the protection of women from domestic and intimate partner violence and other forms of gender-based violence for period 2020-2025 adopted by the Government of the Autonomous Province of Vojvodina.	1.4.1 Conduct an independent assessment of the current Provincial Programme on the protection of women from domestic and intimate partner violence and other forms of gender-based violence (2015-2020);	UN WOMEN	SIDA	Institutional Contract/Procurement	\$ 20,000.00	1	\$ 20,000.00	N/A				\$ 20,000.00
	1.4.2 Drafting a new Programme on the protection of women from domestic and intimate	UN WOMEN	SIDA	N/A				Institutional Contract/ Procurement	\$ 30,000.00	1	\$ 30,000.00	\$ 30,000.00

	partner violence and other forms of gender-based violence for the period 2021-2025 and support the advocacy initiative for its adoption;											
TOTAL FOR OUTPUT 1		UN Agencies	SIDA				\$ 90,900.00				\$ 101,420.00	\$ 192,320.00

Key result 2. General and specialist service providers capacitated to effectively reduce the risks of repetition and escalation of domestic violence and deliver integrated service for protection of women and children survivors of violence.

Output 2.1 Front-line officers have adequate knowledge to reduce the risk of repetition and escalation of domestic violence	2.1.1 Develop a knowledge package and organize trainings for front-line officers on detection of gender-based violence, collection of evidence, assessing the risks and processing reported cases to provide effective and efficient protection for victims.	UNDP	SIDA	Expert contracts for development of knowledge package (4 experts working 8 working days with USD 100 daily fee)	\$ 800.00	4	\$ 3,200.00	Expert contracts for delivery of trainings	\$ 300.00	6	\$ 1,800.00	\$ 20,000.00
		UNDP	SIDA	2 Expert contracts for delivery of trainings (4 trainings, 32 hours)	\$ 600.00	2	\$ 1,200.00					
		UNDP	SIDA	4 Workshops for 30 people (facilitation, renting premises, coffee break, lunch break, communication costs, printing material per event, travel)	\$ 1,400.00	4	\$ 5,600.00					
				6 Workshops for 20 people (facilitation, renting premises, coffee break, lunch break, communication costs, printing material, travel)	\$ 1,366.67	6	\$ 8,200.00					

Output 2.2 Professionals within the institutions are capacitated to implement multi-agency case management to reduce the risk of domestic violence, prevent secondary victimisation and increase long-term safety of victims	2.2.1 Organize introductory multisectoral trainings on the phenomenon of gender-based violence and the role of each system (the police, prosecution, social protection, health-care, employment services, education system and CSOs) to allow for a comprehensive and appropriate handling of referrals in cases of violence;	UNFPA	SIDA	2 Expert contracts for preparation of training materials, delivery of training and report writing 3 days, 24 hours each	\$ 450.00	2	\$ 900.00	2 Expert contracts for preparation of training materials, delivery of training and report writing 3 days, 24 hours each	\$ 450.00	2	\$ 900.00	\$ 1,800.00
				Two one-day training organization for 30 people (venue and equipment renting, catering, and transport for some participants and printing of the meeting materials)	\$ 2,050.00	2	\$ 4,100.00	Two one-day training organization for 30 people (venue and equipment renting, catering, and transport for some participants and printing of the meeting materials)	\$ 2,050.00	2	\$ 4,100.00	\$ 8,200.00
	2.2.2. Organize specialized 8 two-day trainings (for the police, social welfare centres, prosecutors, probation service) on the integrated risk management and development of security plans to increase	UNDP	SIDA	Expert contracts for delivery of trainings to 30 people (2 trainers per 2 days)	\$ 2,400.00	2	\$ 4,800.00	2 Expert contracts for delivery of trainings (2 trainers per 2 days, 64 hours per consultant)	\$ 2,400.00	2	\$ 4,800.00	\$ 32,000.00
				Workshop organization for 70 people (facilitation, renting premises, coffee break, lunch break, communication costs, printing material per event, travel)	\$ 2,800.00	4	\$ 11,200.00	Workshop organization for 70 people (facilitation, renting premises, coffee break, lunch break, communication costs, printing material per event, travel)	\$ 2,800.00	4	\$ 11,200.00	

