



**For Active Inclusion and Rights of Roma Women in the Western Balkans
(FAIR II) Project**

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Baseline Assessment Report

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Executive Summary

The FAIR II project is being implemented in Bosnia and Herzegovina (BiH), Serbia and Montenegro by CARE and three established local Roma women lead civil society organization and presents a continuation and upgrade of CARE Balkans focus on empowering Roma women and girls to become agents of change in their families and communities, but also contribute to improved structures and practices addressing women's rights and social inclusion, on national and regional levels. The intention is to impact directly lives of at least 7,000 people, mainly Roma women and girls and men and boys in 27 Roma communities in the three target countries through a wide range of mutually intertwined and reinforcing activities. This assessment is an initial information base, but also a set of recommended actions to be addressed by the project team, partners included, and as such used as a tool for monitoring project's progress and effectiveness.

It is expected that Roma women and girls end up being more empowered to exercise their rights to education, health and to life free of violence through targeted community-level assistance. Through small grants/community level actions partners will work in 17 schools with more than 10.000 students, with over 1.800 or 17% being Roma. In addition, there are 30 Roma/Egyptian women identified and included into activities focused on finishing education and/or learning a useful skill that would increase their employability options and chances. At a total of 12 locations in all three target countries, where approximately 5800 Roma women and girls live, almost 800 or about 15% will be reached through series of awareness raising and educational workshops on changing attitudes and practices towards general health and in particular reproductive health.. The rights and access as well as the quality of service provision in the areas of education and health will be addressed as well as the rooted discriminatory attitudes of government institutions and professionals interpreted as 'tradition' through improved communication and mutual understanding.

Further, at 19 locations Roma adult and young men are being targeted in different ways and engaged in learning about all types of violence, health consequences of violence, gender equality and new, healthier and more functional attitudes and behaviors. The targeted locations are home to 6400 Roma men; about 1500 of them will be included into project interventions or 23% of the total male population (adults and youth). The project has already engaged 34 peer-educators and nine mediators have assumed their roles to assist the partners with the community level work.

A total of 22 representatives make up Coalitions in the three project countries, committed to improve policies and awareness on needs and challenges Roma, Ashkali and Egyptian communities are facing, presenting a mix of Roma women/Roma and non-Roma CSOs, individual representatives, Roma women networks and government representatives. Furthermore, partner organizations take part in 15 inter-sectoral CSO or government lead groups addressing the project related issues at certain localities while there are 19 partner representatives sitting in 42 local and national-level advisory, policy or decision-making bodies.

CARE and partners should continue strengthening the regional exchange and learning among project countries, partners and other stakeholders as well as focus more directly to exploring the relevant European level events, networking options and partnership that might contribute to the project's overall impact in the region.

1. Introduction and Background

This project is a continuation and a built-on of 'For Active Inclusion and Rights of Roma Women' (FAIR) project, implemented for three years and also funded by the Austrian Development Cooperation, which ended February 28, 2015, in same project countries with the same project partners. The project is being implemented by CARE International Balkans and three local Roma women lead civil society organizations- as partner organizations, one from each target country: The Association 'Better Future' is a partner from Bosnia and Herzegovina and acts as a Coordinator of the national Roma Women Network called Success; in Montenegro the key partner is 'Centre for Roma Initiatives' and also a Coordinator of the national Roma Women Network called 'The First'. 'Bibija' is the partner organization in Serbia and has a reputation of the strongest Roma women advocacy organization there with a strong support of other active members of the Roma women network of Serbia. During that project a total of over 15,000 people were reached in three countries (in 34 towns and municipalities and 31 Roma settlements) by CARE and 17 Roma and 9 non-Roma NGOs/CBOs. Out of the total number of direct beneficiaries 2/3 were women and 1/3 men; over 70% were Roma and the rest non-Roma representatives.

The **FAIR II** project's **overall objective** is improved socioeconomic situation of Roma women/households in Serbia, Bosnia and Herzegovina and Montenegro in the target localities. The **project purpose** is focused on Roma women NGO's capacities being strengthened to address national and European level strategies and interventions related to Romani women's rights and social inclusion of Roma communities.

CARE and its partners intend to accomplish this by implementing a wide range of activities leading towards tangible change at the individual, local and national levels with the involvement of civil society organizations and government representatives and institutions reflected in the following four mutually reinforcing **expected results (ER)**:

ER1: Roma women and girls are empowered to exercise their rights to education, health and to life free of violence through targeted community-level assistance;

ER2: Local inter-sectoral coordination mechanisms involving CSO and institutional stakeholders are established and strengthened to support the social inclusion of Roma communities;

ER3: National networks of Roma and non-Roma women organizations are capacitated to influence and monitor implementation of policies related to Roma women's rights and gender equality on local and national levels and actively engage into accountability mechanisms;

ER4: Targeted Roma women organizations are strengthened to become active players in networking on regional and European level with Roma and non-Roma peer organizations and relevant institutions.

The major target groups of the project are the three local partner Roma women organizations: one from each target country; at least 10 national Roma women network members (as organizations and individuals) that will be involved in the implementation with the key partners throughout; at least 6 non-Roma organizations and 90 representatives of the government institutions; 4.000 Roma women and girls (about 1.200 girls and 2.800 young and adult women) and about 2.000 men and boys in an approximate 50-50% ratio in selected municipalities. Since not only Roma people will be reached, **the final beneficiaries** are a total of 7,000 people; 6,000 Roma women/girls and men/boys in all 3 countries and in order to enhance an enabling environment for social inclusion, it is expected that around 1,000 non-Roma women/girls, men/boys will be involved into the project activities and will be encouraged to take active part in this intervention.

2. Purpose and Scope

The key intention is to determine the change that the intervention aims to bring about (i.e. expected results). The purpose is to provide an information base against which to monitor and assess the FAIR II project activities' progress and effectiveness during implementation and after the project is completed.

The Baseline assessment uses the performance indicators as stated in the logical framework to ensure that the same data can be monitored and applied in follow-up assessments (mid-term and final evaluations) for comparability. It needs to be clearly stated that this is not a 'needs assessment study', which collects information during the design of an activity, nor has one been done within this project since the final FAIR narrative report and the final evaluations had fully served that purpose.

It also tests the indicators and determines whether refinements are necessary and therefore is intended both as an accountability tool, as well as a learning opportunity.

As described in the Project Proposal narrative, the Baseline Assessment of FAIR II was planned to be done 'in-house' by CARE project management team with help of key project partners due to the fact that:

- ✦ The project is a continuation of a previous three-year phase;
- ✦ That there was quite a number of documents and data already available that required a check-up and update (if available);
- ✦ All the monitoring tools and practices from FAIR project had been assessed by the external evaluator as successful from a) quantitative monitoring tables for partners activities and services provided developed in a tailor-made manner with specific indicators and target groups disaggregated by type and gender; b) regular monitoring visits of organizations when implementing activities; c) on-going tailor made approach when providing technical assistance and coaching;
- ✦ There were only eight months of a time gap between the projects and that both CARE team and partners felt capable of doing it ourselves.

This socioeconomic baseline assessment is not a substitute for, but should complement other specific, subject related studies (like for example, case studies planned in FAIR II). It represents a summary of relevant data collected, analyzed and laid out in a simple format in order to serve as a useful tool for partners' own monitoring plan development and implementation, for easier and more structured data collection, analysis and reporting throughout the project course.

3. Process and Methodology

The process of baseline report development was done in three phases in the period February to December 2016 (Planning – Feb/March; Data collection July/Nov and Analysis and Reporting December). CARE team wanted to have the sub-granting process finalized and the related data collected before finishing this assessment in order to be as concrete as possible when it comes to type of data that will need to be monitored and collected throughout the project. However, it turned out that the process of consultations with potential grantees as well as the administrative interventions relating to VAT exemption requests and approvals and thereby coming upfinalizing of the sub-granting took longer than initially planned. The process encompassed the following:

1. **Desk top research:** FAIR Final Evaluation and Final Report; FAIR II Project Documentation, FAIR II 1st Semi-annual narrative report for period Nov 1, 2015-June 30, 2016; partner organizations Institutional and Community Sub-grant Proposals.

2. **Discussion at the Regional Meeting of FAIR partners**, which served to present the project documentation, discuss the outcomes, outputs, activities, monitoring tools, develop 1st year's action plan and to jointly come up with a **baseline data draft plan** defining the assessment focus, what indicators to be measured (performance indicators), how, where to get the data from, who is responsible.
3. The baseline plan resulted in the **Matrix** designed by CARE Balkans project team and partners and approved by CARE Austria.
4. Based on the Baseline Matrix a **Questionnaire_Template** was developed and shared with key partner organizations. They were in charge to collect the same type of data from other organizations from their countries involved in the project and compile the data in one per country survey to share with CARE.

CARE team was communicating with key partner organizations via Skype throughout in order to coordinate, clarify and assist during the process. It is important to note that the local organizations have been fully involved in the entire process as a capacity building and technical assistance effort of CARE.

4. Key Findings

This section of the report presents Expected Results (**ER**) and the belonging performance (outcome-level indicators) as laid out in the project's Logical Framework (**LF**), and puts them next to the summarized collected data (per country and regionally) in order to emphasize points of alignment as well as gaps that need to be addressed by CARE's project team and the partner organizations in the following implementation phase.

As all of the activities are intertwined and mutually reinforcing, their successful implementation will bring about the mid-term change (project purpose) where Roma women NGO's will be empowered to address Roma women's rights and social inclusion of their communities through active engagement in the national and European level plans and interventions. The progress toward that goal will be monitored with help of the four indicators set to cover all the 4 ERs that measure change in the main project segments:

1. Number of functional links established by targeted Roma women organizations with other civil society actors and networks on the European level
2. Number of joint policy and public awareness initiatives developed and implemented
3. At least three shadow reports on Roma women's position produced for each target country (CEDAW/ Istanbul Convention implementation/EU Progress Report)
4. One national project of relevant topic per country granted by government or international community

The accomplishments of the focused three year efforts of the key project actors will significantly contribute to a long-term change (overall objective) resulting in improved socio-economic situation of Roma women/households in Serbia, Bosnia and Herzegovina and Montenegro in the target localities. In order to be able to measure this contribution and/or a positive influence presented through two impact-level indicators (% of Roma women improved educational attainment and % of Roma women reporting better access to social and health services and improved employment outlooks) it is necessary to have basic socio-economic data at the national level as well as for all the project sites.

General Local, National and Regional Level Socio-Economic Data

Due to a lack of official, unified, fresh, gender segregated data for the RAE population, a short overview is presented below while the details referring to each location are summarized in Annex 1: Socio-economic data and described in more details in partners' project proposals for sub-grants and should be used to the extent possible as baseline for the planned evaluations.

