

UNCT Performance Indicators for Gender Equality and Women's Empowerment

Final Narrative Report Republic of Serbia

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Summary

This narrative report presents a brief description of the stocktaking exercise with focus on the UNCT Performance Indicators for Gender Equality and Women's Empowerment. It complements the Gender Scorecard, therefore the Narrative Report and the Scorecard should be viewed as an integral document. The Narrative Report outlines the methodology used, and presents the summary of findings. It also describes best practice examples of gender-related work in Serbia. A follow up table, containing key issues and recommendations for the future action is included. Finally, enclosed are the list of documents reviewed, and the list of key informants interviewed.

The assessment of the UNCT Performance Indicators for Gender Equality and Women's Empowerment took place between January and March, 2009 (14 days in total). While the period covered by the current UNDAF¹ was assessed, both the scorecard and the narrative report took into consideration the ongoing process of the new CCA drafting and the preparations for the UNDAF planning process covering the period 2010-2014.²

I Methodology

As recommended by the Users' Guide³, a desk review of key documents⁴ and interviews with key informants were conducted. The initial list of documents was obtained through the RC office, while the final list was agreed with the UN Gender Theme Group.⁵ The interviews included the Resident Coordinator a.i., Heads of Agencies, representatives of gender mechanisms, experts and CSOs. In addition, two focus group discussions were organised⁶. A draft version of the Scorecard was submitted for Technical Advisor's

¹ United Nations Development Assistance Framework (UNDAF); Serbia and Montenegro 2005-2009 (Belgrade, March 2004)

² Inclusion of the draft planning documents (CCA and UNDAF) resulted with higher scores (where appropriate) since greater and more comprehensive attention was given to gender equality issues in the new planning documents.

³ UNCT Performance Indicators for Gender Equality – Users' Guide, prepared by UNDG Task Team in June, 2008.

⁴ **Including the CCA completed in 2003 and UNDAF for Serbia and Montenegro 2005-2009, as well as the draft CCA produced in the second half of 2008** (Serbia: National Context and Outstanding Priorities, Country Analysis) and the accompanying draft document European Integration and the UN in Serbia.

⁵ The meeting held on 27th January, 2009.

⁶ One focus discussion was organised with members of UN GTG, and one with the Civil society contact organisations network dealing with gender equality and women's rights issues.

comments. At the UN GTG debriefing meeting⁷, follow up actions were agreed. The final discussion took place at the UNCT⁸ meeting, upon presentation of the findings and follow up actions proposed by GTG.

II Findings

Explanatory Note

The Gender Scorecard exercise assessed gender dimensions of the current UNDAF for Serbia and Montenegro 2005-2009, which was drafted in 2003 in a very different context. The period covered with the current UNDAF was marked with permanent political volatility⁹. The new CCA is in a draft form and the UNDAF planning for the next phase is expected to be finalised before the end of 2009. Therefore the scoring exercise took into account the current UNDAF, while also assessing the early draft documents for the new planning cycle. This was deemed useful to assist in proper inclusion of gender aspects in the new CCA / UNDAF document.

A number of agencies were not present in Serbia at the time when the current UNDAF was developed (i.e. UNIFEM, UNFPA, UNODC). However, they “greatly supported the UNDAF implementation”¹⁰ and contributed to the gender related work of UNCT. The Gender Theme Group, which was established through the UNDP supported Gender Mainstreaming Initiative, gave the major contribution to the gender focused activities of UNCT.

There is one achievement of the UNCT that is not captured in the Scorecard, but should be noted given the importance of the EU accession process for Serbia. The UNCT provided oral and written inputs into the European Commission 2007-2009 Multi-Annual Indicative Programme Document (MIPD), emphasising, inter alia, the importance of

⁷ Meeting held on 19 March, 2009.

⁸ Meeting held on 27 March, 2009.

⁹ The state of Union of Serbia and Montenegro was proclaimed in February 2003. In March, 2003, Prime Minister of Serbia was assassinated, which resulted with two months' state of emergency. After Montenegro declared its independence in June 2006, the parliament of Serbia stated that the Republic of Serbia was the successor of the State Union, rendering the two republics independent and sovereign countries. In 2008, Kosovo unilaterally proclaimed its independence.