long-term safety of women and children survivors of violence;											
2.2.3 Organize additional trainings on GBV for health care professionals and heads of local health institutions to adequately respond to the needs of GBV survivors and actively participate in multisectoral protection of victims;	UNFPA	SIDA	5 Expert contracts for an average 5 working days (40 hours each) for preparation and delivery of two three-day trainings and final report writing	\$ 1,000.00	5	\$ 5,000.00	5 Expert contracts for an average 5 working days (40 hours each) for preparation and delivery of two three-day trainings and final report writing	\$ 1,000.00	5	\$ 5,000.00	\$ 10,000.00
			Training organization costs (venue and equipment renting, accommodation of the participants, transport cost, catering, coffee breaks, training materials) (\$ 14,000 in total for 2-3 trainings) 25 participants for training	\$ 7,000.00	2	\$ 14,000.00	Training organization costs (venue and equipment renting, accommodation of the participants, transport cost, catering, coffee breaks, training materials) (\$ 14,000 in total for 2-3 trainings). 25 participants for training	\$ 7,000.00	2	\$ 14,000.00	\$ 28,000.00
	UNDP	SIDA	Expert contracts for consultative support (6 experts per 5 days) supporting 3 multi-agency groups composed of at least five people per group)	\$ 500.00	5	\$ 2,500.00	Expert contracts for consultative support (6 experts per 5 days) supporting 3 multi-agency groups composed of at least five people per group)	\$ 500.00	5	\$ 2,500.00	\$ 10,000.00
			Meeting organization (travel, accommodation)	\$ 166.67	15	\$ 2,500.00	Meeting organization (travel, accommodation)	\$ 166.67	15	\$ 2,500.00	
2.2.4 Organize follow-up consultative support and hands-on learning on development of individual plans of protection and support to the victims for											

	the multi-agency groups for cooperation and coordination;											
	2.2.5 Organize specialized expert trainings for judiciary and public prosecutors on the phenomenon of gender-based violence with the aim to increase the number of prosecuted cases of domestic violence and to prevent secondary victimization of the survivors;	UNDP	SIDA	Expert contracts	\$ 150.00	3	\$ 450.00	Expert cotracts	\$ 150.00	3	\$ 450.00	\$ 4,200.00
				Workshop organization for 25 people (facilitation, renting premises, coffee break, lunch break, communication costs, printing material per event, travel)	\$ 1,550.00	1	\$ 1,550.00	Workshop organization for 25 people (facilitation, renting premises, coffee break, lunch break, communication costs, printing material per event, travel, certificates printing)	\$ 1,750.00	1	\$ 1,750.00	
	2.2.6 Provide technical assistance for organizing case conferences, as complementary mechanism to Coordination and Cooperation Groups, for resolving most complex cases of violence against women;	UN WOMEN	SIDA	LoA (Letter of Agreement signed with state institutions)/PCA (Project Cooperation Agreement signed with CSOs)	\$ 15,000.00	1	\$ 15,000.00	LoA (Letter of Agreement signed with state institutions)/PCA (Project Cooperation Agreement signed with CSOs)	\$ 15,000.00	1	\$ 15,000.00	\$ 30,000.00

