



2011 Call for Proposals

Project Document – UN Country Teams

Project Title:	Integrated Response to Violence against Women in Serbia		
Duration:	2 years		
Start Date:	1 November 2012	Est. End Date:	31 October 2014
Name of Lead Implementing Organization:	United Nations Development Programme (UNDP)		
Name(s) of co-implementing organization [if applicable]:	UNWOMEN UNICEF		
Geographic coverage/location:	Serbia at national, provincial and local levels		
If earlier recipient of a UN Trust Fund grant, please indicate year and amount of funding received:	No		
Total number of beneficiaries (primary and secondary) expected to be reached through the project:	No. of primary beneficiaries:		33,000
	No. of secondary beneficiaries:		3,500
	Total no. of beneficiaries:		36,500
Approximate amount of requested budget allocated to each strategies/areas of intervention:	Preventing Violence:	\$	369,643
	Improving Service Delivery:	\$	272,097
	Strengthening Institutional Response:	\$	380,195
Total Programme Budget:	Total Project Budget (in US dollars):	\$	1,199,648
	Counterpart/Matching Funds (in US dollars):	\$	
	Requested of UN Trust Fund (in US dollars):	\$	999,648
Requested Budget by Agency:	Agency A - UNDP	\$	523,819
	Agency B - UNICEF	\$	247,545
	Agency C - UNWOMEN	\$	228,285

Signed: _____
(On behalf of Administrative Agent)

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Table of Contents

List of Abbreviations	4
1. Executive Summary (1 page).....	5
2. Project context, opportunities and challenges	6
3. Justification	12
4. Strategies	13
5. Scope of project	16
6. Expected results and main activities to achieve them.....	17
7. Sustainability	24
8. Partnerships	25
9. Monitoring & Evaluation and Knowledge Management plans.....	26
10. Beneficiary Satisfaction.....	27
11. Institutional Arrangements, Management and Administration	27

List of Abbreviations

AA - Administrative Agent

AP – Autonomous Province

CSO – Civil Society Organization

CSW – Center for Social Work

DV – Domestic violence

EVAW – Towards a Comprehensive System to End Violence against Women in AP Vojvodina

GBV – Gender based violence

GED – Gender Equality Directorate

GEM – Gender Equality Mechanisms

GoS – Government of Serbia

MDTF – Multi Donor Trust Fund

MoES – Ministry of Education and Science

MOH - Ministry of Health

MOI - Ministry of Interior

MoLSP – Ministry of Labor and Social Policy

MOJ - Ministry of Justice

PSLEGE – Provincial Secretariat for Labor, Employment and Gender Equality

SGBV – Project Combating Sexual and Gender Based Violence

SwW – School without Violence

UNTF – United Nations Trust Fund

VaC – Violence against Children

VaW – Violence against Women

1. Executive Summary (1 page)

Serbia has adopted a comprehensive policy and normative framework focusing on the elimination of gender-based violence (GBV) in line with international standards. The effective measures to reduce and, eventually, end violence against women (VaW) and girls require an integrated response based on human rights standards, and close cooperation of all relevant actors. Through its actions to date, the Government of Serbia has demonstrated its firm commitment to reduce gender based violence, which disproportionately affects women and girls.

UN agencies operating in Serbia have cooperated closely with Gender Equality Mechanisms (GEMs) to promote gender equality agenda and address GBV. A number of projects have been implemented in partnership between the UN agencies and the Government of Serbia, and resulted in strategic partnerships with numerous public institutions and the civil society sector (notably women's groups and CSOs promoting gender equality), in order to promote prevention establish new protection mechanisms against VaW. Further support is needed to strengthen the institutional response to VaW and gender based violence, and to close the policy – practice gaps. GEMs are still relatively new institutions in Serbia, yet they represent the main driving force behind the gender equality agenda, and strongly advocate for the elimination of VaW. They lack sufficient capacity, both in the numbers of personnel employed and state budgetary resources allocated for the implementation of the strategic documents, and for monitoring the enforcement of new laws addressing the issue of GBV. This project uses the great opportunities present in the country to advance towards a sustainable, integrated response to VAW, with the adoption of the National Strategy for Prevention and Elimination of Violence in the Family and in Intimate Partner Relationship 2011, and it addresses the continuing implementation gaps, largely due to insufficient capacities of institutions and professionals at national and local levels to respond to VAW and the persistent social acceptability of GBV.

This project builds on lessons learned through projects supported by UNDP, UNICEF and UN Women. It will consolidate and extend the gains and further use the results of these projects, as well as address gaps in capacities and practices, which are of pivotal importance for reducing VaW and ensuring zero tolerance for GBV through both prevention and protection measures. Key stakeholders including GEMs, relevant government sectors and civil society actors will be supported to ensure that the existing policy and normative frameworks related to GBV are fully implemented through an integrated institutional response, and in close cooperation with non-state actors.

The overall goal of the project is to create a social and institutional environment that will contribute to reducing VaW in Serbia. The project intervenes in two broad areas of activities: prevention and protection. Within the prevention pillar the project will expand and improve the quality of existing mechanisms to prevent and end VaW (Outcome 1). The focus will be on raising awareness of violence and offering knowledge and skills among key population groups for non-violence behaviours (adolescent boys), rejecting violence (perpetrators) and reporting violence, when it happens (women subjected to violence). Within the protection pillar, the project aims to expand access, provision and the range of services in response to VaW (Outcome 2). The project will assist in implementing standards of the Istanbul Convention and to reduce the incidence of VaW.

It is expected that the project will result in a sustainable, integrated response to VAW in Serbia. The existence of firm government commitment to VAW, good capacities of key stakeholders to implement measures to address VAW, strong partnerships between the UN and responsible governmental authorities, as well as civil society, and a proven track record of joint programmes and programming within UNCT Serbia constitute solid preconditions for the successful implementation of the proposed project. There are a number of risks stemming from the current institutional, political and economic environment in the country, but the project is well positioned to address those, especially given the non-partisan position of the UN country team, which is not subject to possible effects of the political changes at different levels of the government.

2. Project context, opportunities and challenges

Over the past decade, Republic of Serbia has established gender equality mechanisms at all levels of power: legislative, executive and independent monitoring mechanisms, at national, provincial and local levels. When it comes to violence against women (VaW), Serbia has ratified a body of laws and policies to reduce and eliminate gender-based violence. The country's priorities are outlined in the 2011 *National Strategy for Prevention and Elimination of Violence against Women in the Family and in Intimate Partner Relationships (2011-2015)*. The National Strategy is aligned with the international standards with specific attention devoted to the Council of Europe Convention on Preventing and Combating VaW and Domestic Violence (the Istanbul Convention). In 2011 General Protocol on Procedures and Cooperation of Institutions, Agencies and Organizations in Situations of Domestic and Partner Relationship Violence against Women (hereinafter: General protocol) was adopted by the Government of Serbia (GoS). The General Protocol introduced the obligation for line ministries to define and adopt the specific procedures in response to committed violence against women in family. The set of laws, general and sectorial protocols as well as the National Action Plan for Protection of Children from Violence have been endorsed in the previous years as well. Ministry of Education and Science (MoES), as example, adopted (in the period from 2007-2011) bylaws and other instruments for the protection of children from violence abuse and neglect, which obligated schools to establish necessary mechanisms for prevention and response to violence.

This confirms Government recognition of the importance of the problem as well as government's firm commitment to end violence against women and girls. At the moment of preparing this proposal, the negotiations about the new government in Serbia are ongoing. While there has been some progress in democratic governance reforms, change of government can still affect the way policies are implemented. Lack of continuity can negatively affect the policies and practices that are currently in place, and which should be strengthened further.

Since 2005, three UN-supported projects against VaW have been implemented at the national level and at the level of Autonomous Province of Vojvodina: "Schools without Violence" (hereinafter: SwW) lead by the MoES and UNICEF (2005-2012); "Combating Sexual and Gender Based Violence" (hereinafter: SGBV) - implemented by the Gender Equality Directorate of the Ministry of Labor and Social Policy and UNDP with the financial support of the Kingdom of Norway (2009-2012), "Towards a Comprehensive System to End Violence against Women in AP Vojvodina" (hereinafter: EVaW) - implemented by PSLEGE with the support of UN Trust Fund to ERAW (2009-2012) and "Violence against children in South East Europe" (2011-2013) implemented by UNICEF and EU. Contributing to the government's committed action, these projects represented the driving force in improving the policy and legislative framework to prevent and combat VaW in the country. They addressed the need to strengthen the institutional response to committed VaW, as well as improve the horizontal and vertical coordination of relevant stakeholders and to create the knowledge basis related to the phenomenon of VaW in Serbia, as well as to raise awareness. The ultimate aim of all these actions was to introduce zero tolerance towards VaW.

Gender equality mechanisms are still relatively recent institutional arrangements. This is reflected in their capacities, both in the numbers of personnel employed and state budgetary resources allocated for the implementation of the strategic documents, and for the enforcement of new laws in the area of women's human rights protection, including addressing the issues related to VAW (both prevention and protection measures).

The severe financial and economic crisis in Serbia has heavily affected the national budget, resulting with reductions in allocation of resources for gender equality mechanisms (GEMs). This increases the threats to implementation of a well-structured policy and legislative framework for prevention and protection of VaW in family and intimate partner relationships. Insufficient funds to ensure the implementation of the anti VaW policies could result with backpedalling related to the existing government commitments and widening of the policy – practice gap, thus creating frustration among key stakeholders including both GEMs and civil society actors, as well as significant negative consequences in the lives of survivors of VAW, due to the weakening of available supports and services.

The project will employ a consistent strategy of advocating with the responsible decision makers for specific budget allocations to implement the existing commitments to prevent and eliminate VaW in Serbia.

Prevalence of VaW in Serbia

In Serbia, patriarchal values are still persistently rooted in social practices and the research showed that there is a correlation between cultural factors and family violence against women. Namely, husband's/partner's value system contributes to the occurrence of VaW in family – women living with husbands/partners with patriarchal values are more at risk of violence than those living with liberal husbands/partners. Speaking about women, their attitudes toward violence are important as the research showed there is a consistent tolerance towards physical violence, which increases the risk of family violence.

In 2010, SGBV conducted the first comprehensive research on prevalence of **VaW in family and in intimate partner relationships** in Central Serbia on a sample of 2,500 women. This project proposal aims to address a range of issues related to VaW, based on the research findings which showed the disturbing levels of VaW in family and intimate partner relationships with the current prevalence rate (during last 12 months) of 37.5%, and the overall prevalence (during life span) of 54.2%. These findings indicate that, despite the efforts of the government coupled with the UN-supported actions, the incidence of VAW in Serbia is still unacceptably high and further actions are needed to strengthen the implementation of both prevention and protection mechanisms.

One third of women have experienced combination of different forms of violence, and 3.4% of women have experienced all four forms of violence during their life course¹. Women of all age, from all regions of Serbia, rural/urban areas, educational and social backgrounds and family status are survivors of gender based violence. Women that are unemployed or financially dependent were more often victims of economic violence in past 12 months; the prevalence of current psychological violence is highest in the group of youngest women (18-24) - 42.3%, as well as the prevalence of current physical violence - 20.9%. Men are perpetrators of gender based violence much more often than women. As significant share of 89.9% cases of physical violence are committed by men against women. In addition, 79.0% of psychological violence and 85.3% of economic violence is committed by men. The most frequent perpetrators are husbands and partners: 50.6% of economic, 58% of psychological and 71.7% of physical violence is committed by husbands and partners. Finally, the most severe cases of physical violence against women are almost exclusively committed by men (96%), and 80.8% by husbands and partners.

In relation to attitudes to VaW, the results of UNICEF MICS IV research² conducted in 2010 are illustrative: overall, 3% of women in Serbia (5% among rural women and 11% among poorest women) and as many as 20% of women living in Roma settlements think that a husband/partner has a right to hit or beat his wife/partner for at least one of a variety of reasons. In most cases it refers to instances when the woman neglects the children, but also if she demonstrates her autonomy, e.g. goes out without telling her husband or argues with him. However, the same research shows that men aged 15–29 are more likely than women to agree with one of the reasons to justify beating wives. This is the case for as many as 7% young men.

Other family and household members also suffer from different consequences of domestic violence. Most importantly, children often witness family violence - 40% of physical violence against women that ever happened was witnessed by the one or more dependent children, and in 10.2% of cases children were also injured.

¹ The most frequent form of violence is psychological (31.8% in past 12 months and 48.7% during the life span), followed by physical (10.1% and 21.6%) and economical (11.4% and 15.8.6%), while the least frequent is sexual violence (1.2% and 3.8%).

² UNICEF Serbia (2011). Multiple Indicator Cluster Survey 2010: Monitoring the Situation with Children and Women. Belgrade

Within the UNTF funded EVaW project, PSLEGE conducted a research on domestic violence in Vojvodina in 2010 on a sample of 516 women, with proportionate representation of women from urban and rural areas. Collected data also indicate that domestic violence is a widespread phenomenon in Vojvodina: over half of interviewees have experienced some form of domestic violence. Almost one woman in two has experienced some form of psychological violence. About 27% were exposed to threats and almost 34% of them have experienced physical violence, out of which 34% were death threats, while the most frequent form of physical violence is slapping (25.5%). This form of violence is particularly dangerous as it causes acute consequences in the form of physical injuries, but also chronic psychosomatic disorders and trauma. A total of 18.6% of women said they were victims of stalking. Almost 10% have experienced sexual violence in a domestic context. Coerced sex is the most frequent form of sexual violence (59.6% of cases). The research reconfirmed that sexual violence is greatly hidden and underreported. The women survivors are reluctant to talk about it, which indicates that the true magnitude of sexual violence is much greater than expressed by collected data. Violence in intimate partner relationships (where the man is violent towards the woman) is the most frequent form of reported violence. The research also shows that many cases of gender based violence were identified as a form of crime (as per the current normative framework) and high level of awareness on legal regulations in this field. However, awareness on protection measures in cases of gender based violence is still at a low level, indicating a need to raise public awareness, especially in rural communities, where the level of awareness of women is lower compared to women in urban settlements, both when it comes to availability of support services and legal regulations.

Recent information coming from the research on violence among and against children in the schools³ indicate that as many as 44% of children (45% boys and 44% girls) in elementary school experience repeated violence from their peers. The prevalence is higher in younger grades, where boys tend to be more exposed to violence but after 6th grade, although prevalence decreases, girls become more vulnerable to violence. Among all forms of violence gossiping and touching/sexual harassment are more prevalent among girls, sexual harassment being reported by 14% of girls. Much higher differences between sexes are present when it comes to being violent to others. Boys are two times more violent to their peers than girls (28.3% compared to 14.7%) with significant increase in % of both boys and girls expressing violence as we compare younger and older grades (from 21% to 39% among boys and from 11% to 20% among girls). 13% of boys and 2% of girls report they have sexually harassed their peers (however these cases are underreported, both among girls and boys). Boys are also much more exposed to violence from their teachers (a phenomenon although forbidden by the law still present in Serbian schools), 42% of boys compared to 28% of girls, significantly increasing with the age of pupils. Girls report much more frequently feeling of stress, worrying and depression due to exposure to peer violence.

Community research among boys (through Young men's Initiative project)⁴ indicate that 17% of boys agrees that sexual violence is caused by woman's "inappropriate behavior". As many as 14% of boys have insulted his girlfriend or some other young women and some 6-7% have been violent through pressuring for sexual relation, physical violence or threatening. As many as 42% confirms that they would have to join the fight if their friends are in it and 29% thinks that they would be ashamed to withdraw or give up on the fight.

Gaps in the institutional response to VAW

Notwithstanding significant progress in addressing VAW, the recent SGBV research indicates to some significant shortfalls in service delivery and in state institutions' response to VaW in general. According to the research, majority of women think that the person in situation of family violence should ask for the institutional assistance,

³ UNICEF Belgrade (2006), Research on School without Violence Programme, Belgrade - Unpublished

⁴ Centar E8 (2012), M Research 2011: Research on the Concept of Gender-based Violence and the Attitudes towards Gender-based Violence in Secondary School Students in Serbia. Belgrade

but the knowledge about the available institutional support is very weak – when asked to name institutions, only one third of women interviewees responded that the Ministry of Interior and centers for social work (CSW) were in charge of providing support to violence survivors. According to the same research, the actual behavior differs from attitudes and perceptions in real life situations of violence. Only 10.0% of women who experienced any of the forms of gender based violence turned to the institutions for assistance. In cases of continuous violence women tend to leave the household (30.6%), divorce or separate from the husband/partner (30.0%) or ask for informal help (25.6%) of their family, relatives, friends and neighbours.

Practice indicates that women's strategies fail to resolve the problem due to the lack of integrated support measures. The vast majority of women returns and continues living in the situation of violence, trying to adapt to life with violence. A small number of women who turned to police or CSW for assistance found that this help was useful, but insufficient. Only one fifth found the assistance helpful. In addition to the low numbers of women turning to institutions for help, and even lower numbers being satisfied with the help offered, the research findings indicate to serious misconducts such as physicians not asking for the cause of injuries or police officers trying to "calm down" the perpetrator of violence or even warning the person suffering violence 'not to behave provocatively'. Finally, the number of cases of violence against women in family that are taken to the court is extremely low (for example only 1% of physical gender based violence cases are preceded by the court). Such a low number of cases means that it is not possible to draw conclusions about the efficiency and effectiveness of courts in the cases of domestic violence, however the low number of cases is indicative of lack of trust that the courts can address the problems and suffering created by DV. Furthermore, prevention of violence against women is an area that needs specific attention, therefore addressing the issue related to the low number of cases brought to court is just a top of the iceberg when VaW is concerned.

