

PROGRAM IMPLEMENTATION REPORT

2020 - 2022



Fenomena 

**UDRUŽENJE FENOMENA / FENOMENA ASSOCIATION
PROGRAMS' IMPLEMENTATION REPORT
FOR 2020 – 2022**

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INTRODUCTION

Organizational background and capacity in monitoring and advocacy for policy improvement

Association Fenomena is formally established sixteen years ago with the aim to combat gender inequality and related problems in Serbian society. From initially a community-based organization, Fenomena soon conducted sub-national, national and cross-border projects focusing on empowerment of women and using gender specific approach. Since the establishment, the organization works continuously towards reduction of gender-based discrimination and related consequences. The association has proven expertise for advocacy and capacity building regarding international standards related to gender-based discrimination, including policy analysis and research and has enabled GE policy improvements¹. Fenomena introduced innovative service providers' capacity building programs some of which are officially accredited and worked with / trained various target groups including public administration, legal professionals and judiciary, media, NGOs, and high-school and faculty students.

Policy research and analyses related to international standards:

European Women Lobby - https://www.womenlobby.org/IMG/pdf/ewl-serbia_report_web.pdf

GREVIO - <https://rm.coe.int/ic-monitoring-contribution-by-fenomena-association-on-belhaf-of-wavn-s/168092d11e>

European Women Against Violence Network (WAVE) - <https://www.wave-network.org/2019/12/09/cssp-news-mapping-on-sexual-violence-services-in-the-western-balkans-and-turkey-executive-summary-is-now-published/>

Fenomena operates within three core programs - Centre for Nonviolence, Gender Mainstreaming, and Social Entrepreneurship program. Within the Gender Mainstreaming program, the organisation works to influence development, implementation and monitoring of gender sensitive policies and programmes at the local, national and international level since 2010. Majority of policy-related activities were implemented with regards to local level. The organization was very active in promoting the European Charter for equality of women and men in local life, and is a publisher of two complementary Council of European Municipalities and Regions' (CEMR) publications – [The Guide for the implementation of the European Charter for equality of women and men in local life](#), and [Town for Equality](#). As a result of Fenomena's policy advocacy work, at least four municipalities signed the EU Charter, GE local action plans were defined and adopted, and consequently Gender equality Councils were formed. Moreover, the association was active in monitoring of the budget planning and spending from the gender perspective as well as in advocacy for the implementation of gender budgeting in Serbia. Please see a step-by-step publication on gender analysis and lobbying for gender budgeting '[Lob rob – lobbying for local gender](#)

¹ Examples include adoption of European Charter for Equality of women and men in local life in three WB countries https://www.ccre.org/img/uploads/piecesjointe/filename/charte_egalite_me.pdf and establishing of local Gender equality Councils

[budgeting initiatives](#)'.

Besides policy and gender budgeting improvement advocacy, Fenomena conducted various gender analysis: '[Local policies for disaster risk reduction and gender equality in South-Western Serbia](#)', '[Sustainable agriculture and gender equality](#)' '[Guidelines for public administration in Serbia to better support domestic violence survivors during Covid-19 pandemic](#)' '[Comparative analysis of institutional response in implementation Law on prevention of domestic violence during Covid-19 in Serbia](#)' '[Towards a fair distribution of unpaid housework](#)' '[Participation of CSOs and young people in disaster risk reduction](#)'.

Fenomena has developed organization's capacities:

- the monitoring of the implementation of policies and programs and publishing related analysis (example links are provided above in footnotes and in hyperlinks)
- research capacities (including conducting focus groups) independently or in cooperation with other scientific and research organisations, for example Law Faculty, Victimology society of Serbia, WAVE network, European women's lobby, Gender knowledge hub, experts from Women's platform for development of Serbia, etc.
- successful public policy advocacy (for example EU Charter)
- policy and social activism in network with many other CSOs in the country and abroad (at least 30 CSOs as partners)
- capacity development of other CSOs to implement innovative approaches independently (for example in the area of disaster risk reduction, suppression and prevention of gender-based violence, unpaid house and care work)
- direct work and empowerment of citizens (women and other population from local communities) for independent initiatives in various areas – economic empowerment through DAFF program, participation of women from local communities (mesne zajednice) in disaster risk reduction, young women's prevention activities to avoid entering violent relationships, young man's initiatives to recognize and prevent gender based violence, lawyers' and students' engagement to better respond to the needs of GBV survivors, inducing journalists to write about gender based violence and discrimination with higher standards, etc.
- very high reach of citizens with online and TV campaigns (3 million citizens reached, cooperation with 25 media editorials in the country, at least 300 minutes of quality TV program enabled), please see examples of previous campaigns [#SOSagainstviolence campaign](#) during Covid-19 and [The Power to Change – The Power to Prevent innovative campaign](#).

