

**REVISED STANDARD JOINT PROGRAMME DOCUMENT**

Country: Bosnia and Herzegovina

Joint Programme Title: **Preventing and Combating Sexual and Gender Based Violence in Bosnia and Herzegovina**

Joint Programme Outcome(s):

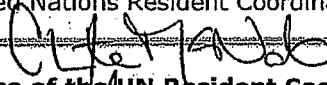

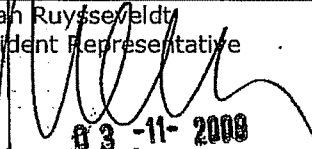
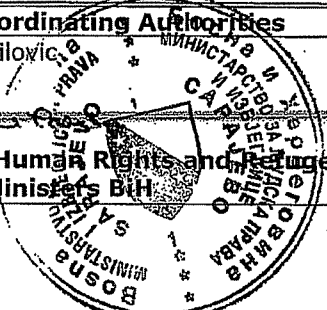
*Outcome 1:* Policy discussions and legislative reforms on Combating the Gender and Sexual Based Violence are initiated through provision of technical support and advocacy to policy makers, politicians, decision makers, judiciary and public service providers at all governmental levels, civil society and media;

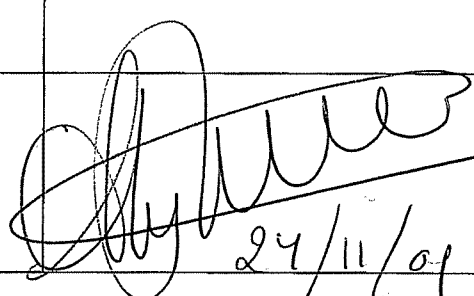
*Outcome 2:* Enhanced institutional and capacities of the CSO's to address the GBV and SV in line with the UN, EU regulations and other international commitments

*Outcome 3:* Establishment and maintenance of the inter-ministerial and inter-sectoral partnerships and networking

Joint Programme Duration: 36 months – UNFPA 18 months UNDP  Anticipated start/end dates: 1 November 2009– 31 October 2012 Fund Management Option(s): Pass-through  Managing or Administrative Agent: UNDP BIH (if/as applicable)	Total estimated budget*: <b>1,095,363.43</b>  Out of which:  1. Funded Budget: <b>1,095,363.43</b>  2. Unfunded budget: <b>0</b>
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Sources of funded budget:  <ul style="list-style-type: none"> <li>• UN Trust Fund <b>958,105,83</b></li> <li>• UNFPA <b>58,000</b></li> <li>• UNDP <b>79,257.60</b></li> </ul>
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 24/11/09

## 1. Executive Summary

The project "Preventing and Combating Gender Based Violence (GBV) in Bosnia and Herzegovina (BIH)" has been designed to address and prevent Violence Against Women (VAW) and Sexual Violence (SV) in BIH. It will build on the work done in the area of GBV by UNFPA and UNDP and will provide women victims of violence, including women with special needs, access to services and protection.<sup>1</sup>

By supporting key duty-bearers the project will enable improvements in legislation through increased incorporation of recommendations aimed at satisfying obligations under international human rights mechanisms, such as the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). At the same time, by raising awareness at the local level of existing legislation, the project will facilitate better implementation of the legislation through the provision of better quality services for victims of GBV in the workplace or in the home. Finally, by improving reporting mechanisms and raising public awareness through media campaigns, the project aims also to empower more female victims to seek assistance from better qualified service providers. By utilizing this multifaceted approach, the project aims to contribute to a decrease in VAW and SV in BIH over the long-term.

Statistical evidence suggests<sup>2</sup> that the capacity of stakeholders to protect women from violence and sexual violence (SV) needs to be increased in order to better advance women's human rights. The project therefore intends to develop the capacities of key duty-bearers, including service providers,<sup>3</sup> law enforcement officers, judges, CSOs, government officials, and media professionals through tailored trainings and awareness raising activities. These activities will be complemented and underpinned by research and data collection on the scope and forms of VAW and SV in BIH. The careful coordination of the interventions proposed will pay particular attention to addressing the high levels of administrative fragmentation that exist in all of BIH's governing structures. This will be effected through utilising information gathered at the local level to inform and train decision-makers at the entity and state levels.

The overall goal of the project is to further reduce GBV in BIH, with special focus on VAW and SV. The key objectives are to enable the government officials and service providers at all levels to appropriately respond to VAW and SV and to raise public awareness on GBV in the society. As a result of the project, stakeholders will be familiarised with applicable legal provisions, sensitized to all forms of VAW and SV and will be skilled to respond to them in an adequate manner. The relevant institutions from the local community, entity and state levels of government, as well as CSOs and the private sector will thereby be empowered to help reduce the occurrence of VAW and SV. <sup>4</sup>

The key strategies will be: (1) Referral Mechanism, (2) Advocacy, (3) Capacity Development, (4) Communication and coordination strategies.

BIH has one state government, two entities (Federation and Republica Srpska), one District Brcko, 10 Cantons in Federationa and 140 Municipalities. This complex government structure is reflected in the project design.

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<sup>1</sup> All women, including the women with special needs

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<sup>3</sup> Health, social work, judiciary, police and education services

<sup>4</sup> Please see Section 6 for detailed objectives and results

The key partners of the project will be: the BIH Parliamentary Gender Commission, the Gender Centers of the two BIH entities and the state Gender Agency, both entities' Ministries of Interior, the relevant cantonal ministries (Health, Social Work, Education, Justice, Interior), six selected municipal governments and their Gender Commissions, the Women Economic Network, selected women's NGOs, selected private companies and media.

UNTF will donate 958,105.83 USD for the implementation of the project. UNFPA and UNDP BIH will together contribute 137,257.60 USD.

### **Coverage of the Project:**

The project will cover the BIH population, focusing on two levels, national (state and entity) and local (municipality).

Implementation of the project at the state and entity levels will be conducted in the locations where the executive and legislative government is placed (cities of Sarajevo and Banja Luka). Interventions related to capacity development of judges and prosecutors, and the private companies' professionals and senior managers (sexual harassment at the work place) will gather the professionals from the larger cities from both entities.

The last census was conducted in 1991 (4.377.033 population). However, current estimated population range is between 3.5-4 million, with 46 % living in the urban areas. The female population (51.4%) is slightly higher than male (48.6). 67.4% of total population is between 15-64 years of age. The population dynamic trend suggests that BIH population is rapidly aging with 14, 8% of those 65 and over in the total population.

The local community interventions will be conducted in total in 3 municipalities in the Republic of Srpska and 3 locations in the Federation (F) to be selected municipalities in the Republic of Srpska (RS), and in the Federation (F). The locations have been selected jointly with the Gender Centres of Republic of Srpska and of Federation respectively. Criteria used for selection are: (a) the willingness of the municipalities to support the project by participating in its implementation (b) sensitivity of the local community decision makers toward the GBV issue (c) presence of women's CSOs in the cities where the project implementation is planned (d) the capacities of the local Municipalities' Gender Commissions and women NGOs (e) population size, (f) poverty levels, (g) geographical / political distribution of the cities.

The selected municipalities are: Banja Luka City, with a total population of approximately 220,000. 75% of it lives in the urban parts of the city and cooperation between government and women NGOs is significant. Bijeljina City is located in the North-East of RS. Total population of the Municipality & surrounding areas is approximately 150,000. Foca municipality territory has a total population of 12,000, of which 50% live in the municipality itself. Foca is bordering with the Bosnia-Upper Drina River, Gorazde Canton on the one side, and Montenegro on the other.<sup>5</sup>

Bihac Municipality is the capital city of Una Sana Canton, one of the poorest cantons in the Federation. The population is estimated at 61,035. Gorazde Municipality, located in Eastern part of Federation, with approximately 30,000 populations is a capital of the Bosnian-Upper Drina River Canton. The City of Mostar, the capital of Hercegovina-Neretva Canton, in Southern part of Federation has total population of 105,448.6

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<sup>5</sup> official Banja Luka and Foca web-sites, Wikipedia for Bijeljina

<sup>6</sup>: *Wikipedia*

## **Beneficiaries**

Women, including women with special needs who are victims of violence are the key primary beneficiaries of the project. Generally, women, especially those in vulnerable groups have higher unemployment rates, coupled with the lack of health insurance and an access to the social programmes in comparison to men. Although the project will endeavor to respond to the needs of all women, the focus will be on the women with special needs, including women survivors of violence, migrant workers, women in rural areas, IDP women, adolescent girls, HIV positive women, elderly women.

Government officials – local government officials, Members of Parliaments (MPs) in all levels-, service providers (law enforcement officers -police-; judiciary-lawyers, public prosecutors, judges-; health care providers –family physicians, gynecologists, nurses-; social service providers, teachers), NGO workers, and the media professionals will all indirectly benefit from the project. Private sector will also benefit by incorporating gender, especially prevention of sexual harassment at the workplace, in the employment policies and processes.

Increase of the VAW/SV cases in reporting and recording is expected as one of the project results. The incidence rate of VAW/SV is expected to decrease, thus impacting on the quality of life of every woman, ensuring that the women's basic human right to security is guaranteed. At the same time, in the long term children now growing in the violence-affected environment will have an opportunity to live in the violence free surroundings in the future.

Public officials and the local community professionals will become better equipped to prevent and combat VAW/SV, in a harmonized, coordinated way. Through decreasing violence in the families, the public health, judiciary, law enforcement and social services, related expenditures for treating the consequences of GBV will decrease also, while the productivity of the families should increase, influencing positively also the state's economy. Private companies will gain knowledge to incorporate gender in their employment policies, and will benefit in reputation and trust when implementing GBV prevention and anti-discrimination related laws.

Strengthening national capacities (government at all levels and NGOs) to implement existing laws, policies and strategies, will contribute long term to reducing violence against women in BiH. Law enforcement personnel, members of parliaments, the prosecutors and judges and police will be fully familiar with applicable national legal provisions and international standards, sensitized to all forms of violence against women and sexual violence and will be skilled to respond to them in appropriate manner. Data collection systems established at the local levels will enable local governments and cantonal ministers to better monitor and implement the plans in their respective communities.

Community level professionals will benefit by being able to provide quality services to the victims of violence, especially victims of violence with special needs. Further developing capacity of the entity and state level government officials will benefit them when developing and implementing a stronger quality legal and policy framework. Local level government structures will learn how to feed the data into the entity and state levels to inform evidence-based policy making. Media representatives will provide support to advocacy activities and will benefit in influencing the communities' attitudes towards VAW/SV. The families will have a supporting role in the entire process.

Health, education and social sector professionals, judiciary, law enforcement and NGOs, private companies' managers and parliamentarians will all become equipped for better preventing and combating GBV, including VAW and SGBV.

## 2. Situation Analysis

VAW is a violation of human rights rooted in inequality between women and men and it is widespread in BiH. Violence against women in BiH is interwoven with discrimination and gender based prejudices. An increase of violence in the post-war period towards those who are less powerful – mainly women and children – has become a part of everyday life. It is related to poverty, stress, unemployment and, neoconservative attitudes concerning the role of women in private and public spheres.

The rise in gender inequalities has also seen a concomitant increase in gender-based violence and sexual harassment. Small-scale surveys carried out between 2004 and 2007 suggest that between one fifth and two thirds of women have experienced violence in the private sphere: in their family or in their immediate environment.<sup>789</sup> Other sources of information on VAW/SV are the reports of telephone help lines. From October 2005 to June 2008, for example, the information 'Green Line' (supported by UNFPA) registered 1,396 calls from across the country from citizens requesting assistance on GBV-related matters. Suggestive of the growing incidence of VAW/SV, the 'SOS' line in the RS received 1,019 calls in 2005, 2,657 calls in 2006 and 3,513 in 2007. Data from the SOS shows an increase in the reporting of male against female violence.

Sexual harassment in the public sphere has also increased in the last decade in BiH. A gender working group supported by UNDP analysed harassment in work and employment in 2005. The analysis found that many female employees, in particular young women, experience sexual harassment from male colleagues, yet they are not willing to take legal action for fear of losing their job. Their unwillingness is exacerbated by the current state of the legislation regarding sexual harassment. The law requires employees to submit 'obvious evidence' of discrimination, which is very difficult in most cases. The knowledge of the judiciary of the various forms of discrimination is weak and evidence procedures are complex. The current legal situation discourages women from seeking legal redress.

### **Government Efforts to combat VAW and SV in BiH**

Government efforts to combat GBV have focused on the development of an appropriate legal framework. In addition to the ratification of international conventions, such as CEDAW, at the state level, the *Gender Equality Law of BiH* (2003) prohibits any form of GBV (Article 17) in the public or private sphere. At both the state and the entity level, elements of GBV are covered by the respective Criminal Codes, while separate laws tackle family violence more specifically.<sup>10</sup> In the RS the Law on Public Order and Peace has clauses dealing with violence in the family, harassment and endangering the security of other persons, which can be utilized in the prevention of GBV. In terms of VAW in the public sphere, the greatest strides have been made in the RS with the Law on Labor and Labor Relations (RS 2007)

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<sup>7</sup> The survey which was conducted in Zenica municipality region on a sample of 600 women within the project titled "Developing GBV and Child Abuse Referral Mechanism in BiH" supported by UNFPA/UNICEF in 2007 and 2008.

<sup>8</sup> The survey was conducted by Foundation of Local Democracy of Sarajevo in 2004. Data was collected from 7196 women and girls from approx. 80 villages and cities of BiH.

<sup>9</sup> The survey was conducted by Medica Infoteka team in Zenica in 1998 on a sample of 540 women.

<sup>10</sup> At the state level, the Family Law of BiH (2005), in the FBiH, the Law for Protection from Family Violence (2005) and in the RS Law for Protection from Family Violence (2005).

which addresses gender-based discrimination and violence, harassment and sexual harassment, as forms of systemic abuse at the work place. A unique feature of this law is that the obligation of proof is placed on the defendant.

The state and entity governments have also taken a number of initiatives with regards to strategy development and implementation. At the state level, the Strategy for Combating Domestic Violence, Harassment and Sexual Harassment is being developed, while the Entities are developing strategies and action plans to combat VAW and SV with support of the UNFPA BiH, both due to be completed by the end of 2008.<sup>11</sup> The establishment of the Gender Mechanisms, supported by UNDP, at all levels of the government is another important sign of the governments' political commitment to combat and prevent VAW and SV in BiH. The government provides some financial support to shelters for female victims of domestic violence in Sarajevo, Banja Luka, Modrica and Mostar.<sup>12</sup> Despite these efforts, however, two key weaknesses persist: the lack of coordination between different levels of government and institutions; and the lack of comprehensive, disaggregated data on VAW and SV.<sup>13</sup>

Cooperation between various layers of government responsible for dealing with violence in society is weak. Implementation of programmes at the community level is not reflected in the executive plans and programmes of the higher levels of government at entity or state level. The state does not identify the responsible parties for implementation. Local community actions are often therefore ahead of entity and state level laws. Also, the state and entity programmes are often developed without the budget for implementation and therefore communities rely upon their own finances. This project aims to develop and communicate coordination that ensures that the local community levels inform entity and state levels of the needs at the local level and that the entity and state levels officials respond to the real needs of citizens.

### **NGO Activities**

NGOs have played a key role in raising awareness and collecting data about VAW and SV in the country. In some cases they have also been active in providing protection for victims of violence through the provision of shelters, telephone help lines, and rehabilitation services.<sup>14</sup> More specifically, *Viva Zene Tuzla* is heading the local "GBV Reference Group in Tuzla Canton", while the *Foundation for Local Democracy* brought together a number of relevant stakeholders in Sarajevo Canton, to ensure their commitment to the Protocol of Cooperation, in an activity that is part-financed by the Canton of Sarajevo. Five reference groups comprise the BHWEN (Women Economic Network), led by women from the NGO sector and women entrepreneurs, which lobbies for the general improvement of the socio-economic status of women in BiH.

### **Joint Actions**

A number of collaborative interventions have also taken place involving government, NGOs and the international community. Among these is the project "Developing GBV and Child Abuse Referral Mechanism in BiH", which commenced in 2007, and which is scaled up in the current project. With the technical and financial support of UNFPA and UNICEF, two NGOs implemented the project primarily in Zenica and Modrica, as well as in cooperation with the

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<sup>11</sup> Parliamentarian Group on Population and Development set up the procedure of ratifying the Cairo International Conference on Population and Development Plan of Action that relates to SGBV.

<sup>12</sup> The Shelter in Mostar is financially supported by the City of Mostar

<sup>13</sup> BiH currently has no data to assess the GBV prevalence rate.

<sup>14</sup> There are seven shelters in the country for victims of domestic violence and trafficking, which are primarily financed by local NGOs and international donors with a capacity of around 120 beds in total. There are six operational hotlines for victims of domestic violence, sexual harassment, abuse, and trafficking, of which "Green Line" in FBiH is run by Foundation for Local Democracy and supported by UNFPA.

municipalities of Gorazde, Travnik, Visegard, and Prijedor. The government agencies involved were the Ministries of Internal Affairs (Police), the Ministries of Social Welfare (Centers for Social Welfare), the Ministries of Health (Primary Health Care Institutions and some specialized health departments such as family practitioners, gynaecologists, and emergency intervention departments), the Courts and Judiciary Departments and the Ministries of Education (schools).

Interventions aimed to improve the capacity of institutions have included educational activities such as trainings on VAW and SV targeting social services and the police. Since 2000, *Medica Zenica* in partnership with other local NGOs organized trainings on a "Multidisciplinary Approach to Combating Family Violence and other types of Violence Against Children and Women" throughout the country. More than 1000 women and men professionals were trained. Similar activities have been undertaken by UNDP who supported two trainings for judges and prosecutors on the Gender Equality Law, the Gender Action Plan, and the CEDAW Convention in 2004 and 2007.

### **Opportunities**

Despite the obstacles and challenges, important opportunities exist. First, the government's political commitment is evident. The Gender Mechanisms are well functioning and the project will use these mechanism to its advantage, for financial and programme management implementation. The BiH Parliamentary Gender Commission and Parliamentarian Group for Population and Development demonstrate another political commitment of the state government, working on gender issues jointly and lobbying and promoting NGOs' work on VAW and SV. The women's NGOs as the prominent part of the civil society in BiH are strong partners and can influence change. The project envisages a strong advocacy role for these professionals in their communities.

### **Forms of violence and interventions to be addressed in the project**

Various kinds of violence will be recorded through a multi-sectoral approach to GBV in the society. Women victims of violence and women with special needs who are victims of violence will be empowered to address violation of their rights, including discrimination and stigma.

At the local level, the referral will focus on VAW and SV, including domestic violence: physical violence, psychological violence, economic violence and violence in the public sphere. At the entities and the national levels, the project will deal with the VAW, discrimination and sexual harassment and abuse at workplace.

## **3. Strategies, including lessons learned and the proposed joint programme**

### **Background/context**

A combination of strategies pursued in the project will be used to influence attitudinal change of all involved, including general population, politicians, decision makers, judiciary, and public service providers' at all levels, NGOs and media.

The project will support the implementation of Federation and RS Strategies on Domestic Violence, and through that the implementation of the GBV related issues in the national legislation and documents, including the Chapter 11 on GBV of the national Gender Action Plan. It will also contribute to the implementation of the relevant parts BIH Mid Term Development Strategy (2008-2013) and Social Inclusion Strategy (2008-2013). The project activities are aligned with the outcomes of the UNDAF 2010-2014 and will addresses the gaps outlined in the CCA. The project is carefully designed to support the implementation of

the CEDAW Recommendations for BiH 2006, related to GBV as well as Resolution 1325 in its part on domestic violence and GBV, as well as the government commitments toward EU integration processes.

Building on government mechanisms UNFPA and UNDP activities bring together local and national actors, governments and civil society. Capacity development for implementation of government policy and government commitment to CEDAW will feed lessons learned in to both government and UN programme in BiH and provide an evidence base for policy development, will build up a statistics base and will bring a more differentiated approach to the gender work.

The project aims to establish a missing data base and baselines on VAW and SV prevalence. The data analysis principles for better policy making at the local level that does not exist now will be established. The project will also enhance two entities GBV strategies implementation, still under development.

A very low public awareness on the issues of violence in the society will be addressed by media strategy campaigns, and marking important international days and events. Public awareness and governments professionals' attitudes towards the issues of violence need to be changed and measured. The project suggests a variety of interventions to achieve this (various national and international meetings, workshops, seminars and conferences, through work on violence issues and participatory involvement of media).

During and after the war a vibrant but still small civil society was born in BiH. CSOs are largely focused on delivery of services rather than on improving the accountability and transparency of institutions<sup>15</sup> a key element in democratization processes. The project aims to enhance the latter role of gender-based NGOs, by supporting their work in monitoring and evaluation of GBV court proceedings cases and the implementation of relevant international and European standards and national Laws. Recommendations derived from the evaluation will be public and utilize in developing training modules for judiciary. Further the project suggests contributing to raising the knowledge level of judiciary through the implementation of these training modules.

Both, UNFPA and UNDP BiH work in the gender field and have substantive experience working on GBV. UNFPA and UNDP have also the capacity and the government request to assist the governments in dealing with the sensitivity issue of VAW/SV. Both agencies have a huge global and regional expertise and experience, with large amount of materials and tools developed and adopted across the region and world.

UNFPA and UNDP focus their work on the gap between gender legislation and its effective implementation. In other words, while the legislation exists and the rights of women are protected within a solid legal framework, there are few mechanisms through which these laws can be effectively implemented across the country. With regard to this project, both agencies work will particularly draw upon those sections of the GAP that relate to domestic violence, and sexual and gender-based violence. UNFPA's work will also draw upon the sexual and reproductive rights within the GAP and the CEDAW Report Recommendations relating to them, while UNDP's will be aligned with the GAP sections related to women's rights in the labour market. Both agencies aim to contribute to the broader implementation of the different chapters of the GAP throughout the country. At the same time, both agencies draw upon the government's international commitments, in particular CEDAW, in their strategic approaches to gender programming.

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<sup>15</sup> UNDP, National Human Development Report, 'Social Inclusion', 2007, p.139



The third pillar of the UNFPA Global Strategic Plan 2008-2011 is Gender. At the country level, UNFPA strategy on gender is developed using this global framework and aligning with the BiH Gender Action Plan for implementing the State Level Gender Equality Law. UNFPA focus at the country level is on domestic violence, sexual and gender based violence, in accordance with the Chapter XI of the BiH Gender Action Plan for the implementation of the state level Gender Equality Law and the CEDAW Principle areas of concern and recommendations, particularly recommendations 12, 16, 18, 24, 26, 35, 36, 38 and 40.

Within its mandate for delivering policy advice and capacity building, UNDP's framework of activities includes a 'gender focus' that cuts across all the service lines and ensures that gender equality is reflected across UNDP's programme. Strategies to expand dialogue on gender issues between governments and civil society organizations stand at the core of UNDP's programme in BiH, which pursues the goal of gender equality through mainstreaming all activities, and establishing activities designed to improve and advance the level of gender equality in the country. In addition to supporting the implementation of the Gender Action Plan, this also involves the sponsorship of regional gender activities such as the promotion of gender equality in the EU accession process in the Western Balkans and the promotion of UNDP's Eight-point Agenda for Women's Empowerment and Gender Equity in Crisis Prevention and Recovery.

The UN Gender Group is planning activities as part of the campaign of Sixteen Days of Activism Against Gender Violence, for example. Programming together for support of national Gender Action Plan implementation was done and some analysis of the UN programmes from the gender perspective were completed as well. The CEDAW Report for BiH from 37<sup>th</sup> Session made several clear recommendations with regard to activities required with respect to gender based violence. UN Gender Group is strategically orientated to following up onto CEDAW implementation and has encouraged the state parties to collect data on incidences of domestic violence and VAW and based on such data to continue to develop sustainable strategies to combat this human rights violation. This project has synergies with the UNGG indicators revision and will use extensively UNGG technical capacities throughout the project life. Throughout the project the implementation of activities will be presented to the UNGG in order to incorporate lessons learned into the gender projects and in support of gender mainstreaming across the UN programmes. .

This project will provide a new impetus for the scaling up of the referral mechanism to combat VAW and SV. The mechanism will on one hand serve the victims to claim their rights and on the other will establish an efficient coordination mechanism among the relevant government bodies and NGOs. Effective collaboration between all actors involved will be promoted and communication and coordination model developed and tested. According to the results of the surveys, to be conducted in six municipalities, new services and programmes could be developed. The project will also promote master training of public officials and service providers in the field of VAW and SV.