EVAW conducted the research on the response of the criminal justice system to domestic violence in Vojvodina in 2010 and involved the analysis of 606 domestic violence cases processed within Criminal Law procedures. According to this research, the violence survivors were dominantly female (84,5%). The average age of women survivors of violence was from 33 to 48 (35%). At the time of the occurrence of the crime, 39% of them were married to the perpetrator and the vast majority of women had children (one or two). . In 70% of cases, there were earlier abuses by the same perpetrator, most frequently physical violence. Only 1/6 of victims asked for support from CSWs, CSOs, physician or psychologist.

Research findings show that men dominate among those sentenced (94%) for domestic violence. The average age of perpetrators is between 33 and 48, with secondary school education. Slightly higher number of men perpetrators is employed (42%), while 40% are unemployed. About 50% of perpetrators live in a city, those who are in a partnership or are married dominate, and most of them are parents of one or two children. The majority has no prior offences (60%) and with no track record of mental disorders. About half of them were under the influence of alcohol at the moment of perpetrating the criminal act of violence (52%), and a relatively high share of violence perpetrators (39%) have problems with alcohol or have been diagnosed as alcoholics. The majority do not accept that they have committed the criminal act, do not feel guilty for committing the crime and do not show regret for their actions.

As for the **criminal proceedings** of the criminal act of domestic violence against women, they are most often initiated by the police (65%) or by victim of violence herself (34%). In the majority of cases the prosecutor did not interview neither the victim of violence nor the perpetrator (79,5%). The criminal charge was dismissed in 66.7% of cases, mostly because of lack of evidence. Among the dismissed cases, those involving partner violence dominate. Though criminal charges have been brought within several days, the submission of the indictment lasted up to six months (51%) or between six and twelve months (39,6%). The court sentence was brought within six to twelve months from bringing criminal charges. In 20.5% of cases the victim of violence used her right not to testify. Not in a single case did the court use the new procedural measure of restraining order with or without electronic

supervision, which indicates to serious weaknesses of the system when prevention of DV is concerned. The measure of temporary removal from court during the victim's testimony was used only in one case. Warning measures dominate among sentences (74.3%), prevalently conditional sentences.

Prevention of GBV is important and should start as early as possible, through various promotional and educational activities. In Serbia, the largest number of school and community programs dealing with individual development of boys and girls are not gender sensitive and do not address in a systematic way gender roles and typical behaviors that arise from these roles. Furthermore, they do not provide adequate support during the development of children at the age when a very intense personality development in all areas, and consequently, in the area of acceptance of gender roles is occurring. Programs that deal with prevention of violence have not included this component either (including the 'School without violence' programme, which provided many lessons learnt for this programme to build on). Professionals who work with children are not sufficiently sensitized to gender equality in general and the issue of violence prevention that hinges on transformation of gender roles. Although protocols and mechanisms for violence prevention and protection of children and youth from violence are envisaged and actually already in place in majority of schools, their capacities and quality of work are still very weak. In addition, they are not very responsive to family violence – VAW or violence against children (VAC). According to the Institute of Social Protection data, less than 8% of all reported cases of VAC are reported by education (or health) institutions. Inter-sectoral co-operation in protecting children from violence needs significant improvement.

Based on policy research as well as practice examples gathered through work of CSOs, notably women's groups, it appears necessary to strengthen the institutional response to VaW. The survivors express the need to have access to the adequate response from the institutions in addition to support provided by CSOs, which is fragmented and depends on donor funding. Institutions lack capacities and knowledge in order to be able to fully implement the newly available policy and legislative framework to address the issues related to prevention and protection from GBV.

The systems for social and health protection, as well as the response of the judiciary and the police should be further strengthened and better coordinated in order to ensure full implementation of the existing measures and narrow down policy – practice gap. The professionals in these sectors need to be trained to apply a gender sensitive approach when working on cases of VaW in family, on the new policy and legislative framework, as well as on how to deliver services in line with the specialized protocols of conduct of professionals in these sectors. The specialized protocols in the line ministries of justice, interior, health and labor and social policy should be adopted by the end of 2012, as a result of SGBV efforts, and it is of pivotal importance to provide the appropriate support for the implementation of the specialized protocols.

Results and Lessons learnt from SwW, SGBV and EVaW projects

At the national level, SGBV project introduced policy framework for multisectoral approach in protection of victims and created common ground for action of relevant stakeholders. The mechanisms for protection of survivors of VaW through the cooperation of stakeholders at national level (Ministry of Justice, Ministry of Interior, Ministry of Health, MoES, Ministry of Labour and Social Policy) have been set in place and the procedures for specific interventions in cases of VaW in family for each line ministry are expected to be defined by the end of this year.

Through the strategic partnerships with the Judicial Academy, Police Academy, Human Resources Agency of GoS and CSOs, SGBV trained 292 judges and prosecutors, 361 police officers, more than 60 state officers, 100 journalists and editors; 550 public service providers from 23 municipalities in Central Serbia were involved and the project raised their understanding of VaW and capacities to provide services in coordinated way with other stakeholders. SGBV set solid basis and cooperation mechanisms with the strategically important partners among state institutions and local CSOs, which were also involved in drafting policy documents in this field that were adopted by the GoS.

SGBV developed numerous awareness - raising activities (national campaign, local campaigns during the 16 days of activism against VaW, Real Men campaign, awards for journalist and media, as well as MA thesis awards) and brought the issue of VaW at the national political agenda, thus amplifying the efforts of CSOs (primarily women's organization) which brought VAW to the policy agenda in 1990s. This pioneer project contributed to further widening and deepening the knowledge basis on the phenomenon of VaW in Serbia. However, further support is needed and lessons learned from SGBV and researches that were conducted will enable better targeting of future interventions in this field, and build capacities for the implementation of policy framework that is in place.

At the level of the Vojvodina Autonomous Province, EVAW project was crucial in maximizing the effects of provincial level policies to eliminate VaW. As a result of the implementation of this project, new capacities (a total of 1,213 professionals from 45 municipalities in Vojvodina sensitized and skilled to address GBV) were built to support a comprehensive response to VaW. A database on capacities of professionals was created to track the number and profile of professionals participating in trainings and facilitate insight into professionals' capacities to address DV and VAW. EVAW improved record keeping on cases of VaW, access to information, to health, psychological and social services, to justice, to specialized support services, as well as cooperation with CSOs. Directly contributing to the implementation of the *Strategy for Protection against Domestic Violence and Other Forms of Gender Based Violence in the Autonomous Province of Vojvodina (2008-2012)*, the project yielded a number of lessons learned for increasing effectiveness of policies to address VAW at the provincial level. Effective policies should have a broader scope of VAW, not just DV, and especially sexual violence against women should constitute a specific policy focus. Due to insufficient community-based outreach, the project was less successful in including women from minority and marginalized groups; specific approaches should be developed to ensure that these groups of women have access to protection and supports to live lives free of violence. While professionals are now equipped with basic knowledge and skills address DV, there is still a need for close consultative support in concrete implementation of coordinated agency work and development of protocols on responding to cases of VAW.

In past three years in close cooperation with GEMs and CSOs much has been done in setting the institutional arrangements for an adequate response to VaW with the specific focus on domestic violence

Since 2012, with support of UNICEF, MoES has established Violence prevention Unit, aiming at more systematic response to the issues related to violence among and against girls and boys within education system, including GBV. This Unit also took over the implementation of the School without violence programme, originally implemented by UNICEF. Recognized as a lead school programme in supporting establishment of safe and enabling environment for children and youth, the SwV currently covers 17% of elementary schools in Serbia and several secondary schools and it is in the process of being fully integrated in the system, so as to include all schools. The evaluation of the programme (2009)⁵ indicated that it is highly relevant, effective and needed in the education system. It influenced increased feeling of safety among pupils, reduction of violence (particularly physical violence), increased reporting of violence, teachers' response and decreased popularity of those children acting violently. Although the programme had a number of positive effects on children and teachers, the evaluation pointed out that it was rather gender neutral and that it should be strengthened to address specifically boys in higher grades. Therefore, this project will support the revision of the SwV programme package to integrate a gender perspective, as well as the development and implementation of additional education packages for whole school (teachers, parents and pupils) addressing particularly gender roles in their connection to violence, particularly focused on boys.

⁵ UNICEF Belgrade (2009), Evaluation on School without Violence Programme, Belgrade - Unpublished

3. Justification

Notwithstanding the existing policy and legal framework focusing on the elimination of VaW, the incidence of gender based violence in Serbia is still at high levels and relevant government institutions have insufficient capacities to ensure that preventive and protection measures addressing VaW are implemented through an integrated action and full cooperation among relevant government actors and CSOs, in line with the CoE Istanbul Convention.

GEMs need further support to become effective advocates for the full implementation of the existing measures against VaW. Although a comprehensive legal framework related to GBV is in place, there are significant gaps in implementation. Gaps in the work of relevant government institutions, including police, health and social workers are also notable, indicating the need for further capacity building of institutions, underpinned by basic education about women's human rights. There is a lot of scope to improve the cooperation between the state and non-state actors, both in policy making and in service provision in response to VaW, with the ultimate aim to reduce VaW and to increase the access of violence survivors to the appropriate services. While the protection measures are the most important in addressing the needs of survivors of violence, the practice has shown that without appropriate preventive mechanisms it is unlikely to expect the actual decrease of prevalence of VaW. .

Therefore, the project will aim to contribute to significant changes (outcome level) in the area of both prevention of VAW, working with key target groups for primary prevention approaches and protection against VAW, working with key service providers, including both state and non-state, general and specialized service providers.

The key beneficiaries groups for prevention approaches are: 1) youth (boys and girls) to be reached through educational programmes on gender equality and prevention of gender based violence in schools and community mobilization interventions; 2) perpetrators of violence to be reached through pilot social protection-based programmes for work with perpetrators; 3) general public to be reached through information and awareness raising campaigns aimed at changing pervasive gender stereotypes.

Research shows there is a strong connection between the cultural and social factors rooted in the value system based on gender division of roles and the approach that condones violence against women. Thus, the project gives crucial importance to interventions on raising awareness and on influencing the behavioral change among general public in stressing the recognition of the social responsibility of each citizen in reporting and publicly condemning VaW, and on the other hand especially among boys, girls and youth with the focus on deconstructing hegemonic masculinities, femininities and gender roles rooted in the social practices. The intervention in early stage among boys, girls and youth is of crucial importance as a preventive mechanism, since research points to evidence for the intergenerational transmission of violence, i.e., persons who experienced violence in family tend to be prone to violent behaviors in their families (Mitković, 2010).

In terms of the protection pillar, the project will seek to achieve changes among groups of secondary beneficiaries from service providers, including those in civil society and institutions tasked to address VAW at the national (MoLSP, Ministry of Interior, Ministry of Justice, Ministry of Health, MoES) and local (CSW, local territorial units of the Police, local healthcare centres, primary and secondary schools, courts and local prosecutors offices) levels. While focusing on capacity development of these institutions and service providers, the project aims to increase benefits for the primary beneficiaries, women and girls who suffered violence.

The project will work on increasing the quality, accessibility and coverage of protection mechanisms, including services in response to VAW and their ability to respond immediately after the violence has occurred so as to limit its harmful effects. The project seeks to induce institutional and behavioural changes in the stated actors that will contribute to reducing the incidence of GBV that is pervasive nationwide. Institutionally, the project will equip state

and local actors to prevent violence and strengthen protection afforded to the survivors of violence. The project will strengthen multi-sectorial intervention at the local level, providing integrated services to survivors of violence in accord with the General protocol adopted by the government. Services integration will mean efficient coordination and cooperation of relevant local level actors, and enhanced efficiency in the management and exchange of data on specific cases.

The project will build the capacities of professionals in local institutions to coordinate the response to VAW, by developing local level protocols of cooperation in municipalities across Serbia, consistent with the General Protocol. The project will advance the skills of police, judges and prosecutors responding to cases of VAW. It will enhance and strengthen the practices of CSWs, health care providers and educational institutions enabling them to offer quality services to women and children who suffer violence.

Importantly, the project will assist in implementing standards of the Istanbul Convention, associated with services for survivors of violence, including establishment of a national monitoring mechanism to assess progress against national and international benchmarks. The project will support the state to ensure the implementation of the provisions of Istanbul Convention, including cooperation between the state institutions and civil society organizations that provide services to survivors of violence.

Services in response to VaW will be strengthened by establishing a VaW rapid response system, that will include a unique national SOS hotline number, and significantly expanded public awareness associated with the existence of a one-stop centre providing information to survivors of VaW.

Given the expertise and partnerships built within the scope of the three previously implemented projects (SwV, SGBV and EVAW projects, as described in Section 2 above), there is now a great opportunity to consolidate the achieved results by integrating capacities into a national response, while also deepening local level mechanisms for addressing DV/VaW. Integrating lessons learned and based on the results of existing (SwV) and upcoming (SGBV and EVAW, 2012) evaluations, the proposed project will augment the following already proven approaches: School and community-based primary prevention; Capacity development of institutions and CSOs to deliver quality services in response to VAW; Advancing an integrated response to VaW, through multi-sectoral, multi-agency cooperation. Collectively, interventions implemented under this project will substantively improve protection of women survivors of violence, and will inspire behavior change that fosters creation of a social environment that condemns violence. The present project aims to integrate the institutional efforts made at national and provincial level, as well as the expertise of women's civil society organizations in providing specialized services to women survivors of violence.

4. Strategies

The proposed project uses the notion of an integrated response to VaW as the overarching conceptual framework. According to the CoE Istanbul Convention, to which Serbia is a signatory (as of 4 April 2012), effective measures to reduce and, eventually, end violence against women and girls require an integrated response that is based on human rights standards and the involvement and cooperation of all relevant actors, including CSOs, in full recognition of their expertise in addressing VaW. While focusing on the pillars of prevention and protection, the project is anchored in the understanding and vision that measures in these two areas are not to be implemented in isolation, but integrated in the overall response to VaW in the country, which also includes other areas of intervention, that are not in the primary focus of this project.

Consistent with the overall concept, the project will pursue the following key strategies towards the achievement of anticipated contributions to planned outcomes and outputs:

1. Advancing cross-sectoral and multi-agency cooperation in an integrated response to VAW

The project will strengthen multi-sectoral coordination and response at the local level to enable provision of integrated services to survivors of violence in accordance with the General protocol adopted by the GoS. The project envisages extensive support for strengthening capacities of professionals to engage in coordinated actions and responses to VaW at the local level, as well as increasing institutional capacities for cooperation, through the development of local protocols on procedures for addressing cases of DV and inter-institutional cooperation.

2. Advocacy and strengthening accountability of policies and laws

The project will contribute to establishment of a national monitoring mechanism to assess progress against national and international benchmarks. To provide a solid baseline with respect to availability and accessibility of services in response to VaW, a comprehensive comparative analysis will be conducted in the first phase of the project, looking at the set of services required by the Istanbul Convention and comparing these provisions with the current situation in the country (Serbia).

An additional activity will be continuous advocacy for securing budget allocations to sustain the protection mechanisms, both at the national and at the local level, and in order to ensure the sustainability of project results.

Alongside these two overarching strategies, specific approaches will be used for each of the main outcomes to which the project aims to contribute.

In contribution to Outcome 1: Expand and improve quality of existing mechanisms to prevent and end VaW, the project will use **Community mobilization and Educational strategies for primary prevention.**

Reaching out to youth is a cornerstone of interventions aiming at primary prevention of VAW and one of the strategic priorities of the United Nations Secretary General's campaign *UNiTE to End Violence against Women*. The project will aim to create links with the SG's UNiTE campaign and more specifically, in the prevention pillar, with the campaign's very recently established *Global UNiTE Youth Network*. The project fully endorses the Network's principle that young people are central agents of change and, through project activities, youth will be encouraged to use their knowledge, creativity and influence in their communities to challenge gender stereotypes and behaviors that can lead to violence.

Work with children and youth will focus on re-examining gender roles via awareness-raising and social mobilization campaigns within the framework of the UNiTE campaign, building on the already existing youth campaigns in the country. The project will support implementation of school and community based programmes for preventive work with boys and girls, aimed at changing perception of the roles that men play in continuing violent behaviour patterns, focusing on the fact that violent behaviour and acceptance of violence is the result of social and cultural mores and norms, associated with gender stereotypes and the definitions of masculinity. Working with both boys and girls (and teachers/whole schools) the programme will aim to increase awareness and improve the response to GBV in schools and by schools. The programme will include communication and education packages for adults and adolescents, engaging teachers and youth in peer in-school and community activities to raise the awareness of adolescents on GBV. The programme will mobilize youth for change, educate them on intimate partner relationships and gender equality and encourage them to report and respond to violence around them. Schools will be supported in building inter-sectoral collaboration with individuals and organizations to provide a proper response to GBV. The project will also strengthen national capacities (through regional branches of the MoES, pool of experts/trainers) for advising, assisting, monitoring and measuring of GBV and responses to GBV in the school setting.

A research on mapping of the social constructs of typical gender roles, reviewing of relationships and behaviors of boys and girls will also be done. It will build on already existing process for measuring safety of the school

environment implemented in the education system (piloted through SwW programme) enriching it with necessary research instruments to address gender roles, to be used in every school implementing the programme – at the beginning and at the end of the project.