Table 1¹:

| Country | Total Population (World Bank 2010) | Official # (Self Declared) | Census Year | Minimum Estimate | Maximum Estimate | Average by CoE | Average Est. as % of Total Popul. |
|---------------|------------------------------------|----------------------------|-------------|------------------|------------------|----------------|-----------------------------------|
| Bi H | 3,760,149 | 8,864 | 1991 | 40,000 | 76,000 | 58,000 | 1.54% |
| Serbia | 7,292,574 | 108,193 | 2002 | 400,000 | 800,000 | 600,000 | 8.23% |
| Montenegro | 631,490 | 8,305 | 2011 | 15,000 | 25,000 | 20,000 | 3.17% |
| Total: | 11,684,213 | 125,362 | | 455,000 | 901,000 | 678,000 | |

Source: Council of Europe (CoE) Roma and Travelers' Division: <http://www.coe.int/en/web/portal/roma>

Bosnia and Herzegovina: In post-war B&H Roma population faces a number of difficulties in access to fundamental human rights guaranteed by the Constitution. Apart from existence of the legal framework pertaining to national minorities and gender equality Roma, especially Roma women, continue to have limited access to health care, social protection and employment and are left behind in the education system.

After implementing the process of recording needs of Roma families in BiH, a total of 16,771 members of the Roma minority, or 4,308 households was recorded. It is important to take into account that some families in the process of recording were either absent at the time or did not want to be recorded, it is estimated that there are between 25 - 35 000 members of the Roma minority present in BiH². According to the Ministry of Human Rights and Refugees, after recording of Roma needs in Bosnia, it was found that 19% of families have no access to piped water, 35.96% have no bathroom and 33.57% is without a functioning sewage system, 30% of them has no health insurance, which in the number of registered participants accounts for about 10,000 individuals of which 4,000 are children and youth, in the age of 0-14 years is 26.8%, and in the age of 15-29 years is 39.9% of young people.

The Employment Bureau of Federation of BiH does not have records on the number of employed Roma in the FBiH, given that there is no jurisdiction for the monitoring and management of such records. In 2011 the Consortium consisting of the World Bank, UNDP and the Fundamental Rights Agency conducted a comprehensive **Regional Roma Survey** covering issues of socio-economic concern and of access to fundamental rights. When comparing localities, where Roma live next to non-Roma residents the survey came to a conclusion that the employment rate of Roma aged 15-64 years is only 19% (men 32%, women 5%) compared to 35% of their local non-Roma neighbors. The informal employment incidence is a striking 81% in case of Roma and 22% in case of the majority population. In the report on violence against women (ICVA Rights for All 2011 -www.rightsforall.ba) which was made on a sample of 611 Roma women, says that about 20% of Roma women suffer some form of economic violence, and furthermore, 36% declares that it is exposed to insults, silencing and disdain by the husband. Even 76% of Roma women said they suffer from one or more forms of violence.

¹ prepared by the Support Team of the Special Representative of the Secretary General of the Council of Europe for Roma Issues; Updated on 2 July 2012. Most estimates include both local Roma + Roma-related groups (Sinti, Travellers, etc.) & Roma migrants.

² "The analysis of the recording of Roma needs" Ministry for Human Rights and Refugees of Bosnia and Herzegovina, 2011, page 5.

Institutional and public policy background: In BiH drawing on the experience of the Roma Decade's implementation, members of the Roma Board at the Council of Ministers³ on a Session held on September 8, 2015 have unanimously reached the conclusion that the Decade process of Roma Inclusion is to be continued with a long-term perspective and formalized for at least the coming 10 years.

Republic of Serbia: With the total population of over 7 million (51,31 F) and, according to the 2011 census 147.604⁴ Roma (2,1%) Serbia is the biggest of the three target countries, with the ratio of 60/40 in favor of urban population and the general poverty rate of 25,4%. Data on socio-economic status of Roma are collected only sporadically and with the exception of the Regional Roma survey with a poor methodology. The study "Roma in Serbia"⁵ speaks clearly about the differences that occur between vulnerable ethnic communities and the overall national level of social development. This difference ultimately determines the social status of the society, or certain ethnic groups in it⁶. The unemployment rate among Roma is assessed to be between 50-59% (from that women 82%), which is significantly above the national average of 22,4%. The economic marginalization is noticeable by data indicating that more than one-quarter (27,6%) of the total number of Roma households have their income through social benefits. In terms of access to health 66% of Roma claimed not having access to essential drugs in the Regional Roma survey.

In terms of education, MICS 5⁷ indicates that only 80% of children from Roma settlements attended primary school (98% in the general population) and only 18% (compared to the 48% majority population in similar localities) attended pre-school education. As for their enrolment only 69% of Roma children started the first grade of primary school on time (in the general population 97%) and only 64% of Roma children complete primary school (in the general population 93%). This indicates a critical problem of labour market inclusion as only 22% of children of Roma origin attend secondary schools (in the general population this indicator reaches 89%). A particular problem is the drop out of girls due to patriarchal norms prevailing. The percentage of illiterate population in the total Roma population who are older than nine years old is 15.1%, which is way above the national average of 2%. To sum up the disturbing data are also evident when assessing the education level reached: over one third of Roma – 34,2% have not completed primary school; the share of Roma with secondary education was 11.5%, and with high education only 0.7%.

Montenegro: According to the current and available data from the census in Montenegro⁸ there are 620.029 people living there (50.6% female and 49.4% male), 63.23% being urban population as opposed to 3677% rural. The general poverty rate is set at 8.6%⁹ (and assessed by the NGOs at 10% for the Roma community. There are 8.305 Roma and Egyptians living in Montenegro of which 6.251 declared as Roma (1.01% of the total population) and 2.054 as (0.33% of the total population of Montenegro). The largest number of Roma is living in the territory of Podgorica (3988), then in Berane (531), Nikšić (483), Bijelo Polje (334), Herceg Novi (258), while the largest number of Egyptians is living in Podgorica (685), Nikšić (446), Tivat (335) and in Berane (170). Based on the research of the Ministry of Human and Minority Rights from 2016, 77% of Roma and Egyptians live in segregated settlements, predominantly in the three municipalities, namely Podgorica (57% of Roma and Egyptian), Nikšić (11 %) and Berane (9%).

³ Roma Board at the Council of Ministers is the highest body in B&H involving Roma. It consists of of 22 members (11 Roma members and 11 representatives of institutions) and the Ministry of Human Rights and Refugees provides expert and technical support to the Board. The Board has been established in 2002 and it is an advisory and coordinating body.

⁴ Census of Population, Households and Apartments 2011, Volume 7: Economic activity, National Bureau of Statistics, Belgrade, 2013, page 10
⁵ Study „Roma in Serbia – between anvil, poverty an hammer of discrimination“, author Božidar Jakšić, Most Art, March 2016

⁶ Radovanović, Knežević

⁷ Multiple Indicator Cluster Survey of women and children in Serbia in 2014 and the Multiple Indicator Cluster Survey of Women and Children in Roma settlements in Serbia in 2014, National Bureau of Statistics and UNICEF, 2014

⁸ Monstat, 2011

⁹ Monstat 2013

While the general unemployment rate is a bit less than 19%, it is at 83% for the Roma based on a research conducted by the Ministry of Human Rights and Refugees. When it comes to housing conditions, the data show that about 60% of households live in inadequate housing (30% in the barracks and 37% in provisory objects). When it comes to household equipment, data show that only 47% of households have a bathroom, 81,7% have electricity, and 39% sewerage. Illegality is a big problem in the settlements in terms of property ownership and employment. From the three countries the worst results are reached in Montenegro in terms of primary school enrolment (only 51% of RAE children). From those in the system only 20% (boys) and 12% (girls) finish actually primary school. 7% complete secondary school¹⁰.

ER1: Roma women and girls are empowered to exercise their rights to education, health and to life free of violence through targeted community-level assistance.

LF Indicator: By year one 7 Roma CBOs in 3 countries lead and coordinate implementation of grant initiatives according to submitted workplans and budgets, in formal partnership with other Roma and non-Roma CBOs and/or government institutions, addressing access to quality education, health services and/or gender based violence in Roma communities.

This Expected Result is mainly being implemented through sub-grants (institutional and community grants) and the recipients are the following organizations: **BiH:** Better Future and Otaharin; **Serbia:** BIBIJA, Romani Cikna and Law Scanner; **Montenegro:** CRI and Montenegrin Women’s Lobby. There are six more components (performance indicators) for ER1 that have been collected and assessed, on the country level basis, but also summarized and presented regionally to allow for comparison, learning and adjustments along the way during monitoring and evaluation.

The National coalitions/networks negotiated and agreed on cooperation with each sub-grantee, thus the projects will reach numerous Roma communities in different municipalities. Therefore, community actions will be implemented through **seven grants**, by **eleven organizations**, at **27 locations** (9 main locations and additional 18 communities (municipalities, settlements and schools).

| Table 2: Institutional - 32 months | | | # staff involved in ALL Grants |
|------------------------------------|----------------------|--------------------|--------------------------------|
| | Lead Organization | # of staff engaged | |
| BiH | Better Future, Tuzla | 2 | 14 |
| Serbia | Bibija, Belgrade | 3 | 55 |
| Montenegro | CRI, Niksic | 2 | 14 |
| Total: 3 Org./1 per country | 3 | 7 | 83 |

| Community Grants-24 months | Lead Organization | Org. Involved | # of target communities | # of staff engaged |
|----------------------------|-------------------|---------------|-------------------------|--------------------|
| BiH | 2 | 2 | 9 | 12 |
| Serbia | 3 | 1 | 9 | 52 |
| Montenegro | 2 | 1 | 9 | 12 |
| Total: | 7 | 4 | 27 | 76 |

¹⁰ UNICEF, June 2013

table 2: Names of Organizations, Persons Involved and Localities in Partners' Baseline Surveys, 1st CARE Progress Report and Annex 11: Grants Info

1) Primary School Attendance Data

LF Indicator:

- From the 600 primary and/or secondary school Roma students (at least 50% are girls) receiving assistance, at least 90% stay at school (at least 50% are girls);
- % of increase of Roma children enrolment/ successful finishing primary and secondary school year (gender disaggregated data over 2 years (baseline))

Due to the large amount of data on school attendance and drop out, for a detail breakdown of education related data please see Attachment 2. The table contains all the information provided by partner organizations with quite a lot data still missing. However, it is clear that partners will work **in 17 schools (10 in BiH, 3 in Serbia and 4 in Montenegro) and that the targeted schools have more than 10.000 students, with over 1.800 or 17% Roma** Since not all the partners were able to get gender disaggregated data for the RAE primary and secondary students attending and dropping out, it is hard to establish the exact number and % of the girls at this point.

Recommended Action: The table is created to include number of students and Roma students based on gender and grades as well as to note those who have left school (also gender disaggregated). In order to be able to monitor the attendance and conduct initiatives directed at decreasing the drop out rate, the type of data presented in the table attached should be identified and closely monitored. For starters, all the organizations should re-visit the table attached and fill out the data for school-year 2016/17. Then the new data for school-year 2017/18 should be added.