Please see other current organizational activities following the link www.fenomena.org, read the illustrative UNTF supported program "[The Power to change – The Power to prevent](#)" 2022 report, UN Women supported project "[Gender Lab – The Power to Change](#)" 2019 report or visit Fenomena's social media pages [Moć promene Fenomena FB group](#) [Moć promene on Instagram](#)

Fenomena supports Violence Against Women Network in Serbia (VAWN) networking by being the national coordinating organization of VAWN during 2020/2021/2022, and [represents Serbia in European anti-violence network as a focal point of Serbia at WAVE](#) since 2017. Organization's representative is also WAVE Advisory board expert. Fenomena is chosen as [regional lead partner for WAVE's CSSP project](#) for 2019 and 2020 (for the Western Balkans and Turkey region) supported by UN Women and aimed at building capacities for the implementation of the Istanbul Convention (IC), and is currently supported by UNTF in implementing three year "The power to prevent GBV in Serbia" project.

Currently, Fenomena has the representative at UN Women Civil Society Engagement Advisory Group for Serbia to influence the national, regional, and global gender equality agenda. Previously, organization's representative was also the UN Women Advisory Group Expert in the process of evaluation of the National Gender Equality Strategy of the Republic of Serbia in 2015.

The applicant, Fenomena Association, has a highly experienced management team who conducted more than 40 projects of various scale and complexity, including the EU, UN Women / UNTF, OSCE funded and administered projects.

Summarized achieved outputs from 2020 - 2022:

- Continuous provision of service and support to GB violence survivors by [Fenomena's licenced SOS helpline](#)
The total number of SOS helpline beneficiaries (GBV survivors) for three years (2020-2022) was 294, and total number of services was 1619.
- 3 million audience reached by TV and radio campaigns at the national and regional level.
- 240 high school students from 18 cities successfully completed gender-based violence prevention programs, 60 adolescent boys and 180 girls.
- 2,600 young people from 18 cities across Serbia participated in events called 'Living Library' and 'read' about 30 'living books' who spoke about experience of discrimination and violence. After each event, two to three persons in all cities stayed to talk additionally privately with the presenters about their experience of violence (as victims or as witnesses).
- Stakeholders who supported realization of Fenomena's programs: 15 organizations, 25 media, 15 schools, 5 libraries, 3 faculties, 3 bar associations and more than 30 experts.
- 45 tabloid journalists were trained for higher standards in media reporting about GB violence and discrimination and attended the mentoring program (publishing contents 500 according to a minimum of 3 standards).
- 48 lawyers from 5 cities in Serbia passed a seminar on increasing the availability of Free Legal Aid for women who survived gender-based violence, after which they applied for a mentoring program for further work with students of law faculties
- 60 Law faculties' students attended mentoring program on provision of FLA and other laws to the GBV survivors.
- [Annual conference](#) of Fenomena Association was realized in December 2022 and it was [broadcasted live](#) on Facebook page.

PROGRAM CENTRE FOR NON-VIOLENCE

The Power to Change – The Power to Prevent Gender Based Violence in Serbia

Donor and budget: UNTF, 150 000 USD

Time of realization: October 2019 – December 2022

From the end of 2019 to the end of 2022, Fenomena and its partners realized the campaign "Power to change

- The power of prevention" using already proven, but also innovative methods of changing behaviour patterns:
- The Power to Change (TPC) – accredited² program for work in self-help and support groups developed at the European level, and in Serbia it is implemented by the Fenomena Association;
- "StepUp!" established campaign of the WAVE European network against violence;
- "Living library" promoted by the Council of Europe and the Commissioner for equality in the Republic of Serbia;
- "Program M" which works on gender-based prevention of violence through work with the young men of Centre E8.

Due to multiple effects and sustainability reasons, different social actors were directly involved - the media, and especially tabloids, young people - both girls and boys, educational institutions (schools, libraries), non-governmental organizations - from eight cities with proportional geographical coverage: Aleksinac, Belgrade, Čajetina, Kraljevo, Novi Sad, Sombor, Zaječar and Tutin. The general public was a secondary target group in the campaigns.

Project Goal: Women and girls who survive or are at risk of physical or sexual intimate partner's violence (IPV) in 7 local communities in Serbia are empowered to report violence incidents to SOS helpline and use other available support services by 2022.

Evaluation data show that significant progress has been achieved at the project goal level. For example, the number of beneficiaries increased in 2021 by significant 65% compared to 2020 whereby the usage of all available services within specialized SOS organizations of Women Against Violence Network in Serbia also increased by 7% (WAVN database was updated until December 2021)³. A significant number of high school girls signed up for the "Power of Change" workshops, which were introduced as new gender-based violence prevention services provided by women's organizations and advertised in local communities across Serbia. More than the planned number of girls used these services during 2021.

Significant number of high-school girls (and boys) participated as activists of Youth actions (20 girls and 3 boys took active roles in planning and implementing public Advocacy actions against VAWG) while their actions reached about 560 people from their local communities (mostly also young people).

Living library also reached a very big number of young beneficiaries - 750 (out of which number 375 girls), with significant impact to beneficiaries' perceptions regarding VAWG.

Outcome 1: Media professionals and the general public have a lower tolerance to IPV and higher capacity to support physical and sexual IPV survivors.