¹⁰ UNCT/ Serbia – RCAR Reporting for 2007 – 2008

gender equality issues. In addition, GTG provided comments on the most recent version of the MIPD, covering the period 2009-2011. Comments were forwarded by the RCO to the EC in Brussels and shared with the EC Delegation in Serbia.

a) Strengths: Decision making, Budgeting and UNCT Capacities¹¹ are the areas in which UNCT demonstrated the best results, with average scores of 4; 3,5 and 3,3, respectively (on a 0-5 scale).

Decision making is facilitated by the fact that the GTG coordinator (UNIFEM Gender Adviser) participates in UN Heads of Agency Group. Since its establishment¹², GTG continues to be the main driving force of UNCT gender-related activities. GTG piloted new operational tools to facilitate the establishment of the new UNCT Thematic Group system¹³. GTG members participate in Donor Gender Synergy meetings¹⁴, thus ensuring the information-sharing with key stakeholders. In addition to meetings, gender related advice and participation in donor coordination, GTG outputs include two policy research documents (“When Violence Screams – A Contribution to the Analysis of Gender-based Violence in Serbia” and “Responding to Silent Screams: Mapping of Provisions of NGOs in Serbia in the Area of Gender Based Violence”).¹⁵ Policy research and mapping was supported by UNDP funds.

A number of informants see the potential role of UNCT / GTG in supporting the national Directorate for Gender Equality to take the lead in donor coordination.

Some members of GTG are also members of other UNCT thematic groups, which enables cross-fertilisation of activities. There is an additional scope for proactive GTG role in ensuring that joint programmes are gender-mainstreamed.¹⁶ By specialised

¹¹ Titled Policies and Capacities in the summary table on p.7 of this narrative report.

¹² UN GTG in Serbia was established in March, 2007. The establishment of GTG coincided with the opening of the UNIFEM office in 2006, while the funding and the major push for the establishment and the initial activities of the GTG was provided through the UNDP Gender Mainstreaming Initiative.

¹³ For example, Thematic groups on Youth and Roma were established according to the GTG model.

¹⁴ Co-facilitated by CIDA and SIDA.

¹⁵ In addition to the advocacy purpose, both research activities were designed to contribute to GTG capacity building – learning about specific aspects of gender based violence and the existing policy gaps.

¹⁶ Two key informants proposed a simple check list to ensure that gender is included in joint programmes, while some mentioned the need to have a gender specialist in the RC office, or more direct link between the RC and UNIFEM in its advisory role.

agencies (i.e. FAO, WHO), GTG is viewed as an important hub to both provide and receive information that is of interest for UNCT gender-related work.

While RCO budget is modest, the score for the Budgeting dimension is high. This may be attributed to the fact that the small contribution coming from the RCO budget for funding gender-related activities is simple to track. UNDP¹⁷ and UNIFEM funded GTG activities in the past, while other agencies allocated their staff time. GTG is well resourced comparing to other UNCT Thematic groups¹⁸. Given that the GTG supported (or is about to support) a number of activities¹⁹ it can be confirmed that budgets are allocated to stimulate stronger programming on gender equality. So far, support of the GTG for the national priorities related to gender equality have included²⁰ two policy research documents²¹: a policy gap analysis focusing on gender-based violence, and a mapping of CSOs providing services for the victims of gender-based violence. Prior to GTG establishment, UNCT supported the process of contextualisation of MDGs for Serbia in 2007 and the first publication “Women and Men in Serbia”.

The Gender Equality Directorate (GED)²² expressed the need for greater support in coordination of stakeholders for the implementation of the recently adopted National Strategy for the Improvement of the Position of Women and Promotion of Gender Equality, capacity building of GED, regional cooperation and joint advocacy.²³

Both the Secretariat for Labour, Employment and Gender Equality – Autonomous Province of Vojvodina, and the Gender Equality Directorate – Republic of Serbia, emphasise the need to be included in the UN planning processes:

¹⁷ UNDP in Serbia successfully piloted tracking budget allocations and expenditures for gender equality results through its Atlas system.

¹⁸ Although underfunded if aiming to meet the minimum standards as outlined in the Scorecard, and based on TCPR 2007.

¹⁹ For example the training for the UNCT members planned for September, creation and maintenance of experts' roster and gender mainstreaming for CCA/ UNDAF exercises.

²⁰ This holds true for UNCT / GTG activities, while the picture is significantly different if the sum of the individual UN agencies' programme activities is taken into account.

²¹ Mentioned on p.4 para 3 of this Narrative Report.