2) Adult Roma/Egyptian Women Finishing School and/or Courses to be Engaged in

LF Indicator: From the 30 adult Roma women enrolled in primary or secondary education or a course/training at least 90% successfully complete the training and/or receive a certificate

At five locations, five organizations will engage into motivating at least 30 Roma/Egyptian women into finishing education and/or learning a useful skill that would increase their employability options and chances. In order to meet the requirement set, at least 27 of them should accomplish the education.

| Organization | Location | # of RAE Women | What? |
|---|---------------------|----------------------------|---|
| BiH: Otaharin Be My Friend | Bijeljina Visoko | 5 <u>5</u> 10 | In Bijeljina: 3 to finish primary school, the other 2 are interested in courses (not yet sure which) No info for Visoko |
| Serbia: Romani Cikna | Krusevac | 10 | 7 to finish primary school 3 High School or a Course |
| Montenegro: CRI Montenegrin W Lobby | Niksic Podgorica | 5 <u>5</u> 10 | Hairdresser, Manicure, Tailoring, Cook Courses |
| TOTAL: | 5 | 30 | Based on the available data: 10 want to finish primary school education, 3 possibly high school and the rest different courses. |

Comments:

Local governments do not offer any free programs for adult education, whether for primary schools or courses. In

Montenegro the national government through REF offers scholarship for high school and university education for minority representatives.

3) Health Related Data

LF Indicator: At least 300 Roma women access public health services and get examined (general or reproductive health related) in the target localities;

At a total of 12 locations in all three target countries, where approximately **5800 Roma women and girls live, almost 800 or about 15%** will be reached through series of awareness raising and educational workshops on changing attitudes and practices towards general and in particular reproductive health, to embrace regular check ups and care of themselves. The rights and access as well as the quality of service provision will be addressed as well as the rooted discriminatory attitudes of government institutions and professionals interpreted as ‘tradition’ through improved communication and mutual understanding.

| Grant/Organization | Location | Total # of Roma women and girls at the given location | # of Roma women and girls you will involve (# and % of the total) |
|--|--|---|---|
| <u>BiH:</u> Better Future + Romani Girl | Tuzla, Sarajevo, Vukosavlje, Prnjavor | 2500 | 1430 (57.2%) |
| <u>Serbia</u> Legal Scanner RWC Veliki Crljeni | Zemun, Zvezdara, Cukarica Lazarevac, settlement Stepojevci, Veliki Crljeni | 2700 | 400 (15%) |
| <u>Montenegro</u> MWL +CRI+ROSE | Podgorica, Niksic, Berane | 600 | 100 (17%) |
| TOTAL: | 12 | 5800 | 1930 (33.2%) |

4) Gender Based Violence Related Data

LF Indicator:

- % of increase of registered GBV related cases and reduced prevalence of violence in the target localities focusing on GBV interventions (baseline and end-line data collected for comparison and analysis);
- 600 Roma men gain better understanding and demonstrate equitable attitudes and behaviours on gender equality;

The type, form and source of information collected is too different to be presented in a unified, comparable manner, but needs to be observed on the country/locality/case basis in order for the content and the entire process to be fully understood, correctly interpreted, adequately monitored, and consequently -interventions planned, implemented and closed cases reported about in an adequate manner.

(For example: not sure if the data sent by Ministry of Interior and Center for Social Work of Tuzla Canton presents cases transferred from one year into the next if not resolved, or whether one case is counted in/by both institutions, no details provided in official data submitted to partners).

Recommended Action: If possible, to have partner organizations from target countries working on this topic get together to agree and develop a simple check-list of relevant data, in what form, from whom

will be requested and collected, how often etc. They could be like a project GBV group that are in touch via skype/e-mail to motivate and inspire each other on how to address problems they face, how to engage inter-sectoral groups/coalitions/networks for help, to maybe identify similar problems as a regional advocacy theme or similar.

| Organization Country | Location | Info on # and Type of Cases, Interventions and Solved Cases | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|--|----------|----|---|---|----------|----|---|---|----------|---|---|---|--------|----|---|---|----------|----|---|---|----------------|---|---|---|-----------|----|---|---|---------------|------------|-----------|----------|
| BiH Better Future + Roma Girl – Community Grant | Tuzla, Sarajevo Prnjavor, Vukosavlje | <p><u>For Tuzla/Tuzla Canton:</u> Registered cases of violence against women (Center for Social Work for 2015) = 143 Registered cases of violence against women (Center for Social Work for 2016) = 109 Ministry of Interior: differentiate women as perpetrators of criminal acts and women as victims of criminal acts, where there is no breakdown of data on violence = 747 (2015) ; 649 (until Oct 2016) <u>City of Sarajevo (data from Police Admin Dpt.Sarajevo) for GBV cases only</u> 2015: 29 cases reported (F 25/M 4), with 3 Roma women included 2016: 28 cases reported (F27/M1), no Roma</p> <p><u>Republic of Srpska Entity:</u> For the first time in 2014 the data on implementation of the Protocol of Procedure in case of domestic violence was collected and presented. Based on the Ministry of Interior of Republic of Srpska, a total # of victims of domestic violence¹¹ was 1467 (1000 or 68.3% female + 465 or 31.7% male), including 128 children (68 boys and 60 girls) and two boys with disability. Main type reported was physical violence. There is no data from Sarajevo. *Note: No info on following processes, interventions undertaken by different actors involved or solved cases.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Serbia Bibija + RWC Veliki Crljeni | seven locations | <p><u>Place – Reported - Interventions* - Solved</u></p> <table border="1"> <tbody> <tr> <td>Kijevo</td> <td>35</td> <td>2</td> <td>0</td> </tr> <tr> <td>Zvezdara</td> <td>19</td> <td>8</td> <td>0</td> </tr> <tr> <td>Cukarica</td> <td>9</td> <td>0</td> <td>0</td> </tr> <tr> <td>Resnik</td> <td>12</td> <td>0</td> <td>0</td> </tr> <tr> <td>Rakovica</td> <td>23</td> <td>1</td> <td>0</td> </tr> <tr> <td>Veliki Crljeni</td> <td>6</td> <td>0</td> <td>0</td> </tr> <tr> <td>Lazarevac</td> <td>26</td> <td>0</td> <td>0</td> </tr> <tr> <td>Total:</td> <td>126</td> <td>11</td> <td>0</td> </tr> </tbody> </table> <p>Long procedures, data on solved cases for 2013 and first half of 2014: 60% of started procedures was closed. Although most cases end up with the verdict, the penalty is the probation sentence. *Note: the number of women accommodated in Shelters, data from May 2016</p> | Kijevo | 35 | 2 | 0 | Zvezdara | 19 | 8 | 0 | Cukarica | 9 | 0 | 0 | Resnik | 12 | 0 | 0 | Rakovica | 23 | 1 | 0 | Veliki Crljeni | 6 | 0 | 0 | Lazarevac | 26 | 0 | 0 | Total: | 126 | 11 | 0 |
| Kijevo | 35 | 2 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Zvezdara | 19 | 8 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cukarica | 9 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Resnik | 12 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Rakovica | 23 | 1 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Veliki Crljeni | 6 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Lazarevac | 26 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total: | 126 | 11 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Montenegro CRI (keeps its own records through the OAK funded project) Montenergin Women’s Lobby + | Niksic Podgorica Berane Podgorica Niksic Berane | <p>RAE Network FIRST is focused on monitoring, collecting data about and assisting in cases of domestic violence and early forced and arranged marriages as well as on raising awareness of the RE community. Based on data collected from government institutions and NGOs there were 18 cases of such marriages registered in 2015 and first 2 months of 2016. Six of those cases had been reported by local/community coordinators and the rest by community members.</p> <p>Arranged Marriages: 4 interventions in 2015 + 2 in 2016; Five girls were accommodated in the Shelter for Trafficking Victims, after the assistance 3 were returned to their families, 1 went back to her husband and 1 was put into a</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

¹¹ Please note terminology ‘victim of violence’ is being used by all government institutions, the feminist and human rights civil society organizations instead of using more empowered term ‘survivor’

| | | |
|----------|--|------------------|
| CRI+ROSE | | Children's Home. |
|----------|--|------------------|

5) Adult and Young Roma/Egyptian Men Taking Part in FAIR II (or planned to be engaged)

LF Indicator: 600 Roma men gain better understanding and demonstrate equitable attitudes and behaviours on gender equality

At 19 locations Roma adult and young men will be targeted in different ways and engaged in learning about all types of violence, health consequences of violence, gender equality and new, healthier and more functional attitudes and behaviors. The targeted locations are home to **6400 Roma men**; about **1500** of them will be included into project interventions or **23% of the total male population (adults and youth)**.

| BiH | | | |
|---|--|--|--|
| Grant/Organization | Place of Activity | Total # of Roma Adult and Young Men | # of Roma Adult –Young Roma you will involve (% of the total) |
| Better Future, Community Grant | Tuzla, Sarajevo, Prnjavor and Vukosavlje | 2500 | 1390 (55.6%) |
| Topics and Type of Activities: Research, educational workshops, promo-material production and distribution | | | |
| Serbia | | | |
| Grant/Organization | Location | Total # of Roma Adult and Young Men | # of Roma Adult –Young Roma you will involve (% of the total) |
| 'Report Violence, Stop Violence' Bibija + RWC Veliki Crljeni and Legal Scanner | 7 Roma settlements | 1100 | 60 (5.5%) |
| Topics and Type of Activities: Two projects targeting same population in same locations, with different topics (GBV, partners violence, gender equality + general health and consequences of GBV) | | | |
| Romani Cikna | Krusevac, Lazarevac | 1570 | 368 (23%) |
| Topics and Type of Activities: Training and workshops. | | | |
| Montenegro | | | |
| Grant/Organization | Place of Activity | Total # of Roma Adult and Young Men | # of Roma Adult –Young Roma you will involve (% of the total) |
| CRI 'Education Without Violence' | Niksic, Podgorica, Berane | 300 | 200 (66%) |
| Topics and Type of Activities: Peer violence and value of education, for RE girls in particular will be addressed through workshops, debates, forum theatre performances; | | | |
| Montenegrin Women's Lobby + CRI + NGO ROSE 'Together for Inclusion of Roma Girls' | Podgorica, Niksic, Berane | 1000 | 200 (or 20%) |
| Topics and Type of Activities: Educational workshops on GBV: arranged marriages; football tournament. | | | |

6) Young Roma Men Engaged as Peer Educators (or planned to be engaged)

LF Indicator: From the 18 young Roma men trained as community peer educators on GBV, health, gender equality, at least 80% work as community peer educators;

The project will engage a total of **34 peer-educators**, 23 in BiH, 7 in Serbia and 4 in Montenegro, which should by any means ensure that by the end at least 15 of them (80%) will remain actively engaged in the target communities.

| Community Grants Organizations | Place of Activity | # | Age, Education, Relevant Experience |
|---|--|----|---|
| BiH: 2 Community Grants; 4 Organizations; 6 main locations; 23 peer educators planned to be trained and engaged. | | | |
| Better Future + Roma Girl | Tuzla, Prnjavor, Vukosavlje, Sarajevo | 3 | Roma young women and men |
| Otaharin + Be My Friend | Bijeljina and Visoko | 20 | Active youth |
| Serbia: 3 Community Grants; 4 Organizations; 8 main locations; 7 peer educators planned to be trained and engaged | | | |
| Bibija + Roma Women's Center Veliki Crljeni, Lazarevac | 7 Roma settlements in the following Belgrade Municipalities: Kijevo, Zvezdara, Cukarica, Resnik, Rakovica, Lazarevac (+ Community of Veliki Crljeni) | 2 | 18-29 High school student or finished high-school |
| Romani Cikna, Krusevac + Roma Women's Center Veliki Crljeni, Lazarevac | Krusevac, Lazarevac | 3 | Young people active in community |
| 'Legal Scanner + Roma Women's Center Veliki Crljeni, Lazarevac | Zemun, Zvezdara, Cukarica | 2 | Up to 30 years of age, Higher education, youth activist |
| Montenegro: 2 Community Grants; 3 Organizations; 3 main locations; 4 peer educators planned to be trained and engaged. | | | |
| CRI | Niksic | 1 | Young RE women and men active in community |
| Women's Lobby | Podgorica | 2 | |
| NGO ROSE | Berane | 1 | |
| Total: 7 Community Grants/ 11 organizations | 17 locations | 34 | |

ER2: Local inter-sectoral coordination mechanisms involving CSO and institutional stakeholders are established and strengthened to support the social inclusion of Roma communities.