Out of 24 journalists from the tabloid media who raise their capacities at the training, 20 journalists applied for the mentoring program. The training was based on a peer-to-peer strategy of knowledge and values transfer (mainly journalists from the group 'Women journalists against violence' were delivering the training content), which proved to be effective to deliver this output. Trainers are experienced journalists who have a complete understanding of the working conditions of their colleagues (training participants), so the trust relationship was established from the beginning of the training. Additionally, the project team agreed to insist on non-blaming approach towards usual work of tabloid media, but to focus on possible improvements together with participants. Therefore, many fruitful discussions and possible solutions came

² The TPC program was accredited by Republic Institute for Social Protection in 2012, and reaccredited several times.

³ Data for 2022 are being currently processed.

from the training participants, besides the instructions about reporting standards that came from trainers. By the end of 2021, 11 media and 17 journalists were publishing media content related to the project. The mentor, chosen from the group "Journalists against violence", gave initial instructions to the journalists, and followed their work on a regular monthly basis, providing comments and analyses on the standards that are applied and what could be improved. Three minimum standardized rules that had to be respected: the article/reportage does not blame the victim, does not justify the violence or the perpetrator, and uses the opinion of experts or publishes the SOS phone number.

The activities are complemented by similar activities co-financed by UN Women in Serbia as part of the #SOSprotivnasilja media campaign.

During 2021, more than 120 articles were published with higher standards of reporting and promoting the SOS telephone. Most of the journalists who participated in the mentoring program continued to write articles about femicide, which were published as part of the 'black chronicles'. However, almost 30% of the published articles could be defined as "non-sensationalist with the aim of prevention", because the journalists used information obtained from feminist publications and analyses of current research, interviews with relevant professionals, video material of the Phenomena campaign, etc. This is the first time that tabloids did not write about violence against women exclusively when a woman was killed, but instead provided useful and empowering information in order to prevent violence.

In 2022 the articles continued to follow agreed ethical media reporting standards but there were also some initiatives that came as a result of the project - for example, 'Kurir' portal published a series of articles talking about and disapproving violence that is being promoted by famous Serbia Youtubers, influencers or violence being committed at faculties. The same applies to the number of audience reactions - the annual target of 500 impressions is exceeded significantly.

Additionally, two other campaigns - Living Library (LL) and Step-Up! Campaign have been implemented in 2021 and 2022.

'Living library' was organized in eight towns across Serbia between March and May 2022. Around 750 'readers' participated, mainly high school girls and high school boys. These events have been organized by Fenomena and schools, cultural centres and NGOs: In Zaječar „Dečiji centar“ and Economy-trade high school; in Belgrade „Viktimološko društvo Srbije“ and Gradska opština Vračar; in Aleksinac Roma women Association „Nada“ and Cultural centre; in Sremski Karlovci „SOS Ženski centar“ and Gymnasium; in Čajetina Association „Zlatiborski krug“, and Cultural centre; in Sombor NGO „Ženska alternativa“ and Economy highschool; in Kraljevo NGO „Imam ideju“ and Agricultural-chemistry high school; in Tutin NGO „Impuls“ and elementary school „Rifat Burdžević Tršo“, Tutin.

Designed to promote human rights and equality, this method of communication (women who experienced discrimination and violence) caused a very positive reaction among the majority of young people - they were interested, active and engaged during readings. A significant percentage of Living library readers (59.7%) have assessed changed GBV attitude after the event while 86.5% say they have more information and knowledge about IPV. Even more importantly, 90.5% of young people say they would stand up for victims of discrimination. After the event, 25 girls felt empowered to share with LL team a personal experience of violence. "Meeting a victim of violence is shocking but instructive, and it's a great lesson for anyone who hears it" says one of the LL participants after the event.⁴

In 2022 two publications were produced: [Step by step Manual for youth – Public advocacy for preventing of gender based violence](#) and [Three year project's/campaign's report](#).⁵

⁴ For more quotes, please see the publication about project/campaign results: <https://www.fenomena.org/s/Publikacija-Moc-promene-Moc-prevencije.pdf>

⁵ Available at <https://www.fenomena.org/publikacije>

Annual conference of Fenomena Association was realized in December 2022 and it was [broadcasted live](#) on Facebook page. So far, 388 persons have watched the video recordings and around 50 guests participated in person. Besides UNTF supported program, annual conference presented results of UN Women supported project (Maximizing availability of free legal aid for gender-based violence survivors in Serbia).

Outcome 2: Adolescent girls and boys are better educated to recognize and reject physical and sexual IPV.

Four groups of activities contributed to the achievement of this result and each segment has had a different impact on its progress. Fenomena realized these actions in partnership with eight local women and youth organisation: Zaječar „Dečiji centar“, Belgrade „Viktimološko društvo Srbije, Aleksinac - Roma women Association „Nada“, Novi Sad „SOS Ženski centar“, Čajetina Association „Zlatiborski krug“, Sombor NGO „Ženska alternativa“, Kraljevo NGO „Imam ideju“, Tutin NGO „Impuls“.