	2.2.7 Exchange of knowledge between professionals from social prevention, police, healthcare, education, prosecutor's office, judiciary and non-governmental sector on protection and support to women survivors of violence with an focus on women from marginalized groups	UN WOMEN	SIDA	Study visit up to 20 people to an EU country with examples of good practices (travel, logistics, accommodation)	\$ 30,000.00	1	\$ 30,000.00	Study visit up to 20 people to an EU country with examples of good practices (travel, logistics, accommodation)	\$ 30,000.00	1	\$ 30,000.00	\$ 60,000.00
Output 2.3 Programmes for the work with perpetrators of domestic violence are part of an integrated support and protection system in 4 selected cities in accordance with the Istanbul Convention	2.3.1 Organize trainings for service providers (working with perpetrators and providing women's support services) on risk management and coordination with multi-agency groups for cooperation and coordination;	UNDP	SIDA	2 Expert contracts - international experts (40 hours per expert)	\$ 1,800.00	2	\$ 3,600.00	N/A				\$ 18,000.00
				Two-day workshop organization - two workshops for 25 people each (accommodation, facilitation, renting premises, coffee break, lunch break, communication costs, printing material per event, travel)	\$ 7,200.00	2	\$ 14,400.00	N/A				

	2.3.2. Pilot two-year programme for work with perpetrators in 4 cities, in line with the provisions of the Istanbul Convention;	UNDP	SIDA	Grants to 4 NGOs in 4 different cities, working with perpetrators of domestic violence	\$ 8,000.00	4	\$ 32,000.00	Grants to 4 NGOs in 4 different cities, working with perpetrators of domestic violence	\$ 2,000.00	4	\$ 8,000.00	\$ 40,000.00
	2.3.3 Conduct research and develop a model for financing quality and sustainable women's support services and work with perpetrators programmes;	UNDP	SIDA	Company contract/subcontracting	\$ 10,000.00	1	\$ 10,000.00	N/A				\$ 10,000.00
Output 2.4 Access to services facilitating the recovery of victims from violence improved and aligned	2.4.1 Support women's CSOs to deliver specialist support services to women whose partners are perpetrators of violence;	UNDP	SIDA	Grants to 8 different NGOs working with women whose partners are perpetrators of violence	\$ 5,000.00	8	\$ 40,000.00	Grants to 8 different NGOs working with women whose partners are perpetrators of violence	\$ 5,000.00	2	\$ 10,000.00	\$ 50,000.00

with the recommendations of the Istanbul Convention	2.4.2 Organize trainings for professionals from social prevention, police, healthcare, education, prosecutor's office, judiciary and non-governmental sector to enhance knowledge and understanding in providing services to women survivors of violence from marginalized and multiple discriminated groups and women survivors of specific forms of violence.	UN WOMEN	SIDA	LoA (Letter of Agreement signed with state institutions)/PCA (Project Cooperation Agreement signed with CSOs)	\$ 25,000 .00	1	\$ 25,000.00	LoA (Letter of Agreement signed with state institutions)/PCA (Project Cooperation Agreement signed with CSOs)	\$ 25,000 .00	1	\$ 25,000.00	\$ 50,000.00
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	2.4.3 Provide technical assistance to 3 Centres for Victims of Sexual Violence in Vojvodina through facilitating services from two public systems of protection – social and health care system and identify a sustainable solution for functioning of the Centres and develop package for replication of the model in other parts of the Republic of Serbia and replicate a model of established Centres for Victims of Sexual Violence in 3 additional locations in Central Serbia;	UN WOMEN	SIDA	LoA (Letter of Agreement signed with state institutions)/PCA (Project Cooperation Agreement signed with CSOs)	\$ 15,000 .00	3	\$ 45,000.00	LoA (Letter of Agreement signed with state institutions)/PCA (Project Cooperation Agreement signed with CSOs)	\$ 15,000 .00	3	\$ 45,000.00	\$ 90,000.00
TOTAL FOR OUTPUT 2		UN Agencies	SIDA				\$ 272,000 .00				\$ 190,200 .00	\$ 462,200.00