As the structures on local level are key for delivering social, educational and health services and support in a coordinated manner in RAE communities, the project, in addition to supporting local NGOs (ER1) relies on the so called **inter-sectoral commissions, local coordination mechanism** formed during the former FAIR project and will be further developed under this action. These coordination bodies involve schools, municipal representatives, health providers, police, civil society members, that come together to discuss challenges, joint actions and coordination needed. Under the FAIR II project these inter-sectoral commissions will be supported, stronger cooperation enhanced and their operations evaluated. To fulfill these aims, an initial assessment was made to track the status quo on the extent of coordination on the local level¹². The assessment first indicated that in some cases the local authorities had to be convinced of the advantages of participating in the local coordination mechanisms, but the project works towards strengthening the cooperation and if feasible formalizing it. In Montenegro six Memorandums of Understanding (MoUs) have been already signed with local authorities and in BiH the process has been initiated.

1) Locations where inter-sectoral mechanisms (ISM) are in place or plan to be established during FAIR II; the make-up of those committees/groups/commissions; Action Plans for their work:

LF Indicators:

- Number and type of solved cases as a result of inter-sectoral committees (ISC) established and action plans developed in at least 9 localities with the participation of local CBOs, schools, health and social service providers and police departments;
- Of the 9 primary and secondary schools, social and health service providers, police departments in 9 Roma communities participating in multi-sectoral coordination mechanisms, 100% implement at least two gender and Roma-responsive actions in their respective institutions

There is a total of 4 functional inter-sectoral groups in BiH consisting of 39 members, representatives of Roma and non-Roma NGOs and relevant government institutions (police, social work, health, schools etc.). An external assessment has been conducted and the annual Action Plan for the one in Tuzla developed. In Montenegro there is one group in Berane that is planned to be reactivated and put in function. In Serbia, there was no need to established parallel groups by the project due to the fact that they already exist in the local government system (pls. see ER3/4). However, during FAIR II Serbia partners will take part in the work of five of such groups, active in three towns. That would be a total of the expected 9 locations.

Recommended Action: In order to be able to meet the expected outcome, the partner organizations/members coordinating the work of these groups, or taking part in them, should finish as soon as possible the nomination and have Memorandums of Understanding signed (then update the table below with names of all the members), develop ISCs annual plan of work, have regular meetings and keep meeting minutes that are shared with all the members in a timely manner. Monitoring of individual cases and interventions should be well described and reported about. Interventions by Inter-sectoral mechanism members and hopefully successful solving cases could be a good source of ideas/need for advocacy initiative and case studies/good practice examples to be shared with the public locally, nationally and among the project partners in other countries.

¹² The following towns were covered: Nikšić, Podgorica and Berane (Montenegro); Visoko, Bijeljina, Prnjavor and Tuzla (BiH); Šabac, Kruševac, Požarevac and Belgrade with four municipalities (Čukarica, Zemun, Zvezdara i Lazarevac) in Serbia.

Breakdown per country:

BiH (4 ISM)

| | |
|---|--|
| Place: Town of Tuzla Name of the Mechanism (Commission/Group): Inter-sectoral Commission for Cooperation on Education, Health and Social Protection and prevention of violence | |
| Institutions/Organiz. Involved – Members (8) | Action Plan/Work Plan: Yes Names of Individual Members |
| Association Better Future of Tuzla, Public Health Institute of Tuzla Canton (TC), Ministry of Health of TC, Ministry of Interior of TC, Ministry of Labor and Social Policy of the TC, Employment Bureau of Tuzla, Primary School Mejdan, Primary School Mihatovici | Representatives of Institutions have not been appointed yet. |
| Comments: None | |

| | |
|--|--|
| Place: Prnjavor Name of the Mechanism (Commission/Group): Inter-sectoral Commission for Cooperation on Education, Health and Social Protection and prevention of violence | |
| Institutions/Organiz. Involved -Members (8) | Action Plan/Work No Names of Individual Members |
| Center for Social Work, Municipality, Mental Health Center, Ministry of Interior, Family Team from the Health Center, Employment Bureau, Schools, Roma Girl NGO representatives | Center for Social Work: Ms. Natasa Ciric Municipality: Ms. Danka Devic Mental Health Center: Ms. Sanja Durutka Ministry of Interior: Mr. Zeljko Jokic Family Team from the Health Clinique: ? Employment Bureau: Mr. Nikola Ruzicic High-Schools: Mr. Dragoslav Ninkovic Roma Girl NGO representatives: MS. Snjezana Mirkovic and Mediator: Mr. Miso Mirkovic |
| Comments: None | |

| | |
|---|---|
| Place: Bijeljina Name of the Mechanism (Commission/Group): Working group for Security and Safety of Children (up to 18 years of age) since 2014 | |
| Institutions/Organiz. Involved-Members (9) | Action Plan/Work Plan: No Names of Individual Members |
| Administration of the Town of Bijeljina; Center for Social Work, Bijeljina (Coordinating the work of the group); Health Center; Town District Attorney; Basic Court; Border Police of BiH Bijeljina Office; Bijeljina Primary School Principles Group; Center for Free Legal Assistance, Women Association 'Roma Women', 'Otaharin' | ? |

| | |
|--|---|
| Place: Visoko Name of the Mechanism (Commission/Group): Inter-sectoral Commission for Monitoring Education of Roma children , since 2013 | |
| Institutions/Organiz. Involved – Members (14) | Action Plan/Work Plan: No Names of Individual Members |
| 'Be My Friend'; Municipality Visoko –Social Services Department; Parliamentary representative Ms. Melina Ugarak, Primary Schools: Safet Beg Bašagić, Musa Ćazim Ćatić, Kulin Ban, Mula Mustafa Baskesija Done Moste, Gymnasium VISOKO, Medical High School | ? |

| | |
|---|--|
| Hasim Šabanić, Health Center Visoko, Center for Social Work Visoko, Public Administration for Preschool Education, Visoko, Public Administration for Employment of Zenica-Doboj Canton, Association Damar Omladine of Visoko. | |
|---|--|

Serbia:

There are 11 local mechanisms existing in the towns of Krusevac, Lazarevac and Municipalities of Belgrade, but these are the local government councils or commissions, not the inter-sectoral groups established and coordinated through FAIR project by Bibija. (Please see ER3/4 for those details)

FAIR II will have representatives in and will be working in/through the following local mechanisms:

- City of Belgrade – Health Council
- City of Belgrade, Zvezdara Municipality – Gender Equality Commission
- Town of Lazarevac – Education Council
- Town of Kruševac – Gender equality Commission
- Town of Kruševac – Inter-sectoral Team for providing assistance to Roma/Roma women social inclusion

Montenegro: None yet but one in Berane is planned to be established during FAIR II

| | |
|---|---|
| Place: Berane | |
| Name of the Mechanism (Commission/Group): Informal Commission | |
| Institutions/Organiz. Involved – Potential Members (at least 7 planned to be included) | Action Plan/Work Plan: No Names of Individual Members |
| CRI and NGO ROSE from Berane will contact and invite representative of the Secretariat for Social Activities, Center for Social Work , Police Administration in Berane, Roma, non-Roma CSOs and the primary school ‘Radomir Mitrovic’ | Not appointed yet. |
| Comments: None | |

2) Information of the Community Mediators Engaged/Planned during FAIR II

LF Indicator: From the 15 community mediators trained, at least 60% (9) assume their role as coordinators in the fields of education, health and GBV interventions

At 23 locations, the 9 mediators have assumed their roles, 6 being female and 3 male. The age range is 20-50.

Recommended Action: To form within the project a working group – to enable mediators to communicate with each other, regionally (via skype, mail, but also in person when possible) to exchange experiences and learn from each other. Some successful examples of community interventions could be shared and maybe used as model for the others/similar cases/situations – if exchange visits an option, they could visit each others’ communities and act as quests or observers.

| Country | Name/Org | F-M/Age | Are of Expertize | Work Location |
|--------------------|--------------------------------|----------------|--------------------------------|--|
| BiH | 1. Snjezana Vasic | F – 39 | Health, Education, Violence | Sarajevo (Gorica, Novopazarska and Dolac Malta) |
| | 2. Denis Mujic | M – 24 | Health, Education, Violence | Tuzla (Kiseljak, Crvene njive, Mihatovici, Ljubace, Bukinje, Pasci) |
| | 3. Miso Mirkovic | M – 46 | Health, Education, Violence | Prnjavor i Vukosavlje (Modricki Lug, Doline, Babanovci, Tarac) |
| Serbia | 1. Dejan Mitrovic, Belgrade | M – 43 | Health, Education, Violence | Roma settlements in 5 Municipalities of:Kijevo, Zvezdara, Cukarica, Resnik, Rakovica |
| | 2. Maja Vasic, Lazarevac | F – 26 | Health, Education, Violence | Roma settlements Veliki Crljeni in Lazarevac and Belgrade Municipalities of Zvezdara, Cukarica, Zemun and Resnik |
| | 3. Jasmina Todorovic, Krusevac | F - 30 | Health, Education, Violence | Krusevac |
| Monte-negro | 1. Sadona Delija, CRI | F -20 | Violence prevention, Education | Niksic |
| | 2. Vera Nakic, CRI | F - 50 | Violence prevention, Education | Podgorica |
| | 3. Zena Dubovic, CRI | F - 40 | Violence prevention, Education | Berane |
| Total: | 9 | 6 F+3 M | All topics covered | 23 Locations |

ER3: National networks of Roma and non-Roma women organizations are capacitated to influence and monitor implementation of policies related to Roma women’s rights and gender equality on local and national levels and actively engage into accountability mechanisms.

Through FAIR Coalitions were established with other Roma and non – Roma organizations in order to jointly advocate for the rights of the Roma and Egyptian communities and to join forces to mainstream this mission towards the majority population. In FAIR II the assessments of the work of networks and coalitions has been carried out by external professionals in order to re-organize and re-structure based on the members interest, motivation and capacities as well as to establish a clear strategy for the next period.

1) Make up of Coalitions and Networks:

A total of twenty two members make the Coalitions in three target countries, committed to improve policies and awareness on needs and challenges Roma, Ashkali and Egyptian communities are facing, presenting a mix of Roma women/Roma and non-Roma CSOs, individual representatives, Roma women networks and government representatives.

BiH: To avoid parallel informal coalitions/networks Better Future in cooperation with other previous coalition members has decided to implement FAIR II through Women Roma Network ‘Success’ and to

include non-Roma organizations into the activities and efforts. It consists of **10 members**, 8 Roma and 2 non-Roma organizations/individual representatives. The Network produced the Assessment, the Strategy 2016-2019 as well as the Network's Media Strategy.

