

Final Evaluation Report

Integrated Response to Violence against Women and Girls in Serbia III

Report submitted by

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Project Overview

Project title:	Integrated Response to Violence against Women and Girls in Serbia III
The location of conducted evaluation:	Belgrade, Serbia
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The time period covered by the evaluation:	Entire project duration. Initially, October 2020 – September 2022, with the project duration extended until 30 March 2023, with no additional funding, in June 2022.
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Project implementing agencies:	UNDP, UNICEF, UN Women, UNFPA
Project partners:	Coordination Body for Gender Equality (lead national partner), Ministry of Justice, Ministry of Interior, Ministry of Labor, Employment, Veteran and Social Affairs, Ministry of Education, Science and Technological Development, Ministry of Health, Ministry of Youth and Sports, Ministry for Human and Minority Rights and Social Dialogue, Ministry of Family Welfare and Demography, Commissioner for the Protection of Equality, Provincial Secretariat for Social Policy, Demography and Gender Equality
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Note

The name of national partners listed in this report is as per their name at the time of project commencement.

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List of Acronyms and Abbreviations

AP	Autonomous Province
BMZ	Federal Ministry for Economic Cooperation and Development (Germany)
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
CBGE	Coordination Body for Gender Equality
CEDAW	The Convention on the Elimination of All Forms of Discrimination Against Women
CVSVs	Centers for Victims of Sexual Violence
CSOs	Civil Society Organizations
CSWs	Center(s) for Social Work
EU	European Union
GBV	Gender-based violence
GCC	Group for Coordination and Cooperation
GE	Gender equality
GREVIO	Group of Experts on Action against Violence against Women and Domestic Violence
JP	Joint Project
JPPB	Joint Project Board
LAP	Local Action Plan
LYOs	Local Youth Office(s)
MoESTD	Ministry of Education, Science and Technological Development
MoH	Ministry of Health
MoI	Ministry of Interior
MOLESVP	Ministry of Labor, Employment, Veteran and Social Affairs
MoYS	Ministry of Youth and Sports
OPNA	National Network for Work with Perpetrators of Violence
OSCE	Organization for Security and Co-operation in Europe
PARS	Judicial Academy of the Republic of Serbia
PRs	Public Relations Officers
PSEEGE	Provincial Secretariat for Social Policy, Demography and Gender Equality
RCO	Resident Coordinator's Office
RPPO	Republic Public Prosecutor's Office
RS	The Republic of Serbia
SDG	Sustainable Development Goal
SES	Social and Environmental Standards
SEESAC	The South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons
Sida	Swedish International Development and Cooperation Agency
SOS	SOS helplines
ToT	Training of trainers
UN	United Nations
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
UNCT	United Nations Country Team
UNDAF	United Nations Development Action Framework
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UN Women	The United Nations Entity for Gender Equality and the Empowerment of Women
VaWG	Violence against women and girls

Executive Summary

Integrated Response to Violence against Women and Girls in Serbia III is a project that provided support to state institutions and other relevant actors in promoting gender equality and enabling women and girls, especially those from vulnerable groups, to live a life free of discrimination and violence. This was achieved through the realization of three results - improvement of the legal and strategic framework, empowerment of service providers for the efficient protection of women and girls who have survived violence, and increased understanding of the phenomenon of gender-based violence in society.

Four United Nations agencies (UNDP, UN Women, UNICEF, and UNFPA) implemented the project in about 60 cities and municipalities in Serbia, with support from the Swedish government, in the amount of US\$1,499,709.6. The project was implemented in cooperation with the Government of the Republic of Serbia, and the Coordination Body for Gender Equality as a key national partner.

The project was planned to last 24 months (from October 1, 2020, to September 30, 2022). To ensure the implementation of supplementary training activities under existing outputs (enabled due to exchange rate fluctuation gains) and to enable smooth implementation of all planned activities, the project was granted a no-cost six-month extension in June 2022. With the extension, the project lasted a total of 30 months, until 30 March 2023.

The final evaluation is envisaged by the project, with the aim of determining the achievements of the project regarding the key evaluation criteria - relevance, coherence, effectiveness, efficiency, impact, and sustainability. The aim was also to identify good practices and approaches and provide recommendations for further work to eliminate violence against women and girls in Serbia. For this purpose, a team of two independent researchers was engaged. The evaluation included 54 people – representatives of relevant ministries and state bodies, institutions, organizations, the academic community, and media. The methodology consisted of 1) a review of relevant documents and literature, 2) two meetings with representatives of the four implementing UN agencies, 3) a secondary analysis of quantitative data from relevant institutions, 4) 16 individual interviews, and 5) 6 focus group discussions (5 online and 1 in-person). The analysis was based on the synthesis and triangulation of the collected data. The limitations of the evaluation were the implementation immediately after the completion of the project and within a short evaluation time frame, in a context affected heavily by the 2023 May 3rd school shooting in Belgrade resulting in the mass murder of children. Also, the opinion of women survivors of GBV was indirectly determined, as was the impact of the campaigns.

The effectiveness of the project is indicated by the realization of the results. 1) The legislative and strategic framework was improved with the adoption of the national strategy and the provincial program for preventing and combating gender-based violence. Also adopted, was the Declaration on the Abolition of Child Marriage in Serbia, and amendments were submitted for three laws to legally prohibit child marriage. The Ministry of Justice was supported in the implementation of the Law on the Prevention of Domestic Violence. 2) General service providers have improved their work as shown by indicators – the increase in the number of emergency measures, including emergency measures against adult perpetrators in the protection of minors, the number of individual victim protection and support plans, and the increase in the number of victims participating in GCC meetings. Specialist service providers have

increased the number and variety of services and adapted them to the conditions of COVID-19. The program for working with perpetrators of violence, work standards, the (accredited) training module, and manual were developed and piloted in four municipalities. 3) Media reporting has also improved, as there is less sensationalist content, fewer media reports in which violence is justified by the circumstances or characteristics of the abuser, as well as fewer reports that minimize violence and express the lack of trust towards the victim. The five campaigns on raising awareness of GBV and positive parenting implemented involved a large number of citizens. Through all three results, benefits for vulnerable groups of women were also achieved.

The project is relevant because it supported national policies and the implementation of the recommendations of the GREVIO Group and the CEDAW Committee and contributed to the implementation of the 2030 Agenda for Sustainable Development. A consensus was reached among all evaluation participants that the project was the right answer to the needs of women and girls that have experienced gender-based violence, but also to the needs of their respective institutions and organizations, and thus they proposed its continuation. **The project has achieved full external coherence** as it is in line with the government's strategies and the international legislative framework, as well as with donor's strategy for development cooperation. It is also in line with the wider strategic framework of various institutions focused on combating discrimination against different vulnerable groups, as well as institutions aimed at combating other forms of violence. **Internal coherence** is seen in the incorporation of lessons learned from previous phases of the project, the harmonization of the three main components of the project, the cooperation among the four UN agencies, as well as the synergy established with their other projects. **The project was implemented efficiently**, as almost all activities were implemented as planned, except the launching of the establishment of two new centers in Vojvodina, instead of the establishment of three in Central Serbia. To counter the obstacles and the change of implementation context (due to the pandemic and the elections) and to meet the needs identified, the project was extended by six months to conduct additional training for professionals. The approved budget was spent according to plan, and the project was cost-effective. **The impact of the project resonates in the improvement of the work of the institutions that form the groups for coordination and cooperation envisaged by the Law on Prevention of Domestic Violence and in the improvement of media reporting.** The majority of women in Serbia, including women who have survived violence, have a medium level of trust in institutions, they report violence less often, but when they do report it, slightly more than half of them are satisfied with the provided service¹. There is no data on how citizens perceive media reporting on gender-based violence and whether the campaigns influenced a change in their perception and gender norms. **The sustainability of the project was developed** through strengthening the national partner's sense of ownership, as the project was created in cooperation with the Government of the Republic of Serbia and all partners; by developing an effective legal and strategic framework; through empowering champions of good practices; and by creating resources and tools that relevant stakeholders can use in their work beyond the project's life cycle. However, two structural factors represent obstacles to achieving full sustainability of results – systemic shortcomings and inaction and deeply rooted patriarchal norms and values in society that support violence and discrimination.

¹ According to findings of the research: *Why women don't report Domestic Violence*, 2023, Commissioner for Protection of Equality/UNDP, available at: <https://www.undp.org/sr/serbia/publications/zasto-zene-ne-prijavljuju-nasilje-u-porodici-rezultati-istrazivanja>

Recommendations: Since the project is complex, we suggest that in the next phase of efforts to eliminate violence against women and girls and improve gender equality, a strategic selection of project elements, work methods and geographical coverage be made, based on the evaluation findings, and the expertise of each of the agencies and their comparative advantages in relation to other organizations. The project elements that should be continued with are: 1) support for the improvement of the legal and strategic framework; 2) capacity building of general service providers through the support of good practice champions and multisectoral training, and of specialist service providers through advocacy activities for ensuring their sustainability; and 3) work on changing the perception of gender-based violence and gender norms through the support of the group “Journalists against Violence against Women”, preventive work in educational institutions and the organization of a campaign that would have long-term effects, with the placement of info material in relevant institutions and in public spaces. The methodology should be developed based on monitoring of the work of groups for coordination and cooperation envisaged by the Law on the Prevention of Domestic Violence and their connection with other relevant actors in the local community, and a different approach should be applied depending on the degree of development of the integrated response to GBV in certain communities. The geographical coverage should be limited and the possibility of implementing more elements of the project should be mapped in the same communities. To ensure the sustainability of project results, it is important to clearly separate the domain of responsibility of the project itself and government bodies in achieving the defined results. The duration of project interventions should be extended as they are aimed at deeper changes in society. Project monitoring and evaluation should be improved through a better definition of indicators and the introduction of missing indicators, as well as the establishment of a common database of all agencies for monitoring the results of activities.

Lessons Learned: 1) The interventions that produced the best results are those that were developed based on monitoring of practice through predetermined indicators. 2) Synergistic work at all three levels of intervention gives good results. 3) A larger number of interventions in one community ensures greater impact and sustainability than when different interventions are implemented in different communities. 4) Multisectoral training proved to be the best method for strengthening groups for coordination and cooperation. 5) To achieve a greater impact and sustainability of training results, it is necessary for more people from one institution to undergo training, as well as for GCCs to connect with other relevant actors in the community. 6) Long-term support of general and specialist service providers is needed to strengthen their capacities and ensure the sustainability of results. 7) Representatives of the judiciary and journalists need to have joint training. 8) The impact of campaigns depends on the definition of their goal, the selected channels of communication for certain target groups and the duration of the campaign. 9) Research work should be supported in order to design targeted interventions.

1. Introduction

1.1. Introduction: background and context of the intervention

The period of project implementation was characterized by a **dynamic sociopolitical climate**, which was evident/reflected in the implementation of the project.

Elections were held in 2020 and 2022. Parliamentary and local elections took place on 21 June 2020, while extraordinary parliamentary elections were held on 3 April 2022, along with the regular presidential and councilor elections for the City of Belgrade. In both cases, the process of forming the government was

lengthy – four and six months respectively. After the first election, three new ministries were formed, including the Ministry of Family Welfare and Demography and the Ministry of Human and Minority Rights and Social Dialogue. In May 2020, the mandate of the Commissioner for the Protection of Equality expired, leaving the institution blocked for a full six months, as the re-election was carried out at the end of November that year. This situation affected the most vulnerable and most discriminated layers of citizens the hardest and left them without necessary protection and acting on complaints was significantly slowed down.² Similarly, after the second elections, the long period in which the Assembly did not function caused a delay of more than half a year with the election of the new Protector of Citizens and the review of the reports of independent institutions. Long-term instability in the work of the National Assembly has greatly delayed the support that the Assembly must provide to the work of independent institutions.³

The first year of the project implementation, 2020, was largely marked by a ban on movement and physical isolation as a result of the epidemiological situation caused by COVID-19. The state of emergency was declared on 15 March and lasted until 6 May 2020. The lack of clearly defined procedures for protection against domestic violence and the limited actions of institutions in that period, additionally put at risk women who survived violence in their families and by their partner and made their protection more difficult.⁴ Furthermore, women were disproportionately more affected by job loss due to COVID, and the most endangered were single mothers, as well as those engaged in healthcare and service activities.⁵

The very beginning of 2021 was marked by an event which snowballed into an authentic #MeToo movement, first locally and then even regionally. This was, in large, a wave of women's revelations about sexual violence they survived. It continued with several other public accusations of sexual violence in public life, education, and politics in Serbia, the latest of which was the accusation of sexual harassment at the Petnica Research Center near Valjevo.⁶ This provoked more public discussion on sexual harassment and violence in Serbia, with strong women's voices standing up to violence, calling for effective responses and no impunity for perpetrators. **It continued in 2022**, with women's protests against the editor of the *Informer* daily paper because of the interview with a multiple rapist that it published on its website.⁷ Additionally, the news about the inhuman and humiliating treatment to which a woman was exposed in the "Narodni Front" Gynecology and Obstetrics Clinic during an induced abortion procedure resonated strongly with the public.⁸ After testimony from the woman from Šabac went public, several thousand more women shared their testimonies on social media about similar inhumane and humiliating treatment in Serbian maternity hospitals.⁹

The rate of violence against women was alarming during all three years of the project's implementation, as indicated by the number of reported domestic violence cases, which increased from 26,818 in 2020 to 27,693 in 2022, and according to the data from the Ministry of Interior¹⁰, the number of domestic violence repeat offenders increased from 6,707 in 2020 to 9,489 in 2022. Particularly disturbing is the number of

² [AŽC Godišnji izveštaj o radu za 2020. godinu \(womenngo.org.rs\)](#), page 5.

³ [Ljudska prava u Srbiji 2022 – Pravo, praksa i međunarodni standardi ljudskih prava \(bgcentar.org.rs\)](#), page 28.

⁴ [AŽC Godišnji izveštaj o radu za 2020. godinu \(womenngo.org.rs\)](#), page 4.

⁵ [Uticaj COVID-19 pandemije i mera za njeno sprečavanje na zaposlenost i uslove rada žena i muškaraca u Srbiji \(secons.net\)](#)

⁶ [Former Research Centre Pupils in Serbia Accuse Staffer of Sexual Abuse | Balkan Insight](#)

⁷ [Igor Milošević u "Informeru": Platforma za višestrukog silovatelja - Komentar - Nedeljnik Vreme](#)

⁸ ["Slučaj snimanja porođaja iz Narodnog fronta klasično akušersko nasilje" \(n1info.rs\)](#)

⁹ [Užasne ispovesti žena iz Srbije o 16 vrsta akušerskog nasilja koje su preživele \(nova.rs\)](#)

¹⁰ [INFOGRAFIK: Primena Zakona o sprecavanju nasilja u porodici 2021. \(womenngo.org.rs\)](#), for 2022. material in preparation.

femicide cases. According to media reports, 26 women were killed both in 2020 and in 2022, while in 2021 the number was slightly smaller - 20 women.¹¹ Women from vulnerable social groups, such as Roma women, women with disabilities, rural women, single mothers, asylum seekers/migrants, women of different sexual orientation and gender identity, etc., are especially exposed to the risk of gender-based violence.¹²

1.2. Political and Legislative Framework

The fight against gender-based violence and domestic violence has been one of the priority goals of the RS Government since 2002 when domestic violence was criminalized. **The Republic of Serbia has ratified key international documents** - the Convention on the Elimination of All Forms of Discrimination against Women¹³, as well as General Recommendations No. 19 and No. 35, and the Convention of the Council of Europe on Preventing and Combating Violence against Women and Domestic Violence¹⁴. **The legislative framework for the prevention and protection of women from violence in an intimate partner and family context consists of the Criminal Code of the Republic of Serbia¹⁵, the Family Law¹⁶ and, since 2016, the Law on the Prevention of Domestic Violence¹⁷.** The latter regulates emergency protection against the immediate danger of violence, risk assessment, specialization of representatives of competent institutions, mandatory reporting of any suspicion of violence, daily exchange of information, mandatory coordination and cooperation, development of an individual protection and support plan, creation of a single and central registry of domestic violence cases, as well as punitive measures for failure to act by professionals. In 2021, the **Law on Gender Equality¹⁸** was adopted. This Law in Chapter VI — Prevention and Suppression of Gender-based Violence (Articles 51-58) regulates the prohibition of gender-based violence, special measures and programs, the duty of all persons, public administration bodies, employers, associations and institutions to report violence, general and specialist support services, programs for persons who have committed violence, measures for raising public awareness and preventing violence, as well as financial resources for organizing and implementing specialist services.

The relevant strategic framework consists of the *Strategy for Preventing and Combating Gender-based Violence Against Women and Domestic Violence for the period 2021-2025*¹⁹, the *Gender Equality Strategy 2021-2030*²⁰ with the accompanying Action Plan for the period 2022–2023, and the *Strategy for the Prevention and Protection from Discrimination for the period 2022 – 2030*²¹, with the Action Plan 2022–2023. At the provincial level, the *Program for the protection of women from domestic and intimate partner*

¹¹ [Konferencija za medije povodom obeležavanja 18. maja – Dana sećanja na žene žrtve nasilja - Autonomni ženski centar \(womenngo.org.rs\)](#)

¹² *Strategy for Preventing and Combating Gender-based Violence Against Women and Domestic Violence for the period 2021-2025*, page 24.

¹³ *Official Gazette of SFRY – International Agreements*, No. 11/1981.

¹⁴ *Official Gazette of RS, – International Agreements*, No. 12/2013.

¹⁵ *Official Gazette of RS*, No. 85/2005, 88/2005 – corr., 107/2005 – corr., 72/2009, 11/2009, 121/2012, 104/2013, 108/2014, 94/2016 and 35/2019.

¹⁶ *Official Gazette of RS*, No. 18/2005, 72/2011 – other law and 6/2015.

¹⁷ *Official Gazette of RS*, No. 94/2016.

¹⁸ *Official Gazette of RS*, No. 52/2021.

¹⁹ [Government adopts Bill on gender equality \(srbija.gov.rs\)](#), accessed on 28/4/2023.

(*Official Gazette of RS*, No. 47/2021)

²⁰ *Official Gazette of RS*, No. 103/2021.

²¹ *Official Gazette of RS*, No. 12/2022.

*violence and other forms of gender-based violence for the period 2022-2026*²² was adopted. In terms of the protection of children from violence, an important development is the adoption of the *Strategy for Prevention and Protection of Children from Violence for period 2020-2023*²³, as well as the *National Strategy for the Rights of Victims and Witnesses of Crime in the Republic of Serbia for the period 2020-2025*²⁴ adopted in July 2020, and their action plans.

The Coordination Body for Gender Equality has been established in accordance with the Istanbul Convention. It is responsible for the coordination, implementation, monitoring and evaluation of policies and measures to prevent and combat all forms of violence covered by this Convention (Article 10). **The National Council for the Combating Domestic Violence** has been established in line with the Law on the Prevention of Domestic Violence (Article 35) which requires the government to establish the Council, with the role to monitor the implementation of this Law and improve coordination and effectiveness of the prevention of domestic violence and protection from domestic violence. The Council members comprise representatives of state bodies and institutions responsible for the implementation of this Law.²⁵ The Council may, if necessary, include representatives of scientific and other professional institutions and associations whose activities relate to the protection from domestic violence. It is chaired by the Ministry of Justice.

According to the Law on the Prevention of Domestic Violence, in cases of domestic violence, **multisectoral cooperation is carried out through groups for coordination and cooperation and through persons designated for liaison**. The group consists of representatives of basic public prosecutor's offices (who chair the group), police administrations, and social welfare centers from the area for which the group is formed (in 58 areas of basic public prosecutor's offices), and if necessary, representatives of educational and healthcare institutions are also included and national employment services, representatives of other legal entities and associations and individuals who provide protection and support to victims. Each group has the duty to hold periodic meetings, at least every 15 days, review domestic violence cases which have not concluded in a court sentence and cases where protection and support needs to be ensured for victims of violence, create individual victim protection and support plans and propose measures to the competent public prosecutor's office to end court proceedings. Liaison persons are appointed in the police administration, basic and higher public prosecutors' offices, basic and higher courts and social welfare centers. They are tasked to exchange information and data relevant to the prevention of domestic violence, detection, prosecution, and trial of certain criminal acts under the Law on the Prevention of Domestic Violence and providing protection and support to victims of domestic violence and victims of criminal acts under the Law on the Prevention of Domestic Violence. During the period of 2010-2014, a set of protocols were adopted to guide actions and collaboration in cases of violence against women and domestic violence. These included general protocols as well as specific ones for healthcare institutions, social welfare centers, the police, and the judiciary. However, with the ratification of the Istanbul Convention and the implementation of the Law on the Prevention of Domestic Violence, the regulations regarding multisectoral cooperation have changed. As a result, the existing general and specific protocols have become outdated, requiring either modifications or the adoption of new protocols that align with the current regulations.

²² <https://www.skupstinavojvodine.gov.rs/Vesti.aspx?id=7338&s=vesti>

²³ Official Gazette of RS, No. 80/2020.

²⁴ [Ministarstvo pravde Republike Srbije \(mpravde.gov.rs\)](http://MinistarstvopravdeRepublikeSrbije(mpravde.gov.rs))

²⁵ <https://www.pravno-informacioni-sistem.rs/SlGlasnikPortal/eli/rep/sgrs/vlada/odluka/2017/69/1/reg>

Even though the legislative and strategic framework has been developed as well as mechanisms for their implementation, **within its first report published in 2020, GREVIO gave a large number of recommendations for improving the implementation of the Istanbul Convention.** The project and its interventions were based on these recommendations.

2. Description of the intervention

The project **Integrated Response to Violence against Women and Girls in Serbia III** represents a continuation of the long-term efforts of four UN agencies to support key actors dedicated to enhancing gender equality and enabling women and girls, especially those from vulnerable groups, to live lives free from discrimination and violence. UNDP, UN Women, and UNICEF have been implementing a joint project “Integrated Response to Violence against Women”, supported by the UN Trust Fund to End Violence against Women, since 2013. The Integrated Response to Violence against Women III is a joint project of four UN agencies – UNDP as a coordinating agency, UNICEF, UN Women and UNFPA, and the Government of the Republic of Serbia, led by the Coordination Body for Gender Equality. The project was implemented with **the support of the Swedish Government in the period from 1 October 2020 to 30 March 2023.** The project was planned to last 24 months (from October 1, 2020, to September 30, 2022). To ensure the implementation of supplementary training activities under existing outputs (enabled due to exchange rate fluctuation gains) and to enable smooth implementation of all planned activities, the project was granted a no-cost six-month extension in June 2022. With the extension, the project lasted a total of 30 months, until 30 March 2023. The total funds for project implementation were US\$1,499,709.6. The project activities were implemented in the territory of the Republic of Serbia, in over 60 municipalities.

Since gender-based violence is a complex social problem and consequence of gender inequality deeply rooted in patriarchal norms and unequal distribution of power, prevention, and elimination of all forms of violence against women and girls is, both from a humanistic and developmental perspective, the responsibility of society as a whole. The consequences of violence against women are severe and manifold and multifold, as they impact not only the well-being of women, but also their potentials to fully contribute to social development. To mitigate this, the project applied the “5P holistic approach” to tackle the complex issue of gender-based violence: prevention, protection, prosecution, policy and partnership, by engaging all relevant sectors (social, judicial, police, education, health), stakeholders (government, CSOs, media, local communities) at all levels of government (national, provincial, and local).

Key challenges addressed by the project:

- 72% of survivors of domestic violence reported to institutions are women. Violence is underreported, including by women from vulnerable groups who face physical and “invisible” barriers, such as traditional attitudes, fear, and shame.
- On average, every 7 to 10 days one woman is killed in the context of domestic or partner violence. 84% of women killed by their partner or a family member never turned to institutions for help.
- Over half of reports of domestic violence are dismissed due to insufficient evidence or reluctance of survivors to participate in legal proceedings.
- Healthcare institutions are sometimes the first and only source of support for survivors of violence. Healthcare professionals need to invest additional efforts within their regular work to provide support and participate in the multisectoral response of institutions to violence.

- The quality of protection and availability of support services varies across the country. It is particularly important for survivors of sexual violence to receive all support in one place. Unfortunately, this is currently possible only in four municipalities in Serbia.
- Young women in Serbia are exposed to specific types of violence such as child marriage. 56% of girls from Roma settlements get married before the age of 18. Child marriage has serious and long-term consequences for health, education, and economic status.
- 45% of children aged 1-14 experience violent disciplining at home. Detrimental to child development, the acquired violent patterns of behavior are often transferred to relationships in later life.
- Harmful stereotypes on the social roles of women and men and acceptance of violence in partner relationships are still widely present among youth. Violent behavior is often perceived as a sign of masculinity.
- Media contribute to the tolerance of violence, as reporting is not sufficiently focused on education about this problem or the prevention of violence. 63% of the media do not fully apply ethical standards for reporting on violence against women²⁶.

Excerpt from: Progress Report to the Swedish International Development Cooperation Agency, Reporting Period, October 2020 – September 2021

The project **overall objective** was to ensure that state institutions and other relevant actors enhance gender equality and enable women and girls, especially those from vulnerable groups, to live lives free from discrimination and violence. The project outcome aligns with the expected outcome of the Development Partnership Framework of the Government of Serbia and United Nations Country Team 2016-2020²⁷, which involves cooperation between the Government of the Republic of Serbia, the United Nations Country Team (UNCT), international and civil society partners. The expected outcome aims to enhance gender equality and enable women and girls, particularly those from vulnerable groups, to live lives free from discrimination and violence by 2020.

More specifically, the project aimed to achieve the following **key results**: 1) Legal and institutional measures effectively address the complexity of domestic violence, intimate partner violence and gender-based violence; 2) General and specialist service providers capacitated to effectively reduce the risks of repetition and escalation of domestic violence and deliver integrated service for the protection of women and children survivors of violence; and 3) Perception of gender-based violence and dominant gender norms changed and increased understanding of the general public on violence against women and girls.

