



United Nations
Country: Serbia
Project Document

Project Title:

Integrated Response to Violence against Women in Serbia II

UNDAF Outcome:

By 2020, 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

Expected Output(s):

1. Gender sensitive social and normative environment established through implementation of international and national commitments in the field of preventing and combating violence against women and children
2. General and specialist service providers capacitated to effectively deliver integrated service for protection of women and children survivors of violence
3. Perception of gender based violence and dominant gender norms changed and Increased understanding of women's and children human rights protection mechanisms

Implementing Partner:

Coordination Body for Gender Equality

Responsible Parties:

Coordinating Body for Gender Equality, Ministry of Labour, Employment, Veteran and Social Affairs including Centres for Social Welfare, Ministry of Education, Science and Technological Development, Ministry of Health, Ministry of Youth and Sports, Provincial Secretariat for Social Policy, Demography and Gender Equality, civil society organizations and Gender Equality Mechanisms at all levels

Brief Description

The project will work towards changing normative framework, institutional practices and behaviours pertaining to violence against women and girls at state, community and individual levels.

The overall objective of the project is further development of social and institutional environment that will contribute to zero tolerance and eradication of violence against women in Serbia.

The specific purpose of the project is to further improve legal and policy frameworks, strengthen prevention system and assistance mechanisms for survivors of violence and improve access to effective protection from violence through sustainable delivery of general and specialist services.

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Agreed by the Government of Serbia:

Prof. Dr Zorana Mihajlović

Deputy Prime Minister

Date:

Agreed by United Nations:

Ms. Irena Vojackova Sollorano

United Nations Resident Coordinator

Date:

PROJECT DOCUMENT

JOINT PROJECT INTEGRATED RESPONSE TO VIOLENCE AGAINST WOMEN AND GIRLS IN SERBIA II

Executive Summary

Violence against women and girls (VaWG) is a complex social problem. It is a consequence of gender inequalities deeply rooted in the patriarchal norms and unbalanced power relations and it is a mechanism through which gender inequalities are established and maintained. Exposure to various forms of harm and life in fear prevents women to fully realize their own potentials, reducing their wellbeing, but also reducing their contribution to the development of the society. Therefore, prevention and elimination of all forms of violence against women and girls, is, from both humanistic and developmentalist perspectives, the responsibility of the whole society. In such a context, the duty bearers are institutions and individuals. Institutions have the obligation to prevent, sanction perpetrators and protect and empower victims. Individual citizens have the obligation to recognize and denounce violence. Both have the responsibility to promote zero tolerance to violence.

Over the past decade, Republic of Serbia has established gender equality mechanisms at all branches and levels of power: legislative, executive and independent monitoring bodies, at national, provincial and local levels. The government has ratified key international conventions, enacted a body of relevant laws, developed instruments and policies to eliminate gender based violence. Country's priorities are outlined in the *National Strategy for Prevention and Elimination of VaW in the Family and in Intimate Partner Relationships 2011-2015*. The document is aligned with the international standards, particularly with Council of Europe Convention on Preventing and Combating VaW and Domestic Violence. Serbia ratified the Convention in 2013 and it entered into force on 1st August 2014.

In 2016 Serbia will have to initiate a new strategic phase in promoting gender equality, since the main strategies have expired in 2015 and new ones have to be developed. When previous strategic period is observed, it can be concluded that despite significant efforts invested in setting up the institutional response to violence against women and the government's commitments to address the issue, due to economic crisis and political changes, the country has faced marginalization of gender equality mechanisms and reduction in capacities to advance gender equality. Besides, gaps in service providers' capacities to offer adequate protection to survivors and prosecute perpetrators remain a challenge, along with budgetary restrictions for the implementation of the strategic framework. Mobilizing individuals, government, NGOs, people in local communities to act together in fulfilling national and international commitments in preventing and eliminating VaWG is critical for ensuring an effective response. Impartiality, expertise, results achieved so far and the beneficiaries' feedback mark out the UN as a player who is able to facilitate dialogue among stakeholders and direct the joint efforts.

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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
KPA	Academy of Criminalistic 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 Labour, Employment, Veteran and Social Affairs
MoYS	Ministry of Youth and Sports
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

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BACKGROUND INFORMATION AND SERBIA SPECIFIC SITUATION ANALYSIS

Violence against women is a complex social problem. It is a consequence of gender inequalities deeply rooted in the patriarchal norms and unbalanced power relations and it is a mechanism through which gender inequalities are established and maintained. Exposure to various forms of harm and life in fear prevents women to fully realize their own potentials, reducing their wellbeing, but also reducing their contribution to the development of the society. Therefore, prevention and elimination of all forms of violence against women and girls, represents the obligation of society from the humanistic perspective in protection of their wellbeing, as well as from developmentalist perspective for the sake of using their resources for the development of society. In such a context, the responsibility for prevention of violence and protection of survivors of violence lays on the institutions but also on every individual. Institutions have the obligation to prevent, sanction perpetrators and protect and empower victims. Individual citizens have the obligation to recognize and denounce violence. Both have the responsibility to promote values of zero tolerance to violence.

Legal framework in Serbia from the level of Constitution to specific laws prohibits discrimination and violence based on gender or any other ground (race, disability, language, ethnicity, religion, political orientation or social status). The government makes efforts to enforce effectively these laws and to prevent, eliminate and sanction acts of discrimination and violence. Despite these efforts, certain groups are still exposed to discrimination (women, LGBT persons, persons with disabilities, and ethnic minorities, particularly Roma) and gender based violence is still present in various forms.¹

Prevalence and features of gender based violence (GBV) in Serbia

Asymmetric gender regimes, patriarchal culture, history of recent conflicts in the region and economic hardships contributed to the relatively high prevalence of various forms of gender based violence in Serbia. Domestic violence against women is often manifested as a complex syndrome in which different methods are used for the purpose of control over women and preserving the unequal power relations. Close, intimate relationships are the source of threat to women's integrity, health, self-confidence and physical security. Statistics reveal an alarming prevalence of domestic violence against women in Serbia. More than half of adult women (54%) were exposed to some form of domestic violence during their lifetime (since the age of 15 years). The most frequent form of violence is psychological (32% during 12 months preceding survey and 49% during the life span), followed by physical (10% and 22% respectively), economic (11% and 16%), and sexual violence (1.2% and 3.8%)².

Gender based violence undermines women's health, and as such it can have severe consequences to sexual and reproductive health of women. 9% of women in Serbia who suffered physical or sexual violence rated their health as poor or very poor compared to 4% of never-abused women. Women who had ever been pregnant and who suffered partner violence had more abortions (65% versus 46%) and were more likely to have had a child who died (5% versus 2%)³.

Men are main perpetrators of domestic violence against women. They commit 90% of cases physical, 79.0% of cases of psychological and 85% of cases of economic violence against women. The security of women is mostly threaten by their husbands and partners, as 50% of economic, 58% of psychological and 71.7% of physical violence is committed by actual or former partners. Most

¹ SERBIA 2014 HUMAN RIGHTS REPORT, Country Reports on Human Rights Practices for 2014 United States Department of State, Bureau of Democracy, Human Rights and Labor, available at: <http://www.state.gov/documents/organization/236786.pdf>

² SeCons, Mapiranje porodičnog nasilja prema ženama u Srbiji, Ministarstvo za rad, zapošljavanje i socijalna pitanja i UNDP, 2010.

³ WHO, Multi-country Study on Women's Health and Domestic Violence against Women. Available at http://www.who.int/gender/violence/who_multicountry_study/summary_report/summary_report_English2.pdf

severe cases of physical violence against women are almost fully committed by men (96% of cases), and mostly (in 81% of cases) by husbands and partners⁴.

According to researches, due to the shame, fear of perpetrators reaction, lack of information or trust in protection system, only 10% of women who experienced some form of domestic violence have approached support services. Institutional evidences, therefore, record only a portion of cases of domestic violence against women. Number of cases of domestic violence in Serbia registered by social protection system increased from 3,441 in 2006 to 9,877 in 2013. Number of cases registered by the police in 2013 was 3,668 compared to 3,675 in 2009, whereas number of convictions for criminal acts of domestic violence and rape was 1,451 and 1,850 respectively⁵.

Media in Serbia produce an array of articles on violence against women but there is a large disproportion in the quantity and quality of reporting. The analysis of media presentation of gender based violence against women in Serbia conducted in 2014 indicated disproportion in reporting on various cases. A single case of rape and murder of underage girl attracted much more attention than all other cases which included 42 cases of femicide (29 femicides in the family and partner relationships, nine brutal murders and the like)⁶. The quality of reporting varies from stereotypes to entertainment lacking condemnation of violence, with fewer number of cases of critical reporting which contribute to raising awareness and empowering of women to resist violence.

Although only 3.8% of women believe a husband is justified in beating his wife under various circumstances⁷, many of them spend years in violent relations. This situation is damaging not only for women but also for their children that end up growing in the violent environment.

There is significant evidence on the inter-dependence of violence against women and violence against children. Violence against women has damaging effects on child development, preventing the development of their full potentials. In almost half of the cases in which mothers were exposed to partner violence, children were exposed too.⁸ Witnessing violence in the home environment or being exposed to it, has adverse consequences on children. Global as well as research in Serbia on adverse childhood experiences demonstrates that children who experienced violence in their childhood are far more likely to demonstrate and accept these behaviours in their adult life.

Although all scientific evidence shows that physical punishment of children has negative consequences on their development, this debate is still going on in Serbia. Discrepancies are present between attitudes and behaviours in relation to usage of violent disciplining methods in child-raising practices. While in 93% of households with children of age 1-14 years included in 2014 MICS survey respondents claimed that physical punishment is not necessary, 43% of them still used some kind of violent disciplining methods (psychological aggression or physical punishment) demonstrating weak caregivers' capacities for positive parenting.⁹ Household and family environment for some children become places of fear and not protection.

Despite clear understanding that formation of gender identity and thereby fostering gender stereotypes begins at earliest age there is limited attention to addressing gender social norms in the family and in the peer-to peer relations among children and youth (male and female). UNICEF research in family care practices showed that gender differences in parental upbringing practices grow with child's age, reaching its maximum in adolescence.

Children are exposed to violence in school as well. About 2/3 of primary school students reported exposure to violence during three months preceding the survey, while 1/4 of children were exposed

⁴ SeCons, Mapiranje porodičnog nasilja prema ženama u Srbiji, Ministarstvo za rad, zapošljavanje i socijalna pitanja i UNDP, 2010.

⁵ Data from the Police Academy as well as from the publication by Vesna Nikolić Ristanovic, Praćenje primene zakonskih rešenja o nasilju u porodici u Srbiji: nalazi pilot istraživanja, UNWOMEN, 2013.

⁶ Mrsevic, Mediji u Srbiji 2014 o rodno zasnovanom nasilju – Između stereotipa i zabave, UNDP, 2015.

⁷ MICS 2014

⁸ Ignjatovic T. Posledice koje ima nasilje prema zenama u partnerskom odnosu na decu i odgovor javnih sluzbi na ovaj problem. Autnomni zenski centar. Beograd, 2012. http://www.unicef.org/serbia/Posledice_koje_ima_nasilje_2.pdf

⁹ MICS 2014

to violence during same period on several occasions or even on daily basis. At the same time 41% of children admitted that were violent to their peers in the past three months. Girls and boys report similar exposure to violence (44.7% of boys compared to 43.6% of girls) while boys dominate in the group of those being violent to others (27.1% compared to 14.1%).¹⁰

When it comes to GBV, the situation is not much different. As many as 69% of adolescent boys and girls in the primary and 74% in the secondary schools report being exposed to some form of GBV in the three months before the survey. The worrisome are attitudes of adolescents towards GBV. While secondary school age girls are most critical in their attitude to gender stereotyping and GBV, boys of all ages commit GBV more frequently than girls and they justify GBV far more often (86% of boys agree with attitudes that justify at least one form of GBV).¹¹

Institutional and policy framework for addressing VAW

Over the past decade, Republic of Serbia has established gender equality mechanisms at all branches and levels of power: legislative, executive and independent monitoring mechanisms, at national, provincial and local levels. Following the elections in 2014, the Government of Serbia has established a new Coordination Body for Gender Equality (henceforth: Coordination Body), headed by the Deputy Prime Minister. The Coordination Body submits proposals, opinions and expert explanations to the Government, ministries, specialised organizations, other authorities and expert organizations that have gender equality within the scope of their competence'¹². In addition to the institution of Ombudsman as general protector of citizens' rights, in 2010, the institution of Commissioner for Protection of Equality as an independent, autonomous and specialized authority for was established. The task of this mechanism is to prevent all forms, types and cases of discrimination, including those based on the gender. In addition, the Network of Women MPs was established in the National Assembly of the Republic of Serbia in 2013.¹³ The Network members committed themselves to be active in the fields of women's health and family, ending violence against women in family, economic empowerment of women, education of women. As priorities in their work they defined support to women in Serbia to participate more in political and public life, raising awareness about women's solidarity and promotion of women's knowledge.