²² Gender Equality Directorate is the national mechanism for gender equality and women's rights, institutionally situated in the Ministry of Labour and Social Policy.

²³ This list of activities was proposed by Dr. Natalija Micunovic, Director of GED, in response to the Gender Scorecard questionnaire (e-mail communication to the RC a.i. dated 4 March, 2009)

*“We feel that it is prerequisite for the future cooperation for GED to be involved in gender-related analysis of UN planning documents”.*²⁴

UNCT Capacities dimension scores high because of the activities of the GTG to date, as well as GTG involvement (mainly through UNIFEM advice) in commenting early drafts of the new CCA. In the future, GTG is seen as being instrumental for bringing closer together the individual agencies’ and UNCT work on gender.

b) Weaknesses: Monitoring and Evaluation is the area in which UNCT demonstrated the lowest performance with a mean score of 2 on a 0-5 scale.

In the Scorecard and in the explanatory note of this Narrative Report the country context has been highlighted, as being of importance for a low score to some extent. The volatile situation and the changing framework challenged the relevance of the current UNDAF, while posing political difficulties to conduct its revision.²⁵ However, the weakness of M/E primarily stems from the inconsistent gender mainstreaming of UNDAF 2005-2009, and the lack of gender-disaggregated data (both at the level of baseline and monitoring indicators). For example in UNCT 2006 Review Report²⁶, gender related issues are not mentioned at all. In 2007 Results and Use of Funds Table gender features through UNIFEM activities, while the important gender aspect of MDG contextualisation and DevInfo roll-out²⁷ remained implicit.

Not applicable for scoring was the sub-dimension Partnerships because gender equality mechanisms were not in place at the time of UNDAF planning in 2003²⁸. In the meantime, mechanisms were established at the national, regional and local levels. UNCT included both the national and the provincial level²⁹ GE mechanisms in the process of contextualisation of MDGs. Strengthening of cooperation with the Gender

²⁴ Direct quote from the e-mail communication from the Director of GED to the RC a.i., dated 4 March, 2009.

²⁵ The addition of an Annex to the existing UNDAF was discussed within the UNCT and the new priorities highlighted at the end of the 2008, however this newly developed document did not come into force.

²⁶ UNCT 2006 In-Review: UNDAF Outcomes and UN Reform

²⁷ While DevInfo was supported by UNICEF, it is marked by very strong country ownership and also represents an important source of gender-disaggregated information for UNCT.

²⁸ Detailed explanation was provided in the Scorecard, p.12.

²⁹ Provincial level here refers to the Autonomous Province of Vojvodina.

Equality Directorate (established in July, 2008) is yet to take place and remains one of the key GTG goals.³⁰

One of the weaknesses identified in the interviews with informants outside the UN system was the lack of visibility of the RC with regard to gender equality issues. In words of the Deputy Ombudsperson:

“Sometimes public support does not take such a big effort. For example, it would have been enough if the RC welcomed the establishment of the Gender Equality Directorate at the press conference sometime in July, 2008.”

The last Scorecard dimension – Quality Control and Accountability was assessed as not applicable for scoring given that the current UNDAF is largely outdated, while the new one is in the drafting phase.

Through the interviews and based on the review of early draft CCA it is evident that the Serbia UNCT aims to meet minimum standard with regards to quality control and accountability. However, at this early planning stage the scoring was deemed inappropriate / inapplicable.

III Best practice examples

Four best practice examples were identified in consultation with GTG:

- UNCT support to the National Office for Statistics related to the first publication “Women and Men in Serbia” (2005).
- UNCT support for the process of contextualisation of MDGs for Serbia, which was highly participative. Through the process, the national goals related to gender equality were defined, including a comprehensive list of indicators.
- GTG support for policy-gap research “When Violence Screams – A Contribution to the Analysis of Gender-based Violence in Serbia”, which included consultation with key stakeholders and the public event with the RR opening speech.
- Gender mainstreaming of the National Youth Strategy for Serbia supported through the UN Thematic Group on Youth. In addition to gender mainstreaming of the strategy, gender awareness training was organised for the working groups. Members of GTG were active in four, out of five working groups.

³⁰ It is important to note that UNIFEM and UNDP have a close working relationship with the GED, therefore a sound basis exists for further strengthening of the cooperation between the GED and UN GTG.