The project will also take an innovative approach to the issue of sexual harassment in the workplace by working directly with companies to improve their procedures and regulations, and utilizing this intervention to provide concrete recommendations to government. This will be the first intervention of this kind in BIH.

### **Lessons Learned**

The most significant challenge is the complicated and fragmented structure of the BIH administration. Across these levels there is a lack of capacity and collaboration between the government professionals dealing with issues of violence, and NGOs working on

enforcement and implementation of existing laws, policies, and plans to protect women from violence. Due to this fragmentation and lack of coordination, the provision of and access to the quality basic social services, especially for disadvantaged women and girls is very difficult. The communication and coordination of GBV activities inter-sectorally and across all the levels is missing.<sup>16</sup>

Although, the legal framework to address VAW/SV exists, there is still no state policy to combat and prevent GBV. Social work, health and education sectors are understaffed; especially lacking staff equipped to recognise and deal with violence. At the local level, international organizations such as OSCE, UNIFEM and CIDA have recognized the lack of protection for victims of violence.

There are significant weaknesses regarding data collection for cases of GBV. Some initial steps to collect and analyze the available data were taken for the preparation of the CEDAW Report in 2006, yet there is no unified statistical module/framework to monitor/follow the situation of VAW in BiH. In the same year, UNFPA supported some research on VAW awareness by the Foundation for Local Democracy in 20 locations in BiH, which showed clearly the absence of GBV data recording/analysing, referral systems or connectedness between the institutions.<sup>17</sup>

### **The proposed joint programme**

Coordination and communication development strategy will be enhanced through partnerships, coalition building amongst all the relevant institutions, NGOs and media. Communication and cooperation model built will further strengthen existing and formalized new team work, and partnerships. It will contribute to new initiatives of teams in joint research, capacity building, public outreach and advocacy. It will be also enhanced at all levels, linking the partners institutionally and in sharing joint results. Memorandums of Understanding (MoU) and Protocols of cooperation will be signed between key partners to define roles and responsibilities and the way of coordination during and after the lifetime of the Project

The evidence based exercise/referral mechanism strategy can benefit both women victims of violence and those providing for them and it requires everybody's involvement. The RM reflects specificities of each local community and allows for a variety of activities to be undertaken and developed so that each party in the team is equal and useful.

Advocacy will be used (media plans, communication strategy) in each activity for increasing public awareness, government officials and service providers' attitude change. It will also be used as a part of the activities implementation to address the gender, GBV issues, discrimination and stigma issues and to mobilise those potentially interested in action. The involvement of media in a strong advocacy strategy and media planned awareness raising activities have huge benefits for awareness rising in the society. Therefore, a strong and participatory media involvement is planned in the project.

Trainings, various awareness raising initiatives, meetings, workshops and round table

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<sup>16</sup> The analysis of institutional response to GBV in BiH through media reporting, conducted by NGO Women and Society and supported by UNFPA in 2007, identifies some of the key obstacles in responding to GBV. For example, BiH Gender Equality Law (GEL) is not implemented due to the lack of knowledge about it among the judiciary. Court cases regarding GBV last too long, even in cases when the law foresees urgent measures to be taken. The laws and practices between the various levels of the government are not harmonized and finally, there is a high level of tolerance to violence.

<sup>17</sup> Only police showed evidence of data collection and recording, social welfare institutions presented very little or no data, 12 public health institutions gave no data at all on the medical reporting, while the information given by 8 medical institutions was very limited and often based on memory rather than the records.

discussions will be used for capacity development. Using National Execution Modality (NEX) in one part of the implementation of the project will develop the stakeholders' programme and management capacity.

Master trainings for quality results as oppose training of trainers (cascade training) for quantity results will be conducted and it will lead into development of the continuing education programmes.

The primary approaches and methods, which will be utilized to achieve the enumerated results, will be rights-based approach; competency based training, media involvement, capacity development through national execution modality, building coalitions among various sectors and the engagement of national and international expertise and experience.

Rights-based approach is the framework of planning and developing the project. The focus of the project is on fulfilling women's rights, especially women with special needs right on life free of violence. All women victims of violence have rights on information about their rights, about services, to access prevention and treatment services, and to influence the policy environment and legal framework for its own benefit.

Although there is little data on women with special needs, anecdotal feedback from the practice shows that there is a great need in special attention to be devoted to this vulnerable group. The socially inclusive national strategy is the base for focusing on this group. The project intends to address women with special needs who are victims of violence through the referral, organizing special training of service providers to make sure that women with special needs who are victims of violence are included in service provision. The group is diverse with immobile women, hearing and sight impairment, frail elderly women, and women with mental difficulties (dementia etc) and they are at risk of violence. Data collection methodologies will introduce this vulnerable group in the collecting registration forms within the referral and research work will include a form on women with special needs.

Multi-sectoral approach targeting different partners in different sectors and sub-populations in a coordinated way, using evidence-based interventions will be also used.

Methodology of continuing education applied by experienced NGOs when doing capacity development will derive from master trainings and it will be based on peer education methodology among professionals.

By building strong coalitions among service providers, government officials and NGOs as well as developing the case management practice the project will contribute to successful implementation of the project.

### **Outcome 1.**

Policy discussions and legislative reforms on Combating the Gender and Sexual Based Violence are initiated through provision of technical support and advocacy to policy makers, politicians, decision makers, judiciary and public service providers at all governmental levels, civil society and media;

UNFPA and UNDP will jointly contribute to the results of the Outcome 1 by synergizing between two sets of attitude change of the government partners. UNFPA will work on attitude change with public service providers in the area of referral, involving at the local level and entity levels general public and the media, civil society and politicians, judiciary and decision makers. UNDP will influence attitude change among politicians, decision makers and judiciary at the state level, including civil society, women NGOs, private sector and the media. Stakeholders working on the same project at the different levels will

communicate on GBV issues, work together horizontally and achieve results together. Coordination of work from the local to the state level and the other way around vertically will be possible through joint data collection and analysis, exchange of information, and through joint monitoring and evaluation. UNDP work with the judiciary at the state level will reflect upon the practice of judiciary at the local level regarding the sexual and GBV, in particular at protecting the victims of GBV. UNFPA work at the local level will give an example of multi-sectoral approach to the entity Gender Centres when implementing Strategies on gender violence and will be able to use the data collected as an evidence for a good multi-sectoral practice at local and entity level. Together, UNDP and UNFPA will support the BiH Gender Coordination Board to strengthen its coordination role and to broaden its participatory mechanisms by involving a wider range of stakeholders in its work.

### **Output 1.1**

*Awareness for prevention and combating VAW/SV at all levels amongst government officials, service providers, media and general public increased.*

Project advocacy strategy and media plan will be developed and implemented. Awareness raising among general public will be done through local radio and TV programmes, production of promotional materials and open air products, e.g. billboards. VESTA Community radio network will promote Project's partners activities through educational programmes and best practices to combat GBV. Workshops for future media professionals will be organized. Local government officials will be trained on how to use the media. Round table discussions with prominent religious figures. Round table on GBV will be organized with UN Gender Group, all Project stakeholders and media. Panels, round table discussions and dialogue meetings will be organized between the local government officials, NGOs and service providers, preparing the basis for the development of the Communication and Coordination Model. Male involvement and using of the prominent sports figures, celebrities and politicians in the advocacy interventions will be ensured.

### **Outcome 2**

Enhanced institutional and capacities of the CSO's to address the GBV and SV in line with the UN, EU regulations and other international commitments;

The general trend of results based management embedded in the relevant UN, EU and the other international commitments of the government will be applied through this project in BiH. Financial management and M&E capacities of service providers at the local level, women-s NGOs and the other local level partners, including government officials, at the entity and the state level will be developed within the UN and EU VAW and SW frameworks, and in consultations with the other international commitments, in particular CEDAW and the Resolution 1325.

Using the results based framework of the UN and EU will enable the project to sustain beyond the project life period. In addition, the work in this project is aligned to Entities' strategies for the prevention and combating domestic violence and violence against women that is adopted and planned to be implemented in the next two years. It is also intended to complement the work of the Gender Agency at the State level and the strategy on VAW on which they are working with other stakeholders.

### **Output .2.1.**

*Increased information and knowledge of women victims of violence and service providers responding to VAW and SV.*

Research on VAW among women will be conducted in the 6 selected municipalities among relevant institutions (health, social service, police, judiciary and education), together with

NGOs and public health institutes. At the same time, an assessment of institutional response to GBV in the same municipalities will be conducted together with women's NGOs, and government professionals working on monitoring and evaluation through the assessment meetings. The results of both will be presented in the 6 municipalities, and in a joint national conference.

**Output 2.2.**

*Increased sensitivity, knowledge and long-term commitment of the government officials and service providers at local level to address appropriately legislation, international standards and procedures of VAW and SV*

In each project site where the referral is scaled up, women NGOs will be at the heart of all activities, cooperating as equal partners with various institutions in the referral mechanism, also advocating at the higher level of the government institutions for the effective implementation of the project components.

The training materials and the curriculum (Developing GBV and CA referral Mechanism in BiH) prepared and used in the project will be modified according to the needs of each local community. Pilot trainings, actual trainings on GBV and CA will be organized for the professionals from health, social service, police, and judiciary and education institutions. Follow up trainings and evaluations will complete this process. A need assessment will be done with the experts of the Working Groups to develop the curriculum for continued trainings of the service providers, including the Training of Trainers (ToT) Modules. After piloting, ToT will be organized for 40 service providers from all the sectors in six selected cities.

**Output 2.3.**

*Enhanced capacities of Judges and Prosecutors at the level of entities and state to implement the BiH laws and international standards and procedures of VAW and SV*

A team of gender experts will be engaged to assess the current knowledge of judges and prosecutors by questionnaire sent to 30 judges and prosecutors from all over the BiH, selected in coordination with the entity Gender Centres and Centres for education of judges and prosecutors. This assessment will serve as one source of data for the development of the training modules for judges and prosecutors. The additional inputs for development of the training module will be provided through the results of CSOs monitoring and evaluating of the court GBV cases and the WEN gender analyses in three private companies (described under Output 6.4.2.5.).

**Output 2.4**

*Enhanced capacity (awareness, knowledge, ability, understanding) of executive and legislative Government to combat VAW and SV according to UN, EU, other international standards and national legislation*

Results of mapping and gender analyses of the existing policies, procedures and strategies in the entity Ministries for internal affairs will be used for development of the training modules on gender and GBV for the Ministries' staff. It will also provide recommendations regarding how to incorporate gender equality standards particularly related to combating and prevention of GBV in the ministries' documents, policies and procedures. Ministries' PR Units will work on media presentation of these activities.

Three thematic sessions on GBV will be held with the state Parliamentary Gender Commissions, other relevant government representatives, CSOs, the media, and the UN Gender Group. The sessions will ensure that GBV issues will be addressed adequately at the

parliamentary level. The first thematic session will present the results of the CSO monitoring and evaluation of the GBV court cases, while the second will be related to the results of the WEN private sector analyses. The third session will include all parties, the state and entities Parliamentary Group on Population and Development and will present the overall project results and achievements.

### **Output 2.5**

Improved capacity of civil society to monitor and provide technical advice and policy advocacy to government and private sector on GBV

A team of NGO gender experts will conduct monitoring and evaluation (M&E) of GBV court cases, over six months, to assess the quality of court procedures in relation to national laws and international standards. The M&E results and recommendations will be incorporated into a training module for judges and prosecutors. Following the delivery of the training, the experts will conduct a second six months of M&E to ascertain whether the knowledge gained during the training is being applied. The activity will form the basis of the development and publishing of a training manual for judges and prosecutors, emphasizing the relevant legislation and providing an overview of best practices in terms of procedures.

The Women's Economic Network will conduct gender analyses in three selected private companies to assess the level to which national and international standards, on the prevention of sexual harassment in the work place, are incorporated in the company policies and procedures. The results of these analyses will be also included in the training module for judges and prosecutors. Commissions for the prevention of sexual harassment will be established in the three companies, to monitor gender equality and the prevention of sexual harassment in the work place. These analyses and the resulting recommendations will be presented at the second thematic session of state Parliamentary Gender Commission.

### **Outcome 3**

Establishment and maintenance of the inter-ministerial and inter-sectoral partnerships and networking

Taking into account the fragmentation and lack of coordination between different levels of government and institutions, and the overall project goal, to reduce GBV in BiH by addressing, combating and preventing VAW/SW in the society, UNFPA will contribute to Outcome 3 by the following results: entity level government institutions will connect to the local level through the multi-sectoral, multi-level response the way to take part in activity implementation, as well as specially doing M&E of the same. Local level partners working multi-sectorally will produce research and compare it with the other communities-researches. All will be enhanced within the entity level results framework based on the same working methodology. Altogether local level and entity level results and report will feed into the overall state level report for different country commitments, such as CEDAW. Public Health Institutes, as the centres for data collection will be the connecting point between the local and entity levels.

Within this Outcome, UNDP and UNFPA will work together to connect different stakeholders, UNFPA at the local level and UNDP at the state level. Different stakeholders will communicate with each other by producing a coherent response and collecting data that will be processed at the local Public Health Institutes and will then feed into the Public Health Institutes at the entity level, informing the social inclusive policy at the state level.

### **Output 3.1.**

*Coherent system for data collection (recording and reporting) on VAW and SV within the*

*institutions dealing with GBV established and functional in 6 selected municipalities.*

A desk review will be conducted on other country experiences on data collection mechanisms. Needs assessment meetings with the relevant institutions providing service (health, social service, police, judiciary and education) to the victims will be held. A model for a data collection mechanism for recording and reporting VAW and SV will be developed by partner team of women NGOs and government institution representatives based on a needs assessment of existing institutional and women NGO capacities. Trainings will be organized jointly, by the women NGOs for the service providers and institutions on how to use the data collection forms. Protocols of cooperation will be signed between the institutions. Database software will be procured and installed, as well as the data analyzing system. Monitoring mechanism will be set up jointly by the women NGOs and government institutions representatives for the data collection and analysis. Meetings will be held to share the data analysis results.

Through this project women NGOs in six municipalities will harmonise M&E processes by further improving indicators and obtained data in due course of the project implementation.

### **Output 3.2**

*Efficient Referral Mechanism established in six selected municipalities to be used by all stakeholders.*

RM Guidelines and RM Model will be modified to suit the needs of the selected cities. They will be presented at meetings to local stakeholders. Professionals trained on the RM (6.4.2.2) will start to implement the RM in practice.

Expert Working Groups (WG) will be established, consisting of the relevant ministries and service providers, including women NGOs to monitor the implementation of RM. A report will be prepared for an exit strategy which will be used by other municipalities in BiH, and also for further scaling up of the RM.

Each woman NGO in each project site (United Women Banja Luka, Lara Bijeljina, Most Visegrad/Foca, Anima and/or House of Rescue Gorazde, Women from the Una River Bihac, Women BiH/Miriam Mostar) will benefit by having funds to implement activities. This will be an opportunity for women NGOs to connect through working channels with the government at advocacy and awareness raising level. Women NGOs will benefit by improving project management, having also to comply with the financial and management standards, public accounting that UNFPA will request through its national execution modality.

### **Output 3.3**

The Communication and Coordination mechanisms between key stakeholders, addressing the GBV, at all levels of government, NGOs and IC established and is operational to improve the implementation of laws and relevant international standards

*Communication and coordination model between key stakeholders at all levels of government GBV, NGOs and International Community developed.*

Desk review on other country experiences regarding coordination and communication model between all the relevant stakeholders on VAW will be conducted. A needs assessment will be done with all the relevant institutions. Based on the desk review and needs assessment reports, and through organising multi-sectoral meetings, a coordination and communication model will be developed. After the model's presentation to the relevant stakeholders protocols will be signed between the responsible parties for the implementation of the model, to include also holding regular meetings.

### ***Sustainability***

The project will build on the already existing capacities within the relevant government bodies and make them sustainable. This project presents a part of the entities strategy implementation programme agreed between stakeholders at all levels. Important for the sustainability is a national financing, partly or in total of the programmes, and project. The relevant entity level ministries and cantonal governments are already requested to provide funds in their annual budgets for the implementation of the Strategies Action Plans. It is discussed with the entities Ministries of Finance and endorsed. Modalities of financial management for the requested fund will be further discussed.

There will be synergies with UNIFEM initiatives for gender sensitive budgeting in BIH and the synergies will be developed for the future joint work on gender in BIH. Gender sensitive budgeting will increase probability that government resources will be allocated for the VAW and SV issues. Support will be given to the municipality governments, specifically Gender Commissions at the Municipal levels to develop budgets for some if not all activities planned in this project.

The project is using existing institutional structures without creating new or additional and this will make it sustainable. There are no new services created, as it is still perceived by some parties. There will be only a professional and technical work done on revising, improving and updating existing services, which will then result in meeting women's human rights and consequently in a long term life free of violence for all.

Development of various capacities and various partners in the project is necessary but not sufficient for sustainability of model approaches, methodologies and new practices. This project therefore focuses capacity development of partners' on attitude change in support of new ways of working. By changing own attitude one is changing environment and by changing environment the possibilities for improvement are widely open. Institutional changes along with personal attitude changes will produce tangible results and tangible results will lead towards motivation for further change which will contribute to sustainability of the project.

The project will establish curriculum, continuing education programmes and peer education training for the local level professionals (health, education, social service, NGOs, police and judiciary) to be integrated in the education schemes beyond the project implementation. Knowledge and skills gained will contribute to sustainability of the project.

Once established the violence prevalence rate will be stepping stone for further following onto the trends and changes of violence in the society. Statistical data system at all levels, the same as government bodies will just enhanced data collected and processed. Feeding statistics on violence into the policy documents, in line with the EU and international commitments on gender, will give credibility to policies and decisions made in combating and preventing VAW and SV in the society.

A new model of communication and coordination built by stakeholders involved rather than adopted from some other practices will contribute to sustainability, minimizing lack of coordination and communication in the future work on VAW and SV. A Model might become a reference to the other efforts in work on GBV.

### **The core set of national/local capacities that will be advanced by the project.**

In the selected municipalities all key professionals will be trained on the issue of case management and referral. The multi-sectoral data collection system will be established in



each municipality. The women, victims of violence will be better informed about the procedure for the assistance required. Advocacy campaigns will provide for the general public more information about the VAW/SV cases in the community. BIH and entities' parliament members will be informed and educated on gender related international documents with the focus on SGBV. Strengthening capacities will contribute to the better implementation of BIH Strategy for Combating Domestic Violence, the Gender Equality Law (article17), Gender Action Plan (Chapter XI) and the entities' Strategies to Prevent and Combat Family Violence, including SGBV.

Capacities of entity, Cantonal Ministries for Internal Affairs and State Ministry for Security will be enhanced to incorporate gender in their strategies and policies with the focus on VAW/SV. Ministries' staff will be trained for further strengthening knowledge about legal procedures with regard to gender equality in particular, prohibition of SGBV. Judges and prosecutors will be educated for proceedings in the cases of SGBV with particular attention on related international standards.

NGOs dealing with VAW/SV will be supported in monitoring and evaluation of the court proceeding of the cases of VAW/SV and public presentation of the M&E results and recommendations. The NGO, the Woman's' Economic Network (WEN) will conduct gender analyses in three selected companies, focusing on sexual harassment and providing recommendation to BIH Employment confederation for more effective protection of women's rights in the work place

The cooperation work will be learned by the Working Groups established within the municipalities. Upon completion of the project number of municipalities that will use the Referral Mechanism rise to 8 including 2 currently piloted.

UNFPA will transfer all programme implementation responsibilities to the implementing partners using the national execution modality transfers. This way the local government institutions and NGOs will develop programme and finance management capacities for implementation programmes according to IPSAS, international public services accounting standards. It will help grossly in adopting the European integration process standards in the programme and financial area.

The development of national capacities is inherent to UNDP's approach to all the activities undertaken in this project and will be realized through the strategies of training and education; improving organizations and their management; and supporting the development of greater linkages between civil society and government. The resulting improvements in knowledge and skills among the stakeholders involved will contribute to the success and sustainability of the project outcomes.

## **5. Results Framework**

### **Overall Goal of the Project:**

To reduce gender based violence in BIH by addressing, combating and preventing violence against women and sexual violence in the society.

### **Key Objectives of the Project**

There are several objectives that will contribute to achieving the overall goal of the project. The responsible authorities will be supported to:

- 1.** Support the development and/or revision of the new entities strategies, as required

2. Establish the Referral Mechanism for better reporting, recording and referring at all levels.
3. Establish a data collection and analysis mechanism as the basis for the formulation of appropriate policies and strategies in combating and preventing VAW and SV.
4. Increase the sensitivity and knowledge about VAW and SV of government official, service providers at all levels and to raise a public awareness about GBV in the society.
5. Implement efficiently and more effectively the national and international legislations related to GBV.
6. Establish the prevalence rate of GBV.
7. Develop measures for combating VAW and SV in workplace with the collaboration of related government agencies and private sector

### **Expected Results**

1. Accurate data on various aspects of VAW/SV collected and utilized as the basis for evidence-based strategy development to underpin activities and better case management.
2. The Referral Mechanism established to be used in six cities of BİH.
3. Increased sensitivity and capacity of public officials in state and entity governments, state and entity parliaments, municipal governments, other relevant public officials, relevant service providers and the private sector to combat VAW/SV in line with international standards and national positive laws.
4. Strengthened and improved capacity of Parliamentary Gender Commission, Gender Centers in both entity and Gender Commissions at the local level to develop and implement policies in collaboration with all relevant stakeholders.
5. Increased awareness about VAW/SV among the general public, relevant service providers and government official at all levels through the implementation of effective advocacy strategy and media campaigns.
6. Improved capacity of CSOs to assist government and private sector in improving procedural standards of relevant institutions regarding to GBV court cases and sexual harassment in workplace harassment.
7. Communication and coordination model to prevent and combat VAW and SV developed between key stakeholders at all levels of government, NGOs and International Community.