Preventive workshops with high-school girls

16 activists from youth and women's organizations who gained certificate and finished Fenomena's accredited TPC training (The Power to Change - how to establish and lead support groups for women and girls who have survived violence) acquired the skills to establish and facilitate preventive TPC support groups.

121 girls participated in the TPC preventive workshops. The activity monitoring report shows that all set goals have been achieved. 95% of workshop participants acquired three key information about violence in intimate partner relationships - they are clear about the definition of abuse, they know how to distinguish between violent and non-violent behaviour in an intimate relationship, and they know where to turn if they need support. Workshops with girls were realized in 8 cities with 8 partner organizations - Aleksinac (Association of Roma women Nada), Belgrade (Victimological Society of Serbia), Čajetina (Association Zlatiborski krug), Kraljevo (Association I have an idea), Novi Sad (SOS Women's Center), Sombor (Women's Alternative Association), Zaječar (Children's Center Association) and Tutin (Impuls Association). The workshops in Kraljevo were co-financed by the Embassy of Canada in Serbia. The series lasted 8 weeks in each city (one day a week) - 8 theoretical workshops were held according to the accredited program, combined live and online, due to the Covid-19 situation; which was followed by a physical self-defence course conducted by karate trainers in each city. Nevertheless, the challenges due to COVID-19 did not have a negative impact on achieving the set goal of the workshops.

Preventive Program M with young men

In Program M (during June, July and August 2021), three groups (58 participants in total) of adolescents from 10 cities participated: Aleksinac, Belgrade, Čajetina, Kraljevo, Novi Sad, Sombor, Zaječar, Bor, Šabac and Pirot. Program M was implemented in cooperation with the partner organization "Centar E8". For each group, the program lasted 3 days in a row, consisting of theoretical workshops and topics: gender roles, love, intimate relationships, understanding gender-based violence and its prevention, expressing feelings, contraception, reproductive health, zero tolerance for violence and understanding homosexuality. Experiences from each training are different, but it seems that the rule is that an increasing number of young people attend these trainings comes with a basic knowledge of the difference between sex and gender and gender roles, which shows progress. The report shows that among young men there is a great polarization in attitudes and that training was a place of conflict between extreme conservatives and liberal ideas, which made conducting workshops not easy assignment.

Youth camp

After the TPC program for girls and Program M for boys were completed, the 40 most motivated young people were selected for the Youth Camp. 20 girls and 17 young men (from 10 cities) participated in the camp, which was held for four days in August 2021. The youth camp was planned and organized by the partner organization "Imam ideju", and supported by the Fenomena Association. The program was held by six workshop leaders, three of whom were peer-to-peer. The program consisted of the following topics in theoretical workshops: identity diversity, gender boxes, gender stereotypes, safety, power, violence on the Internet. The camp had practical and activist workshops: photo, Canva and graffiti workshops. A special part of the camp was about public advocacy and planning to end violence against women and girls. YC participants were actively participating in planning/creating and discussing the local advocacy plans at YC.

Youth public actions

The majority of YC participants (60.5%) were involved in local action implementation which reached 560 citizens in 8 towns. These young people implemented their plans to end violence against women and girls during 16 days of activism against violence against women - November/December 2021. 23 young people (20 girls and 3 boys) participated, and their initiatives were supported by 7 organizations. Specifically, 10 proposals for youth actions were implemented in 8 cities (Aleksinac, Kraljevo, Zaječar, Čajetina, Belgrade, Sombor, Bor, Tutin). Local actions were carried out in schools, online and on the streets. The topics of public action were raising public awareness on violence against women and girls.

#SOSagainstViolence - Media campaign for decreasing VAW during and after Covid-19 pandemic in Serbia

Donor and budget: UN Women Serbia, 50 000 USD

Time of realization: July 2020 – October 2021

The project tackles two key problems during the Covid-19 pandemic and emergency state introduced by the Government of the Republic of Serbia. The first problem is the lack of any government response and plan towards protection of victims of violence in the family, and the second problem is public and media silence related to violence against women. The project is planned as an annual campaign targeting: the eradication of increasing patriarchal discourse that occurred during the health crisis, the necessity of reporting the violence at any times, and the accountability of government to provide continuous support to women victims of violence. Three results take into consideration general public, women who experience domestic violence, public administration and media professionals.

Main [results](#): organized 20 TV experts' appearances on the most watched TV channels with national coverage, over 3 million people watched over 3 hours of broadcast on leading televisions, over 72,500 views on social networks of [video testimonials](#) i 601.917 impressions.

Result 1: Raised public awareness about the problems of gender equality decline during the pandemic and the necessity of reporting violence at any times, with special focus on highschool girls.

During the project, 24 information packages were created, and 18 professionals/experts gave statements to

the media. <https://www.fenomena.org/sosprotivnasilja>

12 press releases were issued:

<https://www.fenomena.org/saoptenjajavnost>

During the fifth quarter, 9 comments were made to the media. All comments emphasized the #SOSprotivnasilja campaign, topics related to the campaign, but also related to current social issues in which journalists showed interest.