Key Result 3. Perception of gender-based violence and dominant gender norms changed and increased understanding of general public on violence against women and girls												
Output 3.1 Local youth offices' (LYO) coordinators empowered to create cultural change in community and promote gender equality, preventing gender-based violence	3.1.1 Conduct analysis on correlation between gender stereotypes and gender-based violence in chosen municipalities;	UNFPA	SIDA	IP implemented/subcontracting : Expert researcher fee; adaptation of instrument, organization of survey/interviews, data processing and analysis, report writing, publication design and printing and organization of press conference.	\$ 9,000.00	1	\$ 9,000.00	N/A				\$ 9,000.00
	3.1.2 Empower Youth Office coordinators to develop and support activities to promote gender equality and to prevent and combat gender-based, sexual and partner violence against young women and support girls who will be the main leaders of these actions;	UNFPA	SIDA	IP implemented/subcontracting: Trainers/personel costs,travel and logistics cost of trainings in selected towns/ municipalities; (venue and PPT equipment if needed, catering, workshop material)	\$ 14,000.00	1	\$ 14,000.00	IP implemented/subcontracting Personel costs,travel and logistics cost for organization of public actions in selected towns/ municipalities; venue (if needed), material (for painting, printing, exhibitions...depends of the type of action)	\$ 13,000.00	1	\$ 13,000.00	\$ 27,000.00

	3.1.3 Organize best practice exchange event for all LYO and identify common challenges/solutions and positive examples which would strengthen the capacities of these Offices, their networking and cooperation with nongovernmental organizations.	UNFPA	SIDA	N/A				IP implemented/subcontracting Personel costs,travel and logistics cost for organization of public actions in selected towns/municipalities; venue (if needed), material (for painting, printing, exhibitions...depends of the type of action)	\$ 6,000.00	1	\$ 6,000.00	\$ 6,000.00
Output 3.2 Raising awareness and capacity building programmes to support implementation of positive disciplining developed	3.2.1 Develop informative reader-friendly age and gender sensitive materials for parents on positive disciplining, including design, publishing and dissemination of leaflets and posters /materials suitable for dissemination through media/internet /social	UNICEF	SIDA	Expert support (consultancy contract, 1 consultant up to 267 working hours, 33 days \$5,000); Institutional contract/procurement - creative design of leaflets, posters, videos/clips pre-production (\$10,000)	\$ 15,000.00	1	\$ 15,000.00	Institutional contract/procurement - production of communication materials, including printing (\$25,000)	\$ 25,000.00	1	\$ 25,000.00	\$ 40,000.00

	networks and direct dissemination in locations to be reached through capacity building activities;											
	3.2.2 Develop basic modular curriculum for professionals for advisory work with parents and for other actors to engage into behaviour change/inter-personal communication .	UNICEF	SIDA	Partnership agreement with CSO- expert fees for curriculum development (up to 5 consultants, \$3,000 each)	\$ 3,000.00	5	\$ 15,000.00	Partnership agreement with CSO - finalization of the curriculum, editing/proof-reading (\$2,000); ToT curriculum development/testing (\$7,000); training of trainers -facilitation, working materials, accommodation/refreshment (\$6,000)	\$ 15,000.00	1	\$ 15,000.00	\$ 30,000.00
Output 3.3 Professionals from the police, social protection, health-care and educational system have capacities to support sustained behavioural change towards nonviolent	3.3.1 Organize rolling out basic trainings for case-managers in centres for social work, primary health care professionals, and education administration units;	UNICEF	SIDA	Expert support - monitoring and evaluation (consultancy, 1 consultant, up to 65 days, 520 hours \$10,000 total); partnership agreement with CSO - trainings' organization and realization - trainers' fees, working materials, accommodation/refreshments, travel (app \$5,000 per training, 10 trainings)	\$ 6,000.00	10	\$ 60,000.00	Expert support - monitoring and evaluation (consultancy, 1 consultant, up to 65 days, 520 hours \$10,000 total\$10,000); partnership agreement with CSO trainings' organization and realization - trainers' fees, working materials, accommodation/refreshments, travel (app \$5,000 per training, 13 trainings)	\$ 5,769.23	13	\$ 75,000.00	\$ 135,000.00