### **Table 1: Results Framework**

UNDAF(or other relevant framework) Outcome									
Outcome 1									
Policy discussions and legislative reforms on Combating the Gender and Sexual Based Violence are initiated through provision of technical support and advocacy to policy makers, politicians, decision makers, judiciary and public service providers at all governmental levels, civil society and media									
JP Outputs  (Corresponding indicators and baselines)	Participating UN organization	Participating UN organization corporate priority	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame*				Total
					Y1 - 2009	Y2 - 2010	Y3 - 2011	Y4 - 2012	
<b>Output 1.1</b>									
Awareness for prevention and combating VAW/SV at all levels amongst government officials, service providers, media and general public increased.	UNFPA		Gender Centres	1.1.1.Developing Advocacy Strategy (2 day workshop, 10 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)	-	1,000.00	-	-	<b>1,000.00</b>
<b>Indicator 1:</b> Percentage increase of the surveyed citizens aware where to seek help in six cities	UNFPA		Gender Centres	1.1.2. Developing a Media Plan (2 day workshop, 10 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)	-	1,000.00	-	-	<b>1,000.00</b>
<b>Baseline:</b> Set during the project.	UNFPA		Gender Centres	1.1.3 Baseline and endline street surveys on VAW/SW (no charge)	-	-	-	-	-
<b>Target:</b> %50	UNFPA		Gender Centres	1.1.4. Producing and distributing TV spots, radio jingles, posters, billboards both in the local and national levels (3 day workshop, 12 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)	-	2,800.00	-	-	<b>2,800.00</b>
<b>Indicator 2:</b> Percentage increase of the surveyed during each round table discussions	UNFPA		Gender Centres	1.1.5. Producing and distributing promotional materials, such as leaflets, booklets, mugs, caps, calendars, shirts, pens etc. at the local and national levels (3 day workshop, 12 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)	-	8,800.00	-	-	<b>8,800.00</b>
<b>Baseline:</b> Baseline and end line knowledge assessment on VAW/SV	UNFPA		Gender Centres	1.1.6. "How to use Media" trainings conducted for the local government officials in six selected municipalities (2 day workshop, 20 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)	-	-	3,500.00	-	<b>3,500.00</b>
<b>Target:</b> %50	UNFPA		Gender Centres	1.1.7. Media workshops for the future media professionals (students of communication students) - cost shared under 1.1.3. and 1.1.4.	-	-	-	-	-
<b>Indicator 3:</b> No of Community radio network promotion and education programmes on VAW/SV	UNFPA	Gender Equality	Gender Centres	1.1.8. Programmes on combating VAW and SV will be aired in the community radio and TV stations of the six selected cities.(free of charge)	-	-	-	-	-

<b>Baseline:</b> unavailable	UNFPA	Gender Centres	1.1.9. Round table discussions with the prominent religious figures at least in one of the selected cities.	-	-	1,000.00	1,000.00	<b>2,000.00</b>	
<b>Target:</b> 5 per year	UNFPA	Gender Centres	1.1.10. Organising special panels with the celebrities, prominent sports figures, media professionals and politicians.	-	600.00	600.00	600.00	<b>1,800.00</b>	
	UNFPA	Gender Centres	1.1.11. Round table discussions with the MPs, government and academia officials at every level	-	600.00	600.00	600.00	<b>1,800.00</b>	
<b>Indicator 4:</b> No of media representatives and other Project stakeholders participating in advocacy and media activities	UNFPA		1.1.12. Dialogue meetings with the local government officials, NGOs and local media professionals	-	600.00	600.00	600.00	<b>1,800.00</b>	
<b>Baseline:</b> N/A	UNDP	UNDP	1.1.13. Round table on GBV with UN Gender Group, all Project stakeholders and media	7,550.00	-	-	-	<b>7,550.00</b>	
<b>Target:</b> 20 representatives of State and entity printed and electronic media	UNDP	UNDP	1.1.14. Community radio network promoting Project's partners and activities	-	5,000.00	1,000.00		<b>6,000.00</b>	
	UNDP	UNDP	1.1.15. Community radio network broadcasting educational programmes and best practices to combat GBV	-	4,000.00	2,000.00		<b>6,000.00</b>	
	UNDP	UNDP	1.1.16. Presentation and promotion of the Project activities through joint UNGG and UN Communication group meetings	150.00	400.00	350.00		<b>900.00</b>	
			Programme Cost **	-	15,400.00	6,300.00	2,800.00	<b>24,500.00</b>	
UNFPA			Indirect Support Cost**	-	1,078.00	441.00	196.00	<b>1,715.00</b>	
			Programme Cost	7,700.00	9,400.00	3,350.00	-	<b>20,450.00</b>	
UNDP			Indirect Support Cost	539.00	658.00	234.50	-	<b>1,431.50</b>	
			<b>Programme Cost</b>	<b>7,700.00</b>	<b>24,800.00</b>	<b>9,650.00</b>	<b>2,800.00</b>	<b>44,950.00</b>	
<b>Total</b>			<b>Indirect Support Cost</b>	<b>539.00</b>	<b>1,736.00</b>	<b>675.50</b>	<b>196.00</b>	<b>3,146.50</b>	
UNDAF(or other relevant framework) Outcome									
<b>Outcome 2</b>									
<b>Enhanced institutional and capacities of the CSO's to address the GBV and SV in line with the UN, EU regulations and other international commitments</b>									
<b>JP Outputs</b>		Participating UN organization corporate priority			Resource allocation and indicative time frame*				
<b>(Corresponding indicators and baselines)</b>	Participating UN organization	Implementing Partner	Indicative activities for each Output	Y1 - 2009	Y2 - 2010	Y3 - 2011	Y4 - 2012	<b>Total</b>	
<b>Output 2.1</b>	UNFPA	Gender	Gender	2.1.1. Assessment meetings with multi-sectoral					

Increased information and knowledge of women victims of violence and service providers responding to VAW and SV.		Equality	Centres & Ministries of Social Protection	institutional representatives in 6 instit.	-	14,000.00	-	-	<b>14,000.00</b>
<b>Indicator 1:</b> Research results published and disseminated Yes/No	UNFPA		Gender Centres & Ministries of Social Protection	2.1.2. Installing the data processing software x 6	-	12,000.00	-	-	<b>12,000.00</b>
<b>Baseline:</b> N/A	UNFPA		Gender Centres & Academia	2.1.3. Modification of the questionnaire x 6	-	1,000.00	-	-	<b>1,000.00</b>
<b>Target:</b> At the end of the first year six research results	UNFPA		Gender Centres & Ministries of Social Protection	2.1.4. Researchers training x 6	-	5,000.00	-	-	<b>5,000.00</b>
	UNFPA		Gender Centres & NGOS	2.1.5. Piloting the questionnaire x 6	-	5,000.00	-	-	<b>5,000.00</b>
<b>Indicator 2:</b> No. of institutions represented in the assessment	UNFPA		Gender Centres & NGOs	2.1.6. Conducting the research x 6	-	4,000.00	-	-	<b>4,000.00</b>
<b>Baseline:</b> N/A	UNFPA		Gender Centres & Ministries of Social Protection	2.1.7. Data processing, analysing the results and drafting the report on the results x 6	-	5,800.00	-	-	<b>5,800.00</b>
<b>Target:</b> At the end of the first year six assessment results	UNFPA		Gender Centres	2.1.8. Printing the report x 6	-	12,000.00	-	-	<b>12,000.00</b>
	UNFPA			2.1.9. Disseminating the results x 6 (+ 1 large joint conference)	-	6,000.00	-	-	<b>6,000.00</b>
<b>JP Outputs</b>		Participating UN organization corporate priority			Resource allocation and indicative time frame*				
<b>(Corresponding indicators and baselines)</b>	Participating UN organization		Implementing Partner	Indicative activities for each Output	Y1 - 2009	Y2 - 2010	Y3 - 2011	Y4 - 2012	<b>Total</b>
<b>Output 2.2</b>	UNFPA	Gender Equality	NGO Buducnost Modrica, Gender Centres, relevant ministries	2.2.1. Review of the training materials used in the project titled "Developing GBV and CA Referral Mechanism in BiH" 2.2.1.	-	-	1,300.00	-	<b>1,300.00</b>

Sensitivity and long-term commitment of the government officials increased and service providers at local level to address legislation, international standards and procedures of VAW and SV appropriately	UNFPA		NGO Buducnost Modrica, Gender Centres, relevant ministries	2.2.2. Modification of the materials and the curriculum	-	-	1,300.00	-	<b>1,300.00</b>
	UNFPA		Gender Centres and NGOs	2.2.3. Pilot trainings	-	-	6,300.00	-	<b>6,300.00</b>
<b>Indicator 1:</b> Training materials for SP and Go modified	UNFPA		Gender Centres & NGOs	2.2.4. Conducting the trainings	-	-	22,300.00	-	<b>22,300.00</b>
<b>Baseline:</b>	UNFPA		Gender Centres & NGOs	2.2.5. Follow-up trainings	-	-	-	9,000.00	<b>9,000.00</b>
<b>Target:</b>	UNFPA		Tbd, external	2.2.6. Evaluation of the trainings	-	-	-	9,000.00	<b>9,000.00</b>
<b>Indicator 2:</b> No. of professionals trained in six cities <b>Baseline:</b> N/A <b>Target:</b> 450	UNFPA		Tbd. External, Italian NGO Aida under consideration	2.2.7. Needs assessment meetings with expert of the Working Groups to develop the curriculum for continued trainings of service providers	-	-	-	12,000.00	<b>12,000.00</b>
<b>Indicator 3:</b> Functional TOT system <b>Baseline:</b> N/A <b>Target:</b> By the end of the project the training materials and the TOT system endorsed by the government	UNFPA		Tbd. External, Italian NGO Aida under consideration	2.2.8. Developing ToT Modules	-	-	-	10,500.00	<b>10,500.00</b>
	UNFPA		Gender Centres, and NGOs	2.2.9 Pilot TOTs	-	-	-	15,000.00	<b>15,000.00</b>
	UNFPA		Tbd. External	2.2.10. Evaluation of TOTs	-	-	-	6,000.00	<b>6,000.00</b>
<b>JP Outputs</b>		Participating UN organization corporate priority			Resource allocation and indicative time frame*				
<b>(Corresponding indicators and baselines)</b>	Participating UN organization		Implementing Partner	Indicative activities for each Output	Y1 - 2009	Y2 - 2010	Y3 - 2011	Y4 - 2012	<b>Total</b>
<b>Output 2.3</b>		Gender							

Enhanced capacities of Judges and Prosecutors at the level of entities and state to implement the BiH laws and international standards and procedures of VAW and SV	UNDP	Equality							
<b>Indicator 1:</b> No of judges and prosecutors having the capacity to make informed decisions regarding GBV	UNDP		UNDP	2.3.1. Assessment of current knowledge of judges and prosecutors on GBV with particular attention to related international standards	-	16,600.00	-	-	<b>16,600.00</b>
<b>Baseline:</b> 15 judges and prosecutors have been trained on gender and gender legislation within the UNDP gender programme; no specific focus on GBV	UNDP		UNDP	2.3.2. Development of the modules and delivering the trainings for judges and prosecutors (on the basis of the assessment as well as the results CSOs monitoring and evaluating of the court GBV cases and WEN gender analyses in 3 private companies)	-	17,000.00	-	-	<b>17,000.00</b>
<b>Target:</b> 20 additional judges/prosecutors trained			UNDP	2.3.3. Development and publishing of the training manual for judges and prosecutors	-	2,000.00	8,000.00	-	<b>10,000.00</b>
<b>Indicator 2:</b> Availability of relevant information to support judges and prosecutors with GBV reform activities									
<b>Baseline:</b> No relevant resource material (i.e. manual) for judges and prosecutors based on previous assessment, containing laws and by-laws, as well as procedures for combating GBV, currently exists									
<b>Target:</b> 1									
<b>JP Outputs (Corresponding indicators and baselines)</b>	Participating UN organization	Participating UN organization corporate priority	Implementing Partner	Resource allocation and indicative time frame*				<b>Total</b>	
<b>Output 2.4</b>		Gender		Y1 - 2009	Y2 - 2010	Y3 - 2011	Y4 - 2012		
			Indicative activities for each Output						

Enhanced capacity (awareness, knowledge, ability, understanding) of executive and legislative Government to combat VAW and SV according to UN, EU, other international standards and national legislation	UNDP	Equality	UNDP	2.4.1. Mapping and gender analyses of the existing policies, procedures and strategies in the entity Ministries for internal affairs	-	16,800.00	-	-	<b>16,800.00</b>
<b>Indicator 1:</b> No of representatives of legislative and executive government with the capacity to make informed decisions on GBV	UNDP		UNDP	2.4.2. Development of training modules on gender and GBV (based on results of mapping and gender analyses) and delivery of the trainings for ministries' staff.	-	17,000.00	900.00	-	<b>17,900.00</b>
<b>Baseline:</b> 3 Parliamentary sessions in 2008 were focused on VAW with cca 25 participants in total	UNDP		UNDP	2.4.3. Incorporating of mapping and gender analyses' recommendations in the ministries' polices and procedures	-	1,000.00	500.00	-	<b>1,500.00</b>
<b>Target:</b> 30 ministries' staff trained on gender and GBV; 15 relevant government representatives participating in each Parliamentary thematic session	UNDP		UNDP	2.4.4. PR and media presentation of the Ministries work on GBV	-	1,500.00	1,500.00	-	<b>3,000.00</b>
<b>Indicator 2:</b> No of Ministries' documents incorporating mapping and gender analyses' recommendations	UNDP		UNDP	2.4.5. Coaching and follow up activities	-	7,000.00	2,800.00	-	<b>9,800.00</b>
<b>Baseline:</b> will be set during the Project (mapping and gender analyses in the Ministries)	UNDP		UNDP	2.4.6. Thematic sessions on GBV with the state Gender parliamentary commissions, other relevant Government representatives, CSOs, media, and UN Gender Group	-	11,900.00	11,800.00	-	<b>23,700.00</b>
<b>Target:</b> Relevant Ministries' documents									
<b>JP Outputs</b>	Participating UN		Participating UN	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame*			



(Corresponding indicators and baselines)	organization	organization corporate priority			Y1 - 2009	Y2 - 2010	Y3 - 2011	Y4 - 2012	Total
<b>Output 2.5</b>									
Improved capacity of civil society to monitor and provide technical advice and policy advocacy to government and private sector on GBV	UNDP		UNDP	2.5.1. CSOs monitoring and evaluating (M&E) of the court GBV cases, in order to provide inputs for the development of the training module for judges and prosecutors,	-	14,300.00		-	<b>14,300.00</b>
<b>Indicator 1:</b> No of CSOs able to asses and report on institutional performance regarding GBV	UNDP		UNDP	2.5.2. Coordination meetings to present CSOs M&E recommendations to the expert team for development of training modules for judges and prosecutors	-	1,900.00	1,500.00		<b>3,400.00</b>
<b>Baseline:</b> 2 (NGOs 'United Women' and 'Centre for Legal Aid' have experience in monitoring of the GBV court cases)	UNDP		UNDP	2.5.3. CSOs monitoring and evaluating (M&E) of the Court GBV cases after the training, in order to asses if the knowledge gained during the training is applied in a practical work of judges and prosecutors	-	16,250.00	3,000.00		<b>19,250.00</b>
<b>Target:</b> 5				2.5.4. Presentation of the CSOs M&E recommendations at the Parliamentary Gender Commissions' thematic session	-	-	-	-	-
<b>Indicator 2:</b> No of court cases monitored and evaluated	UNDP		UNDP	2.5.5. Gender analyses through the BiH Women's Economic Network (WEN), in selected private companies (documents, employment procedures and regulations) in terms of the prevention of sexual harassment in the workplace	-	30,700.00	5,500.00	-	<b>36,200.00</b>
<b>Baseline:</b> unavailable	UNDP		UNDP	2.5.6. Establishment and functioning of the Commission on prevention of sexual harassment in selected private companies	-	11,000.00	700.00	-	<b>11,700.00</b>
<b>Target:</b> 5 in the first year of the Project and 5 in the second year after the training for judges and prosecutors	UNDP		UNDP	2.5.7. Coordination meetings with WEN and the team of experts engaged in development the training modules for judges and prosecutors with the aim to incorporate the WEN gender analyses' results and recommendations in the training module	-	2,000.00	800.00	-	<b>2,800.00</b>
	UNDP		UNDP	2.5.8. Presentation of the WEN and recommendations for gender sensitive policies at the workplace to BiH Employment confederation	-	2,000.00	4,000.00	-	<b>6,000.00</b>
<b>Indicator 3:</b> Number of court processes more sensitive to GBV issues.	UNDP	Gender Equality	UNDP	2.5.9. Presentation of the WEN gender analyses results and recommendations at the BiH Parliamentary Gender Commission thematic session	-	-	-	-	-

<b>Baseline:</b> will be set during the Project (assessment of current knowledge of judges and prosecutors and CSO monitoring and evaluation of Court GBV cases)	UNDP		UNDP	2.5.10. Development and publishing of the manual for Commission on prevention of sexual harassment	-	3,000.00	-	<b>3,000.00</b>	
<b>Target: 5</b>	UNDP		UNDP	2.5.11. Coaching and follow up activities	-	-	2,800.00	<b>2,800.00</b>	
<b>Indicator 4:</b> Number of companies with improved capacities to deal effectively with harassment in the workplace									
<b>Baseline:</b> will be set during the Project (gender analyses)									
<b>Target:</b> in 3 private companies established Commissions for Sexual harassment prevention and employment policy documents with integrated gender component									
UNFPA	Programme Cost **			-	64,800.00	31,200.00	61,500.00	<b>157,500.00</b>	
	Indirect Support Cost**			-	4,536.00	2,184.00	4,305.00	<b>11,025.00</b>	
UNDP	Programme Cost			-	171,950.00	43,800.00	-	<b>215,750.00</b>	
	Indirect Support Cost			-	12,036.50	3,066.00	-	<b>15,102.50</b>	
<b>Total</b>	<b>Programme Cost</b>			-	<b>236,750.00</b>	<b>75,000.00</b>	<b>61,500.00</b>	<b>373,250.00</b>	
	<b>Indirect Support Cost</b>			-	<b>16,572.50</b>	<b>5,250.00</b>	<b>4,305.00</b>	<b>26,127.50</b>	
UNDAF(or other relevant framework) Outcome									
<b>Outcome 3</b>									
<b>Establishment and maintenance of the inter-ministerial and inter-sectoral partnerships and networking</b>									
<b>JP Outputs</b> <b>(Corresponding indicators and baselines)</b>	Participating UN organization	Participating UN organization corporate priority	Implementing Partner	Indicative activities for each Output	Y1 - 2009	Y2 - 2010	Y3 - 2011	Y4 - 2012	<b>Total</b>

<b>Output 3.1</b>	UNFPA
Coherent data collection (recording and reporting) system on VAW and SV within the institutions dealing with GBV established and functional in 6 selected municipalities.	UNFPA
Indicator: Increased number of recorded cases of VAW and SV in the society	UNFPA
Baseline: will be set at the end of first year	UNFPA
Target: 50 cases for each sector for a year starting from the second year	UNFPA
	UNFPA
Indicator: Percentage of the reported cases managed	UNFPA
Baseline: N/A	UNFPA
Target: Through case management the number of recorded cases which will be managed annually rise 20%	UNFPA
Indicator: Municipality level functional database established	UNFPA
Baseline: N/A	UNFPA

Gender Equality

Gender Centre Federation	Gender Centre RS Coordinator gross amount 1600 USD pm x36	-	19,200.00	19,200.00	19,200.00	<b>57,600.00</b>
Gender Centre Federation	Gender Centre FBiH Coordinator gross amount 1600 USD pm x36	-	19,200.00	19,200.00	19,200.00	<b>57,600.00</b>
Gender Centres	3.1.1. Desk review on other country experiences on data collection mechanisms	-	-	1,500.00	-	<b>1,500.00</b>
Gender Centres and NGOs	3.1.2. Needs assessment meetings with the relevant institutions providing service to the victims	-	-	2,000.00	-	<b>2,000.00</b>
Gender Centres and Statistical Institutions	3.1.3. A model for a data collection mechanism for recording and reporting VAW and SV will be developed based on a needs assessment of existing institutional capacity	-	-	6,500.00	-	<b>6,500.00</b>
Gender Centres and Statistical Institutions	3.1.4. Data collection forms will be prepared	-	-	1,500.00	-	<b>1,500.00</b>
Gender centres, statistical institutions & external support	3.1.5. Training on data collection forms	-	-	6,000.00	-	<b>6,000.00</b>
Statistical Institutions and Public Health Institutions	3.1.6. Piloting Data Collection Forms - cost free	-	-	-	-	-
Gender Centres, NGOs and municipalities	3.1.7. Signing of protocols for cooperation among the institutions in the local level will be facilitated through meetings	-	-	1,000.00	-	<b>1,000.00</b>
Statistical and Public Health Instit.	3.1.8. Data base software set up in 6 locations	-	-	12,000.00	-	<b>12,000.00</b>
Statistical and Public	3.1.9. Data analyzing system will set	-	-	1,500.00	-	<b>1,500.00</b>

Target: By the end of year 3	UNFPA		Health Instit.	3.1.10. Meetings to share data and analysis	-	-	3,000.00	-	<b>3,000.00</b>
<b>JP Outputs</b> <b>(Corresponding indicators and baselines)</b>	Participating UN organization	Participating UN organization corporate priority	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame*				<b>Total</b>
					Y1 - 2009	Y2 - 2010	Y3 - 2011	Y4 - 2012	
<b>Output 3.2</b>	UNFPA	Gender Equality	Gender Centres and NGOs	3.2.1. Desk review of the RM guidelines to be used in selected six municipalities	-	4,800.00	-	-	<b>4,800.00</b>
Efficient and effective Referral Mechanism established and used by all stakeholders in six selected municipalities.	UNFPA		Gender Centres and NGOs	3.2.2. Modifying the RM Guidelines	-	4,800.00	-	-	<b>4,800.00</b>
	UNFPA		Gender Centres and NGOs	3.2.3. Signing of protocols for cooperation	-	-	-	-	-
Indicator: Number of institutions collaborated under the RM in each municipality	UNFPA		Gender Centres & CSOs	3.2.4. Meetings will be organised to present the RM to the relevant service providers	-	3,200.00	-	-	<b>3,200.00</b>
Baseline: N/A	UNFPA		Gender Centres & CSOs	3.2.5. Implementing the RM Guidelines in practice in the six selected institutions in the local communities-no cost	-	-	-	-	-
Target: At least 5 government institutions and one NGO for each city till the end of the project	UNFPA		Gender Centres & CSOs	3.2.6. Organizing meetings to establish the expert Working Groups (WG) -from the relevant ministries and service providers-to monitor the implementation of RM in the selected institutions	-	-	9,100.00	-	<b>9,100.00</b>
	UNFPA		Gender Centres & CSOs	3.2.7. Setting up the monitoring mechanism for the RM implementation	-	-	15,100.00	-	<b>15,100.00</b>
	UNFPA		Gender Centres & CSOs	3.2.8. Piloting monitoring mechanism for the RM implementation-no cost	-	-	1,300.00	-	<b>1,300.00</b>
	UNFPA		Gender Centres & CSOs	3.2.9. Regular meetings among the RM service providers	-	-	3,900.00	3,900.00	<b>7,800.00</b>
	UNFPA		UNFPA-External	3.2.10. Post-assessments	-	-	-	4,600.00	<b>4,600.00</b>
				3.2.11. Preparing the report for an exit strategy which will be used by other municipalities in BiH	-	-	-	11,000.00	<b>11,000.00</b>
<b>JP Outputs</b> <b>(Corresponding indicators and baselines)</b>	Participating UN organization	Participating UN organization corporate priority	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame*				<b>Total</b>
					Y1 - 2009	Y2 - 2010	Y3 - 2011	Y4 - 2012	

<b>Output 3.3</b>								
The Communication and Coordination mechanisms between key stakeholders, addressing the GBV, at all levels of government NGOs and IC established and is operational to improve the implementation of laws and relevant international standards	UNFPA							
<b>Indicator:</b> Entity level Strategies and Action Plans to combat VAW/SV implemented at local level	UNFPA							
<b>Baseline:</b> 6 selected cities	UNFPA							
<b>Target:</b> By the end of 2010	UNFPA							
	UNDP							
<b>Indicator 2:</b> Improved communication and coordination between key stakeholders in the Government, NGO sector and International Community to combat VAW/SV	UNFPA							
	UNDP							
<b>Baseline:</b> N/A	UNFPA							
<b>Target:</b> Communication and coordination model functional and have regular meetings 3 times a year till the end of the Project	UNFPA							
	UNDP							
	Gender Equality							
		UNFPA	3.3.1. Desk review on other country experiences on communication and coordination models	-	800.00	-	-	<b>800.00</b>
		UNFPA	3.3.2. Needs assessment meetings with the relevant institutions both in the local and national level	-	1,000.00	-	-	<b>1,000.00</b>
		UNFPA	3.3.3.A report will be prepared on various models to be presented to the relevant institutions through meetings	-	800.00	-	-	<b>800.00</b>
		UNFPA	3.3.4. Development of a coordination and communication model including the monitoring mechanism through joint meetings	-	1,800.00	-	-	<b>1,800.00</b>
		UNDP		400.00	2,000.00	1,550.00		<b>3,950.00</b>
		UNFPA		-	1,800.00	-	-	<b>1,800.00</b>
		UNDP	3.3.5. Establishment of the model	250.00	-			<b>250.00</b>
		UNFPA	3.3.6 Signing the protocols of cooperation	-	-	-	-	-
		UNFPA		-	1,500.00	-	-	<b>1,500.00</b>
		UNDP	3.3.7. Regular coordination meetings for monitoring the model	350.00	1,750.00	900.00		<b>3,000.00</b>

UNFPA	Programme Cost **	-	58,900.00	102,800.00	57,900.00	<b>219,600.00</b>
	Indirect Support Cost**	-	4,123.00	7,196.00	4,053.00	<b>15,372.00</b>
UNDP	Programme Cost	1,000.00	3,750.00	2,450.00	-	<b>7,200.00</b>
	Indirect Support Cost	70.00	262.50	171.50	-	<b>504.00</b>
<b>Total</b>	<b>Programme Cost</b>	<b>1,000.00</b>	<b>62,650.00</b>	<b>105,250.00</b>	<b>57,900.00</b>	<b>226,800.00</b>
	<b>Indirect Support Cost</b>	<b>70.00</b>	<b>4,385.50</b>	<b>7,367.50</b>	<b>4,053.00</b>	<b>15,876.00</b>