The key strategy for expanding the accessibility, provision and range of services in response to VaW (**Outcome 2 will be Capacity development for service providers (institutions and CSOs). The assumption is that better capacity of professionals to deliver support services, as well as stronger capacities of specialist services will result in better protection to women and girls survivors of violence.**) The project uses the distinction also introduced in the Istanbul Convention between general support services and specialist services. According to the Explanatory report, para 125 (explanatory text for Art 20) of the Istanbul Convention, “general support services refer to help offered by public authorities such as social services, health services and employment services, which provide long-term help and are not exclusively designed for the benefit of victims only but serve the public at large. By contrast, specialist support services have specialised in providing support and assistance tailored to the – often immediate – needs of victims of specific forms of violence against women or domestic violence and are not open to the general public. While these may be services run or funded by government authorities, the large majority of specialist services are offered by NGOs.”

General support services, whether in police, Centers for Social Welfare or courts will be strengthened through an intensive and extensive capacity development approach that will focus on building knowledge and skills among professionals.

With respect to specialist services, up to now, the appropriate mechanism for immediate reaction to and protection from committed violence hasn’t been established in Serbia. There is no available 24/7 service of unique SOS hotline, where the person could receive all the necessary information on services in the community, on protection measures to be activated and an immediate support that would enable her to activate resources in order to come out of the situation of violence where she is exposed to risk to her physical and psychological integrity, risk for her life and of her children. The specialized response strategy to be developed and employed within this project regards establishing the unique SOS hotline, where the immediate needs for information, referral to services in local community and support will be provided to survivors of violence.

In line with the new Law on Social Protection, adopted in 2011, relevant bylaws are currently being prepared. Part of the process involves drafting of minimum standards for providing counseling /therapeutic and socio-educational services in social protection. These services will also be provided by the CSOs, which would represent capitalizing on their expertise and experience in supporting survivors of GBV at the community level.

Anticipated risks to the implementation of proposed strategies are outlined in the table below:

Key strategy	Risks	Mitigation strategies
<p>Advancing cross-sectoral and multi-agency cooperation in an integrated response to VAW</p>	<ul style="list-style-type: none"> • Support from and engagement of all relevant government bodies at national, provincial and local levels is not appropriate • Cooperation between government and CSOs is not fully effective • Cumbersome procedures affect smooth project implementation 	<ul style="list-style-type: none"> • Continuous involvement of stakeholders through regular updates, transmission of information, and public events.

	<ul style="list-style-type: none"> • Inter-agency cooperation • Relevant authorities do not have full ownership over the products 	<ul style="list-style-type: none"> • Regular consultations.
Advocacy and strengthening accountability of policies and laws	<ul style="list-style-type: none"> • Ministry of Labour and Social Policy does not foresee budgetary allocations for the further implementation of the Strategy and the Istanbul Convention 	<ul style="list-style-type: none"> • Using international pressure, through the monitoring mechanisms of international human rights treaties, such as CEDAW.
Community mobilization and Educational strategies for primary prevention	<ul style="list-style-type: none"> • Resistance from the schools to take upon this activities as everyday practice • Resistance from pupils to assess their own attitudes 	<ul style="list-style-type: none"> • MoES will facilitate process to acknowledge the work of schools • Regularly assessing the views of youth (boys and girls) through participatory approaches throughout the project
Capacity development for service providers (institutions and CSOs)	<ul style="list-style-type: none"> • Social service providers do not apply properly newly acquired knowledge • SOS hotline system does not get proper support from the actors at national, provincial and local levels 	<ul style="list-style-type: none"> • Monitoring strategy to follow up on the use of acquired knowledge and skills. • Follow up, regular consultative support.

5. Scope of project

Proposed project aims at directly contributing to the National Strategy, which covers four priority areas: 1) Establish a system of primary, secondary and tertiary prevention, 2) Improve normative framework for protection of women from violence, 3) Improve multisectoral cooperation and raise capacities of authorities and services, 4) Improve the system of protection and support for victims of violence. The Strategy covers the period 2011-2015 and refers to the territory of Serbia. It is focused on the VaW in family, particularly but not exclusively in intimate partner relationship. Prevention area targets wider public, including work with children and youth, as well as causes and consequences of different forms of VaW. The proposed project will focus on first, third and fourth strategic areas and will contribute to their implementation. Work with perpetrators programme will address only the intimate partner-perpetrators, while other activities related to prevention and protection will include other profile of perpetrators of VaW (intimate partner, non-partner family member, and/or neighbor, family friend, community member etc.).

The prevention component will, besides national strategy, also directly address priorities outlined in the strategies and action plans, laws, bylaws, protocols adopted to drive response in protecting children (boys and girls) from violence such as National strategy for protection of children from violence, general and special protocols, particularly special protocol for education institutions, education law and relevant bylaws.

In terms of coverage, the project will be implemented at the national, provincial and local levels. It will cover the territory of Central Serbia and AP Vojvodina. Republic of Serbia includes two autonomous provinces – Vojvodina and

UN Administered province of Kosovo and Metohija (UN Administered Territory under United Nations Security Council resolution 1244). The latter will not be covered by the scope of the project.

The project will build on experiences and expand the 2009-11 Norwegian funded SGBV project while consolidating PSLEGE's activities in Vojvodina in this upscaling effort. SGBV mapped 21 signed local level protocols on the basis of the General protocol. SGBV conducted trainings for implementing local level protocols in 11 municipalities. This project will target 20 new municipalities where the local level protocols will be implemented, 10 in Central Serbia and 10 in Vojvodina, while maintaining exchange and providing expert support in existing 21 localities. The project will help strengthen prevention and victim protection by addressing social norms, mores conventions and attitudes. Work with children and youth and local communities will be done in 50 schools in at least 10 municipalities.

At the national level, the project will work with the MOLSP, MOES, MOH, MOI, MOJ. At the provincial level, the project will cover the territory of the Vojvodina and will work with PSLEGE, as the main implementing partner, who will involve other provincial level authorities, such the Provincial Secretariat for Health, Social Policy and Demography, Provincial Secretariat for Education, Administration and National Minorities. At the local level, the project will target 20 new municipalities throughout Serbia.

Primary beneficiaries of the project include: women and girls in general, women and girls survivors of violence, adolescents boys and girls, and young women from all economic and social backgrounds. Primary beneficiaries will benefit from the programme through various awareness raising activities that will take place at national, provincial and local levels. In addition, particular school programmes are being envisaged by the programme that will contribute to better knowledge and awareness on the problem of gender based violence.

As for children and youth targeted through preventive and educational programmes, the project aims to reach 15,000 persons in direct contact, as well as 10,000 persons through social networks. Further, at least 1,500 more teachers, and 100 peer educators will be trained, 350 young persons will be directly involved in community events.

Through immediate system for response to VaW the project will target women and girls survivors of violence: SOS hotline calls – 2,000 women and girls, access to website – 5,000 persons.

Project will work with 70 men perpetrators, and enable a pool of total 28 professionals with skills to work with perpetrators.

Secondary beneficiaries include CSOs, educational professionals, general public and community at large, government officials, health professionals, legal officers, men and boys, social and welfare workers as well as uninformed personnel.

Secondary beneficiaries will benefit from the programme by further developing their capacities to work with survivors of violence within their mandates but also by familiarizing themselves with other support services in order to have an efficient prevention and response system for combating gender based violence in Serbia. Around 1,000 professionals working in police, judiciary, CSW, healthcare institutions will benefit from the project in terms of strengthening their capacities.

6. Expected results and main activities to achieve them

The overall goal of the project is to create social and institutional environment that will contribute to reducing violence against women in Serbia. The project seeks to induce institutional and behavioural changes among key stakeholders that will contribute to reducing the prevalence and incidence of VaW that is pervasive nationwide. The project intervenes in two broad areas of activities: prevention and protection.

Within the prevention pillar the project aims to expand and improve quality of existing mechanisms to prevent and end VaW (**Outcome 1**). The focus will be on raising awareness of violence and offering knowledge and skills for non-violence behaviours, rejecting and reporting violence among three target groups, respectively: 1. children and youth, 2. perpetrators and 3. women at risk of violence and the general public. The preventive activities will be developed and realized in order to achieve the following outputs:

1.1. New school GBV programmes developed and implemented in schools

This component will be implemented fully in line with the existing legislation and other processes and programmes in the education system aiming at protection of children from violence, particularly SwW programme.

The project will include enriching current and developing new package of research instruments that will closely assess gender roles and stereotypes in schools thus helping them to develop appropriate interventions and measure progress. The research instruments will be available for all schools, as part of the MoES package for measuring safety of the school environment, and implemented in at least 50 selected ones.

The project will support capacity building of education advisors from regional branches of the MoES (at least 18) to advise and monitor prevention of violence, including GBV in the schools. The project will mainstream gender through basic SWV education package which will be available to all schools. In addition, specialized GBV package will be developed for schools with focus on work with boys and reduction of dating violence. At least 60 SWV mentors, will be trained to support schools in preventing and responding to GBV, and to implement newly designed programme package. SwW programme, with GBV component will be implemented, through the support of mentors, in each school in order to build their capacities for preventive work and to develop/strengthen their procedures to properly respond to GBV.

The selected schools (50) will include both primary and secondary schools, among which some will be already implementing basic package of the SwW programme. School programmes will address/train all teachers/adults in schools, parents and pupils (numbers depend on the size of schools but app. for 50 schools they reach a least 1,500 teachers, 15,000 pupils and as many parents) and will target prevention as well as intervention component. Prevention component will particularly engage physical education teachers and sport activities, forum theatre and other interactive activities that enable working on transformation of behaviours and attitudes towards changing the perception of the roles that men have in continuing violent behavior patterns, putting focus on the fact that violent behavior and accepting violence is the result of social and cultural clichés, definition of masculinity and stereotypical understanding of gender roles. Preventive programmes with women should redefine the role of women in the society and change the understanding of “accepting and enduring violence”, which are the results of gender socialization and cultural stereotypes. The manual will be published with relevant materials for schools. Intervention component will focus on strengthening capacities and procedures within schools in reporting and acting upon GBV in the school as well as in the family setting, securing required assistance and support. It will facilitate their collaboration with other relevant sectors (welfare, health, police as well as CSOs) on the local level through joint activities and definition of specific treatment procedures to maximise protection of children as well as women and girls from violence.

The project will engage school pupils’ teams/peer violence prevention teams and pupils’ parliaments in preventive activities as well as in the activities that would support reporting and protecting children/youth from violence itself. The prevention and intervention component will be complemented with strong communication and social mobilization local campaigns and youth activism. Social media will be highly engaged (see output 3).

- **1.2. Work with perpetrators (WWP) programme introduced as a standardized social protection service within MoLSP**

Professional service providers in 4 CSWs will be trained to work with perpetrators of violence, based on the best practice Norwegian model “Alternative to Violence” (ATV). The service will be based on voluntary involvement of perpetrators with the aim of examining attitudes towards women. The primary goal is to ensure the safety of survivors of violence and prevent recidivism to VaW in family and in intimate partner relationships. The target group are men perpetrators who are violent against their intimate partners.

Within the SGBV project, a group of 16 professionals in three CSWs in the cities of Kragujevac, Niš and Belgrade were trained by the Norwegian experts to become trainers and to implement the programme for work with perpetrators. The available pool of 16 local trainers will provide trainings for the professionals in other CSWs in Serbia. Within the proposed project, 16 trained professionals will develop the work with perpetrators programme based on the acquired knowledge, which will be tailor-made for the local context. The programme and the teaching materials will be submitted for the formal accreditation in the Institute for Social Protection of the Republic of Serbia. Through the accreditation it will become an institutionalized programme for work with perpetrators and a formal training possibility for the professionals in the state social protection sector. Prepared training materials will be published and provided as reading materials during the trainings for professionals. The trainings will be conducted in 4 local CSW, for four professionals in each of the CSWs involved. After the delivery of the first set of trainings, the professionals will start implementing the WWP under the monitoring and supervision of their colleagues who have trained them - the group of 16 professional trainers trained by Norwegian experts. During the project all of the 7 CSWs involved will be delivering the therapy treatments for WWP (3 CSWs trained within SGBV + 4 new involved within the proposed project). Parallel to the new service for WWP upscaling activities, at the policy level, the project will pursue the efforts to build the formal recognition of the validity of WWP programme through formalizing the agreements between Public Prosecutor and CSW. The current legislation does not contemplate the possibility of mandatory treatments for perpetrators unless there are severe alcohol or drug addictions or mental health problems involved. In the absence of the recognition in legislation of the need to work on resocialization of the perpetrators who committed minor bodily harms, misdemeanours acts and similar, typical for the initial episodes of family and intimate partner violence, the project will aim to engage the Prosecutor Offices in directing perpetrators to WWP in the community in a form of recommendation.

- **1.3. General public better informed about GBV, available protection mechanisms and engaged in actively preventing VaW.**

The activities foreseen under this output will include development of ICT tools that will enable better access to information on gender based violence and on available protection mechanisms. Web portal will be set in place where the information on all available protection mechanisms will be easily accessible. It will include mapping and contacts of all institutions and organizations providing services to survivors of violence at the local level, with the short description of the type of services provided and the search possibilities according to the territory and the type of service. Furthermore, the virtual space will be reserved for the knowledge resource centre where the existing researches and studies on VaW in Serbian language will be available for the public. In the first place, the web portal will represent an orientation tool for the persons searching services in their community. On the other hand, it will be a resource centre for the professionals where they'll be able to find all the relevant information on the current legislation, policies, prevalence of VaW in family and in- depth studies of various aspects of this structurally present phenomenon. In order to promote the access to the tool, as well as to inform the public on available services, especially the unique SOS hotline that will be established through the project activities, public campaign will be

conducted with the realization and screening of video spots against VaW.

Building on good practices established through the SGBV and EVaW projects, the proposed project foresees public events and round tables within the international campaign 16 days of activism against VaW, and in the framework on the UN Secretary General's campaign UNiTE to End Violence against Women, in cooperation with local gender equality mechanisms and with the national and provincial gender equality mechanisms. The public round tables will gather stakeholders in order to promote the social responsibility of each of the parties to actively engage in preventing and combating VaW, sending the clear message about zero tolerance to VaW. These occasions will be used to inform the public about the progresses made in protection and in providing institutional response to VaW, as well as for advocating the need for the institutional budgetary recognition for the activities initiated on project basis.

The project will scale up the activities related to realization of the trainings for editors and journalists on gender sensitive reporting on VaW. Work with media is of crucial importance since the mass media contribute significantly to creating a public discourse on VaW. The media reporting analysis on VaW has shown a great deal of insensitivity for the position of survivors of VaW, often exposing them to the secondary victimization and trauma. The sensationalistic approach dominates in reporting on VaW with the frequent exposing of images of victims in cover pages. For these reasons the project will organize a series of trainings for journalist and editors on gender sensitive reporting on VaW.

In order to track media reporting on VaW the project will collect daily press clippings, based on which quantitative analysis and media coverage analysis will be undertaken regarding VaW in print and TV media. A qualitative analysis of articles and TV shows will be conducted to gather data and information on the public discourse produced through media reporting on VaW. The qualitative analysis will serve as baseline information on reporting on VaW. The final research based on the same methodology will be conducted in the final evaluation phase in order to trace the shift in public discourse creation related to VaW.

In at least 10 communities (the same where multi-sectorial teams will be developed) through formal and non-formal youth groups gathered around some of the existing youth participatory mechanisms (school parliaments, youth offices, youth clubs, youth organizations and CSOs, voluntary networks and youth workers) local youth campaigns and events will be organized to address issue of GBV particularly the stereotypes related to gender roles of boys. Local campaigns will be developed through participatory process by youth, building strong partnerships between schools and youth community groups. For the peer education work to be used in schools as well as in the communities the education will rely and use largely experiences from the PSLEGE project with GBV peer educators and center E8/CARE project "Young men initiative". In 2010, PSLEGE commissioned a manual for peer education about violence in intimate partner relations; the manual (*Start from Yourself*) was developed by the Autonomous Women's Centre in cooperation with PSLEGE (<http://www.endvawnow.org/en/tools/view/721-recognize-violence-in-partner-relationships-youth-guide-2010.html>). The trainings commissioned with high-school students in Vojvodina were very well accepted. The manual from Centre E8/CARE is developed but still not published. The activities within this output include development of training package for youth, trainings of selected youth in each of the municipalities and support to local actions. These local campaigns will be accompanied with communication materials and campaign through social networks trying to reach out to as many youth, particularly boys. The campaign would be linked with the Linked to the UN Secretary General's campaign *UNiTE to End Violence against Women* and *Global UNiTE Youth Network* initiative, build on SwV campaign as well as Young men initiative campaigns and will aim at enriching and benefiting all three networks already established. It will also be linked to the Unique national level help-line and where appropriate complement it. The hosting structure of youth team will be capacitated to support and replicate this mobilization in the future. The project will aim at positioning and engaging local youth GBV teams within local multi-sectorial teams - as advocates but also excellent channel for reaching out and informing other young people.

Within the protection pillar, the project aims to expand accessibility, provision and range of services in response to VaW (**Outcome 2**).

The project will assist in implementing standards of the Istanbul Convention. Being a landmark treaty and the first in Europe to create a comprehensive framework for addressing violence against women, it requires state parties to make the following services in response to VaW available and accessible to all those who need them: emergency hotlines available 24-hours (art 24); immediate police protection (art 50.1); health care for treatment of injuries (art 20.2); post-rape care (art 25); counseling (art 20.1); shelter and alternative safe housing (art 20.1 and 23); legal aid (art 20.1 and 57); as well as services facilitating longer term recovery from violence, such as financial assistance, education, training and assistance in finding employment (art 20.1).

2.1. Quality of general support services and multi-institutional coordination improved at local level

Institutionally, the project will equip state and local actors to strengthen protection afforded to the survivors of violence through two components:

- (1) Increased capacities (knowledge and skills) of professionals from all institutions mandated to respond to VaW to deliver quality services and
- (2) Increased coordination at the local level (institutional capacities, through the development of local protocols for inter-institutional cooperation in the response to VaW).

