

An evaluation of the project
“Empowering Roma Women in B&H”

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Contents

<u>INTRODUCTION</u>	3
SUMMARY OF FINDINGS:	3
<u>METHODOLOGY</u>	5
<u>RELEVANCE</u>	12
<u>EFFECTIVENESS AND IMPACT</u>	14
EXPECTED RESULT 1	14
ACTIVITY: FACILITATE NETWORKING ACTIVITIES OF ROMA NGOS IN BIH AND THE REGION	16
ACTIVITY: CONDUCT AWARENESS RAISING CAMPAIGN	19
ACTIVITY: RESEARCH ON POSITION OF ROMA WOMEN IN BOSNIA AND HERZEGOVINA	19
ACTIVITY: REVISION OF THE STRATEGIC PLAN ON IMPROVING POSITION OF ROMA WOMEN IN BIH	14
EXPECTED RESULT 2	22
ACTIVITY: PROVIDE TRAININGS ON AND TECHNICAL ASSISTANCE FOR ORGANISATIONAL DEVELOPMENT AND ADVOCAC	23
ACTIVITY: SUPPORT NGOS TO CREATE LOCAL ALLIANCES AND ENGAGE IN POLICY DIALOGUE	24
EXPECTED RESULT 3	28
ACTIVITY: PROVIDE TRAININGS TO NGOS IN PROJECT CYCLE MANAGEMENT	28
ACTIVITY: SUPPORT IMPLEMENTATION OF SMALL-SCALE PROJECTS ADDRESSING THE SOCIO-ECONOMIC POSITION AND STRUCTURAL CONDITIONS OF ROMA WOMEN.	29
INDIVIDUAL LEVEL	32
ORGANISATIONAL LEVEL	33
COMMUNITY LEVEL	34
<u>EFFICIENCY</u>	34
<u>SUSTAINABILITY</u>	35
<u>RECOMMENDATIONS</u>	38

Introduction

The purpose of this study is to conduct the External Final Project Evaluation of the “Empowering Roma Women in B&H” which is funded by the Austrian Development Cooperation and CARE International and implemented by CARE International in the North West Balkans and the local project partner Roma Women NGO “Better future“ from Tuzla, Bosnia and Herzegovina.

The overall project aim is to contribute to the promotion of minority and human rights, eradication of discrimination against Roma and empowerment of Roma women in Bosnia and Herzegovina, while the specific goal is to strengthen capacity of NGOs representing interests of Roma women to fight discrimination and address minority rights issues and vulnerability of Roma women in Bosnia and Herzegovina.

The Report contains a quality analysis of results accomplished by CARE and partner organization during two years of project implementation, lessons learned and recommendations for future activities in relation to the stated goal.

Summary of findings:

- All interviewees from six Roma Women organisations agree that the project was successful, helped them in increasing their visibility in local communities, increased their abilities for writing project applications, increased their confidence in dealing with Roma population problems through municipality administration system and improved their role in local communities.
- The project was highly relevant for Roma women and Roma women NGOs.
- NGOs network established through this project, even informal, became functional and all interviewees highlighted benefits of activities and meetings organised as part of a network.
- The project was successful in informing Roma women about the *National Strategy for Roma inclusion* and accompanied action plans and *development of the strategic plan on inclusion and improving position of Roma women in Bosnia and Herzegovina*

since women mostly didn't have any information about these documents and their knowledge was on very low level. Bosporganiyacijam

BUDI MI PRIJATELJ – STRATEGIJA ZA UKLJUCIVANJE ROMA 2005 SL GLASNIK
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ZA ZENE U KONTEKSTU DIJELA KOJI SE ODNOSI

- All NGOs have been included in the policy dialogue with relevant authorities while the level of their cooperation differs.
- The project strengthened Roma NGOs capacities for project management and all interviewees gained practical skills in addressing administration in municipalities, writing memorandums, requests to municipality officials etc, which will help them in fighting for their rights in the future.
- All organisations are satisfied with the quality level of the organised trainings and reported that the trainings contributed to the knowledge on individual and organisational level of targeted NGOs.
- Each organisation implemented at least two small scale projects and there 18 projects in total that addressed topics derived from strategic or national action plans on improving position of Roma women and addressing the socio-economic position which were closely linked with problems that Roma women face within their local communities.
- The project included, through small grants component, a 1555 of Roma and non Roma women and 185 Roma men and boys directly.
- The project contributed to the improvement of the position of Roma women in their families and in their professional environment.
- Some improvements in the perception towards position of Roma women within local communities can be noticed and the public in local communities raised their awareness on position of Roma women.
- Considering the amount that organisations received for small projects within this project and effects achieved during two years of project implementation it can be concluded that the small grants part project has been efficient.
- The following organisations secured funds for continuation of their work what gives them some kind of financial sustainability: Center for mothers Nada from Kakanj,

Otaharin from Bijeljina, Better Future from Tuzla, Roma girl from Prnjavor and Be my friend from Visoko. Moreover, the implemented project activities have sustainable outcomes in terms of capacity building, network building, visibility and positioning of the participating Roma women NGOs.

Methodology

The methodology of this evaluation is based on the premises that evaluation is intrinsically political process and socially constructed activity. For that purpose this evaluation will be used as a way to collect objective evidence, but also empower participants and balance stakeholders' interests (Taylor and Balloch, 2005) including members from the target groups in the municipalities. In addition this will be a *participant-oriented evaluation with importance given to the people who implemented the project, their views, concerns and assessment of the project itself. In order to fulfil the goals proposed the evaluation will be both summative and formative.*

The formative evaluation strategies and data collection strategies used, will allow us to assess the quality of the implementation of the project including **assessment of the project impact** on the selected target groups, beneficiaries and stakeholders, **effectiveness, efficiency, relevance and sustainability of project activities**. With *summative* evaluations we will offer insights beyond immediate outcome, such as the impact used methodologies ¹have **on**

¹ Summative evaluation is a method of judging the worth of a program at the end of the program activities. The focus is on the *outcome* (Bhola 1990). Formative evaluation is a method of judging the worth of a program while the program activities are forming or happening. Formative evaluation focuses on the *process* (Bhola 1990). For more information about impact assesment Qualitative impact analysis identifies knowledge gaps to be filled by survey (here White (2008) which in this case could be, for example: „Reasons for unsuccessful cooperation between Roma Male and Roma woman organisation“. Qualitative impact analysis enables surveys to predict more accurately which issues (sectoral, cross-sectoral or other) and which options are of importance to local people and what explanations they might give,

Roma Women in Bosnia and Herzegovina as primary target group and on Roma men and boys as secondary target group. More specifically, the achievement of the following indicators² was assessed :

1. Improved individual partners' organizational capacity;
2. Strengthened position of Roma Women position in BIH Society in targeted local communities
3. Socio-economic situation of the targeted 300 Roma women and the awareness and attitudes of the 150 Roma men and boys through desk research, interviews and focus groups
4. Enhanced advocacy position of Roma women organizations;
5. Raised awareness with general public and the stakeholders (government institutions ect) , nationally and regionally, on issues concerning Roma women;
6. Raised recognition by and increased cooperation with institutions working on Roma issues and with other Roma (men-lead organizations);
7. Raised visibility of partners' work in their local communities and nationally

The evaluation will also, through interviews with key stakeholders from 6 targeted Roma Women organisations point out examples of good practises and lessons learnt.

The goals of the evaluation will be achieved using two types of evaluation methods: **desk analysis of project documentation and reports and analysis of results taken from semi structured interviews with leaders of the 6 Roma Women NGOs and with selected Roma men and boys through focus groups in cooperation with Roma Women NGOs and CARE International.** The participants were selected from local communities with different contexts and issues.