The first result was planned to be achieved through strengthening capacities of the Coordination Body for Gender Equality, the National Council for the Suppression of Domestic Violence, and the Provincial Secretariat for Social Policy, Demography and Gender Equality to successfully implement their competences according to the Istanbul Convention, i.e., the Law on Preventing Domestic violence. Through two surveys (the barriers to reporting domestic violence among women and the national level assessment of healthcare institutions' capacities to respond to GBV) it aimed to map the obstacles faced

²⁶ Sources of data: 1) Serbia COVID-19 Socio-Economic Impact Assessment, UN Serbia and UNDP, 2020

2) Femicide – Murders of Women in Serbia: Quantitative-narrative report 1 January - 31 December 2020, Autonomous Women' Center, 2021

3) Serbia MICS Survey for 2019, UNICEF Serbia, 2020

4) Analysis of Media Reporting on the Problem of Violence against Women during the first half of 2021, group Journalists against Violence, UNDP Serbia, 2021

²⁷ [DPF_ENG_30_May_2017_FINAL_SIGNED.pdf \(un.org\)](#)

by women from vulnerable groups which relevant institutions should address. Also, it aimed to support advocacy activities of the National Coalition to End Child Marriage and to develop 10 local action plans on GBV for 10 selected municipalities with allocated funds. The **success** is measured by the **result indicator**: the number of measures taken to remove structural barriers to women's empowerment and a life free of violence recommended by GREVIO, with a **target** of at least 3 measures/GREVIO recommendations implemented. **The baseline was the** normative framework in place, Istanbul Convention ratified, and the National Report on Implementation of the Istanbul Convention prepared and submitted.

Strengthening capacities of general and specialist service providers (second result) implied training for professionals within relevant institutions – the police, prosecution, social protection, healthcare, employment services, education system and CSOs on the protection and support to women survivors of violence with a focus on women from marginalized groups. The planned topics were the phenomenon of gender-based violence and the role of each system, the integrated risk management and development of individual plans of protection, organizing case conferences, providing services to women survivors of violence from marginalized and multiple discriminated groups and women survivors of specific forms of violence, etc. Special focus was given to developing a pilot program for work with perpetrators in 4 towns, strengthening the specialist support services to women including, SOS helplines, 3 centers for victims of sexual violence in Vojvodina and replication of the model in 3 additional locations in Central Serbia, as well as develop a model for financing quality and sustainable women's support services and programs for work with perpetrators. **The result indicator** here was the number of reported and processed criminal acts of domestic violence and acts of rape, with **the target** – increased by at least 20% of reports and 20% of sanctions inflicted by the judiciary system on perpetrators of domestic violence and rape. **The baseline** in 2018 was: 7,916 criminal reports – 2,974 convictions for domestic violence (38%), and 71 rape reports – 25 rape convictions (35%).

The third outcome, increased understanding of the general public on violence against women and girls was planned to be achieved through strengthening the capacities of local youth offices to promote gender equality; developing a program to support the implementation of nonviolent disciplining of children with a focus on parents and supportive network of professionals in police, centers for social work, primary healthcare professionals, and education administration units; and building capacities of journalists (and media students, editors) for gender-responsive reporting on violence against women. **The indicator** for measuring the result was the quality of media reporting on VaW, with a **target** – an increase of at least 20% in media reporting with educational and preventive purposes. **The baseline** shows that only 13% of media reports have educational and preventive purposes.

Bearing in mind the complexity of gender-based violence, **the project was designed to act on various levels** — on the individual, relationship, community, and society level. It engaged a wide array of stakeholders- from national to local level stakeholders and was implemented in a broad partnership of several ministries and governmental institutions. The Coordination Body for Gender Equality was responsible for the coordination of activities at the national level. Other national partners were: the Ministry of Justice, Ministry of Interior, Ministry of Labor, Employment, Veteran and Social Affairs, Ministry of Education, Science and Technological Development, Ministry of Health, Ministry of Tourism and Youth, Ministry for Human and Minority Rights and Social Dialogue and

Ministry of Family Welfare and Demography, Commissioner for the Protection of Equality, Provincial Secretariat for Social Policy, Demography and Gender Equality²⁸.

3. Evaluation purpose, objectives and scope

The main purpose of this evaluation is to assess whether the project contributed to combatting of violence against women and girls in the Republic of Serbia, as well as whether good cooperation was established between the partners who implemented the project, and also in what ways the project was connected with other initiatives at the national and international level. Likewise, the purpose of the evaluation is to measure and evaluate the current progress in the implementation of strategic documents using all the positive changes introduced through the implementation of project activities that contributed to the reduction of gender-based violence, as well as to draw lessons learned and formulate recommendations for future project proposals and other programs.

The evaluation results will be used to support further work of UN agencies (UNDP, UNICEF, UN Women and UNFPA) and the main national partner Coordination Body for Gender Equality and other partners²⁹ in developing and prioritizing actions under new projects/programs.

The specific objectives of the evaluation are:

- To conduct the final project evaluation as a planned end-of-project activity, regarding criteria: relevance and coherence, as well as effectiveness, efficiency, impact, and sustainability of the entire project, with a strong focus on assessing the results contributing to project outcomes and goals, including cross-cutting gender equality and human rights criteria.
- To assess what works and why, highlight intended and unintended results, identify emerging good practices and approaches, and provide strategic lessons and recommendations to guide decision-makers and inform stakeholders in future actions in the field of elimination of violence against women and girls in Serbia.
- To provide strategic lessons and recommendations to guide decision-makers and inform stakeholders in future actions in the field of elimination of violence against women and girls in Serbia (criteria of knowledge creation).

The scope of the evaluation is stipulated within the Terms of Reference (as its integral part, See Annex 1).

The evaluation covered all three components included within Joint Project (JP):

1. Legal and institutional measures effectively address the complexity of domestic violence, intimate partner violence and gender-based violence.
2. General and specialist service providers capacitated to effectively reduce the risks of repetition and escalation of domestic violence and deliver integrated service for the protection of women and children survivors of violence.

²⁸ Names of institutions are presented as per period of project commencement (prior to changes after elections of April 2022).

²⁹ the Government of Serbia, the Commissioner for the Protection of Equality, and other relevant actors, such as relevant ministries, national and provincial infrastructure, national, provincial, and local-level institutions, local self-governments and local mechanisms for gender equality, civil society, including the media, self-help associations of various groups of vulnerable women, advocacy and human right-profiled organizations, development-focused and other civil society organizations, the academia, UNCT Serbia, and international partners supporting efforts to improve the life and freedom of women and girls.

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

Each of the results (3) was planned to be achieved through specific project outputs (4 for each outcome) (See Annex 5 – The Project’s Results Framework).

The evaluation was conducted **in the period of April and May 2023**.

4. Evaluation approach and methods and data analysis

The evaluation team developed a specific evaluation approach that combined generic and specific evaluation questions, ensuring that all questions focus on providing useful information, such as that on the changes the intervention sought to achieve, examining particular intervention characteristics or factors, which have or have not worked. Based on the perception that the process of JP implementation is multilayered and very complex, the evaluation approach is based on the broader perception of the implementation process that includes:

- activities conducted through **direct** implementation mechanisms (implemented by UN agencies, CBGE, and other mechanisms or state institutional channels with budgetary or donor direct support to the implementation of JP),
- **indirect** actions, where CSOs, public institutions, local self-governments or provincial and central authorities and institutions implemented activities independently of direct mechanisms, but with the intention of contributing to the JP objectives or by justifying or linking their initiatives to the JP objectives.

When evaluating the JP and developing recommendations for future efforts, the evaluation team considered the overall contribution of both the direct and indirect forms of implementation.

The evaluation was conducted applying the triangulation of data, meaning that in most cases conclusions on the outputs were drawn based on different sources and opinions/perceptions of stakeholders. Several methods of data collection and analysis were used, in line with the evaluation questions and indicators:

- 1) **Desk review** of relevant documents: official reports on the implementation of activities, regular or special reports of stakeholders, relevant normative acts (amendments, strategies, regulations, etc.), studies/research reports, etc. The list of documents identified and analyzed or prepared for the analysis included over 70 different written materials (the list of documents is presented in Annex 4).
- 2) **Meetings with UN agency representatives**. The first meeting (18 April 2023) was organized with three representatives of UNDP, the lead agency, to discuss the methodology and organizational steps to be followed in the evaluation. The following meeting was organized with 8 representatives of UNDP, UNICEF, UN Women and UNFPA, on 26 April 2023. The discussion focused on evaluation criteria, and how representatives of each UN agency assess the project implementation, according to 6 evaluation criteria – Relevance, Coherence, Effectiveness, Efficiency, Impact and Sustainability.
- 3) **Quantitative data collection and analysis**: of data collected from official statistics or other databases, which is used to quantitatively measure some outcomes, such as rates, percentages, trend lines, etc.
- 4) **Individual interviews with 16 stakeholders**, representatives of the following institutions and organizations: Higher Prosecutor’s Office, Ministry of Education, Science and Technological Development (MOESTD), Government of the Autonomous Province of Vojvodina (PSSPDGE) (2), Chamber for Social Protection, local self-government Ada (2) and Kovin (2), Faculty of Medicine,

Faculty of Political Science, National Network for Work with Perpetrators of Violence (OPNA), Republic Institute for Social Protection, Balkan Tube Serbia, Institute of Mental Health Belgrade, Center for Victims of Sexual Violence.

- 5) **Focused group discussions (5 online and 1 in-person) with 36 participants.** Six focus groups were organized with different stakeholders: a focus group with 6 representatives of CSOs and providers of specialist services (Atina, Center for Victims of Sexual Violence, Safe House Novi Sad, and Women's Center of Užice, organized on 11 May 2023), a focus group with 6 journalists (5 members of group *Journalist against violence against women* and a representative of Adria Media Group, on 15 May 2023), a focus group with an implementer of the program of non-violent child disciplining and 2 representatives of the National Coalition to End Child Marriage (Roma associations Bibija and Ternipe, Republic Institute for Social Protection, on 16 May 2023), a focus group with 3 representatives of the institutions and a CSO (Health Center Nis, Center for Women's Health Promotion, Judicial Academy, Basic Public Prosecution Pozarevac, on 17 May 2023), a focus groups of 4 youth program participants and a representative of Ministry of Tourism and Youth, as well as a Professor from the Medical Faculty, University of Belgrade (on 18 May 2023) and a group of 6 representatives of the Council for the Combating Domestic Violence (CBGE, Commissioner for the Protection of Equality, Ministry of Justice (2 people), Ministry of Interior, Ministry of Health, organized live on 19 May 2023.

Key informants were selected in consultation with the project team (representatives of the four implementing UN agencies). **A total of 54 informants** (only five men) participated in the evaluation (Annex 3). All evaluation criteria were covered through key guiding questions used in the interviews and focus groups: 1) description of the way of participation in the project and activities, 2) project results, the best practices and challenges (effectiveness and efficiency), 3) visibility of the results for the final beneficiaries (impact), 4) the importance of the project for the work of the organization/institution and the connection with their projects and the projects of relevant stakeholders (relevance and coherence), 5) what remains after the project (sustainability) and suggestions for follow-up. Transcripts from the focus groups and interviews were analyzed through the content analysis method.

The evaluation had limitations since it was to be carried out in a short period of time and immediately after the completion of the project. At the beginning of the process, a great tragedy occurred – a 13-year-old boy committed a mass murder of his peers and a school guard, which affected the work and focus of relevant stakeholders that participated in the project and led to difficulties in conducting focus groups and interviews. For that reason, the focus groups were conducted mostly online. In addition, The Statistical Office of the Republic of Serbia did not publish its report “Adult perpetrators of criminal offences in the Republic of Serbia” for 2022, hindering the collection of data for the indicators of the achievement of the second result – the number of reported and processed criminal acts of domestic violence and acts of rape for 2022. Other relevant indicators were used instead: the number of reports of domestic violence, the number of emergency measures, their extension, the number of perpetrators to whom the measures were imposed, the number of regular meetings of groups for coordination and cooperation, the number of individual victim protection and support plans, and the number of victims who participated in the planning of measures.

An additional limitation was that the real impact of the campaigns implemented in the project could not be determined, as this would require research on a representative sample. Therefore, the immediate project results were determined through the number of viewers and comments on social networks, and only the impressions of the evaluation participants were used to assess the impact. Furthermore, it was

agreed that women with experience of violence, including vulnerable groups of women, should not be directly involved in the evaluation in order to avoid secondary traumatization, but that their feedback was obtained through research conducted through the project³⁰ and the feedback from professionals who work with them.

5. Evaluation Findings and Conclusions

The following section presents an analysis of the Integrated Response to Violence against Women and Girls in Serbia III project by looking at the project evaluation ranking matrix (stipulated in the ToR). It contains a narrative section as well as key findings and conclusions and an overall rating towards the achievement of the evaluation criteria.

Evaluation table

A: Assessment of Project Outcomes	Rating	Weighting
1. Project Effectiveness of achieving results	Highly satisfactory	6/6
2. Project Efficiency in achieving results	Highly satisfactory	6/6
3. Project Relevance	Relevant	6/6
Output rating	Averaged from above	30/30%
B: Sustainability		
4. Sustainability of Results	Likely	3/4
5. Sustainability within the Socio-Political setting	Likely	3/4
6. Sustainability of Institutional framework and governance	Likely	3/4
Overall Likelihood of sustainability	Averaged from above	15/20%
C: Monitoring and evaluation		
7. Project M&E design at entry	Very satisfactory	5/6
8. M&E plan implementation	Very satisfactory	5/6
M&E overall rating	Averaged from above	16.7 /20%

³⁰ <https://www.undp.org/sr/serbia/publications/zasto-zene-ne-prijavljuju-nasilje-u-porodici-rezultati-istrazivanja>

D: Implementation		
9. Quality of UNDP project implementation	Highly satisfactory	6/6
10. Inclusion of relevant crosscutting issues (gender, environmental safeguards, Human rights etc.	Highly satisfactory	6/6
Overall Implementation rating		30/30%
Overall project quality	Based on the weightings of the above scores.	91.7/100% 6 – highly satisfactory

5.A Assessment of project outcomes/outputs

5.A.1 Project effectiveness of achieving results

Key finding	Rating
The evaluators find that the project's 3 outcomes, with corresponding outputs, were effectively implemented to achieve a high level of results.	Highly satisfactory – 6

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

The evaluators find that the project successfully supported the development of legal and institutional measures that effectively address the complexity of domestic violence, intimate partner violence and gender-based violence. The set indicators have been achieved – at least three measures have been taken to remove structural obstacles to women's empowerment and a life free from violence recommended in the GREVIO report. The contribution was made to the implementation of recommendations: Article 7 (comprehensive and coordinated policies implemented), Article 11 (data collection), Article 15 (training of professionals) and Article 4 (multiple discrimination) and Article 37 (forced marriages).

Output 1.1 CBGE further strengthened for coordination, implementation, monitoring and evaluation of policies and measures to prevent and combat all forms of violence in accordance with the Istanbul Convention.

The Coordination Body for Gender Equality (CBGE) has been further strengthened to exercise its competences through support of the participatory development of *the Strategy for Preventing and Combating Gender-based Violence Against Women and Domestic Violence for the period 2021-2025*³¹ and

³¹ [Government adopts Bill on gender equality \(srbija.gov.rs\)](https://www.srbija.gov.rs), accessed on 28/4/2023.

the discussion on the establishment of the central registry on reported and processed cases of domestic violence prescribed by Article 32 of the Law on the Prevention of Domestic Violence. The Strategy entrusts coordination, monitoring and evaluation of planned measures and activities in the prevention, protection and provision of support to victims of violence against women and domestic violence to the Coordination Body for Gender Equality.

Output 1.2 National Council for Combating Domestic Violence has the knowledge and is capacitated to monitor the implementation of the Law on the Prevention of Domestic Violence and uses evidence to design new policies.

The Ministry of Justice, which chairs the Council, was supported to respond to challenges in implementation of the Law on Prevention of Domestic Violence detected in the field, based on monitoring according to set indicators³². Based on this monitoring, five districts (Braničevo, Srem, Kolubara, Mačva, and Toplice) with difficulties in implementing the Law on the Prevention of Domestic Violence were identified and training was delivered to the representatives of relevant institutions to overcome them. Furthermore, to facilitate the implementation of the Law and ensure a universal response to domestic violence cases by public prosecutors, a manual for public prosecutors on responding to domestic violence cases was produced. The Ministry of Justice launched the project-supported updated website dedicated to ending domestic violence with information that helps survivors of violence and their families recognize the phenomenon of domestic violence and report it, as well as official monthly statistics on survivors and perpetrators of domestic violence, good practice examples and Q&A guidelines for an effective institutional response, and media guidelines for reporting on domestic violence. For improved accessibility the website also contains a section in sign language.

Output 1.3 Obstacles faced by women from vulnerable groups mapped and addressed by the relevant institutions.

Obstacles faced by women from vulnerable groups were mapped through the survey on the barriers to reporting domestic violence by women, particularly from vulnerable groups. Research findings were summarized in the publication *Why women don't report domestic violence?* and presented to the public through a high-level conference and further disseminated through traditional and social media. A brochure for (potential) survivors of violence was developed and distributed primarily to CSWs so that relevant information can reach the most vulnerable groups of women.

Furthermore, an assessment has been made of the national healthcare institutions' capacities to respond to GBV. The findings were summarized in the publication *Capacity assessment of healthcare professionals and healthcare institutions to respond to gender-based violence* and presented at a hybrid event to representatives of the healthcare sector, Sida, and international organizations. A video and a poster on the role that healthcare professionals in response to GBV were created and disseminated to healthcare professionals by the Medical Chamber.

(Official Gazette of RS, No. 47/2021)

³² These indicators were developed during the preparatory phase for implementing the Law on Prevention of Domestic Violence, by the Ministry of Justice, in collaboration with experts from the women's civil society organization Autonomous Women's Center (AWC) and UNDP. The indicators include the frequency of coordination and cooperation group meetings, the number of reviewed domestic violence cases, the number of proposals for extensions to emergency measures, the number of accepted proposals, the number of individual protection plans created, and the number of lawsuits filed.

Removing the obstacles faced by women from vulnerable groups in exercising the right to a life without violence also included activities aimed at abolishing child marriages – the adoption of *the Declaration on the Abolition of Child Marriage*³³ by the National Council of the Roma National Minority, preparation and submission of the amendments to the Family Law, Criminal Code, and the Law on the Prevention of Domestic Violence for abolishing child marriage, and a national campaign “A childhood, not marriage” (reached almost 538,000 people on social media and had over 630,000 views of videos).

Output 1.4 Provincial Program on the protection of women from domestic and intimate partner violence and other forms of gender-based violence for the period 2020-2025 adopted by the Government of the Autonomous Province of Vojvodina.

The project-supported Provincial *Program on the protection of women from domestic and intimate partner violence and other forms of gender-based violence for the period 2023-2026* was adopted by the Assembly of the Autonomous Province of Vojvodina in April 2023³⁴, and the Provincial Secretariat is planning to develop its corresponding action plan. Furthermore, 10 selected municipalities in Vojvodina were supported to develop local action plans (LAPs) on GBV. This support included training on the methodology for the development of local action plans and gender-responsible budgeting, as well as mentoring during their development. In all selected municipalities the LAPs have been adopted or are in the process of adoption.

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

The evaluators find that the project capacitated general and specialist service providers to effectively reduce the risks of repetition and escalation of domestic violence and deliver integrated service for the protection of women and children survivors of violence. General service providers improved their practice, supported through multi-sectoral in-the-field training on the implementation of the Law on the Prevention of Domestic Violence and solving complex cases of DV through case conferences, as well as ensuring availability of online training on response to GBV. According to MoI data³⁵, the number of cases of domestic violence increased from 26,818 in 2020 to 27,693 in 2022. The number of perpetrators of violence who were imposed an emergency measure increased from 19,722 in 2020 to 21,136 in 2022. According to the Republic Public Prosecutor's Office, the number of regular meetings of groups for coordination and cooperation increased from 2,604 in 2020 to 2,844 in 2022, as well as the number of victims who participated in planning from 85 to 655, and the number of individual victim protection and support plans - from 16,923 to 21,690. Specialist service providers (4 centers for victims of sexual violence and 8 CSOs that have SOS helplines) increased the number and variety of services they are able to provide and importantly, adapted them to the conditions of COVID-19. The program for working with perpetrators of violence, work standards, the training (accredited) module, and the manual were developed and piloted in four municipalities.

The indicators for this outcome - to increase reports and sanctions inflicted by the judiciary system on perpetrators of domestic violence and rape by at least 20%, cannot be verified because the Statistical

³³ [Usvojena Deklaracija o ukidanju dečijih brakova u Srbiji \(unicef.org\)](https://www.unicef.org/press-releases/2020/06/ukidanje-brakova-deci)

³⁴ <https://www.skupstinavojvodine.gov.rs/Vesti.aspx?id=7338&s=vesti>

³⁵ INFOGRAFIK, womenngo.org.rs, op.cit.

Office of Serbia has not yet published the data for 2022. These indicators are not adequate since they refer only to criminal acts. It would be more appropriate to use indicators that express progress in the work of groups for cooperation and coordination for general services providers, the number of beneficiaries and satisfaction with services for specialist service providers, as well as their number and the amount of funds provided from state budgets.

Output 2.1 Front-line officers have adequate knowledge to reduce the risk of repetition and escalation of domestic violence

An e-learning package has been developed for front-line officers on the detection of gender-based violence, collection of evidence, assessing the risks, and processing reported cases to provide effective and efficient protection for victims. It is included in the Judicial Academy's e-learning platform for the judicial sector and other professionals (police, social protection, and healthcare sectors).

Output 2.2 Professionals within the institutions are capacitated to implement multi-agency case management to reduce the risk of domestic violence, prevent secondary victimization and increase the long-term safety of victims

445 professionals (representatives of basic and higher public prosecutor's offices, police administrations, and centers for social work, healthcare and education institutions) from 48 municipalities were trained on the roles and competences of institutions within different systems in the implementation of the Law on the Prevention of Domestic Violence, recognition of domestic violence and risk factors, assessment of security risks from recurrence and escalation of violence, planning protection measures for victims of violence, managing security risks in the context of domestic violence and prejudice against domestic violence. Additionally, professionals, mostly from CSWs, from 10 municipalities in Vojvodina were trained on organizing case conference meetings in cases of domestic violence. 247 healthcare professionals from 33 municipalities in Serbia, were trained on the role of the healthcare system in response to gender-based violence through the online training package developed with the Faculty of Medicine, accredited by the Health Council of Serbia as part of regular education of healthcare professionals.

What is really good is that representatives of other systems participate in the training, that is, representatives of the police and representatives of the prosecutor's office. In some other training, when organized by the social protection system itself, when we as the Chamber organize it, we would not be able to motivate prosecutors and to motivate the police to come to our training. So, this was a unique opportunity for employees from the social protection system could, together with representatives of other institutions, to undergo the same type of training, given that they are directed to mutual cooperation in their immediate work. So, through the training, they had the opportunity to solve some dilemmas they encountered in practice...And we, as lecturers, also came from different systems, which I think made the training really well-conceived, and we complemented each other, and also had the opportunity to respond to the participants' dilemmas, questions, problematic situations they encountered, but also to open new perspectives, given that some participants, as is usually the case, are not familiar with certain proceedings, regulations, and procedures.

Interview with a representative of the Chamber of Social Protection, lecturer at multi-sectoral training for professionals on implementation of Law on Prevention of Domestic Violence³⁶

³⁶ Interview with a representative of the Chamber of Social Protection, 22/5/2023.

Some people you reach through their mind, some through their heart. It depends, people react differently... When in Prokuplje, we are trying to reach their minds, but the police inspector is resistant, hard as a rock... The first day ends with the documentary "Reaction instead of crime" (a campaign video based on a real-life femicide case), and 3-5 minutes into the film, you see a different man. We reached his heart, as if his mask fell off. The next day, he was a much different person, he wanted to hear us. It was enough for the beginning.

Interview with a representative of the Higher Public Prosecutor's Office in Belgrade, lecturer at multi-sectoral training for professionals on implementation of Law on Prevention of Domestic Violence³⁷

Output 2.3 Programs for the work with perpetrators of domestic violence are part of an integrated support and protection system in 4 selected cities in accordance with the Istanbul Convention.

The program for work with perpetrators of domestic violence was developed in accordance with the Istanbul Convention and the national legislative and strategic framework as well as according to the perceived needs in the field. *Standards of the program of work with perpetrators*, a training program for professionals accredited by the Republic Institute for Social Protection and the *Manual for the implementation of the program of work with perpetrators of violence based on victim safety* were created. The program was piloted in four municipalities – Užice, Leskovac, Niš and Novi Sad, involving 25 perpetrators. CSW and CSOs that worked on an integrated program with perpetrators secured funding from the local self-governments of Bajina Bašta and Užice to continue the program locally.

All the colleagues I have had the opportunity to talk with, all the training programs I have seen focus exactly on that topic and how to motivate the perpetrators to actually understand what they were doing. Just as they externalize the causes of their violent behavior, they also externalize what needs to change, always someone else, not them. For that reason, these programs are powerful because any punishment doesn't change that.

Even in situations where the perpetrator did not change, when he did not change his behavior, the program itself gave an effect in protecting the victims, because they had someone who was monitoring the perpetrator once a week.

A psychologist who worked on drafting the program of work with the perpetrator³⁸

Output 2.4 Access to services facilitating the victims' recovery from violence improved and aligned with the recommendations of the Istanbul Convention.

The capacities of four existing centers for victims of sexual violence were strengthened to provide a comprehensive service package to women victims of sexual violence – medical/forensic, legal, counseling and social services, psychosocial support, and psychotherapy. This was particularly important, considering that during 2021, the healthcare sector was oriented towards preventing any further outbreaks of the COVID-19 pandemic. The Standards for Providing Psychological Services in CSVs were developed, as well

³⁷ Ibid.

³⁸ Interview 16/5/2023.

as a policy brief for disseminating CVSV good practices. The establishment of two additional centers in two hospitals (Pančevo and Senta) was initiated, instead of the planned three in Central Serbia.