Serbia: Based on the areas of engagement of FAIR II project, the Serbian coalition consists of **4 organizations**, 3 being Roma and 1 non-Roma organization. They are active in areas of education, health and prevention of violence against women in families and partner relationships. Assessment and Strategic plan have been done for the Serbian Roma Women Network. The network consists of thirty women Roma organizations and activists.

Montenegro: The Coalition consists of **7 members**, 3 being Roma Women NGOs, 1 of them representing the Roma and Egyptian Women Network 'The First' (a Network consisting of individual Roma women representatives from five towns in Montenegro), 1 a non-Roma NGO, and 3 are government institutions. A three-year Coalition Strategic Plan has been developed (2017-2019).

Table3: Overview of CBOs forming Coalition/Network supported by FAIR II

| Country | Local partner in lead | Coalition member Roma CSO - locality | Coalition member Non-Roma CSO/Public Institution |
|------------------------|-----------------------------|--|---|
| Bosnia and Herzegovina | Better Future | "Better future" - Tuzla | Citizens Association for the Promotion of Education of Roma OTAHARIN - Bjeljina |
| | | "Roma girl" - Prnjavor | Foundation CURE - Sarajevo |
| | | Center for Mothers "Hope" - Kakanj | |
| | | Center for Mothers "Consolation" - Zenica | |
| | | "Roma Youth" - Vitez | |
| | | Youth Roma Initiative "Be My Friend" - Visoko | |
| | | Snježana Vasić - Sarajevo | |
| | | Hava Ramić - Bosanska Krupa | |
| Serbia | Bibija | Bibija - Belgrade | Law Scanner - Belgrade |
| | | Romani cikna - Kruševac | |
| | | Roma Women's Center Veliki Crljeni - Lazarevac | |
| Montenegro | Center for Roma Initiatives | Center for Roma Initiatives - Nikšić | Police Department - Nikšić |
| | | Women REA Network FIRST - Podgorica - Nikšić – Berane – Ulcinj – Herceg Novi | Center for Social Work - Nikšić |
| | | NGO Rose - Berane | Institute for Public Health - Podgorica |
| | | | MNE Women's Lobby - Podgorica |

2) Main Assessment Findings/Gaps and Strategy Plans' Key Directions:

LF Indicator: Strategies/annual action plans and sustainability plans in each target country developed for each network/coalition targeted by the project

BiH: The assessment indicated that Roma NGOs, in order to professionalize and to become builders of a Roma movement, need:

- A stable core staff of good quality and willingness and openness for change and development.
- Ownership for the concept of movement building and an intrinsically belief in the importance of a grassroots Roma movement.
- A long term investment and support. Bringing the organizations to a higher level is a slow process which needs structural support taking the local context into account.
- There is always the danger that the involved leaders start to compete for positions and resources. That is the why the networks need "core organizations" which can act as a Secretariat, driving and neutral force for creating trust and common agendas. When a Secretariat is in place, as it is now in the Network, there is need for further support by other members.
- For grassroots leaders it is difficult to bring the Network to a higher professional level and to make it sustainable. For this, leaders are needed with a higher education and used to work in a professional situation.
- There is also a need to engage more youth into the organizations and Network per se. Young people have a better understanding of the importance of networks and movement building.

The Strategic plan 2016 – 2019 has following main aims: permanent capacity building WRN "Success", enhancing financial sustainability, development and improvement of partnership structure, enhanced political participation of Roma women, joint advocacy activities, preservation of Roma tradition, language and culture, research.

Due to lack of official data on Roma children in schools, members of the network agreed on **gathering data on education of Roma** since 2013 to 2016, to create a data base including information on the real number of children in schools, high schools and drop outs.

Serbia: Issues causing obstacles in work of the Network recognized by the assessment are in political-legal (change of government) and economic context (unemployment and growing poverty). Following objectives were agreed under the strategic plan 2016-2020:

- Changing gender patterns within the Roma family and community.
- Reduction of stereotypes, prejudices, discrimination and violence against Roma women.
- Impact on public policies, especially those relating to European integration.
- Improving the rights of minorities and women and Capacity building of the members.

Assessment also recognized the strengths of the Serbian network as they organized 600 workshops, produced 2 alternative reports on the human rights of Roma women in Serbia CEDAW and influenced improvements on Strategy for improvement of status of Roma men and women. Members of the network have been recognized by the Coordination Body for Gender Equality in Serbia, as they participated in development of their Action Plan

Montenegro: The assessment identified multiple obstacles: unclear division of roles, lack of management skills and resources for running the network and lack of office space. Based on the assessment, CRI took steps in change of the management structure of the network. A new plan of activities has been created and implemented timely;

Future planned activities are:

- Strengthening the capacities of network members.
- Creating an advocacy strategy.
- Establishment of regular information exchange with similar networks from the region.
- Raising awareness of relevant stakeholders for proper implementation of the Strategy for improvement of position of Roma and Egyptians.
- Establishment of a strategy for network financing.
- Within the project “Joint combat of gender-based violence and arranged children marriages in Roma and Egyptian communities in Montenegro” implemented by CRI with support of OAK foundation, 20.000 USD has been allocated for the work of the network “FIRST” creating conditions for independence and higher efficiency through capacity building.

3) Existence of Roma/Roma Women Rights and Inclusion Related documents (National and Local Strategies and Action Plans) and Partners/Coalition/Network members engaged in Monitoring of Policies/Convention implementation

LF Indicator:

- # of newly drafted/adopted national strategies/action plans reflecting gender and Roma inclusion as a result of FAIR II partner engagement
- Number of municipality action plans/ budgets reflecting Roma and gender responsiveness

BiH:

| Document/Period covered | Biggest Gaps in Implementation up to now? | What do you think could be improved over the project period? |
|--|---|--|
| EU Level: | | |
| European Convention on Human Rights (CEDAW? Istanbul Convention?) | Over the last year: Improvements of the legal framework in the segment of protection of human rights protection of vulnerable groups –in many segments new and revised acts adopted. Gap: Problems in the aligning of BiH with the International legal standards. | Alignment of BiH Laws with the International legal standards and monitor the implementation through joint advocacy and monitoring from CSOs. |
| National Level: | | |
| Law on Protection of members of National Minorities in BiH (2003) | That Law together with the Entity laws determine minorities as groups not belonging to any of the three main peoples/national entities | Problems like lack of data on Roma (#, education level, unemployment, housing needs and other demographic data will be overcome with realization of the Registration Program and establishment of the BiH Roma database. |
| Gender Equality Law BiH and Law on Domestic Violence Prevention-Entity Level | Lack of knowledge about the law and awareness on the subject matter; Questionable implementation quality | Promotion of the laws and education of government representatives and target population would ensure a better implementation quality as well as a better usage of protection mechanisms in place at the local level (operationalization of the laws) |
| BiH Roma Strategy, National | BiH joined the Roma Decade in 2008 | Strategy and existing NAPs need to be |

| | | |
|---|--|--|
| Action Plans for Roma for Employment, Housing, Health protection and Education | and at the beginning of 2009 established Action Plans' monitoring and implementation mechanism. | revised. To insist on the gender lens while doing so. Establish functional implementation monitoring mechanisms Operationalize these mechanisms on the local level where not done yet. |
| Working groups in three towns (?) | Division of responsibilities not defined, no timeline, no budget allocations. More a Wish List than a responsibility. | Lobby jointly to have the Memorandums signed. |
| Ministry of Safety | Division of responsibilities not defined, no timeline, no budget allocations. More a Wish List than a responsibility. | Lobby jointly to have the Memorandums signed. |
| Local Level: | | |
| Social Inclusion Policy, Town of Tuzla | Representatives of Better Future invited to take part in the Action Plan development 2017-2018 | ? What needs to be changed/improved? |
| Town of Tuzla Budget | Lack of Indicators Housing not included since the international community is already funding that aspect (EU funds). | The town of Tuzla budget for 2016 did not allocate funds in amount of 40.000 KM for Action Plan implementation but reallocated into the budget code: Assistance to Roma. Better Future and other Roma CSOs have sent to the town authorities a suggestion to publish a Call for Proposals for Education of Roma/Roma Women (20.000 KM) and Social Program (Employment, Health) in the same amount of 20.000 KM |
| Local Action Plan of the Prnjavor Municipality | Lack of adequate implementation mechanisms | Establish adequate Prnjavor LAP implementation mechanisms. |
| Local Action Plan Visoko | Division of responsibilities not defined, no timeline, no budget allocations. More a Wish List than a responsibility. | Division of responsibility, implement LAP |
| Memorandums with relevant institutions (Centar za Social Work, Primary schools, Kindergardens, Protocol on Begging) | Division of responsibilities not defined, no timeline, no budget allocations. More a Wish List than a responsibility. | To lobby for MoUs to be signed, after being revised and updated. |

National level policies: The Board has already launched the initiative for development of a new **Strategy for Addressing Roma Inclusion**, since the current is not gender sensitive nor it is acceptable for Roma population. There is still no exact information on when this initiative is to be started.

According to the schedule of the Ministry of Human Rights and Refugees of BiH and the Council of Ministers for year 2016 a revision of the **Action Plans in areas of health, employment, housing and education for 2017-2020 is foreseen**. There will be three expert working groups, where also representative Roma NGOs will participate.

Local Action Plans of Roma inclusion: Through CARE's EU funded project 'Active Participation of Roma Inclusion' designed to enhance cooperation between Roma representatives and representatives of institutions on local levels four Local Action Plans have been designed and adopted in Travnik, Donji Vakuf, Prnjavor and Bijeljina. There is also a declared interest of local authorities for development of LAP in Tuzla.

Direct Engagement in Monitoring of Policies/Conventions Implementation:

1. **CEDAW: Indira Bajramovic on behalf of Better Future:** Took part in a workshop Alternative CEDAW Report development where the following recommendations were brought: integrate in the existing Strategy measures focused at improving the status of vulnerable/marginalized women; ensure funding from the budget for implementation of the planned measures; in the existing Strategies and policies include sexual orientation and gender identity; add a group of single mothers and expand the section of 'worrying' on the issue of infrastructure and social protection too. Indira Bajramovic included into the Marginalized Women working group.
2. **Roma National Action Plan (NAP): Indira Bajramovic representing -Better Future & members of the Roma Women Network 'Success'/Coalition:** Until 2015 BiH Government had budgeted 2.8mil KM (about 1.4mil EUR) for Roma Action Plans' implementation. The Minister of Human Rights and Refugees has reduced it for 2016 to 2.185 mil KM (the rest being reallocated for refugees and the displaced, single mothers, disabled and other national minorities, which was not welcome by the Roma representatives. Also, the Federal Government and several Cantonal government budgets funds as assistance for employment and self-employment of Roma/Roma women. The Roma community is not satisfied with the methodology applied for AP implementation and based on the initiative of the Roma Committee and with support of the mentioned Ministry new Roma Action Plans for Health, Employment, Housing and Education will be developed.
3. **Strategy for Improvement of the Status of Roma, Indira Bajramovic representing Roma Committee:** Roma Committee initiated a development of the new Strategy for resolving Roma men and women issues since the current one is not gender sensitive and as such is not acceptable to the Roma community. Still no date on when exactly this process will start. The Ministry of Human Rights and Refugees stated that a new Strategy for all national minorities is being developed and that a separate one for Roma/Roma women is not needed. The Roma Committee insisted on either a new one for Roma population or a revision of the current one. The Committee intends to form a team that will identify and make a list of strategic objectives and suggestions – beside experts, Roma NGO representatives will also be included in the process.
4. **Report on BiH Gender Action Plan implementation for period 2013- 2017, OCD BiH:** A new approach toward development of a new federal law on Protection of Families with Children is being supported. It should treat in a specific manner maternity compensations in the Federation of BiH and plans the establishment of a Federal Fund that would make the financing of unemployed mothers.