Monitoring and Evaluation	UNFPA	Gender Equality	UNFPA	M&E 1. Part-time GBV M&E specialist consultant to provide M&E support to throughout the project: compiling, summarising reports, assisting with establishing the baselines; provides summary and analysis of indicators	-	3,333.33	3,333.34	3,333.33	<b>10,000.00</b>	
	UNDP		UNFPA		-	4,000.00	2,000.00		<b>6,000.00</b>	
	UNFPA		UNFPA	M&E 2. Mid-term evaluation (consultant, travel to sites, meetings)	-	-	9,400.00	-	<b>9,400.00</b>	
	UNDP		UNFPA		-	5,500.00	2,000.00	-	<b>7,500.00</b>	
	UNFPA		UNFPA	M&E 3. End term project evaluation (consultant, travel to sites, meetings)	-	-	-	17,400.00	<b>17,400.00</b>	
	UNDP		UNFPA		-	-	14,000.00		<b>14,000.00</b>	
	UNFPA		UNFPA	M&E 4. Project participation at the UNFPA Annual Programme Review Conference/UNDP Annual Review, incl. Travel of project partners, and producing the report	-	1,833.34	1,833.32	1,833.34	<b>5,500.00</b>	
	UNDP		UNFPA		-	3,000.00	1,500.00		<b>4,500.00</b>	
	UNFPA		UNFPA	M&E 5. Monitoring (petrol, DSA); calculated as 36x 1 day monitoring visits (programme person + driver)	-	4,850.00	4,850.00	4,850.00	<b>14,550.00</b>	
	UNDP		UNFPA		-	4,851.00	925.00		<b>5,776.00</b>	
					M&E 5. items 2.26.; 2.3.4; 3.1.10 and 3.2.10 are also a part of M&E	-	-	-	-	-
	UNFPA		UNFPA	UNFPA		-	1,000.00	1,000.00	1,000.00	<b>3,000.00</b>
	UNDP		UNFPA	UNFPA	M&E 6. Audit	-	-	-	-	-
	Project Management Costs		UNFPA	Gender Equality	UNFPA	UNTF UNFPA project contribution to "Joint Project Manager" or the "UNFPA UNTF VAW Project Assistant", 1300 USD pm x 36 (to be recruited)	2,600.00	15,600.00	15,600.00	13,000.00
	UNFPA	Gender Equality	UNFPA	UNTF "UNFPA project admin/finance assistant part time" 850 USD pm x 36 (to be recruited)	1,700.00	12,200.00	12,200.00	8,500.00	<b>34,600.00</b>	

			JP Project Manager NOB-SB4/2 (35%)	2,566.67	15,399.96	5,133.37		<b>23,100.00</b>
			UNDP Project Coordinator NOA-SB4/1	5,366.67	32,199.96	10,733.37		<b>48,300.00</b>
UNFPA	Programme Cost **			4,300.00	38,816.67	48,216.66	49,916.67	<b>141,250.00</b>
	Indirect Support Cost**			301.00	2,717.17	3,375.17	3,494.17	<b>9,887.50</b>
UNDP	Programme Cost			7,933.34	64,950.92	36,291.74		<b>109,176.00</b>
	Indirect Support Cost			555.33	4,546.56	2,540.42		<b>7,642.32</b>
<b>Total</b>	<b>Programme Cost</b>			12,233.34	103,767.59	84,508.40	49,916.67	<b>250,426.00</b>
	<b>Indirect Support Cost</b>			856.33	7,263.73	5,915.59	3,494.17	<b>17,529.82</b>
<b>UNFPA</b>	<b>Programme Cost **</b>			<b>4,300.00</b>	<b>177,916.67</b>	<b>188,516.66</b>	<b>172,116.67</b>	<b>542,850.00</b>
	<b>Indirect Support Cost**</b>			<b>301.00</b>	<b>12,454.17</b>	<b>13,196.17</b>	<b>12,048.17</b>	<b>37,999.50</b>
<b>UNDP</b>	<b>Programme Cost</b>			<b>16,633.34</b>	<b>250,050.92</b>	<b>85,891.74</b>	-	<b>352,576.00</b>
	<b>Indirect Support Cost</b>			<b>1,164.33</b>	<b>17,503.56</b>	<b>6,012.42</b>	-	<b>24,680.32</b>
<b>Total</b>	<b>Programme Cost</b>			<b>20,933.34</b>	<b>427,967.59</b>	<b>274,408.40</b>	<b>172,116.67</b>	<b>895,426.00</b>
	<b>Indirect Support Cost</b>			<b>1,465.33</b>	<b>29,957.73</b>	<b>19,208.59</b>	<b>12,048.17</b>	<b>62,679.82</b>

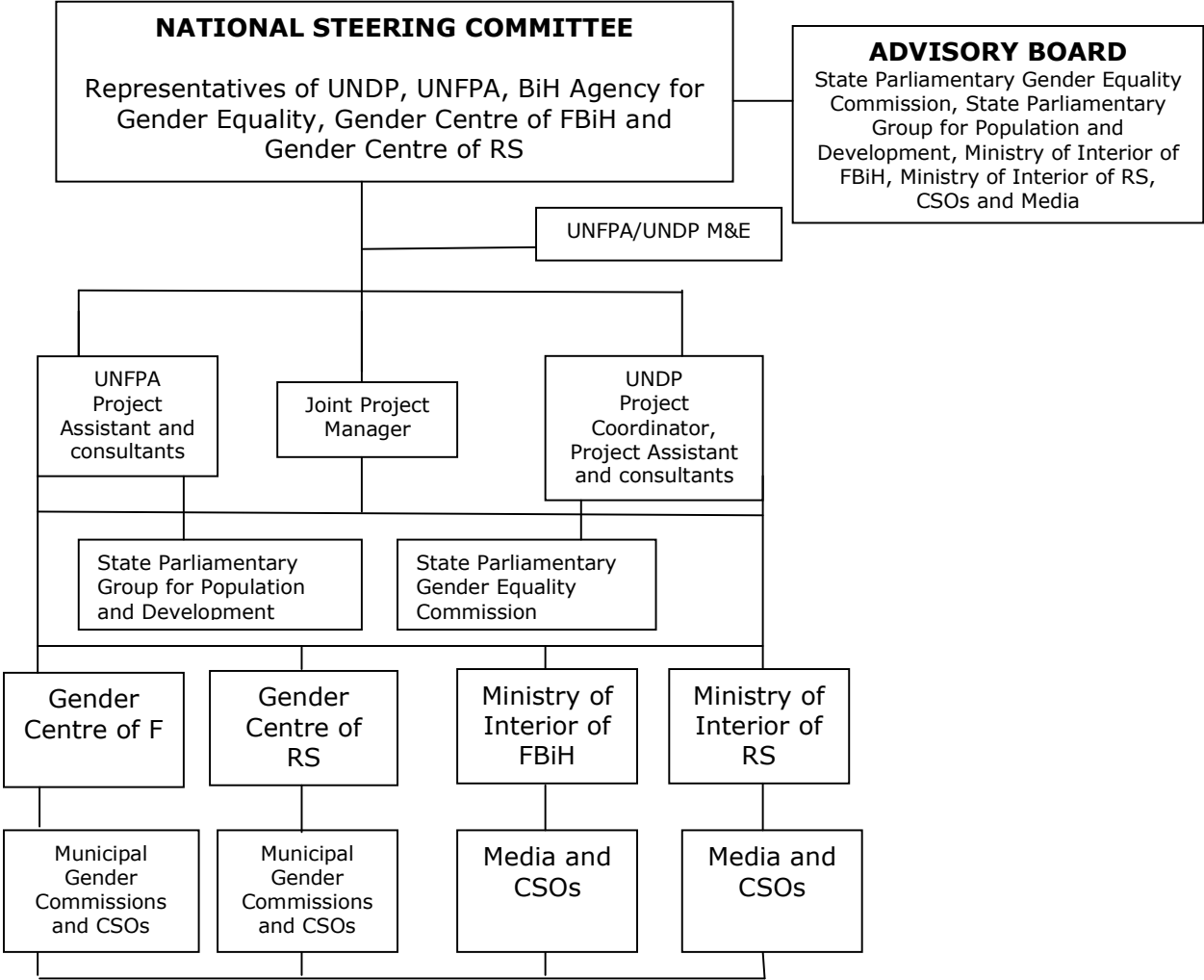
\*each of the agencies will budget additional 10% of the total budget related to their activities:

UNFPA	58,000.00
UNDP	35,257.60
<b>TOTAL</b>	<b>93,257.60</b>

\*\*In addition to this UNDP will budget additional funds from it's own resources to cover following:

Description	Total
UNDP Project Assistant G6-SB3/2 - 50%	<b>25,589.00</b>
Office rent	<b>15,651.00</b>
Communications	<b>1,800.00</b>
Stationary	<b>360.00</b>
Bank charges	<b>600.00</b>
	<b>44,000.00</b>

**6. Management and Coordination Arrangements**



The management structure illustrated above incorporates the complexity of government structures as well as the different implementation modalities that will be used in the project by UNFPA (NIM) and UNDP (DIM).

UNFPA and UNDP will use different implementation modalities which will complement each other. UNFPA will use the National Implementing Modality (NIM). It greatly improves and expands the sense of ownership of programmes by the government. Thus, significantly increases the level of self-reliance and contributes to capacity building, especially to the development of human capital of the country. It is also cost effective due to employment of national personnel. Despite some limits and risks NIM is an important advantage for the full involvement of the government agencies.

UNDP will use the Direct Implementation Modality (DIM). According to the Evaluation of DIM done by the Evaluation Office, UNDP BIH is the one among the best practices using DIM modality for their implementations. The strength of DIM is that it provides considerable



flexibility to the CO, enabling a transparent and creative environment for innovations, a clear line of accountability, while avoiding corruption. DIM allows for a fast response to project opportunities. Combined with the strengths of UNFPA's NIM modality, it will create a strong implementation structure.

Two project teams will be established to implement activities at different levels. One project team will consist of two project coordinators from two entities Gender Centers and a project assistant in UNFPA office who will support the project coordinators. The Project team will implement the project at the entity and municipality level.

The UNDP project team will consist of one project coordinator and project assistant in UNDP and a project advisor and will implement the activities at the entity and state level.

A joint project manager will be recruited to coordinate the work of two project teams, the project activities and liaising with two project teams. The Project manager will establish good working relationships with related government officials, NGOs, and other relevant institutions, regularly reports to UNFPA and UNDP and ensures that all activities and reports meet the deadlines. The project manager will compile partners' reports and prepare a joint one report, organize the steering committee meetings and with two project teams, will follow up budgetary allocations with the Financial Officers.

The programme will be reviewed twice a year, once at the Steering Committee Meeting and second time at the Annual Programme Review Meeting, details to be agreed.

The overall direction of the programme and decisions on programme implementation will be made jointly by UNFPA, UNDP, BiH Gender Equality Agency and Gender Centres at the Project Steering Committee Meetings.

### **Comparative Advantages of UNFPA and UNDP**

UNFPA and UNDP are positioned, through partnership with other UN Agencies, to play a significant role in mobilizing existing national expertise and to foster the establishment or revival of, consultative mechanisms among government and civil society entities, so that positive and politically productive relationships can be developed.

UNFPA has gender-related activities in over 100 countries in the world. For more than 30 years, the Fund has been in the forefront of advocating for women, promoting legal and policy reforms and gender-sensitive data collection, and supporting projects that improve women's health and expand their choices in life. According to the UNFPA a critical aspect of promoting gender equality is the empowerment of women, with a focus on identifying and redressing power imbalances and giving women more autonomy to manage their own lives. Women's empowerment is vital to sustainable development and the realization of human rights for all.

With this conceptualization, UNFPA implements various interventions to end gender based violence, including advocacy, data collection on prevalence, indicators of change, male involvement and prevention, training for the service providers and government staff, and support to legislative and policy changes. UNFPA is also involved in the empowerment of women through capacity building for both central and local governments and NGOs.

In BiH, UNFPA has helped to promote awareness about women's rights and gender based violence for the last couple of years, through awareness raising, publications, media, local government involvement and capacity building of service providers and NGOs. For the last three years, UNFPA in BiH has focused supporting the Gender Centres to develop the

entities' strategies to combat family violence with the action plans. The Agency also works on SGBV by supporting the development of SGBV Referral Mechanism Model with the manuals and guides for the service providers and relevant government officials. The model is tested in two pilot municipalities. Before developing the model a survey on VAW and Children was also conducted. Parallel to these, UNFPA supports the running of the GBV and RH information telephone line (Green Line).

UNDP, in undertaking its activities, will build on its existing programme of support to the Government in the area of public administration reform, transitional justice, and institutional capacity development. This work is augmented by the provision of high quality research on themes such as social inclusion and social trust that are recognized as authoritative. At the same time, UNDP is able to draw upon its significant experience of successful collaboration with NGOs and the private sector, through its Local Governance portfolio, the Area-based Development Programme, and activities such as the Growing Sustainable Business initiative.

Gender is a key focus area of UNDP's Social Inclusion Portfolio, within which UNDP has supported the implementation of the Gender Equality Law, Gender Laws through the formation of chapter-based working groups and has carried out a sub-regional Gender Project. In addressing GBV, harassment and sexual harassment, the working groups developed a series of recommendations which were incorporated into the Gender Action Plan, adopted in 2006. These recommendations are being used as a valuable tool to raise awareness among duty bearers about gender-based violence and its consequences. UNDP also provided grant support to a number of NGOs for the implementation of projects on the elimination and/or prevention of VAW and SGBV.

### **Gender Centers**

The Gender Centres of Federation (2000) and RS (2001) are professional bodies of the Governments of Federation and RS respectively, providing technical assistance primarily to their entity Governments and also to the entity level ministries. On behalf of the Governments of the FBiH and RS the Gender Centres perform the key tasks in relation to gender issues such as monitoring the implementation of the national and international legislations; drafting new laws, regulations, circulars and general strategy documents; conducting advocacy campaigns to promote gender equality; establishing coordination among relevant actors within the government; collecting data on various gender issues; providing technical assistance related to gender policies by establishing cooperation with local and international NGOs; preparing reports on the activities of the authorized bodies on the adopted conventions and other documents from the gender field as the obligation towards international institutions.

### **Technical Assistance and additional technical expertise**

The lead agency for implementing this project is UNDP.

UNDP is positioned, through the partnership with other UN Agencies, to play a significant role in mobilizing existing national expertise and to foster the establishment or revival of, consultative mechanisms among government and civil society entities, so that positive and politically productive relationships can be developed.

UNFPA is a technical agency with the mandate in VAW/SV, and a wealth of expertise in developing, implementing and monitoring VAW/SV activities and projects. UNFPA will act as a technical agency and assist the implementing partners to address any potential capacity gaps.

BiH Gender Agency and Gender Centres, are mandated to address WAV/SV and it is a

strategic issue for them. Further, Gender Centres have the institutional responsibility but also a position to institutionalise all project results, and ensure sustainability. They have also the personnel trained to deal with the issues of WAV/SV.

Expertise of NGOs Medica Zenica and Buducnost Modrica will be used in establishing the GBV referral mechanism.

Additional expertise may be requested from UNIFEM regarding the gender sensitive budgeting and UNICEF regarding the child abuse (CA) aspect of the GBV and CA RM. These two agencies will be approached to provide expertise, and complementary funding if possible.

Expertise of NGOs United Women-Banja Luka and Center for legal advice-Zenica will be used to monitor and evaluate court cases and give concrete recommendations for the training module for judges and prosecutors.

Close cooperation with UNECE Task Force on Gender Statistics will contribute to incorporating Statistical GBV modules in the Statistical Agencies of BIH and support gathering of data on coordinated and sustainable way.

### **Key Partners of the Project**

#### *Governments*

The main partners on the government side will be the State Parliamentary Commission of Gender, a multi-party state and entities level Parliamentary Group on Population and Development, state, entity and cantonal level Ministries<sup>18</sup> such as Ministry of Human Rights and Refugees, Ministry of Health, Ministry of Interior, Ministry of Justice, Ministry of Education, Ministry of Social Services, BiH Gender Equality Agency, Gender Centers of the Federation and RS, Municipalities of six selected cities; Municipalities' Gender Commissions of six selected cities.

#### *CSOs*

NGOs and CSOs such as Medica Zenica, Buducnost Modrica, Women's Economic Network, and other women's NGOs in the six selected cities.

Civil society partners at local levels for UNFPA and the Gender Centres will be very prominent, successful women NGOs with a history in combating VAW and SV: Udruzene zene (United Women) Banja Luka, Lara Bijeljina, Most Visegrad/Foca, Anima and/or Kuca spasa/House of Rescue Gorazde, Zene sa Une (Women from the Una River) Bihac, and Zena BiH/Miriam, Mostar.

Media partners will be media broadcasts in the project implementation sites, like Bihac, Mostar, Gorazde, Foca, Banja Luka, Bijeljina, Tuzla, Sarajevo Radio and TV. Also BIH TV, FTV and RSTV Radio and TV as well as VESTA Community Radio network will be involved in the advocacy campaigns.

Furthermore UNDP will work with entity agencies for judges and prosecutors, the Womens' Economic Network, United Women-Banja Luka, the Centre for Legal Aid-Zenica, Women to Women-Sarajevo, and the VESTA Community Radio Network.

### **UN project proposal formulation process**

The project proposal formulation process is highly participatory and a broad range of

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<sup>18</sup> The names of the ministries generally change from one canton to the other but the general working areas are indicated in the text.

stakeholders was consulted. UNFPA and UNDP are developing the project proposal jointly from the inception of the concept note. The process outline provides the basis for interlinking the three outcomes in a coherent way, under the overarching themes outlined in the narrative below.

The project formulation process for UNFPA means supporting development of both entities' Strategies to prevent and combat family violence, including SGBV. Work with the same partners (Gender Centres, Ministries at all levels, NGOs and media) made it easy going process in which details rather than proposal concept and context was discussed. Discussion on financial modalities, technical assistance, timing and strategic orientation was developed. For the Federation Ministry of Finance and Gender Centre financial management is a challenge due to complex treasure regulations based on three layers of institutional structure. Financial management modality has to be developed and this proposal will make it possible. UNFPA encouraged Gender Centres to select the municipality locations for the implementation of the GBV referral mechanism. NGOs project partners are very supportive and were providing information and data for the situation analysis, justification, obstacles, challenges and opportunities. Medica Zenica, Buducnost Modrica, and Foundation for Local Democracy Sarajevo partners in the UNFPA gender country programme were especially cooperative and agree to play the resources institutions role during the implementation of the project.

The UNDP project formulation mission includes a series of stakeholder meetings in Sarajevo and Banja Luka, when the team gathered inputs into and feedback on the project design. The government counterparts were consulted from both, State and Entity level, including Ministries, Gender Centres, Centre for education of Judges and Prosecutors and Statistical institutions. NGOs, and media were also consulted. Feedback and comments on design of the project is obtained from a wider range of international agencies working in the field of violence, including the OSCE, UNIFEM, and NATO. Consultation is done with the UNDP complimentary projects. Significant change in the government approach towards gender equality and GBV is recognized during the Project Formulation Mission. Entity Ministries of internal affairs and Parliamentary gender commission have been very conducive to the Project.

UN Gender Group was consulted several times during the inception of the concept note, and technical assistance from the member agencies from the Group, like UNIFEM budgeting expertise, UNICEF child abuse expertise etc. will be utilised during the project implementation.

### **Roles and contributions of the partners to the project**

For implementation of VAW/SV referral mechanism model the project will have implementing partners at the municipal and cantonal level: the centres for social work, police, judiciary, health professionals, NGOs, school, the municipal administrations, media and Gender Commissions, that will all participate in recording the victims of violence, referring to each other as per model protocol and analyzing data base and sharing with statistical institutions. At the cantonal levels: Ministries of health and social protection and primary health care institutions, Ministries of education and educational institutions, law enforcement, judiciary, women's NGOs, and media will all use data for strategy documents development, process law cases at the cantonal level when required and do evaluations of practice and programmes on VAW and SV. Each partner will perform within own competencies, responsibilities and per job descriptions.

The Gender Centres of Federation and RS will coordinate these efforts from the sub-national levels. The two Gender Centres will have a coordinating role throughout entire project. They

will use their expertise in gender rights promotion and protection and their mandate to ensure long-term sustainability.

The expertise of NGOs Medica Zenica, Buducnost Modrica and FLD Sarajevo will be used whenever appropriate. They will share rich pioneering experience, particularly in the initial phases of the project implementation. Women's NGO Safe Network, consisting of 30 women NGOs is one of the key partners together with the Gender Centres in designing and implementing the national advocacy strategy. Women and Society NGO is focusing on reproductive rights and discrimination in the society and its expertise will be substantively utilized in the implementation of the project.

Sub-national levels' agencies for education of judges and prosecutors together with Gender Centres will assess current knowledge of judges and prosecutors on SGBV with particular attention to related international standards, develop the modules and deliver the trainings for judges and prosecutors. They will also develop the training manual for judges and prosecutors containing laws and by-laws, as well as procedures for combating SGBV. Gender Focal Points from entity /cantonal Ministries for internal affairs and state Ministry for security will participate in mapping, gender analyses, engendering of their existing policies and strategies and trainings for ministries' staff and presenting their results while the Women's Economic Network (WEN) will undertake external evaluations of private companies with a focus on sexual harassment.

UNDP in close cooperation with UNECE Task Force on Gender Statistics, on regional level, is developing the Guide on Gender Statistics. The chapters on Gender Based Violence will specially contribute to and support implementation of this Project. Bosnia and Herzegovina is one of the pilot countries and partners in this project will benefit from the trainings and workshops held by UNECE experts.

At the national level, for all the project components, the key partners will be the Ministry for Human Rights and Refugees, The Parliamentary Commission for Gender Equality and the Parliamentary Group for Population and Development. The two parliamentary groups will ensure that all the issues at the local and sub-national level are addressed in the Parliaments, and request issued to the executive government to deal with VAW and SV issues.

As described above, NGOs dealing with GBV will be involved in assessing the quality of court proceedings and presenting their results while the Women's Economic Network (WEN) will undertake external evaluations of private companies with a focus on sexual harassment.

BIH media at all levels will be involved in all project activities, as participants in VAW/SV education activities, but also in their primary media reporting role.

UNFPA and UNDP partnered in developing the project proposal jointly and will use the expertise of the UN Communication Group to advance the project's PR activities and the UN Gender Group for the gender specific issues. During the development of the project UNFPA used the support of its headquarters and other country offices.

## **7. Fund Management Arrangements**

The programme will be implemented in joint programming fund management option C: pass-through management.

UNDP will act as the Administrative Agent (AA), in accordance with existing policy. Accountability for UNDP's AA function rests with the MDTF Office Executive Coordinator in New York. Within BiH, performance of AA local tasks will be under the delegated authority of the UNDP RR, and will be directly accountable to the Executive Coordinator of MDTF office. Funds will be transferred to Participating UN Organizations' HQs through the MDTF Office upon a request issued by the Resident Coordinator. These funds will in turn be transferred to the specific agencies in BiH.

Principle functions of the AA, under delegated authority, under a Joint Programme, include the following:

- Review copy of Joint Programme document that will be signed by all Participating UN Organizations and respective Government to ensure the fund management and reporting arrangements are consistent with the provision of the MOU and SAA;
- Conclude the standard UNDG-approved Memorandum of Understanding (MOUs) with two or more Participating UN Organization;
- Conclude the UNDG-approved Standard Administrative Arrangements (SAAs) with donors;
- Notify the MDTF Office immediately on funds to be disbursed to Participating UN Organizations as per Joint Programme document duly signed by all the Participating UN organizations and duly signed Fund Transfer request(s);
- Report to the Joint Programme Steering Committee, Participating UN Organizations, and donors on the sources and uses of donor contributions received;
- Consolidate periodic narrative and financial progress reports from Participating UN Organizations for submission to the Joint Programme Steering Committee and/or Participating UN Organizations for review and approval and submission thereafter to donors;

Each Participating UN Organization (PO) assumes complete programmatic and financial responsibility for the funds disbursed to it by the AA and can decide on the execution process with its partners and counterparts following the organization's own applicable regulations.