The project will work on specific capacity building of professionals from all institutions mandated to respond to VaW, including CSWs, police and courts to better provide services to survivors of violence. The project will advance the skills and knowledge of police, judges and prosecutors in responding to cases of VaW. The General protocol introduced the obligation for the line ministries to develop specialized protocols of conduct and proceeding in cases of VaW in family and in intimate partner relationships. The ministries involved are the MoLSP, MoI, MoJ and MoH. Development of specialized protocols is supported through the SGBV project, and will be completed before November 2012.

In terms of the implementation of the foreseen sectoral protocols, the proposed project will organize specialized trainings for professionals in each of the sectors: judiciary, police and social workers from CSW, while education sector is covered through prevention component. Building on the established cooperation with the Judicial Academy, trainings for judges and prosecutors will be delivered based on the existing SGBV curriculum and adjusted/expanded in the specific contents of the specialized protocols. These trainings will enable judicial system to better respond to committed VaW by recognizing the various forms of VaW and being able to take adequate measures to respond to it. Research published in 2011 has shown that the judiciary is not using adequately the available protection measures for victims of VaW and that there is a tendency to opt for the less strict sentences, especially in the cases of first offenders. In fact, for example, out of 606 cases of domestic violence processed within criminal legal procedures in Vojvodina, there was no issuance of a restraining order. Trainings for judges and prosecutors will enable them to better understand the phenomenon of VaW, and, more importantly, to better use the available legislative tools for prosecution of perpetrators and protection of victims.

Trainings for the police officers will be also building on existing SGBV curriculum of the Police Academy with the integration of the module regarding the practical application of the specialized protocol for the police in cases of VaW in family and intimate partner relationships. The trainings will focus on specific interventions of the police officers ranging from the first contact with victims and perpetrators, documentation of the violence, risk assessment, reporting system, pressing charges, cooperation with the social protection and healthcare services and

prosecutor offices. Trainings will build capacities of the police officers in terms of better understanding the mechanisms involved in VaW (knowledge) and better responding to VaW with the focus on protection of victims (skills).

The project will also further enhance the knowledge and skills of professionals working in CSWs. In particular, based on identified needs, specific trainings will be organized for lawyers from CSW on launching judicial procedures in cases of domestic violence and other forms of violence against women (at least four trainings). In cooperation with local CSOs, direct assistance will also be provided to women during criminal justice proceedings in cases of DV. In addition, initial trainings will be organized for newly hired social workers that were not reached by either of the previous projects. Specific needs will be identified based on reports from a database of professionals that was created as an output of the implementation of the EVaW project. The database covers 45 municipalities of Vojvodina and it is planned to expand its coverage to all other trained professionals in Serbia.

Furthermore, the project will strengthen multi-sectoral coordination and response at the local level, providing integrated services to survivors of violence in accordance with the General protocol adopted by the GoS.

The project will work towards the implementation of the General Protocol at the local level. With this aim, the project will support the organization of local multi-sectoral teams for implementation of integrated service approach at local level. The project will also ensure that multi-sectoral mechanisms are capacitated to recognise children as victims of family violence (including when they are witnessing the violence) and act accordingly in order to ensure their full protection. This approach foresees efficient coordination and cooperation of relevant local level actors and enhanced efficiency in the management and exchange of data on specific cases.

The most important institutional changes expected are the development of local level protocols of cooperation in at least 20 municipalities across Serbia, consistent with the General Protocol. The project partners will provide consultative support to municipalities in the development of these protocols. The project will also aim to create preconditions for the implementation of the local level protocols, by equipping professionals with necessary knowledge and skills for organizing cases conferences and coordinated inter-agency work, as envisaged by the local level protocols. Although MoE didn't sign the national protocol itself (as their response is detailed through protocol related to children) it will participate in the local intersectorial collaboration where relevant. The project will seek to contribute to the further establishment and effective functioning of a coordinated institutional response in addressing violence against women by involving at least 600 professionals in at least 20 municipalities. Activities will entail trainings and seminars for employees of the local offices for health, education, social protection, the police and the judiciary, aimed at informing them about the implications and implementation of the General Protocol. It will enhance and strengthen the practices of CSWs, health care providers and educational institutions enabling them to offer quality services to women and children who suffer violence.

Local level inter-institutional cooperation will be further strengthened through the introduction and use of a software-based system for tracking institutional response to domestic violence. In 2010, with the aim of establishing a regular practice of keeping records on reported cases of DV (including type, characteristics, data on relation between victim and perpetrator, consequences of violence, provided services and inter-sectoral cooperation), a working group at the level of APV developed a model for record keeping for the following agencies: CSWs, healthcare service, public prosecutor, police, NGO support service, courts (criminal, family and magistrate). The aim of the model is to improve multi-agency cooperation, standardize existing records on reported DV cases and improve protection of victims/survivors. The record keeping model is currently being tested in 3 selected municipalities in Vojvodina. Software enabling electronic record keeping is currently being designed and will be tested in the same 3 municipalities. PSLEGE also provided adequate infrastructure (computers) for the implementation of the electronic system of record keeping in these municipalities. The model of record keeping and

attending electronic system for tracking institutional response to DV is also included in the National Strategy.

In the currently proposed project, and in line with the National Strategy, it is envisaged that a total of 10 municipalities in APV have tested the software and are able to use it for their record keeping on cases of DV and for monitoring the institutional response. PSLEGE, with support from UN Women, will provide training and consultative assistance to all municipalities to increase their capacity to use the software-based system for tracking the institutional response to cases of domestic violence.

The result of the Vojvodina-level software and testing would also yield products and experiences that would be of great significance for the further promotion and monitoring of coordinated institutional response towards violence against women throughout Serbia and they be disseminated at national level in the scope of the currently proposed project.

2.2. System for specialized response to committed violence established and consolidated

Accessibility of services to victims/survivors will be strengthened by establishing a rapid response system to committed violence, that will include a unique national SOS hotline, and significantly expanded public awareness associated with the existence of a one-stop centre providing information to victims of VAW. One-stop-centre implies creating a database of all available services for survivors of VaW at the local level with description of services provided. The part of the database will be publically available at the web portal dedicated to the issue. Part that will not be publically available will comprise a list of all professionals trained through the SGBV and EVaW projects, as well as through the proposed project. This will ensure the operators of the unique SOS hotline are able to activate a specialized support network in local communities in the cases where required.

For the purpose of providing the accessibility of the SOS hotline 24/7 and in order to evaluate the expertise of women CSOs, the project will work on building the network of service providers which will be in charge of the unique SOS hotline. By the end of 2012, bylaws on the Law on Social Protection will be drafted and adopted. The adoption of the “Minimum standards for SOS service providers” will enable the implementation of the provisions regarding private social sector service providers. In alignment with this significant institutional change, as well as in alignment with Article 20 of CoE Istanbul convention on specialized service providers, the project will propose the model of public-private partnership in the social protection system for providing the SOS hotline service available 24/7. The project will support the state in coordinating and channelling stakeholders’ efforts in better service provision. The project will formalize partnerships with CSOs through grants assignment mechanism to CSOs specialized service providers, specifically for the SOS hotline service. UNDP in cooperation with GED will assign grants to 10 women CSOs service providers. PSLEGE has already supported the establishment of a SOS helpline network that comprises the following organizations: SOS Women’s Center Novi Sad, Iz kruga Vojvodina –Novi Sad (NGO for support of women with disabilities), Center for Women’s Support – Kikinda, Women’s Alternative – Sombor, Roma Association – Novi Becej (helpline in Hungarian and Romani). With the support from UN Women, PSLEGE will provide technical support for this network of SOS helplines working in Vojvodina, especially activities aimed at standardization of their services, based on the minimum standards included in the Istanbul Convention, and expansion of availability of services and their scope.

Establishment of the unique national SOS hotline will be accompanied by a public awareness campaign that will inform the broader public on the existence of a one-stop centre, specifically aiming to reach women at risk of violence, including women from marginalized groups.

2.3. New Strategy for preventing and Eliminating VaW developed in Autonomous Province of Vojvodina

The EVaW project has been implemented in direct support of the implementation of the Strategy for Protection against Domestic Violence and Other Forms of Gender Based Violence in the Autonomous Province of Vojvodina (2008-2012). As the latter ends in 2012, UN Women, within the scope of the proposed project, but mostly as an own financial contribution to the project, will support PSLEGE to develop a new strategic document (expected 2014-2017) based on results of the external evaluation of the impact of the strategy of the period 2009-2012. The new Vojvodina EVAW Strategy is being developed as a framework policy to localize and tailor the National Strategy to the authority of provincial level government and the mandates of local institutions in the province.

While the results of the final evaluation of the EvaW project will only become available at the end of 2012, a number of important lessons on the implementation of the current Vojvodina strategy have already been collected through the regular, annual monitoring of the project. These lessons will inform the development of the new Strategy, which should be expanded to cover a broader scope of VaW, not just DV, especially sexual violence against women. An additional recommendation of monitoring reports suggests the new strategy should focus more effectively on women from minority and marginalized groups as these are particularly vulnerable in access to support. To respond this finding, the process of Strategy development will include an extensive consultation process, including focus groups with women survivors of violence and specific focus groups with women belonging to vulnerable/multiply discriminated groups, such as Roma and rural women. Lack of measures for support of economic empowerment of women survivors of violence was identified as an important gap in the current Strategy. In order to develop recommendations for inclusion of such measures in the new Strategy, PSLEGE will develop a policy paper on economic empowerment of women survivors of violence based on a collection of international, national and local good practices in the field.

The drafting of the Strategy will include the development of a monitoring framework with specific indicators, benchmarks and targets, particularly with respect to provision of services. The new Strategy will be costed and it is envisaged that an international expert will be involved to provide overall guidance on the costing of the strategy.

7. Sustainability

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

Key strategies for achieving sustainability include:

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

With regards to the components related to the work with service providers and perpetrators of violence, the sustainability will be insured by: preparing specialized protocols of cooperation at the local level which will represent commitment of local authorities to address gender based violence in a comprehensive manner and in accordance with the national strategy and to ensure the necessary framework for the successful implementation of the protocols. By developing capacities of actors working on different aspects of violence against women (police, judiciary, social workers, CSOs), by working with service providers (from government and civil sector). By establishing a unique SOS hotline, the project will ensure non-stop service for victims of violence. This system will

inevitably involve multi-stakeholders such as different levels of the government, CSOs, private sector etc.

All components related to the education system will be fully integrated in the system. Gender related indicators will become a part of the process for measuring safety of the school environment and recommended to all schools. Regional units of the MoE (education advisors, focal points from violence prevention) as well as at least 60 experts from the network of professionals active in violence prevention in the education system will be educated for monitoring and provision of relevant support to schools re GBV, thus providing regular support through already existing mechanisms of support. Education packages for professional development of teachers will be accredited and manuals for their implementation widely available. In order to ensure the sustainability of the education component of the program on the school level, it is important that the activities arising from the program enter and become part of the annual plan for prevention of violence. Schools are required to annually prepare plans for violence prevention and annual reports, and project will ensure that reducing GBV becomes a continuous part of the school plans. Local youth community partners will be selected so to enable their continuous work on this issues in the future. As education on GBV will become integral part of the “School without violence” programme it will continue its implementation through it – funds for SwV project are provided locally. Donations are given by individuals and companies.

The adoption of the draft Strategy in Vojvodina by the Vojvodina’s government will ensure provincial ownership of the policy document and allocation of funds from the budget of Vojvodina for implementation of its measures.

Project risks have been addressed in the Section 4 of the project proposal.

8. Partnerships

Three agencies will implement the project: UNDP, UNICEF and UNWOMEN.

UNDP will assume managerial roles and responsibilities, as the lead agency and administrative agent.

UNDP’s role will be to contribute to setting the baseline for implementation of the Istanbul Convention, to further support implementation of the National Strategy and General Protocol of Cooperation, and encourage more effective law enforcement in the field of protection of victims.

UNICEF will contribute to implementation of the National Strategy and special protocol for protection of children from violence in education institutions, primarily addressing social norms and behaviours of children and youth and working on strengthening education system response to GBV and youth mobilisation and participation for ending GBV in the local communities.

UNWOMEN will support development and implementation of the project in Vojvodina, provide technical assistance to the PSLEGE, and thematic advice for overall project implementation.

A key implementing partner will be the national body responsible for implementation of GBV policies. The project will engage primarily with the GED of MoLSP, as it is aimed at directly contributing to the implementation of the National Strategy, which will represent the overall framework of intervention. In addition, the project will partner with the provincial gender mechanism –PSLEGE. The project will also work with the GEMs at the national, provincial and local levels, strengthening their capacities to implement the National Strategy. At the same time, in line with the objectives of the Strategy, and its implementation documents (in particular the General Protocol), the project will engage a wide range of institutions and organizations involved in the protection of survivors of violence, at the national (MoLSP, MoI, MoJ, MoH, MoES) and the local (CSWs, local territorial units of the Police, local healthcare centres, primary and secondary schools, courts and local prosecutors offices) levels. MoES will be the key partner in

changing gender perception and roles. Education system component will be implemented directly by the MoES, Unit for violence prevention, thus ensuring its full integration and complementarity to the already existing institutional framework. Initiatives and activities to prevent violence against women and girls will address the general public and the community at large to educate and raise awareness on VaW. Working through primary and secondary schools, and youth-led organisations the project will address youth and adolescents, particularly boys, in order to raise awareness on GBV, change stereotypes linked to gender roles and their relation to violence, and strengthen appropriate responses to GBV.

The project will support public private partnerships to enhance and strengthen policy implementation in order to reduce and eliminate violence against women, especially in service provision, recognizing the role of CSOs, which are important in providing services to the survivors of violence, thus capitalizing on their expertise and experience in supporting survivors of gender-based violence at the community level. The CSOs SOS hot line service providers will be supported and engaged in the project through grants assignment in order to provide 24/7 SOS response mechanism through coordinated action. The existing SOS women's organizations led SOS hotlines will be supported, such as Autonomous Women Center from Belgrade, SOS for women and children from Vlasotince, SOS from Vranje, Cultural Center Damad from Novi Pazar, Peščanik from Kruševac, SOS women center from Novi Sad, Oasis of Security from Kragujevac, Fenomena from Kraljevo, Women for Peace from Leskovac, "...Out of circle" from Belgrade and Novi Sad (target group: women with disabilities), Roma Association - SOS for minority groups women from Novi Bečej and Osvit from Niš (target group: Roma women) etc. The project will engage with the women's organizations network, such as Women against Violence network.

9. Monitoring & Evaluation and Knowledge Management plans

The participating Agencies are committed to achieve the specific and measurable results of the Programme. Monitoring and evaluation will be conducted in accordance with the Programme Monitoring and Evaluation Plan and be subject to each Agency's regular internal audits.

A JP monitoring and evaluation system will be designed to assess the performance of the programme in terms of relevance, effectiveness, efficiency and impact. Two main means will be used as the basis for monitoring the progress of programme implementation: 1) detailed annual work plans and 2) field visits. The workplan will give indications of the activities to be implemented by each Agency. It will describe in detail the required inputs and the expected results within a given timeframe. Monitoring of targeted activities for youth and other awareness raising activities will also be implemented through social media.

The UNDP will take the lead in the design of a rigorous monitoring and evaluation plan for the project and will monitor performance regularly in order to measure relevance, results and impacts. Findings of ongoing monitoring and evaluation will enhance, and will adhere to standard programming policies and procedures including: quarterly progress reports and quality assessment, establishing and maintaining issue and risk logs, and submitting regular project progress reports to the project management board/committee. A baseline survey will be launched at inception to map the GBV service provision nationwide. During the implementation phase, the joint programme coordinator will collect, manage and disseminate data information necessary to track. The project will be monitored regularly by the Project Board consisting of representatives of national counterparts and agencies participating in the implementation project. The results of monitoring exercises and the lessons learned will be included in the narrative progress reports.

At the completion of the project, the UNDP will coordinate an independent, external evaluation of the project. The evaluation will be informed by baseline and repeated surveys with children/youth and teachers that will measure the prevalence and perception of violence and the response capacities of different actors, and by baseline research on the availability and accessibility of services in response to VAW in Serbia, compared to the set of services required by the Istanbul Convention. The key findings of the external evaluation will be translated into a set of recommendations and lessons learned for the national counterparts.

The annual review of project progress will be made by national partners and participating Agencies. The UNDP will produce an annual consolidated narrative progress report based on inputs from all participating agencies and will produce a consolidated financial report after receiving individual financial reports from each participating agency. In addition, Financial Audit for National Implementation Projects will apply.

Project risks will be addressed through signing of appropriate documents at the very beginning of the project implementation and by good definition of roles of all project stakeholders. In addition, regular meetings of the project management board/committee will serve as a monitoring tool for risk mitigation.

10. Beneficiary Satisfaction

Beneficiary satisfaction will be periodically assessed during the project implementation. Qualitative and quantitative data will be collected through informal and formal interviews, post training evaluations, training attendance records, Institute for Social Protection reports and formative and final project evaluations. For the work with youth social media will be used to gain insight into the level of satisfaction of this beneficiary group. Project Management Board and Project Management Committee meetings will be used for soliciting feedback, as appropriate. Full list with Objectively Verifiable Indicators and Means of verification is given in the logframe.