The evaluation will assess the outcomes of the project intervention according to the five criteria of relevance, effectiveness, efficiency³, impact and sustainability and will be guided

thus improving the definition of survey modules and questions and the categories of choice of answer available; Qualitative impact analysis identifies what is highly contextual information which was very relevant for this project;

² The indicators are set in Terms of Reference for this evaluation

³ Efficiency was assessed for small grants project component

by the following assessment topics and according to the project related questions as outlined in the Terms of Reference:

Relevance:

1. To what extent is the intervention consistent with existing National Strategy Paper for Roma Inclusion or Action Plans (education, housing, health and employment)?
2. To what extent has the intervention addressed the priority needs of the target groups (6 RWO and 300 Roma women and 150 Roma men)?
3. Has the intervention addressed the marginalized position of Roma and especially Roma women, their discrimination and lack of understanding and awareness of their problems and needs on decision making level and the public ?

Effectiveness & Impact: (Measure the extent to which the planned outcomes and outputs have been reached along with the defined indicators of the log frame)

Individual level:

4. How many Roma women benefited from small scale empowerment projects and what was their main benefit (evaluate each small scale project)?
5. What was the contribution of the project to the socio-economic situation of the female beneficiaries involved in the small scale projects⁴? Assess the change in their living situation (economic situation, social situation, flexibility, self esteem and self confidence, position in the household).

⁴ It is hard to assess the contribution of the small scale projects to the socio economic situation of all female beneficiaries included in the project without extensive qualitative research. Therefore, the evaluation exercise was, as described in the methodology part, consisted of questionnaires and interviews with Roma woman. Moreover, as stated in the question no 2 the proposed methodology the evaluation "assessed the change in their living situation (economic situation, social situation, flexibility, self esteem and self confidence, position in the household)." And these information are included in all parts of the evaluation study. For example:

"The director of the "Romanian girl", highlighted that the project activities strengthened her capabilities in personal and in professional life. "

"The director of the "Romanian girl" also added that the inclusion into the project activities increased her confidence in making decisions in her own home. She stressed that she feels that her husband respects her."

"Simultaneously, the director of the NGO " Be my friend" from Visoko elaborated that men in community reported that their female Roma colleagues and wives became more brave and more strong in expressing their views which the director of this NGO links as a result of the projects rising confidence of included Roma women."

The effectiveness of the project on the individual, organisational and community level is explained at the 27th and 28th page of the evaluation so, since that part relates to the contribution of the project to the socio-economic situation of the female beneficiaries involved in the small scale projects I have move those information to this part.

6. To what extent were boys and men involved in the project and did they actively contribute in the activities of the project?
7. What consequence did the project have on the involved men and boys and their relation with and perception on Roma women (changed power relations)?
8. What impact had the project on the overall position of Roma women and their inclusion in the BIH Society (acceptance, anti-discrimination)?

Organizational level:

9. To what extent did the addressed RWOs gain capacities and skills to implement small scale projects addressing Roma women, advocacy skills and organizational skills?
What impact has the capacity building on the future work of the RWO ?
10. Measure to what extent the advocacy situation and the visibility of the targeted CSOS has improved?
11. How did the project influence the effective participation of women within NGOs/as representatives/in various decision making bodies after the project?

Institutional Level:

12. To what extent did the awareness among stakeholders (government institutions and other decision makers) raise related to the inclusion of Roma women and what change brought the project to the relation between Roma Women Organizations and relevant government institutions and other involved key decision makers ?
13. How have decision makers taken into account proposals made by pro Roma Women Inclusion NGOs and have decision makers turned towards NGOs involved with Roma Women Inclusion for expertise, advice?
14. How far can the revised strategic plan be expected to be taken into account on a higher level?
15. Do National action plans include gender disaggregated data, gender sensitive indicators and consider gender budgetary planning?
16. How effective was the cooperation between RWO and non Roma Organizations as well as Roma men led organizations and how has the recognition of Roma Women issues among those CSOs changed? What is the impact of the project on the

relationships between RWOs and Roma Male Organizations or Non Roma organizations?

Efficiency:

17. Was the budget and other project resources used in a cost efficient way⁵?

Sustainability :

18. Are the RWOs in the position to continue functioning (budget, management and organization skills, advocacy skills) in an effective manner after the project ?

19. How well accepted are changes brought by the project both by the target groups and by wider community?

20. Has the project contributed to a long term increase of participation and responsibility of Roma women within Roma community and local advocacy movement?

21. Will cooperation between Roma women Organizations (RWOs) and Roma Men organizations/Non Roma Organizations continue after the end of the project? Will the established cooperation among government institutions and RWO likely be to continue?

1. Desk analysis

During the first phase, prior to the interviews a desk analysis where project documentation was examined with all relevant reports was conducted. The total expenses spent at the end of the project period were analysed, according to the latest financial report, and it was assessed if the 3 expected results were achieved according to related indicators as well as the activities carried out according to the intervention's log frame. A detailed plan for the interviews was developed and the interviewees were selected. .

2. External evaluation report through semi-structured interviews

It was proposed to conduct individual semi structured interviews with key stakeholders. Semi structured interviews are more constructive and give more space to participants to express

⁵ Efficiency was assessed for small grants project component.

themselves. . Furthermore semi structured qualitative interviews are suitable for exploring in some depth, people's experiences, values, attitudes (Byrne, 2006) past events, motivations and reasoning around concepts (Drever, 2003).

3. Focus groups

Three focus groups discussions with Roma women and Roma men and boys were conducted. Due to potential power issues (men and boys) efforts were made to distribute equally men and boys in different groups. Considering the complexity and the number of issues to be assessed it was proposed to have smaller focus group. Smaller focus groups are more constructive and give more space to participants to express themselves. Therefore there were two focus groups organised in Sarajevo and Bijeljina that involved 5 participants in each group and one focus group with 12 participants that was conducted on Jahorina.

Both focus groups and individual interviews were guided using previously prepared open ended questions, while the participants were encouraged to bring in additional issues they considered relevant. In order to develop an atmosphere of mutual respect and learning instead of assessment, efforts were made to conduct interviews and focus groups in professional, but friendly and relaxed manner.

Before the discussion about the project success starts it is important to stress some of major factors relevant for project implementation.

The project implementing organisations are the following:

1. Better Future Tuzla: Main partner organisation that monitor and provide technical assistance to partners organizations:
2. Center for mothers, Kakanj
3. Center for mothers, Zenica
4. Otaharin, Bijeljina
5. Be my friend, Visoko
6. Romanian girl – Romani ćej, Prnjavor

After eight months of project implementation CARE stopped cooperation with following organisation due to technical and financial irregularities. Considering that this report presents

final effects and success of the project interviews have not been conducted with those organisations⁶.

1. Association of Roma, Ponjir Kljuc
2. Romanian tear, Srebrenica

The evaluation of the project is presented in the following chapters:

1. Relevance
2. Effectiveness and impact
 - Revision of the Strategic Plan on Improving Position of Roma Women in BiH
 - Facilitate networking activities of Roma NGOs in BiH and the region
 - Organisation and implementation of campaign
 - Research on position of Roma women in Bosnia and Herzegovina
 - Trainings on and technical assistance for organisational development and advocacy

 - Support NGOs to create local alliances and engage in policy dialogue
 - Trainings to NGOs in Project Cycle Management
 - Small scale projects implementation and effectiveness
 - Individual level
 - Organisational level
 - Community level (institutions)
3. Efficiency
4. Sustainability
5. Recommendations

⁶ As Care project manager explained that decisions about projects are made by team consisted of Care Director, Care Program Manager for that program and Care program Manager of other program.