The four centers for victims of sexual violence provided 181 services for 65 women (51%) and girls (49%) from January 2021 to November 2022. Most of the victims live in smaller towns - in the countryside or in a suburb, but records have not been kept during the entire project implementation period, so the data is not complete. According to the available records, protection and support were sought by Roma women (2), women with disabilities (5), and two foreign citizens.

Eight civil society organizations from different parts of Serbia established a new SOS helpline, introduced a new program of prevention and support in crisis situations for survivors with disabilities, and developed services using online tools, as well as extended the working hours of the existing helplines and support services.

CSOs with SOS helplines realized the following services within received financial support:

- 1,530 consultations via the SOS helpline,
- 606 women beneficiaries of 7 women's organizations (without an organization that did not have this goal),
- 77 individual direct consultations,
- 1,046 different support services including SMS support, Viber, email, Skype, and social network support.

We have exceeded both our expectations and set indicators, especially when it comes to messaging, Viber and Messenger messaging. Now it has become a common way for women to communicate. Sometimes, it is simply inconvenient for them to call on the phone and talk when they need some instant information or want to report something. So, it was quite important for them to be able to contact us in this way and I think we have reached some new women who might not call the SOS helpline immediately. The phone conversation is direct, and sometimes a little difficult for women to decide to call. On the other hand, messaging is somehow easier, so after they exchange messages, then our communication goes further, and they come to the premises or call the SOS helpline.

Representatives of the Women's Center of Užice, whose services were supported through the project³⁹

317 professionals (representatives of CSWs, healthcare and educational system) from 20 municipalities in Vojvodina enhanced their knowledge in providing services to women survivors facing multiple discrimination and women victims of specific forms of gender-based violence with a focus on sexual violence.

Result 3: Perception of gender-based violence and dominant gender norms changed and increased the understanding of the general public on violence against women and girl

The evaluators find the project improved media reporting on violence against women, but not to the extent predicted by the indicator – the increase in media reporting with educational and preventive purposes was 10% instead 20%. However, other indicators of the quality of media reporting improved: the percentage of publishing sensational content dropped (by 13%), media reports in which violence is

³⁹ Focus group, 11/5/2023.

justified by external circumstances or characteristics of the abuser decreased (by 9%), as well as the percentage of content that minimized violence or expressed mistrust towards the victim (by 6%)⁴⁰. Campaigns on raising awareness on GBV and gender equality issues among youth and other citizens, as well as on positive parenting had a huge outreach. Nevertheless, the evaluation participants believe that mostly short-term effects were achieved due to the short duration of the campaigns and that it is necessary to continuously work on the visibility of the topic for an increased understanding of the GBV phenomenon and the importance of reporting domestic violence.

These findings show that the understanding of the general public of violence against women and girls increased, but evaluators did not have the tools to determine whether there was a change in their perception of gender-based violence and changes in gender norms on a representative sample. For that reason, it would be important to set more realistic indicators - the number of people reached by the campaign and their feedback on the impact of the campaign, and in media reporting, to reduce the percentage for improvement of certain indicators to at least 10%.

Output 3.1 Local youth office (LYO) coordinators empowered to create cultural change in the community and promote gender equality, preventing gender-based violence.

Ten local actions were organized by local youth office (LYO) coordinators and CSO Atina in Belgrade, Niš, and Subotica, to raise awareness about gender-based violence, including digital violence, but also about different gender equality issues, for example, the position of women in the labor market, gender roles, and the division of jobs between men and women, the mental health of women, etc. Local actions reached 2,106 youth and a total of 26,794 people were reached through social media posts that promoted local actions. Atina also conducted research on digital violence among youth (“In front of the screen”) the findings of which were used in local actions. About 90,000 people were reached through two additional campaigns on social networks (on the occasion of International Youth Day and 16 days of activism against violence against women). The strengthening of LYOs did not always give good results, since some youth office coordinators had affiliations with political parties, which made it difficult to engage a wider circle of interested youth. Because of that, six informal youth groups (with some youth office representatives involved) were formed for creating cultural change in the community and promoting gender equality, preventing gender-based violence, through women’s CSO mentorship and support.

Output 3.2 Raising awareness and capacity-building programs to support the implementation of positive disciplining developed

A training program for positive disciplining, together with the Guidelines for Professionals and the Practicum for Trainers, was designed. Also, a national campaign “Be the hand that loves and word that guides”⁴¹ was developed and implemented.

The campaign reached 2,598,394 people through digital media who had 12,752.726 impressions and 45.6k+ reactions (likes, shares, comments). More than 95% of feedback from online comments was positive. After the ‘official’ end-date of the campaign (9 October) related content in digital media continued to be visited

⁴⁰ According to findings of three-year media monitoring of the group „Journalists against violence against women“, available at: <https://novinarkeprotivnasilja.org/wp-content/uploads/2022/04/Analiza-2019-2021.pdf>

⁴¹ Conducted in the period 29 August – 9 October 2022.

reaching close to 4 million unique users by 31. December 2022. Furthermore, positive disciplining methods for raising children were promoted through posters on billboards and in buses in 6 towns, 4 videos and 1 integrated TVC video with public figures who are parents themselves, 7 print and digital brochures for parents. There were 65 total mentions and publications across all traditional media platforms. Brochures, posters, and other printed materials were distributed to health clinics, centers for social work, marriage and family counseling centers, centers for foster care and adoption, and schools. MODS (Network of Organizations for Children in Serbia), an umbrella organization gathering almost 100 local organizations advocating for child rights, was also actively involved in sharing information further and distributing materials, including participation in local media programs.

Output 3.3 Professionals from the police, social protection, healthcare and educational system have capacities to support sustained behavioral change towards nonviolent disciplining of children.

Professionals from the social protection system raised their capacities to support sustained behavioral change towards nonviolent disciplining of children, through 17 training courses organized for 360 social protection professionals and 39 supervision visits for 435 social protection professionals from 60 municipalities. Due to the limited budget, the capacity building was planned as a phased process where the social protection system professionals were the first in line to receive the training package because they need to work with parents from the most vulnerable groups. However, the implementation of the program in CSWs was made difficult by their heavy workload, and marriage and family counseling centers were seen as a better place for its implementation. The evaluation participants suggested that positive parenting programs should be implemented at three points when parents are most open to help – when children are born, when they start kindergarten, and when they start school, so programs need to be implemented in healthcare institutions among pediatricians, in kindergartens, and, in schools. They also suggested that a greater effect would be achieved if the training, the materials and manuals, and the campaigns could be organized at the same time.

The results were very good. People were very satisfied because a lot of work is being done on the insights from the parent's perspective, from the child's perspective, from the perspective of professionals about what it all means, what can be done, and what the concrete tools are that can help professionals help parents to they provide them with some tools, not in the sense of how to train parents so that they train children, but simply to create a climate in which it is normal to need support, to seek help, to recognize the parents' effort even when it is not appropriate, to appreciate it, put it into context, support them to apply something else or try different ways.

Interview with a professor at the Faculty of Political Sciences⁴²

Output 3.4 Journalists are aware of the importance of adequate reporting on violence against women and have the knowledge to report in accordance with the guidance for gender-sensitive reporting on violence against women

⁴² Professor at the Faculty of Political Sciences, interview 23/5/2023.

That output was realized through the support of the informal group *Journalists against Violence against Women*⁴³, consisting of 80-90 journalists and editors of national and local media who “organize, publicly and vocally fight against violence against women”. Three groups of activities were supported through the project: media monitoring and analysis of media reporting on violence against women; improving knowledge and skills for ethical reporting of journalism students, journalists, and editors; and creating tools that will help journalists report ethically on violence against women. The analysis of media reporting on violence against women has been carried out by members of the *Journalists Against Violence* group continuously since 2018. The three-year analysis (2019-2021) shows positive developments in the media monitoring of violence against women based on all set indicators. The results of the analysis are summarized in the publication *Analysis of media reporting on the problem of violence against women for the period 2019-2021*. In three years, female journalists reviewed 36,165 announcements. The publication was presented in the Media Center in April 2022.⁴⁴ The group also developed tools for ethical media reporting on violence against women - they supplemented the edition of the *guidelines for media reporting on violence against women* and created a database of ethical and non-traumatizing photos, available to all media completely free of charge on their website.

The importance of the guidelines was also confirmed by the women who, after a video interview with a multiple rapist in a tabloid, took to the streets of Belgrade demanding that the interview be removed from all platforms on which it was published, and that all media begin to respect the guidelines of the group of *Journalists against Violence against Women*.

The knowledge of professionals about ethical media reporting was improved through two training courses – training of trainers (ToT) for journalists (14 participants) and joint training for representatives of media and PRs of basic prosecution offices (20 participants), as well as a public debate on media reporting on violence against women (20 participants). *Journalists against Violence against Women* are also invited by colleagues to advise them on how to create media content on violence against women. The echoes of their work can also be seen in the establishment of similar networks in the region - in Montenegro and North Macedonia, and a group in Bosnia and Herzegovina is in the process of being established. They won several awards as a group and individually for their work in this field and their model of work was cited in research on the situation of women journalists.

The impact of the project is primarily evident in two domains - in the changes in the work of the three relevant institutions - the public prosecutors’ offices, CSW, and the police; and in the reduction of sensationalistic media reporting. Furthermore, the support given to the National Coalition to End Child Marriage has contributed to greater visibility of the issue of early marriage and encouraged initiatives to change the legislative framework to legally prevent early marriages, which can potentially have a deeper impact on early marriage prevention.

The *Strategy for Preventing and Combating Gender-based Violence Against Women and Domestic Violence for the period 2021-2025*, *Program on the Protection of Women from Domestic and Intimate Partner Violence and Other Forms of Gender-based Violence for the period 2022-2026*, 10 LAPs for GBV,

⁴³ Its establishment was supported by UNDP in 2017 in an effort to improve media reporting on violence against women in Serbia, encourage ethical and educational information, and contribute to building a society that does not tolerate violence against women.

⁴⁴ [How did Serbian media report on violence against women from 2019 to 2021? | United Nations Development Programme \(undp.org\)](https://www.undp.org/en/stories/how-did-serbian-media-report-on-violence-against-women-from-2019-to-2021)

and the *Declaration on the Abolition of Child Marriage*, as well as amendments to the Family Law, Criminal Code, and the Law on the Prevention of Domestic Violence, affected professionals from institutions and CSOs because of their participation in their creation, exchanging different opinions and reaching consensus on the change they want to achieve. Their real impact will be visible in the long term.

The data of the Ministry of Interior and the Republic Public Prosecutor's Office provides reference to the improved functioning of institutions. The number of reports of domestic violence increased during the three years of project implementation, as well as the number of emergency measures, their extension, and the number of perpetrators who were imposed the measures. A particularly significant indicator of progress is the increase in the number of regular meetings of groups for coordination and cooperation, the number of individual victim protection and support plans, and the number of victims who participated in the planning. However, a worrying increase was registered in the number of perpetrators who had repeated acts of domestic violence, which is an indicator of the ineffectiveness of emergency/prolonged measures, to which additional attention should be paid.

Overview of the total number of domestic violence events and measures in Serbia in the period 2020-2022⁴⁵

The number of domestic violence events and the number of measures taken	2020	2021	2022
Number of domestic violence events (Mol)	26,818	26,696	27,693
Number of risky events (Mol)	20,614	19,057	20,426
Number of orders (Mol)	19,721	19,702	21,137
Number of orders – BOTH emergency measures (Mol)	8,764	8,397	9,149
Number of emergency measures of <i>temporary eviction</i> (Mol)	9,080	8,704	9,513
Number of emergency measures of <i>contact and approach ban</i> (Mol)	19,676	19,672	21,116
Number of perpetrators to whom the measure was imposed (Mol)	19,722	19,700	21,136
Number of reviewed cases of violence (RPPO)	45,805	45,471	50,430
- current cases	21,221	20,667	23,621
- newly reported	23,611	23,577	25,583
- proposals for measures of termination	973	1,227	1,226
Number of EM extension <i>proposals</i> (RPPO)	19,280	19,414	21,131

⁴⁵ [INFOGRAFIK: Primena Zakona o sprecavanju nasilja u porodici 2021. \(womenngo.org.rs\)](https://www.womenngo.org.rs/), for 2022, material in preparation.

Number of adopted extended emergency measures (RPPO)	18,557	18,712	20,443
Number of misdemeanor charges for violation of EM/extended EM (Mol)	1,922	2,088	2,188
Number of perpetrators of repeated acts of violence (Mol)	6,707	8,227	9,489
Number of proposals/lawsuits for protection measures (RPPO)	231	178	294
Number of imposed measures of protection (RPPO)	69	54	110
Number of individual victim protection and support plans (RPPO)	16,923	17,424	21,690
Number of victims who have participated in planning (RPPO)	85	151	655
Number of regular meetings of groups for coordination and cooperation (RPPO)	2,604	2,670	2,844

5.A.2 Project efficiency in achieving results

Key finding	Rating
The evaluators find that the project was implemented efficiently.	Highly Satisfactory - 6

The project was implemented efficiently as almost all activities were implemented as planned. The only deviation from the plan was the launch of the establishment of two new centers in Vojvodina, instead of the establishment of three in Central Serbia. In assessing project efficiency, its complexity, addressing multiple levels of the issue of gender-based violence through various interventions, a large number of project holders, a huge number of participants from different social spheres, and a large geographical coverage should be taken into account. The project was implemented at the time of the COVID-19 pandemic and two election years, which, together with additional training based on the request of the Ministry of Justice to improve the capacities of Belgrade groups for coordination and cooperation, led to the non-cost extension of the project implementation by six months, but the outputs and outcomes were not jeopardized.

The project had a total budget of USD 1,548,389.41, with funds provided by Sida. The approved budget was utilized timely, and the ratio of the funds used for the realization of three project components with the costs for management and quality assurance was appropriate 72% vs. 28%. The budget was spent on achieving three outcomes, adequately, in relation to the number of activities and required resources: USD 198,573.14 for Outcome 1, USD 523,582.49 for Outcome 2, and USD 310,650.31 for Outcome 3. USD

398,081.00 was spent on management and quality assurance. The project was implemented with maximum efficiency, resulting in “low-cost high-impact” results.

Efficient implementation was achieved thanks to the experience and long-term cooperation of partners and associates on the project, their established system of coordination and reporting, as well as their systems of monitoring and evaluation.

5.A.3 Project relevance

Key finding	Rating
The evaluators find that the project was highly relevant in the national context.	Relevant – 6

The project is relevant because it has evolved on the lessons learned from the previous phases of the project and is in agreement and in accordance with the needs and capacities of all key actors – the Government of the Republic of Serbia, UN agencies, relevant institutions, civil society organizations, and the media. The project supports the fulfilment of international obligations and contributes to the realization of the 2030 Sustainable Development Agenda, CEDAW recommendations and the Istanbul Convention, but also the implementation of the national and provincial strategies and domestic legislation for combating GBV. The relevance is also reflected in the provision of financial resources from other sources for the models and activities that resulted from the project. There is a consensus among the evaluation participants about the relevance of the project and the need for its continuation, mostly in the area of multisectoral training, increasing the visibility of the topic and promoting non-violent behavior, as well as the further development of specialist support services that are important but scarce and financed in the short term. For the continuation of the project, the work on the central registry was also proposed, in order to unify the databases of all relevant institutions and introduce economic empowerment for victims of GBV and domestic violence. The only topic that evaluators found to be further linked with the planned results and less relevant, is positive parenting, since positive parenting influences the use of positive upbringing methods but does not influence the transmission of adequate partner patterns, i.e., the change of gender social norms.

Table 1 Project adherence to the Strategy for Preventing and Combating GBV and GREVIO recommendations

Project components	Strategy for Preventing and Combating GBV (objectives and measures)	GREVIO recommendation
Result 1: Legal and policy framework developed	Objective 4. Integrated public policies and a comprehensive data collection system	II Integrated policy and data collection
Strategic and legislative framework at the national level:	4.1. Policies	Comprehensive and coordinated policies (Article 7)
-Law	4.3. Central registry	Coordinating body (Article 10)
-Strategy	2.1. Harmonization of legislation with international obligations	
-Amendments		

-Central registry		Data collection and research (Article 11)
Support to PSSPGE: - Program - LAPs for GBV	NA	
Abolition of early marriages	3.1 Criminal protection of women (acts of coercion into marriage)	Forced marriage (Article 37)
Result 2: General and specialist service providers capacitated	Objective 2. Victim protection	IV Protection and support
Capacity building of the groups for coordination and cooperation	1.3 Capacity building of judicial employees 2.1 Risk assessment, imposed measures and sanctions 2.2 Informing victims of violence	Training of professionals (Article 15) General support services (Article 20)
Strengthening the response of healthcare professionals to GBV	2.3 Improving general services	Training of professionals (Article 15) General support services (Article 20)
Centers for victims of sexual violence	4.2 Supporting women's specialized CSOs (finances and participation in policy development) 2.4 Improving specialist services	Nongovernmental organizations and civil society (Article 9) Preventive intervention and treatment programs (Article 16) Support services for victims of sexual violence (Article 25)
Support of SOS helplines	4.2 Supporting women's specialized CSOs (finances and participation in policy development) 2.4 Improving specialist services	Nongovernmental organizations and civil society (Article 9) Preventive intervention and treatment programs (Article 16) Telephone helplines (Article 24)
Working with perpetrators of violence	1.5. Working with perpetrators	Preventive intervention and treatment programs (Article 16)

		Programs for perpetrators of domestic violence (Article 24)
Result 3: Perception of GBV and gender norms changed	Objective 1. Action of all actors on prevention	III Prevention
Improving media reporting on GBV	1.4 Improving media reporting	Participation of the private sector and the media (Article 17)
Campaigns for raising awareness of GBV and connected issues	1.1. Raising public awareness (campaigns)	Awareness raising (Article 13)
Positive parenting	/	Eradication of prejudices, customs, traditions (Article 12)
Empowering youth offices for raising awareness of GBV and GE	Raising public awareness (campaigns)	Awareness raising (Article 13)
Raising awareness of digital violence	It is not specifically mentioned in the measures, but it is in the problem definition.	Awareness raising (Article 13)

Coherence was observed at three levels: 1) coherence of project design: inclusion of lessons from previous project cycles, i.e., coherence with previous phases of the project and coherence of three project components, 2) coherence of partner actions: cooperation of four UN agencies and synergy with their existing projects, 3) coherence with the actions of other relevant actors.

Implemented activities included synergies of all components and agencies, such as cooperation on the abolition of child marriages, which included a component of empowering CSOs working in the Roma community, raising awareness and lobbying to change the legal framework in the direction of abolishing early marriages.

All agencies used resources and achieved synergy with their other projects, e.g., Reduce Risk - Increase Safety (UNDP), Towards ending Child Marriage in Serbia (UNICEF), With and For Girls – Support to local youth offices in raising awareness in the area of gender equality (Atina and UNFPA), Transformative Financing as an Accelerator for Gender Equality: towards more transparent, inclusive and accountable governance in the Western Balkans, Safety of Women and Girls in Serbia (UNWOMEN). There is also synergy and spillovers with projects implemented by other partners. For example, Praxis used the model for the prevention and elimination of child marriage developed by UNICEF with partners, within the program “Inclusion of Roma and other marginalized groups in Serbia”.

The project achieved **external coherence** with the government strategies: Strategy for Preventing and Combating Gender-based Violence Against Women and Domestic Violence for the Period 2021-2025 and National Strategy for Gender Equality for the period 2016-2020. It is also complemented to the portfolio of international legislation framework (UN, EU, OSCE) and in accordance with Sida’s Strategy for Sweden’s reform cooperation with the Western Balkans and Turkey applies between 2021 and 2027 and their role as a relevant and effective development partner in Serbia. Furthermore, this includes synergy between

policy areas and cross-government coordination (developed strategic documents and policies related to the topic of this JP). All these interventions are in line with the 2030 Agenda and the SDGs.

Furthermore, **coherence was achieved with wider policy frameworks of different institutions focused on antidiscrimination work** in the whole society with different stakeholders, respecting human rights of vulnerable groups (Roma women, rural women, women with disabilities – covered by relevant strategies and laws); on combating violence in society at different levels (different systems, from education and social, to repression such as the police).

In conclusion, both **internal and external coherence has been achieved, but there is room to link different activities of national partners and UN agencies** since the project participants engaged within the specific project components are not familiar with the activities of other institutions or organizations under other project components. Getting to learn more about each other could lead to better synergy of project activities. For example, the groups for coordination and cooperation could be connected with healthcare professionals and specialist service providers in a community to give integrated responses to GBV, but also to jointly influence the development of LAP for GBV and to promote a campaign to increase understanding of the GBV phenomenon.

5.B Assessment of Sustainability

5.B.1 Sustainability of Results

Key finding	Rating
The evaluators find that the sustainability of the project results is likely.	Likely – 3

Much effort has been invested in this project to develop the sustainability of the results – supporting the development of adequate legislative and strategic frameworks in a participatory manner, empowering state bodies and relevant institutions as well as CSOs and other relevant actors and their networking, supporting the development of a central registry of cases of gender-based and domestic violence, and creating the tools and resources to further strengthen the capacity of general and specialist service providers and relevant actors – accredited training programs, manuals, publications with research recommendations, online training and platforms, and websites representing small resource centers, guidelines and work standards, promotional materials (leaflets, video clips, posters).

The strengthening of “champions of good practice” is also important for the sustainability of the project results, because they are guardians of institutional memory, generators of new knowledge, and disseminators of good practice. Experts who designed educational programs and research and conducted training and wrote publications and manuals are professionals who have been active in the field of preventing gender-based violence since the very beginning of dealing with this topic. They will continue to work in these areas and expand their knowledge also because they hold relevant job positions.

However, creating a critical mass of trained professionals in institutions, as well as influencing the specialist services developed in the project to become part of the institutional response, will make the sustainability of the project results more likely.

5.B.2 Sustainability within the Socio-Political setting

Key finding	Rating
The evaluators find that the sustainability within the socio-political setting is likely.	Likely – 3

There are two structural factors that represent obstacles to achieving sustainability within the socio-political setting – systemic shortcomings and inaction, and deeply rooted patriarchal norms and values in society that support violence and discrimination.

Many participants in the evaluation pointed to the inaction of institutions, the overload of employees, and the lack of specialization of professionals who work on all cases within their institutions and do not have the opportunity to focus only on cases of violence. “They are overwhelmed with various tasks and function as emergency services dealing with emergency cases”.⁴⁶ Therefore, it is, according to the evaluators’ opinion, advisable to influence the heads of institutions to assign professionals educated on GBV to work solely on GBV cases. It would also be important to include heads of institutions in relevant training programs to enhance their understanding of GBV dynamics and the need for trained employees to be able to provide the services they have been trained on. However, despite these obstacles, individuals who have undergone training will apply the acquired knowledge in their workplaces, and it will be even easier for them when there are more colleagues who have undergone the same training.

Changing the perception of GBV and gender norms should be continued with the support of the group "Journalists against Violence against Women" in monitoring media reporting on GBV. They should also be supported to empower more journalists, editors, and representatives of institutions through training, focus on preventive work in educational institutions and understanding the underlying mechanisms of GBV. Further support should also focus on identifying and implementing effective campaigns for a deeper change in the perception of GBV and gender norms, as well as making information available beyond the campaigns, by placing promotional/informational materials in relevant institutions and public spaces. Additionally, conducting research on success factors in providing an integrated response to GBV, as well as evaluating the impact of GBV awareness campaigns, will provide data that will bear witness to the importance of continuous support and the need for training the same individuals. These research efforts would provide valuable insights into addressing deeply ingrained inequalities that perpetuate discrimination against women, ensuring a comprehensive and sustainable approach to combating GBV.

5.B.3 Sustainability of Institutional framework and governance

Key finding	Rating
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⁴⁶ Representative of the Chamber of Social Protection, focus group 16/5/2023.

The evaluators find that the sustainability of institutional framework and governance is likely.	Likely – 3
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National ownership was facilitated from the initial stages of project design as the project was developed in cooperation with the Government of the Republic of Serbia, the UNCT, and international and civil society partners, as a response to country needs, and based on partnership with multiple national stakeholders developed through previous phases of the project. The aim of the project was to empower state institutions and other relevant actors for cooperation, whose interventions were focused on the rights of the victims of domestic violence, as envisaged by the Law on the Prevention of Domestic Violence. Representatives of the Coordination Body for Gender Equality, the National Council for Combating Domestic Violence and the Provincial Secretariat for Social Policy, Demography and Gender Equality saw the project as support for the implementation of the Istanbul Convention, to which the state had committed itself. Furthermore, key institutional bodies for gender equality were encouraged in eliminating gender-based violence and domestic violence for the implementation of the strategic and legal framework – the Coordination Body for Gender Equality and the National Council for Combating Domestic Violence (and its Operational Team), at the national level and the Provincial Secretariat for Social Policy, Demography and Gender Equality, at the provincial level, as well as local administrations. A good practice in the project was that the members of the Operational Team of the National Council for Combating Domestic Violence participated in the trainings that were held for professionals from the institutions, thus increasing their sense of ownership, as they themselves indicated during the focus group discussions.

However, it is difficult to empower CBGE and the Council for Combating Domestic Violence, as their members change with every new government. Although it is a permanent body according to the Law on Gender Equality, it consists of relevant ministers and the Deputy Prime Minister is presiding (new members of the CBGE were selected on 31 October 2022⁴⁷). The CBGE does not have permanent staff, administrative office or budget, and it is dependable on the staff and the office of the Deputy Prime Minister. Furthermore, the strategy envisages the development of the first action plan for 2021-2023 (and reporting on the results), but the action plan has not yet been adopted and no funds have been allocated for its implementation. The representative of CBGE⁴⁸ expressed her regret that the action plan they developed did not receive financial support from relevant ministries, and a new working group was formed to develop a new action plan. The mandate of the Council for Combating Domestic Violence depends on the mandate of the government, and its personal composition changes after every election, creating a discontinuity in work, alongside the lack of budget and permanent administrative office and staff. According to the Law on the Prevention of Domestic Violence (Article 35), the Council should meet at least once a year and issue publicly available annual reports. After almost seven years of the implementation of the law, the Council has held only three meetings and there are no publicly available reports. The *Strategy for Preventing and Combating Gender-Based Violence against Women and Domestic Violence for the Period 2021-2025* does not mention the Council for Combating Domestic Violence among the bodies in charge of the implementation of measures.