1. [TV Prva – Prof. dr Milan Žarković Police-criminology University and Milica Kravić Aksamit Women journalists against VAW \(PR of the campaign\)](#), Avgust 2021
2. [TV Happy – Jasna Kolaković Smiljanić lawyer and Fenomena member](#), Avgust 2021
3. [TV N1 – Natalija Ostojić UN Women](#), Avgust 2021
4. [TV Vesti – Milica Kravić Aksamit Women journalists against VAW and PR of the project campaign](#), Avgust 2021
5. [RTS – Nikola Trajković youth peer-to-peer educator and Milica Marković law student and Fenomena's activities participant \(the first in the series of 5 RTS interviews initiated by RTS journalist\)](#), Septembar 2021
6. [RTS – Hristina Piskulidis NGO Astra PR](#), Septembar 2021
7. [RTS – Ana Saćipović OSVIT Roma NGO](#), Oktobar 2021
8. [RTS – Milena Vasić Yucom NGO](#), Oktobar 2021
9. [RTS – Jelena Višnjić Befem NGO](#), Oktobar 2021

The number of calls to the SOS helpline in the third quarter increased by 93.5% compared to the second quarter, while in the fourth quarter the number of SOS services increased maximally during the project - by 105% compared to the third quarter. The number of calls to the SOS telephone in the last quarter of the project was 400% higher than in the first quarter of the project.

Three groups of #SOSagainstviolence online workshops were organized during the fifth quarter with high school girls participants of TPC preventive workshops. Among the 91 applications for #SOSagainstviolence workshops, there were also young men's, so the project team decided to include a smaller percentage of young men. A total of 68 girls and 8 boys from 12 different local communities across Serbia successfully completed the online workshops. In addition to other working methods, the campaign material was used to initiate general discussion, analyze case studies and present the observer position. SOS consultants are invited to present concrete cases from their work experience to the workshop participants. The participants evaluate the workshops as useful, educational and empowering.

Result 2: Increased government accountability to provide uninterrupted services for preventing and adequately responding to violence against women during and post-Covid-19 pandemics in line with domestic law and international standards.

In cooperation with the Victimological Society of Serbia, research was conducted on the Covid-19 pandemic, violence against women in Serbia, related reactions and responses of mandatory institutions in relation to national law and international standards. This [research](#) is used for advocacy, but it was useful for the campaign itself.

The final conference was organized online on November 10, 2021, with 4 speakers and a moderator who spoke live from the studio of the NGO Civic Initiative in Belgrade, and another 6 speakers presented and discussed online. You can watch the recording of the conference here:

<https://www.facebook.com/mocpromene/videos/445845323550341>

The total number of views of the conference on Facebook was 724 until December 9 (209 on the UN

Women Serbia page, 268 on the Power of Change page and 247 on the WAVN page).

Result 3: Increased media coverage and increased standards in media reporting about violence against women and girls.

- 24 journalists from 23 media houses attended the 1st module training (live - co-financed by UNTF); 23 journalists attended the 2nd online module from all over the country;
- The training was attended by 5 media houses with national coverage and another 4 most read online portals that write in the Serbian language;
- 1 news agency attended the training.

86.4% of the articles monitored during the mentoring process comply with the agreed 3 reporting standards.

In the fifth quarter, the project strategy related to working with tabloid media included another peer-to-peer mentor, a journalist from Kurira (Serbian tabloid), who was previously an intern. Due to her great motivation and sensitivity to the topic of violence against women, she was chosen as a mentor-assistant. (See one of her [articles](#).) The task was to analyze the feminist informative packages produced by the project team, combine it with other material of the #SOSagainstviolence campaign (mostly video testimonies recorded during the project) and communicate with a few of the most motivated editors/colleagues (high on the Gemius media rating list in Serbia). As a result - 100% of published articles during the fifth quarter followed the agreed standards on ethical reporting about GB violence against women and girls.

Maximizing availability of free legal aid for gender-based violence survivors in Serbia

Donor and budget: UN Women Serbia, 82757 USD

Time of realization: August 2021 – December 2022

Legislation regarding combating of gender-based violence and protection of women and girls violence survivors in the Republic of Serbia has been significantly enhanced in previous years, which includes the ratification of the Istanbul Convention. However, the utilization of laws remains unsatisfactory. Complementary, the capacities of the professionals providing free legal aid to VAWG survivors must be advanced. The project contributes to increase of professional capacities among lawyers and law students throughout Serbia to provide adequate free legal aid to VAWG survivors (three Bar Associations from different parts of Serbia taking care of the equal geographical distribution, and three law faculties – in Belgrade, Kragujevac and Novi Pazar – are involved in the project implementation, taking care of representation of minorities). Moreover, the capacities of specialized local women's NGOs to refer their clients to web-based platform for legal counselling or to nearest free legal aid office will be advanced. The capacity development of key stakeholders in combating VAWG and provision of quality services is essential sustainability factor and will enable long-term results in years after the project finishes.