Relevance

The project idea and accompanied implemented activities were highly relevant for improvement of status of Roma women in Bosnia and Herzegovina. The project addressed priority issues important for Roma women including: their participation in policy making process, public perception toward Roma women, gender issues within the Roma community and capacity building of Roma women NGOs.

Topics that the project supported through small grants were relevant for local community. Therefore, in selection of topics that were addressed through the project, the director of organisation „Better Future“, said that the organisation and all other included NGOs followed real local community needs and matched them with National Strategy for Roma inclusion and four action plans (Housing, Education, Health and Employment). Therefore, the organisation “Otaharain” from Bijeljina initiated the signing of a protocol against mendacity of children and their efforts within the project were focused to reduce begging of children on streets. The begging on streets is not part of action plans for Roma population but is relevant for the city of Bjeljina and the director of the organisation “Otaharain” explained that it should be a cross-cutting issue within all action plans. The organisation “Be my friend” from Visoko addressed the problem of human trafficking as that is, a particular problem for Roma population in the are the organisation is working in. Moreover, they developed a brochure on access to health since that was recognised a relevant problem for Roma population in Visoko community.

Although not all organisations addressed topics listed under the action plans and national strategy, the applied selection of topics is an advantage of the project since, as all interviewees stressed that the selected topics are top priority issues for Roma women in their local community.

Additionally, the project justified its relevance in terms of organisation of implementation process of the project. The process of supporting the establishment of a Roma women NGO

network contributed to their understanding of benefits of organised joint efforts in addressing issues on the policy agenda. Moreover, even all NGOs had an opportunity to develop and implement their own small project ideas, the joint activities in a form of research and campaign additionally strengthened them as a group.

It can be concluded that the project was highly relevant for Roma women and Roma women NGOs. It would have been beneficial if the project lasted longer or if the process of the strengthening Roma women that this project started would further be supported by other initiatives in the future. Moreover, the project results can be used as a guide for revision of actions plans for Roma and issues that address Roma women which are potentially included in national action plans and strategies for Roma population.

Effectiveness and impact

The effectiveness and impact are presented through expected results and measure of the extent to which the planned outcomes and outputs have been reached along with the defined indicators of the log frame

Expected result 1

A functional network of NGOs is engaged in Roma Women inclusion strategy development and implementation and awareness raising of the status and position of Roma women in Bosnia and Herzegovina.

Activity 1.1. in the logframe: Revision of the Strategic Plan on Improving Position of Roma Women in BiH

Indicator 4 : Revised strategic plan on inclusion and improving position of Roma women in Bosnia and Herzegovina has been adopted by the Roma women informal network;

Indicator 5: Action plan has been derived from the strategic plan developed in cooperation with relevant stakeholders and decision makers;

Evaluation question:

- How far can the revised strategic plan be expected to be taken into account on a higher level?

Documentation related to the **National Strategy for Roma Inclusion** and the **Strategic Plan (originally developed in 2007)** was collected during the project implementation. As it was explained in the CARE report only limited demographic data was provided in the National Action plan for Roma Inclusion and other official documents generated by the Ministry of Human Rights and Refugees. The director of the NGO “Romanian girl” organisation

explained that there was a general lack of available information about the strategic plan on improving position of Roma Women in BiH and also on national action plans from the side of the relevant government authorities. The director of organisation „Better Future“ explained that the revision of the **National Strategy for Roma Inclusion** was one of the top priorities for their future activities. However, although the **National Plan for Education** has been revised during the project period by the ministry of human rights and refugees in 2010, organisations that address the issues of Roma women have not been consulted in the process. The director of “Center for mother -Hope” from Kakanj reported that the reason for low participation of Roma women in the development of action plans is also due to a general lack of knowledge among Roma women about national actions plans but also due to the lack of interest and support of Roma men to include women in dealing with this issue. The director of the NGO “Romanian girl” highlighted that Roma women should be more actively included into the development, monitoring of the implementation and evaluation of success of action plans for Roma population. She also explained that she was consulted only randomly in the process of the revision of the action plan for education.

Therefore, the project invested many efforts and resources through information meetings and workshops with the relevant Roma Organisations into the strategic planning process, and provided forums and facilitated the discussion around strategic objectives and the way forward to further develop the Strategic Plan on improving the Position of Roma Women in BiH. All 6 selected partner organisations participated in the revision of the **Strategic Plan on improving the position of Roma women**. The original version of this Strategic Plan included four topics: education, health, housing and employment. During the revision process 2 additional issues, **gender and fight against gender based violence** were included, as they were considered important. The revised strategic plan on improving the position of Roma women in Bosnia and Herzegovina has not been completed by the end of the project as it needs more time to finalise it. However, it was found that knowledge and information among the participating Roma Women has been increased. Moreover, interviewees also explained that they didn't analyse disaggregated data gender sensitive indicators and didn't consider gender budgetary planning. Almost all Roma women NGO didn't have knowledge on gender budget planning. The project was successful in informing Roma women about the **National Strategy for Roma Inclusion** and related National Action Plans since before the project Roma women mostly didn't have any information about these documents. However, the

revision of the National Strategy for Roma Inclusion Bosnia and Herzegovina is not completed by the end of the project mainly due to political issues and fact that government in Bosnia and Herzegovina has not been formed for more than a year after the election. As director of the NGO “Better Future” explained the process of the Revision of the Strategic Plan will continue in the next year and it is planned as a main activity of the established Roma Women NGO network for 2012/2013, once they are registered as an official network.

Activity 1.2. in the logframe: Facilitate networking activities of Roma NGOs in BiH and the region

Indicator 1: Network of NGOs representing the interests of Roma women is meeting on a regular basis, at least semi-annually, and it is cooperating with decision makers; and its regional counterparts

Evaluation Questions:

- How effective was the cooperation between RWO and non Roma Organizations as well as Roma men led organizations and how has the recognition of Roma Women issues among those CSOs changed? What is the impact of the project on the relationships between RWOs and Roma Male Organizations or Non Roma organizations?
- Measure to what extent the advocacy situation and the visibility of the targeted CSOS has improved?
- Will the established cooperation among government institutions and RWO likely be to continue?

One of the main effects of this project is the established network⁷ between Roma women non government organisations⁸. The targeted NGOs were encouraged to organise joint activities and workshops in order to create and constitute an informal network of Roma women NGOs in Bosnia and Herzegovina. The network and its members were encouraged to carry out joint advocacy actions and to cooperate with other NGOs and networks that represent the interest of Roma women in the Western Balkan region.

During the project implementation NGOs had five formal meetings but they used many other informal opportunities within the project (trainings, workshops etc) to organise informal meetings and share information between themselves. Moreover, they had the opportunity to visit other Roma organisations in other countries in order to have practical lessons on best network practice. Therefore, they visited⁹:

September 2010: Study visit to Kragujevac

November 2010: Conference in Belgrade

May 2011: Conference in Belgrade

December 2011: Zagreb

All interviewees highlighted that the network they established is a very relevant and important result of the project and it improved their potential to address many problems they face in their local communities. As the director of the “Better Future” illustrated it is difficult, even for her as a recognised Roma woman leader, to deal with all issues and thus support from other organisations is highly beneficial. The networking was not only referred to Roma and women organisation but other organisations as well. The director of the NGO “Romanian girl” explained that they were recognised as an organisation that works efficiently and local

⁷ The project succeeded in connecting members of Roma Women unofficial network and their capacity building of but the process of registration takes time. Since the project was completed after two years there was not enough time left for registration. Moreover, at the beginning of the evaluation process members of the Roma Women Network said that they would like to register their network as an official one. However, as explained by CARE official members decided to give up registration so to use their individual organisational potentials and potential of the network as well.