⁴⁷ [Srbija i politika: Koja je uloga Koordinacionog tela za rodnu ravnopravnost Vlade Srbije - BBC News na srpskom](#)

⁴⁸ Focus group with representatives of the Commissioner for the Protection of Equality, the Coordination Body for Gender Equality, the Ministry of Justice, the Ministry of Interior, the Ministry of Health, 19/5/2023.

5.C Assessment of Monitoring and Evaluation

5.C.1 Project M&E design at entry

Key finding	Rating
The evaluators find that the project M&E design at entry is satisfactory.	Satisfactory – 5

The project's Monitoring and Evaluation Plan envisaged the following: Track results progress, Monitor and Manage Risk, Lessons learned, Annual Project Quality Assurance, Review and Make Course Corrections, Project Report, Project Review (Project Board holds regular project reviews to assess the performance of the project and review the Multi-Year Work Plan to ensure realistic budgeting over the life of the project) and Final project evaluation.

However, the monitoring and evaluation plan should be more detailed. The common indicators that would cover all outcomes and outputs should be developed. For example, indicators for improving the capacity of specialist service providers and indicators to measure the change in the perception of gender-based violence and dominant gender norms are missing. It is also important to form a common registry for monitoring the realization of outputs, as well as the number and characteristics of training participants. It is important to keep track of the training participants by name (as it was done for online training of healthcare professionals) to have records of all the training that has been completed, to monitor the application of their knowledge in practice and to invite them to additional training so that they become permanent resources that can be counted on in the further development of various interventions. Many of the project's current associates were participants in the training. It would be also valuable to know whether specialist services reached vulnerable groups of women – Roma women, women with disabilities, rural women, etc. For this purpose, it would be useful to have a track of women survivors of violence who received support within the project. A joint map of the municipalities where the activities were carried out could be created in order to ensure as much synergy as possible. A common database of all related media coverage could be an important source for analyzing whose interventions were visible to the public.

5.C.2 M&E plan implementation

Key finding	Rating
The evaluators find that the M&E plan implementation is satisfactory.	Satisfactory – 5

Monitoring and evaluation were designed by each agency so that every activity contained evaluation, whether it was questionnaires at the end of training or monitoring of service beneficiaries of civil society organizations. The questionnaires contained assessments of the quality of trainings as a whole, but also of individual elements - trainers, content, organization, and applicability of what was learned in practice. There were also open-ended questions to give suggestions about what was good, what could be improved, and what other educational needs are needed. All collected data, as well as the description of the training,

were summarized in evaluation reports. Regular field visits were also organized, and representatives of the participating ministries and implementing UN agencies participated in the activities (e.g., in training, conferences, round tables, and campaigns). Each UN agency wrote its own report which included the evaluation of activities and lessons learned, based on these, UNDP prepared an integrated report which was sent quarterly to the Coordination Body for Gender Equality and semi-annually and annually to the donor. The integrated reports contained a description of the context in which the project took place, key challenges addressed by the project, key project achievements, project objectives and intervention strategy, progress towards project results, lessons learned, challenges and risks, partnerships, innovation, gender mainstreaming, visibility, and preliminary financial report. Since this is a joint project that was implemented with ministries, these reports were also used to report on the achievements of the government. However, some information is missing from the integrated reports because each agency and its associates have their own system of M&E.

5.D Assessment of the Implementation

5.D.1 Quality of UNDP project implementation

Key finding	Rating
The evaluators find that the quality of UNDP project implementation is highly satisfactory.	Highly Satisfactory - 6

The quality of UNDP project implementation was ensured as the project was designed and implemented based on and including the lessons learned from previous phases of the project. Additionally, interventions were mostly evidence-based. Some interventions were based on monitoring the implementation of the Law on the Prevention of Domestic Violence or media reporting, and some on the research findings. Educational programs were professionally designed and approved by relevant professional bodies, some of them accepted by the Chamber of Social Protection, some accredited by the Republic Institute for Social Protection, and some accredited by the Health Council of Serbia. All selected associates are experts in their field and there is a developed long-term cooperation with them.

The coordination of partner agencies was carried out according to a well-established scheme. The Joint Project Board (JPPB), chaired by the government and UNDP, was tasked with the overall decision-making in the project implementation. All project partners, national and international, including the donor took part in the work of the JPPB that met semi-annually. JPPB approved the joint program document and related implementation annual work plans. Each of the participating UN Agencies was responsible for all programmatic and financial accountability for funds disbursed under the project for their respective programmatic activities as outlined in the approved results matrix and subsequent annual work plans defined with relevant state partners. UNCT supported selected national partners that worked closely with the four UN Agencies. UNDP also had the role of the convening agency and was responsible for operational and programmatic coordination of the project activities and compilation of the narrative reporting.

5.D.2 Inclusion of relevant crosscutting issues

Key finding	Rating
The evaluators find that the inclusion of relevant crosscutting issues is highly satisfactory.	Highly Satisfactory - 6

The project was designed with a human-rights-based approach in mind, which was included even in the project objective, as violence against women and girls is the most persistent and wide-spreader violation of human rights globally. The goal of the project was to empower women and girls to understand and claim their rights and take their own decisions by mobilizing communities to “zero tolerance” to violence. The project focus was confirmed by the overwhelming number of women participating in the project and a large number of service beneficiaries. Women's rights and gender equality were particularly highlighted in local youth actions and the work of the group Journalists against Violence against Women. The project also responded to the needs and rights of excluded groups exposed to multiple discrimination, especially Roma women and girls, women with disabilities, women living in rural communities and in poverty. Furthermore, the project adhered to social and environmental standards, in line with UNDP's Social and Environmental Standards (SES) in the implementation of all activities. It was especially visible in ensuring quality assurance and risk management during the COVID-19 pandemic, and in supporting centers for victims of sexual violence and eight CSOs to provide a comprehensive service package to women during 2021 when the healthcare sector and social protection system were oriented towards addressing the negative consequences of the COVID-19 pandemic.

6. Recommendations

The project was a complex, multi-level set of interventions that were effectively implemented, but could each have been a separate project. For the next round of interventions, i.e., the next phase of project development, we suggest that strategic decisions regarding project elements, work methods, and geographical coverage should be made early on, reflecting two groups of criteria – suggestions made by this evaluation and the expertise that each of the agencies has and on their comparative advantage in relation to other organizations. Besides, we included recommendations for improved implementation, monitoring and evaluation, and sustainability.

1. **Project elements** - We believe that the following phase can make the greatest contribution with continued support in the following areas:
 - **Legal and Policy Framework Improvement:** which, although has shifted in a positive direction, needs improving and completion. This would be enabled through support to the Ministry of Justice in *monitoring the implementation of the Law on the Prevention of Domestic Violence*, as well as in assisting the competent ministry in *developing an action plan for the Strategy for Preventing and Combating GBV and Domestic Violence* and to monitor and evaluate implementation of the Strategy/ Action plan through the Coordination Body for Gender Equality. Also, further support to the *Provincial Secretariat to develop an action plan* and assisting the Intersectoral Committee to monitor its implementation and *support the National Coalition to End Child Marriage* to continue to advocate for implementation of the ban on child marriages.

- **Capacity Building of Service Providers:** further support service providers to fully create an integrated response to GBV, by *identifying champions* of good practices that continue to effectively implement knowledge gained and foster sustainability of the results. Also, we suggest further *multisectoral training* to improve the institutional response for a wide array of participants including healthcare professionals, judges, and professionals from the same institutions, as these trainings help identify similarities, assist participants in finding solutions and build networks that create a sustainable web of support. *Continued support for specialist service providers is needed*, such as specialized CSOs and centers for victims of sexual violence, as they present a crucial source of support for women who have experienced GBV. As there are few specialist service providers, with limited financial means which often jeopardize their sustainable functioning, it is essential to prioritize advocacy efforts to ensure sustainability of the services organizations are providing, aligned with standards set out in the Istanbul Convention.
 - **Changing Perception of GBV and Gender Norms** through the **continued support to the group "Journalists against Violence against Women"** in monitoring media reporting on GBV, also support them to empower more journalists, editors, and representatives of institutions through training, focus on preventive work in educational institutions and increasing the understanding of underlying mechanisms of GBV. We also suggest that support focuses on identifying and implementing effective campaigns for deeper change in the perception of GBV and gender norms, and to make information available beyond the campaigns, by placing promotional/informational materials in relevant institutions and public spaces.
2. **Choosing the Method of Work:** Through lessons learned and best practices identified, the method of work should be tailored to meet the needs of the partner(s) that will be supported and the desired degree of integrated response to GBV and domestic violence that needs to be achieved between them. The support will vary depending on whether an active group for coordination and cooperation (GCC) is supported or if it is important that both general and specialist support services are developed, i.e., that the team has cooperation with healthcare institutions, free legal aid, civil society organizations, educational institutions, National Employment Service, the media, the local self-government and that this cooperation is guided by the local action plan for GBV and its accompanying budget . It is possible to develop different approaches to developing an integrated response, e.g., start with the training for all groups for coordination and cooperation (in 58 areas of basic public prosecutor's offices) or, based on monitoring their work, divide them into three groups according to their success (least successful, successful, and most successful) and develop different ways of working with those three groups, as well as mutual support.
 3. **Geographical Coverage:** To facilitate efficient delivery, the evaluators suggest that the regions and municipalities for multisectoral training are defined based on previous experiences in implementation of relevant activities, lessons learned and monitoring of the work of coordination and cooperation groups. It is crucial to determine the number of municipalities and regions in project design, to enable the efficient creation of project elements for increased impact and sustainability. Also, we would recommend that possibilities for coherence within and between project components in the same municipalities are mapped, as well as those from other projects that agencies are implementing, to identify synergies and exchange experiences.
 4. **Delineation of Responsibilities:** to ensure long-term sustainability and ownership, it is crucial to emphasize the importance of active involvement and clear responsibility of government bodies, as they play a vital role in supporting and continuing the project's initiatives beyond its duration. We recommended that a clear delineation of project responsibilities and the responsibilities of government entities is established,

which will not only allow for more efficient implementation but also allow for the creation of a space for dialogue among all stakeholders, where the project acts as a facilitator. Often, projects are limited to implementing activities outlined in strategic documents, having to foster collaboration and be accountable for processes they do not own. By redefining project roles and promoting active engagement of all parties, the project can better fulfill its purpose and achieve meaningful outcomes.

5. **Timeframe:** As the topic the project is dealing with is GBV, and the change it is trying to introduce is societal, with a focus on changing mindsets and behaviors, we would suggest that the project has a longer duration. This is especially important when working with perpetrators of GBV, as this requires a longer duration to effectively bring about social changes, shifts in attitudes, and understanding. Instead of focusing solely on the number of perpetrators as indicators of success, it is important to recognize that meaningful results take time to emerge. Therefore, longer duration is recommended so that the project is able to adequately track and observe changes in order to assess their impact.
6. **Monitoring and Evaluation:**
 - **Indicators**, which indicate the progress of the project towards the desired outcome(s), should be more carefully considered. In some cases, and as gender empowerment and countering gender-based violence, these indicators should be created to be able to track the positive societal change that is being made. We would like to recommend that Outcome indicators be SMART and adequately track the progress of the desired outcome. As the indicators used in the Project were taken from the Country Program Document (CPD), as is policy, we would like to suggest more careful drafting of the CPD indicators, so that they focus on the positive societal change and are able to show progress towards that is made through the projects.
 - Establishing a **common database for all agencies**, which would contain planned outputs and their implementation, the number and characteristics of engaged professionals, media announcements, and geographical coverage of activities, which would allow for better monitoring and evaluation. The track record of women and girls, survivors of violence, that received services and their feedback about the services would be valuable for the assessment of the services' quality and reach of vulnerable groups. The existence of a common database could also facilitate the monitoring of the long-term effects of interventions and achieving better synergy, consequently improving the impact and sustainability of the results. It would be good to track the participants of the activities by name in line with the Law on Personal Data Protection so that continuous support can be provided to those people, which would represent a resource in the organization of activities in their local areas.

7. Lessons Learned

- **The interventions that produced the best results are those that were developed based on monitoring the practice through predetermined indicators.** Two examples best illustrate this lesson learned - improving the implementation of the Law on the Prevention of Domestic Violence by increasing the capacity of professionals in groups for coordination and cooperation based on monitoring by the Ministry of Justice and improving media reporting on gender-based violence based on monitoring of media reporting by the group Journalists against Violence against Women.


- **Synergetic work at all three levels of intervention gives good results. A good example is the work on abolishing early marriages.** Roma organizations held psychosocial workshops with girls and their mothers, but also fathers and boys in Roma communities to break prejudices and break the tradition of early marriages. Through the implemented campaign, they also received messages and information about early marriage as a form of gender-based violence and the importance of education. The National Coalition to End Child Marriage enabled Roma organizations to raise the visibility of the problem and influence the change of the legislative framework.
- **A larger number of interventions in one community ensure greater impact and sustainability in contrast to different interventions being implemented in different communities.** For example, in Novi Sad, a large number of interventions were implemented and there is one of the most active groups for coordination and cooperation. A center for victims of sexual violence, a pilot program with perpetrators of violence, and an organization for support to women with disabilities (CSO Out of Circle) were supported. Novi Sad also has a safe house. Training courses were organized on providing services to women who survived multiple discrimination and women survivors of sexual violence, as well as a training course on positive parenting. Campaigns addressing GBV and positive parenting were also organized. The development of LAP for GBV was supported as well. Moreover, a member of the group Journalists against Violence against Women is a professor at the University of Novi Sad, and she works with students of journalism on topics relevant to reporting about GBV.
- **Multisectoral training** proved to be the best method for strengthening groups for coordination and cooperation since they enable better mutual acquaintance of representatives of institutions, exchange of experience and equalization of understanding of the phenomenon of gender-based violence, risk assessment and measures to be taken. Important elements of this training were the lecturers who were representatives of all institutions so that they could set an example of cooperation and also give answers to the questions of professionals from different institutions. It turned out that it is also important that the training is organized by the prosecutor's office, because the social protection system, according to their representatives, lacks the authority to bring prosecutors and the police together. Furthermore, good practice was the presence of members of the Operational Team of the Council for Combating Domestic Violence, who thus developed ownership of the project, could hear problems in practice, and professionals could seek answers to dilemmas from practice from representatives of their ministries. It is also important that the training is accepted by the Chamber of Social Protection or accredited by the Republic Institution for Social Protection, ensuring high standards and sustainability. Additionally, the training was designed to have a theoretical and practical part, and the professionals used the acquired knowledge to review cases from practice. It is important that cases of violence that involved women from vulnerable groups were presented and reviewed through the cases. Also a good example is the multisectoral training courses on dealing with cases of violence against marginalized women and specific forms of violence including sexual violence (e.g.rape), which were also accredited. An additional incentive for the training participants was the presentation of the work of colleagues from other municipalities who represent an example of good practice, so they received an insight that everything they learned at the training is achievable in practice.

- **To achieve a greater impact and sustainability of training results, it is necessary for more people from one institution to undergo training, as well as for GCCs to connect with other relevant actors in the community.** A good example is the practice of the coordinator for gender-based violence at the Higher Public Prosecutor's Office. Within the project, she empowered groups for coordination and cooperation in such a manner that a larger number of professionals from one institution underwent the training, for example, four police officers from each of the 17 Belgrade police administrations attended the training. In that process, coordinators of GCC of all basic public prosecutor's offices in Belgrade were networked, and their participation organized through meetings via Zoom, where they were additionally motivated to apply and improve the attained knowledge. Furthermore, she continued to strengthen these GCC and connect them with other relevant actors, which went beyond the project and planned project activities. Beyond the project activities, the coordinator started cooperating with representatives of healthcare institutions and lawyers who provide free legal assistance as well with the local self-governments in the implementation of the Law on Housing, which foresees the provision of apartments to victims of gender-based violence at the local self-government level. She also participated in the implementation of a model for mediation in the employment of victims of domestic violence developed by the Autonomous Women's Center which started to be applied in cooperation with the National Employment Service.
- **Provision of long-term support of general and specialist service providers is needed to strengthen their capacities and ensure the sustainability of their work's results.** This is shown by the long-term support to both GCC and Journalists against Violence against Women, which produced good results. Additionally, the establishment of the service for integrated work with perpetrators of violence requires long-term support since the program itself lasts 15 months.
- **Representatives of the judiciary and journalists need to have joint training.** The project provided an opportunity for them to exchange mutual expectations, that is, to understand what the media information needs are on the one hand and the effects of media reporting on legal procedures in cases of domestic and gender-based violence, on the other hand. This should be a continuous activity.
- **The impact of the campaign depends on the definition of its goal (whether it is to inform or change the perception of GBV, or both), the selected channels of communication for certain target groups, and the duration of the campaign.** It proved that messages reach youth mostly through popular social networks and peer influencers. Cooperation developed with Balkan Tube Serbia is a good example of how to inform youth about GBV and motivate them to report violence and support each other. For other citizens, it is important that, besides social networks, they are informed in public and common spaces (shopping centers, residential buildings, such as through the #It Is My Business campaign), as well as through posters and info material in relevant institutions. Continuous information is important. The inclusion of celebrities also proved to be a good practice. It is also important that the project envisages the establishment of the impact of campaigns through research on a representative sample.
- **Research work should be supported in order to design targeted interventions.** Additionally, the research can serve to inform, so that the girls who participated in the research on digital violence become aware of the phenomenon, engage more on the topic, and are empowered to report this form

of violence. Research data can also serve to provide baseline values for monitoring progress in responding to violence against women and girls, just as the analysis of media reporting of gender-based violence is used to monitor progress in media reporting.

8. Annexes

Annex 1

Terms of Reference	United Nations Development Programme	
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Title: Project evaluator (final project evaluation) – National Expert
Project: Integrated Response to Violence against Women and Girls in Serbia III
Reporting to: Evaluation Manager
Duty Station: Belgrade, Serbia, home-based, with in-country travel to implementation sites and interviews
Duration: **March 6, 2023 – April 28, 2023**
Contract Type: Individual Contract (IC)/Reimbursable Loan Agreement (RLA)

Purpose

To conduct the final evaluation of the **Integrated Response to Violence against Women and Girls in Serbia III** joint project against planned outcomes, to analyse project effectiveness, implementation efficiency and sustainability of results.

Objective

To assess the project in terms of its relevance and coherence, its effectiveness, efficiency, sustainability, impact and the cross-cutting gender equality and human rights criteria, and furthermore to identify promising good practices and approaches, and provide key strategic lessons and recommendations to guide and inform future actions in the field of elimination of violence against women and girls in Serbia.

Background Information

Violence against women and girls is the most pervasive violation of fundamental human rights that devastates lives of individuals, families, communities and prevents the development of society as a whole. Countering gender-based violence is a goal of the Republic of Serbia's gender equality policy, with domestic violence prohibited by several laws. Despite evident progress, achieving freedom from violence remains a challenge for women and girls in Serbia, additionally burdened by circumstances related to the Covid-19 outbreak.

Women can experience violence regardless of their class, ethnicity, education, profession or age, but not all are ready to report it. For women from vulnerable groups, such as women with disabilities, women from the Roma community and women living in rural areas, barriers faced every day make it harder to report violence and seek help. Effective protection of women from violence is further hindered by unevenly distributed protection services and institutional response of varying quality across the country. Harmful practices affecting children, especially girls, such as child marriage, as well as gender stereotypes leading to tolerance of violence in partner relationships, still present challenges in ending violence against women and girls.

The **Integrated Response to Violence against Women and Girls in Serbia III** is a joint project of four UN agencies (UNDP as coordinating agency, UNICEF, UN Women and UNFPA) and the Government of the Republic of Serbia, led by the Coordination Body for Gender Equality. The project is implemented with the support of the Swedish Government from October 1, 2020 to March 30, 2023. The total funds for Project implementation are US\$1,499,709.6, and project activities are implemented

in the territory of the Republic of Serbia (at national, provincial and local level).

The project represents a continuation of efforts of previous phases of the project, building on lessons learned within joint actions based on the needs of the beneficiaries, as well as on individual UN agencies' programmes in the area of violence against women and girls.

The **overall objective** of the project is to ensure that state institutions and other relevant actors enhance gender equality and enable women and girls, especially those from vulnerable groups, to live lives free from discrimination and violence.

More specifically, it is aimed at achieving the following **key results**¹:

- 1) Legal and institutional measures effectively address the complexity of domestic violence, intimate partner violence and gender-based violence.
- 2) General and specialist service providers capacitated to effectively reduce the risks of repetition and escalation of domestic violence and deliver integrated service for protection of women and children survivors of violence.
- 3) Perception of gender-based violence and dominant gender norms changed and increased understanding of general public on violence against women and girls.

Bearing in mind the complexity of gender-based violence, the project acts at various levels — individual, relationship, community and society, engaging national to local level stakeholders, and is implemented in a broad partnership of several ministries and governmental institutions. The Coordination Body for Gender Equality was responsible for the coordination of activities at the national level, in accordance with Article 10 of the CoE Convention on Preventing and Combating Violence against Women and Domestic Violence.² Other national partners are: Ministry of Justice, Ministry of Interior, Ministry of Labour, Employment, Veteran and Social Affairs, Ministry of Education, Science and Technological Development, Ministry of Health, Ministry of Youth and Sports, Ministry for Human and Minority Rights and Social Dialogue, Ministry of Family Welfare and Demography, Commissioner for the Protection of Equality, Provincial Secretariat for Social Policy, Demography and Gender Equality³.

The project supported Government actions in prevention of and protection of women and children from domestic violence and intimate partner violence, but also strengthened the work of civil society organizations, communities and media against gender-based violence. The end beneficiaries are women and girls in Serbia, including those from vulnerable groups.

To date, at national level, the Government of Serbia has been supported in responding to international obligations and improving the relevant national legislative and strategic framework, through the development of the Strategy for preventing and combating gender-based violence against women and domestic violence for the period 2021-2025 and initiation of legal changes to fully ban child marriage. At the community level, the project has enabled targeted training of professionals focusing on concrete challenges in solving complex cases of violence in the field and ensured unhindered access to professional training for various systems through developing first-of-their-kind online trainings on this topic. It has supported comprehensive services for survivors of sexual violence and explored their duplication in new communities, as this unique service is available in only 4 cities so far. Specialized service operators – women's CSOs have been supported in adjusting their work so that they can provide services through various online channels to better fit beneficiaries' needs. Work with youth

¹ Project results framework with detailed structure of outcomes and outputs is annexed to this ToR.

² Article 10 of the Convention prescribes that „Parties shall designate or establish one or more official bodies responsible for the coordination, implementation, monitoring and evaluation of policies and measures to prevent and combat all forms of violence covered by this Convention”.

³ Names of institutions as presented as per period of project commencement (prior to changes after elections of April 2022).

was informed by research on online violence affecting girls and focused on creating and networking youth advocates against gender-based violence and discrimination. Programmes for work with perpetrators were supported to ensure that these are implemented in accordance with prescribed international and national standards and knowledge resources were created to support future broadening of these programmes. The project also worked with professionals from the health, social protection and education sectors to enable them to advise parents on non-violent disciplining of children so that violence does not become a model of behaviour. Through work with journalists on ethical reporting on violence against women, the project contributed to less sensationalist and more informative reporting on violence against women, leading to less tolerance towards violence against women and girls.

The changes that the Project strives to achieve are in line with international obligations, including [UN CEDAW Committee Concluding Observations for Serbia](#) (Recommendation 23 on violence against women), [General Recommendation No. 35 on gender-based violence against women](#) and the [Istanbul Convention](#).

To assess results achieved through the project and provide recommendations for further actions in this field, UNDP Serbia invites applications from qualified consultants in order to perform the final evaluation of the Integrated Response to Violence against Women and Girls in Serbia III joint project.

Note: The Project Results Framework showing the structure of outcomes and outputs is annexed to this ToR.

Duties and Responsibilities

a. Scope of work

Evaluation purpose, scope and objectives

The final project evaluation, as a planned end-of project activity, should assess the relevance and coherence, as well as effectiveness, efficiency, impact and sustainability of the entire project, with a strong focus on assessing the results contributing to project outcomes and goals, including cross-cutting gender equality and human rights criteria. It should assess what works and why, highlight intended and unintended results, identify emerging good practices and approaches, and provide strategic lessons and recommendations to guide decision-makers and inform stakeholders in future actions in the field of elimination of violence against women and girls in Serbia.

Evaluation criteria and key guiding questions

The Evaluator will review, analyze and provide conclusions and recommendations on the following (questions are to be further refined once the evaluator is selected):

Relevance and Coherence

- To what extent is the project in line with national development priorities, country programme outputs and outcomes, United Nations Development Assistance Framework (UNDAF), strategic plans of implementing UN agencies, as well as relevant SDGs?
- To what extent were lessons learned from previous project phases considered in the design?
- To what extent does the project contribute to gender equality, the empowerment of women and the human rights-based approach?
- To what extent has the project been appropriately responsive to political, legal, economic, institutional, etc., changes in the country?

Effectiveness

- To what extent has the project contributed to the implementation of the relevant national legal and strategic framework on ending violence against women and girls, the country's international obligations, UNDAF, as well as implementing UN agency's strategic and programme documents;
- To what degree have project activities listed in the Project Document been successfully

implemented and desired outputs achieved and what factors contributed to effectiveness or ineffectiveness?

- In which areas does the project have the greatest achievements? Why and what have been the supporting factors? In which areas does the project have the fewest achievements and what factors have contributed to this? How can this be changed through future actions?
- To what extent have beneficiaries (institutions and CSOs) benefited from the project activities, including women and girls and persons from vulnerable groups?
- To what extent are beneficiaries (representatives of institutions and CSOs) and partners satisfied with programme implementation and results?