The Coordination Body has developed the annual action plan and programme for 2015. The document features, inter-alia, the following activities that are envisaged for implementation with the support of the UN:

- As part of the activities related to improving the legal and strategic framework and their alignment with international standards, the Coordination Body for Gender Equality action plan foresees drafting amendments of national legislation on gender equality in line with the EU and international agreements, including the Istanbul Convention; evaluation and development of the National Strategy for preventing and eliminating violence against women in family and intimate partner relationships, together with the action plan for the period 2016-2020; reporting to the UN CEDAW Committee with regards to the comments from 2013 which relate to violence against women; strengthening Coordination Body to implement requirements from the articles 10 and 11 of the Istanbul Convention (support to the work of GREVIO committee (group of experts on action against violence against women and domestic violence) and coordination of the state reporting on the implementation of the Convention.
- In the area of multisectoral cooperation, the Action plan envisages education of employees in the institutions for work with survivors of violence from vulnerable groups, in line with the

¹⁰ Popadić, D. D. Plut and Z. pavlovic, (2015). *Nasilje u školama Srbije: analiza stanja*. Institut za psihologiju:UNICEF, 2015

¹¹ Ceriman, J et al. *Istrazivanje rosdno zasnovanog nasilja u skolama u Srbiji*. Centar za studije roda I politike. Beograd, 2015.

¹² <http://www.mgsi.gov.rs/lat/dokumenti/poslovnik-o-radu-koordinacionog-tela-za-rodnu-ravnopravnost> , article 2

¹³ All women MPs (84) joined the network. The establishment of the Network was supported by the Chairperson of the Parliament, by the Parliament's Committee for Human and Minority Rights and Gender Equality, by the Belgrade Fund for Political Excellency and by the OSCE mission in Serbia.

article 15 of the Istanbul Convention; mapping the capacities of the existing services for survivors of violence in the Republic of Serbia and monitoring the amendments in judicial statistics on cases of violence against women and violence in the family; expert support in adopting protocols of cooperation on support to survivors of violence against women in local self-governments, in line with the General and Specialized Protocols; establishment of a unique SOS line for support to the survivors of violence; institutionalization of the work with perpetrators programme.

In 2015 Serbia has entered new strategic phase in promoting gender equality, as main strategies are expiring and new have to be developed. This was recognized and emphasized in EU Progress Report for 2014 in which it was suggested that adequate resources and better coordination of the national machinery for promotion of gender equality need to be ensured. It was also emphasized the need to adopt new action plan for the implementation of the national strategy for prevention and combating violence against women. Amongst other things, the Report highlights the need to improve the mechanisms for coordinating the collection and sharing of data between all relevant actors in the system¹⁴.

In line with these recommendations and transition to new strategic cycle, the Government has initiated the process of drafting the new Law on Gender Equality as well as the new National Strategy for improving the position of women and promoting gender equality 2015-2020.

Serbia has ratified key international conventions, enacted a body of relevant laws, developed instruments and policies to eliminate gender based violence. The country's priorities are outlined in the *National Strategy for Prevention and Elimination of VaW in the Family and in Intimate Partner Relationships 2011-2015* (henceforth: Strategy), developed with UNDP support and reflecting broad institutional consensus. The document is aligned with the international standards, particularly with Council of Europe Convention on Preventing and Combating VaW and Domestic Violence (henceforth: the Istanbul Convention). Serbia ratified the Convention in 2013 and it entered into force as of 1st August 2014. In addition, the government adopted General Protocol on Procedures and Cooperation of Institutions, Agencies and Organizations in Situations of Domestic and Partner Relationship Violence against Women (henceforth: General Protocol) in 2011, which introduced the obligation for line ministries to define and adopt the specific procedures in response to violence committed against women in the family. Apart from the General Protocol, facilitated through UN joint project, the government adopted Special Protocol for Action of the Centre for Social Work – Custody Authority in Cases of Domestic and Intimate Partner Violence against Women, Special Protocol on Conduct of Police Officers in Cases of Domestic and Intimate Partner Violence against Women, Overview of The Procedure to be Followed by Educational Institutions in Case of Violence against Girls and Family Violence.

The set of laws, general and sectorial protocols as well as the *National Action Plan for Protection of Children from Violence* (VaC) have been endorsed in the previous years as well.

Key challenges t to combat VAWG

When previous strategic period is observed, it can be concluded that despite significant efforts invested in setting up the institutional response to violence against women and the government's commitments to address the issue, due to economic crisis and political changes, the country has faced marginalization of gender equality mechanisms and reduction in capacities to advance gender equality and to tackle GBV. Besides, gaps in service providers' capacities to offer adequate protection to survivors and prosecute perpetrators still represent a challenge, along with budgetary restrictions for the implementation of the strategic framework.

¹⁴ European Commission, Serbia Progress Report, 2014.

Absence of clear legal definitions of VaW crimes and failure to implement the existing policy framework including international commitments creates environment of impunity for perpetrators of violence and results in high social tolerance towards VaW. These issues were raised in 2013, by UN CEDAW Committee Concluding Observations for Serbia (CEDAW/C/SRB/CO/2-3). Implementation of national action plans for multisectoral cooperation are not resourced and the lack of permanent institutional mechanisms with capacities to prevent and protect women and girls from violence is testimony to the fact that the state has yet to tackle it with the necessary political commitment, visibility and resources.

While progress in the implementation of VAC protocols is visible, the review of the implementation of the VAC protocols identified persisting weaknesses of institutional capacities to respond to violence against children and particularly to sexual violence. In the review it was concluded that protocols were well defined to respond to VAC when it happens, while they were less strong in preventing violence e.g. recognising and timely responding to the risks for VAC. One of the significant problems recognized was insufficient cooperation between systems for protection of women from violence and system for protection of children from violence, based on limited understanding of two problems and their linkages. The pilot sessions addressing the issue of institutional linkages in tackling violence against women and children were held in 10 municipalities through the UN joint project. Greater knowledge and understanding of the drivers of violence is needed in order to identify the main causes that need to be tackled to prevent and respond to VAC.

In 2013, Autonomous Women Center conducted the analysis of social policy measures from the perspective of women needs and interests. The assessment found that women survivors of violence are recognized as target group by legislative framework, that significant number of documents was drafted and endorsed during last years, but that system is not completed, nor set in effective implementation¹⁵. According to same report, services provided to women victims of violence are being closed down and are not receiving needed funds. At the same time, specialized women's NGOs and their expertise in delivery of community care is being ignored by social protection policy makers and practitioners. The special budget for the services targeting vulnerable women does not exist in Serbia although the 2014 budget justification indicates that funds allocated within the "Family and Child" budget section, (the classification 481 - transfers to NGOs) are to be disbursed, amongst others, to shelters for women victims of violence.

Capacities of services providers to effectively recognize and respond to GBV in Serbia vary. For instance, although a visit to a health professional is the first, and sometimes the only step enabling victims to access support and care, data indicates that 82% of health care professionals in Serbia did not attend any education regarding GBV (workshop, training, lecture), and they have none or very limited opportunity to gain necessary knowledge during their undergraduate and postgraduate education.

There is an urgent need to strengthen data collection in order to inform and influence forthcoming policy drafting cycle, as well as to assess the measures taken to address VaWG and to evaluate their impact. The problem of under-reporting complicates data collection and Serbia has not yet had a comprehensive prevalence study with defined methodology for regular prevalence mapping. UNCT has been strongly advocating for women's NGOs to be increasingly recognized as specialist support service providers, in Istanbul convention terminology (Serbia is the 8th state to have ratified it), but the adequate funding by the state for their functioning is yet to come. The routine data collection on VaW and VAC is system based allowing limited exchange and comprehensive analyses. In addition, some systems have only initiated data collection (registering VAC through health and education systems) while some data is completely missing (registering VaW through health system) which represents limitation for regular monitoring of their response and in obtaining more comprehensive situation analyses.

¹⁵ "Praćenje mera socijalne politike sa stanovišta ciljne grupe žena", Autonomous Women Center, 2013, report available at http://www.womenngo.org.rs/images/publikacije-dp/2013/Inicijativa_za_pracenje_socijalne_politike.pdf

In the past decade MoESTD has institutionalised protection of children from violence through relevant legislation and policies and has invested in professional development to respond to this issue. Almost 20% of schools have been supported through nation-wide “School without violence” programme. In 2013, supported by UN Joint Project, the MoESTD’s violence prevention programme has been engendered and strengthened so to specifically address gender equality and GBV. Its implementation reached 50 schools and has generated additional human and institutional capacities to deal with this issue. Unfortunately this work is just a beginning of education system contribution to a social change on gender equality and reduction of GBV. The numerous challenges are still ahead. Based on the report from the Commissioner for Protection of Equality, education system still encourages gender stereotypes directly or indirectly, through textbooks and inter-personal relations.¹⁶ The above mentioned research shows that GBV and acceptance of GBV is highly prevalent among adolescents. There is a need to further support systemic changes and lower the level of interventions to pre-schools, the age critical for child development and optimal for parental involvement.

All these factors are profoundly challenging the sustainability of Government efforts towards reforming the system for prevention and protection of women survivors of violence. Additional challenges are reflected in public discourse stressing the importance of traditional family values at expenses of women survivors¹⁷. Social norms generally condone gender inequality and VaW, but prioritisation and investment in prevention and services is low. Monitoring and evaluation for measuring progress against national benchmarks and international standards is consequently lacking.

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

Project rationale

The year 2015 has been a crucial year for gender equality and addressing gender based violence from several reasons:

- The four national strategic documents expired in 2015 and there is a need for the new policy planning cycle: *National strategy for improving the position of women and promoting gender equality (2009-2015)*, *National strategy for preventing and eliminating violence against women in family and intimate partner relationships (2011-2015)*, *National strategy for the implementation of the UNSCR 1325 (2005-2015)* and *National strategy for the prevention and protection of children from violence*;
- UN CEDAW Committee urged the State to submit the extraordinary follow-up report on two specific recommendations: 17 and 23, referring to VaW and to coordination of gender equality policies;
- Serbia was among first countries to ratify the Istanbul Convention due to the high commitment of the Women MPs network. However, the Government has not yet defined the plan for the Convention’s implementation and as one of the first countries that have ratified the Convention, Serbia will soon be called upon to report on its implementation to the GREVIO (established in May 2015);
- 2015 was a year of 20th anniversary of the Beijing Platform for action (Beijing +20). States are called upon to undertake comprehensive national-level reviews of the progress made and challenges encountered in implementing the Beijing Declaration and Platform for Action. Governments should work with key stakeholders at all levels of preparations for

¹⁶ <http://www.ravnopravnost.gov.rs/sr/preporuke-mera-organima-javne-vlasti/preporuka-ministarstvu-prosvete-i-nauke-republike-srbije-skup%C5%A1tini-nacionalnom-prosvetnom->

¹⁷ <http://www.rs.undp.org/content/serbia/en/home/library/poverty/kvalitativna-analiza-medijskog-izvetavanja-o-nasilju-nad-enama-u/>

the review. They should continue to support the role and contribution of civil society, in particular NGOs and women's organizations, in implementing the Beijing Declaration and Platform for Action.

- Sustainable Development Goals were adopted in 2015, with the 5th SDG goal specifically targeting gender equality and having specific indicators focusing on violence against women;
- As part of the EU integration process, within Action plan for chapter 23, Serbia has identified the need to review the current strategy and protocols for protection of children from violence which represents a unique opportunity to strengthen gender perspective of these documents and ensure that prevention and protection mechanisms are gender sensitive and address the inter-dependence of violence against women and violence against children.

However, the problem of gender based violence is still insufficiently prioritized in Serbia, receiving limited political attention while budget funding for the implementation of international and national commitments in the field of prevention and protection of VaWG remains scarce. Therefore, there is a need to continue with the assistance to the stakeholders at all levels, while building and expanding achieved results, established changes and initiated reforms. The project will adopt a holistic approach addressing needs at different levels: it will work to assure that the data is available for informed policy making, share successful models/ practices in prevention and protection from VaW, empower women and girls to claim their rights, build capacities of multisectoral teams for effective investigation of cases of VaW and children, engage men/boys and women/girls, parents in changing social norms related to gender inequality and acceptance of GBV, particularly VaW. New stakeholders will be engaged, crucial for advocating assignment of budgetary allocations; mobilize individuals and communities to actively oppose VaWG and gender inequality.

The project will use the following tools and methods to ensure timely and effective achievement of results:

- Developing specific strategies for primary, secondary and tertiary prevention of VaW with education, health, social protection, police and justice systems as well as with civil society and media;
- Empowering women and girls to understand and claim their rights and mobilizing communities on "zero tolerance" of violence;
- Changing stereotypes and promoting positive social norms and role models through work with parents and boys and girls, as well as children and youth in general;
- Responding to the needs and rights of excluded groups exposed to multiple discrimination, especially Roma women and girls;
- Securing strategic policy commitments and budgets for implementation;
- Enlisting relatively "new" actors;
- Supporting the implementation of international and regional human rights instruments and recommendations on ending VaWG from human rights bodies;
- Supporting capacity development of implementer of national and local legislative and policy framework.