⁸ The strategy for the network was developed

⁹ Based on information that CARE NWB provided

community and all other members (such as municipality officials) rely on their advices in dealing with Roma issues and solving problems efficiently.

The director of the NGO “Better Future” added that they also established connections with nine Roma and non Roma organisations as a result of the project. The additional result of this project activity is that the established network of Roma will start an initiative to include Roma women in the process of the revision of action plans - political documents that refer to Roma population. The revision process is at its beginning and just a working group for the revision has been formed.

Moreover, NGOs highlighted that they would like to register their current informal network officially. The communication between Roma and non Roma organisations has improved, although the alliances of Roma and non-Roma NGOs haven’t been built at local level. As director of the NGO “Romanian girl” explained, after they have implemented some of project activities and raised their visibility, other organisations started to contact them in order to get their advice on applying for donors support or dealing with municipality officials. The representatives from the organisation “Be my friend” confirmed that, during the project implementation, they started communication with other NGOs while the director of Roma NGO “Better future” stressed that the communication with other NGOs was fruitful and they talked about cooperation with other NGOs on joint, mainly, advocacy activities.

The continuation of the communication and potential cooperation with other non Roma NGOs depends also on future financial support either from donors or from local community (municipality) of the involved Roma Woman NGOs.

It can be concluded that the NGOs network established through this project became functional and all interviewees highlighted the benefits of activities and meetings organised as part of network. It will be useful if organisations will continue to build the network in the future it would be useful to include such network meetings directly into project planning and thus secure funding for such activities.

Activity 1.3. in the logframe : Conduct Awareness Raising Campaign

Activity 1.4. in the logframe : Research on position of Roma women in Bosnia and Herzegovina

Indicator 3: Raised awareness on position of Roma women in Bosnia and Herzegovina;

Indicator 2: Increased/improved representation of Roma women NGOs at the regional level – regional forums, meetings, conferences;

Evaluation Questions:

- To what extent did the awareness among stakeholders (government institutions and other decision makers) raise related to the inclusion of Roma women and what change brought the project to the relation between Roma Women Organizations and relevant government institutions and other involved key decision makers ?
- How have decision makers taken into account proposals made by pro Roma Women Inclusion NGOs and have decision makers turned towards NGOs involved with Roma Women Inclusion for expertise, advice?
- How did the project influence the effective participation of women within NGOs/as representatives/in various decision making bodies after the project?
- What impact had the project on the overall position of Roma women and their inclusion in the BiH Society (acceptance, anti-discrimination)?

Even if it is difficult to measure the exact level of raised awareness on position of Roma women in Bosnia and Herzegovina and an improvement in fighting discrimination towards Roma women in the local community without baseline information and an extensive public perception research, it can be said that the awareness on Roma women in BiH has improved in general through out the project's lifetime. Moreover, Roma Women organisations had the opportunity to visit other Roma organisations in the Western Balkan Region and in other countries in order to have practical lessons on best network practice.

It is not possible to conclude that they increased their representation in regional forums, meetings and conferences for two reasons: on most of the conferences the same Roma Women representative (NGO "Better Future") participated who was part of the regional events prior to the project as well, and if other Roma women were included their participation

was linked to the project lifetime. Director of Better Future was the most capable to represent Roma women issues because the organisation has longest working experience.

However, Roma women were included in regional developments in other ways. As part of a regional study (Serbia, Croatia, Montenegro and BiH) a national research focusing on the position of Roma women in Bosnia and Herzegovina was conducted and funded under this project in order to assess the situation, successes, and failures in relation to the Decade of Roma Inclusion and its contribution to improving the position of Roma women in Bosnia and Herzegovina. A preparatory workshop for research topic discussion and development was held in December 2010 while the research activities have been conducted in 2011. It was led and facilitated by Stephan Müller, a consultant who has been working on Roma related issues for several years, mostly through researches and project proposal developments. The workshop's aim was to gather Roma women organizations from the region in order to identify potential gaps in government policy frameworks regarding Roma women. The exact focus of the research was agreed with the NGOs participating in the project implementation.

The research resulted in a report "National Policies towards Romani Women in the Western Balkans" that was used as an advocacy campaign tool and as an input for the development of Strategic Plan on Improving the Position of Roma Women in Bosnia and Herzegovina.

The advocacy campaign activities (Campaign Equality for all (8.3.-8.4.2012)) included men and women, Roma and non Roma, of different cultural and religious backgrounds and therefore their cooperation and networking indirectly contributed to the objective of eradication of discrimination and addressing minority rights. The campaign was organised to show positive examples of Roma women that attended and finished high school education and/or universities or are still studying, who are active in the Roma community (and are not ashamed to be Roma) and contribute to the improvement of the position of the Roma women in the society, within their own communities but also contributed to a change in the general perception towards Roma. The campaign targeted also Roma parents and girls by emphasising the importance of formal education as a precondition for better life opportunities for their children: employment - as a means to create a healthier and safer living environment.

The information material prepared in cooperation with Roma Women NGOs was distributed within BiH and the region, and was broadcasted on national and local TV stations, through

the internet, promoted among the relevant institutions and the NGO and INGO representatives.

The level of the media coverage that the campaign reached was very successful. The film titled "Equality for all" was broadcasted on 20 TV stations and all participants at the conferences organised by CARE and members of Roma Women had the opportunity to see the film. All NGOs involved in the project (all together 6) organised the campaign at the final stage of the project and thus the impact are not visible at the time of the evaluation and could therefore not be assessed. The exact impact of the campaign activities will be visible in the upcoming time. The director of the NGO "Romanian girl", explained that the project contributed to the understanding of the problems that Roma women face. It was important for Roma women as this was the first time that Roma women celebrated significantly the 8th of March (International Women's Day) and the 8th of April (International Roma Day) 2012. Moreover, the symbolic distribution of flowers to people had a positive effect within the whole community and as Roma women explained: "This was the first time that Roma women didn't ask for something but gave something". Roma women distributed flowers on streets, institutions and in Roma villages.

One interviewed Roma woman also explained that an important result of the research on position of Roma women in BiH presented during the campaign is that one Roma woman was employed in a political party. Another result of the campaign activities, as the director of the organisation "Otaharain" stressed- was that the campaign influenced decision makers to start up again the work of the Working group to fight against begging of children on streets. The project influenced highly the public opinion in the country and increased the level of priority of the issue on the policy agenda.

One of the main result of the campaign, as director of organisation „Better Future“, highlighted, was the promise of municipality representatives from Visoko, Zenica and Kakanj that Roma women will be included in municipality work. The bright example was the inclusion of one Roma woman into the work of the municipality office in Tuzla. The director of the NGO "Romanian girl" added that the campaign will increase a number of contacts that municipality officials will make with NGOs. The director of the NGO "Be my friend" from Visoko believed one result of the campaign was also that a political party official contacted them to offer the NGO employee to be part of the Women Forum within the party.

Another research has been conducted as part of the project and resulted with a report “Report on Violence against Women in B&H”. On December 15, 2010 a local NGO organization “Rights for All” (together with 8 local women's NGO) hosted a “discussion forum” as a presentation and promotion of the research “Report on Violence against Women in B&H”¹⁰.

The visibility of organisations in local communities has been improved and their reputation and position within the local communities as organisations, that are capable to address their needs and concerns and also bring a positive change. During the project they became focal points for municipality institutions for certain issues regarding Roma population. Some of political parties invited them to become members and to be part of boards and commissions within municipalities and there are some promises of municipalities officials that they will include Roma women in the work of municipality.