Impact

- To what extent has the project contributed to improved response to violence against women and girls, promotion of gender equality and the empowerment of women (including those from vulnerable groups) and the realization of human rights?

Efficiency

- To what extent has the project approach ensured efficiency in delivering outputs?
- What external factors affected the project, and to what extent was the project been able to adapt and/or mitigate the effects of such factors?
- To what extent has the project management approach contributed to achieving planned results, including the role of stakeholders and coordination with other development projects in the same area, and inter-agency synergies built?
- To what extent has there been an economical use of financial and human resources, have resources been allocated strategically to achieve outcomes and has this contributed to the delivery of activities in a timely manner?
- To what extent have the applied monitoring and evaluation systems ensured effective and efficient project management?
- To what extent has the project mainstreamed a human-rights approach and environmental sustainability and improved gender equality and women's rights?

Sustainability

- To what extent has the project recognized the changing context in which it operates and provided tailor-made activities in order to satisfy the new context and map opportunities of action;
- To what extent has national ownership of the project been achieved, with a view on readiness of future support by national partners and stakeholders to the continuation of the initiative?
- What are potentials for continuation or up scaling of the initiative, future overarching of identified gaps and sustainability?

b. Methodology

The evaluation approach has to respond to standard international practices in project evaluation. The proposed steps in conducting the evaluation are:

- **Desk review** of project documentation, monitoring records and progress and other relevant reports;
- **Initial briefing with project team** to agree on the specific design and methods for the evaluation, what is appropriate and feasible to meet the evaluation purpose and objectives. Agree on the evaluation questions that need to be answered, given limitations of budget, time and available data;
- **Preparation of inception report with evaluation matrix** (formats provided as annexes) and interview guides for the primary data collection;
- **Organization of interviews with key staff** involved in the project implementation;

- **Discussions with members of the project team, national partners and project beneficiaries (governmental institutions, civil society organizations and associations), to assess the relevance and effectiveness of the project implementation**, take note of their perceptions of accomplishments and potentials for further development and provide suggestions for management response to evaluation findings. Data and evidence will be triangulated with multiple sources to address evaluation questions. Objectively verifiable data should be collected whenever available, to supplement evidence obtained through interviews, focus group discussions, etc.
- **Writing of Draft Report and presenting it** to the project team, donor, national partners and beneficiaries, as a basis for reflecting on achievements, key lessons learned and best practices established, with a view of development of future interventions and initiatives.
- **Incorporation of received feedback into the Final Report;**
- **Writing of the Final Report⁴ with an Executive Summary;**
- **Preparing Evaluation Brief based on accepted Final Report;**

Each evaluation criterion should be scored using the evaluations rating scale: Highly Satisfactory (HS), Satisfactory (S), Moderately Satisfactory (MS), Moderately Unsatisfactory (MU), Unsatisfactory (U) and Highly Unsatisfactory (HU), as follows:

A: Assessment of Project Rating		Weighting
Outcomes		
1. Project Effectiveness of achieving results	Highly satisfactory (6) to Highly Unsatisfactory (1)	
2. Project Efficiency in achieving results	Highly satisfactory (6) to Highly Unsatisfactory (1)	
3. Project Relevance	Relevant or not relevant	
Output rating	Averaged from above	30%
B: Sustainability		
4. Sustainability of Results	Likely (4) to Unlikely (1)	
5. Sustainability within the Socio-Political setting	Likely (4) to Unlikely (1)	
6. Sustainability of Institutional framework and governance	Likely (4) to Unlikely (1)	
Overall Likelihood of sustainability	Averaged from above	20%
C: Monitoring and evaluation		
7. Project M&E design at entry	Highly satisfactory (6) to Highly Unsatisfactory (1)	
8. M&E plan implementation	Highly satisfactory (6) to Highly Unsatisfactory (1)	
M&E overall rating	Averaged from above	20%
D: Implementation		
9. Quality of joint project	Highly satisfactory (6) to Highly Unsatisfactory (1)	

⁴ The final report must include, but is not limited to the elements outlined in the quality criteria for evaluation reports (in annex).

implementation	Unsatisfactory (1)	
10. Inclusion of relevant cross-cutting issues (gender, environmental sustainability, human rights etc.)	Highly satisfactory (6) to Highly Unsatisfactory (1)	
Overall Implementation rating		30%
Overall project quality	Based on weightings of above scores. Highly satisfactory (6) to Highly Unsatisfactory (1)	

The evaluation should employ a combination of qualitative and quantitative evaluation methods and instruments. The evaluator is expected to follow a participatory and consultative approach that ensures close engagement with the evaluation manager, involved UN agencies and implementing partners.

Methods to be used by the evaluation team to collect and analyze the required data shall include but not limited to: desk review, semi-structured and key informant interviews with key stakeholders (involved UN agencies, donor, government partners, representatives of institutions and CSOs, etc.). All interviews should be undertaken in full confidence and anonymity.

The final methodological approach including interview schedule and data to be used in the evaluation should be clearly outlined in the inception report and fully discussed and agreed between UNDP, implementing UN agencies, stakeholders and the evaluator.

The following set of information sources about the project will be made available to the Evaluator:

- Project documents;
- Annual progress reports and project related activity reports and evaluations;
- Key documents produced by the project - strategies, policy papers, monitoring reports, surveys, research and knowledge products, communication products, press clippings, etc;
- Suggested list of persons from key stakeholders/beneficiaries to interview/survey.

Once the evaluator is selected, UNDP will share the list of key stakeholders/institutions to be consulted, as well as documents to be consulted and detailed requirements for the inception and final report.

c. Deliverables and Timelines

Deliverables/Evaluation Products	Duration (days)	Deadline
1. Inception report including work plan and evaluation matrix (up to 15 pages in English), submitted and accepted	5 days	March 13, 2023
2. Draft Evaluation Report (up to 60 pages in English), submitted and accepted	20 days	April 11, 2023
3. Draft Evaluation Report presented to the Project Team, Implementing Partner and beneficiaries	2 days	April 13, 2023

4. Final Evaluation Report with Executive Summary (up to 60 pages in English with Executive Summary in English and Serbian up to 4 pages), submitted and accepted	5 days upon receiving comments from UNDP on the draft report ⁵ .	April 24, 2023
5. Evaluation Brief (in English and Serbian, up to 5 pages each) submitted and accepted	Within 3 days from acceptance of final evaluation report	April 27, 2023

The above time frames may change and get modified during the process implementation due to overall context challenges.

Implementation arrangements

The final project evaluation is commissioned by UNDP as lead agency of the joint project, that will provide advice to the selected consultant, make available relevant documents serving as sources of data, provide support in arranging interviews, collect feedback from other implementing UN agencies and recommend the acceptance of the draft and final methodology, as appropriate.

The consultant is responsible and accountable for the quality of the products. They are also responsible for the logistics: office space, administrative support, data collection, analysis and processing, telecommunications, printing of documents, travel and accommodation costs, etc. Travel costs (transport, accommodation and living costs) should be included in consultant's lump-sum offer and payables agreed prior to start of engagement.

Payments for the deliverables will be made in two tranches – the first tranche upon submission of Deliverable 2, and the second (final) upon submission and acceptance of Deliverable 5. All deliverables will be quality reviewed, cleared and accepted by the Evaluation Manager, upon consultations with Project Development and Monitoring Officer, Project Manager and Project Team (consisting of representatives from implementing UN agencies), donor and national partners.

The criteria of utility, credibility, appropriateness will be used for assessing the quality of the evaluation report:

- The report has to be written in clear language (English and Executive Summary in English and Serbian);
- The Executive Summary should be a short chapter in English and Serbian, highlighting the evaluation mandate, approach, key findings, conclusions and recommendations and not a copy-paste from the body text of the report or ToR;
- The information in the report has to be complete, well-structured and well presented;
- The information in the report has to be reliable i.e. well documented and supported by findings;
- The information in the report has to address priority or strategic information needs;
- Recommendations have to be concrete and implementable and their number reasonable;
- All evaluation products need to address gender, disability, and human right issues.

Detailed quality criteria are annexed to this ToR.

⁵ UNDP will provide comments on the draft report in the audit trail (format to be shared with the evaluator upon signing the agreement) and the evaluator should address these comments and resubmit the final evaluation report within three days, inclusive of the audit trail, which will constitute an integral part of the final report.

Skills and Competencies

- Excellent analytical skills.
- Displays ability to synthesize research and reach empirically based conclusions on related subject.
- Strong writing skills.
- Proven capacity to produce reports.
- Displays capacity to provide experienced advice on best practices.
- Possesses knowledge of inter-disciplinary development issues.
- Focuses on result for the client and responds positively to feedback.
- Good application of Results-Based Management.
- Good communication, coordination and facilitation skills.
- Consistently ensures timeliness and quality of work.
- Treats all people fairly without favourism.
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.
- Demonstrates integrity by modeling ethical standards.

Qualifications and Experience

- Bachelor's degree or equivalent in relevant field of humanities, social science, law, economy, business administration or similar.
- Minimum 5 years of relevant professional experience, preferably in international/multilateral development context.
- Experience in evaluating and monitoring technical cooperation and development activities and projects.
- Experience in M&E or performance management assignments.
- Expertise in gender and human-rights based approaches to evaluation and issues of violence against women and girls.
- Specific evaluation experiences in the areas of ending violence against women and girls and achievement of gender equality.
- Excellent understanding of current policies, legislation and international standards related to women's rights, gender equality and elimination of violence against women and girls and domestic violence.
- Familiarity with the UN(DP) evaluation policy, norms and standards.
- Knowledge in the use of computers and office software packages and handling of web-based monitoring systems.
- Excellent knowledge of written and spoken Serbian and English.

Evaluation Ethics

The evaluation has to be conducted in accordance with the principles outlined in '[Ethical Guidelines for Evaluation](#)'. The consultant must safeguard the rights and confidentiality of information providers, interviewees and stakeholders through measures to ensure compliance with legal and other relevant codes governing collection of data and reporting on data. The consultant must also ensure security of collected information before and after the evaluation and protocols to ensure anonymity and confidentiality of sources of information where that is expected. The information knowledge and data gathered in the evaluation process must also be solely used for the evaluation and not for other uses with the express authorization of UNDP and partners. The code of conduct is enclosed as annex and constitutes an integral part of this ToR.

Application Procedure:

Qualified and interested candidates are asked to submit their applications via UNDP Web site: [UNDP in Serbia](#) under section “Jobs” **no later than 2023.**

The application must include the following documents:

- CV in English language containing date of birth, contact information (home address, phone number, e-mail) and timeline of work experience (including description of duties); CV must include contact information and references for all evaluations and assessments performed; **All criteria set in evaluation methodology should be elaborated in CV.**
- Offeror’s Letter (only PDF format will be accepted) confirming Interest and availability for the Individual Contractor (IC) Assignment. Can be downloaded from the following link: <http://www.undp.org.rs/download/ic/Confirmation.docx>. The Offeror’s Letter shall include financial proposal specifying a total lump sum amount for the tasks specified in this announcement with a breakdown of costs.

The shortlisted candidates may be asked to provide copies of diplomas and any other certificates providing evidence of their education and experience in relevant fields. Short listed candidates will be asked to provide representative examples of Evaluation Reports they have prepared in the last three years.

Additional Information:

- Individual Contract (IC) will be applicable for individual consultants applying in their own capacity. If the applicant is employed by any legal entity, IC would be issued upon submission of Consent letter from the employer acknowledging the engagement with UNDP. Template of General Conditions on IC could be found on: <http://www.undp.org.rs/download/ic/Confirmation.docx>
- Reimbursable Loan Agreement (RLA) will be applicable for applicants employed by any legal entity. Template of RLA with General Terms and Conditions could be found on: <http://www.undp.org.rs/download/RLA%20with%20General%20Terms%20and%20Conditions.doc>. In the case of engagement of Civil servants under IC contract modality a no-objection letter should be provided by the Government entity. The ‘no-objection’ letter must also state that the employer formally certifies that their employees are allowed to receive short-term consultancy assignment from another entity without being on “leave-without-pay” status (if applicable), and include any conditions and restrictions on granting such permission, if any. If the previous is not applicable ‘leave-without-pay’ confirmation should be submitted.

Engagement of Government Officials and Employees

- Government Officials or Employees are civil servants of UN Member States. As such, if they will be engaged by UNDP under an IC which they will be signing in their individual capacity (i.e., engagement is not done through RLA signed by their Government employer), the following conditions must be met prior to the award of contract:

(I) A “No-objection” letter in respect of the individual is received from the Government employing him/her, and;

(II) The individual must provide an official documentation from his/her employer formally certifying his or her status as being on “official leave without pay” for the duration of the IC.

- The above requirements are also applicable to Government-owned and controlled enterprises and well as other semi/partially or fully owned Government entities, whether or not the Government ownership is of majority or minority status.

UNDP recognizes the possibility that there are situations when the Government entity employing the individual that UNDP wishes to engage is one that allows its employees to receive external short-term consultancy assignments (including but not limited to research institutions, state-owned colleges/universities, etc.), whereby a status of “on-leave-without-pay” is not required. Under such circumstance, the individual entering into an IC with UNDP must still provide a “No-objection” letter from the Government employing him/her. The “no objection” letter required under (i) above must also state that the employer formally certifies that their employees are allowed to receive short-term consultancy assignment from another entity without being on “leave-without-pay” status and include any conditions and restrictions on granting such permission, if any. The said document may be obtained by, and put on record of, UNDP, in lieu of the document (ii) listed above.

ANNEX 1
(Integral part of ToR)
Results Framework

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

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

JP Outputs (with corresponding indicators and baselines)	Participating UN organization- specific Outputs	Participating UN organization ¹⁰	Participating UN organization corporate priority	Implementing Partner	Indicative activities for each Output
National and provincial capacities strengthened to raise awareness on and undertake legal, policy and institutional reforms to fight structural barriers to women's empowerment to live lives free from discrimination and violence	Output 1.1 CBGE further strengthened for co-ordination, implementation, monitoring and evaluation of policies and measures to prevent and combat all forms of violence in accordance with the Istanbul Convention.	UNDP	SDG 5	CBGE	1.1.1 Organize and implement follow up activities related to the first country evaluation of the implementation of the Istanbul Convention and dissemination of GREVIO recommendations
<p>Indicator: Number of measures taken to remove structural barriers to women's empowerment and life free of violence recommended by the GREVIO</p> <p>Base-line: Normative framework in place Istanbul Convention ratified National Report on Implementation of Istanbul Convention prepared and submitted</p>	Output 1.2 National Council for the Suppression of Domestic Violence has knowledge and is capacitated to monitor implementation of the Law on Preventing Domestic Violence and uses evidence to design new policies	UNDP	SDG 5	MoJ	<p>1.2.1 Collect and ensure public availability of monthly data on victims and perpetrators, number of barring orders issued and number of developed individual plans for protection of victims per prosecution county;</p> <p>1.2.2 Map the key gaps and challenges in multi-agency protection of women, including femicide and provide evidence-based recommendations for improvement of practices.</p> <p>1.2.3 Organize learning sessions and expert meetings to discuss ways and means to more effectively prevent, investigate, prosecute and punish gender-related killing of women and girls, with a view to improve current policies and practice.</p>
Target: At least 3 measures/GREVIO recommendations implemented	Output 1.3 Obstacles faced by women from vulnerable groups mapped and addressed by the relevant institutions	UNDP	SDG 5	CFE	1.3.1 Conduct survey on the causes and barriers to underreporting domestic violence among women, particularly from vulnerable groups and develop recommendations for overcoming these challenges

		UNFPA		MoH	1.3.2 Conduct national level assessment of health institutions' capacities to respond to GBV;
		UNICEF		CBGE	1.3.3 Support the National Coalition to End Child Marriage to develop and implement roadmap to end child marriage in Serbia and advocate for ending of child marriage through organization of regular meetings, communication with media and promotion of initiatives;
		UN Women		PSSPDGE	1.3.4 Provide technical assistance to 10 selected municipalities to develop Local Action Plans on GBV and allocate funding for improved services for women survivors of violence, particularly women from vulnerable groups.
	Output 1.4 Provincial Programme on the protection of women from domestic and intimate partner violence and other forms of gender-based violence for period 2020-2025 adopted by the Government of the Autonomous Province of Vojvodina.	UN Women	SDG 5	PSSPDGE	1.4.1 Conduct an independent assessment of the current Provincial Programme on the protection of women from domestic and intimate partner violence and other forms of gender-based violence (2015-2020); 1.4.2 Draft new Programme on the protection of women from domestic and intimate partner violence and other forms of gender-based violence for the period 2021-2025 and support the advocacy initiative for its adoption;

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

JP Outputs (with corresponding indicators and baselines)	Participating UN organization- specific Outputs	Participating UN organization ¹⁰	Participating UN organization corporate priority	Implementing Partner	Indicative activities for each Output
<p>Improved community-level capacities to provide timely, holistic and continued support to women and children at risk of violence and enable them to live in a safe, secure, supportive family and community environment</p> <p>Indicator: Number of processed criminal acts domestic violence and rape</p> <p>Baseline: 2018: 7916 criminal reports – 2974 convictions for domestic violence, 2018: 71 rape reports-25 rape convictions.</p> <p>Target: Increased by at least 20% of reports and sanctions inflicted by the judiciary system to perpetrators of domestic violence and rape</p>	<p>Output 2.1 Front-line officers have adequate knowledge to reduce the risk of repetition and escalation of domestic violence</p>	<p>UNDP</p>	<p>SDG 5</p>	<p>MoI, MoJ</p>	<p>2.1.1 Develop a knowledge package and organize trainings for front-line officers on detection of gender-based violence, collection of evidence, assessing the risks and processing reported cases to provide effective and efficient protection for victims.</p>
	<p>Output 2.2 Professionals within the institutions are capacitated to implement multi-agency case management to reduce the risk of domestic violence,</p>			<p>MoI, MoJ, MoH.</p>	<p>2.2.1 Organize introductory multisectoral trainings on the phenomenon of gender-</p>

	prevent secondary victimisation and increase long-term safety of victims	UNFPA/UNDP	SDG 5	MoLESVSA	<p>based violence and the role of each system (the police, prosecution, social protection, health-care, employment services, education system and CSOs) to allow for a comprehensive and appropriate handling of referrals in cases of violence;</p> <p>2.2.2. Organize specialized 8 two-day trainings (for the police, social welfare centres, prosecutors, probation service) on the integrated risk management and development of security plans to increase long-term safety of women and children survivors of violence;</p> <p>2.2.3 Organize additional trainings on GBV for health care professionals and heads of local health institutions to adequately respond to the needs of GBV survivors and actively participate in multisectoral protection of victims;</p> <p>2.2.4 Organize follow-up consultative support and hands-on learning on development of individual plans of protection and support to the victims for the multi-agency groups for cooperation and coordination;</p> <p>2.2.5 Organize specialized expert trainings for judiciary and public prosecutors on the phenomenon of gender-based violence with the aim to increase the number of prosecuted cases of domestic violence and to prevent secondary victimization of the survivors;</p> <p>2.2.6 Provide technical assistance for organizing case conferences, as complementary mechanism to Coordination and Cooperation Groups, for resolving most complex cases of violence against women;</p> <p>2.2.7 Exchange of knowledge between professionals from social prevention, police, healthcare, education, prosecutor's office, judiciary and non-governmental sector on protection and support to women survivors of violence with an focus on women from marginalized groups</p>
		UNDP		MoJ	
		UNFPA		MoH	
		UNDP		MoJ	
		UNDP		MoJ	
		UN Women		PSSPDGE	
		UN Women		PSSPDGE	

	Output 2.3 Programmes for the work with perpetrators of domestic violence are part of an integrated support and protection system in 4 selected cities in accordance with the Istanbul Convention	UNDP		MoLESVSA/MoJ	<p>2.3.1 Organize trainings for service providers (working with perpetrators and providing women's support services) on risk management and coordination with multi-agency groups for cooperation and coordination;</p> <p>2.3.2. Pilot two-year programme for work with perpetrators in 4 cities, in line with the provisions of the Istanbul Convention;</p> <p>2.3.3 Conduct research and develop a model for financing quality and sustainable women's support services and work with perpetrators programmes;</p>

	Output 2.4 Access to services facilitating the victims recovery from violence improved and aligned with the recommendations of the Istanbul Convention	UNDP		UNDP	2.4.1 Support women's CSOs to deliver specialist support services to women whose partners are perpetrators of violence;
		UN Women		PSSPDGE	2.4.2 Organize trainings for professionals from social prevention, police, healthcare, education, prosecutor's office, judiciary and non-governmental sector to enhance knowledge and understanding in providing services to women survivors of violence from marginalized and multiple discriminated groups and women survivors of specific forms of violence.
		UN Women		PSSPDGE	2.4.3 Provide technical assistance to 3 Centres for Victims of Sexual Violence in Vojvodina and replicate a model of established Centres for Victims of Sexual Violence in 3 additional locations in Central Serbia;

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

JP Outputs (with corresponding indicators and baselines)	Participating UN organization-specific Outputs	Participating UN organization ¹⁰	Participating UN organization corporate priority	Implementing Partner	Indicative activities for each Output
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<p>Key social influencers empowered to challenge gender norms and create non-violent environment</p> <p>Indicator: Quality of media reporting on VaW improved</p> <p>Baseline: 13% of media reports have educational and preventive purpose</p> <p>Target: Increase of at least 20% media reporting with educational and preventive purpose.</p>	<p>Output 3.1 Local youth offices' (LYO) coordinators empowered to create cultural change in community and promote gender equality, preventing gender-based violence</p>	UNFPA	SDG5	MOYS	<p>3.1.1 Conduct analysis on correlation between gender stereotypes and gender-based violence in chosen municipalities;</p> <p>3.1.2 Empower Youth Office coordinators to develop and support activities, promote gender equality and prevent and combat gender-based, sexual and partner violence against young women, and support girls who will be the main leaders of these actions;</p> <p>3.1.3 Organize best practice exchange event for all LYO and identify common challenges/solutions and positive examples which would strengthen the capacities of these Offices, their networking and cooperation with nongovernmental organizations.</p>
	<p>Output 3.2 Raising awareness and capacity building programmes to support implementation of positive disciplining developed</p>	UNICEF		MOESTD	<p>3.2.1 Develop informative reader-friendly age and gender sensitive materials for parents on positive disciplining, including design, publishing and dissemination of leaflets and posters /materials suitable for dissemination through media/internet/social networks and direct dissemination in locations to be reached through capacity building activities;</p> <p>3.2.2 Develop basic modular curriculum for professionals for advisory work with parents and for other actors to engage into behaviour change/inter-personal communication</p>
	<p>Output 3.3 Professionals from the police, social protection, health-care and educational system have capacities to support sustained behavioural change towards nonviolent disciplining of children</p>	UNICEF			<p>3.3.1 Rolling out basic trainings for case-managers in centres for social work, primary health care professionals, and education administration units;</p>
	<p>Output 3.4 Journalists are aware of the importance of adequate reporting on violence against women and have knowledge to report in accordance with the guidance for gender sensitive reporting on violence against women</p>	UNDP			<p>3.4.1 Support the Journalists against Violence group to design and implement educational sessions for media students to recognize negative portrayals of women and girls in the media and gender-sensitive media reporting;</p> <p>3.4.2 Organize tailor-made learning meetings on the consequences of media reporting on VaW and quality media reporting with media editors;</p> <p>3.4.3 Organize regular meetings of journalists and professionals to provide accurate and quality information on VaW that respects dignity of victims, prevents their secondary victimization and monitors institutional response to VaW (police, social welfare centers, prosecutors, health care workers, providers of specialized services for women and children survivors of violence, professionals working with perpetrators, prosecutors, representatives of relevant ministries responsible for implementation of the policies for prevention and protection from VaW etc);</p> <p>3.4.4 Support the Journalists against Violence group in monitoring and evaluation</p>

					<p>of media reporting on gender-based violence, including acknowledgment of quality reporting practices on VaW;</p> <p>3.4.5 Set-up a safety network and provide support for women journalists who face specific risks and experienced violence and harassment in conduct of their work.</p> <p>3.4.6 Create a platform that will contain appropriate and stereotype-free photo and video materials that will be available to all media</p>
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4.1 Management and Quality Assurance

ANNEX 2

(Integral part of ToR)

Key stakeholders and partners

1. UNDP (lead UN agency) – (up to 4 representatives),
2. UNICEF (up to 2 representatives),
3. UN Women (up to 2 representatives),
4. UNFPA (up to 2 representatives),
5. Coordination Body for Gender Equality (lead national partner) (up to 2 representatives),
6. Ministry of Justice (up to 2 representatives),
7. Ministry of Interior (up to 2 representatives),
8. Ministry of Labour, Employment, Veteran and Social Affairs (up to 2 representatives),
9. Ministry of Education, Science and Technological Development (up to 2 representatives),
10. Ministry of Health, Ministry of Youth and Sports (up to 2 representatives),
11. Ministry for Human and Minority Rights and Social Dialogue (up to 2 representatives)
12. Ministry of Family Welfare and Demography (up to 2 representatives),
13. Commissioner for the Protection of Equality (up to 2 representatives),
14. Provincial Secretariat for Social Policy, Demography and Gender Equality (up to 2 representatives)
15. Youth offices (up to 2 representatives)
16. CSOs providing support to survivors of violence (up to 4 representatives)
17. Programmes for work with perpetrators (up to 2 representatives)
18. Members of the group Journalists against violence (up to 4 representatives)

ANNEX 3

(Integral Part of ToR)

Documents to be reviewed and consulted

- Relevant national legal and strategic framework documents: Law on Prevention of Domestic Violence, National Strategy for Gender Equality, Strategy on Preventing and Combating Gender-based Violence against women and Domestic Violence for 2021-2025, GREVIO recommendations for the Republic of Serbia, etc.
- Project Document
- Annual Progress Reports
- Training Reports implemented with representatives of different systems (police, judiciary, health and social care, education)
- Beneficiary reports (e.g. reports on results of support provided to CSOs)
- Research, analyses and studies developed as part of the project – related to obstacles of reporting of domestic violence, including for women from vulnerable groups, online violence affecting girls, analysis of media reporting on violence against women, response of healthcare professionals to domestic violence, etc.
- Communication and other products – websites, informative materials, videos, etc.
- Contact list of project partners to interview/collect information from
- Contact list of project beneficiaries (representatives of institutions and CSOs) to interview/collect information from
- Final report of project's previous phase
- Press clippings

ANNEX 4
(Integral part of ToR)
Sample Evaluation Matrix

Relevant evaluation criteria	Key questions	Specific sub-questions	Data sources	Data collection methods/ tools	Indicators/ success standards	Methods for data analysis
Relevance						
Coherence						
Effectiveness						
Efficiency						
Sustainability						
Impact						
Promotion of UN values from a human development perspective						
Supporting policy dialogue on human development issues						
Contribution to gender equality						
Addressing equity issues (social inclusion)						

ANNEX 5
(Integral part of ToR)
Evaluation Report

Purpose/Description of the Evaluation Report:

The evaluation report is the key product of the evaluation process. Its purpose is to provide a transparent basis for accountability for results, for decision-making on policies and programmes, for learning, for drawing lessons and for improvement.