IV Average Scores per Scorecard Dimension

Dimension	Mean score
1 Planning	2,8
2 Programming	3,2
3 Partnerships	2,5
4 Policies and capacities	3,3
5 Decision-making	4
6 Budgeting	3,5
7 Monitoring and evaluation	2
8 Quality control and accountability	0 (Not applicable)

V Follow-up Recommendations

Dimension	Average numerical rating	Main follow-up issues	Steps to be taken, including technical assistance needed, time-frame, allocation of responsibility and resources required
1. Planning	3 (needs improvement)	<ul style="list-style-type: none"> >the new CCA and the EU integration analysis still require improved gender analysis >UNDAF reviews not including gender related info > In the current UNDAF data not properly gender disaggregated (including baseline, process, output and outcome indicators) 	<ul style="list-style-type: none"> * Improve gender analysis based on lessons from the UNDAF 2005-2009. Ensure that both baseline and monitoring indicators are gender disaggregated as appropriate (hire gender expert to upgrade documents from gender perspective) – GTG, second half of 2009, up to two weeks, up to 5,000 USD * Ensure that UNDAF reviews in the future include gender related info – GTG in coordination with RCO

2. Programming	3 (needs improvement)	<ul style="list-style-type: none"> >no joint-programme on gender equality >key national gender equality and women's empowerment priorities not addressed in line with GED expectations (including funding and joint advocacy) >UNCT not supporting capacity of GED to coordinate donors 	<p>*Follow up on the possibility to submit the proposal focusing on gender equality, in close consultation with the GED</p> <p>*GTG Chair to explore the possibility for stronger support and capacity building of GED to take the lead in donor coordination (maintain the dialogue with SIDA, currently supporting Gender Synergy Meetings)</p>
3. Partnerships	3 (needs improvement)	<ul style="list-style-type: none"> >Gender equality mechanisms not included in the new CCA/ UNDAF process as yet > Women's NGOs and networks (including women from excluded groups) not included in the new CCA/ UNDAF process as yet 	<p>*Include GEMs in the new CCA/ UNDAF process as soon as possible</p> <p>*Include civil society organisations (including women's groups) in CCA / UNDAF process (use the opportunity when presenting the results of the Scorecard exercise to introduce CSOs to the CCA / UNDAF process)</p>
4. Policies and capacities	3.3 (needs improvement)	<ul style="list-style-type: none"> > Key stakeholders do not fully participate in GTG activities > RC does not promote, monitor and report on GE in a consistent way 	<p>*GTG, in close coordination with the RCO, to include key stakeholders (invite them to the info-sharing meetings)</p> <p>*GTG to proactively seek RC participation, ensure that the important occasions (such as the International Women's Day and 16 Days of Activism Against Violence Against Women) are marked appropriately</p>
5. Decision-making	4 (meets minimum standard)	<ul style="list-style-type: none"> > Gender equality programming and support issues not included in HoA meetings in a systematic way 	<p>*Include gender-related issues in a more systematic way; propose thematic meetings and include gender equality issues at least twice a year</p>
6. Budgeting	3,5 (meets minimum standard)	<ul style="list-style-type: none"> > No specific budgets allocated for gender equality pilot projects and support to national women's machinery 	<p>*Allocate funding for GTG (similar to UNAIDS model) to ensure sufficient capacity to fundraise for gender related activities; more agencies to participate in GTG funding (including project-based agencies, whenever possible)</p>
7. Monitoring	2 (insufficient)	<ul style="list-style-type: none"> > The UNDAF 	<p>*RCO, in close cooperation</p>

and evaluation		monitoring framework does not capture gender related outcome and output expected results	with GTG, to ensure that the future UNDAF monitoring takes into consideration gender related information
8. Quality control and accountability	0 (not applicable)	> Readers' Group comments on the new draft CCA not obtained	*Solicit and include Readers' Group comments on the new draft CCA