Even if the project’s contribution refers mainly to the level of information of public officials about the problems that Roma women experience, some improvements towards perception on Roma women position within general population in the local communities can be noticed. As explained above municipality officials started to invite Roma women to events that municipalities organised and municipalities provided some financial support to organisations from Prnjavor, Bijeljina, Kakanj and Zenica. Therefore, based on all these data and information it can be concluded that awareness on the position & problems of Roma women among the public in the local communities, where the project was implemented, was increased.

Expected result 2

Policy-makers/decision-makers at local, sub-regional and national level are aware of ways to improve implementation of Roma National Action Plans, (particularly on issues of Roma women’s education, employment, health, security and GBV), and are taking steps to implement such improvements.

¹⁰ www.fondacijacure.org.

Activity 2.1 of the logframe: Provide trainings on and technical assistance for organisational development and advocacy

Indicator 1: Advocacy position of targeted NGOs is strengthened; the mechanisms to feed the decision making process have been designed; Roma women and their respective organisations have sufficient capacities to advocate for their rights.

Evaluation Question:

- To what extent did the addressed RWOs gain capacities and skills to implement small scale projects addressing Roma women, advocacy skills and organizational skills? What impact has the capacity building on the future work of the RWO?

The project provided a needs-based training and technical assistance to NGOs representing the interests of Roma women, partner organisations and beneficiaries, in order to provide them with managerial know-how on how to carry out actions that will lead to policy changes. The project contributed to the advocacy skills of women included within the organisations in the project. However, the knowledge level and skills that most of women had prior to the project start were on very basic level. The project provided assistance to strengthen their organisational capacity as this is a precondition for any kind of involvement in policy related work. It is understandable that they didn't reach the advanced level of advocacy expertise but the project was successful in raising the profile of organisations in their engagement in effective policy dialogue. Training organised in the first year was focused on raising the technical capacity of NGOs, while in the second year the assistance was tailor-made to support NGOs in developing their advocacy skills in relation to National Action Plans for Roma. The level of the improved advocacy skills within the NGOs varied since some organisations have had very basic knowledge before while others were already on a more advanced level.

For example, the director of the NGO "Romanian girl" explained that they learned during the project advocacy trainings how to submit the documentation to municipality office and how to receive the confirmation from the municipality that they received the document. She has also learned that there is legal deadline within which the officials from municipality have to

respond to her request. The NGO “Center for Mothers” from Kakanj reported that they learned how to organise meetings with municipality officials.

All 6 organisations, who participated in the trainings were satisfied with the quality level of organised trainings and reported that the trainings contributed to the improvement of knowledge on individual and organisational level of targeted NGOs.

It can be concluded that all interviewees gained practical skills in addressing administration in municipalities, writing memorandums, requests to municipality officials, which will help them in fighting for their rights in the future.

Activity 2.2 of the logframe: Support NGOs to create local alliances and engage in policy dialogue

Indicator 2: Strong alliances of Roma and non-Roma NGOs have been built at local and sub-regional levels;

Evaluation Question:

- How effective was the cooperation between RWO and non Roma Organizations as well as Roma men led organizations and how has the recognition of Roma Women issues among those CSOs changed? What is the impact of the project on the relationships between RWOs and Roma Male Organizations or Non Roma organizations?
- Measure to what extent the advocacy situation and the visibility of the targeted CSOS has improved?

The communication between Roma and non Roma organisations has been improved. The director of the NGO “Better Future” added that they established connections with non Roma organisations as a result of the project but alliances of Roma and non-Roma NGOs have not been built yet at local level.

As the director of the NGO “Romanian girl” explained, after they implemented some of the project activities and raised their visibility in the communities, other organisations started to contact them in order to get their advice on applying for donors support or dealing with

municipality officials. The representatives from the NGO “Be my friend” confirmed that, during the project implementation, they started communication with other local NGOs while the director of Roma NGO “Better future” stressed that the communication with other NGOs was fruitful and they talked about cooperation with other NGOs on joint, advocacy activities. However, none of the interviewed organisations confirmed that those communications on joint advocacy activities led to the establishment of formal alliances, partly due to the fact that the local NGOs were recently established and it will take more than two years to establish formal alliances and networks.

It is recommended for the organisations to continue to work on networking and cooperation with other local organisations through joint meetings and information sharing in order to build strong alliances in the future. Moreover, it is recommended that the organisations would consequently include “building alliances with other organisations that tackle the same community problems” as an activity within their future programmes and projects.

Indicator 3: At least 3 NGOs are engaging in policy dialogue with relevant authorities;

Evaluation Question:

To what extent did the awareness among stakeholders (government institutions and other decision makers) raise related to the inclusion of Roma women and what change brought the project to the relation between Roma Women Organizations and relevant government institutions and other involved key decision makers ?

- How have decision makers taken into account proposals made by pro Roma Women Inclusion NGOs and have decision makers turned towards NGOs involved with Roma Women Inclusion for expertise, advice?

All organisations have increased their visibility within their local communities and had contacts and communications with relevant authorities and the communication between organisations and local decision-makers has generally been improved.

The level of the communication improvement is difficult to measure but it can be noticed that all organisations increased their level of communication with decision makers as a result of the project implementation. It is also noted that decision makers from municipalities feel more confident to contact activists from Roma woman organisations to discuss everyday problems with Roma population.

The director of the NGO “Romanian girl” stressed that the cooperation between municipality representatives and the organisation was improved during the project implementation. She mainly cooperates with officers from the municipality to advocate for her projects to get municipality financial support. The director of the NGO “Center for mothers-Hope” said that the organisation has been invited by the mayor for a meeting while the NGO “Romanian girl” had a meeting with the director of the waste management organisation to discuss about solutions for the sewage problems in the Roma community.

However the director of the NGO “Romanian girl” reported that the communication with the municipality mayor was rather weak. As the director of the NGO “Better Future” explained, the cooperation with the institutions usually only starts when problems concerning the Roma community also reach the common policy agenda. For example, in following activities for census in 2013 the government institutions would like to closely cooperate with Roma organisations so to secure that the exact number of Roma people is included in census.

In general it must be said that the level of communication with decision makers in the municipalities differs from organisation to organisation. It can be noted that those organisations that have been recently established and thus have less working experience and advocacy capacities, such as the NGO “Romanian girl” from Prnjavor or the NGO “Center for mothers” from Zenica, have a lower impact on decision makers while those with longer working experience, as the NGO “Better future” from Tuzla started the dialogue with government officials more easily. The NGO “Better Future” is in general very successful in their cooperation with the representatives of institutions. The director of NGO “Better Future” has frequent meetings with officials from Center for Social work, Ministry of Education, Ministry of Health, Ministry for Internal Affairs.

The organisation “Hope” from Kakanj established successful cooperation with the political party “Alliance for better future” and as a result signed a memorandum of cooperation. The director of the organisation “Otaharain” reported that they had established successful

cooperation with the Center for social work, Ministry for Internal Affairs, the municipality mayor and his office in addressing the problem of begging children in the streets. As a result of the cooperation they had 7 meetings with working group members and developed a draft for the protocol on tackling the begging issues on Bijeljina streets which was signed by all included stakeholders in January 2012. Moreover, the organisation “Otaharain” organised additional round tables on education of Roma children where the NGO representatives together with representatives from Ministry of education of BIH, OSCE and primary schools discussed rights and obligations of parents and institutions to secure and support children in their attendance of primary education.

It is notable that such organisations that have been recently established but have put substantial effort in starting a policy dialogue have succeeded and municipality officials started to address them to get more information of certain problems in local Roma communities. Those organisations were not formally included in decision making process but did improve their position in local community and municipality officials started to contact them for purpose of consultation about some Roma related issues.