11. Institutional Arrangements, Management and Administration

The Joint Programme will be implemented by three Agencies of the United Nations System: UNDP, UNWOMEN and UNICEF. UNDP will be the Lead Agency and responsible for the following outputs:

- Work with perpetrators of violence programme introduced as a standardized social protection service within the MoLSP;
- General public better informed about GBV, available protection mechanisms and engaged in actively preventing it;
- Quality of service provision and coordination at the central and local level improved;
- System for immediate response to committed violence established.

The UNWOMEN will be responsible for outputs related to:

- Quality of service provision and coordination at the central and local level improved;
- New Strategy for preventing and Eliminating VaW in AP Vojvodina developed

The UNICEF will be responsible for outputs related to:

- Development and implementation of new school GBV programmes in schools;
- General public better informed about GBV, available protection mechanisms and engaged in actively preventing it.

UNDP in Serbia has been working on gender equality since 2004, initially through poverty-reduction lens, later broadening the scope to local economic development and security sector. Partners (institutions and CSOs) recognized UNDP as credible and effective partner which delivers results and impacts in reducing the GBV and promote gender equality. UNDP works closely with GED within MoLSP, MoI and Ministry of Defence, and activities are aligned with relevant strategic frameworks.

UNICEF has been supporting the Government in strengthening social systems for protection of boys and girls from violence, abuse and neglect since 2000. Support to education system was provided through policy development and implementation of the “School without Violence” Programme. UNICEF currently supports Violence Prevention Unit in MoES which will be a partner for the implementation of this project. UNICEF is recognized as a key actor in school violence prevention and youth participation programmes.

UN Women in Serbia provides technical assistance and financial support to governmental and non-governmental partners in their efforts to advance gender equality. UN Women’s partnership with PSLEGE is one of the longest in the country (since 2006) and it has been repeatedly selected as a best practice example of assistance to governmental agencies. UN Women supported PSLEGE in implementing the UN Trust Fund-supported project Towards a Comprehensive System to End Violence against Women in Vojvodina.

A project management board/committee will be established to oversee and coordinate Programme implementation. It will act as the principal coordinating and supervisory body for implementation of the JP and provide policy guidance and recommendation regarding Programme strategy and objectives. It will periodically review and oversee Programme achievements and financial disbursements. It will meet on quarterly basis throughout the life of the JP and will be composed of representatives of participating UN agencies, participating Government and Provincial bodies.

The lead agency for this Joint Programme, UNDP, chairs the PMC, as delegated by the UN Resident Coordinator. Representatives of other line ministries, local authorities, the social partners and non-government organizations promoting the interests of target groups may also participate in the PMC meetings on an ad hoc basis.

UNDP will act as Administrative Agent (AA) for the Joint Programme. Specific tasks related to the Administrative Agent role can be performed by UNDP Resident Representative with explicit delegation and authorization from the Executive Coordinator of the MDTF Office. The AA will be responsible for:

- Disbursing approved resources to the participating UN organizations
- Consolidating the Joint Programme narrative report with financial reports from Participating UN Organizations (including analysis of financial and narrative data)
- Providing narrative reports to the National Steering Committee
- Providing the Consolidated Joint Programme Progress Reports, and other reports as appropriate to the donor,

i.e. the Fund Steering Committee through the Secretariat

- Streamlining the reporting systems and harmonizing reporting formats based on joint programming best practices
- Facilitating the work of the participating UN organizations to ensure adherence to a results based reporting structure around outcomes and outputs
- Ensuring that fiduciary fund management requirements are adhered to fully

Each participating Agency assumes complete programmatic and financial responsibility for the funds disbursed to it by the Administrative Agent and can decide on the execution process with its partners and counterparts following the Agency's own applicable regulations.

Each Agency will establish a separate ledger account for the receipt and administration of the funds disbursed by the Administrative Agent. The participating Agencies will deduct their indirect costs on contributions received not exceeding 7% of the Joint Programme budget in accordance with the provisions of the Memorandum of Understanding signed between the Administrative Agent and participating Agencies.

The participating agencies are committed to the implementation of the project in a joint manner, including with respect to the overall management and coordination of the project. Therefore, although each participating agency contributes required human and financial resources to the project, there is a need for allocating the time and skills of a dedicated project coordinator who will be responsible for overall management and day-to-day coordination of project activities, as well as tracking progress towards achievement of desired outputs and contribution to desired outcomes. The joint project coordinator will be directly responsible to the Resident Coordinator and ensure that the joint project aligns with the overall vision of delivering as one within UN Country Team in Serbia. Given that none of the participating agencies have the resources to support this specific coordination function, the resources are requested from the UN Trust Fund.



Belgrade, 12 September 2012

Dear Ms Aslam,

Subject: Response letter re. project proposal “Integrated Response to Violence against Women in Serbia”

Thank you very much for the award letter related to the funding for the project “Integrated Response to Violence against Women in Serbia” submitted by the UNCT Serbia.

We have thoroughly reviewed the feedback letter and prepared our response. Please find our responses in the section below.

Specific Comments and Considerations

Coverage and scope:

- *Please note that there is a discrepancy in the number of primary and secondary beneficiaries identified in Section II, Question D of the full-fledged proposal form and in the number stated in narrative full-fledged proposal document itself. Kindly tabulate the number of primary and secondary beneficiaries again and list them in the response letter.*

The type of beneficiaries was elaborated in more detail in the full project proposal. Initial identification of beneficiaries was outlined in the concept note, so this is where the slight differences may have occurred. For easier reference, the overview of project beneficiaries is provided in the table below followed by more detailed explanation.

Primary Beneficiaries	Number	Secondary Beneficiaries	Number
Women and girls in general	31000	CSOs	12
Women/girls survivors of violence	2000	Educational professionals	1500
Men and boys	10000	Government officials	40
		Health professionals	100
		Legal officers	200
		Social/welfare workers	120
		Uniformed personnel	280
		Journalists/media	90
		Community-based groups/members	10 groups/ 450 young persons

The key beneficiary groups from the prevention related activities will be:

- 1) Youth (boys and girls), included in educational programmes on gender equality and prevention of gender based violence in schools and community mobilization interventions;
- 2) Perpetrators of violence, included in pilot social protection-based programmes for work with perpetrators;
- 3) General public, reached out through information and awareness raising campaigns aimed at changing pervasive gender stereotypes.

Primary beneficiaries include: women and girls in general, women and girls survivors of violence, adolescents boys and girls, and young women from all economic and social backgrounds. Primary beneficiaries will benefit from the programme through various awareness raising activities that will take place at national, provincial and local levels. In addition, tailor made school programmes are planned which will contribute to better knowledge and awareness on the problem of gender based violence.

As far as the children and youth targeted through the preventive and educational programmes are concerned, the project aims to reach out to approximately 15,000 of them through direct contact, and to 10,000 through social networks.

Project will work with 70 men perpetrators, and enable a pool of social service professionals with skills to work with perpetrators.

Through immediate system for response to VaW the project will target women and girls survivors of violence: SOS hotline calls – 2,000 women and girls, access to website – 5,000 persons.

Secondary beneficiaries include: CSOs, educational professionals, general public and community at large, government officials, health professionals, legal officers, men and boys, social and welfare workers as well as uninformed personnel. Secondary beneficiaries will benefit from the programme by further developing their capacities to work with survivors of violence within their mandates but also by familiarizing themselves with other support services in order to have an efficient prevention and response system for combating gender based violence in Serbia. Around 1,000 professionals working in police, judiciary, CSW, healthcare institutions will benefit from the project in terms of capacity development. Furthermore, at least 1,500 more teachers, and 100 peer educators will be trained and 350 youth will be directly involved in community events.

During the detail design of schools related project activities (particularly trainings and using interactive methodology)/it has been decided to reduce the number of teachers per school from 50 to 30. Such approach would secure higher responsiveness and quality of teachers' engagement in providing workshops for pupils in the schools. As there are at least 50 schools directly targeted by the project, the total number of teachers was reduced from 2,500 (originally planned in the concept note) to 1,500 trained teachers (defined in the full-fledged proposal).



- *While the programme clearly outlines objectives and strategies and identifies the risks and respective mitigation strategies, the overall package appears complex and ambitious for a two-year intervention. A priority setting approach or further discussion about overcoming the challenges in implementing such a wide range of activities is recommended. As stated in the previous feedback letter from the UN Trust Fund, please consider lengthening the duration of the joint programme to three years, which will also allow for proper evaluation and documentation of results and good practices.*

The UN project team is fully aware of the challenges that may arise during the project implementation. In spite of this, please note that the team has thoroughly discussed the possibility of lengthening the duration of the JP and concluded that the available budget does not suffice to cover all JP related costs in year three. If the team manages to gather additional resources, it will be willing to consider JP extension. If you agree, we will keep you posted about developments so we could discuss the options, if opportunities emerge.

- *The full-fledged proposal states that previous evaluations have revealed marginalization of the Roma communities and difficulties faced by Roma women in accessing services. Little discussion has been provided throughout the document on how the programme will help these women overcome the mentioned challenges, which include social and institutional discrimination. Please elaborate on how the UN Country Team will ensure informed participation of Roma women in the programme's implementation.*

UN Country Team will ensure informed participation of Roma women in the JP's implementation by:

- Exposing them to health mediators, proven to be valuable outreach resource of the health system to Roma families.
- Through comprehensive health mediators' database on settlements, families and Roma individuals, the data on VaW will be collected in order to enable evidence based response to Roma specific problems
- Involving one Roma women NGO Osvit in provision of SOS hotline services. This resource will be valorized in order to assure the availability of SOS service for Roma women in Romani language.
- Engaging formal and non-formal Roma youth groups or youth groups working with/for young Roma through prevention activities in 10 local communities.
- Consulting them on existing gaps and obstacles to full implementation of prevention and protection mechanisms
- Consulting them in order to map the existing resources and mechanisms of prevention and protection (such as Roma coordinators and health mediators, Romani women CSOs)
- Consulting them when developing an adequate response to violence against women from vulnerable groups, based on the above findings
- Consulting them in preparing the tailor-made outreach programme (to be incorporated in the new End VaW Strategy).

Approach/Methodology:

- *The full-fledged proposal delineates the different components of the programme and the leading role of each of the participating UN Agencies under these. In your*

response letter, please elaborate on how the UN Country Team will put in place a coordinated approach and how the various programme interventions will be articulated and feed into each other towards a holistic and coordinated response in programming for ending violence against women.

Having in mind the complexity of the problem, as well as the need for multi-sectoral approach in order to make behavioral change, the participating UN Agencies agreed to fully coordinate activities using the capacities, expertise and value added of each individual agency. The proposed JP setting envisages that the UNDP and UNICEF will implement activities related to the implementation of recently adopted national strategies, whereas UNWOMEN will implement activities on the provincial level (i.e. AP of Vojvodina). Moreover, this set of activities will serve to align general service provision with Istanbul convention and to establish basis for specialized service provision in line with Istanbul convention.

A Programme Management Board/Committee (PMC) will be established to oversee and coordinate JP implementation. It will act as the principal coordinating and supervisory body for implementation of the JP and provide policy guidance and recommendation regarding JP strategy and objectives. It will periodically review and oversee JP achievements and financial disbursements. It will meet on quarterly basis throughout the life of the JP and will be composed of representatives of participating UN agencies, Governmental and Provincial bodies.

UNDP, as the JP's lead agency, will chair the PMCs. Chair will be delegated by the UN Resident Coordinator. Representatives of other line ministries, provincial secretariats, local authorities, the social partners and non-government organizations promoting the interests of target groups may also participate in the PMC meetings on an ad hoc basis.

Project Coordinator will be responsible for the day-to-day coordination of activities, and will provide event and time driven briefs to the PMC on the most important issues and constrains. He/she will apply directions and decisions from the PMC for the issues that fall outside of his/her authority.

The team is confident that the introduction of a single but fully representative JP managing authority, with clearly defined roles and responsibilities, will ensure coordinated approach in JP's implementation.

- *Regarding the "Work with Perpetrators" (WWP) Programme, please explain how engagement of participants will be secured given that the involvement is voluntary. Please confirm whether WWP programme will be limited to perpetrators of domestic violence and if this is the case, please state the reasons for not addressing other forms of violence.*

All activities related to provision of services cover the domestic violence only due to the fact that the national policy framework addresses only forms of violence committed within the family and in intimate partner relations. Domestic violence is addressed within the framework of gender based violence. Work with perpetrators programme (planned to be upscaled in the project) is based on the piloted WWP programme within the SGBV project. The WWP programme is based on the Norwegian model "ATV – Alternative to violence". The ATV model is thought to be used with the perpetrators of intimate partner violence. The programme involves perpetrators on voluntary basis in individual and group work. The first principle is the safety of a woman who survived violence. Perpetrators are involved in 24 treatment sessions where they are guided to recognize and re-examine their violent behavior towards the intimate partner. Centers for Social Work will prepare and disseminate the



information about the availability of service in the local community. The project will aim to set an agreement with the Public Prosecutor Office in order to put in place the practice of giving the recommendation to the perpetrators to get involved in the WWP programme. This recommendation will by no means represent the alternative to the civil and/or criminal procedure for committed violence. Raising awareness activities, community based activities and activities which will be delivered in schools are addressing other forms of gender based violence, such as sexual harassment, intimate partner/dating violence, peer violence, violence in the family, as well as all other forms of violence that are embedded in the stereotypical understanding of gender roles and masculinity.

Strategies:

- *Local level protocols of cooperation are part of the multi-institutional response supported by the joint programme. While other actions outlined in this section (training police, judiciary, tracking use of services) are clearly described, further details would be needed in the presentation of the local level protocols, which are expected in 20 municipalities and will involve 600 individuals. Please elaborate on this aspect in the response letter and specify the role of the municipalities in the development and implementation of the mentioned protocols.*

In line with the national policy to strengthen the capacities of local level gender equality mechanisms, aligned with the article 39 of the Gender Equality Law, the JP will actively engage local gender equality mechanisms as promoters of local level protocols for cooperation of institutions and organizations in order to deliver multi-sectoral protection system at local level. The institutions to be involved in multi-sectoral cooperation are local level general and specialized service providers such as, police, prosecutor offices, healthcare centers, centers for social work and women's NGOs, in 20 targeted municipalities.

The gender equality mechanisms within the selected municipalities (e.g. Commission/Council/ Focal point for gender equality) will have the coordinating role in gathering these institutions and organizations, and in stimulating them to establish intersectoral cooperation in service delivery, and to formalize the cooperation by signing local level protocols for cooperation. In addition, the institutions and organizations will be trained to deliver integrated services to women victims of violence through establishment of case conferences practice in line with the General protocol for cooperation of institutions and organizations in providing services to women victims of family and intimate partner relationships violence.

Please note that we have also provided background information in the project document itself, related to the development of protocols at the national level.

- *According to research presented in the full-fledged proposal, only 10 per cent of women who experience gender-based violence in Serbia turn to the institutions for assistance. Please explain how the joint programme will take this evidence into account to shape and inform its protection strategy.*

Awareness raising activities will predominantly focus on informing general public about available services for protection of victims of violence and on informing women about their rights and available protection measures. The establishment of the national SOS hotline will serve as a place where women victims of violence will be able to gain all necessary information about available services and will be directed to the local level service providers.

On the other hand, institutions will be capacitated to better deliver protection services to women survivors of violence (e.g. CSW will be trained to provide safety plan for women survivors, police will be trained to make a risk assessment and prosecutor offices will be trained to use more effectively activate protection measures), to avoid the secondary victimization (e.g. CSW, police and healthcare centers will be trained to implement General protocol with the particular attention to the part referred to documentation of the case of VaW) and to better respond to the requirements set by Istanbul Convention (e.g. support to specialized service providers).

In addition, the website containing all available services in the territory of Serbia, as well as all the knowledge products developed so far through SGBV and EVaW projects will be established. It will contribute to better visibility of the project and will send a clear social message of zero tolerance towards violence against women.

- *Knowledge Management: Please detail what learning and knowledge products will be generated by the programme as a result of the data that will be collected. This should include a description of all knowledge products, how they will be developed, along with the target users and method of dissemination.*

New Vojvodina EVAW Strategy will be developed as a framework policy to localize and tailor the National Strategy to the authority of provincial level government and the mandates of local institutions in the province. The drafting of the Strategy will include the development of a monitoring framework with specific indicators, benchmarks and targets, particularly with respect to provision of services, as well as costing. This document will be developed through participatory consultation process and information collected through focus groups including vulnerable groups of women such as Romani women, rural women, women with disabilities.

Policy paper on economic empowerment of women survivors of violence will be developed in line with the best international, national and local practices. Target group are women survivors of violence and institutions/organizations dealing with employment, self-employment and economic empowerment in general. The document will be disseminated electronically and public presentation of the policy paper will be organized.

The establishment of software for electronic record keeping will be documented in order to facilitate the exchange of experiences.

Within prevention component, the **secondary analyses of existing research on violence among and against children/youth** as well as new research data will enlighten issue of GBV among children/youth. This knowledge will be shared electronically within relevant research institutions/faculties, education institutions as well as CSOs that are working with youth as well as on gender issues. A public presentation of the results will be organised. Instruments developed for the research will be used widely to assess safety/violence prevention within education system.

Training for education professionals will be accredited/recognized as part of the continuous education for teachers. **Manual for schools** (for teachers and peers/boys and girls) will be prepared addressing key gender issues that could be tackled within education context, focusing both on working with boys as well as girls. Manuals (app. 1000 copies) will be printed and disseminated to selected schools. It will be electronically available through UN/UNICEF and MoE web-sites for all education institutions.