Each PO establishes a separate ledger account for the receipt and administration of the funds disbursed to it by the AA. POs are requested to provide certified financial reporting according to the budget template provided in the MDG-F Operational Guidance Note issued by the MDTF Office and are entitled to deduct their indirect costs on contributions received not exceeding 7 per cent of the Joint Programme budget in accordance with the provisions of the MDG-F MOU signed between the AA and the POs.

Subsequent instalments will be released in accordance with approved Annual Work Plans. The release of funds is subject to meeting a minimum commitment threshold (legally binding contracts signed, including multi-year commitments which may be disbursed in the future years) of 70% of the previous fund release to the POs combined. If the 70% threshold is not met for the programme as a whole, funds cannot be released to any organization, regardless of the individual organization's performance.

On the other hand, the following year's advance can be requested at any point after the combined commitment against the current advance has exceeded 70% and the work plan requirements have been met. If the overall commitment of the programme reaches 70% before the end of the twelve-month period, the POs may after endorsement by the NSC request the MDTF Office, through the RC to release the next instalment ahead of schedule.

## **8. Monitoring, Evaluation and Reporting**

### **Monitoring**

Quarterly progress reports will be discussed at the management team meetings that will track achievements on the activities conducted and assess the contribution to the achievement of results. Obstacles and challenges will be addressed, and if needed original plans and implementation strategies will be modified with auditing the flaws of resources and utilisation when it is required. The project team, consisting of the key project partners, project manager, one representative from UNFPA and one representative from UNDP will take part in the meetings.

The project staff, including UNFPA and UNDP programme staff responsible for implementation will do regular field monitoring visits, jointly analysing ongoing reports and adjustments and ensure the implementation timeline on schedule.

UNFPA implementing partners will report on a quarterly basis by using UNFPA programme reporting forms. UNDP implementing partners will be reporting on a quarterly basis, using UNDP programme reporting forms. Where activities are jointly supported by UNFPA and UNDP (advocacy campaign), the implementing partners will report to both UN agencies, alternating the reporting format each quarter. UNFPA, as the lead agency will ensure that the reports are compiled, and sent to the UNTF on time.

After organizing research in each six project sites, baseline data and indicators will be established, and it will be essential for the final evaluation. Field research (performed in a new 6 municipalities) will be monitored and supervised at two levels: checking the questionnaire validity -as performed and delivered and debriefing of field researchers. Expert meetings will be regularly organised. The referral Model guidelines will be tested and validated in a new 6 project sites.

### **Table 2: Joint Programme Monitoring Framework (JPMF)**

Expected Results (Outcomes & outputs)	Indicators (with baselines & indicative timeframe)	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks & assumptions
<b>Outcome 1</b> Policy discussions and legislative reforms on Combating the Gender and Sexual Based Violence are initiated through provision of technical support and advocacy to policy makers, politicians, decision makers, judiciary and public service providers at all governmental levels, civil society and media	Number of court cases resolved with regards to gender based violence increased. Baseline: to be set in first year of the project Target: 20% increase by the end of the project	UNFPA/UNDP Project reports Government reports	Project monitoring and evaluation	UNDP & UNFPA	Risk: Complex government structures
<b>Output 1.1 (joint UNFPA/UNDP)</b> Awareness for prevention and combating VAW/SV at all levels amongst government officials, service providers, media and general public increased.	<b>Indicator 1:</b> Percentage increase of the surveyed citizens aware where to seek help in six cities <b>Baseline:</b> Set during the project. <b>Target:</b> %50  <b>Indicator 2:</b> Percentage increase of the surveyed during each round table discussions <b>Baseline:</b> Baseline and end line knowledge assessment on VAW/SV <b>Target:</b> %50  <b>Indicator 3:</b> No of Community radio network promotion and education programmes on VAW/SV <b>Baseline:</b> unavailable <b>Target:</b> 5 per year  <b>Indicator 4:</b> No of media	-Baseline and end line survey results -Advocacy Strategy Document -Media Plan -Quarterly reports -Activity reports -Baseline and end line knowledge assessment results - Reports, media records	Media cooperates with the implementation of the advocacy strategy  Risks: Level of media buy-in.  Media lack capacity to report on issue with requisite sensitivity  Media unable to report on VAW in effective way in order to generate sufficient interest in public interest & raise awareness  Mitigation strategy: Choice of community radio network as vehicle for message dissemination due to prior experience with reporting on SGBV & ability to	UNFPA & UNDP	Assumption: The willingness of judges and prosecutors to improve their level of knowledge on standards & procedures for cases related to GBV.  Risk (Low): Low level of buy-in from the judiciary.  Mitigation strategy: Pre-activity meetings with members of the judiciary emphasizing the significance of GVB in the context of broader international standards.



	representatives and other Project stakeholders participating in advocacy and media activities <b>Baseline:</b> N/A <b>Target:</b> 20 representatives of State and entity printed and electronic media		disseminate messages widely		
<b>Outcome 2</b> Enhanced institutional and capacities of the CSO's to address the GBV and SV in line with the UN, EU regulations and other international commitments	Gender Based Violence Referral Mechanism established and functional	Project and government reports	Project monitoring and evaluation activities	UNFPA & UNDP	Risk: Complex government structures
<b>Output 2.1.</b> <b>UNFPA</b> Increased information and knowledge of women victims of violence and service providers responding to VAW and SV.	<b>Indicator 1:</b> GBV Research results published and disseminated Yes/No <b>Baseline:</b> N/A <b>Target:</b> At the end of the first year six research results	-Research Reports -Assessments results	- Reports	UNFPA, Gender Centres, NGOs	Cooperation of the women and representatives of the institutions that will the assessments take place
<b>Output 2.2.</b> <b>UNFPA</b> Sensitivity and long-term commitment of the government officials increased and service providers at local level to address legislation, international standards and procedures of VAW and SV appropriately	<b>Indicator 1:</b> Training materials for SP and Go modified <b>Baseline:</b> not modified <b>Target:</b> modified  <b>Indicator 2:</b> No. of professionals trained in six cities <b>Baseline:</b> N/A <b>Target:</b> 450  <b>Indicator 3:</b> Functional TOT system <b>Baseline:</b> N/A <b>Target:</b> By the end of the project the training materials and the TOT system endorsed by the	Training materials -Training evaluation reports from six cities	-Quarterly reports -Attendance sheets	UNFPA, Gender Centres, NGOs	-Collaboration of the professionals who will be trained -The newly elected mayors to the six programme cities lessen/increase the municipality commitment to the action  - Cooperation of the -Government for the endorsement of the TOT System -Adequate number of staff will be appointed for the trainings

<p><b>Output 2.3. UNDP</b> Enhanced capacities of Judges and Prosecutors at the level of entities and state to implement the BiH laws and international standards and procedures of VAW and SV</p>	<p>government</p> <p><b>Indicator 1:</b> No of judges and prosecutors having the capacity to make informed decisions regarding GBV</p> <p><b>Baseline:</b> 15 judges and prosecutors have been trained on gender and gender legislation within the UNDP gender programme; no specific focus on GBV</p> <p><b>Target:</b> 20 additional judges/prosecutors trained</p> <p><b>Indicator 2:</b> Availability of relevant information to support judges and prosecutors with GBV reform activities</p> <p><b>Baseline:</b> No relevant resource material (i.e. manual) for judges and prosecutors based on previous assessment, containing laws and by-laws, as well as procedures for combating GBV, currently exists</p> <p><b>Target: 1</b></p>	<p>- Assessment Report</p> <p>- High Judicial and Prosecutor Council's decision on approval of the training module</p> <p>- Training manual</p> <p>-</p>	<p>Court cases monitoring and evaluation</p> <p>Trainings evaluations</p>	<p>UNDP , CSOs, Expert Team, Agency for Education of Judges and Prosecutors</p>	<p>Assumption: The willingness of judges and prosecutors to improve their level of knowledge on standards &amp; procedures for cases related to GBV.</p> <p>Risk (Low): Low level of buy-in from the judiciary.</p> <p>Mitigation strategy: Pre-activity meetings with members of the judiciary emphasizing the significance of GVB in the context of broader international standards.</p>
<p><b>Output 2.4. UNDP</b> Enhanced capacity (awareness, knowledge, ability, understanding) of executive and legislative Government to combat VAW and SV according to UN, EU, other international standards and national legislation</p>	<p><b>Indicator 1:</b> No of representatives of legislative and executive government with the capacity to make informed decisions on GBV</p> <p><b>Baseline:</b> 3 Parliamentary sessions in 2008 were focused on VAW with cca 25 participants in total</p> <p><b>Target:</b> 30 ministries' staff trained on gender and GBV; 15 relevant government</p>	<p>- Training Report</p> <p>- Ministries' documents</p> <p>- State and Entity parliamentary sessions reports</p>	<p>Evaluation of the Ministries documents and procedures</p> <p>Organizing trainings for the Ministries' staff</p> <p>Trainings evaluations</p> <p>Held targeted Parliamentary sessions</p>	<p>UNDP</p>	<p>Assumptions: Effectiveness of trainings and thematic sessions; relevant Ministries and Parliamentary commissions actively cooperate in project activities</p> <p>Risk: Level of capacity enhanced is not to the level required to guarantee sustained commitment to combat VAW/SV</p> <p>Mitigation strategy: High-quality training and follow-up activities</p>

	<p>representatives participating in each Parliamentary thematic session</p> <p><b>Indicator 2:</b> No of Ministries' documents incorporating mapping and gender analyses' recommendations</p> <p><b>Baseline:</b> will be set during the Project (mapping and gender analyses in the Ministries)</p> <p><b>Target:</b> Relevant Ministries' documents</p>				<p>devised in collaboration with representatives of the government and delivered by experienced trainers.</p>
<p><b>Output 2.5 UNDP</b> Improved capacity of civil society to monitor and provide technical advice and policy advocacy to government and private sector on GBV</p>	<p><b>Indicator 1:</b> No of CSOs able to asses and report on institutional performance regarding GBV</p> <p><b>Baseline:</b> 2 (NGOs 'United Women' and 'Centre for Legal Aid' have experience in monitoring of the GBV court cases)</p> <p><b>Target: 5</b></p> <p><b>Indicator 2:</b> No of court cases monitored and evaluated</p> <p><b>Baseline:</b> unavailable</p> <p><b>Target:</b> 5 in the first year of the Project and 5 in the second year after the training for judges and prosecutors</p> <p><b>Indicator 3:</b> Number of court processes more sensitive to GBV issues.</p> <p><b>Baseline:</b> will be set during the Project (assessment of current knowledge of judges and prosecutors and CSO monitoring and evaluation of Court GBV cases)</p> <p><b>Target: 5</b></p>	<p>CSO's M&amp;E Report</p> <p>- BIH WEN Report</p> <p>- Private companies' policy documents</p> <p>- Manual for Commission on prevention of sexual harassment</p> <p>- CSO monitoring reports.</p>	<p><b>Evaluation of the companies' statute, rules and procedures</b></p> <p><b>Establishing of Commission on prevention of sexual harassment on the workspace</b></p> <p><b>Commissions' Monitoring and evaluation reports</b></p> <p><b>Training evaluations</b></p>	<p>UNDP</p>	<p>Assumption: selected CSOs able to asses and report on institutional performance regarding GBV</p> <p>Risk: CSOs capacities not strengthened to a level sufficient to impact upon government and private sector.</p> <p>Mitigation strategy: CSOs chosen on the basis of experience in assessing the work of government and private sector</p>

	<p><b>Indicator 4:</b> Number of companies with improved capacities to deal effectively with harassment in the workplace</p> <p><b>Baseline:</b> will be set during the Project (gender analyses)</p> <p><b>Target:</b> in 3 private companies established Commissions for Sexual harassment prevention and employment policy documents with integrated gender component</p>	- Companies' policies and procedures			
<p><b>Outcome 3</b> Establishment and maintenance of the inter-ministerial and inter-sectoral partnerships and networking</p>	Coordination mechanism established	Project and government reports	Meeting minutes Project monitoring and evaluation activities	UNFPA, UNDP Steering Committee	Risks: no  Assumptions: all stakeholders willing to cooperate
<p><b>Output 3.1.</b> <b>UNFPA</b> Coherent data collection (recording and reporting) system on VAW and SV within the institutions dealing with GBV established and functional in 6 selected municipalities.</p>	<p><b>Indicator:</b> Increased number of recorded cases of VAW and SV in the society</p> <p><b>Baseline:</b> will be set at the end of first year</p> <p><b>Target:</b> 50 cases for each sector for a year starting from the second year</p> <p><b>Indicator:</b> Percentage of the reported cases managed</p> <p><b>Baseline:</b> N/A</p> <p><b>Target:</b> Through case management the number of recorded cases which will be managed annually rise 20%</p> <p><b>Indicator:</b> Municipality level functional database established</p> <p><b>Baseline:</b> N/A</p> <p><b>Target:</b> By the end of year</p>	<ul style="list-style-type: none"> <li>- Desk review report</li> <li>- Needs assessment report</li> <li>- Model for data collection</li> <li>- Data collection Forms</li> <li>- Trainings reports</li> <li>- Attendance Sheets</li> <li>- Signed Protocols</li> <li>- Database software</li> </ul>	Project monitoring and evaluation activities	UNFPA	<ul style="list-style-type: none"> <li>- All involved public officials, service providers and NGOs will be active partners and work to accomplish the project results.</li> <li>-The newly elected mayors to the six programme cities lessen/increase the municipality commitment to the action.</li> <li>- Slow adjustment into the mayors' roles.</li> </ul>

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<p><b>Output 3.2. UNFPA &amp; UNDP</b> Efficient and effective Referral Mechanism established and used by all stakeholders in six selected municipalities.</p>	<p><b>Indicator:</b> Number of institutions collaborated under the RM in each municipality <b>Baseline:</b> N/A <b>Target:</b> At least 5 government institutions and one NGO for each city till the end of the project</p>	<p>Desk review report -Signed protocols -Meeting minutes -Quarterly reports -RM Guidelines -Monitoring reports - Exit Strategy</p>	<p>Reports Field Visits</p>	<p>UNFPA &amp; UNDP</p>	<p>-The relevant local NGOs will be active partners and willing to cooperate with the local government entities. -Local governments lack of political commitment for the sustainability of the mechanism -Adequate number of staff will be appointed for the trainings and for the management of the mechanism -The newly elected mayors to the six programme cities lessen/increase the municipality commitment to the action -The dialogue between local NGOs and municipalities disrupted due to political or other reasons. -Local NGOs in the six cities lack/have the human power and structure to become <i>bona fide</i> partners in the mechanism</p>
<p><b>Output 3.3.</b> The Communication and Coordination mechanisms between key stakeholders, addressing the GBV, at all levels of government NGOs and IC established and is operational to improve the implementation of laws and relevant international standards</p>	<p><b>Indicator:</b> Entity level Strategies and Action Plans to combat VAW/SV implemented at local level <b>Baseline:</b> 6 selected cities <b>Target:</b> By the end of 2010  <b>Indicator 2:</b> Improved communication and coordination between key stakeholders in the Government, NGO sector and International Community to combat VAW/SV <b>Baseline:</b> N/A <b>Target:</b> Communication and coordination model functional and have regular meetings 3 times a year till the end of the Project</p>	<p>-Desk review report -Needs assessment reports - Communication and coordination model - Signed protocols - Meeting minutes - Strategy document at all levels to combat VAW/VS - Action Plans - Reports on the implementation of the Strategies</p>	<p>Reports Field visits</p>	<p>UNFPA &amp; UNDP</p>	<p>-Not harmonised State and Entity level strategies -Lack of commitment and funds to implement the strategies at some levels and by some stakeholders  Assumption: Effectiveness of the Coordination and communication model  Risk: Level of buy-in of the key stakeholders</p>

### **Annual Programme Review Meeting (APRM)**

This project will be included in the UNFPA annual programme review meeting held each year in December. This is to gather all the UNFPA BIH Country Programme partners and key stakeholders from government, NGOs and private sectors. The conference will assess progress and challenges *vis a vis* expected results and will validate and agree on findings and recommendations that will feed into the development of the following year's annual work plan. This project will also be included in the UNFPA ARPC.

### **Evaluation**

The project is developed within a Results-Based Management (RBM) framework. At its completion it will be accountable for the achievements of expected results at the outcome and output levels. The final evaluation will be therefore conducted at the outcome level. The evaluation team will consist of at least one international and two local evaluation experts, and will be external. Deliverables of the final evaluation, apart from the pack of all documentation collected through the project life will be a sound evidence of the interventions results and good practices that will contribute as a tool for high quality evidence based policy and advocacy towards decision makers and donors, so that continuing support and budgets for expansion of these interventions is documented and based on results.

The meetings of the Steering Committee will be held twice a year and will provide a platform for monitoring the project implementation. UNFPA and UNDP will co-chair the committee. The SC will be composed of representatives from the related institutions, namely State Level Parliamentary Commission on Gender Equality, State Level Parliamentary Group on Population and Development, State Level Ministries, Entity Level Ministries, Cantonal Level Ministries, Gender Centers of both Entities, Municipalities of six selected cities and Municipality their Gender Committees, NGOs, CSOs, academicians. The ministries at all levels will be Ministry of Interior, Ministry of Justice, Ministry of Health, Ministry of Education and Ministry of Social Services.

Planning, implementation and monitoring of the project will be done within the UNDAF Guidelines. UNFPA and UNDP will develop a joint Annual Work Plan and will jointly do monitoring and evaluation of the project management and implementation. A Project Steering Committee for coordination and monitoring progress of project implementation will be established.

Monitoring and evaluation of the project will be based on meetings, reports and data collected by baseline/end line surveys.

### **Reporting**

#### **General Reports**

- a. The overall work plan (at the end of the 4<sup>th</sup> month): Due to the large number of the project partners and implementers a work plan with the timetable will be prepared at the end of the 4<sup>th</sup> month of the project for the smooth implementation of the project.
- b. Interim report (in the middle of the project implementation/in the middle of 2010)
- c. Final report (at the end of the project: lessons learnt and recommended approaches that can later be used for further up scaling).
- d. Quarterly progress report (soft and hard copy): emerging good practices, audio-visual means of documentation, and capturing the testimony from primary and secondary beneficiaries.
- e. Quarterly Meetings' minutes (12 reports)
- f. Annual Review Conference Reports (three reports)

#### Activity Reports (indicative)

- a. Needs assessment / analysis reports;
- b. Baseline/end line street survey report;
- c. Baseline/end line knowledge assessment report;
- d. Advocacy Strategy report;
- e. Media Plan;
- f. Exit Strategy report;
- g. Evaluation reports of the trainings;
- h. Evaluation reports of the TOTs;
- i. Research reports;
- j. M&E reports of Court GBV cases; and
- k. Entry and Exit Beneficiaries Survey.

Project results will be monitored through M&E matrix and calendar, regular field visits, monitoring reports, and project steering committee meetings. The detailed M&E plan and calendar will be developed together with the stakeholders in the beginning of the project. Set of indicators will be utilized in the overall project monitoring and integrated into the UN DevInfo Database.

## **9. Legal Context or Basis of Relationship**

The United Nations Development Assistance Framework in BiH (UNDAF) for the period 2010-2014, signed by the Government of Bosnia and Herzegovina and the UN Country Team in March 2009, represents the basis for the activities of all the UN development agencies in BiH. This Joint Programme will contribute mainly to the UNDAF Outcome 2 on Social Inclusion and UNDAF Outcome 4 on Human Security.

The project will contribute to fulfilling an UNDAF 2010-2014 Social Inclusion Outcome 2.3. "Basic Health and education, social protection and employment service providers are better able to ensure access to quality services for socially excluded and vulnerable groups, including marginalized rural poor", by ensuring that output 2.3.2 "Selected communities and the accountable health, education, social and judiciary services providers establish multi-sectoral referral mechanisms to address gender based violence and child abuse."

The project will also contribute to fulfilling UNDAF 2010-2014 Human Security Outcome 4.2 and 4.4.

As far as individual agencies are concerned, their individual cooperation and/or assistance agreements with the Government of Bosnia and Herzegovina, which are the legal basis for their relationships with the Government, will apply for each of the UN Organizations participating in this Joint Programme. Each agency's activities under this Joint Programme will be governed by the respective applicable basic and other agreements of the agency.

Specifically, all of the activities of UNDP and UNFPA in Bosnia and Herzegovina are legally grounded in the Standard Basic Assistance Agreement (SBAA) between the Government of Bosnia and Herzegovina and UNDP, signed on 7<sup>th</sup> December 1995. UNDP and UNFPA current Country Programme Action Plans (CPAP) for period 2005-2009 and UNDP and UNFPA Country Programme Action Plans for period 2010-2014, as agreed and signed by the Government and UNDP on 3<sup>rd</sup> June 2005.

The Implementing Partners have agreed to undertake all reasonable efforts to ensure that none of the funds received pursuant to this Joint Programme are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by Participating UN organizations do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999).<sup>19</sup> This provision will be included in all sub-contracts or sub-agreements entered into under this programme document.