It can be concluded that all NGOs have been included in the policy dialogue with relevant authorities but the level of their cooperation differs. The cooperation between different stakeholders in decision making process could be improved by more active inclusion of Roma women organisations from the side of the authorities. It would be helpful for example if there would be an officer responsible for Roma issues in municipality. Moreover, the issues related to Roma population should be part of the municipality budget planning process so that solutions have some financial support secured.

- **Indicator 4:** Recommendations from local and sub-regional level have been incorporated into the **National Action Plans** and respective monitoring and evaluation systems
- **Indicator 5:** - Input for CEDAW shadow report related to position of Roma women provided in a systematic manner.

Recommendations from local and sub regional level have not been incorporated into the National Action Plans since the plan has not been revised during the project implementation.

As explained in the previous part of this evaluation report, National Action Plans have not been revised since the government of Bosnia and Herzegovina has not been formed on time.

For the first time Roma Women issues have been included into the CEDAW report in 2010. Director of the organisation “Better future” from Tuzla provided information of Roma Women issues for CEDAW report. This project contributed to the fact that CEDAW report for Bosnia and Herzegovina in 2010 includes issues related to Roma Women since the project started in May 2010 and the CEDAW report was published in October 2010.

Expected result 3

Capacities of Roma NGOs to implement projects aimed at empowering Roma women in Bosnia and Herzegovina have been developed.

Activity 3.1 of the logframe: Provide trainings to NGOs in Project Cycle Management

Indicator 1: Key staff of at least 5 NGOs have acquired the skills to carry out small-scale projects address issues Roma women are facing and to increase women’s socio-economic opportunities;

Evaluation Question:

- To what extent did the addressed RWOs gain capacities and skills to implement small scale projects addressing Roma women, advocacy skills and organizational skills?
What impact has the capacity building on the future work of the RWO?

The project contributed to the improved knowledge in project cycle management of the organisations that were part of the project. The director of the NGO “Romanian girl” said that through organisation of trainings the project contributed to enhance the skills of members of the organisation including their ability for writing project proposals and dealing with all documentation needed during the project implementation. She added that she didn’t have any knowledge about the project management before the trainings.. Although she reported that

she still needed support from CARE or “Better Future” she increased her abilities for writing project reports.

The director of the NGO “Better Future” stressed that they are very satisfied with the training in project management. She elaborated that some of employees in NGO didn’t have any knowledge on how to write project application and most of official communication was not done in written form. As a result of the project training they learned how to apply for projects and how to write project reports.

All interviewees explained that they learned how to write project application and deliver reports to donors. Even though their knowledge is not yet at an advanced level they came to the point to start to write project application by themselves. Although officials from NGOs still need support from more experienced organisations, like “Better Future” or CARE, compared to the knowledge level they had before, it can be concluded that project contributed to increase of project management skills of all included participants.

The project strengthened Roma NGOs capacities for project management and it would be highly recommended that organisations would continue to participate in trainings in order to improve their skills in project management and their potentials in developing project applications for future donor support. NGOs can apply for diverse capacity building offered in the region to further increase their potentials.

Activity 3.2 in the logframe: Support implementation of small-scale projects addressing the socio-economic position and structural conditions of Roma women.

Indicator 2: At least 4 small-scale projects derived from the strategic or national action plans on improving position of Roma women and addressing the socio-economic position (education, health, personal security/ violence prevention) of Roma women have been implemented to a high standard;

Evaluation Question:

- What was the contribution of the project to the socio-economic situation of the female beneficiaries involved in the small scale projects? Assess the change in their living

situation (economic situation, social situation, flexibility, self esteem and self confidence, position in the household)?

Topics addressed within the small scale projects were closely linked with problems that Roma women face with in their local communities. The president of the NGO “Romanian girl” explained that employees in the organisation had limited understanding and information on the National Strategy for Roma inclusion. Therefore, they selected the most important issues within their local community and addressed it through developing small scale projects. Therefore, NGOs “Be my friend” from Visoko and “Otaharin” from Bijeljina addressed the topic of drop-out rates of Roma children from primary schools. Moreover, “Be my friend” from Visoko also addressed human trafficking of Roma children and access of Roma people to health protection and services through development of the brochure. The NGO “Otaharin” from Bijeljina worked on a protocol to tackle begging which is linked with trafficking problems and therefore can be considered as a security prevention. The NGO “Center for mothers – Hope” from Konjic addressed the trafficking problem as well. Their activities were focused on providing Roma mothers with information on arranged marriages. The president of the NGO “Romanian girl” and the president of NGO “Center for mothers” from Zenica explained they addressed the problem of gender based violence toward Roma women. As a result of the project activities of NGO “Romanian girl” which focused on informing and fighting against violence as that was recognised as top priority issue, the number of reported cases of violence decreased?

The NGO “Better Future” from Tuzla supported all organisations with counselling but they also addressed the Law on health protection where they advocated for amendments and changes of this Law to improve access of Roma women and children to health care.

It can be concluded that each organisation implemented at least two small scale projects and there were more than 4 projects that addressed topics derived from strategic or national action plans on improving position of Roma women and addressing the socio-economic position which were closely linked with problems that Roma women face with in their local communities.

Indicator 3: At least 300 Roma women have benefited from the small-scale empowerment projects.

Evaluation Question:

- How many Roma women benefited from small scale empowerment projects and what was their main benefit (evaluate each small scale project)?

A number of women that benefited from the project can be divided on direct and indirect beneficiaries. The project supported between 15 and 30 women, direct beneficiaries on each of trainings and workshops during the project implementation. At the same time through research with other Roma women and non Roma women 1555 women have been included through small scale projects. Moreover, a one month campaign in all local communities included also extensive number of women and it can be concluded that this indicator has been reached.

Indicator 4: At least 150 men and boys participate in small scale actions and are contributing to resolve the issues Roma women are facing

Evaluation Questions:

- To what extent were boys and men involved in the project and did they actively contribute in the activities of the project?

The number of boys and men that participated in small scale project activities or were indirect beneficiaries of these activities varied from activity to activity. The total of 185 man and boys were directly included in project activities while about 50.000¹¹ of man and boys were included indirectly. The research activities within the project included interviewees with men in institutions and they were part of various activities within the small projects. As a director of the organisation “Otaharain” explained during the research in Bijeljina almost all participants in the research were men while they included around 20 men and 8 boys on each of two workshops they organised within the small projects.

In communication with non Roma boys in Zenica it was explained that they have enjoyed the project activities and that as a result of the project they started to think differently about their Roma female fellows. One of boys said that he got some new experiences through project activity which contributed to his positive thinking about Roma population. Moreover, as director of NGO from Zenica explained that those boys that were invited to participate in

¹¹ Care official provided estimated number

project activities at the beginning of project, and who refused came by themselves in the middle of project cycle and asked NGO officials in Zenica to be included in the theatre play which was of the NGOs project activities. It can be concluded that project contributed to the perception of included boys toward Roma women and girls.

However, the director of the “Be my friend” from Visoko explained that due to stereotypes men are not interested to be part of activities that they consider organised for Roma women.

Although some incremental step has been made, it can be noted that gender stereotypes within the Roma population and stereotypes within the population in general toward Roma women are still extensive and it would be beneficial if activities in a future NGOs project applications were focused on dealing with these stereotypes.

Effectiveness and impact has been also measured on the individual, institutional and community level which is presented below:

Individual level

The project was beneficial on the individual level for all women included in the project that have been interviewed during the evaluation process. The director of the organisation “Otaharain” stressed that all employees of “Otaharain” who participated in trainings improved their skills. As an example one official from the NGO “Otaharain” who completed only primary school increased her abilities during the project and is now able to organise projects conferences by herself. Even though she still needs support in writing project applications, her abilities for writing projects have also been improved.