The virtual space will be reserved for the **knowledge resource centre** where the existing researches and studies on VaW in Serbian language will be available for the public. In the first place, the web portal will represent an orientation tool for the persons searching services in their community. On the other hand, it will be a resource centre for the professionals where they'll be able to find all the relevant information on the current legislation, policies, prevalence of VaW in family and in- depth studies of various aspects of this structurally present phenomenon.

In order to track media reporting on VaW the project will collect **daily press clippings**, based on which quantitative analysis and media coverage analysis will be undertaken regarding VaW in print and TV media. A qualitative analysis of articles and TV shows will be conducted to gather data and information on the public discourse produced through media reporting on VaW. The qualitative analysis will serve as baseline information on reporting on VaW. The final research based on the same methodology will be conducted in the final evaluation phase in order to trace the shift in public discourse creation related to VaW.

A **baseline survey** will be launched at the JP's outset to map the GBV service provision nationwide.

At the completion of the project, the UNDP will coordinate an independent, external **evaluation** of the JP. The evaluation will be informed by baseline and repeated surveys with children/youth and teachers that will measure the prevalence and perception of violence and the response capacities of different actors, and by baseline research on the availability and accessibility of services in response to VAW in Serbia, compared to the set of services required by the Istanbul Convention. The key findings of the external evaluation will be translated into a set of recommendations and lessons learned for the national counterparts.

Partnerships:

- *The programme aims to support civil society organizations in provision of services to women survivors of violence. It is assumed that these organizations will be implementing partners. If so, please specify what part of the programme they will be implementing and what their roles and responsibilities will be in the joint programme. Please elaborate on any envisaged partnerships with civil society also under the prevention pillar of the programme.*

Since the Istanbul Convention recognizes the necessity of existence of specialized service providers in women's NGO sector, the project approach towards partnering the civil society organizations will be the following:

- Civil society organizations will be direct partners in supporting formal and non-formal youth groups in 10 municipalities, building their capacities, supporting them in organising local youth campaigns and events, and in developing communication materials and campaign through social networks. For this purpose partnerships with Centre E8 (Young Men Initiative), SOS Women Centre from Novi Sad and Autonomous Women Centre (main trainers of PSLEGE peer education programme) and Incest Trauma Centre (prevention of sexual violence) are envisaged. The entire activity related to the national SOS hotline for women survivors of violence establishment relies on the valorization of the expertise of women's NGO sector as specialized service providers in line with the Istanbul Convention. It is therefore crucial that the women's NGOs act as co-implementing partner in this activity. These are local NGOs that currently provide decentralized and local (with limited

accessibility) SOS hotline counseling services: Autonomous Women Center from Belgrade, SOS for women and children from Vlasotince, SOS from Vranje, Cultural Center Damad from Novi Pazar, Peščanik from Kruševac, SOS women center from Novi Sad, Oasis of Security from Kragujevac, Fenomena from Kraljevo, Women for Peace from Leskovac, "...Out of circle" from Belgrade and Novi Sad (target group: women with disabilities), Roma Association - SOS for minority groups women from Novi Bečej and Osvit from Niš (target group: Roma women). UNDP will further capacitate these NGOs to establish a national network in order to provide 24/7 SOS hotline service.

- *Please provide further details on the support that the SOS helpline network of women's organizations will receive from the Provincial Secretariat for Labor, Employment and Gender Equality and whether formal commitments have already been obtained in this regard.*

Since March 2011 PSLEGE supports capacity building and networking of 5 helplines operating in Vojvodina in order to develop universal 24/7 available help line for the territory of Vojvodina. The PSLEGE hosted the Memorandum of Understanding in September 2011, signed by representatives of these 5 organizations gathered within the SOS Vojvodina Network. The MoU is broadly worded document, establishing the further cooperation of helplines in achieving the common goal of a universal helpline for survivors of domestic violence in Vojvodina. Based on the analysis of their needs, PSLEGE will support standardization of their services as an important precondition for establishment of universal help line in Vojvodina. This support will include trainings and consultative support for development and fulfilling the common standards, as well as development of the platform for their practical functioning.

Monitoring and Evaluation, Annual Work Plan and Logical Framework:

- *Please note that some parts of the log-frame lack a result-oriented formulation, namely the school-based work and the work with perpetrators. As the joint programme aims to establish baseline and end line data on the attitudes and experiences of young people in schools, log-frame indicators should be conducive to measure such change. Please revisit the relevant indicators.*

Requested information related to the school-based work and the work with perpetrators is provided in the RRF.

- *Please include Monitoring and Evaluation Activities in the Annual Work plan.*

Monitoring and evaluation activities are integral part of the annual work plan and are included under the project activities.

Budget:

- *Please ensure that UNDP's Multi Partner Trust Fund Office as the proposed Administrative Agent is informed of the grant award to facilitate the signature of the Standard Administrative Arrangement.*

UNDP's Multi Partner Trust Fund Office will be informed of the grant award, as requested.

- *Please move the US\$10,000 allocated for "Capacity Development by UNTF" from year 2 to year 1 of the requested budget.*



The US\$10,000 allocated for “Capacity Development by UNTF” has been moved from year 2 to year 1 of the requested budget.

- *Please note that the UN Trust Fund will not be able to cover the costs of equipment and UN Agencies are invited to utilize their own existing resources for the implementation of the joint programme.*

Participating UN Agencies will utilize their own existing resources for the implementation of the project. The project budget envisages purchasing of the equipment that is necessary for the operational functioning of the project team.

- *The budget indicates that the UN Trust Fund will pay for the full salary of the full time joint programme coordinator. Please confirm and specify, with regard to personnel contribution from participating UN Agencies, number of staff members and percentage of time they will dedicate to the joint programme. Please verify that the allocated number of staff and time will be sufficient to ensure adequate programme implementation and monitoring.*

During the preparation phase, participating UN Agencies have thoroughly discussed the position of Joint Programme Coordinator. In order to ensure smooth implementation of the project and full coordination between agencies, it was agreed to recruit a full-time JP Coordinator. On top of it, each participating agency is committed to engage at least one staff member who will be responsible for day-to-day implementation of specific agency components, as follows:

- UNDP will make an in-kind contribution by financing 20% of the working time of a programme officer, and 5% of the working time of two Programme Associates for quality assurance and M&E related work (e.g. ToRs, evaluation, and audit) and will provide JP premises. This in-kind contribution is not reflected in the budget. In addition, UNDP will supplement the UNTF budget of 100,000 USD with 46,000 USD from own resources for a Joint Coordination and Finance-Admin support.
- UNICEF will contribute with 20% of the Youth and Adolescent Development Specialist time and the amount is reflected in the budget as UNICEF contribution to the project personnel. UNICEF will make in-kind contribution of 15% of the working time of administrative support for relevant project component, while additional 15% of the required working time will be covered through UNTF funds.
- UNWOMEN will make in-kind contribution of 10% of time of Project Associate for operational support (not reflected in the budget). UN WOMEN will also contribute 40,000 USD for the salary of a part-time Project Officer for 2 years and the amount is reflected in the budget as UNWOMEN contribution to the project personnel.

We verify that the above mentioned project team structure is sufficient for the project implementation.

- *The budget includes US\$100,000 in grants for women’s organizations. Please note that the UN Trust Fund does not allow sub-granting, therefore if the above women’s organizations have not been considered as co-implementing partners under the joint programme, the US\$100,000 allocation will have to be removed from the budget, and the total requested amount will need to be revised downwards.*

Given the high number of women’s NGOs that are currently providing SOS services at the local level, there is a need to involve as many of them as possible as co-implementing

partners in establishing a national SOS Hotline. The names and geographical distribution of NGOs is in detail elaborated under the partnership header. The whole activity will be administered by the UNDP in order to ensure the proper representation, coordination and financial sustainability of the SOS hotlines by the local self-governments, in line with the Draft regulations On Minimum Standards for the Provision of Counselling, Therapy and Socio-Educational Services in Social Protection in Serbia.

- *Further, kindly note that the UN Trust Fund cannot accommodate any increases to the initial budget requests, and budget adjustments should be made accordingly.*

The overall budget amount needed for the implementation of project activities has not changed since the concept note phase. It is USD 1,199,648 in total, out of which USD 999,648 is requested from the UN Trust Fund. Additional USD 200,000 will be provided from the participating UN Agencies.

Other considerations:

- *Please consider commencing project implementation on 1 November 2012 (instead of 1 October 2012 as stated in the full-fledged proposal.*

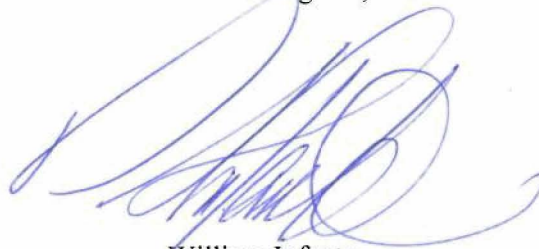
We do agree to start the project on November 1st, 2012.

Please also find enclosed Results and Resources Framework, which contains all relevant data related to the project goal, beneficiaries, project outcomes, outputs, monitoring and evaluation mechanisms, detailed budget and budget narrative, as requested.

Should you need any additional information related to the project, kindly contact Ms. Jelena Tadzic at Jelena.tadzic@undp.org.

We look forward to our future cooperation.

With best regards,



William Infante
UN Resident Coordinator
UNDP Resident Representative

RRF Step 1: Project Goal

Please provide the information requested in the table below. You need to put your inputs in the sections highlighted in light yellow. The sections highlighted in gray contain instructions and guiding information. All sections marked with an asterisk (*) are mandatory.

Create social and institutional environment that will contribute to reducing violence against women in Serbia	Project -specific goal: Define the overall goal of your project in one phrase (maximum 60 words) *	Create social and institutional environment that will contribute to reducing violence against women in Serbia		
	Form(s) and manifestation(s) of violence: Which specific form(s) and manifestation(s) of violence will be addressed by the project goal? You may select up to four from the dropdown menu . *	Form of violence (dropdown menu)*		
	Form of violence 1:	1.Intimate partner violence		
	Form of violence 2:	8.Sexual harassment and violence in public spaces/institutions		
	Form of violence 3:			
	Form of violence 4:			
	Beneficiaries at the goal level: Whose lives are expected to be changed and improved through the project goal? You may select up to four from the dropdown menu. Once you select the beneficiary groups, please provide the estimated number of beneficiaries your project will reach by the end of the project *	Beneficiary group	Type of beneficiaries (dropdown menu)*	Number of targeted beneficiaries*
		Beneficiary 1:	8.Women and girls in general	31000
		Beneficiary 2:	11. Women/girls survivors of violence	2000
		Beneficiary 3:	22. Men and/or boys	10000
	Beneficiary 4:			
Context: Describe the current situation of the intended beneficiaries in relation to the specific form(s) and manifestation(s) of violence you have selected (maximum 200 words) *	<p>UNDP conducted the first comprehensive research on prevalence of VaW in family and in intimate partner relationships in Central Serbia on a sample of 2,500 women (2010). The research revealed the prevalence rate of 37.5% over the observed period of 12 months, and the overall prevalence rate of 54.2% over the life span. One third of women have experienced combination of different forms of violence and 3.4% of women have experienced multiple forms of violence during their life. These findings indicate that the incidence of VaW in Serbia is still unacceptably high and that further actions are needed in order to strengthen the prevention and protection mechanisms.</p>			
Expected situation of the beneficiaries: By the end of this project, what are the main expected changes in the intended beneficiaries' lives in relation to the specific forms and manifestations of violence addressed? (maximum 100 words per beneficiary group) *	Beneficiary 1:	Women and girls will less suffer the domestic violence. Such change will be achieved by persistently reminding general public about the causes and consequences of the VaW, by directing women and girls to available protection services for the victims of violence and by informing women and girls about their rights and available protection measures.		
	Beneficiary 2:	Women and girls survivors of violence will receive better institutional support. Such change will be achieved by establishing a sustainable and efficient integrated institutional response to VaW in Serbia.		
	Beneficiary 3:	Fewer men will act as perpetrators and the retention rate will decrease. Such change will be achieved by launching targeted communication and education programmes for men and by introducing social protection programmes for work with perpetrators.		
	Beneficiary 4:			

Outcome 1	Definition of Outcome: define the outcome of your project in one phrase (maximum 50 words per outcome) *		Expand and improve quality of existing mechanisms to prevent and end VaW														
	Beneficiaries at the outcome level (indicators): Whose behaviors/actions and/or what institutions are expected to be changed and/or improved under this outcome?		Current situation of beneficiaries (baseline): What is the current situation of each intended beneficiary? (maximum 100 words per beneficiary group). *		Targeted number of beneficiaries by the end of project *		Expected situation of targeted beneficiary at the end of project: What are the expected main changes in beneficiaries' and/or institutions' behaviors and actions by the end of this project? (maximum 100 words per beneficiary group). *										
	You may select up to 3 groups (drop down menu) *				<i>Provide estimated number of institutions (if applicable)</i>	<i>Provide estimated number of individuals (if applicable)</i>											
	Beneficiary 1:	15. Educational professionals (i.e. teachers, educators)	Teachers do not engage properly in educating children and youth (boys and girls) on SGBV and in addressing typical gender stereotypes that perpetuate violent patterns in the society. Majority of teachers received some form of training on violence prevention. However, SGBV has not been appropriately covered.		50	1500	Teachers are sensitized to SGBV, know how to recognize, act and report on it and are engaged in transferring this knowledge to pupils.										
	Beneficiary 2:	22. Men and/or boys	WWP piloted in 3 CSW and 6 perpetrators passed through the programme. Through the Young Men Initiative, approximately 2,000 young men have been reached and sensitized to SGBV, and engaged in breaking gender stereotypes that influence young men's attitudes and violent behaviours.		50 schools	70 perpetrators 10,000 boys	Reduced recidivism to VaW among perpetrators involved in WWP. More boys and young men are engaged in changing attitudes and violent behaviours.										
Beneficiary 3:	8. Women and girls in general	There is no one-stop shop in place where women and girls can obtain information about the preventive and protection mechanisms and services for VaW. Girls do not fully engage in breaking gender stereotypes that influence young men's and women's attitudes and violent behaviours.		50 schools	5000 girls	Women and girls have better access to information about preventive and protection mechanisms and services for VaW. Girls and young women better understand the VaW problem and are active in changing young men's and young women's attitudes and behaviours.											
Strategic area of intervention for Outcome 1: What is the main strategic area of intervention this outcome falls under (preventing violence, improving service delivery, or strengthening institutional response)? Select one that is the most relevant. (drop down menu to select one out of 3) *					1. Preventing Violence												
Strategic area of intervention for Outcome 1 (OPTIONAL): You may select the second most relevant strategic area of intervention this outcome falls under. (drop down menu to select one out of 2)					3. Strengthening Institutional Response												
Output 1.1	Definition of Output: define the output of your project in one phrase (maximum 50 words per output) *		Output Indicators (maximum of 3 indicators to measure the output) (maximum 40 words per indicator) *		Baseline per output indicator (maximum 40 words per baseline) *		Annual Targets for each output indicator * (number and/or maximum 40 words per target in case the information is qualitative)										
							Year 1		Year 2		Year 3						
							Number	Qualitative information (maximum 40 words)	Number	Qualitative information (maximum 40 words)	Number	Qualitative information (maximum 40 words)					
	New school GBV programmes developed and implemented in schools		No of schools that integrated SGBV within their violence prevention programmes % of children (boys and girls) whose understanding of attitudes to SGBV and readiness to report on it has improved No. of regional MoE branches capacitated to monitor and advise schools in their geographical regions on violence prevention, including SGBV		Each school is obliged to prepare violence prevention programme for the following year, however largely SGBV has not been specifically covered by the plans. Baseline will be defined through research Majority of MoE branches have been training in advising and monitoring violence prevention in schools but not focussed on GBV		10		40	50 schools will be directly targeted through project however through MoE TBD upon baseline research. Improvement by 10%.							
Strategy for Output 1.1: What is your project's specific strategy to deliver this output through the key project activities? Select the most relevant one from the list (drop down menu)			1.2 Employing Information, Education and Communication (IEC)														
Key Activities for Output 1.1	Description of key project activities * (maximum 40 words per key activity)		Responsible parties/Implementing agencies *		Timeframe *												
					Year 1		Year 2		Year 3								
					Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
	Key activity 1.1.1:		Engendering current and developing new training modules for whole school		UNICEF	x				x							
	Key activity 1.1.2:		Training of 60 Trainers/mentors and at least 18 MoES education advisers		UNICEF		x										
	Key activity 1.1.3:		Design and publication of materials - manual and materials for teachers/pupils/schools		UNICEF		x	x			x	x					
Key activity 1.1.4:		Implementation of programme in 50 schools (research in schools, training of teachers, delivery of workshops by teachers, peer activities, procedures for protection of children - boys and girls from violence ...)		UNICEF			x	x	x	x	x	x					
Key activity 1.1.5:		Support to coordination, planning and implementation of the violence prevention activities within MoES		UNICEF	x	x	x	x	x	x	x	x					
	Definition of Output: define the output of your project in one phrase (maximum 50 words per output)		Output Indicators (maximum of 3 indicators to measure the output) (maximum 40 words per indicator)		Baseline per output indicator (maximum 40 words per baseline)		Annual Targets for each output indicator (number and/or maximum 40 words per target in case the information is qualitative)										
							Year 1			Year 2			Year 3				
							Number	Qualitative information (maximum 40 words)	Number	Qualitative information (maximum 40 words)	Number	Qualitative information (maximum 40 words)					