Format: the final report must include, but not necessarily be limited to, the elements outlined in below:

- Title and Opening Pages
- Project and Evaluation Information Details
- Table of contents, including list of annexes
- List of acronyms and abbreviations
- Executive Summary
- Introduction: background and context of the intervention
- Description of the intervention
- Evaluation scope (with information on possible limitations) and objectives
- Evaluation approach and methods
- Data Analysis
- Findings (with interpretation and examples of good practices and challenges recorded)
- Conclusions
- Recommendations
- Lessons learned
- Annexes (suggested: evaluation ToR; additional methodology-related documentation, such as the evaluation matrix and data-collection instruments, list of individuals or groups interviewed or consulted (ensuring protection of personal information), sites visited; list of supporting documents reviewed, project results framework; summary tables of findings, pledge of ethical conduct in evaluation signed by evaluators.

Quality Criteria:

A good evaluation report must be guided by the criteria of utility, credibility and appropriateness. A quality assessment of an evaluation report's analysis will be based on criteria that are used in all UNDP evaluations.

Relevance: Is there an assessment of the interventions' relevance that is based on analysis of national context, needs and priorities in the programme/thematic area?

Effectiveness: Did the evaluation report analyse the extent to which the intended outputs were attained? Did the evaluation analyse joint interventions' contributions to the outputs? Using evaluative evidence, to what extent did the report explain contributing factors? Were unintended outcomes (positive or negative, direct or indirect) analysed?

Efficiency: Did the report analyse how well UNDP and implementing UN agencies organized themselves in delivering work with regard to managerial and programme efficiency? Did the report assess outputs in relation to inputs, costs, implementation time-frame and timeliness? Did the evaluation sufficiently discuss issues related to comparative cost-effectiveness?

Sustainability: Is there an assessment of the likelihood that outcomes and benefits generated through a set of interventions (programmes, projects and non-project activities) will continue to exist with a lower level of external support? Did the report provide analysis, based on evaluative evidence, of the extent to which the outcomes and outputs will be sustainable and the factors that contribute to this?

Concrete quality assessment questions might include:

<i>Are the evaluation report's objectives, criteria, methodology and data sources fully described and are they appropriate given the subject being evaluated and the reasons for carrying out the evaluation?</i>	
STRUCTURE	
2.1	Is the evaluation report well-balanced and structured? <ul style="list-style-type: none"> - With sufficient but not excessive background information? - Is the report a reasonable length? - Are required annexes provided?
2.2	Does the Evaluation report clearly address the objectives of the evaluation as outlined in the ToR?
METHODOLOGY	
2.3	Is the evaluation's methodological approach clearly outlined? <ul style="list-style-type: none"> - Any changes from the proposed approach is detailed with reasons
2.4	Is the nature and extent of the project/ programmes stakeholder's and their role and involvement in the project/ programme explained adequately?
2.5	Does the Evaluation clearly assess the projects/ programmes level of RELEVANCE?
2.6	Does the Evaluation clearly assess the projects/ programmes level of EFFECTIVENESS?
2.7	Does the Evaluation clearly assess the projects/ programmes level of EFFICIENCY?
2.8	Does the Evaluation clearly assess the projects/ programmes level of SUSTAINABILITY?
2.9	Does the Evaluation clearly assess the projects/ programmes level of IMPACT?
DATA COLLECTION	
2.10	Are data collection methods and analysis clearly outlined? <ul style="list-style-type: none"> - Data sources clearly outlined (including triangulation methods)? - Data analysis approaches detailed? - Data collection methods and tools explained?
2.11	Is the data collection approach and analysis adequate for scope of the evaluation? <ul style="list-style-type: none"> - Comprehensive set of data sources (especially for triangulation) where appropriate? - Comprehensive set of quantitative and qualitative surveys, and analysis approaches where appropriate?

	<ul style="list-style-type: none"> - Clear presentation of data analysis and citation within the report? - Documented meetings and surveys with stakeholders and beneficiary groups, where appropriate?
2.12	<p>Are any changes to the evaluation approach or limitations in implementation during the evaluation mission clearly outlined and explained?</p> <ul style="list-style-type: none"> - Issues with access to data or verification of data sources - Issues in availability of interviewees - Outline how these constraints were addressed
REPORT CONTENT	
2.13	Does the evaluation draw linkages to the UN(DP) country programme document and/ or UNDAF?
2.14	<p>Does the Evaluation draw linkages to related National government strategies and plans in the sector/ area of support?</p> <ul style="list-style-type: none"> - Does the evaluation discuss how capacity development or the strengthening of national capacities can be addressed?
2.15	<p>Does the evaluation detail project funding and provide funding data</p> <ul style="list-style-type: none"> - Variances between planned and actual expenditures assessed and explained? - Observations from financial audits completed for the project considered?
2.16	Does the evaluation include an assessment of the projects M&E design, implementation and overall quality?
2.17	Are indicators in the logical framework assessed individually, with final achievements noted?

Does the evaluation report address gender and other key cross-cutting issues?

3.1	Are human rights, disabilities, minorities and vulnerable group issues addressed where relevant?
3.2	Are the principles and policy of gender equality and the empowerment of women (GEEW) integrated in the evaluation scope and indicators, as relevant?
3.3	Does the evaluation draw linkages to the SDGs and relevant targets and indicators for the area being evaluated?

Does the report clearly and concisely outline and support its findings, conclusions and recommendations?

FINDINGS AND CONCLUSIONS

4.1	Does the evaluation report contain a concise and logically articulated set of findings?
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4.2	Does the evaluation report contain a concise and logically articulated set of conclusions?
4.3	Does the evaluation report contain a concise and logically articulated set of Lessons learned?
4.4	Do the findings and conclusions relate? <ul style="list-style-type: none"> - Directly to the objectives of the project/ programme? - Are the objectives of the evaluation as outlined in the ToR for the evaluation?
4.5	Are the findings and conclusions supported with data and interview sources? <ul style="list-style-type: none"> - Are constraints in access to data and interview sources detailed?
4.6	Do the conclusions build on the findings of the evaluation? <ul style="list-style-type: none"> - Do the conclusions go beyond the findings and present a balanced picture of the strengths and limitations of the evaluation focus?
4.7	Are risks discussed within the evaluation report?
RECOMMENDATIONS	
4.8	Are the recommendations clear, concise, realistic and actionable? <ul style="list-style-type: none"> - number of recommendations are reasonable given the size and scope of the project/ programme - recommendations link directly to findings and conclusions
4.9	Are recommendations linked to Country Office outcomes and strategies and actionable by the Country Office? <ul style="list-style-type: none"> - Is guidance given for implementation of the recommendations - Do recommendations identify implementing roles? (UNDP, government, programme, stakeholder, other).

Procedures and Accountabilities:

The primary responsibility for preparing the evaluation report rests with the evaluation consultant or the leader of the evaluation team (if a team is established). Those who commission the evaluation and those who are actually evaluated can also contribute with their inputs. Particularly, key stakeholders should be involved in reviewing the draft report to check if there are any relevant factual errors or omissions, and to highlight any interpretation of the findings that they consider as incorrect. The evaluators should accept changes related to factual errors, but in safeguarding the principle of independence, they should be free to draw their own conclusions from the findings.

To ensure compliance with the criteria noted, a quality assurance and enhancement system at country level will be established and made operational.

ANNEX 6
(Integral part of ToR)

Inception report content

1. **Background and context**, illustrating the understanding of the project/ outcome to be evaluated.
2. **Evaluation objective, purpose and scope**. A clear statement of the objectives of the evaluation and the main aspects or elements of the initiative to be examined.
3. **Evaluation criteria and questions**. The criteria the evaluation will use to assess performance and rationale. The stakeholders to be met and interview questions should be included, as well as a proposed schedule for field visits.
4. **Evaluability analysis**. Illustrates the evaluability analysis based on formal (clear outputs, indicators, baselines, data) and substantive (identification of problem addressed, theory of change, results framework) approaches, and the implications for the proposed methodology.
5. **Cross-cutting issues**. Provide details of how cross-cutting issues will be evaluated, considered and analysed throughout the evaluation. The description should specify how methods for data collection and analysis will integrate **gender considerations**, ensure that data collected is disaggregated by sex and other relevant categories, and employ a diverse range of data sources and processes to ensure the inclusion of diverse stakeholders, including the most vulnerable where appropriate.
6. **Evaluation approach and methodology**, highlighting the conceptual models to be adopted, and describing the data collection methods, sources and analytical approaches to be employed, including the rationale for their selection (how they will inform the evaluation) and their limitations; data-collection tools, instruments, and protocols; and discussing their reliability and validity for the evaluation and the sampling plan.
7. **Evaluation matrix**, identifying the key evaluation questions and how they will be answered through the selected methods.
8. A revised **schedule of key milestones**, deliverables and responsibilities, including the evaluation phases (data collection, data analysis and reporting).
9. Detailed **resource requirements**, tied to evaluation activities and deliverables detailed in the workplan. Include specific assistance required from UNDP, such as providing arrangements for visiting sites.
10. **Outline of the draft/ final report** as detailed in the annex above, and ensuring quality and usability.

ANNEX 7
(Integral part of ToR)

Ethical Code of Conduct for UNDP Evaluations

Evaluations of UNDP-supported activities need to be independent, impartial and rigorous. Each evaluation should clearly contribute to learning and accountability. Hence evaluators must have personal and professional integrity and be guided by propriety in the conduct of their business

Evaluators:

Must present information that is complete and fair in its assessment of strengths and weaknesses so that decisions or actions taken are well founded

Must disclose the full set of evaluation findings along with information on their limitations and have this accessible to all affected by the evaluation with expressed legal rights to receive results.

Should protect the anonymity and confidentiality of individual informants. They should provide maximum notice, minimize demands on time, and: respect people's right not to engage. Evaluators must respect people's right to provide information in confidence and must ensure that sensitive information cannot be traced to its source. Evaluators are not expected to evaluate individuals and must balance an evaluation of management functions with this general principle.

Evaluations sometimes uncover evidence of wrongdoing. Such cases must be reported discreetly to the appropriate investigative body. Evaluators should consult with other relevant oversight entities when there is any doubt about if and how issues should be reported.

Should be sensitive to beliefs, manners and customs and act with integrity and honesty in their relations with all stakeholders. In line with the UN Universal Declaration of Human Rights, evaluators must be sensitive to and address issues of discrimination and gender equality. They should avoid offending the dignity and self-respect of those persons with whom they come in contact in the course of the evaluation. Knowing that evaluation might negatively affect the interests of some stakeholders, evaluators should conduct the evaluation and communicate its purpose and results in a way that clearly respects the stakeholders' dignity and self-worth.

Are responsible for their performance and their product(s). They are responsible for the clear, accurate and fair written and/or oral presentation of study limitations, findings and recommendations.

Should reflect sound accounting procedures and be prudent in using the resources of the evaluation.

Evaluation Matrix-EM with all Evaluation Questions-EQs

Evaluation Criteria	EQs	Evaluation Questions-EQs	Evaluation Sub-Questions-EsQs	Data sources	Indicators/	Data Collection Methods
A. Relevance =VALIDITY OF OBJECTIVES/ACTIVITIES LEVEL=	EQ #1	To what extent has the project contributed to the implementation of the relevant national legal and strategic framework on ending violence against women and girls, the country's international obligations, UNDAF, as well as implementing UN agency's strategic and programme documents?	To what extent is the project adequate response to the needs of women, especially vulnerable ones, as well as relevant institutions, services providers, media and citizens? (relevance of three area of intervention – improved legal and institutional measures, strengthened capacities of general and specialist service providers, increased understanding of general public on VaW&G)	Relevant strategic & policy docs Project docs Stakeholders	Number of elements of national development priorities, country programme outputs and outcomes, UNDAF, UN agencies' strategic plans and SDGs that project includes; positive feedback of key informants on the project relevance.	Desk analysis Interviews FGDs
	EQ #2	To what extent does the project contribute to gender equality, the empowerment of women and the human rights-based approach?	Per all project's activities.	Project docs Partners / Key informants		Desk analysis Interviews Focus group
	EQ #3	Is the project aligned with national development priorities, country programme outputs and outcomes, Cooperation Framework (UNCF), strategic plans of implementing UN agencies, as well as relevant SDGs?	How so, per all project's objectives and activities.	Relevant strategic & policy docs Project docs Stakeholders		Desk analysis Interviews FGDs
B. Effectiveness =OUTCOME/RESULTS LEVEL=	EQ #3	To what extent has the project contributed to the implementation of the relevant national legal and strategic framework on ending violence against women and girls, the country's international obligations, UNDAF, as well as implementing UN agency's strategic and programme documents?	Did the project improve legal and institutional measures for effectively addressing gender-based violence? Which one? What do you see as the greatest achievement?	Project docs Stakeholders Key informants	Number of achievements; number of the best practices and lessons learnt; feedback on satisfaction with the project results.	Desk analysis Interviews FGDs
	EQ #4	To what degree have project activities listed in the Project Document been successfully implemented and desired outputs achieved and what factors contributed to effectiveness or ineffectiveness?	What do you see as best practices in achieving that outcome? What have the barriers to its achievement, and what supportive factors?	Project docs Stakeholders Key informants		Desk analysis Interviews FGDs

	EQ #5 .	<p>In which areas does the project have the greatest achievements? Why and what have been the supporting factors? In which areas does the project have the fewest achievements and what factors have contributed to this? How can this be changed through future actions?</p>	<p>Did the project strengthen capacities of general and specialist service providers to girls and women survivors and in which way? What are the indicators of that? What were the greatest achievements and best practices? What have been the barriers to achievement that outcome? What have been supporting factors?</p>	<p>Progress Reports, Evaluation Reports</p> <p>Three groups of informants: For the first outcome: the Coordination Body for Gender Equality (CBGE), the National Council for the Suppression of Domestic Violence/ Ministry of Justice (MoJ), the National Coalition to End Child Marriage, the Provincial Secretariat for Social Policy, Demography and Gender Equality; Ministry of Health (MoH), 10 selected municipalities that developed Local Action Plans on GBV.</p> <p>For the second outcome: Ministry of Labor, Employment, Veteran and Social Affairs (MoLESVSA), Ministry of Interior (MoI), Ministry of Justice (MoJ), the police, prosecution, social protection,</p>	<p>Desk analysis Interviews FGDs</p>
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				<p>health-care, employment services, education system and women’s CSOs/ CSOs that deliver specialist support services, implementors of programme for work with perpetrators, and 6 Centres for Victims of Sexual Violence.</p> <p>For the third outcome: Ministry of Youth and Sports (MOYS), Ministry of Education, Science and Technological Development (MOESTD), Local Youth Offices, police, centres for social work, primary health care professionals, and education administration units, the Journalists against Violence group, media students and media editors.</p>		
	EQ #6 .	To what extent have beneficiaries (institutions, professionals, women and girls’ victims of violence, CSOs, etc) benefited from the project activities, including women and girls from vulnerable groups?		Project docs Stakeholders		Interviews FGDs

	EQ #7	Which external factors may have facilitated/hindered reaching the outcomes?	How so? What were key challenges and obstacles and the way the project faced these.	Project docs Stakeholders Key informants		Desk analysis Interviews FGDs
	EQ #8	To what extent are beneficiaries (representatives of institutions and CSOs) and partners satisfied with programme implementation and results?	Did understanding of general public on violence against women and girls increase? What are the indicators of that? What were the greatest achievements and best practices? What have been the barriers to achievement that outcome? What have been supporting factors?			
C. Efficiency =OUTPUTS VS. INPUTS:	EQ #9	To what extent has the project approach ensured efficiency in delivering outputs? What external factors affected the project, and to what extent was the project able to adapt and/or mitigate the effects of such factors?	What activities were carried out in relation to the plan and in what period?	Project docs Stakeholders Key informants		Desk analysis Interviews FGDs
	EQ #10	To what extent has the project management approach contributed to achieving planned results, including the role of stakeholders and coordination with other development projects in the same area, and inter-agency synergies built?	What funds were spent for the realization of each goal, and which for human resources and office costs?	Project docs Key informants		Desk analysis Interviews
	EQ #11	To what extent has there been an economical use of financial and human resources, have resources been allocated strategically to achieve outcomes and has this contributed to the delivery of activities in a timely manner?	To what extent this was due to the internal JP coordination? Where there any synergies generated btw JP projects?	Project docs Key informants		Desk analysis Interviews

D. Sustainability =SUSTAINABILITY LEVEL=	EQ #1 2.	To what extent has the project recognized the changing context in which it operates and provided tailor-made activities in order to satisfy the new context and map opportunities of action; What are potentials for continuation or up scaling of the initiative, future overarching of identified gaps and sustainability?	To what extent the relevant institutional bodies, ministries, service providers and media have understanding of VaW&G phenomenon and commitment to continue with the activities on prevention and protection of women and girls? Do they have the plans and budget allocated for their implementation?	Key informants, their plans and budgets, evaluation reports from trainings	Number of plans/ relevant activities and sum of money allocated for their implementation. Increased knowledge identified through training evaluation.	In-depth interviews with Project staff, partner organizations and other selected stakeholders
	EQ #1 3.	To what extent has national ownership of the project been achieved, with a view on readiness of future support by national partners and stakeholders to the continuation of the initiative?	Per all components and objectives/results.	Project docs Stakeholders		Interviews FGDs
	EQ #1 4.	What are potentials for continuation or up scaling of the initiative, future overarching of identified gaps and sustainability?	To what level the project partners and other stakeholders embedded and/or became committed to the main goal?	Project docs UN agencies' representatives		Desk analysis Interviews
E. COHERENCE	EQ #1 5.	How well does the intervention fit within the Government strategic documents, legislation and complement/enhance/strengthen the portfolio of the UN agencies and SIDA and their role as a relevant and effective development partner in Serbia? How well does the intervention fit with other programs/projects developed by other donor	What synergy effects and linkages were identified during project implementation? How was the partnership dynamic among UN agencies in the project implementation established and maintained?			In-depth interviews with Project staff, partner organizations and other selected stakeholders

IMPACT	EQ #1 6.	To what extent has the project contributed to improved response to violence against women and girls, promotion of gender equality and the empowerment of women (including those from vulnerable groups) and the realization of human rights?	How many measures have been taken to remove structural barriers to women's empowerment and life free of violence recommended by the GREVIO? In what percentage the reports and sanctions inflicted by the judiciary system to perpetrators of domestic violence and rape have been increased? How much have been media reporting with educational and preventive purpose increased?	GREVIO report Judiciary system reports Media	At least 3 measures/ GREVIO recommendations implemented; increased by at least 20% of reports and sanctions inflicted by the judiciary system to perpetrators of domestic violence and rape; increase of at least 20% media reporting with educational and preventive purpose.	Desk research Press clipping
RECOMMENDATIONS for future	EQ #1 7	What are recommendations for potential improvements of comprehensive approach and project design?	Inclusive of the institutionalization work and the work with the CSOs who deal with vulnerable groups of women, girls, etc?	Stakeholders Key informants		Interviews FGDs
	EQ #1 8	What are recommendations for potential improvements of future design of each component?	What did not work or poorly did? Constraints/obstacles/factors/externalities?	Stakeholders Key informants		Interviews FGDs
	EQ #1 9	What are those good elements of the project that perhaps could be replicated-scaled up?	What worked, how/why so? Factors? How/where scaled up?	Stakeholders Key informants		Interviews FGDs
Supporting policy dialogue on human development issues	EQ #2 0	How many the policy dialogues on human development issues were conducted? On which topics? How did they contribute to human development?		Project's documents Key informants	Number of policy dialogues; number and characteristics of participants; quality of their recommendations and their implementation	Desk Research Interview/ focus group discussion

Contribution to gender equality	EQ #2 1.	How is the gender equality mainstreamed in the project/ project activities for all three outcomes?	How methods for data collection and analysis will integrate gender considerations, ensure that data collected is disaggregated by sex and other relevant categories? How methods for data collection and analysis will ensure that data collected is disaggregated by vulnerability, and employ a diverse range of data sources and processes to ensure the inclusion of diverse stakeholders, including the most vulnerable where appropriate?	Project's documents Key informants Key informants, including representatives of the vulnerable women' groups	Number of activities and sum of the budget aimed to contribution to gender equality; collected data is disaggregated by sex	Desk Research Interview/ focus group discussion
Addressing equity issues (social inclusion)	EQ #2 2.	How have been the vulnerable groups included in the project development and activities implementations? What were their benefits considering three outcomes?		Project's documents Key informants	Number and characteristics of vulnerable women participated in the project; Number of activities and sum of the budget aimed to vulnerable women	Desk Research Interview/ focus group discussion

Notice: Based on agreed at the initial meeting with representatives of the project impmentator, some questions were not consedred. This refers to the evaluation criteria in the section: Efficiency (this will be explained in next deliverable documents), Supporting policy dialogue on human development issues and in some parts of Contribution to gender equality (there were no date segregated by gender) and Addressing equity issues (social inclusion)

ANNEX 3: List of interviewees

No.	Organization/Institution	Interviewees	Function/title	Contact (mail, phone, mobile, skype)	Method	How they were involved? Which activities?
Institutions, LSGs and other actors						
1.	CBGE	Gordana Gavrilović	Advisor, Main operative contact on behalf of CBGE	gordana.gavrilovic@mr.e.gov.rs M: 062 889 65 63	FGD	Representing CBGE in the whole JP activities
2.	Commissioner for the Protection of Equality	Jelena Kotević	Senior Advisor	jelena.kotevic@ravnopravnost.gov.rs	FGD	Research on underreporting of violence against women
3.	Ministry of Justice	Ivana Slavnić	Secretary of the Council for Suppression of Domestic Violence	ivana.slavnic@mpravde.gov.rs	FGD	Trainings for professionals on the effective implementation of the Law on the Prevention of Domestic Violence; website iskljuci-nasilje.rs , monitoring of the work of the groups for cooperation and coordination.
4.	Ministry of Justice	Dušan Stanković			FGD	website iskljuci-nasilje.rs , monitoring of the work of the groups for cooperation and coordination.
5.	Ministry of Interior	Predrag Dragović	Chief Police Inspector in the Department for Prevention and Suppression of Domestic Violence in the Ministry of Internal Affairs		FGD	Monitoring of and participation in the trainings for professionals on the effective implementation of the Law on the Prevention of Domestic Violence
6.	Ministry of Health	Snežana Pantić Aksentijević		sneskakg@gmail.com	FGD	Ministry focal point for the project
7.	MOYS	Milica Kovačević		milica.kovacevic@mto.gov.rs	FGD	Ministry focal point for the project.
8.	MOESTD	Đurđića Ergić	Representative of MESTD		interview	member of Operative team of Council for Combating Domestic Violence;

9.	Government of the Autonomous Province of Vojvodina/ PSSPDGE	Đendi Seleši	Secretary Assistant	djendji.selesi@vojvodina.gov.rs selesidjendji@gmail.com	interview	Implemented all activities in Vojvodina, except centers for victims of sexual violence (LAPs, EAW Provincial Program, trainings, case conferences)
10.	Government of the Autonomous Province of Vojvodina/ PSSPDGE	Aleksandra Vladuša	Advisor	aleksandra.vladusa@vojvodina.gov.rs	interview	Executive coordination in implementation of all project's activities
11.	Judicial Academy	Biljana Stepanović	Head of the Department for Documentation-Information Center	biljana.stepanovic@parks.rs	FGD	Developing E-learning platform for JA on the prevention of Domestic Violence
12.	Chamber of Social Protection	Sandra Perić	Director of the Chamber of Social Protection	komora@komorasz.rs sandraperic@hotmail.rs M:0638721688	interview	Creating trainings for professionals on the effective implementation of the Law on the Prevention of Domestic Violence
13.	Republic Institute for Social Protection	Sanja Kljajić	Expert within Institute	skljajic@zavodsz.gov.rs M: 063 842 0008	interview	Institute was not directly engaged through the project but remains one of the most active stakeholders in this matter (Child Marriage)
14.	Higher Public Prosecutor's Office in Belgrade	Gorjana Mirčić Čaluković	Coordinator for Gender-based Violence,	gorjana.mirciccalukovic@beograd.vjt.rs gogamc@yahoo.com M: 0638490735	interview	Trainings for professionals on the effective implementation of the Law on the Prevention of Domestic Violence; website iskljuci-nasilje.rs; e-learning platform for JA; publications; Participated in tailor made trainings and was invited to share model of good practice (inviting survivors to meetings of Groups for Coordination and Cooperation)
15.	Kovin municipality	Natasa Maodus, LSG Kovin	Municipal Administration/ Communication Officer	nmaodus@kovin.org.rs	interview	LSG, Municipal Administration selected municipalities of total 10 that supported for developing Local Action Plans on GE/GBV
16.	Ada municipality	Dragana Dojcinovic	Director of CSW	csrada@gmail.com	interview	Centre for Social Work
17.	Ada municipality	Nača Ištvan	Head of the	naca.istvan@ada.org.rs	interview	LSG developed Local Action Plan on GE