Result 1: Gathered evidence and data made available on the implementation of the Law on Free Legal Aid with regards to women victims of gender-based violence since the LFLA was introduced

Research was conducted in cooperation with Law Faculty of Kragujevac University. 112 lawyers registered for providing free legal aid gave their insights on the implementation of Law and their experiences about the implementation. The lawyers responded to a questionnaire sent by the research team. Second questionnaire was sent to all local governments (FLA departments). 67 local government sent their answers.

The [study report](#) and briefs are published and available on Fenomena's web site in the section [Publication](#). The recommendations are based on GREVIO's recommendations and inputs received and analysed during the research. This includes the perspective of including victims of all forms of violence according to Istanbul Convention, not only the domestic violence. The research was presented during the seminar for 48 lawyers in Vrnjačka Spa in April 2022, in a Police journal 'Bezbednost' Society for criminal law theory and practice, during the project media campaign, and at Fenomena's Annual Conference in December 2022.

Result 2: Developed professional capacities of key stakeholders for service provision of free legal aid to VAWG survivors

Web-based platform <https://pravneinformacijezazrtvenasilja.rs/> for information provision about free legal aid was developed and launched in September 2022 in cooperation with Catalyst. The purpose of the web platform is to inform gender based violence victims about their rights to FLA and to provide them with legal information through the Q&A, but also through the chat that is available on working days from 12 to 15h. The section of the web platform are as follows: Home page, Frequent questions, Answers, Ask the question, FLA in the cities and municipalities (contacts of local offices), Law provisions and About the project. Two web platform administrators who are also lawyers, appointed by the project coordination team, from the associate NGO 'Oaza sigurnosti' from Kragujevac – produced Q&A content for the website. The project team, with the support of another associate NGO Peščanik from Kruševac – refined the legal language used in order that Q&A section is more understandable for citizens/website beneficiaries.

Capacity development training programmes were designed and implemented in cooperation with lead trainer Biljana Maletin, independent GE expert.

Seminar for lawyers

Seminar for lawyers from Novi Pazar, Tutin, Kragujevac, Kruševac, Kraljevo and Belgrade was realized in April 2022 in Vrnjačka Banja. 48 lawyers attended the training. The aim of the seminar was to empower lawyers, licensed providers of free legal aid, to understand the specifics of providing legal aid to women victims of violence, to understand dynamics of gender-based violence that has tremendous impact on women clients. Biljana Maletin presented the concept of gender, gender roles and identity to the participants; what is gender equality and what is feminism and how are they related to each other; how gender roles are related to violence against women, why violence is the strongest form of discrimination against women; what is the definition of gender-based violence, domestic violence and the prevalence of domestic violence in Serbia, as well as why the family and the perception of the family is a problem when it comes to protection from domestic violence. Profesor Nevena Petrušić from Law Faculty of Nis University presented provision of Law on Free Legal Aid, the concept of access to justice based on human rights, prerequisites for access to justice, barriers to access to justice, views of the CEDAW Committee on access to justice, recommendations of the CEDAW Committee and the GREVIO Group and recommendations for Serbia when it comes to free legal aid. Olivera Pejak Prokeš, Novi Sad Court's Appellate judge presented the concept of family legal protection of victims of violence in Serbia, especially focusing on the challenges in implementation from legal (e.g. definitions of relatives in various laws) to procedural (one-way communication between the court and CSW, insufficient data from the police reaching the court, slowness in solving disputes, insufficient initiation of criminal proceedings, etc.).

Ivana Kostić, deputy of the Basic Public Prosecutor in Čačak began by presenting the role of the prosecutor under the law on public prosecution, through the law on prevention of domestic violence (the role of the public prosecutor, but also of the coordination group), and then she reminded about criminal legal protection against domestic violence, with special referring to the provisions of the Criminal Procedure Law regarding testimony and prohibition/exclusion from testimony of certain persons. After that, the prosecutor

presented three cases from her prosecutorial practice to the participants in the form of a case study, and their task was to evaluate what the court's epilogue was like and why. The participants also presented their own examples (from their legal practice) and commented on court decisions.

Prof. Dr. Milan Žarković, from the Criminalistics and Police Faculty of the University of Belgrade, held the session "Criminal aspect of domestic violence, why the number of femicides in Serbia is still worryingly high", in which he analyzed the reasons why there is still a high rate of femicide in Serbia. the rate of femicide and why the number of murdered women does not decrease.

During the seminar Fenomena's colleagues Snežana Jakovljević, from women specialist NGO "Peščanik", Lidija Đorđević from NGO "Atina" and Biljana Maletin realized workshops "Violence against women (forms, phasis, femicide)" in smaller groups of lawyers.

Mentoring programme for Law faculty students

In total, 60 students registered to attend the mentoring program - 19 students registered at Union Law Faculty in Belgrade, 26 students registered at Law Faculty in Kragujevac and 15 students registered at Law Faculty in Novi Pazar. After the gathering of students, the call and selection of 6 mentors (lawyers who attended the seminar) was done. Two mentors were appointed for each of the three groups of students in Belgrade, Kragujevac and Novi Pazar Law Faculties. The working methodology and training schedule was agreed with mentors and contact persons from faculties. The mentoring programme is ongoing activity.