The director of the NGO “Romanian girl” highlighted that the project activities strengthened her capabilities in personal and in professional life. She pointed out that she developed goals in her professional and private life that she would like to follow. She said that she became more responsible as she learnt to deliver agreed results to CARE and Better Future. The feel of responsibility, as she explained, is mainly related to a very positive experience that she had

with this project and CARE. As a result of all activities that she implemented in Prnjavor she became recognised in Prnjavor and people approach her now for an advice.

The director of the NGO “Romanian girl” also added that the inclusion into the project activities increased her confidence in making decisions in her own home. She stressed that she feels that her husband respects her. As an example, as director of the NGO “Romanian girl” explained, she and her husband now share housework if she is too busy with project activities which was never the case before.

Simultaneously, the director of the NGO “Be my friend” from Visoko elaborated that men in community reported that their female Roma colleagues and wives became more independent and strong in expressing their views. Unfortunately, in some cases, husbands were against continuation of their spouses attending workshops and project activities as they became more confident.

The director of NGO “Center for mothers – Hope” from Kakanj confirmed that the project raised confidence among Roma women and they have been strengthened to express their own wishes and aspirations. For example, she explained that some Roma men allowed now their spouses to have a coffee with their friends which was not a practice before. She explained that the project contributed to this change through trainings and workshops.

It is evident that project contributed to improving the position of Roma women in their families and in their professional environment.

Organisational level

The project supported organisations’ efforts to profile themselves as confident and reliable partners in dealing with Roma women issues. The director of the NGO “Romanian girl” stressed that the project contributed to the visibility in the community. The organisation became a focal point for the officials from institutions as they contact the organisation to check potential problems, such as for example children from Roma community do not attend primary schools and discuss with her about the solution for the problem. The director of the organisation “Otaharain” stressed that through the project their profile as an organisation working for advocacy for addressing the issue of Roma children begging in Bijeljina was formed. The director of NGO “Center for mothers – Hope” from Kakanj highly appreciated

the benefits that the organisation had as a result of the project. She emphasised that employees in the NGO learned about project management through CARE trainings and activities on this projects.

Therefore, the project contributed to the capacity building of targeted organisations and their profile in their local communities.

Community level

The project contributed to improve the perception of people towards Roma women in communities that were part of the project. People have been informed that there are educated Roma women but, as a director of NGO “Romanian girl” explained the discrimination is still present. She believes that these issues should be additionally addressed and that projects like this should be implemented for longer periods to substantially tackle discrimination.

The director of the organisation NGO “Otaharain” from Bijeljina explained that Roma male organisations expressed their concern about the potential competition with Roma women organisations on getting donors support since Roma women organisation are becoming more influential in their joint communities. Even if the expressed concern should not be considered as positive aspect in terms of Roma organisations cooperation it testifies on the other hand the increasing influence of the Roma women NGOs in their communities.

Efficiency

Evaluation question:

Was the budget and other project resources used in a cost efficient way for small projects?

Considering the amount that organisations received for small projects within this project (details included in annex) and effects achieved during two years of project implementation it can be concluded that the project has been efficient.

All interviewees from six Roma Women organisations agree that the project was successful, helped them in increasing their visibility in local communities, increase their abilities for writing project applications, increase their confidence in dealing with Roma population problems through municipality administration system and improve their role in local communities.

Sustainability

Evaluation Questions.

- Are the RWOs in the position to continue functioning (budget, management and organization skills, advocacy skills) in an effective manner after the project ?
- How well accepted are changes brought by the project both by the target groups and by wider community?
- Has the project contributed to a long term increase of participation and responsibility of Roma women within Roma community and local advocacy movement?
- Will cooperation between Roma women Organizations (RWOs) and Roma Men organizations/Non Roma Organizations continue after the end of the project? Will the established cooperation among government institutions and RWO likely be to continue?

The main change the project brought to target groups and to respective local communities is increase of Roma women inclusion in local communities and their participation with municipality officials in consultation process about Roma issues.

The municipality office in Bijeljina included organisation “Otaharin” in a working group that will develop action plan against Roma children begging on streets where Roma women will

be included but its cooperation is a result of a long term relationship between municipality officials and the organisation and the project just pushed a bit the cooperation on a higher level (establishment of the working group) with secured financial support. It can be concluded in that case that project contributed to a long term increase of participation and responsibility of Roma women within Roma community and local advocacy movement.

However, in most of the cases the changes about the perception of Roma Women are incremental as expected with all society changes and their long term effect and acceptance will be measurable in future time.

It cannot be noted that the cooperation between Roma Women and Roma Men organisations have been improved. On contrary, in some cases the cooperation between these organisations became worse. As Roma women explained there is a high level of competition between Roma organisations. Especially between Roma men organisations and Roma women organisations that have a significant working experience in the local community, such as Better Future, have a successful cooperation but it cannot be noted that the cooperation has been improved as a result of the project. At the same time, newly established Roma women organisations, such “Romani girl” from Prnjavor, faced problems of cooperation from Roma men organisations. However, the project increased skills and level of professionalism of Roma Women organisations which will help them in securing their sustainability and their positioning within the respective local communities. Therefore, such positive changes should also positively influence their cooperation with Roma men organisations. It is too early to have definite answer what was the project contribution to increase of cooperation between Roma women and Roma Men organizations/Non Roma Organizations but its effects will be visible in the future..

Some organisations secured financial resources for continuation of their work and therefore secured sustainability. The Organisation “Bette future” will continue to work with CARE International on the next project, some organisations applied for other donor sources and some wait for results of project application process.

Also, some organisations applied to municipalities to get financial support for their new projects. For example, the NGO “Romanian girl” will have some support from the municipality to organise celebration of Roma national holidays. The director of the organisation “Otaharain” explained that they will continue with activities on reducing

begging on streets as they applied to the EU Instrument for Pre-Accession Assistance for support to continuation of these activities. The organisation developed an EU proposal but, according to information from CARE official, their proposal was not successful.

The project highly contributed to the capacity building of organisations included which helped the organisations to secure financial resources for continuation of their work. Therefore, it can be noted that project supported sustainability through capacity building of organisations. As the director of the organisation „Better Future“ explained that they had the opportunity to attend informatics trainings, purchase some laptops and other equipment:

Organization	equipment
ORI Be my friend Visoko	projector
Centar za majke Nada Kakanj	cell phone, camera, banner, copy machine, and shelves for files
Centar za majke Utjeha Zenica	banner, digital camera, scanner and printer with copier
Rom Girl –Romani ćej Prnjavor	Cell phone, projector, laptop, printer
Better future Tuzla	Laptop, digital camera

Some organisations were supported in the completion of their official registration as NGOs which also contributed to their sustainability.

Moreover, the director of the NGO “Better Future” explained the process of the revision of the Strategic plan on inclusion and improvement of the position of Roma Women in BiH will continue. It is planned to be one of the main activities that the Roma Women NGO network will conduct once they are registered as an official network. It can be concluded that some financial sustainability has been secured for organisations that were part of the project. Although, not all organisations will be able to continue to work on Roma women issues with the same resources, the abilities of the activists working in the organisations to apply for projects and to address problems they face with in their municipalities, have been improved in a sustainable way through the project’s capacity building component. .

The organisation “Better future” from Tuzla stressed that the organisation will continue with the implementation of activities started through this project.

Considering that those meetings are closely linked to financial issues for their organisation it would be beneficial if organisations included organisation of their network meetings into the application for future projects to secure funding for such activities.