			Municipal Administration			and incorporated GBV within
18.	Republic Institute for Social Protection	Vesna Trbović	Social protection advisor within the Institute	vesnatrbovic@gmail.com	interview	Engaged for Nonviolent child disciplining
19.	DEAPS (Society for Adolescent Psychiatry -Društvo za adolescentnu psihijatriju)	Marija Mitkovic Vončina Psychiatrist MD, PhD	Institute of Mental Health Belgrade · Clinic for Children and Youth	marija.mitkovic@imh.org.rs M: 063 343969	interview	Creating training curriculum for professionals from sectors (education, social protection and health) on Nonviolent child disciplining and developing programme for professionals
20.	Faculty of Medicine	Bosiljka Đikanović	Professor	bosiljka_djikanovic@yahoo.com	interview	Lead researcher and program developer on capacity of health workers to respond to GBV
21.	Faculty of Medicine	Slobodan Savic	Professor	savkenzi@gmail.com	FGD	Developer of the online training for health workers
22.	Faculty of Political Sciences	Prof. Nevenka Zegarac	project coordinator	nelazegarac@gmail.com M: 063 8393 998	interview	Conducting trainings, developing programmes for professionals on Nonviolent child disciplining
23.	Local youth offices representative, Niš	Emilija Jovanovski	Local youth office		FGD	participant of the training on GE, GBV and conducting public actions with aim to advocate for GE and prevention and response to GBV
24.	Local youth offices representative, Belgrade	Andjela Boskovic	Local youth activist		FGD	participant of the training on GE, GBV and conducting public actions with aim to advocate for GE and prevention and response to GBV
25.	Local youth offices representative, Belgrade	Iva Djolović	Local youth activist		FGD	participant of the training on GE, GBV and conducting public actions with aim to advocate for GE and prevention and response to GBV
26.	Local youth office Subotica	Mila Cvetičanin	Local youth activist		FGD	participant of the training on GE, GBV and conducting public actions with aim to advocate for GE and prevention and response to GBV

27.	Health Center Niš	Lucija Hristov Mitic	Doctor of Medicine	lmitic@yahoo.com	FGD	Participants of the training and supported data collection for the research and spreading the word about the online training
28.	Primary Public Prosecutor's Officer Požarevac	Danijela Trifunović	Deputy of the Primary Public Prosecutor's Office		Interview	Trainings for professionals on the effective implementation of the Law on the Prevention of Domestic Violence;
Civil Society Organizations -CSOs						
29.	Women's centar Užice	Vesna Bogdanović	Lawyer / SOS consultant	womencenue@gmail.com	FGD	Low-value grants for CSOs (received grants in two granting cycles) that deliver specialist support services implementers of programme for work with perpetrators and SOS support for women victims of GBV
30.	Women's centar Užice	Nevena Ostojić, Užice	Psychologist/con sultant on SOS mobile phone		FGD	Low-value grants for CSOs (received grants in two granting cycles) that deliver specialist support services implementers of programme for work with perpetrators and SOS support for women victims of GBV
31.	Women's centar Užice	Branka	Social worker/consulta nt on SOS mobile phone		FGD	Low-value grants for CSOs (received grants in two granting cycles) that deliver specialist support services implementers of programme for work with perpetrators and SOS support for women victims of GBV
32.	Center for Women's Support Novi Sad	Biljana Stepanov	Director of the organization	biljanaa.stepanov@gmail.com bs.global@yahoo.com M:063397172	FGD	Head of organization coordinating work of centers for victims of sexual violence 4 Centers for Victims of Sexual Violence in Vojvodina/ 3 in Central Serbia
33.	OPNA Belgrade	Sandra Jovanović	Network of Programs for work with perpetrators	sandra.jovanovic.kg@gmail.com	interview	Grants for CSOs for operating programs and developed guidebook for implementing programs with perpetrators

34.	Women's Safe house Novi Sad	Nada Padejski Šekerović	Coordinator of Safe house for women	nada.padejski@gmail.com	FGD	Grants for CSOs for operating programs and developed guidebook for implementing programs with perpetrators
35.	Atina Belgrade	Andrijana Radoičić	Project coordinator		FGD	Implementers of programme for capacity building of girls from LYO to advocate for GE and prevention and response to GBV
36.	Center for the Promotion of Women's Health, Belgrade	Stanislava Otašević	Doctor of Medicine	stanislavaotasevic@yahoo.com	FGD	Coordination and developer of the online training for health workers, accreditation of the relevant program
37.	Bibija Novi Bečej	Slavica Vasić	Director of Roma Women's Network and representative of co-chairing Roma organization;	vasic.slavica@yahoo.com , rzc@bibija.org.rs , M: 063 206781	FGD	National Coalition to End Child Marriage
38.	Ternipe Pirot	Radmila Nešić	Manager	nvoternipe@gmail.com	FGD	National Coalition to End Child Marriage
39.	blogger/influencer	Mira Vladislavljević	Director of Balkan Tube Serbia	mira@vladisavljevic.net	interview	Participated in gathering youtubers and influencers for training of digital violence, who then prepared short clips on various aspects of digital violence as part of the #TičeMeSe campaign and participated in panel on digital violence
40.	Trainer and mentor	Danica Todorov	Gender expert	danica.todorov@gmail.com	interview	Training and consulting on developing LAPs, case conferences and SOS help lines For Provincial Vojvodina
Network Journalist against violence (included editors & other media representatives)						
41.	Adria Media group	Irena Petrovic	media representatives (campaign visibility)	irena.petrovic@adriamedia.rs	FGD	Member of the group Journalists against Violence – supported activities toward ethical reporting within the Adria Media outlets
42.	Journalists against	Sanja Pavlović,	Women's group	sanjoo911@gmail.com	FGD	Member of the group, editor of media

	Violence group		activist, journalist	M:0629321886		reporting analysis
43.	Journalists against Violence group	Jovana Gligorijević	Journalist of Vreme Magazine	jovana.gligorijevic@gmail.com M:06280595820	FGD	One of the most active and most prominent members of the group
44.	Journalists against Violence group	Marija Janković	Editor of photography in Vreme Magazine	marijazi@yahoo.com M: 0600168275	FGD	Author of exhibition of photographs “An image for change” ethically depicting problem of violence and trainer for photographers on how to ethically present the problem of violence
45.	University of Novi Sad	Smiljana Milinkov	Professor at department of media studies	smilinkova@gmail.com M:641263246	FGD	Group member, organized events with media students to inform on ethical reporting and uses group knowledge products in work with students-future journalists
46.	Journalists against Violence group	Ana Manojlovic	Journalist RTS	Ana.manojlovic@gmail.com M:0648613560	FGD	Group member from national TV station who created first shows on GBV in media
UNDP Project Team						
47.	UNDP	Maja Đundić	Portfolio Manager-SDGs/Gender Equality SGD Integration Center	maja.djundic@undp.org	FGD	Managing - Joint Project Integrated Response to Violence against Women and Girls in Serbia III works toward changing the normative framework, institutional practices and behaviours pertaining to violence against women and girls at national, community and individual levels. Building on previous joint efforts, activities are implemented through the partnership of UNICEF, UN Women, UNFPA and UNDP and the Government of the Republic of Serbia, led by the Coordination Body for Gender Equality
48.	UNDP	Danijela Pešić	Gender Equality Portfolio Associate	danijela.pesic@undp.org	FGD	Project Team membr - Joint Project Integrated Response to Violence against Women and Girls in Serbia III

			SDG Integration Center			
49.	UNDP	Marina Ilesš	Gender Equality Advocacy Associate SDG Integration Center	marina.iles@undp.org	FGD	Project Team member - Joint Project Integrated Response to Violence against Women and Girls in Serbia III
50.	UNDP	Jelena Manić	Program Specialist/Team Leader, SDG Integration Center	jelena.manic@undp.org	FGD	
51.	UN Women	Andrijana Čović	Project Officer	andrijana.covic@unwomen.org	FGD	Implementer of some activities - Joint Project Integrated Response to Violence against Women and Girls in Serbia III works toward changing the normative framework, institutional practices and behaviours pertaining to violence against women and girls at national, community and individual levels. Building on previous joint efforts, activities are implemented through the partnership of UNICEF, UN Women, UNFPA and UNDP and the Government of the Republic of Serbia, led by the Coordination Body for Gender Equality
52.	UNICEF	Marina Bogdanović	Protection of Children from Violence and Child Marriage Prevention Consultant		FGD	Implementer of some activities - Joint Project Integrated Response to Violence against Women and Girls in Serbia III works toward changing the normative framework, institutional practices and behaviours pertaining to violence against women and girls at national, community and individual levels. Building on previous joint efforts, activities are implemented through the partnership of UNICEF, UN Women, UNFPA and UNDP and the Government of the Republic of

						Serbia, led by the Coordination Body for Gender Equality
53.	UNFPA	Marija Cvejić	Project Assistant		FGD	Implementer of some activities - Joint Project Integrated Response to Violence against Women and Girls in Serbia III works toward changing the normative framework, institutional practices and behaviours pertaining to violence against women and girls at national, community and individual levels. Building on previous joint efforts, activities are implemented through the partnership of UNICEF, UN Women, UNFPA and UNDP and the Government of the Republic of Serbia, led by the Coordination Body for Gender Equality
54.	UNFPA	Nevena Šović	SRH and Youth Programme Analyst		FGD	Implementer of some activities - Joint Project Integrated Response to Violence against Women and Girls in Serbia III works toward changing the normative framework, institutional practices and behaviours pertaining to violence against women and girls at national, community and individual levels. Building on previous joint efforts, activities are implemented through the partnership of UNICEF, UN Women, UNFPA and UNDP and the Government of the Republic of Serbia, led by the Coordination Body for Gender Equality

List of documents

UNDP		
List of documents to be used for the Evaluation	Link if available documents/studies/publications	
1.	JP Integrated Response to Violence against Women and Girls in Serbia Phase III, October 2020 – September 2021	https://www.youtube.com/watch?v
2.	JP Integrated Response to VAW III -Progress Report 2021-2022	https://www.undp.org/sr/serbia/publications/prirucnik-za-postupanje-javnih-tuzilaca-u-procesuiranju-krivicnog-dela-nasilje-u-porodici
3.	Izveštaji sa seminara, 9 kom.	https://www.undp.org/sr/serbia/publications/zasto-zene-ne-prijavljuju-nasilje-u-porodici-rezultati-istrazivanja
4.	Press clipping - Project Board Meeting May 19 20225.	https://novinarkeprotivnasilja.org/wp-content/uploads/2021/12/Smernice_WEB-VERSION-final.pdf
5.	Brošura za zene u situaciji nasilja 2021_v5_screen	https://novinarkeprotivnasilja.org/izvestavamo-eticki/no-obuka/
6.	Annex 1 Press clipping list for project launching event Nov 30 2020	https://novinarkeprotivnasilja.org/izvestavamo-eticki/no-baza/
7.	Poster_Centers for Victims of Sexual Violence_ser hun roma20.	https://www.youtube.com/watch?v=tj9yMcbz2yA&t=6s
8.	FINAL VaW prodoc 3	https://reaguj.org/
9.	Project Outputs_UNDP Integrated Response to VAW III- for external evaluation_UNW	
10.	Report on social media campaign - 16 days of activism 2021	
11.	UN JP VaW prodoc FINAL with cover page signed 2016_2018	
12.	SIDA strategy-reform-cooperation-western-balkans-and-turkey-2021-27	
13.	Annex Municipalities of the project implementation	

**Evaluation Joint Project
Integrated Response to Violence against Women and Girls in Serbia
Phase III**

UNFPA

	List of documents to be used for the Evaluation	Link if available documents/studies/publications
1.	Research - digital GBV youth.pdf	https://www.undp.org/sr/serbia/publications/prirucnik-za-postupanje-javnih-tuzilaca-u-procesuiranju-krivicnog-dela-nasilje-u-porodici 10. https://www.undp.org/sr/serbia/publications/zasto-zene-ne-prijavljuju-nasilje-u-porodici-rezultati-istrazivanja https://novinarkeprotivnasilja.org/wp-content/uploads/2021/12/Smernice_WEB-VERSION-final.pdf https://www.youtube.com/watch?v=Ug8GhA2JbGc
2.	Capacity assessment of health professionals to respond to gender based violence.pdf	
3.	Final report - public actions	
4.	Methodology for mentoring of youth activists	
5.	Progress Report - public actions -2	
6.	Project Outputs_UNDP Integrated Response to VAW III- for external evaluation_UNW_UNFPA	
7.	Report on marking of International Youth Day 2021	
8.	Report on social media campaign - 16 days of activism 2021	
9.	UNFPA pregled poslatog materijala	
10.	Najava online treninga - Medicinski fakultet.pdf	
11.	Feedback from participant.pdf	
12.	All participants enrolled 2022-2023 - statistics - online training.xlsx	https://kme.med.bg.ac.rs/login/index.php
13.	Online training for health professionals x 3 docs	
14.	Public actions youth x 6 docs	
15.	All participants enrolled 2022-2023 - statistics - online training	
16.	Feedback from participant	
17.		

18.

UNICEF	
List of documents to be used for desk analysis	Link if available documents/studies/publications
1. Be the hand that loves - report	https://kme.med.bg.ac.rs/course/view.php?id=540
2. FINAL_Integrirani izveštaj BRO obuka i supervizija za UNICEF	https://www.unicef.org/serbia/budi-ruka-koja-voli-i-rec-koja-sokoli-kampanja
3. od UNICEF za ekst evaluaciju	https://www.unicef.org/serbia/sites/unicef.org.serbia/files/2022-09/Brosura-digital-pruzi.pdf
4. ToT Budi ruka koja voli - izveštaj o evaluaciji (003)	
5. Vodič za vaspitanje dece	
6. Newsletter_National Coalition to End Child Marriage	
7.	
8.	

UN Women	
List of documents/studies/reports/laws to be used for the Evaluation	Link if available documents/studies/publications
1. Annex 1 - Izveštaj EE 26.12.2022.	
2. Annex 2-Revidiran strateski plan Mreza Zivot bez nasilja	
3. Annex 3- Final report 2021-2022	
4.	
5. Program za nasilnike, 2022 (UNW EU)_Perpetrator programmes in the Western Balkans;Mapping the Existing Practices and Ways Forward –drugi donator	
6. Digitalno nasilje, istraživanje, Atina	
7. WWP_EN_Guidelines_for_Standards_ZA POCINIOCE NASILJA v3_2018	
8.	
9.	

Intl. and National Legislation and institutional Framework	
List of documents to be used for desk analysis	Link if available documents/studies/publications
1. Europe Convention on Preventing and Combating Violence against Women and Domestic Violence	https://iskljuci-nasilje.rs/
2. SDG 5	
3. Domestic Violence Prevention Act	
4. Law of Gender Equality	
5. Law on prohibition of discrimination	
6. Family Law	
7. UN CEDAW Committee Concluding Observations for Serbia (Recommendation 23 on violence against women), General Recommendation No. 35 on gender-based violence against women and Istanbul Convention.	
8. GREVIO published General Recommendation No. 1	
9. Criminal Law	
10. Стратегији за спречавање и борбу против родно заснованог насиља према женама и насиља у породици за период 2021-2025. године	
11. Strategija za prevenciju i zaštitu dece od nasilja	
12. Nacionalna strategija za rodnu ravnopravnost i NAP	
13. Zakon o prekršajima	
14. Zakon o javnom redu i miru	
15. Zakon o socijalnoj zaštiti	
16. Zakon o krivičnom postupku	
17. Constitution of the Republic of Serbia	
Individuals contribution – various documents	
1. Gorjana's note on program for perpetrators	
2. CZSN Aleksandra Vejnovic	
3. CZSN Danica Todorov	
4. CZSN prezentacija CPZ UNW 2023 Stepanov	

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- | | |
|----|--|
| 5. | Predlog Nacrta programa za zaštitu žena protiv nasilja u porodici I partnerskim odnosima I dr.oblicima RZN u AP Vojvodini za period 2022-2026 x 12 docs –Djendji Seleši i Aleksandra Vladuša |
| 6. | LAP za RR 2022-2025, Kovin |
| 7. | LAP za RR 203-2025, Ada |

ANNEX 1
(Integral part of ToR)
Results Framework

UNDAF Outcome: State institutions and other relevant actors enhance gender equality and enable women and girls, especially those from vulnerable groups, to live lives free from discrimination and violence						
Key Result 1. Legal and institutional measures effectively address the complexity of domestic violence, intimate partner violence and gender-based violence						
JP Outputs (with corresponding indicators and baselines)	Participating UN organization- specific Outputs	Participating UN organization ¹⁰	Participating UN organization corporate priority	Implementing Partner	Indicative activities for each Output	Outputs at the end of the project
<p>National and provincial capacities strengthened to raise awareness on and undertake legal, policy and institutional reforms to fight structural barriers to women’s empowerment to live lives free from discrimination and violence</p> <p>Indicator: Number of measures taken to</p>	<p>Output 1.1 CBGE further strengthened for co-ordination, implementation, monitoring and evaluation of policies and measures to prevent and combat all forms of violence in accordance with the Istanbul Convention.</p> <p>Output 1.2 National Council for the Suppression of Domestic Violence</p>	<p>UNDP</p>	<p>SDG 5</p>	<p>CBGE</p>	<p>1.1.1 Organize and implement follow up activities related to the first country evaluation of the implementation of the Istanbul Convention and dissemination of GREVIO recommendations</p> <p>1.2.1 Collect and ensure public availability of monthly data on victims and perpetrators, number of barring orders issued and number of developed individual</p>	<ul style="list-style-type: none"> • Central registry on reported and processed cases of domestic violence (The registry establishment is prescribed by Art.32 of the Law on the Prevention of Domestic Violence), consultative meetings – still in process of the establishment. • Guidebook for public prosecutors on responding to domestic violence cases has been printed and is available online. The guidebook addresses prosecutors’ role in linking investigative activities implemented by the police and final sanctions for domestic violence by courts. • Updated website dedicated to ending domestic violence. Continuous support has been provided to ensure public availability of monthly data on domestic violence victims and perpetrators

<p>remove structural barriers to women's empowerment and life free of violence recommended by the GREVIO</p> <p>Base-line: Normative framework in place Istanbul Convention ratified</p>	<p>has knowledge and is capacitated to monitor implementation of the Law on Preventing Domestic Violence and uses evidence to design new policies</p>	<p>UNDP</p>	<p>SDG 5</p>	<p>MoJ</p>	<p>plans for protection of victims per prosecution county;</p> <p>1.2.2 Map the key gaps and challenges in multi-agency protection of women, including femicide and provide evidence-based recommendations for improvement of practices.</p> <p>1.2.3 Organize learning sessions and expert meetings to discuss ways and means to more effectively prevent, investigate, prosecute and punish gender-related killing of women and girls, with a view to improve current policies and practice.</p>	<p>collected by the Republic persecution and processed and published by the Ministry of Justice – https://iskljuci-nasilje.rs/statistika-2/ .</p> <ul style="list-style-type: none"> Representatives of the Operative Team of the Council for Combating Domestic Violence of the Republic of Serbia provided direct support to professionals in municipalities (5 districts) where obstacles were recorded in the implementation of the Law on Prevention of Domestic Violence and on the territory of Belgrade in the implementation of the Law.
<p>National Report on Implementation of Istanbul Convention prepared and submitted</p> <p>Target: At least 3 measures/GREVIO recommendations implemented</p>	<p>Output 1.3 Obstacles faced by women from vulnerable groups mapped and addressed by the relevant institutions</p>	<p>UNDP</p>	<p>SDG 5</p>	<p>CFE</p>	<p>1.3.1 Conduct survey on the causes and barriers to underreporting domestic violence among women, particularly from vulnerable groups and develop recommendations for overcoming these challenges</p>	<ul style="list-style-type: none"> Research on obstacles faced by women from vulnerable groups was completed and presented. The research was conducted together with the Commissioner for Protection of Equality (CPE) and focuses on obstacles for women (including those from vulnerable groups) to report violence to competent institutions and support services, factors that encourage women to report violence, level of trust in particular institutions and social stakeholders and recommendations based on findings regarding improved outreach to women and prevention of and protection against domestic and gender-based violence. The report was presented in March 2023 at a joint event with CPE and the research was disseminated to professionals from competent institutions, experts, NGO representatives and will serve as a
		<p>UNFPA</p>		<p>MoH</p>	<p>1.3.2 Conduct national level assessment of health institutions' capacities to respond to GBV;</p>	

					<p>source of inputs for planning future efforts in elimination of violence against women.</p> <ul style="list-style-type: none">• A brochure for (potential) survivors of violence was developed to inform on forms of violence and reporting, steps of responsible institutions, and ensuring one's safety when seeking support or in the situation of leaving the perpetrator of violence. The brochure also contains contacts of institutions and organizations that provide direct protection and support in the situation of domestic or partner-relationship violence. It was distributed primarily to social welfare centres, so that women survivors of violence who are their beneficiaries would be encouraged to report violence and informed about institutional response.• To identify the main factors contributing to effective response of the healthcare system to GBV and assess what further support is required, a research was conducted among health care professionals in 2022. The research results were informed by responses of over 1700 respondents. Research findings were presented at a hybrid event on 6 December 2022, attended by 102 participants (40 in person and 62 online), representatives of the Ministry Health sector (medical doctors, nurses, experts, representatives of the medical chamber), SIDA and international organizations. An informative video was developed on the role health professionals have in response to GBV and that survivors can ask for their assistance. In addition, an informative poster on the role
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		UNICEF	CBGE	<p>1.3.3 Support the National Coalition to End Child Marriage to develop and implement roadmap to end child marriage in Serbia and advocate for ending of child marriage through organization of regular meetings, communication with media and promotion of initiatives;</p>	<p>health professionals have in response to GBV was developed. Key messages of the posters explain the type of support that health professionals can provide to the survivor. After the project implementation, follow up activities with Medical Chamber will continue that has shown interest to support dissemination of all educational materials to health professionals and strengthen the health system response to GBV. These follow up meetings are planned throughout of 2023.</p> <ul style="list-style-type: none"> • Adoption of the Declaration on the elimination of child marriage by the National Council of the Roma National Minority in March 2022 • Amendments to the Family Law that include a provision banning child marriage are expected to enter the official endorsement procedure by end of 2022. It is also expected that proposed amendments to the Criminal Code will be considered by the working group responsible for the revision of this document. Amendments to the Law on the Prevention of Domestic Violence are not envisaged in the upcoming short-term period. • Newsletter, describing examples of good practice from state institutions, CSOs, as well as local community leaders in child marriage prevention the Coalition developed and distributed three newsletters in the respective period (in October, December and March 2023). • The Southeast Europe Roma Child Rights and Inclusion Consultation, organized on 10 and 11 October 2022 in Athens by UNICEF Greece, was an
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		UN Women		PSSPDG E	<p>opportunity for the delegation of the Republic of Serbia to participate and exchange experience in the process of building an effective support network and improving the integration of Roma children;</p> <ul style="list-style-type: none"> • The national conference "Together for ending child marriage – for a right to choice, education and a better future", was organized on December 16, 2021 • Public hearing on child marriage organized by Roma Women Network on 5 April 2023 in the National Parliament showed that there is social consent, coherence and commitment of all key actors to eliminate child marriage in the Republic of Serbia, which can be in great part contributed to the advocacy efforts of the National Coalition to End Child Marriage. • The first meeting of the National Coalition in 2023 was held on 10 April at the Palace of Serbia and chaired by Maja Gojkovic Vice president of the GoS, Minister of Culture and new President of the Coordination Body for Gender Equality. • 10 local action plans for GE and prevention of gender-based violence initiated and there are funds for its implementation in the local budget. (Provincial Secretariat for Social Policy, Demography and Gender Equality selected 10 municipalities (Ada, Novi Sad, Kikinda, Kovačica, Kovin, Inđija, Kula, Bačka Topola, Pećinci, Apatin). These municipalities received support in developing local action plans for prevention of gender-based violence (In February 2022, trainings
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		UN Women		<p>1.3.4 Provide technical assistance to 10 selected municipalities to develop Local Action Plans on GBV and allocate funding for improved services for women survivors of violence, particularly women from vulnerable groups.</p>	<p>were held in these municipalities on developing local action plans (21 participants) and gender-budgeting (15 participants), mentor support was provided to local self-governments in finalization of action plans and submitting them for adoption, as well as planning funds for its implementation in the local budget.) To date, local action plans have been adopted in two municipalities and another eight formed working groups for development of this document.</p>
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Output 1.4 Provincial Programme on the protection of women from domestic and intimate partner violence and other forms of gender-based violence for period 2020-2025 adopted by the Government of the Autonomous Province of Vojvodina.	UN Women	SDG 5	PSSPDG E	1.4.1 Conduct an independent assessment of the current Provincial Programme on the protection of women from domestic and intimate partner violence and other forms of gender-based violence (2015-2020); 1.4.2 Draft new Programme on the protection of women from domestic and intimate partner violence and other forms of gender-based violence for the period 2021-2025 and support the advocacy initiative for its adoption;	<ul style="list-style-type: none"> The Provincial Program on combating and prevention of domestic violence and other forms of gender-based violence 2023-2026 was adopted by the Assembly of the Autonomous province of Vojvodina in April 2023. Program available at http://www.puma.vojvodina.gov.rs/slist.php in Official Gazette No. 16/2023
Latest Data (disaggregated by gender where possible) & Source of Data Indicator Status (Achieved/On Track/Off Track): On track					
<p>Amendments to the Family Law, Criminal Code and Law on the Prevention of Domestic Violence with a view of banning child marriage (marriage under 18 years of age) submitted and their consideration is in progress. This corresponds with recommendations regarding Article 4, covering inter alia intersectional discrimination and Article 37 regarding forced marriage. Source: Press release of the Coordination Body for Gender Equality</p> <p>Continuous implementation of the Law on the Prevention of Violence is monitored through data collected from public prosecutor's offices and courts. Data show that from June 2017 until end of April 2022, Coordination and Cooperation Groups formed according to the Law met 13.264 times, considered 232.619 cases and developed 75.489 individual protection and support plans for survivors. Source: Press release of the Ministry of Justice https://www.mpravde.gov.rs/vest/36543/nacionalni-dan-secanja-na-zene-zrtve-nasilja.php</p> <p>Evidence-based decision making is also enabled through data on the number of victims and perpetrators and their relationship, in reported cases of domestic violence in which courts prolonged urgent measures to 30 days, based on the Law on the Prevention of Domestic Violence. These data show that 21.770 victims of domestic violence were recorded in 2021, while 11.476 were recorded in the first half of 2022 (73% women and 27% men). The majority of victims are women with violence mostly occurring in a partner relationship. These data are collected and analysed monthly by the Republic Prosecution Office and Ministry of Justice. This practice is in line with GREVIO recommendations related to Article 11 of the Istanbul Convention regarding Data collection. Source: website of the Ministry of Justice: www.iskljuci-nasilje.rs</p>					

The Council for Combating Domestic Violence of the Government of Serbia provided direct support to professionals in 5 districts. These were selected based on evidence collected on the implementation of the Law on the Prevention of Domestic Violence, provided direct support to professionals in 5 districts where challenges in law implementation were recorded. This meets GREVIO recommendations regarding Article 15 of the Istanbul Convention – Training of Professionals.