disciplining of children												
Output 3.4 Journalists are aware of the importance of adequate reporting on violence against women and have knowledge to report in accordance with the guidance for gender sensitive reporting on violence against women	3.4.1 Support the Journalists against Violence group to design and implement educational sessions for media students to recognize negative portrayals of women and girls in the media and gender-sensitive media reporting;	UNDP	SIDA	6 Expert consultants (design and implementation of trainings, 70 hours per expert)	\$ 700.00	6	\$ 4,200.00	6 Expert contracts with media professionals to implement the training (50 hours per consultant)	\$ 500.00	6	\$ 3,000.00	\$ 10,000.00
	Workshop organization for 12 people (travel, refreshment, material)				\$ 400.00	2	\$ 800.00	Workshop organization for 10 people (travel, refreshment, material)	\$ 400.00	5	\$ 2,000.00	
	3.4.2 Organize tailor-made learning meetings on the consequences of media reporting on VaW and quality media	UNDP	SIDA	Expert contracts (3 experts per meeting, 32 hours per consultant)	\$ 600.00	3	\$ 1,800.00	Expert contracts (3 experts per meeting, 32 hours per consultant)	\$ 600.00	3	\$ 1,800.00	\$ 10,100.00
				Organization of meetings for 15 people	\$ 800.00	4	\$ 3,200.00	Organization of meetings for 15 people	\$ 825.00	4	\$ 3,300.00	

	reporting with media editors;											
	3.4.3 Organize regular meetings of journalists and professionals to provide accurate and quality information on VaW that respects dignity of victims, prevents their secondary victimization and monitors institutional response to VaW (police, social welfare centers, prosecutors, health care workers, providers of specialized services for women and children survivors of violence, professionals working with perpetrators, prosecutors, representatives of relevant ministries responsible for	UNDP	SIDA	5 Experts contracts for coordination of meeting and media and social media activities (50 hours per consultant)	\$ 500.00	5	\$ 2,500.00	5 Expert contract for coordination of meeting and media and social media activities (50 hours per consultant)	\$ 500.00	5	\$ 2,500.00	\$ 10,000.00
				Workshop organization for 12 people (travel, refreshment, material)	\$ 500.00	5	\$ 2,500.00	Workshop organization for 12 people (travel, refreshment, material)	\$ 500.00	5	\$ 2,500.00	

	implementatio n of the policies for prevention and protection from VaW etc);											
	3.4.4 Support the Journalists against Violence group in monitoring and evaluation of media reporting on gender-based violence, including acknowledgme nt of quality reporting practices on VaW;	UNDP	SIDA	6 Expert contracts for conducting analysis (50 hours per consultant)	\$ 500.00	6	\$ 3,000.0 0	6 Expert contracts for conducting analysis (50 hours per consultant)	\$ 500.00	6	\$ 3,000.0 0	\$ 6,000.00
				Presentation of the results (design, public event, communication with media)	\$ 2,000. 00	1	\$ 2,000.0 0	Presentation of the results (design, public event, communication with media)	\$ 2,000. 00	1	\$ 2,000.0 0	\$ 4,000.00
	3.4.5 Set-up a safety network and provide support for women journalist who face specific risks and experienced violence and harassment in conduct of their work.	UNDP	SIDA	Expert contract for provision of the psychologicalsupport (8 hours per month . 12 months in total)	\$ 400.00	12	\$ 4,800.0 0	Expert contract for provision of the psychologicalsupport (8 hours per month, 10 months in total)	\$ 400.00	10	\$ 4,000.0 0	\$ 8,800.00
	3.4.6 Create a platform that will contain appropriate and	UNDP	SIDA	5 Expert contracts for organizing challenge and selection of material (60 hours per consultant)	\$ 600.00	5	\$ 3,000.0 0	N/A				\$ 17,000.00