Annexes

1. Desk Review Documents

- UNDG. Common Country Assessment and United Nations Development Assistance Framework. Guidelines for UN Country Teams on Preparing a CCA and UNDAF. February 2007.
- ECOSOC 2006. Resolution 2006/36 Mainstreaming a gender perspective into all policies and programmes in the United Nations system
- UNCT Serbia. National Context and Outstanding Priorities – Country Analysis (October 2008)
- UNCT Serbia. European Integration and the UN in Serbia – Draft Report (October, 2008)
- UNCT Serbia. Draft UNDAF Annex – Serbia 2008
- UNCT Serbia. UNDAF Serbia and Montenegro 2005-2009 (March, 2004)
- UNCT Serbia. Common Country Assessment: Serbia and Montenegro (October, 2003)
- UNCT Serbia. RCAR Reporting for 2007-2008
- UNCT Serbia. 2007 Results and Use of Funds Table
- UNCT Serbia. 2008 Work-plan / 2007 Results Table
- UNCT Serbia. UNCT 2006 In-Review: UNDAF Outcomes & UN Reform
- Committee on the Elimination of Discrimination against Women, 38th Session ((14 May – 1 June, 2007). Concluding comments of the Committee on the Elimination of Discrimination against Women: Serbia (1 June, 2007), Advance unedited version
- The Government of Serbia. Millennium Development Goals in the Republic of Serbia: Monitoring Framework (2006)
- A UN Joint Programme (UNCT in partnership with the Government of the Republic of Serbia). Spanish MDG Achievement Fund for Youth, Employment and Migration: Support to National Efforts for the Promotion of Youth Employment and Management of Migration
- A UN Joint Programme (UNCT in partnership with the Government of the Republic of Serbia). Spanish MDG Achievement Fund for Conflict Prevention and Recovery: Support to National Efforts for Promoting Peace Building in Southern Serbia
- UNAIDS (UN Joint Programme): Gender and HIV/AIDS - establishing links between women's empowerment and HIV
- UNDP. Gender Mainstreaming Initiative project document and guidelines
- RCO. Heads of Agencies meeting minutes (meetings held in 2008)
- Government of the Republic of Serbia. The National Strategy for the Improvement of the Position of Women and Promotion of Gender Equality (2008-2014)
- Republic of Serbia, the National Office for Statistics. Women and Men in Serbia (2005)

2. LIST OF KEY INFORMANTS

No.	INSTITUTION	KEY INFORMANT	CONTACTS	COMMENTS
1.	Directorate for Gender Equality, Republic of Serbia	Dr. Natalija Mićunović, Director Jasna Vujačić, Adviser	n.micunovic@minrzs.gov.rs +381 11 33 45 665 Terazije 41/III j.vujacic@minrzs.gov.rs	Assistant Minister for Gender Equality in the previous government, Director of the Directorate for Gender Equality from July 2008 to date; UNDP National Project Director (Combating Sexual and Gender Based Violence Project); Vice-president – Gender Equality Council, Republic of Serbia
2.	Ministry of Labour and Social Policy	Snežana Lakičević-Stojačić, State Secretary for Labour	lvana.djokovic@minrzs.gov.rs (assistant to the State Secretary) +381 11 3617498 Nemanjina St 22-26	Ms Lakičević-Stojačić was the President of the Gender Equality Council and the Secretary for Labour, Social Policy and Gender Equality of the AP Vojvodina; State Secretary for Labour in the previous and the current government
3.	Secretariat for Labour, Social Policy and Gender Equality, AP Vojvodina	Mr. Miroslav Vasin, Head of the Secretariat and Dragan Božanić, adviser for cooperation with partners	Bozanic.dragan@gmail.com Lidija.bikar@vojvodina.gov.rs (deputy Secretary)	Based in Novi Sad. Interview conducted with Mr. Bozanic with follow up via e-mail to solicit information from Mr. Vasin
4.	Ministry of Labour and Social Policy, Republic of Serbia	Ms Radmila Bukumirić-Katić, Assistant Minister, Labour	Radmila.katic@minrzs.gov.rs Nemanjina St. 22-26	Assistant minister for labour since August 2008, Assistant minister for employment in the previous government; member of the Gender Equality Council in 2006 and 2007