Source: website of the Ministry of Justice: www.iskljuci-nasilje.rs

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

JP Outputs (with corresponding indicators and baselines)	Participating UN organization- specific Outputs	Participating UN organization ¹⁰	Participating UN organization corporate priority	Implementing Partner	Indicative activities for each Output	Outputs at the end of the project
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<p>Improved community-level capacities to provide timely, holistic and continued support to women and children at risk of violence and enable them to live in a safe, secure, supportive family and community environment</p> <p>Indicator: Number of processed criminal acts domestic violence and rape</p> <p>Baseline: 2018: 7916 criminal reports – 2974 convictions for domestic violence (38%), 2018: 71 rape reports-25 rape convictions (35%).</p> <p>Target: Increased by at least 20% of reports and sanctions inflicted by the judiciary</p>	<p>Output 2.1 Front-line officers have adequate knowledge to reduce the risk of repetition and escalation of domestic violence</p>	<p>UNDP</p>	<p>SDG 5</p>	<p>MoI, MoJ</p>	<p>2.1.1 Develop a knowledge package and organize trainings for front-line officers on detection of gender-based violence, collection of evidence, assessing the risks and processing reported cases to provide effective and efficient protection for victims.</p>	<ul style="list-style-type: none"> • e-learning packages have been prepared for professionals implementing the Law on the Prevention of Domestic Violence (GREVIO recommendations concerning implementation of Art.15 of the Istanbul Convention). These are to be included in the Judicial Academy’s e-learning platform for the judicial sector and other professionals (police, social welfare and health sectors) Technical preparations of the e-learning platform have been finalized.
	<p>Output 2.2 Professionals within the institutions are capacitated to implement multi-agency case management to reduce the risk of domestic violence,</p>	<p>UNFPA/UNDP</p>	<p>SDG 5</p>	<p>MoI, MoJ, MoH, MoLESV, SA</p>	<p>2.2.1 Organize introductory multisectoral trainings on the phenomenon of gender-based violence and the role of each system (the police, prosecution, social protection, health-care, employment services, education system and CSOs) to allow for a comprehensive and appropriate handling of referrals in cases of violence;</p>	<ul style="list-style-type: none"> • 5 two-day trainings were implemented in 5 counties (Braničevo, Srem, Kolubara, Mačva, Toplice), gathering over 230 professionals on the effective implementation of the Law on the Prevention of Domestic Violence. They encompassed the following topics: challenges in the implementation of the Law on the Prevention of Domestic Violence, specificities of the phenomenon of violence, prejudice on domestic

system to perpetrators of domestic violence and rape	prevent secondary victimisation and increase long-term safety of victims	UNDP	MoJ	2.2.2. Organize specialized 8 two-day trainings (for the police, social welfare centres, prosecutors, probation service) on the integrated risk management and development of security plans to increase long-term safety of women and children survivors of violence;	<ul style="list-style-type: none"> violence, risk assessment and planning of the protection and support to survivors. 4 two-day trainings were implemented in Belgrade gathering nearly 200 professionals from police, social welfare centers and prosecution in municipalities of Belgrade, on the effective implementation of the Law on the Prevention of Domestic Violence. They encompassed the following topics: challenges in the implementation of the Law on the Prevention of Domestic Violence, specificities of the phenomenon of violence, prejudice on domestic violence, risk assessment and planning of the protection and support to survivors. on-line training package for health professionals and managers of local health-care institutions continued to be utilized to expand health professionals' capacities to adequately respond to the needs of GBV survivors, and support overall systemic response to GBV. The on-line training program has been developed in cooperation with the Faculty of Medicine in Belgrade, is part of the continuous education of medical professionals and accredited by the Health Council of Serbia till mid-November 2023. The programme is available on the online learning platform of the Faculty of Medicine and provides health professionals certain flexibility to study at their own pace. From the begging of the project, a total of 248 health professionals (248 -214F/34M) have been enrolled in the online training on GBV prevention and response, available from March 2022. Until the end of the project (March 2023), 119 health professionals have successfully completed the
		UNFPA	MoH	2.2.3 Organize additional trainings on GBV for health care professionals and heads of local health institutions to adequately respond to the needs of GBV survivors and actively participate in multisectoral protection of victims;	
		UNDP	MoJ	2.2.4 Organize follow-up consultative support and hands-on learning on development of individual plans of protection and support to the victims for the multi-agency groups for cooperation and coordination;	
		UNDP	MoJ	2.2.5 Organize specialized expert trainings for judiciary and public prosecutors on the phenomenon of gender-based violence with the aim to increase the number of prosecuted cases of domestic violence and to prevent secondary victimization of the survivors;	
		UN Women	PSSPDG E	2.2.6 Provide technical assistance for organizing case conferences, as complementary mechanism to Coordination and Cooperation Groups, for resolving most complex cases of violence against women;	

		UN Women		PSSPDG E	2.2.7 Exchange of knowledge between professionals from social prevention, police, healthcare, education, prosecutor's office, judiciary and non-governmental sector on protection and support to women survivors of violence with an focus on women from marginalized groups	<p>online training and 114 will complete the training in the following period.</p> <ul style="list-style-type: none"> • in 10 municipalities in Vojvodina professionals improved cooperation via case conferences focusing on solution of complex cases of domestic violence. Ten cases were analysed through 20 case conference meetings and a total of 63 measures were adopted to support and protect survivors. • Support was provided to the coordination body of the Network "Life without Violence" that gathers representatives of provincial institutions and bodies. Network developed three-year Strategic plan for joint activities for combating gender based and domestic violence in Vojvodina. Network joint forces during 16 days of activism and promote activities and institutional response and sent strong message on coordinated provincial actions and policies. The coordination body supported and members took part in development and promotion of new strategic document on combating and prevention of GBV and DV in AP Vojvodina. Members of the Network from judiciary, police and social work exchanged knowledge, experience and ideas for improvement of institutional response to femicide. Specialized meetings and one-day sessions were recognized as very good model for cooperation and practice exchange.
	Output 2.3 Programmes for the work with perpetrators of domestic violence are	UNDP		MoLESV SA/MoJ	2.3.1. Organize trainings for service providers (working with perpetrators and providing women's support services) on risk management and coordination with	<ul style="list-style-type: none"> • Organizations in 4 municipalities (Novi Sad, Užice, Leskovac and Niš), have completed activities providing integrated work with perpetrators of violence parallel with provision of support to survivors of violence by women's organizations. A

	<p>part of an integrated support and protection system in 4 selected cities in accordance with the Istanbul Convention</p>			<p>multi-agency groups for cooperation and coordination;</p> <p>2.3.2. Pilot two-year programme for work with perpetrators in 4 cities, in line with the provisions of the Istanbul Convention;</p> <p>2.3.3. Conduct research and develop a model for financing quality and sustainable women’s support services and work with perpetrators programmes;</p>	<p>total of 25 perpetrators completed the program, while psychosocial and/or legal support was provided to their partners, survivors of violence.</p> <ul style="list-style-type: none"> • Training programme and training guidebook for work with perpetrators based on the safety of survivors has been completed. The training programme has been submitted for accreditation to the Republic Institute for Social Protection, to enable the training of professionals and initiation of a greater number of such programs in the Republic of Serbia. In addition to this, the cost assessment of such programs is also planned for the upcoming period, to provide a basis for the inclusion of such programs in the system of prevention and support services in response to domestic programs for work with perpetrators throughout Serbia, and thus contribute to an integrated and systematic response to violence against women.
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<p>Output 2.4 Access to services facilitating the victims recovery from violence improved and aligned with the recommendations of the Istanbul Convention</p>	UNDP		UNDP	2.4.1 Support women’s CSOs to deliver specialist support services to women whose partners are perpetrators of violence;	<ul style="list-style-type: none"> • Additional support was provided to eight civil society organizations (CSO) from different parts of Serbia to raise public awareness on the unacceptability of violence (1000 USD per organization). These organizations are the ones that received funds in the previous reporting period to continue providing free and anonymous support via SOS helplines to women survivors of domestic and partner-relationship violence. • Support to Centres for Victims of Sexual Violence was continued, ensuring that beneficiaries have access to free testing for sexually transmitted diseases, as part of ensuring beneficiaries’ health. Emergency contraception has also been made available in the centres, as this service is not covered by the regular state health insurance. Work with survivors of sexual violence was further improved through developed standards of provision of psychosocial support that will help staff better understand trauma and healing. With a goal to expand this service and reach international standards, in an additional 3 health institutions the process of establishment of centers for survivors of sexual violence has been initiated. Initially eight general hospitals were assessed and training was held for their representatives on handling sexual violence cases and steps and procedures in centers for victims of sexual violence. Based on the initial assessment as well as willingness of hospitals, the process of establishment of new centers has been started in three of these hospitals (in the cities of Pančevo, Čačak, Leskovac) In addition to this, meetings were
	UN Women		PSSPDG E	2.4.2 Organize trainings for professionals from social prevention, police, healthcare, education, prosecutor’s office, judiciary and non-governmental sector to enhance knowledge and understanding in providing services to women survivors of violence from marginalized and multiple discriminated groups and women survivors of specific forms of violence.	
	UN Women		PSSPDG E	2.4.3 Provide technical assistance to 3 Centres for Victims of Sexual Violence in Vojvodina and replicate a model of established Centres for Victims of Sexual Violence in 3 additional locations in Central Serbia;	

					<p>held with Ministry of Health to present the model and recommend steps for institutionalization. Since October 2021, 36 new beneficiaries - women victims of sexual violence received direct support in the four existing centers (Novi Sad, Zrenjanin, Kikinda, Sremska Mitrovica). Approximately 30% of survivors were minors. 12% were Roma women and in two cases women were migrants and there was one case of trafficking. The centers provided 133 psychosocial support services to a total of 56 women. Information on the availability of services provided by the Centers operating in 4 cities in Serbia has been disseminated in Serbian, Hungarian and Romani as well as in audio format.</p> <ul style="list-style-type: none"> • Meetings with representatives of general hospitals were held, in Pancevo and Senta, to introduce the service in more details to the medical staff. A multi-sectoral meeting was held in Pancevo in March with participants from local self-governments, general hospital, Red Cross, Center for social work and Shelter, High prosecutor's office and court, Basic court and prosecutor's office, primary health care, NGO Femplatz, local ombudsperson. Conclusion was that General hospital will start with establishment of the working group as a first step in development of the service. Town of Pančevo and local Government promised support. • Also in March a meeting with representatives of 19 general hospitals was held to present service for victims of sexual violence, to discuss experience and possibilities of establishment of this service in hospitals. Ministry of Health supported this
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						<p>initiative and presented their activities and ways to cooperate with hospitals in future. General hospitals gained information and knowledge on service for victims of sexual violence, establishment of the centres initiated in general hospitals in Pančevo and Kraljevo, and two more hospitals showed interest for further communication and support (Negotin and Čuprija).</p> <ul style="list-style-type: none"> • 317 professionals from 20 municipalities participated in trainings to enhance knowledge in providing services to women survivors facing multiple discrimination and women survivors of sexual violence.
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Latest Data (disaggregated by gender where possible) & **Source of Data**
Indicator Status (Achieved/On Track/Off Track): On track

According to data of the Statistical Office of Serbia, **5663 adults were reported for the criminal act of domestic violence in 2021, while 5932 in 2020 and 7308 in 2019.**

A total of 2230 adults were convicted for the criminal act of domestic violence in 2021, 2337 in 2020 and 2627 in 2019.

According to data of the Statistical Office of Serbia, **in 2021 – 79 persons were reported for the criminal act of rape, 44 in 2020 and 73 in 2019.**

In 2021, 25 persons were convicted for the criminal act of rape, 24 were convicted in 2020 and 25 in 2019.

Source: Statistical Office of the Republic of Serbia – [Adult Perpetrators of Criminal Acts 2021](#), [Adult Perpetrators of Criminal Acts 2020](#), and [Adult Perpetrators of Criminal Acts 2019](#).

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

JP Outputs (with corresponding indicators and baselines)	Participating UN organization- specific Outputs	Participating UN organization ¹⁰	Participating UN organization corporate priority	Implementing Partner	Indicative activities for each Output	Outputs at the end of the project realisation
<p>Key social influencers empowered to challenge gender norms and create non-violent environment</p> <p>Indicator: Quality of media reporting on VaW improved</p> <p>Baseline: 13% of media reports</p>	<p>Output 3.1 Local youth offices' (LYO) coordinators empowered to create cultural change in community and promote gender equality, preventing gender-based violence</p>	<p>UNFPA</p>	<p>SDG5</p>	<p>MOYS</p>	<p>3.1.1 Conduct analysis on correlation between gender stereotypes and gender-based violence in chosen municipalities;</p> <p>3.1.2 Empower Youth Office coordinators to develop and support activities, promote</p>	<ul style="list-style-type: none"> • research on the correlation between gender stereotypes and gender based violence among youth in an online setting. The research titled “In front of the screen” was implemented in partnership with the women’s organization Atina and in cooperation with youth offices in Belgrade, Subotica and Niš. The research includes recommendations regarding public policies and laws, as well as strengthening local community mechanisms. Research results were publicly presented in June 2022. • Thanks to online and on-site training and mentor support to girls – local youth office activists, key

<p>have educational and preventive purpose</p> <p>Target: Increase of at least 20% media reporting with educational and preventive purpose.</p>				<p>gender equality and prevent and combat gender-based, sexual and partner violence against young women, and support girls who will be the main leaders of these actions;</p> <p>3.1.3 Organize best practice exchange event for all LYO and identify common challenges/solutions and positive examples which would strengthen the capacities of these Offices, their networking and cooperation with nongovernmental organizations.</p>	<p>themes of public advocacy actions were mapped. A total of 10 actions by local youth offices, reaching 2106 youth (1443 women/girls and 663 men/boys), were implemented. In order to promote local actions, social media posts were published throughout 2022 and have reached a total of 26,794 individuals (82% girls and women, 18% boys/men).</p> <ul style="list-style-type: none"> • 26 local youth office representatives gathered in June 2022. The meeting helped network girl activists and provided space for exchanging successful strategies of local actions for gender equality and ending gender-based discrimination.
	<p>Output 3.2 Raising awareness and capacity building programmes to support implementation of positive disciplining developed</p>	<p>UNICEF</p>	<p>MOESTD</p>	<p>3.2.1 Develop informative reader-friendly age and gender sensitive materials for parents on positive disciplining, including design, publishing and dissemination of leaflets and posters /materials suitable for dissemination through media/internet/social networks and direct dissemination in locations to be reached through capacity building activities;</p>	<ul style="list-style-type: none"> • The national communication campaign on positive parenting was implemented from September 12 to October 12, 2022, with the motto: "Be the hand that loves and word that guides". The campaign aimed to raise awareness and increase understanding of the general population, parents, and professionals about the harms of violent disciplining of children and to provide alternative positive parenting options. It also advocated for and support changes in the Family Law banning physical disciplining of children. During communication activities that went beyond the one-month campaign (up until 31 December), over 4 million people were reached. The campaign involved placement of posters on billboards and in city buses through two weeks in the cities of Kragujevac, Novi Sad, Niš, Subotica, Belgrade, Čačak and Novi Pazar. In addition to this, social

					<p>media was used to post content, while video clips were broadcast on television with appearances by public figures who are parents themselves (e.g. actor Petar Benčina, TV presenter Maja Nikolić, couple actors Igor Đorđević and Zorana Bečić, Nela Mihailović and Vladimir Petričević).</p> <ul style="list-style-type: none"> • Besides materials in electronic form, a set of 4 posters and set of 7 leaflets for parents have been prepared. These are intended for distribution through social welfare centres, healthcare centres, pre-school institutions. MODS (Network of Organizations for Children in Serbia), an umbrella organization gathering almost 100 local organizations advocating for child rights, is also actively involved in sharing information further and distributing materials, including participation in local media programs. During the one-month campaign, over 2 482 000 people were reached by online campaign content. • The modular training programme for non-violent disciplining. The goal of the program is to improve advisory work of professionals who are in contact with parents on a daily basis. It is prepared so that it is applicable in all three systems and can be integrated into existing sectoral professional training. A training of trainers was implemented in October 2021, with participation of 18 professionals and trainers from the three mentioned systems. Although not initially planned, the expert group also prepared Guidelines for professionals and Practicum for trainers on the
				<p>3.2.2 Develop basic modular curriculum for professionals for advisory work with parents and for other actors to engage into behaviour change/inter-personal communication</p>	

					implementation of the program on nonviolent child discipline.
	<p>Output 3.3 Professionals from the police, social protection, health-care and educational system have capacities to support sustained behavioural change towards nonviolent disciplining of children</p>	<p>UNICEF</p>		<p>3.3.1 Rolling out basic trainings for case-managers in centres for social work, primary health care professionals, and education administration units;</p>	<ul style="list-style-type: none"> • In June 2022, the very first cycle of the training program on nonviolent child disciplining was successfully organized. To date 15 trainings were delivered to 320 social welfare professionals from over 60 different municipalities (Centres for social work, Centres for Foster Care, residential institutions for children as well as CSOs). The training was delivered in partnership with the Faculty of Political Science. • On 6-7 October 2022 two trainings for professionals were held in Belgrade and Novi Sad for total of 40 professionals from the social welfare system, thus making a total of 360 professionals that have been capacitated from the beginning of trainings in June 2022. Professionals are mainly employees of Centers for Social work (78 CSW respectively 42% of all CSWs). Following the trainings, all participants received supervisory support. To enable further work of professionals in supporting non-violent disciplining of children, after the trainings, 12 trainers held a total of 39 supervision visits. A total of 435 participants were included in the supervision visits. In the period October to December 2023, 28 supervision visits were held out of total of 39 visits. Supervision visits are reported to the Chamber of Social Protection as round tables that enable the acquisition of active points for license renewal (acquisition of 5 active points): https://www.glaspodrinja.rs/aktuelno/33208/budi-ruka-koja-voli

					<ul style="list-style-type: none"> • As part of the capacity building programme for professionals to support nonviolent disciplining, Manual for professionals was developed, printed and distributed in 2023. The Manual was created as a result of multiyear programming and experience in the field of early childhood development, as well as the protection of children from abuse and neglect, which is relevant for professional practice within three systems - social protection, health and education. The Manual should inform experts about the main pillars of positive parenting in a systematized way, so that they could apply it in daily work with parents, through an unique narrative. • A Human interest story captures support for professionals for the counselling work with parents.
	<p>Output 3.4 Journalists are aware of the importance of adequate reporting on violence against women and have knowledge to report in accordance with the guidance for gender sensitive reporting on violence against women</p>	UNDP		<p>3.4.1 Support the Journalists against Violence group to design and implement educational sessions for media students to recognize negative portrayals of women and girls in the media and gender-sensitive media reporting;</p> <p>3.4.2 Organize tailor-made learning meetings on the consequences of media reporting on VaW and quality media reporting with media editors;</p> <p>3.4.3 Organize regular meetings of journalists and professionals to provide accurate and quality information on VaW that respects dignity of victims, prevents their secondary victimization and monitors</p>	<ul style="list-style-type: none"> • The project continued to provide support to the group Journalists against Violence, established within the previous phase of the project. The project supported the group in its media monitoring work yielding the three-year analysis of media reporting on violence against women and domestic violence 2019-2020. The most significant improvement in media reporting, presented in April 2022, was noted regarding the publishing of information that justifies the act of violence (poverty, unemployment, alcoholism). The share of such reports during the previous three years dropped almost by half. A slight increase in educative media reporting was recorded through

				<p>institutional response to VaW (police, social welfare centers, prosecutors, health care workers, providers of specialized services for women and children survivors of violence, professionals working with perpetrators, prosecutors, representatives of relevant ministries responsible for implementation of the policies for prevention and protection from VaW etc);</p> <p>3.4.4 Support the Journalists against Violence group in monitoring and evaluation of media reporting on gender-based violence, including acknowledgment of quality reporting practices on VaW;</p> <p>3.4.5 Set-up a safety network and provide support for women journalists who face specific risks and experienced violence and harassment in conduct of their work.</p> <p>3.4.6 Create a platform that will contain appropriate and stereotype-free photo and video materials that will be available to all media</p>	<p>the analysis, with 17% of media fulfilling this role in 2019 and 23% in 2021.</p> <ul style="list-style-type: none"> • The group updated their Guidelines for Reporting on Violence Against Women. • The group also developed specialized training for journalists. The training covers topics such as ethical media reporting on gender-based violence in general, sexual violence and rape, and violence committed with firearms. The training program also covers the topic of women journalists' safety and protection mechanisms. A two-day workshop was held in November 2021 for 14 participants - members of the group Journalists against violence - to prepare them for the implementation of trainings for journalists, covering specifics of media reporting on the problem of violence and trainer skills. Media are also increasingly using the group's free photo/illustration database created to serve as an additional resource for ethical media reporting on violence against women. In addition to the works selected for the database during the previous reporting period, collaboration was established with a group of 12 professional women photographers to develop ideas for their photo works to be part of the free photo base. Thanks to their contributions, the free photo database now includes 142 photographs and illustrations by 19 authors (18 women and one man). • Together with the Higher Prosecutor's Office in Belgrade and Ministry of Justice, a seminar was organized in October, 2022, gathering 20
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					<p>participants, representatives of media and PRs of basic prosecution offices in Belgrade.</p> <ul style="list-style-type: none">• To inform on various forms of violence and its unacceptability, and in accordance with GREVIO’s General Recommendation No.1 on the digital dimension of violence against women, in November and December 2021, a campaign dedicated to raising awareness on different forms of digital violence and sources of support was implemented with the message „<u>Online violence has real life consequences #ItIsMybusiness</u>“. As part of the #ItIsMybusiness campaign, a panel was organized in December 2021 in cooperation with Axel Ringier.• Cooperation with Balkan Tube Serbia was established, gathering young online public figures. A workshop was organized for them in November 2021, on gender-based violence, forming messages on prevention of violence, especially online gender-based violence. After this, youtubers and influencers implemented short social media shows and clips on different forms of gender-based violence aimed at young people (physical, emotional, digital, sexual) and published different messages and content against violence through social media. Social media posts during this period reached over 340 000 people.• the group “Journalists against Violence” organized a debate on ethical media reporting on violence against women. On this live-streamed occasion, members of the group stated that it is of great importance that editors understand that violence
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						<p>against women is a specific topic and journalists with special training and experience should be sent to report on it. During the same event, the photo and illustration exhibition “An image for change” was opened, presenting several of the works from a previously developed database of images that represent the problem of violence against women in an ethical way.</p> <ul style="list-style-type: none"> • The event was followed by meetings at several media houses (including tabloids) for provision of concrete guidelines to improve their work on reporting on violence. This blog captures the group’s main achievements in the past five years, supported also through the “Integrated response” project. All resources for media are available on the group’s website.
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Latest Data (disaggregated by gender where possible) **& Source of Data**
Indicator Status (Achieved/On Track/Off Track): On track

In 2019, **17% of media reports fulfilled their educational function** (in terms of description of the phenomenon, prevention and sources of support and protection), while 13% of reports presented information on the cause of violence based on unequal power relations of women and men.

In 2020, **23% of media reports fulfilled their educational function**, while 20% of reports presented information on the cause of violence based on unequal power relations of women and men.

In 2021, **23% of media reports fulfilled their educational function**, while 14% of reports presented information on the cause of violence based on unequal power relations of women and men.

Source: [Analysis of Media Reports](#) on the Problem of Violence against Women for 2019 group Journalists against Violence; [Analysis of Media Reports on the Problem of Violence against women for 2020](#), group Journalists against Violence, [Three-year Analysis of Media Reports on the Problem of Violence against Women 2019-2021](#)

ANNEX 6

Pledge of ethical conduct in evaluation

We, the undersigned, hereby confirm that throughout the evaluation process, we have diligently followed and upheld the principles and guidelines outlined in the Ethical Code of Conduct for UNDP Evaluations.

Our commitment to integrity, objectivity, and fairness has been steady, as we recognized the critical importance of upholding ethical standards in our evaluation work.

We have conducted this evaluation with the utmost professionalism and adherence to the principles of the Ethical Code of Conduct, ensuring transparency, confidentiality, and respect for all stakeholders involved.

Adhering to these principles, we have aimed to maintain credibility, foster trust, and contribute to the overall effectiveness of the evaluation process. Our actions have been guided by the core values of independence, impartiality, and accountability, as outlined in the Ethical Code of Conduct for UNDP Evaluations.

We believe that our commitment has strengthened the validity and reliability of our evaluation findings and recommendations.

Evaluators

TPavlov

Ms. Tanja Pavlov

Olgica Jilgović

Ms. Olgica Lola Milojevic

Date: June 15, 2023.