Mentoring is learning through direct work on concrete cases from law practice. Together with their mentors, students work on solving concrete cases from practice that are presented to them as case studies by their mentors.

Result 3: Increased general publics' information level on the provision of improved free legal aid including the availability of web-based platform for gender-based violence survivors

Implementation of the campaign – through social media, TV stations with national and local coverage, and local women's NGOs

During the campaign 15 live or recorded comments was given to regional/local media by lawyers, specialized women NGOs, professors at Faculties.

The results are available on special web page on Fenomena's website:

<https://www.fenomena.org/poveanje-dostupnosti-besplatne-pravne-pomoi-za-ene-koje-su-preivele-nasilje>

Women Against Violence Network (WAVN) Serbia - Mreža Žene Protiv Nasilja Srbije

By decentralization to the strengthening of the Network of Women Against Violence, the improvement of services and the position of women who survived male violence

Report for the period: 30.06.2020.-1.10.2023.

Donors: TRAG Foundation and OAK

Budget: 240000 dollars

Fenomena Association is coordinating organisation of WAV Network from 2020.

JOINT ACTIVITIES from June 2020 to December 2022

1.1. Strategic planning of WAVN - implemented online - adopted strategic plan

- 1.2. Campaign '16 days of activism against violence against women' - WAVN press release on the WAVN [website](#) and [FB page](#) as well as three visuals. Each member organization of the region also had its own regional activities on the occasion of the 16 days of activism.
- 1.3. Press releases for March 8 and social media visual for March 8.
- 1.4. Maintenance of the website and FB
- 1.5. May 18 campaign – 'Do you know what FEMICIDE is?' Online campaign that lasted from May 5 to May 20. Media conference and round table on the topic of Femicide on May 18 in Media center in Belgrade.
- 1.6. Press releases regarding femicide, sexual violence and domestic violence.
- 1.7. Addressing/advocacy to state institutions and the public in connection with specific cases of violence against women and possible failures of institutions in their actions.
- 1.8. Appeal to the Protector of Citizens regarding the brutal murder of a girl with a gun in the center of Vranje, in a cafe. (March 8, 2021)
- 1.9. Meeting of the WAVN members - Assembly in Belgrade
- 1.10. An agreement was reached on the formalization of the WAVN
- 1.11. Film about the work WAVN pre-produced.

ACTIVITIES OF THE REGION from June 2020 to December 2022- Southwestern Serbia region

1. Presentation of research from 2020 on the implementation of the Law on Prevention of Domestic Violence in Raški, Moravički and Zlatiborski Districts. Interviews with Public Prosecutors and members of coordination teams in Tutin, Novi Pazar, Kraljevo, Priboj, Užice and Požega.
2. Conducted research in 2021 on the application of the Law on Free Legal Aid in Raški, Moravički and Zlatibor Districts on the implementation of the Law on the Prevention of Domestic Violence
3. Online meetings of members of the region.
4. Prepared Report on the implementation of the Law on Prevention of Domestic Violence in Zlatibor, Moravički and Raški Districts for the period January - December 2021.
2. Conducted researches in 2022 for Zlatibor, Moravički and Raški Districts:
 - Research on the availability and financing of services and rights for women victims of domestic violence in the field of social protection for 2021 and action in accordance with the Law on Prevention of Domestic Violence and the Family Law in the period January - December 2021.
 - Research on the actions of Basic Public Prosecutor's Office in accordance with the Law on Prevention of Domestic Violence and the Family Law in the period January - December 2021.
 - Research on the availability and financing of services and rights for women victims of domestic violence in the field of social protection for 2021.
3. Online meetings of members of the region.

Women Against Violence Europe (WAVE) - European Network of Women against Violence

Fenomena Association represents Serbia in WAVE Network from 2017 as one of the focal points, motivating other Serbian women's NGOs to join. Representative of Fenomena is expert member in WAVE Advisory Board. In 2020 and 2021 all WAVE activities (WAVE Assembly and WAVE Advisory board meetings) were realized online, and in October 2022 Fenomena's two representatives were participating at WAVE Assembly in Prague, giving important contribution with inputs related to Western Balkans' public policies and advocacy at EU institutions.

Fenomena Association is a member of WAVE-led Western Balkan regional coalition [Civil Society Strengthening Platform](#).

Aim of this project is to strengthen women's organizations capacity to hold governments to account, advocate for effective implementation, and monitor prevention of and response to violence against women. Beyond the full implementation of legislative frameworks, the programme also addresses structural causes of gender inequality – and one of its most pervasive expressions, violence against women – through a transformation of gender discriminatory stereotypes, perceptions and beliefs. Lastly, protection, prevention and response to violence against women is closely interlinked with the availability of and access to comprehensive, multi-sectoral services for survivors of violence.