5.	Ministry of Economy and Regional Development	Ms Jelena Marjanović, Assistant Minister, Bilateral Affairs	Jelena.marjanovic@merr.gov.rs Bulevar Kralja Aleksandra 15	Assistant Minister, Bilateral Affairs in the previous government. Before that engaged as adviser in Gender equality council; also performed the role of the Transition Officer in the RC office during the time of drafting the UNFPA 2005-09)
6.	Ombuds Office, The National Assembly of the Republic of Serbia	Zorica Mršević - Deputy Ombudsperson (in charge, inter alia, of gender equality issues)	Zorica.mrsevic@zastitnik.gov.rs ++011 3114437 Bulevar Mihajla Pupina 2	Previously employed with OSCE (covering gender equality issues), in charge of gender equality in her role as the Deputy Ombudsperson
7.	Belgrade Fund for Political Excellence (NGO)	Sonja Licht, BFPE director	office@bfpe.org Decanska 1 ++011 3036520	Winner of MDG 3 award (awarded by the Danish govt). BFPE working with the parliament and parliamentary committees incl. Gender Equality Committee.
8.	Autonomni Ženski Centar (Autonomous Women's Centre)	Bobana Macanović – board member Autonomous Women's Centre	bobana@azc.org.rs ++ 011 2687 190 Tirsova 3	Lead for the Civil society contact organization – gender (part of PRSP monitoring structure). AWC is a Belgrade-based NGO with a large network of women's organisations across Serbia.
9.	Deputy Prime Minister's PRS Implementation Focal Point	Ivana Ćirković, Deputy Team Leader	Ivana.cirkovic@gov.rs Bulevar Mihajla Pupina 2	In charge of gender equality issues
10.	UNHCR	Lennart Kotsalainen UN Resident Coordinator a.i., Head of UNHCR	srbbe@unhcr.org ++ 011 344 29 47 Krunska 58	
11.	UNIFEM	Birna Thorarinsdottir, Gender Adviser, HoA UNIFEM	Birna.thorarinsdottir@unifem.org ++011 2040408 Internacionalnih brigada St. 69	Chair of UN GTG Project-based agency

12.	UNDP	Rini Reza, Deputy Regional Representative, RR a.i., UNDP Belgrade	Rini.reza@undp.org Internacionalnih brigada st. 56 +381 11 20 40 400	
13.	UNDP	Bojana Balon, Gender Focal Point, UNDP Belgrade	Bojana.balon@undp.org Internacionalnih brigada st 56 +381 11 20 40 400	Previously coordinator of Gender Mainstreaming Initiative Project (UNDP, with portion of funding for UNCT activities), Secretary of the UN GTG
14.	UNHCHR	Marija Rauš, HoA	Marija.raus@undp.org ++ 011 2040406 Internacionalnih brigada st 69	
15.	UNFPA	Marija Raković, HoA	rakovic@unfpa.org ++011 3444 300 Internacionalnih brigada st. 69	Project based
16.	ILO	Jovan Protić, HoA	Protic.jovan@minrzs.gov.rs ++011 3616 128 Nemanjina St. 22-26	Project based
17.	RC OFFICE	Borka Jeremić, Coordination Analyst, RCO	Borka.jeremic@undp.org	
18.	UNICEF	Judita Reichenberg, HoA	j.reichenberg@unicef.org +011 38 02 100 Svetozara Markovica 58	
19.	IOM	Gregoire Goldstein, HoA	IOMBeograd@iom.int +011 382 17 03 Drziceva 11	Project based
20.	UNAIDS	Lana Grbić, Head of Secretariat	grbicm@unaids.org +011 264 42 51 Doktora Subotica 5	Status of TG. Funded by three agencies, other - fundraising
21.	UNOPS	Milena Prvulović, HoA	marijap@unops + 011 3612 714 Visegradska 23	Recently came into the position Project based
22.	UNODC	Violeta Egić, HoA	Violeta.egic@unodc.org +381 2412701 Djuka Dinic 12/21	Project based
23.	WHO	Dorit Nitzan, HoA	Dorit.nitzan@who.org + 011 3615 744 Doktora Subotica 5	
24.	WTO	Ljubica Milojević, representative for Serbia	Ljubica.milojevic@merr.gov.rs + 011 3247472 Bulevar Kralja Aleksandra 15	Project based (just initiating prgm. on sustainable rural development)
25.	The World Bank	Ivana Aleksić, Human Development Specialist (Education and Social Protection)	ialeksic@worldbank.org + 011 302 37 00 Bulevar Kralja Aleksandra 86	In WB since 2006, previously the Head of PRSP team for Serbia