The community level, where the services to survivors are provided, needs further strengthening of the multisectoral approach. Closer linkages between violence protection systems for women and children need to be established to benefit particularly women, girls as well as children victims of family violence. The integrated service delivery model, advocated and introduced by UN agencies

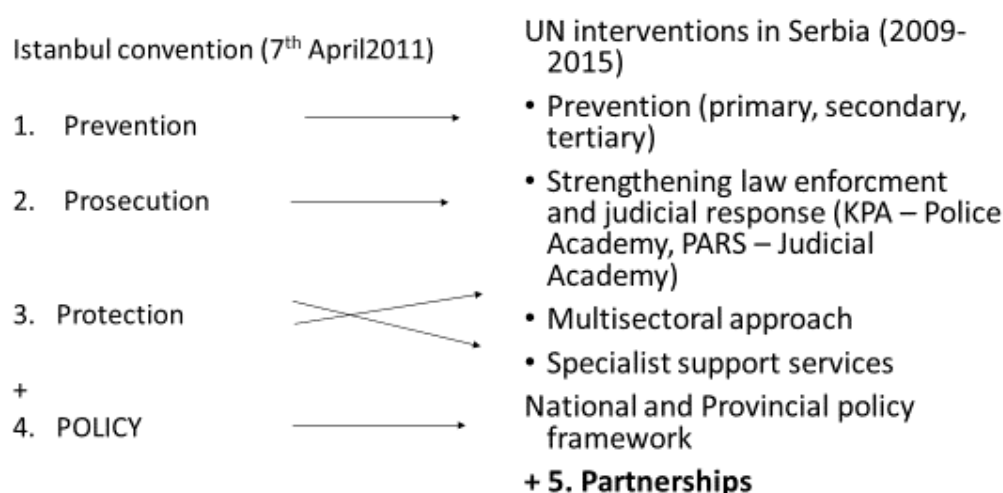
in the country, implies the change of institutional practices in service provision which brings together general (social services, healthcare, education, police and judiciary) and specialist support service (women's NGOs) providers in a coordinated local level network. More effective investigation into cases of VAWG through enhanced multi-sectoral cooperation will be pursued to support efficient prosecution and punishment of perpetrators, as recommended by UN CEDAW Committee. The work with perpetrators program, piloted and scaled-up as a successful practice model by UNDP, will be integrated as a part of multisectoral cooperation in line with the European Work with Perpetrators Network recommendations.

Institutional and social environment are negatively affecting children and young generations in their perceptions on dominant gender norms as a mean for establishing hierarchies and gender roles. This is largely perpetuated through upbringing in the family (including violent disciplining of children being still highly prevalent), in pre-school, school and peer-to-peer relations. The behavioral change at individual level will be pursued with parents and young children in nurturing non-violent, gender sensitive and tolerant upbringing environment, as well as with and youth, particularly boys where they will be equipped with the tools to deconstruct stereotypical understanding of their own masculinities as well as stereotypical perception of feminine gender identities. The support and social change will be pursued directly and through strengthening their natural environments (pre/schools, family/parents and youth groups).

COMPLEMENTARY INITIATIVES

Since 2012, UNDP, UNWOMEN and UNICEF have been implementing a joint project “***Integrated Response to Violence against Women***”, supported by the UN Trust Fund for Violence against Women. The project applied 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). The approach is articulated through the 5Ps, symbolized by the JP's logo - a hand with five fingers signifying due diligence and full commitment to the elimination of violence against women and girls. This approach has been fully aligned with the Istanbul Convention, as shown below:

Correlation between Istanbul Convention and UN approach in addressing VaW



The activities of the JP pretty much covered the entire territory of the country. In many cities (such as Krusevac, Belgrade, Novi Sad, Prijepolje, Novi Pazar, Pirot, Novi Becej, etc), several components of the project activities were implemented.



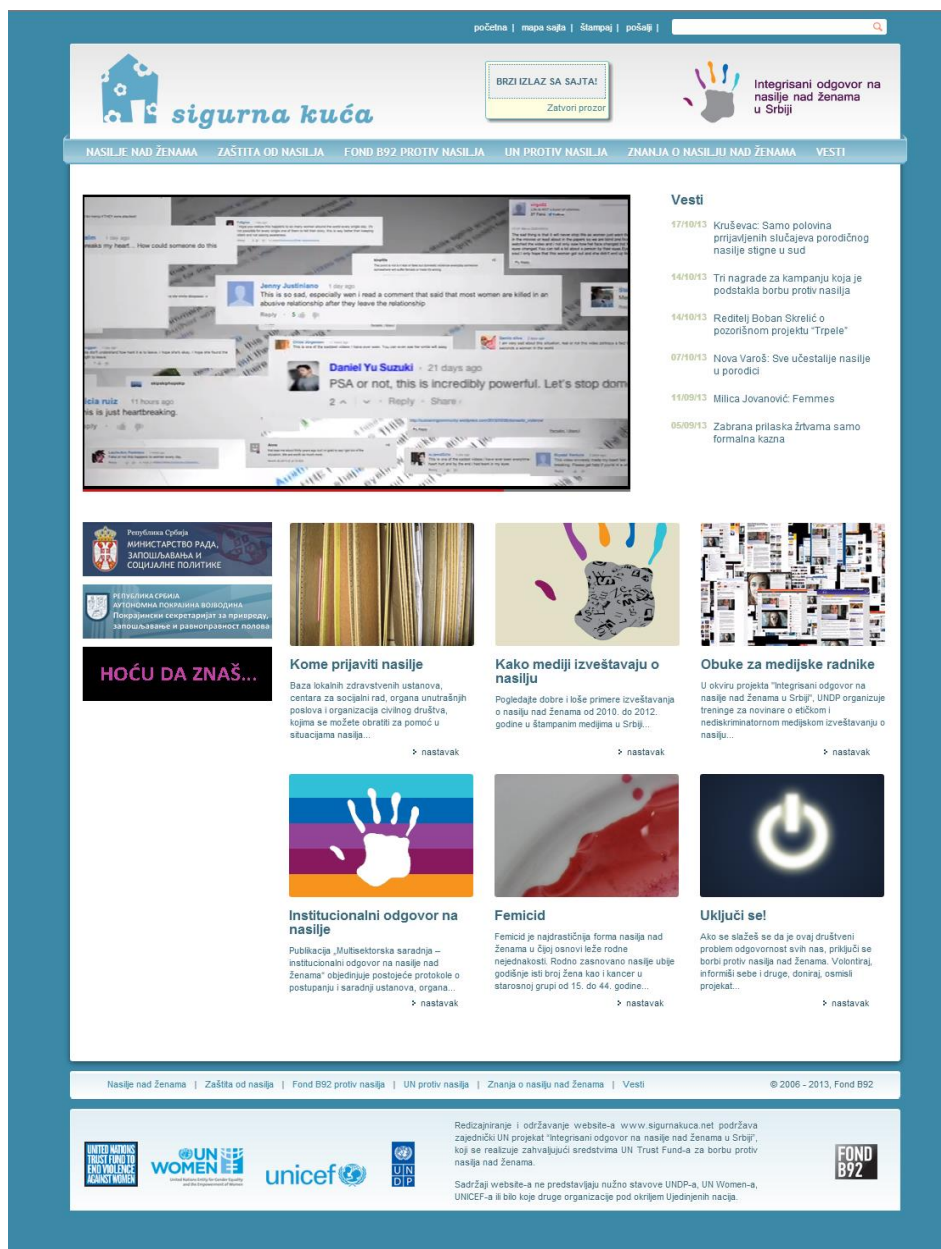
At the policy level, the project assisted during the preparation and supported implementation of the National Strategy and supported Strategy for prevention of violence against women in AP Vojvodina (2008-2014). The project provided technical assistance for the development of the new policy in AP Vojvodina covering the period 2014-2020. In addition, the project supported preparation of the Set of Protocols for Multisectoral Cooperation, General and Special Protocols in the education system¹⁸. In order to translate policy at the local level, the project educated more than 4,000 general service providers in 36 towns on how to deliver integrated services. This resulted in more efficient protection of survivors, while improved procedures for documentation and evidence collection will support more efficient prosecution of perpetrators.

¹⁸ full set of protocols translated into English available at <http://www.rs.undp.org/content/serbia/en/home/library/poverty/multisectoral-cooperation--institutional-response-to-violence-ag/>



In prevention area, the project focused on ensuring that the principles from the Istanbul convention are well embedded, particularly Chapter III, articles 12-17. Primary and secondary prevention interventions were focused on awareness raising (in close cooperation with the Fund B92), campaigns organization (V-day, 16 days against VaW) and work with media. Secondary prevention interventions focused on work with schools and support to programmes for youth, boys and girls as well as on strengthening the capacities of service providers. Tertiary prevention was focused on expanding work with perpetrators programme in the work of social welfare centers.

In close cooperation with the Fund B92, the project launched the first one-stop-shop-info-center in Western Balkans as a part of endeavours to create a zero tolerance towards gender based violence. It represents a repository of available information on violence against women: what is violence, how person can protect itself, where to look for the support. The platform made available data, researches, information, updates, news, calendar of events etc. in one place. It also contains a database of femicide stories, as well as the database of all service providers in the country, both general and specialist support services (e.g. SOS helplines, shelters) and information about the work with perpetrators programme. The platform has over 30,000 unique visitors a year.



Through continuous work with media professionals, the project contributed to notable presence of the issue in media. As a result, a number of related articles increased from 1,810 in 2010 to 5,016 in 2014. While the broad coverage stimulated public interest, there was a tendency towards sensationalistic reporting. Further specialized trainings for journalists and editors to report in a gender responsible manner were organized and a change has been observed in a discourse. Project results were recognized in the 2012 EU Progress Report.

Under the leadership of MoESTD and their Violence Prevention Unit gender dimension was introduced in the violence prevention programme in the education system. Capacities of key education stakeholders was strengthened for prevention and response to GBV. Following results of the school based research on GBV, 50 schools have implemented comprehensive GBV prevention programme targeting 2,656 teachers, 10,700 boys and girls and to some extent their parents as well. Based on the school experiences manual was produced to facilitate GBV prevention programme implementation in schools nation-wide. Peer education teams of adolescent boys and girls were established in 10 municipalities reaching tens of thousands of their peers through community and on-line activities that aimed at breaking gender stereotypes with the special focus on changing construct of masculinity.

When it comes to protection, the project introduced and supported multisectoral cooperation model in Serbia through two parallel courses of action:

- i) Strengthening each system to provide better protection to survivors of violence (Judicial Academy, Police Academy, Centers for Social Welfare), and
- ii) Creating conditions for integrated response to violence against women through establishment of institutional mechanisms for multisectoral cooperation (national and provincial level, 20 municipalities in Central Serbia and Vojvodina).

In order to further increase the rate of reported cases of violence against women, the project supported 11 SOS specialist service providers. These organizations have provided counselling and support to more than 5,000 women survivors of violence. The project has also initiated and supported the process of preparation of SOS helpline minimum standards that were adopted in the form of Rulebook on the conditions and standards for provision of SOS helpline service for women survivors of violence in November 2015 (Official Gazette 93/2015). Moreover, the project has been supporting the establishment of a unique SOS helpline available 24/7 through the network of specialized women's NGOs which provide SOS service. This work is reflected in the new draft Law on Gender Equality.

All these interventions contributed to the increase in the number of reported cases which almost tripled from 2006 to 2013 (from 3,441 to 9,800), and which indicates the increased trust in institutions.

Results achieved are clearly outlined in the findings of the recently conducted final evaluation, which confirms that the project has achieved considerable results and introduced changes, at the community as well as at the national level. First of all, the project was found to be very relevant to needs, evolving priorities and response to international commitments of the Republic of Serbia, most notably under the CEDAW and Istanbul Convention.

As planned, the project built capacities, expanded and improved mechanisms addressing violence against women and girls, demonstrated the need and the value of inter-sectoral cooperation, exchange of knowledge and information, strengthened the valuable and necessary cooperation and complementarity of governmental and non-governmental service providers to women survivors of violence and improved data collection and databases for better information management, sharing and monitoring of violence against women. The project also reached out to the broader public with important information and messages. At a higher level, the project served to build trust between the government and civil society in exchanging expertise and tightening cooperation in service delivery, which is observed as a major achievement given a very challenging relations between the two sectors in Serbia.

The project strived to focus equally on expanding and improving the quality of mechanisms to prevent violence against women and ensuring the availability, accessibility and use of reliable and confident services for women and girls already facing violence. On one hand, addressing gender stereotypes, increasing awareness of gender disbalance of power as a cause of violence and addressing gender inequalities in general, was chosen as an important prevention strategy. On the other hand, keeping in mind how difficult it is for women victims of violence to escape domestic violence and other forms of gender based violence and achieve economic independence and empowerment, the project supported the improvement of both general and specialist service providers' capacities to protect women from violence.

The project's support to MoESTD helped develop Overview of the Procedure to be followed by Educational Institutions in Cases of Violence against Girls and Family Violence which has contributed to the increase of the schools staff capacity to recognize, detect and prevent violence against girls and GBV in schools. In addition, Violence Prevention Unit became an official specialized group of the Ministry and was integrated into the official systematization of the MoESTD, capacitated to deal with GBV in schools. Selected trainers, teachers, peer educators and education advisors supported by the project have remained an institutional capacity for protection of children from violence in their communities, and in schools. Manuals and training materials produced for teachers, pupils and schools have also remained a significant resource for further implementation of the GBV prevention program in schools. The change in attitudes of boys and girls towards gender

issues has occurred as a result of the implemented GBV program activities in 50 selected schools (evidenced by the researches done in 2013 and 2015). The curricula and agenda for peer out-of-school workshops on gender issues and GBV was developed, which were based on accredited programs developed by NGOs on peer education. A good pool of young peer trainers was established in 10 communities. The NGOs are planning to keep all the peer activists in the virtual network providing them with online support and guidance when needed and using peer trainers as a resource for future activities in the local communities.