Serbia:

| Document/Period covered | Biggest Gaps in Implementation up to now? | What do you think could be improved over the project period? |
|---|---|---|
| <i>EU Level:</i> | | |
| <ul style="list-style-type: none"> • European Framework for National Roma Integration Strategies until 2020 • 10 Common Basic | <ul style="list-style-type: none"> • not fully implemented | <ul style="list-style-type: none"> • Tighter cooperation of EU member states and the Western Balkans countries in creating conditions for a sustainable solution of the Roma |

| | | |
|---|---|--|
| Principles of Roma Inclusion | <ul style="list-style-type: none"> not fully implemented | communities |
| CEDAW ¹³ | <ul style="list-style-type: none"> Recommendations and Conclusions of the CEDAW Committee not applied | <ul style="list-style-type: none"> To establish a monitoring system for CEDAW key observations and recommendations implementation/application Define and apply a quality standard for data collection and reporting; |
| CAHVIO ¹⁴ – Istanbul Convention | <ul style="list-style-type: none"> Not incorporated into the national legal framework | <ul style="list-style-type: none"> Adoption of the Gender Equality Law Model developed by the Citizens' Protector |
| National Level: | | |
| Strategy for Social Inclusion of Roma Men and Women in the Republic of Serbia 2016-25 | <ul style="list-style-type: none"> No established management and responsibility mechanisms for Strategy application/implementation; No monitoring and evaluation mechanisms of defined measures The Action Plan with Budget not yet developed: | <ul style="list-style-type: none"> Action Plan development with a precise annual budget and tentative budget for the following 2 years Develop a mechanism/Strategy management body Define measurable monitoring indicators |
| Local Level: | | |
| Local Action Plan for Roma – Belgrade City Municipality Zvezdara | <ul style="list-style-type: none"> Insufficiently budgeted CSOs not included enough not enough active projects | <ul style="list-style-type: none"> Advocating for establishment of mutual trust/network of trust between civil society and local government through project implementation; |
| Local Action Plan for Roma – Belgrade City Municipality Čukarica | <ul style="list-style-type: none"> Week gender dimension | <ul style="list-style-type: none"> Budgeting Define new indicators |
| Local Action Plan for Improvement of the Status of National Minorities –Town of Lazarevac | <ul style="list-style-type: none"> Insufficiently budgeted CSOs not included enough not enough active projects | <ul style="list-style-type: none"> Advocating for establishment of mutual trust/network of trust between civil society and local government through project implementation |
| Town of KRUŠEVAC- Strategy for Improvement of the Status of Roma | <ul style="list-style-type: none"> Insufficiently budgeted CSOs not included enough not enough active projects Week gender dimension in all segments In the Education segment early childhood development neglected | <ul style="list-style-type: none"> Action Plan development with a precise annual budget and tentative budget for the following 2 years Develop a mechanism/Strategy management body Define measurable monitoring indicators |
| Local Action Plan for Employment–City Municipality | <ul style="list-style-type: none"> Municipality not interested/not open for cooperation | <ul style="list-style-type: none"> Increase transparency of Municipality work |

¹³ **CEDAW**: *The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) is an international treaty adopted in 1979 by the United Nations*

¹⁴ **CAHVIO/Istanbul Convention**: *Ad Hoc Committee on Preventing and Combating Violence against Women and Domestic Violence*

| | | |
|----------|---|--|
| of Zemun | <ul style="list-style-type: none"> ● Local gov. bodies do not report on their work ● Lack of cooperation among local bodies | <ul style="list-style-type: none"> ● Advocate and put pressure on relevant bodies to publish/make available for public their reports ● Hold joint meetings of the organization and the local representatives |
|----------|---|--|

National level policies: Taken into consideration that in the context of the EU integration of Republic of Serbia progress on Roma inclusion has a high priority, based on the request of the European Union, in March 2016 **the Strategy for Social Inclusion of Roma Men and Women in Republic of Serbia 2016 – 2025¹⁵ was adopted.** The Strategy has been developed by an expert group together with an inter-ministerial group, where BIBIJA, our main partner was also participating. The aim is to intensify work of institutions on national and local level regarding social inclusion of Roma men and women and combat discrimination. The new Strategy has **5 target areas: Education, Health, Employment, Housing, Social Protection while Gender Equality and Cultural Identity are cross cutting topics.** Even though gender equality should be a part of every document, **measures related to gender have not been successfully incorporated** besides attempting to introduce gender language and some minor measures (mostly in the areas of education and health policy). The novelty brought by the new Strategy relates to the focus placed on the local level. For now we know that the mechanisms for monitoring and collecting data will improve - gender sensitive statistics will be set up, which is a good start, but it is only a basic step to promote gender equality. BIBIJA will seek to influence the creation of indicators, but will primarily focus efforts related to the budget creation. The related action plan is yet to be prepared.

Besides the Strategy for Social Inclusion of Roma Men and Women in Republic of Serbia 2016 – 2025, the **Strategy for Gender Equality and accompanying National Action Plan for 2016 – 2017 has been adopted.** BIBIJA participated also in the design of this document. Unfortunately, **neither of these two documents assesses the situation of Roma women** (except that the Roma are mentioned in the enumeration of vulnerable groups) nor proposes concrete measures to improve the situation of Roma women in certain areas – there are two measures aimed at them, namely: *2.1.4. Support for young and teenage mothers and 2.3.4. To promote female social entrepreneurship in rural and urban areas - initiative for determination of quotas for women in programs for funding and incentives for social enterprises, particularly for women belonging to vulnerable groups.* Important measure for this project is: *2.2.4. To ensure the participation of women, including members of vulnerable groups and/or their representative organizations, in the process of creating, implementing and monitoring of policies at all levels and in all fields.* Strategic documents in other sectors (in the area of employment and social protection) mention the Roma community only declaratively (and some women in particular), but do not list any concrete measures and activities for implementation.

Local Action Plans (LAPs): At this moment out of 164 municipalities about 70 municipalities have adopted LAP which are mainly focusing on 4 priority areas. Unfortunately, most of the LAPs are not budgeted. Out of 70 LAPs only 14 ¹⁶ have a special area on “status of women”, which is also the least budgeted one. Measures related to health and reproductive health have received the highest budget allocation. 20 municipalities used IPA 2012 funds in total amounting to 5 million Euros, which were invested in the development of local initiatives based on mobile teams consisting of pedagogical assistants, Roma health mediators, local Roma coordinators and representatives of Centers for Social

¹⁵ <http://www.minrzs.gov.rs/cir/aktuelno/item/4874-strategiju-za-socijalno-ukljucivanje-roma-i-romkinja-u-republici-srbiji-za-period-od-2016-do-2025-godine>

¹⁶ Bibija – Women's Roma Center which has been actively involved in advocating development of LAPs in Serbia. Also, their activities are focused on women's rights in general with special focus on Roma women.

Work and Employment Service. The practice is that once a strategic document is budgeted it remains budgeted in the next year. The decision on who is implementing LAPs is quite often brought through public calls for application with projects by NGOs which is not considered a good practice, since implementation of LAPs should be mainstreamed and not implemented through projects. LAPs are still dependent on short-term projects and donors.

Situation on LAPs in towns in which coalition members are registered and active:

Kruševac adopted a new Strategy for Improvement of Status of Roma 2015 – 2020 and an Action plan for its implementation. The AP does not include any special measures for Roma women, and it is oriented on areas of education, employment, housing and health of Roma population. Only some of the activities are budgeted.

Lazarevac is currently revising its LAP with its 7 areas, including status of Roma women. Considering that election campaign is ongoing it is most probable that the new local government will continue with the revision.

Belgrade has 17 city municipalities out of which in 7 biggest municipalities live the majority of the Roma population. These 7 city municipalities adopted strategic documents that have the aim of improving the status of Roma communities. Status of women is included in three of them (Zvezdara, Lazarevac, Sarajevo).

Direct Engagement in Monitoring of Policies/Conventions Implementation:

1. **CEDAW –Bibija:** Data collection, report development, presenting the report findings to the Committee
2. **EU Progress Report –Bibija:** Intervention presentation to the EU Delegation Belgrade-Brussels
3. **CoE Framework Convention on National Minority Rights – Bibija:** Data collection, report development, presenting the report findings to the Committee

Montenegro:

| Document/Period covered | Biggest Gaps in Implementation up to now? | What do you think could be improved over the project period? |
|--|---|---|
| EU Level: | | |
| Istanbul Convention, 2011 | In the part on child's and arranged marriages there is a lack of Penal Code application that refers to this Convention | Lobby for revision and update of the Law. |
| European Framework for National Roma Integration Strategies until 2020 | Montenegro will have a chance to apply this Strategy fully after becoming the EU member | Nothing |
| National Level: | | |
| Anti-trafficking Strategy 2012-2018 | Problem is with application of the Penal Code in the child and arranged marriages | Lobby for revision and update of the Law. |
| Domestic Violence Protection Strategy 2016-2020 | It has been implemented, too early to see the gaps. | Use legal mechanisms and raise awareness of the RE population. |
| Strategy for Improvement of the Status of Roma and Egyptians 2012-2016 | Resulted so far in concrete and significant actions and positive changes, still not sufficient to talk about a comprehensive, overall improvement of the status of RE | CRI actively involved in cooperation with the Ministry of minority rights. What is the plan for meeting gaps for the next period? |

| | | |
|---|--|---|
| | communities. | |
| Strategy for Social Inclusion of Roma and Egyptians in Montenegro 2016-2020 Constitution of Montenegro | Funding of NGOs that will in partnership with the Ministry of Human and Minority Rights work on implementation – not included The document does not explain how the Roma NGOs will be included without any financial means CRI has been recognized as a partner, but not as those who will be granted the Government budget for that very purpose. | CRI has had a chance to provide recommendations in the new Strategy development process. Will work on Strategy implementation/application monitoring. |
| Local Level: | | |
| Local Action Plans in Municipalities of Herceg Novi, Berane, Bijelo Polje (2013-2017), Ulcinj, Tivat, Kotor; za Nikšić je LAP expired in 2015 | Not updated and aligned with the new Strategy | |

National level policies: The policies of Montenegro, to some extent, recognize the importance of continuation of work which contributes to social integration of Roma and Egyptian population, which is confirmed by the development of the **Strategy for Social Inclusion of Roma and Egyptians in Montenegro 2016 – 2020**. (adopted during the first quarter of year 2016). The Strategy includes the following areas: **Housing, Education, Health, Legal Status, Employment, Social Status and Family Protection and Culture, Language and Identity**. The new Strategy does not recognize domestic violence as an individual area, but it is part of the section Social Status and Family Protection. For implementation of the Strategy and Action Plans the following institutions are responsible: Ministry of Human and Minority Rights, Ministry of Finance, Ministry of Internal Affairs, Ministry of Education, Ministry of Culture, Ministry of Work and Social Affairs, Ministry of Health, Ministry of Sustainable Development and Tourism, Employment Institute of Montenegro, Directorate for Refugees, Community of Municipalities, Office for Fight Against Trafficking in Human Beings. Community of Municipalities (local governments), Roma Council and non-governmental organizations will participate in activity implementation.