	Work with perpetrators of violence programme introduced as a standardized social protection service within the MoLSP	Training programme developed and accredited by Institute for Social Protection	No training programme for WWP available	1 training programme for social service providers available and accredited														
		Professional service providers capacitated to provide the appropriate treatment programmes for perpetrators	12 professionals in 3 CSWs trained through SGBV project	16 professional service providers trained in CSW to deliver WWP														
		Reduced recidivism to domestic violence of perpetrators undergoing the appropriate treatment in line with best practices from Europe	6 perpetrators undergone the treatment	30 perpetrators undergoing WWP	JP will monitor whether the treatment was on voluntarily bases or not.	40 perpetrators undergoing WWP	Number of perpetrators interested in participating in WWP on voluntary basis											
Strategy for Output 1.2: What is your project's specific strategy to deliver this output through the key project activities? <i>Select the most relevant one from the list (drop down menu)</i>		2.3 Promoting/providing services (psychosocial counselling, medical services, shelters, etc.)																
Key Activities for Output	Description of key project activities (maximum 40 words per key activity)		Responsible parties/Implementing agencies		Timeframe													
					Year 1				Year 2				Year 3					
					Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
	Key activity 1.2.1:	Prepare and publish the training materials for WWP	UNDP		x	x	x											
Key activity 1.2.2:	Organization of trainings for professionals in 4 CSW	UNDP			x	x	x											
Key activity 1.2.3:	Therapy treatments for WWP realized in 7 CSW	UNDP				x	x	x	x	x	x							
Key Activities for Output	Definition of Output: define the output of your project in one phrase (maximum 50 words per output)	Output indicators (maximum of 3 indicators to measure the output) (maximum 40 words per indicator)	Baseline per output indicator (maximum 40 words per indicator)	Annual Targets for each output indicator (number and/or maximum 40 words per target in case the information is qualitative)														
				Year 1				Year 2				Year 3						
				Number	Qualitative information (maximum 40 words)				Number	Qualitative information (maximum 40 words)				Number	Qualitative information (maximum 40 words)			
	General public better informed about GBV, available protection mechanisms and engaged in actively preventing it	Public events on VaW in local communities organized (yes/no) One-stop shop web center for information established (yes/no) Public discourse qualitatively changed in reporting on VaW.	10 round tables at local level every year during campaigning 16 Days of Activism against VaW. No web portal on VAW hosted by the central government. In period 2010-2011 3,762 articles published on GE and VaW and 80% of respective articles on cover pages	At least 10 round tables 1 web portal on VAW established.	% of sensationalistic reporting diminished by at least 10% in 2013				At least 10 round tables	% of sensationalistic reporting diminished by at least 10% in 2014								
	No. of peer educators	24 peer educators on GBV trained through previous UN Trust Fund project	20					80										
	No. of young people reached through social media campaign	Lack of social media campaigns; Young Men Initiative reached app. 4200 young men and women through their campaign.	0					10000										
Strategy for Output 1.3: What is your project's specific strategy to deliver this output through the key project activities? <i>Select the most relevant one from the list (drop down menu)</i>		1.4 Public outreach/awareness-raising																
Key Activities for Output 1.3	Description of key project activities (maximum 40 words per key activity)		Responsible parties/Implementing agencies		Timeframe													
					Year 1				Year 2				Year 3					
					Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
	Key activity 1.3.1:	Setting up the web portal on available protection mechanisms and realization of public events/round tables within the international campaign 16 days of activism against VaW.	UNDP			x	x		x		x							
	Key activity 1.3.2:	Monitoring of media reporting on cases of VaW through regular press clipping, media coverage quantitative analysis and screening of video spots against VaW.	UNDP		x	x	x	x	x	x	x	x						
	Key activity 1.3.3:	Trainings for journalists and editors on gender-sensitive reporting on cases of VAW	UNDP				x	x	x	x	x	x						
Key activity 1.3.4:	Developing education package for peer educators/peer teams in and out of school and ToT for peer educators/youth community groups.	UNICEF			x	x	x	x	x	x								
Key activity 1.3.5:	Developing and implementing communication and social mobilisation activities for young people	UNICEF					x	x	x	x	x							

Definition of Outcome: define the outcome of your project in one phrase (maximum 50 words per outcome)	Accessibility, provision and range of services in response to VaW expanded and consolidated		
Beneficiaries at the outcome level (indicators): Whose behaviors/actions and/or what institutions are expected to be changed and/or improved under this outcome?	Current situation of beneficiaries (baseline): What is the current situation of	Targeted number of beneficiaries by the end of project	Expected situation of targeted beneficiary at the end of project: What are the expected main changes in beneficiaries' and/or institutions' behaviors and actions by the end of this project? (maximum 100 words per beneficiary group).

Outcome 2	You may select up to 3 groups (drop down menu)		Current situation of beneficiaries (baseline): What is the current situation of each intended beneficiary? (maximum 100 words per beneficiary group).	Provide estimated number of institutions (if applicable)	Provide estimated number of individuals (if applicable)											
	Beneficiary 1:	21. Legal officers (i.e. lawyers, prosecutors, judges)	300 judges and prosecutors were trained on gender based violence through the Judicial Academy.		200	Legal officers better able to use adequately available protection measures and mechanisms. Increased number of prosecuted VaW cases .										
	Beneficiary 2:	26. Uniformed personnel (i.e. police, military, peace-keeping officers)	290 police officers trained on gender based violence through the Police Academy.		280	Police officers have clear procedures and protocol of conduct in cases of VaW, trained to provide immediate risk-assessment and prompt reaction in cases of VaW.										
	Beneficiary 3:	25. Social/welfare workers	300 social workers trained on gender based violence through SGBV and EVaW programmes.		120	Social workers trained to provide safety plan for victims/survivors of VaW and cooperate with other local level stakeholders.										
	Strategic area of intervention for Outcome 2: What is the main strategic area of intervention this outcome falls under (preventing violence, improving service delivery, or strengthening institutional response)? Select one that is the most relevant. (drop down menu to select one out of 3)			2. Improving Service Delivery												
Strategic area of intervention for Outcome 2 (OPTIONAL): You may select the second most relevant strategic area of intervention this outcome falls under. (drop down menu to select one out of 2)			3. Strengthening Institutional Response													
Output 2.1	Definition of Output: define the output of your project in one phrase (maximum 50 words per output)		Output Indicators (maximum of 3 indicators to measure the output) (maximum 40 words per indicator)	Baseline per output indicator (maximum 40 words per baseline)		Annual Targets for each output indicator (number and/or maximum 40 words per target in case the information is qualitative)										
						Year 1		Year 2		Year 3						
						Number	Qualitative information (maximum 40 words)	Number	Qualitative information (maximum 40 words)	Number	Qualitative information (maximum 40 words)					
	Quality of general support services and multi-institutional coordination improved at local level		No. of municipalities in which relevant institutions organize case conferences and use protocols on procedures for addressing cases of DV and inter-institutional cooperation.	Trainings provided in 11 municipalities	10 local communities capacitated to provide integrated services in response to VAW and 10 additional protocols signed at local level.		10 local communities capacitated to provide integrated services in response to VAW and 10 additional protocols signed at local level.									
			No. of professional who received training on VaW related issues	710 professionals trained	300	increased knowledge of professionals on VaW	300	increased knowledge of professionals on VaW								
		No. of municipalities that use software-based system for tracking the institutional response to gender based violence	3 municipalities by end of 2012 (estimate)			At least 10 municipalities										
Strategy for Output 2.1: What is your project's specific strategy to deliver this output through the key project activities? Select the most relevant one from the list (drop down menu)			2.1 Creating/enhancing multisectoral referral systems													
Key Activities for Output 2.1	Description of key project activities (maximum 40 words per key activity)		Responsible parties/Implementing agencies		Timeframe											
					Year 1		Year 2		Year 3							
					Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	Key activity 2.1.1:	Delivery of trainings for judges and prosecutors in cooperation with Judicial Academy and Min of Justice (curriculum + spec.protocol) and for police officers in cooperation with Police Academy and Ministry of Interior and provision of consultative support for implementation of the normative framework related to DV	UNDP, UN Women			x	x	x	x	x	x					
	Key activity 2.1.2:	Delivery of 10 trainings in local communities based on General Protocol in Central Serbia (cooperation, exchange, case conferences, local action plans), 15 trainings for professionals on GBV in AP Vojvodina (basic knowledge on GBV, case conferences, coordinated community action)	UNDP, UN Women			x	x	x	x	x	x	x				
	Key activity 2.1.3:	Conduct research mapping service provision to victims of VaW and recommendations on how to align service provision with requirements of the Istanbul Convention	UNDP		x	x										
	Key activity 2.1.4:	Provide consultative support in development of protocols and coordinated action and implementation of coordinated action in 10 municipalities and implementation of software-based system for tracking institutional response to DV in 10 municipalities	UN Women			x	x	x	x	x	x	x	x			x
Key activity 2.1.5:	Provide consultative support to Centers for Social Work from 45 municipalities in Vojvodina in organization of case conferences	UN Women			x	x	x	x	x	x	x	x			x	
Output 2.2	Definition of Output: define the output of your project in one phrase (maximum 50 words per output)		Output Indicators (maximum of 3 indicators to measure the output) (maximum 40 words per indicator)	Baseline per output indicator (maximum 40 words per baseline)		Annual Targets for each output indicator (number and/or maximum 40 words per target in case the information is qualitative)										
						Year 1		Year 2		Year 3						
						Number	Qualitative information (maximum 40 words)	Number	Qualitative information (maximum 40 words)	Number	Qualitative information (maximum 40 words)					
		No. of professionals capacitated to provide immediate guidance to the VAW survivors on using services in local communities	No system available for immediate response to committed violence.	At least 10 professionals trained to provide immediate guidance to VaW survivors through SOS helpline					Increase in competencies of professionals providing services on agreed set of principles and standards for SOS							

RRF Step 3: M&E and Audit Activities

Please define key activities for Monitoring and Evaluation (M&E) and Audit by providing the information requested in the table below. You need to put your inputs in the sections highlighted by in light yellow. The sections highlighted in gray contain instructions and guiding questions.

Example of key M&E activities could include (but are not limited to). You can list more than five (5) M&E activities.

- Collection of baseline data (if the baseline data has not been systematically collected and analyzed yet)
- Collection of and analysis of monitoring data on results (outputs, outcomes and goal)
- Monitoring missions
- Annual review meeting with key beneficiaries and implementing partners
- Mid-term project review
- Final project evaluation

Please note that conducting a final external project evaluation and a final project audit is mandatory for all projects funded by the UN Trust Fund.

Therefore these fields have been already automatically set up, and now you need to specify the party responsible for the final project evaluation and audit.

Monitoring and Evaluation (M&E) and Audit				Timeframe *											
				Year 1				Year 2				Year 3			
M&E	Key Activities for M&E and Audit (maximum 40 words per key activity) *		Responsible parties/Implementing agencies *	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
		Key M&E activity 1:	Development of instruments for research in schools and its implementation	UNICEF	x		x				x	x			
	Key M&E activity 2:	Monitoring and review meetings with key beneficiaries and implementing partners	UN Women, UNDP		x		x		x		x				
	Key M&E activity 3:	Qualitative analysis of public discourse on VaW (baseline study and final evaluation)	UNDP	x	x						x				
	Key M&E activity 4:	Conduct research to map service provision to victims of VaW and develop recommendations on how to align service provision with requirements of the Istanbul convention.	UNDP			x	x			x	x				
	Key M&E Activity 5:	Conduct a final external project evaluation	UNDP, UNWOMEN							x	x				
Audit *	Key Audit Activity 1:	Conduct a final project audit	UNDP								x				
	Key Audit Activity 2 :														

Budget for project activities under Outcome 1

Outcome (from RRF) *	Outputs (from RRF) *	Key Project Activities (from RRF) *	Responsible party/Implementing agency(per budget line) *	Budget category for project activities - choose one from the dropdown menu *	Description of budget items (maximum of 15 words) *	Budget requested from the UN Trust Fund (USD) Year 1 *	Year 2 *	Year 3 *	Total amount requested from the UN Trust Fund *	Contribution from applicant and/or other donors (USD)	Total budget (USD) *	
Outcome 1	Output 1.1	Key activity 1.1.1:							0		0	
		Engendering current and developing new training modules for whole school	UNICEF	3.Contractual services – individual	To contract experts to revise current and develop new training modules for teachers/years	10000	2000		12000		12000	
		Sub-total for Activity 1.1.1				10000	2000	0	12000	0	12000	
		Key activity 1.1.2:							0		0	
		Training of 60 Trainers/mentors and at least 18 MoES education advisers	UNICEF	4.Contractual services – companies	Conduct trainings (4 groups x 3 days)	20000			20000		20000	
		Sub-total for Activity 1.1.2				20000	0	0	20000	0	20000	
			Key activity 1.1.3:						0		0	
			Design and publication of materials - manual and materials for teachers/pupils/schools	UNICEF	3.Contractual services – individual	Design and development of materials	3000	3000				
			Design and publication of materials - manual and materials for teachers/pupils/schools	UNICEF	10.Audio Visual and Printing Production Cost	Print at least 1000 manuals and additional education materials for schools	2000	12000		14000		14000
			Sub-total for Activity 1.1.3				5000	15000	0	20000	0	20000
			Key activity 1.1.4:							0		0
			Implementation of programme in 50 schools (research in schools, training of teachers, delivery of workshops by teachers, peer activities, procedures for protection of children - boys and girls from violence ...)	UNICEF	4.Contractual services – companies	Contract mentors/trainers to support implementation of GBV programme package in 50 selected schools	10000	30000		40000	25000	65000
			Sub-total for Activity 1.1.4				10000	30000	0	40000	25000	65000
			Key activity 1.1.5:							0		0
			Support to coordination, planning and implementation of the violence prevention activities within MoES	UNICEF	3.Contractual services – individual	Technical support in organising, advising and supervising mentors and schools in GBV/SWV programme implementation	10000	10000		20000	20000	40000
		Sub-total for Activity 1.1.5				10000	10000	0	20000	20000	40000	
		Sub-total budget for Output 1.1:				55000	57000	0	112000	45000	157000	
	Output 1.2	Key activity 1.2.1:							0		0	
		Prepare and publish the training materials for WWP	UNDP	4.Contractual services – companies	Support in preparation of training materials. Publishing and distribution of materials.	4000			4000		4000	
		Sub-total for Activity 1.2.1				4000	0	0	4000	0	4000	
		Key activity 1.2.2:							0		0	
		Organization of trainings for professionals in 4 CSW	UNDP	4.Contractual services – companies	Contract companies to provide and organize wwp trainings for 4 CSW.	10000	5000		15000		15000	

		Sub-total for Activity 1.2.2				10000	5000	0	15000	0	15000	
		Key activity 1.2.3:							0		0	
		Therapy treatments for WWP realized in 7 CSW	UNDP	4.Contractual services – companies	Support to CSW to initiate and provide therapy treatments for perpetrators in 7 CSW	10000	20000		30000		30000	
		Sub-total for Activity 1.2.3				10000	20000	0	30000	0	30000	
		Sub-total budget for Output 1.2				24000	25000	0	49000	0	49000	
	Output 1.3	Key activity 1.3.1:							0		0	
			Setting up the web portal on available protection mechanisms and realization of public events/round tables within the international campaign 16 days of activism against VaW.	UNDP	4.Contractual services – companies	Contract with companies to set up web portal and organize round tables.	5000	20000		25000		25000
			Sub-total for Activity 1.3.1				5000	20000	0	25000	0	25000
			Key activity 1.3.2:							0		0
			Monitoring of media reporting on cases of VaW through regular press clipping, media coverage quantitative analysis and screening of video spots against VaW.	UNDP	4.Contractual services – companies	Contract with companies providing press clipping services and with media for screening videos.	5000	20000		25000		25000
			Sub-total for Activity 1.3.2				5000	20000	0	25000	0	25000
			Key activity 1.3.3:							0		0
			Trainings for journalists and editors on gender sensitive reporting on cases of VAW	UNDP	2.Local Consultants	Contract individuals to provide expert training for journalists.	7500	7500		15000		15000
			Sub-total for Activity 1.3.3				7500	7500	0	15000	0	15000
			Key activity 1.3.4:							0		0
			Developing education package for peer educators/peer teams in and out of school and ToT for peer educators (youth community)	UNICEF	4.Contractual services – companies	Designing full education package for peers and ToTs for 100 peer educators in 10 local	10000	18000		28000		28000
		Sub-total for Activity 1.3.4				10000	18000	0	28000	0	28000	
		Key activity 1.3.5:							0		0	
		Developing and implementing communication and social mobilisation activities for young people	UNICEF	4.Contractual services – companies	Support youth led activities in 10 local communities in partnerships with schools		20000		20000		20000	
			UNICEF	10.Audio Visual and Printing Production Cost	Development of visuals, materials for printing, digital /media items - web-site, facebook, etc. and their implementation	5000	15000		20000		20000	
		Sub-total for Activity 1.3.5				5000	35000	0	40000	0	40000	
		Sub-total budget for Output 1.2				32500	100500	0	133000	0	133000	
		Total budget for Outcome 1				111500	182500	0	294000	45000	339000	

Budget for project activities under Outcome 2

Outcome	Outputs	Key Project Activities (from RRF) *	Responsible	Budget category for project	Description of budget items	Budget requested	Year 2*	Year 3*	Total amount	Contribution from	Total budget (USD)*
Outcome 2	Output 2.1	Key activity 2.1.1:							0		0
		Delivery of trainings for judges and prosecutors in cooperation with Judicial Academy and Min of Justice (curriculum + spec.protocol) and for police officers in cooperation with Police Academy and Ministry of Interior and provision of consultative support for implementation of the normative framework related to DV	UN Women	4.Contractual services – companies	To contract companies to provide consultative support	2140	2140	0	4280	0	4280