With regards to the set of activities in relation to the work with perpetrators, new programmes of this type have been introduced as a standardized social protection service within the Ministry of Labour, Employment, Veteran and Social Affairs and accredited in the Institute for Social Protection as a direct result of this project. The capacity building of professionals for work with perpetrators in the selected centers for social welfare exceeded originally planned number of centers, and has resulted in a decreased number of repeated cases of violence committed by the perpetrators that participated in the programme.

Public awareness, media campaigns, mobilization of youth and peer education activities were effective and results are already visible. Web info-center sigurnakuca.net is widely known, media campaigns within the “16 days of activism against violence against women” have been largely recognized at the local and community levels and overall, there have been observed increased knowledge, acknowledgment and understanding of gender based violence issues among general public, which has been confirmed through an online survey conducted by the evaluation team.

Project activities were highly relevant in terms of addressing the need for establishment of specialist services in response to violence against women, particularly when it comes to the strengthening of the specialist service of SOS helpline for women survivors of violence, whereby women NGOs are now recognized as service providers at the local level. Furthermore, apart from building local level service providers' capacities, the project has been effective in strengthening multisectoral work for protection of women from violence. Concretely, the project supported training of 340 judges and prosecutors on violence against women, in cooperation with the Judicial Academy. Similarly, 205 police officers (35 women) were trained in partnership with the Criminal and Police Academy in advanced programme for police officers on sexual and gender based violence. Specialized trainings at the local level were delivered in 30 towns across Serbia for more than 1,000 service providers.

The project was found to have positive impact in the improved and coordinated work of competent institutions and organizations in preventing and solving cases of DV and VaW, at the level of AP Vojvodina. Local level service providers' capacities and multi-sectoral institutional response for protection of women from violence were strengthened in the 11 target municipalities of Vojvodina. The comprehensive approach taken resulted in adoption of the Program on the Protection of Women from Violence in the Family and in Intimate Partner Relations 2015-2020 which was developed under the leadership of UN Women's partner, the Provincial Secretariat for Economy, Employment and Gender Equality (PSEEGE) through wide consultative process. As envisaged under this Program, PSEEGE launched an Open call to Employers for New Employment of Women Survivors of DV, as the first such government measure in the country, which has up to date resulted in the employment of 12 women survivors. The evaluation also discovered strong sustainability of achieved results in AP Vojvodina through linkage to ongoing Gender Responsive Budgeting and gender mainstreaming processes.

Applicant:

UNDP has worked on gender equality since 2004, in various ways - from policy development to the implementation of relevant international and national frameworks and is recognized as a credible and effective partner by all branches of the government, CSOs and private sector in this field.¹⁹ In 2009, in partnership with then Gender Equality Directorate of the Ministry of Labor, Employment and Social Policy UNDP started supporting the systematic approach to preventing and combating sexual and gender based violence. It did so 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 a 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.

Violence against children is **UNICEF** global organisational priority. In Serbia UNICEF supported line Ministries in development of the general and special protocols for protection of children (boys and girls) from violence, abuse and neglect as well as strengthening of mechanisms for its implementation at the local level. In 2016, through the joint EU-UNICEF regional project, UNICEF will support government develop framework and documents for the new policy cycle. The evidence for policy change will be supported through comprehensive study on the drivers of violence. The gender and GBV related dimension should be supported through this UN JP. UNICEF will continue supporting and partnering with civil society and independent institutions in monitoring and influencing violence against children policies and policy implementation at the national and local levels. Supporting state and civil society in enabling safe family environment is one of the important strategies in promoting and protecting children's rights. Through early childhood development and education programmes UNICEF aims at strengthening health, education and social welfare systems to work with vulnerable parents for optimal development of children and prevention of children institutionalization. Since 2005, intensive support to MoESTD and education system was provided for policy development and implementation of the "School without Violence" Programme. In the past few years, greater emphasis was put on child risks online and prevention and response to digital as well as gender based violence. Through the component of UN JP on VaW, MoESTD's violence prevention programme was engendered strengthening the focus on GBV and piloted in 50 schools across Serbia. UNICEF intensive co-operation with MOESTD and their Group for prevention of violence and discrimination will continue, reinforcing from 2016 anti-discrimination policy and programme development and implementation, and lowering it to the pre-schools. This UN joint project will build upon above mention violence prevention work strengthening its gender dimension. UNICEF is recognized as a key acting party to the government in child rights knowledge generation, early childhood development and learning, child protection, education and maternal and child health.

UN Women has supported the advancement of the gender equality agenda in Serbia since 2006. In partnership with government, NGO sector and independent human rights bodies, UN Women's efforts in Serbia have focused on advancing women's economic rights, gender responsive budgeting, the implementation of Security Council Resolution 1325 on Women, Peace and Security, and combating violence against women. UN Women has had long-standing partnership with the Provincial Government of AP Vojvodina in different areas including combating violence against

¹⁹ Relevant success stories and impacts featured on UNDP Serbia web-site

<http://www.rs.undp.org/content/serbia/en/home/ourperspective/ourperspectivearticles/2013/10/01/work-with-perpetrators-better-protection-of-victims-of-gender-based-violence.html>

<http://www.rs.undp.org/content/serbia/en/home/ourwork/povertyreduction/successstories/combating-the-violence-against-women/>

<http://europeandcis.undp.org/blog/2014/10/30/on-violence-a-new-approach-with-the-new-school/>

<http://www.europe.undp.org/content/undp/en/home/blog/2014/6/2/it-takes-a-community-to-end-violence-against-women/>

women, and has supported development and implementation of comprehensive strategic framework in this area. UN Women is a key partner of the recently established Coordination Body on Gender Equality and is providing support to its work under Memorandum of Understanding covering 2015-2016 period.

UNFPA supports Government to enable universal access to sexual and reproductive health, promote reproductive rights, reduce maternal mortality and accelerate progress on the ICPD agenda and MDG 5. Since 2006, work of UNFPA in Serbia focused on improving lives of youth and women by advocating for human rights and gender equality and by promoting the understanding of population dynamics. Among other activities, UNFPA supported theatre based education shows on GBV and reproductive health among marginalized youth, worked with young men on reconstructing gender stereotypes, conducted situation analysis on health sector response to GBV and is currently supporting revision of existing training materials for health care providers on GBV.

Project partners:

Coordinating Body for Gender Equality (lead national implementing partner), Ministry of Labour, Employment, Veteran and Social Affairs including Centers for Social Welfare, Ministry of Interior, Ministry of Education, Science and Technological Development, Ministry of Health, Ministry of Youth and Sports, Ministry of Justice, Provincial Secretariat for Economy, Employment and Gender Equality, civil society organizations and Gender Equality Mechanisms at all levels.

The project will mobilize new social and institutional partners within integrated service delivery model, while advocating for substantial funds allocation for the implementation of national and international commitments.

BRIEF DESCRIPTION OF THE PROJECT

The project will work towards changing normative framework, institutional practices and behaviors pertaining to violence against women and girls at state, community and individual levels.

The **overall objective** of the project “Integrated Response to Violence against Women and Girls in Serbia II” is further development of social and institutional environment that will contribute to zero tolerance and eradication of violence against women in Serbia.

The **specific purpose** of the project is to further improve legal and policy frameworks, strengthen prevention system and assistance mechanisms for survivors of violence and improve access to effective protection from violence through sustainable delivery of general and specialist services.

On more operational level, the project will provide support to strengthen assistance services and access to effective protection from violence, prosecution of perpetrators, including allocation of state funding for general and specialist services. Prevention aspect will be addressed through work on changing social and normative environment by recalling the state on due diligence and raising awareness on women’s human rights and zero tolerance towards violence against women as well as changing gender stereotypes.

These envisaged changes are closely in line with specific international obligations: UN CEDAW Committee Concluding Observations for Serbia (Recommendation 23 on violence against women) and Istanbul Convention and are anchored in the National Strategy.

The project will deliver the following key results areas:

Key Result 1. Gender sensitive social and normative environment established through implementation of international and national commitments in the field of preventing and combating violence against women and children

The objective is to support the Government and other partners to respond to international and national commitments. This will require a comprehensive approach that will support strengthening of institutional mechanisms, policy and legal frameworks including system for measuring progress in implementation and creating general awareness and coalitions to prevent and eradicate violence against women.

The project will support preparation of the new policy planning cycle to address violence against women and girls and gender based violence (in particular, preparation of the new National Strategy on VaW 2016-2020) by conducting an independent assessment of the current National Strategy for Preventing and Combating Violence against Women in Family and in Intimate Partner Relations. This assessment will reflect on results, progress and challenges in implementation, provide lessons learnt and recommendations for the new policy planning cycle.

The project will support the government of Serbia in conducting a participatory strategic planning exercise with wide participation of various stakeholders headed by the Coordination Body for Gender Equality and including respective line ministries (Ministry of Justice, Ministry of Interior, Ministry of Labour, Employment, Veteran and Social Affairs, Ministry of Education, Science and Technological Development, Ministry of Health, Ministry of Youth and Sports), women NGOs, local level service providers.

With the aim to set the basis for proper monitoring of the implementation of strategic and policy frameworks, the project will support development of indicators and benchmarks as an integral part of a monitoring and evaluation system of the national policies related to violence against women. This will be done by providing new knowledge and technical capacities to line ministries in supporting sectoral and inter-sectoral evidence-based programming and in reviewing relevant policy documents on VaW. Support Implementation of the set of VaW protocols will be assessed and further supported.

In terms of implementation mechanisms, the project will support the Coordination Body for Gender Equality to take and implement the mandate; this will further facilitate implementation of the Istanbul Convention reporting to GREVIO and their efforts in eliminating violence against women. Moreover, the project will support the Coordination Body for Gender Equality to monitor the implementation of the multisectoral cooperation model.

The project will work on improving capacities of service providers to collect data and supporting documentation of single cases of violence against women and girls in family and intimate partner relationships. This will ensure that the data from the local level are included in the system and intersectoral working group will conduct an assessment of the current situation in data collection and documentation of cases, develop recommendations and the obligatory instructions for each of the line ministries. More concretely, local level general service providers will be capacitated to better document cases of violence against women through tools for data collection such as data exchange specialized software, while interested line ministries will be supported in more efficient data collection, analyses and summarized data public presentation (Ministry of Interior, Ministry of Labour, Employment, Veteran and Social Affairs, Ministry of Education, Science and Technological Development and Ministry of Justice) that should guide policy decisions and programmatic actions. Statistical Office will be capacitated to prepare for the first time a section on violence against women in 2017 publication "Women in Serbia".

The existing practices in the field of harmonized data collection, such as the one developed by the Provincial Secretariat for Economy, Employment and Gender Equality and piloted in selected municipalities in Vojvodina, will be reviewed and good practices upscaled.

The project will work on supporting and strengthening various relevant stakeholders to advocate for substantial and sustained resources to national strategies and action plans aimed at elimination of discrimination against women, advocating for legislative changes in line with the relevant international standards (e.g. revision of the Criminal Code, the Family Code and other relevant laws with a view of effectively preventing all forms of violence against women and girls and protecting victims), ensuring that all women and girls victims of violence have adequate assistance and unhampered access to effective protection from violence.

Key result 2. General and specialist service providers capacitated to effectively deliver integrated service for protection of women and children survivors of violence

The change is pursued at community level, where the services to survivors are provided. The project will seek to change institutional practices at the local level.

Under this key result area, the objective is to ensure that adequate services are available, service providers are functional and all these contribute to decrease in cases of violence. This will be done by fostering exchange of good practices of multisectoral cooperation between municipalities and learning from experience through organization of round tables, trainings, conferences. Special attention will be given in linking responses to women and children being often mutually dependent in the context of family violence. The project will support preparation of manuals for service providers and develop Guidelines for investigation of cases of gender based violence, prosecution and punishment of perpetrators. These guidelines will be based on existing good practices, such as those that are present in selected municipalities in Vojvodina. Project will strengthen the capacities of health care providers to recognize and respond to cases of GBV, and will further promote the application of the MoH Special Protocol for The Protection and Treatment of Women Victims of Violence. This is particularly important having in mind that health sector is a critical entry point for identifying GBV, providing medical care to women and girls survivors and referring them to other essential services, such as shelters, counseling centers or specialized medical care.

Having in mind the specificity and sensitivity in working with survivors of violence, the project will put an emphasis on integration of the specialist support services for women in the integrated service delivery model and on institutional recognition of their work and expertise.

The project will continue the work on development of specialist support services to women survivors, particularly through work with the network of women's NGOs, specialist service providers of SOS helpline to establish an effective and efficient national SOS helpline available 24/7.

Sustainability of the network of women NGO's – SOS helpline service providers will be supported and data collection on VaW cases will be improved. The ultimate objective of the support is to establish an effective and efficient National SOS helpline service for women survivors of violence based on the model of network of women's NGOs specialist service providers.

As part of the expansion of services related to gender based violence, the project will continue strengthening of the work with perpetrators programme and ensure it becomes an integral part of multisectoral cooperation model, which is recognized by the European Work with Perpetrators Network. Experiences of work with perpetrators programme will be shared amongst service providers' network aiming to formulate transferable model and recommendations for legislative changes and have service recognized by the entire system (social protection and judiciary).