## **10. Work plans and budgets**

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The UN Trust Fund in Support of Actions to Eliminate Violence against Women  
**ANNEX I: ANNUAL WORK PLAN YEAR : 2009**

Outcome 1: Policy discussions and legislative reforms on Combating the Gender and Sexual Based Violence are initiated through provision of technical support and advocacy to policy makers, politicians, decision makers, judiciary and public service providers at all governmental levels, civil society and media			Timeline														
Output 1.1	Output	Activities	J	F	M	A	M	J	J	A	S	O	N	D	Responsible entity(ies)	Budget	
	Indicators																
Awareness for prevention and combating VAW/SW at all levels among Gvt officials, service providers and media and general public increased	<b>Indicator 1:</b> Percentage increase of the surveyed citizens aware where to seek help in six cities <b>Baseline:</b> Set during the project. <b>Target:</b> %50	1.1.1. Developing Advocacy Strategy (2 day workshop, 10 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)															
		1.1.2. Developing a Media Plan (2 day workshop, 10 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)															
	1.1.3 Baseline and endline street surveys on VAW/SW (no charge)																
	1.1.4. Producing and distributing TV spots, radio jingles, posters, billboards both in the local and national levels (3 day workshop, 12 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)																
	1.1.5. Producing and distributing promotional materials, such as leaflets, booklets, mugs, caps, calendars, shirts, pens etc. at the local and national levels (3 day workshop, 12 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)																
	1.1.6. "How to use Media" trainings conducted for the local government officials in six selected municipalities (2 day workshop, 20 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)																
	1.1.7. Media workshops for the future media professionals (students of communication students) - cost shared under 1.1.3. and 1.1.4.																
	<b>Indicator 2:</b> Percentage increase of the surveyed during each round table discussions knowledgeable on VAW <b>Baseline:</b> Baseline and end line knowledge assessment on VAW/SV <b>Target:</b> %50  <b>Indicator 3:</b> No of Community radio network promotion and education programmes on VAW/SV <b>Baseline:</b> unavailable <b>Target:</b> 5 per year																
Output 1.1	Output	Activities	J	F	M	A	M	J	J	A	S	O	N	D	Responsible entity(ies)	Budget	
	Indicators																

<p><b>Indicator 4:</b> No of media representatives and other Project stakeholders participating in advocacy and media activities  <b>Baseline:</b> N/A  <b>Target:</b> 20 representatives of State and entity printed and electronic media</p>	1.1.8. Programmes on combating VAW and SV will be aired in the community radio and TV stations of the six selected cities.(free of charge)																
	1.1.9. Round table discussions with the prominent religious figures at least in one of the selected cities.																
	1.1.10.Organising special panels with the celebrities, prominent sports figures, media professionals and politicians.																
	1.1.11. Round table discussions with the MPs, government and academia officials at every level																
	1.1.12. Dialogue meetings with the local government officials, NGOs and local media professionals																
	1.1.13. Round table on GBV with UN Gender Group, all Project stakeholders and media											X	X	UNDP	7,550.00		
	1.1.14. Community radio network promoting Project’s partners and activities																
	1.1.15. Community radio network broadcasting educational programmes and best practices to combat GBV																
	1.1.16. Presentation and promotion of the Project activities through joint UNGG and UN Communication group meetings											X		UNDP	150.00		
<b>Outcome 2: Enhanced institutional and capacities of the CSO’s to address the GBV and SV in line with the UN, EU regulations and other international commitments</b>												<b>Timeline</b>					
<b>Output 2.1</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>	
	<b>Indicators</b>																
<p>Increased information and knowledge of women victims of violence and service providers responding to VAW and SV.</p>	<p><b>Indicator 1:</b> Research results published and disseminated Yes/No  <b>Baseline:</b> N/A  <b>Target:</b> At the end of the first year six research results</p> <p><b>Indicator 2:</b> No. of institutions represented in the assessment  <b>Baseline:</b> N/A  <b>Target:</b> At the end of the first year six assessment results</p>	2.1.1. Assessment meetings with multi-sectoral institutional representatives in 6 instit.															
		2.1.2. Installing the data processing software x 6															
		2.1.3. Modification of the questionnaire x 6															
		2.1.4. Researchers training x 6															
		2.1.5. Piloting the questionnaire x 6															
		2.1.6. Conducting the researchx 6															
		2.1.7. Data processing, analysing the results and drafting the report on the results x 6															
		2.1.8. Printing the report x 6															
		2.1.9. Disseminating the results x 6 (+ 1 large joint conference)															

Output 2.2	Output	Activities	J	F	M	A	M	J	J	A	S	O	N	D	Responsible entity(ies)	Budget	
	Indicators																
Sensitivity and long-term commitment of the government officials increased and service providers at local level to address legislation, international standards and procedures of VAW and SV appropriately	<b>Indicator 1:</b> Training materials for SP and Go modified <b>Baseline:</b> N/A <b>Target:</b> YR 2  <b>Indicator 2:</b> No. of professionals trained in six cities <b>Baseline:</b> N/A <b>Target:</b> 450, YR 2  <b>Indicator 3:</b> Functional TOT system <b>Baseline:</b> N/A <b>Target:</b> By the end of the project the training materials and the TOT system endorsed by the government	2.2.1. Review of the training materials used in the project titled “Developing GBV and CA Referral Mechanism in BiH”2.2.1.															
		2.2.2. Modification of the materials and the curriculum															
		2.2.3. Pilot trainings															
		2.2.4. Conducting the trainings															
		2.2.5. Follow-up trainings															
		2.2.6. Evaluation of the trainings															
		2.2.7. Needs assessment meetings with expert of the Working Groups to develop the curriculum for continued trainings of service providers															
		2.2.8. Developing ToT Modules															
		2.2.9 Pilot TOTs															
		2.2.10. Evaluation of TOTs															
Output 2.3	Output	Activities	J	F	M	A	M	J	J	A	S	O	N	D	Responsible entity(ies)	Budget	
Indicators																	
Enhanced capacities of Judges and Prosecutors at the level of entities and state to implement the BiH laws and international standards and procedures of VAW and SV	<b>Indicator 1:</b> No of judges and prosecutors having the capacity to make informed decisions regarding GBV <b>Baseline:</b> 15 judges and prosecutors have been trained on gender and gender legislation within the UNDP gender programme; no specific focus on GBV	2.3.1. Assessment of current knowledge of judges and prosecutors on GBV with particular attention to related international standards															
		2.3.2. Development of the modules and delivering the trainings for judges and prosecutors (on the basis of the assessment as well as the results CSOs monitoring and evaluating of the court GBV cases and WEN gender analyses in 3 private companies)															

	<p><b>Target:</b> 20 additional judges/prosecutors trained</p> <p><b>Indicator 2:</b> Availability of relevant information to support judges and prosecutors with GBV reform activities</p> <p><b>Baseline:</b> No relevant resource material (i.e. manual) for judges and prosecutors based on previous assessment, containing laws and by-laws, as well as procedures for combating GBV, currently exists</p> <p><b>Target:</b> 1</p>	2.3.3. Development and publishing of the training manual for judges and prosecutors																
<b>Output 2.4</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>		
	<b>Indicators</b>																	
Enhanced capacity (awareness, knowledge, ability, understanding) of executive and legislative Government to combat VAW and SV according to UN, EU, other international standards and national legislation	<p><b>Indicator 1:</b> No of representatives of legislative and executive government with the capacity to make informed decisions on GBV</p> <p><b>Baseline:</b> 3 Parliamentary sessions in 2008 were focused on VAW with cca 25 participants in total</p> <p><b>Target:</b> 30 ministries' staff trained on gender and GBV; 15 relevant government representatives participating in each Parliamentary thematic session</p> <p><b>Indicator 2:</b> No of Ministries' documents incorporating mapping and gender analyses' recommendations</p> <p><b>Baseline:</b> will be set during the Project (mapping and gender analyses in the Ministries)</p>	2.4.1. Mapping and gender analyses of the existing policies, procedures and strategies in the entity Ministries for internal affairs																
		2.4.2. Development of training modules on gender and GBV (based on results of mapping and gender analyses) and delivery of the trainings for ministries' staff.																
		2.4.3. Incorporating of mapping and gender analyses' recommendations in the ministries' polices and procedures																
		2.4.4. PR and media presentation of the Ministries work on GBV																
		2.4.5. Coaching and follow up activities																

	<b>Target:</b> Relevant Ministries' documents	2.4.6. Thematic sessions on GBV with the state Gender parliamentary commissions, other relevant Government representatives, CSOs, media, and UN Gender Group																	
<b>Output 2.5</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>			
	<b>Indicators</b>																		
Improved capacity of civil society to monitor and provide technical advice and policy advocacy to government and private sector on GBV	<b>Indicator 1:</b> No of CSOs able to asses and report on institutional performance regarding GBV <b>Baseline:</b> 2 (NGOs 'United Women' and 'Centre for Legal Aid' have experience in monitoring of the GBV court cases) <b>Target:</b> 5 <b>Indicator 2:</b> No of court cases monitored and evaluated <b>Baseline:</b> unavailable <b>Target:</b> 5 in the first year of the Project and 5 in the second year after the training for judges and prosecutors <b>Indicator 3:</b> Number of court processes more sensitive to GBV issues. <b>Baseline:</b> will be set during the Project (assessment of current knowledge of judges and prosecutors and CSO monitoring and evaluation of Court GBV cases) <b>Target:</b> 5	2.5.1. CSOs monitoring and evaluating (M&E) of the court GBV cases, in order to provide inputs for the development of the training module for judges and prosecutors,																	
		2.5.2. Coordination meetings to present CSOs M&E recommendations to the expert team for development of training modules for judges and prosecutors																	
		2.5.3. CSOs monitoring and evaluating (M&E) of the Court GBV cases after the training, in order to asses if the knowledge gained during the training is applied in a practical work of judges and prosecutors																	
		2.5.4. Presentation of the CSOs M&E recommendations at the Parliamentary Gender Commissions' thematic session																	
		2.5.5. Gender analyses through the BiH Women's Economic Network (WEN), in selected private companies (documents, employment procedures and regulations) in terms of the prevention of sexual harassment in the workplace																	
		2.5.6. Establishment and functioning of the Commission on prevention of sexual harassment in selected private companies																	
		2.5.7. Coordination meetings with WEN and the team of experts engaged in development the training modules for judges and prosecutors with the aim to incorporate the WEN gender analyses' results and recommendations in the training module																	
<b>Output 2.5</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>			
	<b>Indicators</b>																		

	<p><b>Indicator 4:</b> Number of companies with improved capacities to deal effectively with harassment in the workplace  <b>Baseline:</b> will be set during the Project (gender analyses)  <b>Target:</b> in 3 private companies established Commissions for Sexual harassment prevention and employment policy documents with integrated gender component</p>	<p>2.5.8. Presentation of the WEN and recommendations for gender sensitive policies at the workplace to BiH Employment confederation</p>																	
		<p>2.5.9. Presentation of the WEN gender analyses results and recommendations at the BiH Parliamentary Gender Commission thematic session</p>																	
		<p>2.5.10. Development and publishing of the manual for Commission on prevention of sexual harassment</p>																	
		<p>2.5.11. Coaching and follow up activities</p>																	
<b>Outcome 3: Establishment and maintenance of the inter-ministerial and inter-sectoral partnerships and networking</b>			<b>Timeline</b>																
<b>Output 3.1</b>	<b>Output</b>	<b>Activities</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>#</b>	<b>#</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>			
	<b>Indicators</b>																		
Coherent data collection (recording and reporting) system on VAW and SV within the institutions dealing with GBV established and functional in 6 selected municipalities.	<p><b>Indicator:</b> Increased number of recorded cases of VAW and SV in the society  <b>Baseline:</b> will be set at the end of first year  <b>Target:</b> 50 cases for each sector for a year starting from the second year  <b>Indicator:</b> Percentage of the reported cases managed  <b>Baseline:</b> N/A  <b>Target:</b> Through case management the number of recorded cases which will be managed annually rise 20%  <b>Indicator:</b> Municipality level functional database established  <b>Baseline:</b> N/A  <b>Target:</b> By the end of year 3</p>	Gender Centre RS Coordinator gross amount 1600 USD pm x36																	
		Gender Centre FBiH Coordinator gross amount 1600 USD pm x36																	
		3.1.1. Desk review on other country experiences on data collection mechanisms																	
		3.1.2. Needs assessment meetings with the relevant institutions providing service to the victims																	
		3.1.3. A model for a data collection mechanism for recording and reporting VAW and SV will be developed based on a needs assessment of existing institutional capacity																	
		3.1.4. Data collection forms will be prepared																	
		3.1.5. Training on data collection forms																	
		3.1.6. Piloting Data Collection Forms - cost free																	
<b>Output 3.1</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>			
	<b>Indicators</b>																		

		3.1.7. Signing of protocols for cooperation among the institutions in the local level will be facilitated through meetings																		
		3.1.8. Data base software set up in 6 locations																		
		3.1.9. Data analyzing system will set																		
		3.1.10. Meetings to shara data and analysis																		
<b>Output 3.2</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>				
	<b>Indicators</b>																			
Efficient and effective Referral Mechanism established and used by all stakeholders in six selected municipalities.	<b>Indicator:</b> Number of institutions collaborated under the RM in each municipality <b>Baseline:</b> N/A <b>Target:</b> At least 5 government institutions and one NGO for each city till the end of the project	3.2.1. Desk review of the RM guidelines to be used in selected six municipalities																		
		3.2.2. Modifying the RM Guidelines																		
		3.2.3. Signing of protocols for cooperation																		
		3.2.4. Meetings will be organised to present the RM to the relevant service providers																		
		3.2.5. Implementing the RM Guidelines in practice in the six selected institutions in the local communities-no cost																		
		3.2.6. Organizing meetings to establish the expert Working Groups (WG) -from the relevant ministries and service providers-to monitor the implementation of RM in the selected institutions																		
		3.2.7. Setting up the monitoring mechanism for the RM implementation																		
		3.2.8. Piloting monitoring mechanism for the RM implementation-no cost																		
		3.2.9. Regular meetings among the RM service providers																		
		3.2.10. Post-assessments																		
		3.2.11. Preparing the report for an exit strategy which will be used by other municipalities in BiH																		
<b>Output 3.3</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>				
	<b>Indicators</b>																			
The Communication and Coordination mechanisms between key stakeholders, addressing the GBV, at all levels of government NGOs and IC established and is operational to improve the implementation of laws and relevant international	<b>Indicator 1:</b> Entity level Strategies and Action Plans to combat VAW/SV implemented at local level <b>Baseline:</b> 6 selected cities <b>Target:</b> By the end of 2010	3.3.1. Desk review on other country experiences on communication and coordination models																		
		3.3.2. Needs assessment meetings with the relevant institutions both in the local and national level																		
		3.3.3. A report will be prepared on various models to be presented to the relevant institutions through meetings																		

standards	<b>Indicator 2:</b> Improved communication and coordination between key stakeholders in the Government, NGO sector and International Community to combat VAW/SV <b>Baseline:</b> N/A <b>Target:</b> Communication and coordination model functional and have regular meetings 3 times a year till the end of the Project	3.3.4. Development of a coordination and communication model including the monitoring mechanism through joint meetings																
		3.3.4. Development of a coordination and communication model including the monitoring mechanism through joint meetings												X			UNDP	400.00
		3.3.5. Establishment of the model												X			UNDP	250.00
		3.3.6 Signing the protocols of cooperation																
		3.3.7. Regular coordination meetings for monitoring the model																
		3.3.7. Regular coordination meetings for monitoring the model												X			UNDP	350.00
<b>M&amp;E</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>		
	<b>Indicators</b>																	
Monitoring and Evaluation		M&E 1. Part-time GBV M&E specialist consultant to provide M&E support to throughout the project: compiling, summarising reports, assisting with establishing the baselines; provides summary and analysis of indicators																
		M&E 2. Mid-term evaluation (consultant, travel to sites, meetings)																
		M&E 3. End term project evaluation (consultant, travel to sites, meetings)																
		M&E 4. Project participation at the UNFPA Annual Programme Review Conference/UNDP Annual Review, incl. Travel of project partners, and producing the report																
		M&E 5. Monitoring (petrol, DSA); calculated as 36x 1 day monitoring visits (programme person + driver)																
		M&E 5. items 2.26.; 2.3.4; 3.1.10 and 3.2.10 are also a part of M&E																
		M&E 6. Audit																
<b>PM</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>		
	<b>Indicators</b>																	
Project Management Costs		UNTF UNFPA project contribution to "Joint Project Manager" or the "UNFPA UNTF VAW Project Assistant", 1300 USD pm x 36 (to be recruited)												X	X	UNFPA	2,600.00	
		UNTF "UNFPA project admin/finance assistant part time" 850 USD pm x 36 (to be recruited)												X	X	UNFPA	1,700.00	



	UNDP Project Coordinator																X	X	UNDP	5,366.67
	UNFPA/UNDP Project Manager (UNDP part cca 35%)																X	X	UNDP	2,566.67
<b>TOTAL</b>																				<b>20,933.34</b>

**The UN Trust Fund in Support of Actions to Eliminate Violence against Women  
ANNEX I: ANNUAL WORK PLAN YEAR : 2010**

<b>Outcome 1: Policy discussions and legislative reforms on Combating the Gender and Sexual Based Violence are initiated through provision of technical support and advocacy to policy makers, politicians, decision makers, judiciary and public service providers at all governmental levels, civil society and media</b>			<b>Timeline</b>														
<b>Output 1.1</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>	
	<b>Indicators</b>																
Awareness for prevention and combating VAW/SV at all levels amongst government officials, service providers, media and general public increased.	<b>Indicator 1:</b> Percentage increase of the surveyed citizens aware where to seek help in six cities <b>Baseline:</b> Set during the project. <b>Target:</b> %50	1.1.1. Developing Advocacy Strategy (2 day workshop, 10 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)		X	X										UNFPA, Gender Centres, NGOs	1,000.00	
		1.1.2. Developing a Media Plan (2 day workshop, 10 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)		X	X										UNFPA, Gender Centres, NGOs	1,000.00	
	<b>Indicator 2:</b> Percentage increase of the surveyed during each round table discussions knowledgeable on VAW <b>Baseline:</b> Baseline and end line knowledge assessment on VAW/SV <b>Target:</b> %50	1.1.3 Baseline and endline street surveys on VAW/SW (no charge)			X	X										UNFPA, Gender Centres, NGOs	0,00
		1.1.4. Producing and distributing TV spots, radio jingles, posters, billboards both in the local and national levels (3 day workshop, 12 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)			X	X										UNFPA, Gender Centres, NGOs	2,800.00
	<b>Indicator 3:</b> No of Community radio network promotion and education programmes on VAW/SV <b>Baseline:</b> unavailable	1.1.5. Producing and distributing promotional materials, such as leaflets, booklets, mugs, caps, calendars, shirts, pens etc. at the local and national levels (3 day workshop, 12 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)			X											UNFPA, Gender Centres, NGOs	8,800.00

	<b>Target:</b> 5 per year	1.1.6. “How to use Media” trainings conducted for the local government officials in six selected municipalities (2 day workshop, 20 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)																
		1.1.7. Media workshops for the future media professionals (students of communication students) - cost shared under 1.1.3. and 1.1.4.																
<b>Output 1.1</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>		
	<b>Indicators</b>																	
	<b>Indicator 4:</b> No of media representatives and other Project stakeholders participating in advocacy and media activities <b>Baseline:</b> N/A <b>Target:</b> 20 representatives of State and entity printed and electronic media	1.1.8. Programmes on combating VAW and SV will be aired in the community radio and TV stations of the six selected cities.(free of charge)																
		1.1.9. Round table discussions with the prominent religious figures at least in one of the selected cities.																
		1.1.10.Organising special panels with the celebrities, prominent sports figures, media professionals and politicians.					X								UNFPA, Gender Centres, NGOs	600.00		
		1.1.11. Round table discussions with the MPs, government and academia officials at every level						X							UNFPA, Gender Centres, NGOs	600.00		
		1.1.12. Dialogue meetings with the local government officials, NGOs and local media professionals							X						UNFPA, Gender Centres, NGOs	600.00		
		1.1.13. Round table on GBV with UN Gender Group, all Project stakeholders and media																
		1.1.14. Community radio network promoting Project’s partners and activities			X	X	X	X	X	X	X	X	X	X	UNDP	5,000.00		
		1.1.15. Community radio network broadcasting educational programmes and best practices to combat GBV						X	X	X	X	X	X	X	UNDP	4,000.00		
		1.1.16. Presentation and promotion of the Project activities through joint UNGG and UN Communication group meetings			X			X			X			X	UNDP	400.00		
<b>Outcome 2: Enhanced institutional and capacities of the CSO’s to address the GBV and SV in line with the UN, EU regulations and other international commitments</b>			<b>Timeline</b>															
<b>Output 2.1</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>		
	<b>Indicators</b>																	

Increased information and knowledge of women victims of violence and service providers responding to VAW and SV.	<p><b>Indicator 1:</b> Research results published and disseminated Yes/No <b>Baseline:</b> N/A <b>Target:</b> At the end of the first year six research results</p> <p><b>Indicator 2:</b> No. of institutions represented in the assessment <b>Baseline:</b> N/A <b>Target:</b> At the end of the first year six assessment results</p>	2.1.1. Assessment meetings with multi-sectoral institutional representatives in 6 instit.																UNFPA, Gender Centres, NGOs	14,000.00		
		2.1.2. Installing the data processing software x 6																		UNFPA, Gender Centres, NGOs	12,000.00
		2.1.3. Modification of the questionnaire x 6				X	X													UNFPA, Gender Centres, NGOs, Academia	1,000.00
		2.1.4. Researchers training x 6							X											UNFPA, Gender Centres, NGOs	5,000.00
		2.1.5. Piloting the questionnaire x 6								X										UNFPA, Gender Centres, NGOs	5,000.00
		2.1.6. Conducting the researchx 6									X									UNFPA, Gender Centres, NGOs	4,000.00
		2.1.7. Data processing, analysing the results and drafting the report on the results x 6										X	X							UNFPA, Gender Centres NGO	5,800.00
		2.1.8. Printing the report x 6													X					UNFPA, Gender Centres, NGOs	12,000.00
		2.1.9. Diseminating the results x 6 (+ 1 large joint conference)															X			UNFPA, Gender Centres, NGOs	6,000.00
		<b>Output 2.2</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>			
	<b>Indicators</b>																				
Sensitivity and long-term commitment of the government officials increased and service providers at local level to address legislation, international standards and procedures of VAW and SV appropriately	<p><b>Indicator 1:</b> Training materials for SP and Go modified <b>Baseline:</b>N/A <b>Target:</b> YR 2</p> <p><b>Indicator 2:</b> No. of professionals trained in six cities <b>Baseline:</b> N/A <b>Target:</b> 450, YR 2</p> <p><b>Indicator 3:</b> Functional TOT system <b>Baseline:</b> N/A <b>Target:</b> By the end of the project the training materials and the TOT system endorsed by the</p>	2.2.1. Review of the training materials used in the project titled “Developing GBV and CA Referral Mechanism in BiH”2.2.1.																			
		2.2.2. Modification of the materials and the curriculum																			
		2.2.3. Pilot trainings																			
		2.2.4. Conducting the trainings																			
		2.2.5. Follow-up trainings																			
		2.2.6. Evaluation of the trainings																			
		2.2.7. Needs assessment meetings with expert of the Working Groups to develop the curriculum for continued trainings of service providers																			
		2.2.8. Developing ToT Modules																			

	government	2.2.9 Pilot TOTs																
		2.2.10. Evaluation of TOTs																
<b>Output 2.3</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>		
	<b>Indicators</b>																	
Enhanced capacities of Judges and Prosecutors at the level of entities and state to implement the BiH laws and international standards and procedures of VAW and SV	<b>Indicator 1:</b> No of judges and prosecutors having the capacity to make informed decisions regarding GBV <b>Baseline:</b> 15 judges and prosecutors have been trained on gender and gender legislation within the UNDP gender programme; no specific focus on GBV <b>Target:</b> 20 additional judges/prosecutors trained <b>Indicator 2:</b> Availability of relevant information to support judges and prosecutors with GBV reform activities <b>Baseline:</b> No relevant resource material (i.e. manual) for judges and prosecutors based on previous assessment, containing laws and by-laws, as well as procedures for combating GBV, currently exists <b>Target:</b> 1	2.3.1. Assessment of current knowledge of judges and prosecutors on GBV with particular attention to related international standards		X	X	X	X		X	X					UNDP	16,600.00		
		2.3.2. Development of the modules and delivering the trainings for judges and prosecutors (on the basis of the assessment as well as the results CSOs monitoring and evaluating of the court GBV cases and WEN gender analyses in 3 private companies)											X	X		UNDP	17,000.00	
		2.3.3. Development and publishing of the training manual for judges and prosecutors	X	X	X	X	X	X	X	X	X	X	X	X	X	UNDP	2,000.00	
<b>Output 2.4</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>		
	<b>Indicators</b>																	
Enhanced capacity (awareness, knowledge, ability, understanding) of executive and legislative Government to combat VAW and SV according to UN, EU, other international standards and national legislation	<b>Indicator 1:</b> No of representatives of legislative and executive government with the capacity to make informed decisions on GBV <b>Baseline:</b> 3 Parliamentary sessions in 2008 were focused on VAW with cca 25 participants in	2.4.1. Mapping and gender analyses of the existing policies, procedures and strategies in the entity Ministries for internal affairs		X		X	X	X			X	X			UNDP	16,800.00		
		2.4.2. Development of training modules on gender and GBV (based on results of mapping and gender analyses) and delivery of the trainings for ministries' staff.										X	X		UNDP	17,000.00		

	total <b>Target:</b> 30 ministries' staff trained on gender and GBV; 15 relevant government representatives participating in each Parliamentary thematic session <b>Indicator 2:</b> No of Ministries' documents incorporating mapping and gender analyses' recommendations <b>Baseline:</b> will be set during the Project (mapping and gender analyses in the Ministries) <b>Target:</b> Relevant Ministries' documents	2.4.3. Incorporating of mapping and gender analyses' recommendations in the ministries' polices and procedures											X	X	UNDP	1,000.00	
		2.4.4. PR and media presentation of the Ministries work on GBV												X		UNDP	1,500.00
		2.4.5. Coaching and follow up activities							X	X	X	X	X	X		UNDP	7,000.00
		2.4.6. Thematic sessions on GBV with the state Gender parliamentary commissions, other relevant Government representatives, CSOs, media, and UN Gender Group													X	UNDP	11,900.00
<b>Output 2.5</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>	
	<b>Indicators</b>																
Improved capacity of civil society to monitor and provide technical advice and policy advocacy to government and private sector on GBV	<b>Indicator 1:</b> No of CSOs able to asses and report on institutional performance regarding GBV <b>Baseline:</b> 2 (NGOs 'United Women' and 'Centre for Legal Aid' have experience in monitoring of the GBV court cases) <b>Target:</b> 5 <b>Indicator 2:</b> No of court cases monitored and evaluated <b>Baseline:</b> unavailable <b>Target:</b> 5 in the first year of the Project and 5 in the second year after the training for judges and prosecutors <b>Indicator 3:</b> Number of court processes more sensitive to GBV issues. <b>Baseline:</b> will be set during the Project (assessment of current knowledge of judges and prosecutors and CSO monitoring and evaluation of Court GBV cases	2.5.1. CSOs monitoring and evaluating (M&E) of the court GBV cases, in order to provide inputs for the development of the training module for judges and prosecutors,			X	X		X	X	X	X	X	X		UNDP	14,300.00	
		2.5.2. Coordination meetings to present CSOs M&E recommendations to the expert team for development of training modules for judges and prosecutors											X		UNDP	1,900.00	
		2.5.3. CSOs monitoring and evaluating (M&E) of the Court GBV cases after the training, in order to asses if the knowledge gained during the training is applied in a practical work of judges and prosecutors	X	X	X	X	X	X	X	X	X	X	X	X	X	UNDP	16,250.00
		2.5.4. Presentation of the CSOs M&E recommendations at the Parliamentary Gender Commissions' thematic session															
		2.5.5. Gender analyses through the BiH Women's Economic Network (WEN), in selected private companies (documents, employment procedures and regulations) in terms of the prevention of sexual harassment in the workplace							X	X	X	X	X	X	X	UNDP	30,700.00