	stereotype-free photo and video materials that will be available to all media.			35 Awards to the winners of the challenge	\$ 400.00	35	\$ 14,000.00	N/A				
TOTAL FOR OUTPUT 3		UN Agencies	SIDA				\$ 154,800.00				\$ 158,100.00	\$ 312,900.00
4.1 Management and quality assurance	Travel	UNFPA	SIDA	Travel and monitoring(Monitoring travel of 1 project related person and travel agency contact for driver engagement)	\$ 1,000.00	1	\$ 1,000.00	Travel and monitoring(Monitoring travel of 1 project related person and travel agency contact for driver engagement)	\$ 700.00	1	\$ 700.00	\$ 1,700.00
	Project management	UNFPA	SIDA	Project Assistant (Service contract engagement on full time basis)	\$ 2,083.00	12	\$ 25,000.00	Project Assistant (Service contract engagement on full time basis)	\$ 2,083.00	12	\$ 25,000.00	\$ 50,000.00
	Operational costs	UNFPA	SIDA	Operational Costs/Office costs	\$ 3,750.00	1	\$ 3,750.00	Operational Costs/Office costs	\$ 3,750.00	1	\$ 3,750.00	\$ 7,500.00
	Project management	UNDP	SIDA	Project manager, Project associate (2 people, full time)	\$ 5,833.00	12	\$ 70,000.00	Project manager, Project associate (2 people, full time)	\$ 5,833.00	12	\$ 70,000.00	\$ 140,000.00
	Project assurance	UNDP	SIDA	Project assurance (Programme Analyst, 30% of the salary)	\$ 1,750.00	12	\$ 21,000.00	Project assurance (Programme Analyst, 30% of the salary)	\$ 1,750.00	12	\$ 21,000.00	\$ 42,000.00
	Operational costs	UNDP	SIDA	Operational Costs/Office costs	\$ 833.00	12	\$ 10,000.00	Operational Costs/Office costs	\$ 833.00	12	\$ 10,000.00	\$ 20,000.00
	Final Evaluation	UNDP	SIDA	N/A				Final Evaluation	\$ 10,000.00	1	\$ 10,000.00	\$ 10,000.00
	Management Costs	UNICEF	SIDA	Project officer (30% of the salary); Pgm associate (24% of the salary)	\$ 2,916.67	12	\$ 35,000.00	Project officer (30% of the salary); Pgm associate (24% of the salary)	\$ 2,916.67	12	\$ 35,000.00	\$ 70,000.00

	Management Costs	UN WOMEN	SIDA	Staff (Project Officer full time, Project Assistant 50%, Communication Officer 30%, operational/office costs)	\$ 3,333.33	12	\$ 40,000.00	Staff (Project Officer full time, Project Assistant 50%, Communication Officer 30%, operational/office costs)	\$ 3,333.33	12	\$ 40,000.00	\$ 80,000.00
TOTAL FOR 4.1		UN Agencies	SIDA				\$ 205,750.00				\$ 215,450.00	\$ 421,200.00
TOTAL ACTIVITIES		UN Agencies	SIDA				\$ 723,450.00				\$ 665,170.00	\$ 1,388,620.00
4.2 GMS	Total GMS	UNDP	SIDA				\$ 57,876.00				\$ 53,213.60	\$ 111,089.60
TOTAL BUDGET							\$ 781,326.00				\$ 718,383.60	\$ 1,499,709.60
4.3 Total per Agency	UNDP total	UNDP					\$ 328,536.00				\$ 228,117.60	\$ 556,653.60
	UNFPA total	UNFPA					\$ 93,690.00				\$ 93,366.00	\$ 187,056.00
	UNICEF total	UNICEF					\$ 148,500.00				\$ 175,500.00	\$ 324,000.00
	UN WOMEN total	UN WOMEN					\$ 210,600.00				\$ 221,400.00	\$ 432,000.00