The project will continue and expand support to the Provincial Secretariat for Economy, Employment and Gender Equality (PSEEGE). The approach to working in the Autonomous Province of Vojvodina is tailored to the capacities and needs of the partners at provincial level, and the experiences of working with them so far. The main government partner, the PSEEGE has been in the lead of shaping and driving forward the EVAW agenda in the Province for several years. UN Women has

had long-standing partnership with PSEEGE (since 2006) and the project is designed to support PSEEGE to further develop and exercise its role, both in terms of strategic leadership and technical guidance towards all other relevant provincial stakeholders. The approach is the same as it has been followed in the previous Joint Project and has been found effective by the final project evaluation as it takes into account the specific capacities and achievements already achieved in Vojvodina and by putting a competent national institution in the driving seat, while supporting it to develop capacities in areas it has identified as needed. The final goal is not only to advance the efforts on combating VAW in the AP Vojvodina but to ensure that the experiences and achievements at Provincial level which are in many ways “pioneering” for Serbia as whole, are taken up at the national level and in other parts of the country, through building exchanges, linkages and advocacy.

More concretely, the PSEEGE will be further capacitated in the following areas:

1) development of curriculum and trainings for sensitisation of professionals working with women victims of violence from marginalized groups Roma women, rural women and women with disabilities and on addressing forms of violence as specified in CAHVIO: stalking (Article 34), sexual violence, including rape (Article 36), forced marriage (Article 37) and sexual harassment (Article 40), Based on the training curriculums, professionals from each sector (social welfare, police, judiciary, health, education and NGOs) will be identified to serve as “mentors” to their colleagues and will go through a training of trainers for working with women victims of violence from marginalized groups and on the stalking, sexual violence, forced marriage and sexual harassment, followed by the series of training sessions for more than 400 professionals from all the sectors. The goal is to establish a pool of experts and trainers to act as a resource hub on these topics²⁰.

2) preparation of study on professionals’ awareness, attitudes and response to cases of stalking, sexual violence, including rape, forced marriage and sexual harassment and recommendations addressed to decision-makers. Professionals’ capacities to deal with all types of violence defined in support corresponding to the needs of professionals dealing with specific cases of violence. The project will also support the exchange of experiences and lessons from AP Vojvodina in different fields (data collection and monitoring, sustainable service provision, economic empowerment of survivors, work with marginalized women and specific forms of violence, etc.) with other regions in the country and at national level, as well as the implementation of awareness raising activities. The previously developed “model of unified system of evidences on cases of family violence and violence against women” that has been developed in Vojvodina few years ago²¹ will be presented to national level stakeholders and series of expert discussions will be organized on its possible nation-wide implementation.

Key Result 3. Perception of gender based violence and dominant gender norms changed and Increased understanding of women’s and children human rights protection mechanisms

New strategies for and with children and youth in addressing gender social norms and preventing violence will be developed in participatory manner and implemented through (pre)schools, families, community and social media with special attention to empowering girls and engaging boys. Survey on men’s attitudes on gender equality (IMAGES) will explore views of men and boys regarding various aspects of everyday life and gender equality, and will help in developing an evidence base for their further engagement. The models, already supported by UNICEF, within education system, local communities, social media will be further expanded and promoted to reach wide groups of children and youth, including the ones harder to reach. Closer partnership between civil society working with women and those working with men, already mobilised in the past initiatives, will be promoted. Gender Transformative Approach applied by UNFPA in engaging men and boys in

²⁰ . [These efforts would in effect mean putting in practice the recommendations from the Annex 3 of the Programme on the Protection of Women from Domestic and Intimate Partner violence and Other Forms of Gender Based Violence in AP Vojvodina 2015-2020.](http://www.vojvodina.gov.rs/sites/default/files/Program%20za%20borbu%20protiv%20nasilja.pdf) [http://www.vojvodina.gov.rs/sites/default/files/Program za borbu protiv nasilja.pdf](http://www.vojvodina.gov.rs/sites/default/files/Program%20za%20borbu%20protiv%20nasilja.pdf)

²¹ <http://www.womenngo.org.rs/vesti/382-inicijativa-za-razmatranje-modela-jedinstvene-evidencije-podataka-o-nasilju-u-porodici-i-nasilju-prema-zenama>

advancing gender equality in Serbia will also be up-scaled so as to complement similar initiatives, i.e. peer education programs in and out of schools etc.

The institutional support will also be provided to the MoESTD and their Group for prevention of violence and discrimination in ensuring that schools in need receive appropriate support for addressing gender equality, GBV and gender-based discrimination among boys, girls, teachers by utilising available resources built through previous UN joint project and beyond . The project will facilitate sharing good practices in prevention and protection of children from violence from experienced to the other schools. In addition, the work on changing gender norms and prevention of violence and discrimination will be further scaled up through development of programme for schools and its piloting in selected number of municipalities and integrating in the overall pre-school education reform.

The project will also foster public private partnerships to promote zero tolerance towards violence against women within communities and to empower women to claim their rights. This will be done by building upon established partnership with the private sector, namely with Fund B92 in working towards raising awareness on VaW as well as towards zero tolerance through web-based resource center (sigurnakuca.net) and various media activities (production of video spots and continuous work with media on reporting about violence against women).

The project will scale up the interventions that the Government and UN are pursuing in Serbia since 2004 in order to ensure the sustainability of results achieved so far and deliver impacts.

Description of the proposed intervention:

RESULTS FRAMEWORK MATRIX

Key Result 1. Gender sensitive social and normative environment established through implementation of international and national commitments in the field of preventing and combating violence against women and children					
EXPECTED OUTPUTS <i>And baseline, associated indicators and annual targets</i>	PLANNED ACTIVITIES <i>List activity results and associated actions</i>	RESPONSIBLE PARTY	PLANNED BUDGET		
			Funding Source	Budget Description	Amount
<p>Output 1.1 The new policy framework developed to address gender based and violence against women and children</p> <p><i>Baseline: 1. Current strategic framework to eliminate VaW expires in 2015;</i></p> <p><i>Indicators: 1.New strategy takes into account findings from the assessment; Strategic planning is undertaken in a participatory manner, including all relevant stakeholders;</i></p>	<p><i>The Assessment Report on Implementation of National Strategy produced</i></p> <p>Activity 1.1.1.Carry out assessment of the current National Strategy</p>	Coordination Body for Gender Equality, UNDP	SIDA	Experts contracts	8,000
	<p>2. New strategic framework developed</p> <p>Activity 1.2.1. Organize strategic planning process through situation analysis and consultative meetings with all stakeholders (the Coordination Body for Gender Equality and including line ministries, civil society, local service providers)</p> <p>Activity 1.2.3. Prepare draft Strategy and organize public discussions</p> <p>Activity 1.2.5. Collect inputs and finalize the Strategy</p> <p>Activity 1.2.5. Carry out outreach and communication activities</p>	Coordination Body for Gender Equality, UNDP	SIDA	Workshop and events Experts contracts Communication	10,000 5,000 5,000
<p>Output 1.2</p> <p>1.2 The Coordinating Body for Gender Equality strengthened to coordinate Government's efforts in eliminating VaW and report to GREVIO</p> <p><i>Baseline: Protocols for cooperation developed 4-5 years ago</i></p>	<p>1. Coordination Body for Gender Equality strengthened to monitor the implementation of the multi-sectoral model</p> <p>Activity 1.2.1.1 Provide capacity development support to the Coordination Body for GE to implement monitoring system and organize regular meetings with relevant stakeholders on quarterly basis</p> <p>Activity 1.2.1..2. Prepare reports on multi-sectoral cooperation model</p>	Coordination Body for Gender Equality, UNDP	SIDA	Workshop and events Experts contracts	10,000 5,000

<p><i>Indicators: Monitoring framework for the implementation of the multisectoral cooperation model developed</i></p> <p><i>Targets: Protocols revised to reflect lessons learned from the implementation</i></p>	<p>2. Report to GREVIO prepared</p> <p>Activity 1.2.2.1 Provide technical assistance to the Coordination Body for Gender Equality to collect all inputs for GREVIO reporting</p> <p>Activity 1.2.2.2 Provide support to the CBGE to report to GREVIO</p>	Coordination Body for Gender Equality, UNDP	SIDA	Experts contracts	6,000
	<p>3. Line ministries' knowledge on VaW policy framework improved</p> <p>Activity 1.2.3.1 Organize 4 trainings for key technical staff</p> <p>Activity 1.3.3.2 Organize annual round table discussions to exchange experiences</p>	Coordination Body for Gender Equality, UNDP	SIDA	Experts/ company contracts	8,000 8,000
	<p>4. Inter-sectoral cooperation in addressing VaW improved</p> <p>Activity 1.2.4.2 Technical assistance in reviewing the implementation of the existing protocols</p> <p>Activity 1.3.4.2 Organize 3 trainings/workshops</p>	Coordination Body for Gender Equality, UNDP	SIDA	Experts/ company contracts Workshop and events	8,000 5,000
<p>1.3 Improved system for data collection and documentation of cases of VaW and VaC</p> <p><i>Baseline: Although data collection on VAC has been initiated in health and education systems, wide availability of data through analyses and reporting is not regular nor comprehensive</i></p> <p><i>Indicators: Existence and quality of annual reports on data derived from VAC data collection systems</i></p> <p><i>Targets: Quality annual reports on Vac data shared publicly</i></p>	<p><i>Improved quality of analyses and reporting on VAC from education systems so to reflect GBV and inter-linkages with VaW and other sectors</i></p> <p>Activity 1.3.1 Provide technical support to MoESTD for analyses and report writing</p> <p>Activity 1.3.2 Organise inter-sectorial meetings for data synchronisation and expert discussion and capacity building</p> <p>Activity 1.4.3 Organise presentations and round tables based on data (at least 2 public events)</p>	UNICEF MoESTD with	SIDA	Experts support for VAC co-ordination between the sectors; Expert support for revision of data systems, analyses and reporting; Capacity building of key experts; Organisation of expert mtgs, round tables, discussions;	40,000

Key result 2. General and specialist service providers capacitated to effectively deliver integrated service for protection of women and children survivors of violence					
2.1 Improved multi-sectoral cooperation at national and local level <i>Baseline: 20 municipalities have established institutional mechanisms for mutli-sectoral cooperation</i> <i>Baseline re. co-ordination between VaC and VaW local actors to be defined at the beginning of the project</i> <i>Indicators: Number of municipalities that do not have developed multisectoral cooperation are exposed to municipal best practices;</i> <i>Guidelines for effective investigation into cases of VaW in Family and in Intimate Partner Relations, including Femicide developed (yes/no);</i>	1.Key institutions better informed to implement their mandate re. VaWG Activity 2.1.1 Organize 4 workshops to exchange good practice between municipalities Activity 2.1.2Develop guidelines for effective investigation into cases of VaW, prosecution and punishment of perpetrators Activity 2.1.3Present guidelines	Coordination Body for Gender Equality, UNDP	SIDA	Workshop and events Experts contracts	10,000 5,000 8,000
	2. Improve effectiveness in responding to VaW and VaC on the local level by establishing co-ordination of VaC and VaW local actors - capacity building of NGOs and selected local inter-sectoral actors / teams Activity 2.2.1 Organise capacity building of NGOs and selected local inter-sectoral actors / teams to establish co-ordination of VaC and VaW local actors – trainings in at least 10 municipalities	UNICEF, line local Ministries, inter-sectoral teams	SIDA	Institutional contract (capacity building of local inter-sectoral actors)	36,000

<p><i>No of municipalities with developed co-ordination between Vac and VaW local actors</i></p> <p><i>Targets: At least 10 municipalities that do not have developed multisectoral cooperation are exposed to municipal best practices;</i></p> <p><i>Guidelines developed;</i></p> <p><i>Additional 10 municipalities with developed co-ordination between Vac and VaW local actors</i></p>	<p><i>3. Capacities of health care professionals to better respond and assist in cases of gender-based violence strengthened</i></p> <p>Activity 2.3.3.1 Organize trainings for healthcare providers on GBV</p>	<p>UNFPA with MoH, CSOs</p>	<p>SIDA</p>	<p>Trainings</p>	<p>15,000</p>
<p>2.2 Effective and efficient national SOS helpline available 24/7 established</p> <p><i>Baseline: National SOS helpline not operational;</i></p> <p><i>Minimum standards for provision of service drafted, government approval pending</i></p> <p><i>Indicators: Minimum standards approved and reflected in the Law on Social Protection;</i></p> <p><i>Targets: National SOS helpline established and operational 24/7 and service provided by women NGOs;</i></p>	<p><i>1. National SOS established and operationalized</i></p> <p>Activity 2.2.1 Organize trainings for service providers (partnership between the government and civil society)</p>	<p>Coordination Body, MOLESVP</p>	<p>SIDA</p>	<p>Institutional contracts</p>	<p>37,500</p>
	<p><i>Support provided to the network of women's NGOs – SOS helpline specialist service providers to continuously provide service to victims of VaW</i></p> <p>Activity 2.2.1. Organize specialized capacity development trainings</p> <p>Activity 2.2.2 Provide grants for women NGOs to ensure provision of services until the national system is operational</p>	<p>Coordination Body, MOLESVP, UNDP</p>	<p>SIDA</p>	<p>Experts contracts Workshop and events Grants</p>	<p>2,500 30,000</p>
	<p><i>3.Data collection on VaW cases improved</i></p> <p>Activity 2.3.1.Organize 4 workshops</p>	<p>Coordination Body, MOLESVP, UNDP</p>	<p>SIDA</p>	<p>Workshop and events</p>	<p>7,500</p>