Local Action Plans: In 2014 **seven municipalities** (Herceg Novi, Berane, Bijelo Polje 2013 – 2017, Ulcinj, Tivat and Kotor) **adopted Local Action Plans for Roma and Egyptians**. Local representatives of Roma and Egyptian population participated in development of these local policies. **Nikšić municipality does not have LAP**, since the previous one expired in year 2015. A follow up is however expected.

Direct Engagement in Monitoring of Policies/Conventions Implementation:

CEDAW: Fana Delija and Fatima Naza (CRI): Provided comments on and recommendations for improvement of the Government Report.

4) Persons (Partner/Coalition/Network staff members) engaged in FAIR II that are members of local and national level advisory and decision making government groups/bodies

LF Indicator: # of Roma women/organizations represented in national-level advisory, policy or decision-making bodies

Regional Data Summarized:

| Country | # of persons engaged | # of committees/councils/groups | Per Type: # of Advisory (A) & # of Decis. Making (DM) | Per Level: # of National (N) & # of Local (L) |
|--------------|----------------------|---------------------------------|---|---|
| BiH | 10 | 19 | 14 A – 5 DM | 3 N – 16 L |
| Serbia | 6 | 9 | 9 A – 0 DM | 2 N – 7 L |
| Monenegro | 3 | 14 | 9 A -5 DM | 8 N - 6 L |
| TOTAL | 19 | 42 | 32 Advisory + 10 Decision Making | 13 National + 29 Local |

As per Country - BiH: A total of at least 10 persons are members of 19 government groups/bodies, 5 having a decision making and the rest advisory and/or coordinating function, 3 being at the national and the rest at the local levels (in 6 towns).

| # | Organization /person | Name of the Group/Committee | Type: Advisory (A)- Decis. Making (DM) | Level: National (N) - Local (L) |
|----|---------------------------------|---|---|--|
| 1 | Better Future/Indira Bajramović | Roma Committee with the Council of Ministers of BiH | A | N |
| 2 | Better Future/Indira Bajramović | Commission for needs assessment for financial support to Roma/Roma Women for employment and self-employment | DM | N |
| 3 | Better Future/Indira Bajramović | Inter-sectoral Commission for Prevention of Roma children drop-out from primary school/gender sensitive, Tuzla | A | L |
| 4 | Roma Girl/Snježana Mirković | Association of National Minorities of the Prnjavor Municipality | A | L |
| 5 | Roma Girl/Snježana Mirković | Working group for GBV Prevention, Prnjavor | A | L |
| 6 | Roma Girl/Snježana Mirković | Roma Committee with the Council of Ministers of BiH | A | N |
| 7 | Roma Girl/Snježana Mirković | Coordination Committee for Organization of National Minority Festival of the Prnjavor Municipality | A | L |
| 8 | Roma Girl /Snježana Mirković | President of a Political Party, Prnjavor | DM | L |
| 9 | Roma Girl/Mišo Mirković | Action Group of the ROMED Program, Prnjavor | A | L |
| 10 | Roma Girl/Nenad Jeličić | Working group for GBV Prevention, Prnjavor | A | L |
| 11 | Be My Friend /? | Working group for LAP implementation | Coordinating | L |
| 12 | Be My Friend/Melina Halilović | Roma Committee with the Council of Ministers of BiH | A | N |
| 13 | Be My Friend/Melina Halilović | Health Council of the Visoko Municipality | A | L |
| 14 | Be My Friend /Biserka Halilović | Group for Participatory Budgeting at Visoko | A | L |
| 15 | Be My Friend/Melina Halilović | Coordination body for intersectoral cooperation and protection of children, Visoko | A | L |
| 16 | Be My Friend /Aldijana Musli | Inter-sectoral Commission for Prevention of Roma children drop-out from primary school/gender sensitive, Visoko | A | L |
| 17 | Otaharin /Begzada Jovanović | Working group for begging prevention, | A & DM | L |

| | | | | |
|----|-----------------|--|--------------|---|
| | | Bljeljina | | |
| 18 | Be My Friend /? | Working group for LAP implementation | Coordinating | L |
| 19 | Be My Friend /? | Inter-sectoral Commission for Prevention of Roma children drop-out from education system | A & DM | L |
| 20 | Be My Friend /? | Children Protection Group | A | L |
| 21 | Otaharin/? | Working group for security of children in 3 locations, Živinice, Bijeljina and Brčko | Coordinating | L |
| 22 | Otaharin/? | Referral group for combating human trafficking | DM | N |

Serbia: A total of 6 persons are members of 9 government groups/bodies, 2 at the national and 7 at the local level (3 locations). Two out of 9 are working groups and all have the advisory role.

| # | Organization /person | Name of the Group/Committee | Type: Advisory (A)- Decis. Making (DM) | Level: National (N) - Local (L) |
|---|--|--|--|---------------------------------|
| 1 | Bibija/Slavica Vasic | Gender Equality Commission, City Municipality of Zvezdara | A | L |
| 2 | Bibija/Slavica Vasic | Commission for needs assessment for financial support to Roma/Roma Women for employment and self-employment | working group A | N |
| 3 | Bibija/Djurdjica Ergovic | Citizen Protector, Gender Equality Council | A | N |
| 4 | Legal Scanner/Marina Mijatovic | City of Belgrade Health Council | A | L |
| 5 | Romani Cikna/Slavica Rakic | Town of Krusevac Gender Equality Council | A | L |
| 6 | Romani Cikna/Slavica Rakic | Working group for Development and Implementation of Strategy for Improvement of the Status of Roma (Education and GBV- Violence against Women), Krusevac | working group A | L |
| 7 | Romani Cikna/Jasmina Todorovic | Inter-sectoral Team for Combating Violence Against Women, Krusevac | A | L |
| 8 | Roma Women Center Veliki Crljeni, Lazarevac/Slobodanka Vasic | Lazarevac Town Municipality, National Minorities Council | A | L |
| 9 | Roma Women Center Veliki Crljeni, Lazarevac/Slobodanka Vasic | Lazarevac Town Municipality, Local Community of Veliki Crljeni Council | A | L |

Montenegro: A total of 6 persons are members of 14 government groups/bodies, 5 having a decision making (or both advisory and decision making role) and the rest advisory and/or coordinating function, 8 being at the national and the rest at the local levels (in 4 towns).

| # | Organization /person | Name of the Group/Committee | Type: Advisory (A)- Decis. Making (DM) | Level: National (N) - Local (L) |
|---|----------------------|---|--|---------------------------------|
| 1 | CRI – Fana Delija | Gender Committee with the Montenegro National Assembly | A | N |
| 2 | CRI- Fana Delija | Working group for National Strategy for Improvement of Position of Roma and Egyptian/Women 2016-2020 | A | N |
| 3 | CRI- Fana Delija | Team for Support to the RE (Roma & Egyptian) Population | A & DM | N |
| 4 | CRI- Fana Delija | Multidisciplinary team for domestic violence | A & DM | L |
| 5 | CRI-Fana Delija | Team for improvement of situation of Roma and Egyptian in Podgorica for domestic violence prevention, begging and child | A & DM | N |

| | | | | |
|----|--|---|-----------------------|---|
| | | marriage | | |
| 6 | NGO Women's Network 'The First' - Eldina Kastrat | Team for monitoring of Local Action Plan for RE Integration in Berane Municipality | A | L |
| 7 | NGO Women's Network 'The First' - Vera Nakić | Team for RE Integration Support in Ulcinj | A | L |
| 8 | NGO Montenegrin Women's Lobby- Aida Petrović | Working group for monitoring of Human Trafficking Strategy 2012-2018 Implementation | A & DM and Monitoring | N |
| 9 | NVO Crnogorski ženski lobi- Aida Petrović | Coordinating body for monitoring of implementation of Cooperation Agreement on Anti-trafficking | A & DM and Monitoring | N |
| 10 | NGO Montenegrin Women's Lobby - Aida Petrović | Team for RE Integration Support in Podgorica | A & DM | L |
| 11 | NGO Montenegrin Women's Lobby – Valentina Vlahović | Working group for development of report on violence prevention for World Health Organization | A & DM | N |
| 12 | Police Administration- Slavko Milić | Multidisciplinary team for mentally challenged persons in Nikšiću | A & DM | L |
| 13 | Police Administration – Slavko Milić | Team for RE Population Support of Montenegro | A & DM | N |
| 14 | Police Administration – Slavko Milić | Multidisciplinary team for domestic violence | A & DM | L |

5) Capacity Building Needs of Network/Coalition members

LF Indicator: As a result of strengthened capacities of members of the Roma women national networks or Coalitions by 9 generic and/or issue based trainings, members are called upon by e.g. local government, national government, commissions, committees, international donors, other non-Roma projects etc. for technical advice and input

- BiH: **None stated**
- Serbia: Preparation of strategic documents, defining indicators, measure, activities. For the Coalition members (approx. 10 participants). Need: To be introduced to new methods and practices in this field.
- Montenegro: 1) Mediation and Time Management Training for CRI and Women's Lobby staff, 6 persons max. Need: have never had such a training and it should contribute to an improved organizational and project management skills/community work; 2) Improved implementation of the Anti-trafficking law –part relating to child's arranged marriages. For CRI, Lobby and the Coalition members. Need: The work with early and arranged marriages is very sensitive and the law implementation presents an obstacle. According to the law this is a crime, but has not been treating like that in practice. Gaining new skills in how to deal with such cases is necessary and 3) Roma women in high education: CRI and the Network FIRST. Need: This is a topic that noone is dealing with in Montenegro.

6) Topics of Round Tables and Consultations, Measures to be implemented by the Network/Coalitions

LF Indicator: Number of local Round Tables and citizen consultations specifically addressing concrete measures towards increasing gender and Roma inclusion

- BiH: **None stated**
- Serbia: 1 Working meeting with the FAIR II Coalition members; 7 meetings with government and institutions and civil society representatives – strategic documents revision in the light of Roma

women inclusion/representation there; 2 meetings with the Managing Board of the Roma Women Network.

- Montenegro: 1) Preparation and implementation of 10 forum theatre performances on the values of education for RE children, girls in particular in 10 Roma settlements in Niksic, Podgorica and Berane with at least 500 RE population participating (adult men 150, adult women 250, children and youth 100); 2) Preparation and implementation of 9 three-hour debates on GBV in Niksic, Berane and Podgorica; 3) Preparation and implementation of 9 two-hour debates with 7th and 8th graders in 3 primary schools on peer violence prevention lead by peer educators; 4) Hold 6 meetings focused on establishment of an informal Commission for monitoring of primary school attendance; 5) Montenegrin Women's Lobby organized already 3 training events for government/public institution representatives, as a part of the Small/Community Grants: Standard Protocol of Police and Center for Social Work in cases of domestic violence and arranged minor marriages; Health consequences of violence/Prevention and Protection of victims of violence and Coordinating local community actions in prevention and protection of domestic violence and arranged minor marriages.