	<b>Target: 5</b>	2.5.6. Establishment and functioning of the Commission on prevention of sexual harassment in selected private companies	X	X	X	X	X	X	X	X	X	X	X	X	UNDP	11,000.00
		2.5.7. Coordination meetings with WEN and the team of experts engaged in development the training modules for judges and prosecutors with the aim to incorporate the WEN gender analyses' results and recommendations in the training module	X	X	X	X	X	X	X	X	X	X	X	X	UNDP	2,000.00
<b>Output 2.5</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>
	<b>Indicators</b>															
	<b>Indicator 4:</b> Number of companies with improved capacities to deal effectively with harassment in the workplace <b>Baseline:</b> will be set during the Project (gender analyses) <b>Target:</b> in 3 private companies established Commissions for Sexual harassment prevention and employment policy documents with integrated gender component	2.5.8. Presentation of the WEN and recommendations for gender sensitive policies at the workplace to BiH Employment confederation	X	X	X	X	X	X	X	X	X	X	X	X	UNDP	2,000.00
2.5.9. Presentation of the WEN gender analyses results and recommendations at the BiH Parliamentary Gender Commission thematic session																
2.5.10. Development and publishing of the manual for Commission on prevention of sexual harassment		X	X	X	X	X	X	X	X	X	X	X	X	X	UNDP	3,000.00
2.5.11. Coaching and follow up activities																
<b>Outcome 3: Establishment and maintenance of the inter-ministerial and inter-sectoral partnerships and networking</b>			<b>Timeline</b>													
<b>Output 3.1</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>
	<b>Indicators</b>															
Coherent data collection (recording and reporting) system on VAW and SV within the institutions dealing with GBV established and functional in 6 selected municipalities.	<b>Indicator:</b> Increased number of recorded cases of VAW and SV in the society <b>Baseline:</b> will be set at the end of first year <b>Target:</b> 50 cases for each sector for a year starting from the second year <b>Indicator:</b> Percentage of the reported cases managed <b>Baseline:</b> N/A	Gender Centre RS Coordinator gross amount 1600 USD pm x36	X	X	X	X	X	X	X	X	X	X	X	X	UNFPA, Gender Centre of RS	19,200.00
		Gender Centre FBiH Coordinator gross amount 1600 USD pm x36	X	X	X	X	X	X	X	X	X	X	X	X	UNFPA, Gender Centre of Fed	19,200.00
		3.1.1. Desk review on other country experiences on data collection mechanisms														
		3.1.2. Needs assessment meetings with the relevant institutions providing service to the victims														

	<p><b>Target:</b> Through case management the number of recorded cases which will be managed annually rise 20%</p> <p><b>Indicator:</b> Municipality level functional database established</p> <p><b>Baseline:</b> N/A</p> <p><b>Target:</b> By the end of year 3</p>	3.1.3. A model for a data collection mechanism for recording and reporting VAW and SV will be developed based on a needs assessment of existing institutional capacity																	
		3.1.4. Data collection forms will be prepared																	
		3.1.5. Training on data collection forms																	
		3.1.6. Piloting Data Collection Forms - cost free																	
<b>Output 3.1</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>			
	<b>Indicators</b>																		
		3.1.7. Signing of protocols for cooperation among the institutions in the local level will be facilitated through meetings																	
		3.1.8. Data base software set up in 6 locations																	
		3.1.9. Data analyzing system will set																	
		3.1.10. Meetings to share data and analysis																	
<b>Output 3.2</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>			
	<b>Indicators</b>																		
Efficient and effective Referral Mechanism established and used by all stakeholders in six selected municipalities.	<p><b>Indicator:</b> Number of institutions collaborated under the RM in each municipality</p> <p><b>Baseline:</b> N/A</p> <p><b>Target:</b> At least 5 government institutions and one NGO for each city till the end of the project</p>	3.2.1. Desk review of the RM guidelines to be used in selected six municipalities						X	X						UNFPA, Gender Centres, NGOs	4,800.00			
		3.2.2. Modifying the RM Guidelines								X	X	X			UNFPA, Gender Centres, NGOs	4,800.00			
		3.2.3. Signing of protocols for cooperation												X	X	UNFPA, Gender Centres, NGOs	-		
		3.2.4. Meetings will be organised to present the RM to the relevant service providers									X	X	X			UNFPA, Gender Centres, NGOs	3,200.00		
		3.2.5. Implementing the RM Guidelines in practice in the six selected institutions in the local communities-no cost																	
		3.2.6. Organizing meetings to establish the expert Working Groups (WG) -from the relevant ministries and service providers-to monitor the implementation of RM in the selected institutions																	

		3.2.7. Setting up the monitoring mechanism for the RM implementation																		
		3.2.8. Piloting monitoring mechanism for the RM implementation-no cost																		
		3.2.9. Regular meetings among the RM service providers																		
		3.2.10.Post-assessments																		
		3.2.11. Preparing the report for an exit strategy which will be used by other municipalities in BiH																		
<b>Output 3.3</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>				
	<b>Indicators</b>																			
The Communication and Coordination mechanisms between key stakeholders, addressing the GBV, at all levels of government NGOs and IC established and is operational to improve the implementation of laws and relevant international standards	<b>Indicator 1:</b> Entity level Strategies and Action Plans to combat VAW/SV implemented at local level <b>Baseline:</b> 6 selected cities <b>Target:</b> By the end of 2010  <b>Indicator 2:</b> Improved communication and coordination between key stakeholders in the Government, NGO sector and International Community to combat VAW/SV <b>Baseline:</b> N/A <b>Target:</b> Communication and coordination model functional and have regular meetings 3 times a year till the end of the Project	3.3.1. Desk review on other country experiences on communication and coordination models	X	X													UNFPA, Gender Centres, NGOs	800.00		
		3.3.2. Needs assessment meetings with the relevant institutions both in the local and national level		X	X													UNFPA, Gender Centres, NGOs	1,000.00	
		3.3.3.A report will be prepared on various models to be presented to the relevant institutions through meetings		X	X	X													UNFPA, Gender Centres, NGOs	800.00
		3.3.4. Development of a coordination and communication model including the monitoring mechanism through joint meetings		X	X	X	X												UNFPA, Gender Centres, NGOs	1,800.00
															X				UNDP	2,000.00
		3.3.5. Establishment of the model							X	X	X	X							UNFPA, Gender Centres, NGOs	1,800.00
<b>M&amp;E</b>	<b>Output</b>	3.3.6 Signing the protocols of cooperation															UNFPA & UNDP	-		
	<b>Indicators</b>	3.3.7. Regular coordination meetings for monitoring the model								X	X						UNFPA, Gender Centres, NGOs	1,500.00		
					X			X			X				X		UNDP	1,750.00		
Monitoring and Evaluation		M&E 1. Part-time GBV M&E specialist consultant to provide M&E support to throughout the project: compiling, summarising reports, assisting with			X			X			X				X		UNFPA, Gender Centres, NGOS	3,333.33		



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		establishing the baselines; provides summary and analysis of indicators	X	X	X	X	X	X	X	X	X	X	X	X	UNDP	4,000.00
		M&E 2. Mid-term evaluation (consultant, travel to sites, meetings)	X	X	X	X	X	X	X	X	X	X	X	UNDP	5,500.00	
		M&E 3. End term project evaluation (consultant, travel to sites, meetings)														
		M&E 4. Project participation at the UNFPA Annual Programme Review Conference/UNDP Annual Review, incl. Travel of project partners, and producing the report											X	UNFPA	1,833.34	
			X	X	X	X	X	X	X	X	X	X	X	UNDP	3,000.00	
		M&E 5. Monitoring (petrol, DSA); calculated as 36x 1 day monitoring visits (programme person + driver)	X	X	X	X	X	X	X	X	X	X	X	UNFPA	4,850.00	
			X	X	X	X	X	X	X	X	X	X	UNDP	4,851.00		
		M&E 5. items 2.26.; 2.3.4; 3.1.10 and 3.2.10 are also a part of M&E														
		M&E 6. Audit											X	UNFPA	1,000.00	
<b>PM</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>
	<b>Indicators</b>															
Project Management Costs		UNTF UNFPA project contribution to "Joint Project Manager" or the "UNFPA UNTF VAW Project Assistant", 1300 USD pm x 36 (to be recruited)	X	X	X	X	X	X	X	X	X	X	X	UNFPA	15,600.00	
		UNTF "UNFPA project admin/finance assistant part time" 850 USD pm x 36 (to be recruited)	X	X	X	X	X	X	X	X	X	X	X	UNFPA	12,200.00	
		UNDP Project Coordinator	X	X	X	X	X	X	X	X	X	X	X	UNDP	32,199.96	
		UNFPA/UNDP Project Manager (UNDP part cca 35%)	X	X	X	X	X	X	X	X	X	X	X	UNDP	15,399.96	
<b>TOTAL</b>															<b>427,967.59</b>	

ANNEX I: ANNUAL WORK PLAN YEAR : 2011

Outcome 1: Policy discussions and legislative reforms on Combating the Gender and Sexual Based Violence are initiated through provision of technical support and advocacy to policy makers, politicians, decision makers, judiciary and public service providers at all governmental levels, civil society and media			Timeline														
Output 1.1	Output	Activities	J	F	M	A	M	J	J	A	S	O	N	D	Responsible entity(ies)	Budget	
	Indicators																
Awareness for prevention and combating VAW/SW at all levels among Gvt officials, service providers and media and general public increased	<b>Indicator 1:</b> Percentage increase of the surveyed citizens aware where to seek help in six cities <b>Baseline:</b> Set during the project. <b>Target:</b> %50	1.1.1. Developing Advocacy Strategy (2 day workshop, 10 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)															
		1.1.2. Developing a Media Plan (2 day workshop, 10 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)															
	<b>Indicator 2:</b> Percentage increase of the surveyed during each round table discussions knowledgeable on VAW <b>Baseline:</b> Baseline and end line knowledge assessment on VAW/SV <b>Target:</b> %50	1.1.3 Baseline and endline street surveys on VAW/SW (no charge)															
		1.1.4. Producing and distributing TV spots, radio jingles, posters, billboards both in the local and national levels (3 day workshop, 12 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)															
	<b>Indicator 3:</b> No of Community radio network promotion and education programmes on VAW/SV <b>Baseline:</b> unavailable <b>Target:</b> 5 per year	1.1.5. Producing and distributing promotional materials, such as leaflets, booklets, mugs, caps, calendars, shirts, pens etc. at the local and national levels (3 day workshop, 12 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)															
		1.1.6. "How to use Media" trainings conducted for the local government officials in six selected municipalities (2 day workshop, 20 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)		X	X	X	X									UNFPA, Gender Centres & NGOs	3,500.00
	1.1.7. Media workshops for the future media professionals (students of communication students) - cost shared under 1.1.3. and 1.1.4.																
Output 1.1	Output	Activities	J	F	M	A	M	J	J	A	S	O	N	D	Responsible entity(ies)	Budget	
	Indicators																
	<b>Indicator 4:</b> No of media representatives and other Project stakeholders participating in	1.1.8. Programmes on combating VAW and SV will be aired in the community radio and TV stations of the six selected cities.(free of charge)															

advocacy and media activities <b>Baseline:</b> N/A <b>Target:</b> 20 representatives of State and entity printed and electronic media	1.1.9. Round table discussions with the prominent religious figures at least in one of the selected cities.						X										UNFPA, Gender Centres & NGOs	1,000.00	
	1.1.10. Organising special panels with the celebrities, prominent sports figures, media professionals and politicians.					X	X	X									UNFPA, Gender Centres & NGOs	600.00	
	1.1.11. Round table discussions with the MPs, government and academia officials at every level						X	X	X								UNFPA, Gender Centres & NGOs	600.00	
	1.1.12. Dialogue meetings with the local government officials, NGOs and local media professionals							X	X	X							UNFPA, Gender Centres & NGOs	600.00	
	1.1.13. Round table on GBV with UN Gender Group, all Project stakeholders and media																		
	1.1.14. Community radio network promoting Project's partners and activities	X	X	X	X	X	X	X	X	X	X	X	X	X	X			UNDP	1,000.00
	1.1.15. Community radio network broadcasting educational programmes and best practices to combat GBV	X	X	X	X	X	X	X	X	X	X	X	X	X	X			UNDP	2,000.00
	1.1.16. Presentation and promotion of the Project activities through joint UNGG and UN Communication group meetings			X				X				X				X		UNDP	350.00
<b>Outcome 2: Enhanced institutional and capacities of the CSO's to address the GBV and SV in line with the UN, EU regulations and other international commitments</b>														<b>Timeline</b>					
<b>Output 2.1</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>			
	<b>Indicators</b>																		
Increased information and knowledge of women victims of violence and service providers responding to VAW and SV.	<b>Indicator 1:</b> Research results published and disseminated Yes/No <b>Baseline:</b> N/A <b>Target:</b> At the end of the first year six research results  <b>Indicator 2:</b> No. of institutions represented in the assessment <b>Baseline:</b> N/A <b>Target:</b> At the end of the first year six assessment results	2.1.1. Assessment meetings with multi-sectoral institutional representatives in 6 instit.																	
		2.1.2. Installing the data processing software x 6																	
		2.1.3. Modification of the questionnaire x 6																	
		2.1.4. Researchers training x 6																	
		2.1.5. Piloting the questionnaire x 6																	
		2.1.6. Conducting the research x 6																	
		2.1.7. Data processing, analysing the results and drafting the report on the results x 6																	
		2.1.8. Printing the report x 6																	
		2.1.9. Disseminating the results x 6 (+ 1 large joint conference)																	
<b>Output 2.2</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible</b>	<b>Budget</b>			

	Indicators																		entity(ies)	
Sensitivity and long-term commitment of the government officials increased and service providers at local level to address legislation, international standards and procedures of VAW and SV appropriately	<b>Indicator 1:</b> Training materials for SP and Go modified <b>Baseline:</b> N/A <b>Target:</b> YR 2  <b>Indicator 2:</b> No. of professionals trained in six cities <b>Baseline:</b> N/A <b>Target:</b> 450, YR 2  <b>Indicator 3:</b> Functional TOT system <b>Baseline:</b> N/A <b>Target:</b> By the end of the project the training materials and the TOT system endorsed by the government	2.2.1. Review of the training materials used in the project titled “Developing GBV and CA Referral Mechanism in BiH”2.2.1.	X															UNFPA, Gender Centres & NGOs	1,300.00	
		2.2.2. Modification of the materials and the curriculum		X															UNFPA, Gender Centres & NGOs	1,300.00
		2.2.3. Pilot trainings		X	X														UNFPA, Gender Centres & NGOs	6,300.00
		2.2.4. Conducting the trainings				X	X	X	X										UNFPA, Gender Centres & NGOs	22,300.00
		2.2.5. Follow-up trainings																		
		2.2.6. Evaluation of the trainings																		
		2.2.7. Needs assessment meetings with expert of the Working Groups to develop the curriculum for continued trainings of service providers																		
		2.2.8. Developing ToT Modules																		
		2.2.9 Pilot TOTs																		
		2.2.10. Evaluation of TOTs																		
<b>Output 2.3</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>				<b>Responsible entity(ies)</b>	<b>Budget</b>	
	<b>Indicators</b>																			
Enhanced capacities of Judges and Prosecutors at the level of entities and state to implement the BiH laws and international standards and procedures of VAW and SV	<b>Indicator 1:</b> No of judges and prosecutors having the capacity to make informed decisions regarding GBV <b>Baseline:</b> 15 judges and prosecutors have been trained on gender and gender legislation within the UNDP gender programme; no specific focus on GBV <b>Target:</b> 20 additional judges/prosecutors trained	2.3.1. Assessment of current knowledge of judges and prosecutors on GBV with particular attention to related international standards																		
		2.3.2. Development of the modules and delivering the trainings for judges and prosecutors (on the basis of the assessment as well as the results CSOs monitoring and evaluating of the court GBV cases and WEN gender analyses in 3 private companies)																		

	<p><b>Indicator 2:</b> Availability of relevant information to support judges and prosecutors with GBV reform activities  <b>Baseline:</b> No relevant resource material (i.e. manual) for judges and prosecutors based on previous assessment, containing laws and by-laws, as well as procedures for combating GBV, currently exists  <b>Target:</b> 1</p>	2.3.3. Development and publishing of the training manual for judges and prosecutors																	UNDP	8,000.00	
<b>Output 2.4</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>					<b>Responsible entity(ies)</b>	<b>Budget</b>	
	<b>Indicators</b>																				
Enhanced capacity (awareness, knowledge, ability, understanding) of executive and legislative Government to combat VAW and SV according to UN, EU, other international standards and national legislation	<p><b>Indicator 1:</b> No of representatives of legislative and executive government with the capacity to make informed decisions on GBV  <b>Baseline:</b> 3 Parliamentary sessions in 2008 were focused on VAW with cca 25 participants in total  <b>Target:</b> 30 ministries' staff trained on gender and GBV; 15 relevant government representatives participating in each Parliamentary thematic session</p> <p><b>Indicator 2:</b> No of Ministries' documents incorporating mapping and gender analyses' recommendations  <b>Baseline:</b> will be set during the Project (mapping and gender analyses in the Ministries)</p>	2.4.1. Mapping and gender analyses of the existing policies, procedures and strategies in the entity Ministries for internal affairs																			
		2.4.2. Development of training modules on gender and GBV (based on results of mapping and gender analyses) and delivery of the trainings for ministries' staff.	X	X																UNDP	900.00
		2.4.3. Incorporating of mapping and gender analyses' recommendations in the ministries' polices and procedures	X	X	X	X	X	X	X	X	X	X	X	X	X	X				UNDP	500.00
		2.4.4. PR and media presentation of the Ministries work on GBV				X														UNDP	1,500.00
		2.4.5. Coaching and follow up activities	X	X	X	X	X	X	X	X	X	X	X	X	X	X				UNDP	2,800.00

	<b>Target:</b> Relevant Ministries' documents	2.4.6. Thematic sessions on GBV with the state Gender parliamentary commissions, other relevant Government representatives, CSOs, media, and UN Gender Group															X	UNDP	11,800.00
<b>Output 2.5</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>			
	<b>Indicators</b>																		
Improved capacity of civil society to monitor and provide technical advice and policy advocacy to government and private sector on GBV	<b>Indicator 1:</b> No of CSOs able to assess and report on institutional performance regarding GBV <b>Baseline:</b> 2 (NGOs 'United Women' and 'Centre for Legal Aid' have experience in monitoring of the GBV court cases) <b>Target:</b> 5	2.5.1. CSOs monitoring and evaluating (M&E) of the court GBV cases, in order to provide inputs for the development of the training module for judges and prosecutors,																	
		2.5.2. Coordination meetings to present CSOs M&E recommendations to the expert team for development of training modules for judges and prosecutors	X	X												UNDP	1,500.00		
	<b>Indicator 2:</b> No of court cases monitored and evaluated <b>Baseline:</b> unavailable <b>Target:</b> 5 in the first year of the Project and 5 in the second year after the training for judges and prosecutors	2.5.3. CSOs monitoring and evaluating (M&E) of the Court GBV cases after the training, in order to assess if the knowledge gained during the training is applied in a practical work of judges and prosecutors				X	X	X	X	X						UNDP	3,000.00		
		2.5.4. Presentation of the CSOs M&E recommendations at the Parliamentary Gender Commissions' thematic session																	
	<b>Indicator 3:</b> Number of court processes more sensitive to GBV issues. <b>Baseline:</b> will be set during the Project (assessment of current knowledge of judges and prosecutors and CSO monitoring and evaluation of Court GBV cases) <b>Target:</b> 5	2.5.5. Gender analyses through the BiH Women's Economic Network (WEN), in selected private companies (documents, employment procedures and regulations) in terms of the prevention of sexual harassment in the workplace	X	X	X											UNDP	5,500.00		
		2.5.6. Establishment and functioning of the Commission on prevention of sexual harassment in selected private companies		X												UNDP	700.00		
		2.5.7. Coordination meetings with WEN and the team of experts engaged in developing the training modules for judges and prosecutors with the aim to incorporate the WEN gender analyses' results and recommendations in the training module	X	X												UNDP	800.00		
<b>Output 2.5</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible</b>	<b>Budget</b>			

	Indicators															entity(ies)	
	<b>Indicator 4:</b> Number of companies with improved capacities to deal effectively with harassment in the workplace <b>Baseline:</b> will be set during the Project (gender analyses) <b>Target:</b> in 3 private companies established Commissions for Sexual harassment prevention and employment policy documents with integrated gender component	2.5.8. Presentation of the WEN and recommendations for gender sensitive policies at the workplace to BiH Employment confederation	X	X	X	X	X	X	X	X	X	X	X	X	X	UNDP	4,000.00
		2.5.9. Presentation of the WEN gender analyses results and recommendations at the BiH Parliamentary Gender Commission thematic session															
		2.5.10. Development and publishing of the manual for Commission on prevention of sexual harassment															
		2.5.11. Coaching and follow up activities	X	X	X	X	X	X	X	X	X	X	X	X	X		2,800.00
<b>Outcome 3: : Establishment and maintenance of the inter-ministerial and inter-sectoral partnerships and networking</b>		<b>Timeline</b>															
<b>Output 3.1</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>	
	<b>Indicators</b>																
Coherent data collection (recording and reporting) system on VAW and SV within the institutions dealing with GBV established and functional in 6 selected municipalities.	<b>Indicator:</b> Increased number of recorded cases of VAW and SV in the society <b>Baseline:</b> will be set at the end of first year <b>Target:</b> 50 cases for each sector for a year starting from the second year	Gender Centre RS Coordinator gross amount 1600 USD pm x36	X	X	X	X	X	X	X	X	X	X	X	X	UNFPA & Gender Centres	19,200.00	
		Gender Centre FBiH Coordinator gross amount 1600 USD pm x36	X	X	X	X	X	X	X	X	X	X	X	X	UNFPA & Gender Centre Fed	19,200.00	
	<b>Indicator:</b> Percentage of the reported cases managed <b>Baseline:</b> N/A <b>Target:</b> Through case management the number of recorded cases which will be managed annually rise 20%	3.1.1. Desk review on other country experiences on data collection mechanisms							X	X					UNFPA, Gender Centres & NGOs	1,500.00	
		3.1.2. Needs assessment meetings with the relevant institutions providing service to the victims								X	X				UNFPA, Gender Centres & NGOs	2,000.00	
		3.1.3. A model for a data collection mechanism for recording and reporting VAW and SV will be developed based on a needs assessment of existing institutional capacity									X	X			UNFPA, Gender Centres & NGOs	6,500.00	
		3.1.4. Data collection forms will be prepared										X			UNFPA, Gender Centres & NGOs	1,500.00	
		3.1.5. Training on data collection forms											X		UNFPA, Gender Centres & NGOs	6,000.00	

		3.1.6. Piloting Data Collection Forms - cost free																UNFPA, Gender Centres & NGOs	-
Output 3.1	Output	Activities	J	F	M	A	M	J	J	A	S	O	N	D	Responsible entity(ies)	Budget			
	Indicators																		
		3.1.7. Signing of protocols for cooperation among the institutions in the local level will be facilitated through meetings			X	X	X	X	X									UNFPA, Gender Centres & NGOs	1,000.00
		3.1.8. Data base software set up in 6 locations							X	X							UNFPA, Gender Centres & NGOs	12,000.00	
		3.1.9. Data analyzing system will set								X	X						UNFPA, Gender Centres & NGOs	1,500.00	
		3.1.10. Meetings to shara data and analysis											X	X			UNFPA, Gender Centres & NGOs	3,000.00	
Output 3.2	Output	Activities	J	F	M	A	M	J	J	A	S	O	N	D	Responsible entity(ies)	Budget			
	Indicators																		
Efficient and effective Referral Mechanism established and used by all stakeholders in six selected municipalities.	<b>Indicator:</b> Number of institutions collaborated under the RM in each municipality <b>Baseline:</b> N/A <b>Target:</b> At least 5 government institutions and one NGO for each city till the end of the project	3.2.1. Desk review of the RM guidelines to be used in selected six municipalities																	
		3.2.2. Modifying the RM Guidelines																	
		3.2.3. Signing of protocols for cooperation																	
		3.2.4. Meetings will be organised to present the RM to the relevant service providers																	
		3.2.5. Implementing the RM Guidelines in practice in the six selected institutions in the local communities-no cost																	