<p>2.3 Work with perpetrators programme included as integral part of multi-sectoral cooperation model and is recognized by the European Work with Perpetrators Network</p> <p><i>Baseline: work with perpetrators programme introduced in 9 centers for social welfare</i></p> <p><i>Indicators: No. of centers for social welfare who introduced the programme;</i></p> <p><i>Targets: At least 3 centers for social welfare</i></p>	<p>1. <i>Work with perpetrators programme scaled up</i></p> <p>Activity 2.3.1.1 Organize 3 round tables to exchange experiences</p> <p>Activity 2.3.1.2 Organize 3 trainings for service providers</p>	Coordination Body, MOLESVP, UNDP	SIDA	Workshop events and Grants	10,000 15,000
<p>2.4. General and specialist service providers* in Vojvodina have knowledge and skills to efficiently deliver integrated services for protection of violence in 10 selected municipalities in Vojvodina, in accordance with local level protocols on multi-sectoral coordination</p> <p><i>Indicator 2.4.1: PSEEGE develop training programmes (curriculums) on working with women victims of violence from marginalized groups and on the following forms of violence as specified by CAHVIO: stalking, sexual violence (including rape), forced marriage and sexual harassment.</i></p> <p><i>Target: Developed</i></p> <p><i>Baseline: zero</i></p> <p><i>Indicator 2.4.3: Professionals' increase the knowledge and skills for at least 30% on working with women victims of violence from marginalized groups: Roma women, rural women and women with disabilities; and on the following forms of violence: stalking, sexual violence (including rape), forced marriage and sexual harassment,</i></p>	<p><i>Service providers in Vojvodina capacitated for integrated service delivery to women from marginalised groups</i></p>				
	<p>Activity 2.4.1 Support PSEEGE in developing training programme (curriculum) for: working with women victims of violence from marginalized groups: specifically with Roma women, rural women and women with disabilities; and on the following forms of violence as specified by CAHVIO: stalking, sexual violence (including rape), forced marriage and sexual harassment.</p>	UNW	SIDA	Consultants Conference and Workshop Services Travel	20,000
	<p>Activity 2.4.2 Identify of experts and trainers in the area of working with women victims of violence from marginalized groups: Roma women, rural women and women with disabilities' and on forms of violence as specified by CAHVIO: stalking, sexual violence (including rape), forced marriage and sexual harassment and organize trainings of trainers based on the developed training programme.</p>	UNW	SIDA	Consultants	19,000
	<p>Activity 2.4.3 Organize trainings for professionals for working with women victims of violence from marginalized groups: Roma women, rural women and women with disabilities' and on forms of violence as specified by CAHVIO: stalking, sexual violence (including rape), forced marriage and sexual harassment.</p>	UNW	SIDA	Consultants Conference and Workshop Services Travel	54,000

<p>following a training programme developed by PSEEGE. Target: 200</p> <p>Baseline: not existing</p> <p>Indicator 2.4.4: Study on professionals' awareness, attitudes and response to cases of stalking, sexual violence (including rape), forced marriage and sexual harassment and recommendations addressed to decision-makers.</p> <p>Target: existing</p>	Activity 2.4.4 Conduct study on professionals' awareness, attitudes and response to cases of stalking, sexual violence (including rape), forced marriage and sexual harassment and recommendations addressed to decision-makers.	UNW	SIDA	Company Consultancy Services	7,000
Key Result 3. Perception of gender based violence and dominant gender norms changed and Increased understanding of women's and children human rights protection mechanisms					
<p>3.1 Strategies and programmes for primary prevention of VaWG and discrimination in the pre-school/schools developed, implemented and sustained.</p> <p>Baseline: 1. Not accredited training programme for pre-schools teachers on prevention of discrimination and violence with focus on GBV for pre-schools</p> <p>1. 48</p> <p>Indicators: Accredited training programme for pre-schools teachers; No of pre-schools teachers trained ;</p> <p>No of schools in which prevention of GBV has been integrated in their annual plans</p> <p>Targets: Prevention of VaWG and discrimination in pre-school education developed and implemented in at least 4 pre-schools with at least 40 teachers;</p>	<p>Primary prevention programmes developed and implemented</p> <p>Activity 3.1.1 Develop training programme and resource pack on integration of the gender awareness and prevention of discrimination and violence in the pre-schools settings</p> <p>Activity 3.1.2. Organise ToT/capacity building of experts and MoESTD advisers (at least 20 experts trained to be trainers, at least 15 pre-school education advisors trained)</p> <p>Activity 3.1.3.Support implementation (training of pre-school teachers, support to development and implementation of the programme) and evaluation of programme in selected pre-schools (4 pre-schools/40 pre-schools teachers trained for programme implementation, at least 1200 children and their parents took part in the programme)</p> <p>Activity 3.1.4. Conduct advocacy activities for integration of the gender awareness and prevention of discrimination and violence in pre-school annual plans</p>	UNICEF MOESTD	and SIDA	<p>Expert support to develop training programme</p> <p>Institutional contract (capacity building of pre-school institutions to develop and implement pre-school programme aimed at gender awareness, prevention of discrimination and violence..))</p>	80,000

<p><i>At least 8 additional schools that have integrated programme for gender awareness and prevention of discrimination and violence with focus on GBV in their annual plans</i></p>	<p>Activity 3.1.5. Provide technical support to develop guidance for horizontal learning and mentoring support and for grants scheme</p> <p>Activity 3.1.6. Organize training session with model schools (horizontal exchange and expert support)</p> <p>Activity 3.1.7. Provide grants to at least 4 schools in need and/or model schools to support programmes aimed and prevention of GBV and discrimination (activity will have an impact on additional 5-10 schools):</p>	<p>UNICEF MoESTD and SIDA</p>	<p>Institutional contract for development of guidance</p> <p>Grants to schools</p>	<p>60,400</p>
<p>3.2 Youth, particularly boys, are being mobilized to act as role models to their peers on reconstructing gender stereotypes, in challenging Gender Relations, Gendered Social Norms and Masculinities using Gender Transformative Approach and Men Engage methodology</p> <p><i>Baseline: Research on engagement of men and boys in GE non existent</i></p> <p><i>Indicators: International Men and Gender Equality Survey (IMAGES) conducted and result promoted;</i></p> <p><i>Number of initiatives started by young men using gender transformative approach;</i></p> <p><i>Targets: Research exists and is promoted as an advocacy tool and evidence base for further engagement of men and boys</i></p> <p><i>Young men and boys in at least 3 selected municipalities initiate new or strengthen current initiatives that apply gender transformative approach;</i></p>	<p><i>Evidence base for advocacy and further engagement of men and boys in reconstructing gender stereotypes set</i></p> <p>Activity 3.3.2.1 Conduct IMAGES Survey</p> <p>Activity 3.3.2.2 Support youth groups in organizing youth community actions and promoting better understanding of GE among their peers</p>	<p>UNFPA with MoYS, CSOs</p>	<p>SIDA</p>	<p>company contract; individual contracts; workshops</p> <p>Travel</p> <p>59,000</p>

<p>3.3 Zero tolerance towards VaW advocated through public-private partnerships</p> <p><i>Baseline: web one stop shop created;</i></p> <p><i>Majority of 7,723 media reports on VaW in 2013 were sensationalistic</i></p> <p><i>Indicators: Quality of VaW related content available in media</i></p> <p><i>Targets: Increase in more professional reporting on cases of VaW</i></p>	<p>1. <i>General population sensitized about VaW</i></p> <p>Activity 3.3.1 Support operation of the web based platform sigurnakuca.net</p> <p>Activity 3.3.2 Organize training for media to improve their capacities to report on cases of VaW</p> <p>Activity 3.3.3 Conduct qualitative analysis of media reporting on VaW</p> <p>Activity 3.3.4. Provide grants to local women's NGOs for marking 16 days of activism</p>	UNDP	SIDA	<p>Institutional contract 10,000</p> <p>Workshop and 12,000</p> <p>events 5,000</p> <p>Consultants</p> <p>Grants 16,000</p>	
4.1 Management and quality assurance	<ul style="list-style-type: none"> - Project management: Project manager, Project assistant; - Project assurance; - Operational costs 	UNDP UNFPA	SIDA	<p>Service contracts 131,300</p> <p>Operational costs 39,744</p> <p>15,500</p>	
		UNW	SIDA	<p>Service Contracts 51,000</p> <p>Common Shared 4,000</p> <p>Services</p>	
4.2 GMS		UNDP			31,464
		UNW			12,400
		UNICEF			17,312
		UNFPA			9,099.52
Total requested from the donor					948,719.52
Contribution to the project					
GRAND TOTAL USD					948,719.52

MANAGEMENT ARRANGEMENTS

Joint Programme Management - Roles and responsibilities:

Joint Programme Steering Committee (JPSC), chaired by the Government and the UN Resident Coordinator will be tasked with the overall decision making in the implementation of this joint programme. All project partners national and international, including the donor/s will be taking part in the work of the JPSC that will meet at least semi-annually. JPSC will approve the joint programme document and related implementation annual work plans. UN Human Rights Advisor will be invited to join the JPSC and contribute through its advisory activities that the human rights standards to programming of the domestic violence related activities is maintained throughout the implementation of this programme.

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, UNWOMEN 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, MoI and MoLEVSP.

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. Changing of social norms and behaviours 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 institutionalisation and strengthening of the education system response to GBV from pre-school level. UNICEF main partners are MoESTD, MoLEVSA, MoH and local communities as well as women and child focussed NGOs.

UN Women will provide technical and advisory support ensuring compliance with international commitments and learning from good practices.

UN Women will provide technical and advisory support ensuring compliance with international commitments and learning from good practices. UN Women will support the Provincial Secretariat for Economy, Employment and Gender Equality to strengthen its capacities and leading role in implementing the Provincial Program on EVAW 2015-2020 and in technically supporting municipalities to provide 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 PSEEGE, municipalities, MPs, and NGOs.

UNFPA will support further capacity development of health care professionals, support MoH and local stakeholders in enhancing implementation of the MoH Special Protocol, activities targeting men and boys in advancing Gender Equality using Gender Transformative Approach will also be supported; 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. More concretely, the RCO will:

- Ensure inclusion and visibility of the project at its best practices in the UN development programming cycle (UNDAF) for the period 2016-2020.
- Publish all project related information on the UNCT website and UNCT facebook page (at least 6 postings with pictures and important data published).
- Support project team's efforts in ensuring donor visibility among the local and international community by promoting donor support using all public awareness opportunities, especially through work of RCO.
- Ensure that all project related RCO communication activities including addressing the media will have mention donor in all opening and closing remarks.
- In liaison and by engaging with project staff assist with implementation of the project Communications and Visibility Strategy and its key objectives, i.e. promotion of project while providing donor visibility.
- Ensure through work of RCO that project is promoted including the project vision of a sustainable solution in addressing violence against women and children issues. This cross-sector approach is to be utilized as the main promotional tool both on a local, European and international platform arena, where project is gaining momentum and being recognized as a good practice model.
- Give visibility to all project relevant information with the office of the UN SG and other UN agencies and bodies
- Maintain records relevant for this project in the RCO, including visual materials, press clips, joint programmes overviews, RCO annual reports submitted to UN HQ.
- Maintain records and give special importance to data relating to violence against women and children in all published reports.
- Provide support in organizing meetings, gatherings, press events where visibility of project will be granted before different internal/external audiences: programme related events, various UN Week activities including main UN day celebration, marking of minimum 5 UN International days, 2 UNCT Retreats and 10 regular UNCT meetings, UNCT TG meetings, and SDGs related meetings (national and global).
- Work closely with participating UN agencies and partners in this project.
- Support UNDP in its coordination efforts on the project as the management agency of the project.
- Support the work of the Project Steering Committee (PSC), take active part in PSC meetings and facilitate its linkages/cooperation/complementarity with other relevant programming activities implemented by the UN team in Serbia and those of other international partners.

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

MONITORING FRAMEWORK AND EVALUATION

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 JPSC.

In the initial stage of the project, situation analysis will be conducted to serve as the baseline and will include overview of all inputs to the project. In addition, assessment of the implementation of the set of Protocols will be conducted as a tool for monitoring the implementation of the set policy framework.

The project will be monitored regularly by the JPSC 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.

At the completion of the project, an independent, external evaluation of the project will be conducted. The evaluation will be informed by relevant surveys related to prevalence, availability and accessibility of services in response to VaW in Serbia, compared to the set of services required by the Istanbul Convention. The key findings of the external evaluation will be translated into a set of recommendations and lessons learned for the national counterparts. The final evaluation will be conducted in line with the UN Evaluation standards. When defining the methodology and scope, UNDP will consult international best practices for VaW related evaluations (e.g. DFID's review of evaluation approaches and methods for violence against women and girls).

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, Financial Audit for National Implementation Projects will apply.