26.	UN-HABITAT	Barbara Galassi, Deputy HoA	Barbara.galassi@unhabitat.org + 011 34 49 201 Makenzijeve 57	Project based
27.	FAO	Tomasz Lonc, regional GFP, Senior Policy Officer, Sub- regional office for Central and Eastern Europe, Budapest	Tomasz.lonc@fao.org Budapest, Benczur ut. + 361 461 2000	No field presence Project-based
28.	UNESCO	Nechifor Iulia, GFP, Science, policy and capacity building programme specialist	i.nechifor@unesco.org +39 041 260 1516 4930 Castello, 30122 Venice	UNESCO Commission in Serbia, no field presence (except for the UNESCO Commission for Serbia) Project-based
29.	SIDA	Zorana Šijački, Gender adviser	Zorana.sijacki@gmail.com	Coordinator of the Gender Synergy Group
30.	Gender Expert, independent	Marina Blagojevic, independent gender expert	marinaltera@gmail.com	In charge of gender mainstreaming in PRSP, and contextualisation of MDGs for Serbia (drafted indicators for MDG3) and member of the expert team working on the National Strategy for the Improvement of the Position of Women and Promotion of Gender Equality, recently adopted by the GoS

Not included: ICTY, IFC, IMF, UNOB

3. GENDER THEME GROUP MEMBERS – PARTICIPANTS OF A GROUP DISCUSSION (organised on 18 Feb)

No.	Agency	FP Name and position	Contacts	Comments
1.	UNHCR	Olivera Vukotic	vukotic@unhcr.org	
2.	UNIFEM	Birna Thorarinsdottir	birna.thorarinsdottir@unifem.org	HoA
3.	UNDP	Bojana Balon	bojana.balon@undp.org	
4.	IOM	Saška Galonja	agalonja@iom.int	
5.	UNHCHR	Srdjan Milojevic	srdjan.milojevic@undp.org	
6.	UNICEF	Jelena Zajeganović	jzajeganovic@unicef.org	
7.	UNFPA	Marija Raković	rakovic@unfpa.org	HoA
8.	ILO	Jovan Protić	protic.jovan@minrzs.gov.rs	HoA

Note: On the second group discussion, organised on 19 March (focus on proposing follow up activities) UNIFEM, UNDP, UNHCR and UNHCHR were present.

4. CIVIL SOCIETY CONTACT ORGANISATIONS (GENDER EQUALITY AND WOMEN'S RIGHTS) – GROUP DISCUSSION (organised on 27 Feb)

CSO	Town	Name	e-mail address
1. Udruženje Roma (Roma Association)	Novi Bečej	Danica Jovanović	danca@eunet.rs
2. Žene u akciji (Women in Action)	Velika Plana	Jovanka Brkić	sostelvp@verat.net
3. Zajedno zajedno (Together)	Beograd	Snežana Milčić	sneskam62@yahoo.com
4. Glas razlike (Voice of Difference)	Beograd	Jelena Višnjić	glas.razlike@sbb.co.rs
5. Klub žena Hera (Women's Club Hera)	Bačka Topola	Gabrijela Vanjur	vanyurgabriella@yahoo.com
6. Ženski centar Užice (Women's Centre Uzice)	Užice	Radmila Gujaničić	womencentargujanivic@eunet.rs
7. Požeška akcija žena (Women's Action Pozega)	Požega	Branka Krljanac	krljanac@ptt.rs
8. Alternativni krug Kragujevac (Alternative circle, Kragujevac)	Kragujevac	Ljljana Aksentijević	axenlili@ptt.rs
9. Iz Kruga (From the circle)	Beograd	Lepojka mitanovski	office@izkruga.org
10. Peščanik	Kruševac	Sandra Farkaš	sandglass@pr.rs
11. Fenomena	Kraljevo	Bojana Minović	fenomena06gmail.com
12. Fond za unapređenje resursa građana (Fund for the advancement of citizen's resources)	Trstenik	Mirjana Bustić	ana.nikolic@sme.gov.rs

13. Hora Valjevo	Valjevo	Dragana Grbavica	
14. Femina	Smederevska Palanka	Aleksandra Nestorov	alexnestorov@gmail.com
15. Akademija ženskog preduzetništva (The Academy of Women's entrepreneurship)	Novi Sad	Jana Radaković	janaradakovic@yahoo.com
16. SoS Vlasotince (SOS hotline Vlasotince)	Vlasotince	Svetlana Šarić	sos.vlas@eunet.rs
17. Rekonstrukcija ženski fond (Women's Fund Reconstruction)	Beograd	Mirjana Milosavljević	office@rwwfund.org
18. Zrenjaninski edukativni centar (Education Centre, Zrenjanin)	Zrenjanin	Mirjana Ivančević	zreduc@ptt.rs
19. Udruženje Roma Danica (Roma Association Danica)	Pančevo	Snežana Ivković	danica70@eunet.rs
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