7) Public events, important date promotion directed at awareness raising related to FAIR II themes

LF Indicator: FAIR II partners engage in at least 9 awareness raising/public events and a video is produced for a project level campaign (International Roma Day, 16 Days of Activism etc.)

- BiH: In 2016/2017 The Network/Coalition members will implement general public awareness raising campaigns in connection with important dates: Street actions during the 16 Days of Activism –for presenting the project and informing the public about the issues at the global and local levels. Appropriate promo material will be produced and distributed among the Roma communities and the general public.
In 2018: International Roma Days will be marked, April 8 by the Network/Coalition members and other partners. Educational- cultural events are planned to 'tell the story of a Roma woman' in different forms and ways.
- Serbia: Organize events for the global 16 Days of Activism campaign, International Roma Day, International Human Rights Day
- Montenegro: During 16 Days of Activism organize 6 performances related to violence against women and children in Niksic, Berane and Podgorica; Summer Camp for 10 RE university students and 5 RE students to be (last year of high school)-preparation for performances and street actions; Street performances with amateur actors in 3 locations for Nov 11-International Girls Day, Nov 25 International Violence Against Women and Girls Day and dec 10 International Human Rights Day.

ER4: Targeted Roma women organizations are strengthened to become active players in networking on regional and European level with Roma and non-Roma peer organizations and relevant institutions.

The project aims to liaise closely with the **European Romani women network Phenjalipe** and/or IRWN (the International Roma Women's Network). In March 2016, the Council of Europe's Support Team of the Special Representative of the Secretary General for Roma and Travellers' Issues organised together with the MEP, Ms Soraya Post a joint meeting at the European Parliament in Brussels, with members and of two major networks of Romani and Traveller Women, the International Network of Romani Women (IRWN) and the Informal Network of Romani Women, Phenjalipe.

The meeting was a follow-up to the Fifth International Review Conference of Romani Women in Skopje in October 2015 organised by the Council of Europe together with the Government of the Former Yugoslav Republic of Macedonia. At the international conference, members of IRWN suggested the merger of their network with the Informal Network of Romani women, Phenjalipe and register a new network under a unified effort to support the empowerment of Romani women and girls and the further advancement of their rights and priorities. As a result, the CoE CAHROM Gender Equality Rapporteur and Founding Member of Phenjalipe, Ms Sarita Korpela-Friman, made a written request to the Council of Europe for organizing a follow-up meeting with representatives of both networks to further facilitate the process leading to a possible merger of the two networks.

1) Names and # of Organizations/Formal & Informal Networks/Groups in Europe involved in Roma Women issues FAIR II partners are familiar with:

Only the Phenjalipe-IRWIN network has been mentioned.

2) Membership or Active Participation in the Balkan Region or/and Europe Networks, Groups dealing with Roma Women issues, types of engagement and needs for improvements:

LF Indicator: Number of partner organizations from the target countries represented in the informal European Roma women network Phenjalipe and contributing to its Strategy and Action Plan implementation (disaggregated by country)

| | |
|------------|---|
| BiH: | None |
| Serbia: | Network for European Women's Lobby, Serbia* |
| Monenegro: | None |

*Network for European Women's Lobby, Serbia is a part of European EWL, working on combatting GBV, domestic and partnership violence, women participating in decision making processes and women economic empowerment. **Positive** sides of cooperation so far: being kept up to date on what is happening on the European level and the EU level. **Negatives:** All is happening outside of Serbia, there is no structured and organized flow of information on conferences and meetings.

3) Participation on European Level Conferences, Meetings, Events in 2015/16 (type of engagement, comments, concrete results of events)

LF Indicators:

- # of European level events (conferences, meetings) in which Roma women from the target countries present and report at on the national and/or regional status and socio-economic situation of Roma women;
- Number of resolutions/statements endorsed by regional/international events channelled to high-level governance bodies (national governments, EU, RCC and similar)

A total of 6 events attended by 4 representatives:

Bosnia and Herzegovina-Better Future-Indira Bajramovic (4):

- Combatting Early Marriages Conf, Montenegro, April 2016 - Presenting the situation in BiH
- Monitoring Training, Skoplje Macedonia April 2015, UNDP, Participant

- Regional Conference „Classrooms Beyond Race, Belgrade, Serbia October 2015, Guest – Observer
- International Conference on Position of Roma Women, Skopje, Macedonia, CoE, Guest – Observer

Serbia (1) – Bibija (Slavica Vasic): Skopje, Macedonia, Oct 2015: 5th International Roma Women Conference Organized and participation funded by Council of Europe in cooperation with the Macedonian Government. More than 100 participants, included Roma women from 20 CoE Member countries, politicians, experts on the Roma women issues. There were 3 Roma women from Serbian Roma Women Network. The Conference objective was to share experience and good practices in Roma women movement and to enhance networking through the informal Phenjalipe network that was established in Finland at the CoE 4th Conference in 2013, the 2014-2020 Roma women strategy was discussed.

Montenegro (2)

Center for Roma Initiatives (CRI), Fana Delija: Roma, Italy, Feb 2016: Organized by Centro di Servizio per il Volontariato del Lazio, Roma. A Conference on Early Marriage and Training on methodologies for this topic. Presentation of the 'Marry when you are ready project'. CRI Coordinator has presented CRI's good practice examples in its work to stop early marriages for Roma and Egyptian girls in Montenegro.

Montenegrin Women's Lobby, Valentina Vlahovic: Study Visit to the Netherlands, Amsterdam in organization of NVO CEDEM and NGO Vluchtelingen Werk. The goal was to learn about the Asylum system there. The Delegation of Montenegro went to visit governmental institutions and NGOs working with migrants and asylum seekers in the Netherlands to learn about the system due to the possibility that the Balkans route starts going through Montenegro.

5. On the Process

The process took longer than predicted due to the fact that CARE team decided to wait for the Sub-granting to be finished in order to have as many information available as possible. The partners did a great job collecting the data from their Network/Coalition members and compiling them into one questionnaire per country. However, there is project related data still missing. This is a result of two factors, one is the generally know one for years –fresh, official data on the Roma minority, that is gender sensitive and covers all the relevant socio-economic aspects is impossible to get. Some bits and pieces can be found from different sources (international organizations researches, national governments, local NGOs), but usually refer just to certain aspects of the issue Roma minority, women and girls in particular, are facing. This makes a regional overview, presenting the same type of data, coming from the same sources/with same methodology used, almost impossible which makes the comparative analysis efforts futile. This is in particular true for the local level data.

On the bright side, CARE team and the partners have been working together for years and there is a lot of material, reports, researched produced in the previous phase that was helpful in the process. It is also notable that the partners' capacities have significantly increased in the meantime when it comes to dealing with complex tasks of data collection and presentation, as well as coordination. However, this exercise has enabled new team members to get involved and learn.

It is evident that a lot effort did go into filling out the Questionnaires with the appropriate pieces of information, however, there are still spots that need to be revisited and checked.

6. Recommendations

- ✦ All partner organizations managing the implementation of Institutional and Community Sub-grants/Small Grants to develop a Monitoring plan including what type of data they are collecting, when, in what way/how, who is responsible – by using the FAIR II Monitoring Plan general template and adjust them to their specific needs. In that way an additional tool will be available to all of the project actors to ensure timely monitoring of all the relevant data in a unified manner to contribute to the quality improvement of the overall project implementation and reporting (Annex 4 of the Project Proposal Set)
- ✦ To continue using in the same fashion the current monitoring tools: a) the quantitative monitoring tables collecting the data on a regular basis per organization/contract for services provided, activities/output based data and the media presentations; b) Announced and unannounced monitoring visits of CARE team to the organizations and their activities (to continue with the practice of providing CARE with information on planned activities for a couple of months in advance); and c) CARE's adequate mentoring and technical assistance provision, to individual organizations and from the national and regional lense.
- ✦ For partners/coordinating organizations to remind themselves of the new tools and methods presented by CARE at the project start and consider their introduction/usage as appropriate for their specific context and needs. Specifically, those would serve for additional quality improvement of service provision-communication with local government and the Roma community (Score Community Card), organizational development and quantitative data collection (Most Significant Change) and identify potential persons/stories for the project success audio-visual product (possibly in a form of Human Interest stories in digital video clip/or audio stories format or similar).
- ✦ For all organizations included – to decide on what general data to collect on national and local levels, how to present the data (format –numbers, percentages), to try to develop a comparable table with the most crucial data relevant to the project that will be understandable to everyone.
- ✦ ER1: Define what constitutes GBV in case of partners (might use CARE's definition) to regionally agree on what type of data to monitor, how to collect them, who from, how to engage/interventions etc. if assessed as useful and possible by project actors.
- ✦ ER 1: For Organizations working on Education, who did not deliver all the data for the table (Attachment 1), please make sure to find ways to get the data needed, otherwise, without the basic data from school year 2015/16 it will not be possible to measure change.
- ✦ ER2: Discuss the importance, need, role and models of inter-sectoral mechanisms and decide jointly on how to strengthen that very component in the project.
- ✦ ER3: Under 3) Include in monitoring of development/update of # Local and National Action Plans reflecting the Roma/Gender and Budgeting component – is it present, budgeted for and if/how successful implemented.
- ✦ ER 3: For BiH and Serbia partners to revisit the indicators 5, 6 and 7 in order to define in more details capacity building and training needs as well as events to be organized in 2017.
- ✦ ER4: CARE and partners direct focus in the next period on establishing relationship and assess the membership requirements with formal and informal Roma women networks and organizations and become involved in regular information sharing and updates. To explore events for 2017-2018 to take part in, through FAIR II identify conditions and scope of participation as well as requirements for info sharing with the rest of the partners of the project

(regionally). Note: To be organized and coordinated through FAIR II by CARE, to avoid individual partners/networks applications, but to jointly lobby for all the three countries to be accepted as members.

- ✚ ER 4: Attendance of events, conferences and meetings on a regional or European level should be utilized for promotion of the FAIR II projects (develop a presentation package), information on the event shared regionally, points for discussion/questions to be raised discussed and agreed upon regionally, presentation/feed-back prepared and provided to CARE and partners (via email, skype session, at a regional meeting or workshop).
- ✚ Use the Mid-term evaluation meetings and assessment to clarify all the points from the Baseline and the process, Questionnaire and make sure that all partners are on board in terms of WHAT needs to be monitored, HOW and WHY and whether new or adapted tools could/should be used for an easier process and better results.

7. Annexes

1. Annex 1: Socio-economic Data Summary
2. Annex 2: Education Data Table, ER1-1
3. Annex 3: Baseline Development Plan
4. Annex 4_ FAIR II Monitoring Plan, Annex 4 of the Project Proposal Set
5. Annex 5_ Baseline Questionnaire BIH (in local language)
6. Annex _Baseline Questionnaire SRB (in local language)
7. Annex 7_ Baseline Questionnaire MNE (in local language)