QUALITY MANAGEMENT FOR PROJECT ACTIVITY RESULTS

Key Result 1. Gender sensitive social and normative environment established through implementation of international and national commitments in the field of preventing and combating violence against women and children

Outputs (Atlas Activity ID)	1.1 The new policy framework developed to address gender based and violence against women and children	Start Date: End Date:
Purpose	To provide new knowledge and technical capacities to line ministries in supporting sectoral and inter-sectoral evidence based programming in the new policy cycle addressing violence against women and gender based violence	
Description	An independent assessment of the current National Strategy for Preventing and Combating Violence against Women in Family and in Intimate Partner Relations will be conducted to provide lessons learnt as well as recommendations for the new policy planning cycle. In addition, participatory strategic planning exercise with wide participation of various stakeholders headed by the Coordination Body for Gender Equality and including line ministries, civil society, local service providers will be supported.	
Quality Criteria <i>how/with what indicators the quality of the activity result will be measured?</i>		Quality Method <i>Means of verification. What method will be used to determine if quality criteria has been met?</i>
New strategy takes into account findings from the assessment		Q1 2016
Strategic planning is undertaken in a participatory manner, including all relevant stakeholders		Q1 2016
Outputs (Atlas Activity ID)	1.2 The Coordinating Body for Gender Equality strengthened to coordinate Government's efforts in eliminating VaW and report to GREVIO	Start Date: End Date:
Purpose	To support the government work in the implementation of the Istanbul Convention, particularly in reporting to GREVIO as well as to monitor the implementation of the multisectoral cooperation model	
Description	Within the context of the implementation of Istanbul Convention, the Coordination Body for Gender Equality will be supported to take and implement the mandate in line	

	<p>with the articles 10 and 11 of the Convention, reporting to GREVIO and their efforts in eliminating violence against women.</p> <p>Coordination Body for Gender Equality will be supported in monitoring the implementation of the multisectoral cooperation model.</p> <p>Support in strengthening the capacities of relevant ministries</p> <p>Enhance cross-sectoral collaboration in evidence based programming and in reviewing protocols on violence against women</p>	
Quality Criteria <i>how/with what indicators the quality of the activity result will be measured?</i>	Quality Method <i>Means of verification. What method will be used to determine if quality criteria has been met?</i>	Date of Assessment <i>When will the assessment of quality be performed?</i>
Expert support for preparation of report to GREVIO	Application of competency framework in hiring experts	Annually
Monitoring framework for the implementation of the multisectoral cooperation model developed	Peer review	By-annually
Protocols revised	Progress reports	Q2 2016
Outputs (Atlas Activity ID)	1.3 Improved system for data collection and documentation of cases of VaW and VaC	Start Date: End Date:
Purpose	Make available data on VAC (focus on health and education) for monitoring system responses to violence and enable evidence based programming and policy making	
Description	Technical support will be provided to MoH and MOESTD to improve quality of data collection and data analyses. Annual reporting will be supported to facilitate data usage for programming and policy development (nationally and locally); The project will facilitate inter-sectorial collaboration and inter-linkages between data on Vac and data on VaW.	

Key result 2. General and specialist service providers capacitated to effectively deliver integrated service for protection of women and children survivors of violence		
Outputs (Atlas Activity ID)	2.1 Multi-sectoral cooperation on response to VAWG at national, provincial and local level improved	Start Date: End Date:
Purpose	To improve multisectoral cooperation through exchange of good practices, capacity development and preparation of operational manuals to translate policy into practice and to build new evidence and facilitate effectiveness of inter-sectorial collaboration for VAW and VAC on the local level.	
Description	<ul style="list-style-type: none"> - Exchange of good practices of multisectoral cooperation between municipalities and learning from experience through organization of round tables, workshops and trainings, conferences; - Develop guidelines for effective investigation into cases of violence against women and girls, prosecution and punishment of perpetrators; - Developing evidence based medical guidelines on GBV; Health care professionals capacitated to strengthen health system responses to gender-based violence; - Ensure that establishment of multi-sectorial collaboration and capacity building process is facilitating inter-linkages between VaW and VAC local mechanisms in improving effectiveness of both preventive and violence responsive measures. 	

Quality Criteria <i>how/with what indicators the quality of the activity result will be measured?</i>	Quality Method <i>Means of verification. What method will be used to determine if quality criteria has been met?</i>	Date of Assessment <i>When will the assessment of quality be performed?</i>
At least 10 municipalities that do not have developed multisectoral cooperation are exposed to municipal best practices	Records from workshops and trainings	Quarterly
Guidelines for effective investigation into cases of VaW in Family and in Intimate Partner Relations, including Femicide developed	Project progress reports	By-annually
Number of health care providers trained on GBV and application of the Special Protocol	List of participants	Annually
Knowledge acquired during trainings	Evaluation lists, informal discussions	Annually
<i>No of municipalities with developed co-ordination between Vac and VaW local actors</i>	Project progress reports	Annually
Outputs (Atlas Activity ID)	2.2 Effective and efficient national SOS helpline available 24/7 established	Start Date: End Date:
Purpose	To support the government in establishing national SOS helpline for victims of VaW and to continue work on development of specialist support services to women survivors and to ensure sustainability of service provision, in line with the requirements of the Istanbul Convention	
Description	Work on development of specialist support services to women survivors, through support to the government in establishing national SOS helpline and support to the network of women's NGOs – SOS helpline specialist service providers. Support the improvement in data collection on VaW cases.	
Quality Criteria <i>how/with what indicators the quality of the activity result will be measured?</i>	Quality Method <i>Means of verification. What method will be used to determine if quality criteria has been met?</i>	Date of Assessment <i>When will the assessment of quality be performed?</i>
National SOS helpline established and operational 24/7 and service provided by women NGOs	Law on Social Protection reflects SOS helpline service	Q2 2016
Aggregation of reported Vaw cases enabled	Anonymous call lists	Q4 2016
Outputs (Atlas Activity ID)	2.3 Work with perpetrators programme included as integral part of multi-sectoral cooperation model and is recognized by the European Work with Perpetrators Network	Start Date: End Date:
Purpose	To further support establishment of new social services aimed at decreasing violence against women that are in line with Istanbul Convention article 16.	
Description	Building upon long-term investment in reforming the system for protection of survivors of violence against women through informed policy planning and in pioneering new service provision models, the project will strengthen and expand the work with perpetrators programme through exchange of experiences through further trainings of service providers.	
Quality Criteria <i>how/with what indicators the quality of the activity result will be measured?</i>	Quality Method	Date of Assessment <i>When will the assessment of quality be performed?</i>

		<i>Means of verification. What method will be used to determine if quality criteria has been met?</i>	
Representatives of OPNA participate in the work of the European Work with Perpetrators Network		Reports on the meetings of the European Work with Perpetrators Network	Annually
No. of professionals capacitated to work with perpetrators		Records from trainings	Q4 2016
No. of perpetrators who have successfully finalized the programme		Reports from Centers for Social Welfare	Q4 2016
Outputs (Atlas Activity ID)		<p>2.4 General and specialist service providers* in Vojvodina have knowledge and skills to efficiently deliver integrated services for women from marginalised groups, in accordance with local level protocols on multi-sectoral coordination</p> <p><i>* Centers for Social Work, health and educational institutions, judiciary, police, NGOs</i></p>	Start Date: End Date:
Purpose	To ensure adequate assistance and access to effective protection from violence for women from marginalised groups in Vojvodina; Roma women, rural women and women with disabilities and on the following forms of violence: stalking, sexual violence, forced marriage and sexual harassment.		
Description	Increasing knowledge and skills of service providers to efficiently deliver integrated services for women from marginalised groups.		
Quality Criteria <i>how/with what indicators the quality of the activity result will be measured?</i>	Quality Method <i>Means of verification. What method will be used to determine if quality criteria has been met?</i>	Date of Assessment <i>When will the assessment of quality be performed?</i>	
Pool of experts and trainers for working with women victims of violence from marginalized groups* and on the four forms of violence as specified in CAHVIO** support the change in institutional behavior. <i>*Roma women, rural women and women with disabilities</i> <i>** Article 34 – stalking; Article 36 sexual violence, including rape; Article 37 – forced marriages and Article 40 – Sexual harassment</i>	Trainings reports	Annually	

Key Result 3. Perception of gender based violence and dominant gender norms changed and Increased understanding of women's and children human rights protection mechanisms		
Outputs (Atlas Activity ID)	3.1 Strategies and programmes for primary prevention of VaWG and discrimination in the pre-school/schools developed, implemented and sustained	Start Date: End Date:
Purpose	Improve availability and coverage of programmes for pre-schools and schools that increase gender awareness and support social norms of boys, girls and teachers that respect gender equality and oppose gender based discrimination and violence and improve capacities of the education system for their sustained implementation.	
Description	New programme for addressing gender norms, gender based discrimination and prevention of GBV will be developed for preschools and implemented in the selected municipalities by the team of trainers established through the project. The process will be synchronized with the ongoing pre-school reform influencing integration of relevant components in the professional development of pre-school teachers and national pre-school programmes. Capacity of relevant MoESTD authorities to support programmes further development and monitoring will be increased e.g. MoESTD advisers for pre-schools. Guidelines for horizontal learning and grants scheme will be developed with MoESTD. In close partnership with MoESTD schools that need violence/GBV prevention support will be identified and supported through grants that will enable usage of available resources for their capacity building – human, programmatic, institutional – experienced schools. A set of materials has been produced through previous UN project that supports improvement of schools mechanisms and is targeting boys, girls, teachers and parents (research protocols, manual/workshops, communication materials). A set of materials has been produced through previous UN project that supports improvement of schools mechanisms and is targeting boys, girls, teachers and parents.	
Quality Criteria <i>how/with what indicators the quality of the activity result will be measured?</i>		Quality Method <i>Means of verification. What method will be used to determine if quality criteria has been met?</i>
<i>Accredited programme on gender awareness and prevention of violence and discrimination with the focus on GBV and No of pre-schools implementing it ;</i>		<i>Date of Assessment</i> <i>When will the assessment of quality be performed?</i>
<i>No of schools in which prevention of GBV has been integrated in their annual plans</i>		Annually
<i>Project reports</i>		Annually
Outputs (Atlas Activity ID)	3.2 Youth, particularly boys, are being mobilized to act as role models to their peers on reconstructing gender stereotypes, in challenging Gender Relations, Gendered Social Norms and Masculinities using Gender Transformative Approach and Men Engage methodology	Start Date: End Date:
Purpose	Mobilize youth to work on reconstructing harmful gender stereotypes and gender relations within their communities	
Description	Gender Transformative Approach applied by UNFPA in engaging men and boys in advancing gender equality in Serbia will be up-scaled so as to complement similar initiatives, i.e. peer education programs in and out of schools etc. IMAGES Survey will be conducted and will serve as an evidence base for further advocacy work. in family life.	

Quality Criteria <i>how/with what indicators the quality of the activity result will be measured?</i>		Quality Method <i>Means of verification. What method will be used to determine if quality criteria has been met?</i>	Date of Assessment <i>When will the assessment of quality be performed?</i>
No of institutions that are implementing programme		Project reports	Annually
Outputs (Atlas Activity ID)	3.3 Zero tolerance towards VaW advocated through public-private partnerships		Start Date: End Date:
Purpose	To raise awareness on VaW and on zero tolerance - contributing to behavioural change within the society		
Description	Build upon established partnership with the private sector, with Fund B92 in working towards raising awareness on VaW through web-based resource center (sigurnakuca.net) and various media activities (production of video spots and continuous work with media on reporting about violence against women). Continue cooperation with CSOs on marking 16 days of activism		
Quality Criteria <i>how/with what indicators the quality of the activity result will be measured?</i>		Quality Method <i>Means of verification. What method will be used to determine if quality criteria has been met?</i>	Date of Assessment <i>When will the assessment of quality be performed?</i>
Quality of VaW related content available in media		qualitative analysis of media reporting on VaW	Q3 2017
Content of media reports on violence		Analytical reports on media reporting on violence against women	Annually

IMPLEMENTATION TIMELINE

[illegible]

SUSTAINABILITY

The project proposal is building upon and expanding on mechanisms and frameworks that have been set through the UN Joint Project as well as individual UN-led interventions, mentioned in previous sections of the proposal. This project will aim to consolidate the results of the previous actions and ensure that sufficient capacity is in place for an integrated approach to ensure full implementation of the existing measures against VaW.

Key strategies for achieving sustainability include:

- Clear division of roles in the project implementation;
- Strategic partnerships with key stakeholders, including government at the national, provincial and local levels;
- Ensuring full government ownership over the project activities through national implementation modality;

With regards to the components related to the work with service providers and perpetrators of violence, the sustainability will be insured by: reviewing specialized protocols of cooperation at the local level which already represent commitment of local authorities to address gender based violence in a comprehensive manner and in accordance with the national strategy and to monitor the implementation of the protocols.

By developing capacities of actors working on different aspects of violence against women (police, judiciary, social workers, CSOs), by working with service providers (from government and civil sector). By establishing a unique SOS hotline, the project will ensure non-stop service for victims of violence. This system will inevitably involve multi-stakeholders such as different levels of the government, CSOs, private sector etc.

Government is in the process of developing new VAC strategy and has as part of EU integration process, within Action plan for chapter 23, identified revision of VAC protocols which ensures that timely support through this project will have sustained effects. Data collection mechanisms in and education system are part of the relevant legislation and therefore analyses and reporting are obliged, so improving quality of these processes will help system improve evidence based programming and policy development. MoESTD has institutionalised Group for prevention of violence and discrimination (allocating budgetary resources for its programmes) whose mandate is to support education system in implementing By-law on protection of children from VAC and support capacity building of the system. Therefore all programmes and pre-school and school support mechanisms (horizontal learning and granting) will continue to be supported by MoESTD. In addition pre-school programme development and implementation will be aligned with the ongoing reform facilitating its integration in the professional development of pre-school teachers, regular pre-school programmes etc.

Youth oriented activities will continue to function, some of them as a club-based implementation team for the campaign and will be responsible for creating and organizing various activities to reach other young people in their communities. On the other hand, school staff will also be educated on working with young men through an accredited training, so as to continue the initiative and support students in their activities.