Delivery of trainings for judges and prosecutors in cooperation with Judicial Academy and Min of Justice (curriculum + spec.protocol) and for police officers in cooperation with Police Academy and Ministry of Interior and provision of consultative support for implementation of the normative framework related to DV	UNDP	4.Contractual services – companies	Contracts to deliver trainings.	30000	30000		60000	0	60000
Sub-total for Activity 2.1.1				32140	32140	0	64280	0	64280
Key activity 2.1.2:							0		0
Delivery of 10 trainings in local communities based on General Protocol in Central Serbia (cooperation, exchange, case conferences, local action plans), 15 trainings for professionals on GBV in AP Vojvodina (basic knowledge on GBV, case conferences, coordintaed community action)	UNDP	4.Contractual services – companies	Contracts to deliver trainings.	33000	33000	0	66000	0	66000
Delivery of 10 trainings in local communities based on General Protocol in Central Serbia (cooperation, exchange, case conferences, local action plans), 15 trainings for professionals on GBV in AP Vojvodina (basic knowledge on GBV, case conferences, coordintaed community action)	UN Women	4.Contractual services – companies	To contract company to deliver trainings	26660	25660	0	52320	0	52320
Sub-total for Activity 2.1.2				59660	58660	0	118320	0	118320
Key activity 2.1.3:							0		0
See M&E							0		0

	Sub-total for Activity 2.1.3				0	0	0	0	0	0
	Key activity 2.1.4:							0		0
	Provide consultative support in development of protocols and coordinated action and implementation of coordinated action in 10 municipalities and implementation of software-based system for tracking institutional response to DV in 10 municipalities	UN Women	4.Contractual services – companies	To contract companies to provide and organize trainings for at least 100 professionals	31670	31105	0	62775	0	62775
	Sub-total for Activity 2.1.4				31670	31105		62775		62775
	Key activity 2.1.5:							0		0
	Provide consultative support for CSW from 45 municipalities in Vojvodina to organize case conferences	UN Women	4.Contractual services – companies	To contract companies to provide consultative support for CWSS	4425	4425	0	8850	0	8850
	Sub-total for Activity 2.1.5				4425	4425		8850		8850
	Sub-total budget for Output 2.1				127895	126330	0	254225	0	254225
Output 2.2	Key activity 2.2.1:							0		0
	Organization of technical meetings with relevant stakeholders: institutions and organizations, women's groups which are currently providing specialized services to women who suffered violence to establish network and initiate SOS hotline service.	UNDP	1.International consultants	Contracts to individuals to provide expert trainings and consultancies.	16000	15000		31000		31000
		UNDP	5.Travel	Travel expenditures and reimbursments for the participants of the meetings	5000	5000		10000		10000
		UNDP	2.Local Consultants	Contracts with local consultants who will support the process of establishing the functional network.	15500	15500		31000		31000
	Sub-total for Activity 2.2.1				36500	35500	0	72000	0	72000
	Key activity 2.2.2:							0		0
	Setting up national SOS hotline: databases, technical agreements etc.	UNDP	9. Information Technology Equipment	Equipment for SOS hotline fuctioning.	5000			5000		5000
		UNDP	4.Contractual services – companies	Contractual services to set up national SOS hotline.	35000	35000		70000		70000
	Sub-total for Activity 2.2.2				40000	35000	0	75000	0	75000
	Key activity 2.2.3:							0		0
	Organize 6 day trainings for CSW for improvement of specialized services to women WoV	UN women	4.Contractual services – companies	To contract company to organize 6 day trainings for CWS	9960	13940	0	23900	0	23900
	Sub-total for Activity 2.2.3				9960	13940		23900		23900
	Key activity 2.2.4:							0		0
	Provide further technical assistance to CSOs to apply quality standards in their services	UN Women	4.Contractual services – companies	To contract company to proide technical assistance to CSOs	18980	14980	0	33960	0	33960
Sub-total for Activity 2.2.4				18980	14980	0	33960		33960	
Sub-total budget for Output 2.2				105440	99420	0	204860	0	204860	
Key activity 2.3.1:							0		0	
Conduct participatory consultation process for the development of the Strategy (including focus groups and consultative support of international expert) for Strategy development	UN Women	3.Contractual services – individual	To contract experts to conduct consultation process for the development of the Strategy	2180	0	0	2180	9000	11180	
Sub-total for Activity 2.3.1				2180	0	0	2180	9000	11180	

Output 2.3	Key activity 2.3.2:							0		0
	Draft and submit for approval new End VaW Strategy (including monitoring framework and costing of the Strategy)	UN Women	3.Contractual services – individual	To contract experts to draft new End Vaw Strategy	2735	0	0	2735	9000	11735
	Sub-total for Activity 2.3.2				2735	0	0	2735	9000	11735
	Key activity 2.3.3:							0		0
	Develop a policy paper on economic empowerment of women survivors of violence	UN Women	3.Contractual services – individual	To contract expert to develop a policy paper on EE of women survivors of violence	1000	0	0	1000	2000	3000
	Sub-total for Activity 2.3.3				1000	0	0	1000	2000	3000
	Key activity 2.3.4:							0		0
	Develop a tailor-made outreach programme for women belonging to marginalized groups	UN Women	3.Contractual services – individual	To contract individual to develop a programme for women belonging to marginalized groups	3000	0	0	3000	0	3000
	Sub-total for Activity 2.3.4				3000	0	0	3000		3000
	Subtotal for Output 2.3.				8915	0	0	8915	20000	28915
Total budget for Outcome 2				240396	235794		468000	20000	488000	

RRF Step 5: Detailed budget for Monitoring and Evaluation (M&E), Audit and Management Cost

Now you need to provide the information as requested in the table below in order to specify the associated cost per for M&E/Audit activity and other management cost of the project. Please note the following:

- Responsible party/implanting agency: select only one responsible party or implementing agency per budget line
- Budget category (drop down menu): select one budget category from the drop down menu - for the description of each budget category, go to the Annex.
- Budget item description (maximum of 15 words): provide description of budget item(s) under each budget line
- All amounts must be entered in US dollars (USD). Enter amount without any periods, commas, symbols or spaces. Please round up to the nearest dollar
 - All the sections with * are the mandatory fields.

Budget for M&E, Audit and other management cost

Management Category*	Activities (for M&E and audit activities, put the same information from the previous worksheet "M&E Audit Activity") *	Responsible party/implementing agency(per budget line) *	Budget category - choose one from the dropdown menu *	Description of budget items (maximum of 15 words) *	Budget requested from the UN Trust Fund (USD) Year 1*	Year 2*	Year 3*	Total amount requested from the UN Trust Fund *	Contribution from applicant(s) (USD) *	Total budget (USD) *
M &E ⁽⁶⁾	Key M&E Activity 1: Development of instruments for research on violence/GBV in schools and its implementation	UNICEF	4.Contractual services – companies	Conduct baseline and repeated survey on violence/GBV in schools (Institute of psychology)	13000	5,000		18,000	15000	33000
	Key M&E Activity 2: Monitoring and review meetings with key beneficiaries and implementing partners	UN Women, UNDP						0		0
	Key M&E Activity 3: Qualitative analysis of public discourse on VaW (baseline study and final evaluation)	UNDP	3.Contractual services – individual	Contract experts to conduct qualitative analysis.	5000	5000		10,000		10000
	Key M&E Activity 4: Conduct research to map service provision to victims of VaW and develop recommendations on how to align service provision with requirements of the Istanbul convention.	UNDP	3.Contractual services – individual	Contract experts to conduct research.	5000	5000		10,000		10,000
	Key M&E Activity 5: Conduct a final external project evaluation	UNDP	3.Contractual services – individual	Contract experts.		10000		10,000		10000
		UN Women	3.Contractual services – individual	Contract experts		5000		5,000		5,000
				Sub-Total for M&E	23,000	30,000	0	53,000	15,000	68000
Audit ⁽⁵⁾	Key Audit Activity 1: Conduct a final audit	UNDP	Audit					0	4000	4000
				Sub-total for Audit	0	0	0	0	4000	4000
Personnel ⁽¹⁾	Management	UNDP	Salary for project staff	Staff to support the project implementation	25000	28,300		53,300	46000	99300
		UNICEF	Salary for project staff	Staff to support the project implementation	10000	23,350		33,350	30000	63,350
	Management	UN Women	Salary for project staff	Staff to support the project implementation	13350			13350	40000	53350
				Sub-total for personnel	48350	51650	0	100,000	116000	216000
Equipment ⁽²⁾	Management							0		0

	Management							0		0
	Management							0		0
	Management							0		0
				Sub-total for equipment	0	0	0	0	0	0
UN Trust Fund Capacity Development Workshop(7)	Participate in a Capacity Development Workshop organized by the UN Trust Fund		Capacity Development Workshop	Travel tickets, DSA, etc.	10,000	0	0	10,000	0	10000
				Sub-total for Workshop	10,000	0	0	10,000	0	10000
Indirect Cost ⁽³⁾	Management	UNDP	Indirect Cost		15820	17800		33,620		33620
	Management	UNICEF	Indirect Cost		6510	9685		16,195		16195
	Management	UN Women	Indirect Cost		8127	6808		14,935		14935
				Sub-total for Indirect Cost	30457	34293	0	64,750	0	64750
(UNCT ONLY) Administrative Agent Fee ⁽⁴⁾	Management		Administrative Agent Fee		4,656	5,242		9,898		9898
				Sub-total for AA Fee	4,656	5,242	0	9,898	0	9898
				Total for M&E/Audit/Management	116,463	121,185	0	237,648	135,000	372647.5

RRF Step 6 - Budget Summary

Based on the detailed budget for project activities, M&E, Audit and other Management cost, please prepare the summary table as requested below. The total in this table must match with the detailed budget.

	Budget requested from the UN Trust Fund (USD)					Contribution from Applicants	Total budget	
	Year 1	Year 2	Year 3	Total amount requested from the UN Trust Fund	%(against the total requested budget)			
Outcome 1	111500	182500	0	294000	25%	45000	\$339,000.00	
Outcome 2	242250	225750	0	468000	39%	20000	\$488,000.00	
Outcome 3	0	0	0	0	0%	0	\$0.00	
Outcome 4	0	0	0	0	0%	0	\$0.00	
Sub-total for Outcomes	353750	408250	0	762000	64%	65000	827000	76%
M&E	23000	30000	0	53000	4%	15,000	68,000	5%
Audit	0	0	0	0	0%	4000	4000	
Personnel	48350	51650	0	100,000.00	8%	116000	216000	10%
Equipment	0	0	0	0	0%	0	0	
UN Trust Fund Capacity Development Workshop	10,000	0	0	10,000	1%	0	10,000	
Indirect Cost	30457	34293	0	64,750.00	5%	0	64750	6%
Administrative Agent Fee (UNCT only)	4656	5242	0	9898	1%	0	9898	1%
Sub-total for M&E/Audit/Management	116,463	121,185	0	237,648	20%	135,000	372,648	
TOTAL	470,213	529,435	0	999,648	83%	200,000	1,199,648	
	999,648			999,648			1,199,648	

RRF Step 7 - Budget Narrative

Please provide justification for your budget request and further explanation/clarification on particular budget lines/items as necessary. (Maximum 700 words) *

I. Personnel

Personnel costs envisaged by the project include engagement of a full time joint project coordinator, who will be responsible for overall project implementation (please note that the cost of joint coordinators' salary will be covered by different participating agencies proportionally to their size of the budget). S/he will ensure that all project activities and components are implemented in a qualitative and timely manner.

In addition, each of the participating agencies will engage percentage of staff time, who will be responsible for day-to-day implementation of specific agency components.

UNDP will make an in-kind contribution by financing 20% of the working time of a programme officer, and 5% of the working time of two Programme Associates for quality assurance and M&E related work (e.g. ToRs, evaluation, and audit) and will provide JP premises. This in-kind contribution is not reflected in the budget. In addition, UNDP will supplement the UNTF budget of 100,000 USD with 46,000 USD from own resources for a Joint Coordination and Finance-Admin support.

UNICEF will contribute with 20% of the Youth and Adolescent Development Specialist time and the amount is reflected in the budget as UNICEF contribution to the project personnel. UNICEF will make in-kind contribution of 15% of the working time of administrative support for relevant project component, while additional 15% of the required working time will be covered through UNTF funds.

UNWOMEN will make in-kind contribution of 10% of time of Project Associate for operational support (not reflected in the budget). UN WOMEN will also contribute 40,000 USD for the salary of a part-time Project Officer for 2 years and the amount is reflected in the budget as UNWOMEN contribution to the project personnel.

II. Capacity Development (by Agency) [Training/Seminar/Workshops, etc.]

Capacity development activities to be implemented by UNDP will cover implementation of the General protocol at local level – work with institutions and establishment of the multisectoral cooperation between the victims' protection stakeholders; Delivery of specialized trainings for professionals in the Judicial Academy, Police Academy, social protection, healthcare and education sectors; 16 staff from 4 centers for social work will be trained to work with perpetrators - pilot work with perpetrators programmes in the social protection sector. The budget line also includes USD 10,000 envisaged for capacity development activities to be convened by UN Trust Fund.

UNICEF work on capacity development encompasses support to engendering current School without Violence programme and the development of the new training modules for teachers/whole school and for peers and ToTs for schools mentors/teachers and peer educators, covering at least 50 schools, as well as advisors/coordinators for violence prevention within the regional branches of the MoE and peer teams in at least 10 communities.

UN Women will focus on support to local institutions to implement a coordinated community response to VAW (organization of case conference workshops, follow up meetings, mentorship, consultative support in development of protocols; organization of trainings for legal professionals; please note that trainings to local institutions are provided by CSOs and therefore the costs are reflected under Partnerships); technical packages for rolling out the software based system for tracking institutional response to VAW (including users' manuals, IT assistance) and training for local institutions on the application of the software.

III. Advocacy/Awareness Raising

Advocacy and awareness raising activities to be implemented by UNDP refer to the realization of campaigns with aim to inform survivors of violence about their rights and about the existence of a unique national SOS hotline for reporting VaW, which will be established through the project. In addition, UNDP will develop a national web portal on VaW, as a one stop information center regarding general and specialist service providers to victims of VaW.

UNICEF work will encompass printed materials for schools (manual/guidance and communication materials for teachers and peers), innovative new technology communication approaches to peer and coverage of local campaigns led by youth in partnership with schools. Communication and social mobilization campaign will build on the SG's Campaign UNITE to End VaW, School without Violence campaign as well as GBV campaigns and youth activities of PSLEGE and "Young Men Initiatives"/Center E8.

IV. Partnerships

Envisaged partnerships under UNDP budget line regard establishing of a unique SOS hotline for reporting VaW as a one stop center for information for survivors of violence. It will be developed in partnership with CSOs as specialist service providers and will aim at building network of CSOs offering services to survivors of violence.

UNICEF main partnership is with the MoES, on the implementation of the programme in schools (coverage of school mentors' work for each of 50 schools in supporting preventive activities, capacity building of school staff and activities related to developing protection networks within schools and school based initiatives, as well supporting networking and exchange between schools). Youth programmes in the community will be supported through CSOs and local self government. UNICEF matching funds are coming from the School without Violence Programme as GBV component will be integrated in the original programme package and additionally supported through its implementation.

UN Women will partner with PSLEGE, which will in turn offer direct assistance to civil society organizations through direct financial support to CSOs for standardizing services in response to VAW, in particular SOS lines and engagement of CSOs to provide trainings for local institutions.

V. Technical Assistance

Technical Assistance budget line reflects costs of services for development of the database of service providers to survivors of violence and database for monitoring the work of SOS hotline. UNDP component will also cover engaging short term consultants for the organization of meetings with relevant institutions and organizations. It will also cover technical agreement with telephone provider on establishment of a unique nation-wide SOS hotline for reporting cases of violence under UNDP component.

UNICEF will be covering the technical support provided to the MoE/education system - advisory/expertise for integrating programme packages in the professional education of teachers, school violence prevention plans and structures, as well as school co-ordination, supervision and reporting (UNICEF is providing matching funds to this function in order to strengthen the capacities of the MoES for violence prevention and support policies and bylaws that would sustain these activities).

UN Women will cover the costs of engaging short term consultants for conducting consultations (focus groups) on tew EVaW Strategy in APV; consultants, including international consultants, for providing tailored support to the development of a provincial level strategy on preventing and combating GBV, in particular development of costing and monitoring frameworks; Research towards the development of a policy paper on economic empowerment of women survivors of gender based violence in the APV, and collection of good practices for developing an outreach programme for women survivors of violence, who belong to minority and marginalized communities.

VII. Monitoring and Evaluation

Monitoring and evaluation budget line will cover costs of all activities related to M&E. In addition, UNDP will undertake a baseline research on service provision to survivors of violence in comparative analysis with the set of services required by the Istanbul Convention. By the end of the project, the final evaluation will be conducted in order to provide information on progress made, based on the baseline study. Furthermore, UNDP will conduct a baseline and final evaluation qualitative analysis of the public discourse on VaW in media reporting.

UNICEF will strengthen monitoring and measuring of GBV in the school setting through development of research methodology, conducting research within selected schools and integration of defined GBV indicators into newly developed instruments for measuring safety of the school environment which are to be available and recommended to all schools in the country.

VIII. Audit

Audit will be carried out in accordance with UNDP rules and regulations and the costs will be covered by the agency.

IX. Indirect Costs

Indirect cost budget line will be used to cover general management services representing 7% of the programmable budget.

X. Administrative Agent Fees

Administrative Agent Fee will be assigned to UNDP as the leading agency and administrative agent and represents 1% of entire project costs.