		3.2.6. Organizing meetings to establish the expert Working Groups (WG) -from the relevant ministries and service providers-to monitor the implementation of RM in the selected institutions							X	X	X						UNFPA, Gender Centres & NGOs	9,100.00	
		3.2.7. Setting up the monitoring mechanism for the RM implementation								X	X	X					UNFPA, Gender Centres & NGOs	15,100.00	
		3.2.8. Piloting monitoring mechanism for the RM implementation-no cost									X	X					UNFPA, Gender Centres & NGOs	1,300.00	
		3.2.9. Regular meetings among the RM service providers	X	X	X	X	X	X	X	X	X	X	X	X	X	X	UNFPA, Gender Centres & NGOs	3,900.00	
		3.2.10.Post-assessments																	
		3.2.11. Preparing the report for an exit strategy which will be used by other municipalities in BiH																	
<b>Output 3.3</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>		<b>Responsible entity(ies)</b>	<b>Budget</b>		
	<b>Indicators</b>																		
The Communication and Coordination mechanisms between key stakeholders, addressing the GBV, at all levels of government NGOs and IC established and is operational to improve the implementation of laws and relevant international standards	<b>Indicator 1:</b> Entity level Strategies and Action Plans to combat VAW/SV implemented at local level <b>Baseline:</b> 6 selected cities <b>Target:</b> By the end of 2010  <b>Indicator 2:</b> Improved communication and coordination between key stakeholders in the Government, NGO sector and International Community to combat VAW/SV <b>Baseline:</b> N/A <b>Target:</b> Communication and coordination model functional and have regular meetings 3 times a year till the end of the Project	3.3.1. Desk review on other country experiences on communication and coordination models																	
		3.3.2. Needs assessment meetings with the relevant institutions both in the local and national level																	
		3.3.3.A report will be prepared on various models to be presented to the relevant institutions through meetings																	
		3.3.4. Development of a coordination and communication model including the monitoring mechanism through joint meetings	X	X	X	X	X	X	X	X	X	X	X	X	X	X		UNDP	1,550.00
		3.3.5. Establishment of the model																	
		3.3.6 Signing the protocols of cooperation																	

		3.3.7. Regular coordination meetings for monitoring the model			X			X			X			X	UNDP	900.00
M&E	Output	Activities	J	F	M	A	M	J	J	A	S	O	N	D	Responsible entity(ies)	Budget
	Indicators															
Monitoring and Evaluation		M&E 1. Part-time GBV M&E specialist consultant to provide M&E support to throughout the project: compiling, summarising reports, assisting with establishing hte baselines; provides summary and analysis of indicators													UNDP	2,000.00
		M&E 1. Part-time GBV M&E specialist consultant to provide M&E support to throughout the project: compiling, summarising reports, assisting with establishing hte baselines; provides summary and analysis of indicators													UNFPA	3,333.34
		M&E 2. Mid-term evaluation (consultant, travel to sites, meetings)													UNDP	2,000.00
		M&E 2. Mid-term evaluation (consultant, travel to sites, meetings)													UNFPA	9,400.00
		M&E 3. End term project evaluation (consultant, travel to sites, meetings)													UNDP	14,000.00
		M&E 4. Project participation at the UNFPA Annual Programme Revie Conference/UNDP Annual Review, incl. Travel of project partners, and producing the report													UNFPA	1,833.33
		M&E 4. Project participation at the UNFPA Annual Programme Revie Conference/UNDP Annual Review, incl. Travel of project partners, and producing the report													UNDP	1,500.00
		M&E 5. Monitoring (petrol, DSA); calculated as 36x 1 day monitoring visits (programme person + driver)													UNFPA	4,850.00
		M&E 5. Monitoring (petrol, DSA); calculated as 36x 1 day monitoring visits (programme person + driver)													UNDP	925.00
		M&E 5. items 2.26.; 2.3.4; 3.1.10 and 3.2.10 are also a part of M&E														
	M&E 6. Audit													UNFPA	1,000.00	
PM	Output	Activities	J	F	M	A	M	J	J	A	S	O	N	D	Responsible entity(ies)	Budget
	Indicators															

Project Management Costs	UNTF UNFPA project contribution to "Joint Project Manager" or the "UNFPA UNTF VAW Project Assistant", 1300 USD pm x 36 (to be recruited)	X	X	X	X	X	X	X	X	X	X	X	X	X	UNFPA, Gender Centres & NGOs	15,600.00
	UNTF "UNFPA project admin/finance assistant part time" 850 USD pm x 36 (to be recruited)	X	X	X	X	X	X	X	X	X	X	X	X	X	UNFPA, Gender Centres & NGOs	12,200.00
	UNDP Project Coordinator	X	X	X	X										UNDP	10,733.37
	UNFPA/UNDP Project Manager (UNDP part cca 35%)	X	X	X	X										UNDP	5,133.37
<b>TOTAL</b>																<b>274,408.41</b>

The UN Trust Fund in Support of Actions to Eliminate Violence against Women  
ANNEX I: ANNUAL WORK PLAN YEAR : 2012

Outcome 1: Policy discussions and legislative reforms on Combating the Gender and Sexual Based Violence are initiated through provision of technical support and advocacy to policy makers, politicians, decision makers, judiciary and public service providers at all governmental levels, civil society and media			Timeline														
Output 1.1	Output	Activities	J	F	M	A	M	J	J	A	S	O	N	D	Responsible entity(ies)	Budget	
	Indicators																
Awareness for prevention and combating VAW/SW at all levels among Gvt officials, service providers and media and general public increased	<b>Indicator 1:</b> Percentage increase of the surveyed citizens aware where to seek help in six cities <b>Baseline:</b> Set during the project. <b>Target:</b> %50  <b>Indicator 2:</b> Percentage increase of the surveyed during each round table discussions knowledgeable on VAW <b>Baseline:</b> Baseline and end line knowledge assessment on VAW/SV <b>Target:</b> %50  <b>Indicator 3:</b> No of Community radio network promotion and education programmes on VAW/SV <b>Baseline:</b> unavailable <b>Target:</b> 5 per year	1.1.1. Developing Advocacy Strategy (2 day workshop, 10 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)															
		1.1.2. Developing a Media Plan (2 day workshop, 10 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)															
		1.1.3 Baseline and endline street surveys on VAW/SW (no charge)															
		1.1.4. Producing and distributing TV spots, radio jingles, posters, billboards both in the local and national levels (3 day workshop, 12 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)															
		1.1.5. Producing and distributing promotional materials, such as leaflets, booklets, mugs, caps, calendars, shirts, pens etc. at the local and national levels (3 day workshop, 12 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)															
		1.1.6. "How to use Media" trainings conducted for the local government officials in six selected municipalities (2 day workshop, 20 participants, USD 100-cost per participant, incl. Transport, accomm, per diem, materials..)															
		1.1.7. Media workshops for the future media professionals (students of communication students) - cost shared under 1.1.3. and 1.1.4.															
Output 1.1	Output	Activities	J	F	M	A	M	J	J	A	S	O	N	D	Responsible entity(ies)	Budget	
	Indicators																

<p><b>Indicator 4:</b> No of media representatives and other Project stakeholders participating in advocacy and media activities  <b>Baseline:</b> N/A  <b>Target:</b> 20 representatives of State and entity printed and electronic media</p>	1.1.8. Programmes on combating VAW and SV will be aired in the community radio and TV stations of the six selected cities.(free of charge)																		
	1.1.9. Round table discussions with the prominent religious figures at least in one of the selected cities.		X															UNFPA, Gender Centres, NGOs	1,000.00
	1.1.10. Organising special panels with the celebrities, prominent sports figures, media professionals and politicians.		X	X														UNFPA, Gender Centres, NGOs	600.00
	1.1.11. Round table discussions with the MPs, government and academia officials at every level				X	X												UNFPA, Gender Centres, NGOs	600.00
	1.1.12. Dialogue meetings with the local government officials, NGOs and local media professionals																	UNFPA, Gender Centres, NGOs	600.00
	1.1.13. Round table on GBV with UN Gender Group, all Project stakeholders and media																		
	1.1.14. Community radio network promoting Project's partners and activities																		
	1.1.15. Community radio network broadcasting educational programmes and best practices to combat GBV																		
	1.1.16. Presentation and promotion of the Project activities through joint UNGG and UN Communication group meetings																		
<b>Outcome 2: Enhanced institutional and capacities of the CSO's to address the GBV and SV in line with the UN, EU regulations and other international commitments</b>		<b>Timeline</b>																	
<b>Output 2.1</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>			
	<b>Indicators</b>																		
Increased information and knowledge of women victims of violence and service providers responding to VAW and SV.	<b>Indicator 1:</b> Research results published and disseminated Yes/No <b>Baseline:</b> N/A <b>Target:</b> At the end of the first year six research results	2.1.1. Assessment meetings with multi-sectoral institutional representatives in 6 instit.																	
		2.1.2. Installing the data processing software x 6																	
		2.1.3. Modification of the questionnaire x 6																	
		2.1.4. Researchers training x 6																	
		2.1.5. Piloting the questionnaire x 6																	
		2.1.6. Conducting the research x 6																	
	<b>Indicator 2:</b> No. of institutions represented in the assessment <b>Baseline:</b> N/A																		

	<b>Target:</b> At the end of the first year six assessment results	2.1.7. Data processing, analysing the results and drafting the report on the results x 6																
		2.1.8. Printing the report x 6																
		2.1.9. Disseminating the results x 6 (+ 1 large joint conference)																
<b>Output 2.2</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>		
	<b>Indicators</b>																	
Sensitivity and long-term commitment of the government officials increased and service providers at local level to address legislation, international standards and procedures of VAW and SV appropriately	<b>Indicator 1:</b> Training materials for SP and Go modified <b>Baseline:</b> N/A <b>Target:</b> YR 2	2.2.1. Review of the training materials used in the project titled “Developing GBV and CA Referral Mechanism in BiH”2.2.1.																
		2.2.2. Modification of the materials and the curriculum																
	<b>Indicator 2:</b> No. of professionals trained in six cities <b>Baseline:</b> N/A <b>Target:</b> 450, YR 2	2.2.3. Pilot trainings																
		2.2.4. Conducting the trainings																
		2.2.5. Follow-up trainings		X	X											UNFPA, Gender Centres, NGOs	9,000.00	
	<b>Indicator 3:</b> Functional TOT system <b>Baseline:</b> N/A <b>Target:</b> By the end of the project the training materials and the TOT system endorsed by the government	2.2.6. Evaluation of the trainings				X	X									UNFPA, Gender Centres, NGOs	9,000.00	
		2.2.7. Needs assessment meetings with expert of the Working Groups to develop the curriculum for continued trainings of service providers				X	X									UNFPA, Gender Centres, NGOs	12,000.00	
		2.2.8. Developing ToT Modules					X	X								UNFPA, Gender Centres, NGOs	10,500.00	
		2.2.9 Pilot TOTs						X	X							UNFPA, Gender Centres, NGOs	15,000.00	
		2.2.10. Evaluation of TOTs								X	X					UNFPA, Gender Centres, NGOs	6,000.00	
<b>Output 2.3</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>		
	<b>Indicators</b>																	

Enhanced capacities of Judges and Prosecutors at the level of entities and state to implement the BiH laws and international standards and procedures of VAW and SV	<p><b>Indicator 1:</b> No of judges and prosecutors having the capacity to make informed decisions regarding GBV</p> <p><b>Baseline:</b> 15 judges and prosecutors have been trained on gender and gender legislation within the UNDP gender programme; no specific focus on GBV</p> <p><b>Target:</b> 20 additional judges/prosecutors trained</p> <p><b>Indicator 2:</b> Availability of relevant information to support judges and prosecutors with GBV reform activities</p> <p><b>Baseline:</b> No relevant resource material (i.e. manual) for judges and prosecutors based on previous assessment, containing laws and by-laws, as well as procedures for combating GBV, currently exists</p> <p><b>Target:</b> 1</p>	2.3.1. Assessment of current knowledge of judges and prosecutors on GBV with particular attention to related international standards																			
		2.3.2. Development of the modules and delivering the trainings for judges and prosecutors (on the basis of the assessment as well as the results CSOs monitoring and evaluating of the court GBV cases and WEN gender analyses in 3 private companies)																			
		2.3.3. Development and publishing of the training manual for judges and prosecutors																			
<b>Output 2.4</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>						
	<b>Indicators</b>																				
Enhanced capacity (awareness, knowledge, ability, understanding) of executive and legislative Government to combat VAW and SV according to UN, EU, other international standards and national legislation	<p><b>Indicator 1:</b> No of representatives of legislative and executive government with the capacity to make informed decisions on GBV</p> <p><b>Baseline:</b> 3 Parliamentary sessions in 2008 were focused on VAW with cca 25 participants in total</p> <p><b>Target:</b> 30 ministries' staff trained on gender and GBV; 15 relevant government representatives participating in</p>	2.4.1. Mapping and gender analyses of the existing policies, procedures and strategies in the entity Ministries for internal affairs																			
		2.4.2. Development of training modules on gender and GBV (based on results of mapping and gender analyses) and delivery of the trainings for ministries' staff.																			
		2.4.3. Incorporating of mapping and gender analyses' recommendations in the ministries' polices and procedures																			

	<p>each Parliamentary thematic session</p> <p><b>Indicator 2:</b> No of Ministries' documents incorporating mapping and gender analyses' recommendations</p> <p><b>Baseline:</b> will be set during the Project (mapping and gender analyses in the Ministries)</p> <p><b>Target:</b> Relevant Ministries' documents</p>	<p>2.4.4. PR and media presentation of the Ministries work on GBV</p>														
		<p>2.4.5. Coaching and follow up activities</p>														
		<p>2.4.6. Thematic sessions on GBV with the state Gender parliamentary commissions, other relevant Government representatives, CSOs, media, and UN Gender Group</p>														
<b>Output 2.5</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>
	<b>Indicators</b>															
<p>Improved capacity of civil society to monitor and provide technical advice and policy advocacy to government and private sector on GBV</p>	<p><b>Indicator 1:</b> No of CSOs able to asses and report on institutional performance regarding GBV</p> <p><b>Baseline:</b> 2 (NGOs 'United Women' and 'Centre for Legal Aid' have experience in monitoring of the GBV court cases)</p> <p><b>Target:</b> 5</p>	<p>2.5.1. CSOs monitoring and evaluating (M&amp;E) of the court GBV cases, in order to provide inputs for the development of the training module for judges and prosecutors,</p>														
		<p>2.5.2. Coordination meetings to present CSOs M&amp;E recommendations to the expert team for development of training modules for judges and prosecutors</p>														
	<p><b>Indicator 2:</b> No of court cases monitored and evaluated</p> <p><b>Baseline:</b> unavailable</p> <p><b>Target:</b> 5 in the first year of the Project and 5 in the second year after the training for judges and prosecutors</p>	<p>2.5.3. CSOs monitoring and evaluating (M&amp;E) of the Court GBV cases after the training, in order to asses if the knowledge gained during the training is applied in a practical work of judges and prosecutors</p>														
		<p>2.5.4. Presentation of the CSOs M&amp;E recommendations at the Parliamentary Gender Commissions' thematic session</p>														
	<p><b>Indicator 3:</b> Number of court processes more sensitive to GBV issues.</p> <p><b>Baseline:</b> will be set during the Project (assessment of current knowledge of judges and prosecutors and CSO monitoring and evaluation of Court GBV cases)</p> <p><b>Target:</b> 5</p>	<p>2.5.5. Gender analyses through the BiH Women's Economic Network (WEN), in selected private companies (documents, employment procedures and regulations) in terms of the prevention of sexual harassment in the workplace</p>														
		<p>2.5.6. Establishment and functioning of the Commission on prevention of sexual harassment in selected private companies</p>														



		2.5.7. Coordination meetings with WEN and the team of experts engaged in development the training modules for judges and prosecutors with the aim to incorporate the WEN gender analyses' results and recommendations in the training module																
<b>Output 2.5</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>		
	<b>Indicators</b>																	
	<b>Indicator 4:</b> Number of companies with improved capacities to deal effectively with harassment in the workplace <b>Baseline:</b> will be set during the Project (gender analyses) <b>Target:</b> in 3 private companies established Commissions for Sexual harassment prevention and employment policy documents with integrated gender component	2.5.8. Presentation of the WEN and recommendations for gender sensitive policies at the workplace to BiH Employment confederation																
		2.5.9. Presentation of the WEN gender analyses results and recommendations at the BiH Parliamentary Gender Commission thematic session																
		2.5.10. Development and publishing of the manual for Commission on prevention of sexual harassment																
		2.5.11. Coaching and follow up activities																
<b>Outcome 3: : Establishment and maintenance of the inter-ministerial and inter-sectoral partnerships and networking</b>			<b>Timeline</b>															
<b>Output 3.1</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>		
	<b>Indicators</b>																	
Coherent data collection (recording and reporting) system on VAW and SV within the institutions dealing with GBV established and functional in 6 selected municipalities.	<b>Indicator:</b> Increased number of recorded cases of VAW and SV in the society <b>Baseline:</b> will be set at the end of first year <b>Target:</b> 50 cases for each sector for a year starting from the second year <b>Indicator:</b> Percentage of the reported cases managed <b>Baseline:</b> N/A <b>Target:</b> Through case management the number of recorded cases which will be	Gender Centre RS Coordinator gross amount 1600 USD pm x36	X	X	X	X	X	X	X	X	X	X	X	X	UNFPA, Gender Centre RS, NGOs	19,200.00		
		Gender Centre FBiH Coordinator gross amount 1600 USD pm x36	X	X	X	X	X	X	X	X	X	X	X	X	UNFPA, Gender Centre Fed, NGOs	19,200.00		
		3.1.1. Desk review on other country experiences on data collection mechanisms																
		3.1.2. Needs assessment meetings with the relevant institutions providing service to the victims																

	managed annually rise 20%	3.1.3. A model for a data collection mechanism for recording and reporting VAW and SV will be developed based on a needs assessment of existing institutional capacity																
	<b>Indicator:</b> Municipality level functional database established <b>Baseline:</b> N/A <b>Target:</b> By the end of year 3	3.1.4. Data collection forms will be prepared																
		3.1.5. Training on data collection forms																
		3.1.6. Piloting Data Collection Forms - cost free																
<b>Output 3.1</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>		
	<b>Indicators</b>																	
		3.1.7. Signing of protocols for cooperation among the institutions in the local level will be facilitated through meetings																
		3.1.8. Data base software set up in 6 locations																
		3.1.9. Data analyzing system will set																
		3.1.10. Meetings to shara data and analysis																
<b>Output 3.2</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>		
	<b>Indicators</b>																	
Efficient and effective Referral Mechanism established and used by all stakeholders in six selected municipalities.	<b>Indicator:</b> Number of institutions collaborated under the RM in each municipality <b>Baseline:</b> N/A <b>Target:</b> At least 5 government institutions and one NGO for each city till the end of the project	3.2.1. Desk review of the RM guidelines to be used in selected six municipalities																
		3.2.2. Modifying the RM Guidelines																
		3.2.3. Signing of protocols for cooperation																
		3.2.4. Meetings will be organised to present the RM to the relevant service providers																
		3.2.5. Implementing the RM Guidelines in practice in the six selected institutions in the local communities-no cost																
		3.2.6. Organizing meetings to establish the expert Working Groups (WG) -from the relevant ministries and service providers-to monitor the implementation of RM in the selected institutions																
		3.2.7. Setting up the monitoring mechanism for the RM implementation																
		3.2.8. Piloting monitoring mechanism for the RM implementation-no cost																

		3.2.9. Regular meetings among the RM service providers	X	X	X	X	X	X	X	X	X				UNFPA, Gender Centres, NGOs	3,900.00		
		3.2.10. Post-assessments				X	X	X	X						UNFPA, Gender Centres, NGOs	4,600.00		
		3.2.11. Preparing the report for an exit strategy which will be used by other municipalities in BiH							X	X	X				UNFPA, Gender Centres, NGOs	11,000.00		
<b>Output 3.3</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>		
	<b>Indicators</b>																	
The Communication and Coordination mechanisms between key stakeholders, addressing the GBV, at all levels of government NGOs and IC established and is operational to improve the implementation of laws and relevant international standards	<b>Indicator 1:</b> Entity level Strategies and Action Plans to combat VAW/SV implemented at local level <b>Baseline:</b> 6 selected cities <b>Target:</b> By the end of 2010 <b>Indicator 2:</b> Improved communication and coordination between key stakeholders in the Government, NGO sector and International Community to combat VAW/SV <b>Baseline:</b> N/A <b>Target:</b> Communication and coordination model functional and have regular meetings 3 times a year till the end of the Project	3.3.1. Desk review on other country experiences on communication and coordination models																
		3.3.2. Needs assessment meetings with the relevant institutions both in the local and national level																
		3.3.3. A report will be prepared on various models to be presented to the relevant institutions through meetings																
		3.3.4. Development of a coordination and communication model including the monitoring mechanism through joint meetings																
		3.3.5. Establishment of the model																
		3.3.6. Signing the protocols of cooperation																
		3.3.7. Regular coordination meetings for monitoring the model																
<b>M&amp;E</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>		
	<b>Indicators</b>																	
		M&E 1. Part-time GBV M&E specialist consultant to provide M&E support to throughout the project: compiling, summarising reports, assisting with establishing the baselines; provides summary and analysis of indicators			X			X			X				UNFPA	3,333.33		

Monitoring and Evaluation		M&E 1. Part-time GBV M&E specialist consultant to provide M&E support to throughout the project: compiling, summarising reports, assisting with establishing hte baselines; provides summary and analysis of indicators																
		M&E 2. Mid-term evaluation (consultant, travel to sites, meetings)																
		M&E 3. End term project evaluation (consultant, travel to sites, meetings)							X	X	X						UNFPA	17,400.00
		M&E 3. End term project evaluation (consultant, travel to sites, meetings)																
		M&E 4. Project participation at the UNFPA Annual Programme Revie Conference/UNDP Annual Review, incl. Travel of project partners, and producing the report											X				UNFPA	1,833.34
		M&E 4. Project participation at the UNFPA Annual Programme Revie Conference/UNDP Annual Review, incl. Travel of project partners, and producing the report																
		M&E 5. Monitoring (petrol, DSA); calculated as 36x 1 day monitoring visits (programme person + driver)	X	X	X	X	X	X	X	X	X	X	X	X			UNFPA	4,850.00
		M&E 5. Monitoring (petrol, DSA); calculated as 36x 1 day monitoring visits (programme person + driver)																
		M&E 5. items 2.26.; 2.3.4; 3.1.10 and 3.2.10 are also a part of M&E																
		M&E 6. Audit															UNFPA	1,000.00
<b>PM</b>	<b>Output</b>	<b>Activities</b>	<b>J</b>	<b>F</b>	<b>M</b>	<b>A</b>	<b>M</b>	<b>J</b>	<b>J</b>	<b>A</b>	<b>S</b>	<b>O</b>	<b>N</b>	<b>D</b>	<b>Responsible entity(ies)</b>	<b>Budget</b>		
	<b>Indicators</b>																	
Project Management Costs		UNTF UNFPA project contribution to "Joint Project Manager" or the "UNFPA UNTF VAW Project Assistant", 1300 USD pm x 36 (to be recruited)	X	X	X	X	X	X	X	X	X	X				UNFPA	13,000.00	
		UNTF "UNFPA project admin/finance assistant part time" 850 USD pm x 36 (to be recruited)	X	X	X	X	X	X	X	X	X	X				UNFPA	8,500.00	
		UNDP Project Coordinator																
		UNFPA/UNDP Project Manager (UNDP part cca 35%)																
<b>TOTAL</b>																<b>172,116.67</b>		