The future plan of the Network of RWO is to continue with efforts in improving their status in local communities. Therefore, as director of the NGO “Better Future” summarised, all NGOs would like to:

1. Officially register their informal network as a formal coalition,
2. Participate in revision of action plans and advocate for inclusion of Roma women into the decision making processes.
3. Became member of the Board for Roma population where the first step will be to develop criteria for membership in that body as such proposition does not exist currently.
4. Became member of the Commission for minorities in the Municipality council
5. Include male Roma organisations and improve cooperation with them,

Recommendations

- It would be beneficial if project lasted longer or if the process of the strengthening Roma women that this project started is supported by other initiatives in the future. Moreover, the project results can be used as a guide for revision of actions plans for Roma and issues that Roma women face, and could potentially be addressed in action plans and strategy for Roma population.
- It would be beneficial for organisations to continue building network connections with other organisations, through joint meetings, information share to come to the point to have strong alliances in the future. Moreover, it would be beneficial if

organisations include building alliances with other organisations that tackle the same community problems as an activity within their future project applications. Since the organisation of network meetings are closely linked to financial issues for their organisation it would be beneficial if organisations included organisation of their network meetings into the application for future projects.

- The cooperation between different stakeholders in decision making process could be improved by inclusion of Roma women organisation in the different phases of decision making problems. It would be helpful if there is an officer for Roma issues in municipality. Moreover, the issues related to Roma population should be part of the municipality budget planning process so that solutions have some financial support secured.
- It would be beneficial if organisations continue to improve their skills in project management in order to increase their potentials in applications for future donor support. NGOs can apply for diverse capacity building offered in the region and increased their potentials.
- It is notable that there is a substantial difference between organisation knowledge level in project management and applications which should be used as an advantage. It is an opportunity to support better skilled organisations to serve as a mentors organisation to those who lack specific knowledge. The mentors role primarily refers to organisation “Better Future” from Tuzla and “Otaharin” from Bijeljina as those organisations are well equipped with adequate management expertise.
- The project contribution in changing public perception toward Roma Women refers mainly to the level of information public officials received about problems that Roma women experience and more should be done in this field. There is mainly one way communication where Roma Women organisations provide information to public officials but are excluded from the decision making process. The project results lack establishment of system mechanisms that would secure continuous cooperation between municipality officials and Roma women organisation. Considering that incremental steps are the only way how institutional setup can change it would be recommendable if it is agreed that Roma women organisation representatives have monthly meeting with municipality officials where both parties will discuss current issues and agree on activities for the next month. It is recommended to establish

responsibilities of both parties in a communication process which should positively influence their cooperation in future.

Annex

Questionnaire

Relevance

1. Are you aware of the Strategy for Roma Inclusion and National Action Plans?
2. Are you aware of action plans ? Which one (education, housing, health and employment?)
3. How did you decide topics for the small grants project applications? Did you take goals or activities of action plans or strategy when you were writing the application for small grants?
4. How many priorities from the Strategy did you include through small grants projects activities? On which way?
5. Based on your opinion did the project influence the level of discrimination toward Roma women in your community?
6. Do you consider that the level of community understanding on Roma women issues increased as a result of the project? On which way?
7. To what extend is the Roma women NGOs networking important for improvement of the status of Roma women in your community? Why? What are benefits of such networking?
8. Do you consider that this project was important for you as an individual and for Roma Woman?

Effectives and influence

Individual Level

Small grants

1. What small grants did you do?
2. How many women did you include in each project? On what way they were included? What did they do? What were they tasks?
3. What was your role in implementation of small grants? What did you like the most? What was the most important? Which project do you consider would be important to implement in your community?
4. How many Roma man were included in each project? On what way they were included? What did they do? What were they tasks?
5. How many Roma boys were included in each project? On what way they were included? What did they do? What were they tasks?
6. What is your opinion if the project has influence on Roma man and boys? What was the influence? Did they change their attitude toward Roma women? On which way?
7. What was the project influence on local community? What was the influence?

Trainings:

1. Did you increase your knowledge about your rights since the project started? Is taht result of this project? How did the project contributed?
2. Do you think that your role and position in society has been changes as a result of this project? On what way? What has been changed?
3. Do you think that your role and position in your household has been changes as a result of this project? On what way? What has been changed?
4. Do you feel more confident in local community?
5. Did you improve your skills in project writing? What is particularly important to that you have learnt in application writing on this project?
6. Do you know what is advocacy? On which way would you be able to advocate for Roma women issues?
7. Have you had meetings with municipality officials in last two years to talk about Roma women issues? How many times?
8. Have municipality officials invite you to a meetings to talk about Roma women issues? What was the reason?

9. What is your suggestion what will be the best way to improve your communication with municipality officials?

Campaign:

1. Are you satisfied with the campaign? What activities were the most successful?
2. Have the Roma community members contact you in relation to campaign? What do you think if the campaign contributed to increase a number of Roma children to education system?
3. Did you participate in trainings for development of strategies? Are you satisfy with the trainings quality ? What skills did you improve?
4. Did you participate in trainings for advocacy ? Are you satisfy with the trainings quality ? What skills did you improve?
5. Did you participate in trainings for project development? Are you satisfied with the trainings quality?
6. Did you became a member of the Roma women network as a result of the project? Did project contributed to the networking?

Organisational level

Action plans/Strategy :

1. Are you aware if the revision of the strategy and actions plans have been conducted during the project? If yes, when was that? Did your organisation participate ? What was the process of the revision?
2. What do you thing that your organisation can do to contribute to improvement of the Strategy or/and action plans?

Networking:

1. Did you connect with other Roma Women organisations during the project implementation?
2. Did you establish cooperation with other non Roma organisations?

3. Did you have meetings with members of the network? How many meetings did you have?
4. What is your opinion what would improve networking?

Public campaign:

1. Did the campaign help your organisation visibility within the local community and implementation of project activities? On which way?

Roma women position in local community:

2. Did your organisation participate in research of the position of Roma women in BiH? What was the role of the organisation in the research process? Are you satisfied with the research?
3. Is there any change on how people from local community perceive your organisation? What did you notice?
4. What is your opinion if more people know about your organisation since the project started?

Advocacy trainings:

5. Did your organisation participate in advocacy trainings? What was the role of the organisation? Are you satisfy with the trainings quality ? As a result of the training what has been changed?

Trainings in development of project applications:

1. Did your organisation participate in trainings for development of strategies, and projects? What was the role of the organisation? Are you satisfy with the trainings quality ? As a result of the training what has been changed?
2. What skills did you achieve?
3. What is the result of the training on organisational level? What organisation can perform better as a result of the training? Which additional trainings would you need?
4. Did you apply for some other projects after the training? Was the application successful?

Small grants:

1. Did your organisation participated in implementation of small grants? How many projects did the organisation implement? Which project were the most successful based on your opinion? What would you change now in projects that you have implemented?
2. What do you think if the position of Roma women changed as a result of the project (socio and economic)?What changes do you perceive?

Institutional level

Public campaign :

1. Did the campaign have influence on municipality officials? Did the contact the roganisation in relation to campaign?

Decision making process and cooperation with institutions

1. Do you have communication with municipalities in regard to Roma issues? Did the situation of communication and cooperation with municipalities changed since the project start? On which way?
2. Did you communicate with decision making officials about the priorities from action plans?
3. On which way do you participate in decision making process?
4. What can be improved?

Efficiency

1. Do you consider small grant projects efficient in terms of used financial resources?

Sustainability

1. Will the organisation continue to work after the project finalisation? Did you secure resources for continuation of organisation work? Di this project contributed to that?
2. Will you continue with implementation of activities that were part of this project after the project finalisation? Which one?
3. Do you expect any institution to be establish for Roma issues as a result of the project?