The adoption of the new strategic framework in the Vojvodina Province ensures provincial ownership of the policy document and allocation of funds from the budget of Vojvodina for implementation of its measures.

This document together with the CPAP signed by the Government and UNDP which is incorporated by reference constitute together a Project Document as referred to in the SBAA and all CPAP provisions apply to this document.

Consistent with the Article III of the Standard Basic Assistance Agreement, the responsibility for the safety and security of the implementing partner and its personnel and property, and of UNDP's property in the implementing partner's custody, rests with the implementing partner.

The implementing partner shall:

- a) put in place an appropriate security plan and maintain the security plan, taking into account the security situation in the country where the project is being carried;
- b) assume all risks and liabilities related to the implementing partner's security, and the full implementation of the security plan.

UNDP reserves the right to verify whether such a plan is in place, and to suggest modifications to the plan when necessary. Failure to maintain and implement an appropriate security plan as required hereunder shall be deemed a breach of this agreement.

The implementing partner agrees to undertake all reasonable efforts to ensure that none of the UNDP funds received pursuant to the Project Document are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by UNDP hereunder do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999). The list can be accessed via <http://www.un.org/Docs/sc/committees/1267/1267ListEng.htm>. This provision must be included in all sub-contracts or sub-agreements entered into under this Project Document".

RISK LOG

Risks or uncertain events or set of circumstances may occur and have an effect on achievement of objectives. A number of internal and external risk factors might inhibit the process of a successful implementation of the project. They have been assessed and presented as follows:

External:

Addressing VaW implies strengthening institutional response in different sectors, as well as multisectoral coordination. Strong national ownership is necessary in order to ensure sustainability. MITIGATION Building upon already invested efforts and based on experience in the area, the project will work on strengthening the institutional response of each of the line ministries (MoI, MoLEVSA, MoESTD, MoH, MoYS), while assuring that all the initiatives are well positioned within the institutional and organizational structures. In addition, the project will continue working with provincial and local structures with the aim to have outreach at all levels leading towards sustainability of project activities.

The new national gender equality mechanism has no adequate capacities to take the lead and coordinate the activities in the area of preventing and eliminating VaW.

MITIGATION Transfer of knowledge will be assured through the UN intervention, as well as storing of institutional memory within the institutions involved in the issue. UN will provide support in necessary expertise and technical capacities to support efficient coordination in the field.

Lack of political commitment to initiate and pursue the interventions in addressing VaW

MITIGATION The project will work closely with the recently established Coordinating Body for Gender Equality headed by the Deputy Prime Minister committed to addressing the issue.

Allocation of state funds to the relevant policies on preventing and eliminating VaW

The project will advocate the allocation of state funds for the sustainability of the initiated programs through all the activities. The project will work on ensuring the costing of the new policy document. Particular focus will be on cooperation with the network of women MPs and encouraging them to be the vocal advocates for women survivors in the National Parliament, by assuring the allocation of state funds for VaW programs in the next budget law.

Internal:

Certain internal factors under the control of the project may also have an impact on the success such as: human resources, capacity or management capabilities, monitoring and reporting of results, audit processes and financial control, procurement regulations, ownership to sustain results. These factors will be mitigated through the National Implementation Modality, to be employed for this initiative.

The above risks have been apparent in almost all transition countries and to various degrees have been managed in the progress of reforming the government machinery.

In Serbia the current political situation is in favor of improving public finance control mechanisms and the commitment from Government is substantial. Therefore, while taking the above factors into account, the process of developing horizontal accountability mechanisms for prevention of the misuse of public funds and advanced capacities of enforcement authorities should start as soon as possible to take advantage of the existing opportunities and deliver expected outcomes.

Actually, the purpose of this project will assist in reducing the potential risks and their effective management. This will be done, mainly, through promotion of a systematic and comprehensive system for monitoring and evaluation, through open and inclusive consultative process, and through strengthening the capacity of the project partners to address emerging challenges by creating innovative and creative solutions.

Specific mitigation measures are given in the following matrix:

Project Title: Joint Project Integrated Response to Violence against Women and Girls in Serbia II					Award ID:		Date:		
#	Description	Date Identified	Type	Impact & Probability	Countermeasures / Mngt response	Owner	Submitted, updated by	Last Update	Status
1	Potential lack of national ownership may present an obstacle to successful implementation of the project	August 2015	political	P2 I3	Further strengthening the institutional response of each of the line ministries, while assuring that all the initiatives are well positioned within the institutional and organizational structures	Project developer	Project developer		
2	New national gender equality mechanism has no adequate capacities to take the lead and coordinate the activities in the area of preventing and eliminating VaW	August 2015	Strategic	P = 2 I = 4	Ensure transfer of knowledge through the UN intervention as well as storing of institutional memory within the institutions involved in the issue.	Project developer	Project developer		

3	Lack of political commitment to initiate and pursue the interventions addressing VaW	<i>August 2015</i>	Political	P = 1 I = 3	Project will work closely with the recently established Coordinating Body for Gender Equality committed to addressing the issue	Project developer	Project developer		
4	Lack of budgetary resources for implementation of policies on preventing and eliminating VaW	<i>August 2015</i>	Strategic	P = 3 I = 4	The project will advocate for allocation of state funds for the sustainability of the initiated programmes through all the activities. Particular attention will be devoted to the work with the network of women MPs encouraging them to be the vocal advocates for the issue	Project developer	Project developer		

ANNEX 2 PROJECT BUDGET

Project Title Integrated Response to Violence Against Women and Girls in Serbia II

Duration: 2 years

OUTCOME	ACCOUNT	BUDGET ITEM	Note	Unit (months, days, km, lump sum...)	No. of units	Unit rate in USD	Total in USD
A		Human resources (gross honorariums)					
	71400	Project support personnel	DI	Months	24	\$ 1,656.00	\$ 39,744.00
	71400	Project support personnel	DI	Months	24	\$ 4,208.33	\$ 101,000.00
	61000	Project assurance	DI	Months	24	\$ 1,262.50	\$ 30,300.00
		1.1 Programme Officer - (16%)		Months	24	\$ 1,000.00	\$ 24,000.00
		1.2 Programme Assistant - (33%)		Months	24	\$ 800.00	\$ 19,200.00
	71400	UN Women Advisory Services on SGBV	DI	Months	24	\$ 2,125.00	\$ 51,000.00
	71400						
Sub total A							\$ 265,244.00
B		Travel costs					
	71600	Travel costs	DI	LS	1		\$ -
		2.1. Local travel (DSA)		Year	2	\$ 1,200.00	\$ 2,400.00

		2.2. Local transportation		Year	2	\$ 2,000.00	\$ 4,000.00
Sub total B							\$ 6,400.00
C		Equipment					
	-	Office expandable equipment and supply	In kind	-	-	-	-
	-	ICT support and computer equipment	In kind	-	-	-	-
	-	Office rent and utilities	In kind	-	-	-	-
							\$ -
Sub total C							\$ -
D		Other direct costs					
							\$ -
		Output 1.1 The new policy framework developed to address gender based and violence against women and children					
	74200	RC Communications and outreach	DI	LS	1	\$ 5,000.00	\$ 5,000.00
		Activity 1 - New strategic framework developed					
	71200/71300	(Inter)National Consultants	DI	LS	1	\$ 13,000.00	\$ 13,000.00
	72100	Workshops and events (logistics and travel)	DI	LS	1	\$ 10,000.00	\$ 10,000.00
	74200	Communications and outreach	DI	LS	1	\$ 5,000.00	\$ 5,000.00

							\$ 33,000.00
		Output 1.2 The Coordinating Body for Gender Equality strengthened to coordinate Government's efforts in eliminating VaW and report to GREVIO					
71200/71300	(Inter)National Consultants	DI	LS	1	\$ 35,000.00	\$	35,000.00
72100	Workshops and events (logistics and travel)	DI	LS	1	\$ 15,000.00	\$	15,000.00
						\$	50,000.00
	Output 1.3 Improved system for data collection and documentation of cases of VaW and VaC						
	Activity 1 - Improved quality of analyses and reporting on VAC from health and education systems so to reflect GBV and inter-linkages with VaW and other sectors						
	Consultancy - technical support to MOESTD		Year	2	\$ 3,000.00	\$	6,000.00
	Analytical capacity building (trainings)		Year	2	\$ 2,200.00	\$	4,400.00
	Support to coordination and consultative activities related to data collection and reporting (workshops, round tables)		Year	2	\$ 2,200.00	\$	4,400.00
						\$	14,800.00
						\$	-

71200/71300	Output 2.1 Improved multi-sectoral cooperation at national and local level					
	Activity 1 - Key institutions better informed to implement their mandate re. VaWG					
	(Inter)National Consultants	DI	LS	1	\$ 8,000.00	\$ 8,000.00
	72100 Workshops and events (logistics and travel)	DI	LS	1	\$ 15,000.00	\$ 15,000.00
	Activity 2 - Establishing co-ordination of VaC and VaW local actors					
	Intersectoral trainings for local teams		year	2	\$ 16,000.00	\$ 32,000.00
	Activity 3 - Strengthening capacities of health care providers					
	71300 National Consultants	DI	LS	1	\$ 9,000.00	\$ 9,000.00
	71600 Travel & Logistics	DI	LS	1	\$ 6,000.00	\$ 6,000.00
						\$ 70,000.00
Output 2.2 Effective and efficient national SOS helpline available 24/7 established						
72100	Institutional contract	IP	LS	1	\$ 37,500.00	\$ 37,500.00

71200/71300	(Inter)National Consultants	DI	LS	1	\$ 2,500.00	\$ 2,500.00
72600	NGO grants	DI	LS	1	\$ 30,000.00	\$ 30,000.00
72100	Workshops and events (logistics and travel)	DI	LS	1	\$ 7,500.00	\$ 7,500.00
						\$ 77,500.00
	Output 2.3 Work with perpetrators programme included as integral part of multi-sectoral cooperation model and is recognized by the European Work with Perpetrators Network					
72600	NGO grants	DI	LS	3	\$ 5,000.00	\$ 15,000.00
72100	Workshops and events (logistics and travel)	DI	LS	1	\$ 10,000.00	\$ 10,000.00
						\$ 25,000.00
	Output 2.4 General and specialist service providers* in Vojvodina have knowledge and skills to efficiently deliver integrated services for protection of violence in 10 selected municipalities in Vojvodina, in accordance with local level protocols on multi-sectoral coordination					
72600	Letter of Agreeemen with Provincial secretatiare for Labour, Employment and Gender Equality	DI	LS	1	\$ 100,000.00	\$ 100,000.00

71600						
						\$ 100,000.00
	Output 3.1 Strategies and programmes for primary prevention of VaWG and discrimination in the pre-school/schools developed, implemented and sustained					
	Activity 1 - pre school programme					
	ToT and implementation (consultancy and trainings)		year	2	\$ 30,000.00	\$ 60,000.00
	Activity 2 - Model schools					
	Trainings, guide for school to school mentoring support		year	1	\$ 10,000.00	\$ 10,000.00
	Grants for model schools or preschools -		year	1	\$ 50,000.00	\$ 50,000.00
						\$ 120,000.00
	Output 3.2 Youth, particularly boys, are being mobilized to act as role models to their peers on reconstructing gender stereotypes, in challenging Gender Relations, Gendered Social Norms and Masculinities using Gender Transformative Approach and Men Engage methodology					
75700	Activity 1 - Gender Transformative Programming					
	Engaging young man and boys in reconstructing gender stereotypes	IP	LS	1	\$ 14,000.00	\$ 14,000.00

		Activity 3 - IMAGES Survey					
	75700	Data collection and data processing	IP	LS	1	\$ 30,000.00	\$ 30,000.00
	75700	Design, layout...	IP	LS	1	\$ 7,000.00	\$ 7,000.00
	75700	Promotional activities	IP	LS	1	\$ 8,000.00	\$ 8,000.00
							\$ 59,000.00
							\$ -
		Output 3.3 Zero tolerance towards VaW advocated through public-private partnerships					
	72100	Institutional contract	DI	year	1	\$ 10,000.00	\$ 10,000.00
	72100	Workshops and events (logistics and travel)	DI	LS	1	\$ 12,000.00	\$ 12,000.00
	71200/71300	(Inter)National Consultants	DI	LS	1	\$ 5,000.00	\$ 5,000.00
	72600	NGO grants	DI	LS	1	\$ 16,000.00	\$ 16,000.00
							\$ 43,000.00
		Output 4.1 Management and quality assurance					
	74500	Operational and other direct costs (Misc)	DI	LS	1	\$ 10,500.00	\$ 10,500.00
	74500	UN Women Operational and other direct costs (Misc)	DI	LS	1	\$ 4,000.00	\$ 4,000.00
							\$ 14,500.00
Sub total D							\$ 606,800.00
E		Indirect / Administrative costs					
	75100	General Management Services 8%	-	LS	1		\$ -
	75100	General Management Services 8%	-	LS	1	\$ 9,099.52	\$ 9,099.52

	75100	General Management Services 8%	-	LS	1	\$ 31,464.00	\$ 31,464.00
		General Management Services 8%	-	LS	1	\$ 17,312.00	\$ 17,312.00
	75100	General Management Services 8% UN Women	-	LS	1	\$ 12,400.00	\$ 12,400.00
Sub total E							\$ 70,275.52
TOTAL COST - YEAR 1+2 (A+B+C+D+E)							\$ 948,719.52