In 2020 CSSP project focusses on one specific key regional challenge identified by all CSSP partners under Phase I of the programme: the serious gap in sexual violence services in the region. Therefore, this year all nine partners in the seven partner project countries, focused on developing guidelines on how to better cater to the needs of victims of sexual violence to support service providers in responding to the needs of victims of sexual violence.

Output:

[Guidelines to national governments and service providers to better support women victims of violence in times of crisis, Serbian](#)

In 2021 Fenomena representative contributed to policy paper that was developed with aim to serve national policy makers and women's NGOs in the Western Balkans and Turkey as a learning tool when establishing and providing support service to women and children victims of sexual violence, that can eventually inform a national service provision framework. With a view of addressing the gaps in the region identified when it comes to providing specialized support services to victims of sexual violence, the policy paper highlights promising practices implemented by women's NGOs and other stakeholders when supporting victims of sexual violence, and on establishing a common language when it comes to the type of specialist support services highlighted by the Council of Europe Convention on preventing and combating violence against women and domestic violence, namely: rape crisis and sexual violence referral centres.

The policy paper outlines a process of scaling and learning for women's NGOs and national policy makers in the region and assesses the need for specialised support of victims of sexual violence, expanding on the principles, concepts and rationale underlying the rape crisis model, relying partly on the experience and standards developed in Ireland.

A legal and practical overview for women's NGOs and policy makers in the Western Balkans and Turkey:

['Promising practices of establishing and providing specialist support services for women experiencing sexual violence'](#).

In 2022 based on the findings of the regional assessment, the WAVE office together with CSSP partners focused on developing materials drafting good practice guidelines, infographics about effective referral pathways, among others.

The materials targeted health care providers, be them at a local or national level, and focused on exemplifying in simple terms the importance of multi-agency cooperation and recognizing and providing support to victims of violence.

Fenomena was responsible for implementing the strategy at a local level by meetings with health care providers, with the scope of building cooperation and train them where necessary to help to :

- identify cases of violence and how to refer victims in such situations to women's CSOs who can provide them with the holistic support they need.
- to provide health care professionals with simple and concise materials on how to support victims of violence; information on COVID-19 and any good practice standards identified in their countries/region.

PROGRAM GENDER MAINSTREAMING

Increasing the expertise and participation of CSOs and youth in disaster risk prevention in Serbia

Implementation time: October 2020. – October 2022.

Budget: 20000 EUR

Donor: OSCE Mission to Serbia

From 2015 Association Fenomena is implementing activities with the aim to increase the women's participation in DRR (women citizens, women teachers, women from CSOs). Since 2018, about 300 citizens from local communities, including youth, members of non-governmental organizations, and primary school teachers have undergone Fenomena's DRR training programs.

During the 2020 and 2021, Fenomena implemented a follow-up project, also supported by OSCE Mission to Serbia, with a focus on increasing the expertise and participation of civil society organizations (CSOs) and youth. 25 representatives of CSOs from 10 cities and 42 young people from two local communities acquired skills and knowledge on the topic of DRR. Training for CSOs, as well as workshops with young people, are based on the Fenomena's program "Women's participation in disaster risk reduction - prevention and planning", which provides several practical tools applicable in practice after training. Each organization that undergoes training is encouraged to implement the program independently.

Based on a survey conducted by the Association of Fenomena during the 2021 DRR project, the majority of inquired young people (70%) believe that it is important to engage in solving social and environmental problems by volunteering 5-10 hours a week. However, in a sense of motivation and willingness to initiate or engage in social activism, young people would mostly join the already existing organization (40%) rather than start their own project (3.3%), while socializing and cooperating with other young people would be motivating for them to get involved. On the other hand, to involve young people more in reducing disaster risks, NGOs believe that it is necessary to empower citizens and provide more knowledge – on environmental protection, crisis situations, and more. Education can be informal, but also formal in schools. In addition to theoretical workshops and lectures, practical exercises are also important. The project comprises several recommendations from the cited analysis:

- Work on further informing and educating young people, especially bearing in mind that the school curriculum does not include content on crisis and emergency situations.
- Work on acquiring practical skills of young people. There is some knowledge among young people about this topic, but there is a lack of practice so that they can really apply in practice what they learn theoretically.

In addition, both formal and informal education should indicate more the cause-and-effect relationship between the role and behaviour of each individual, climate change and its consequences in the form of disasters.

- High school students should be empowered and their self-confidence strengthened to be sufficiently capable, but also equally responsible to take concrete actions regarding prevention, response or disaster recovery.
- The aspect of gender equality and detailed acquaintance with the concepts of gender roles and stereotypes should be included, but also girls should be especially empowered to actively participate in DRR.

[The conclusion of the research](#) is that there is a very high percentage of young people who believe that social and environmental involvement is important, however, the motivation to participate in actions is not high, both when it comes to independent actions and also in the involvement in already existing actions. The missing self-organization skills of young people can really be replaced with the resources available to citizens' associations.

In 2022 follow-up „**Increasing readiness and participation of youth in Disaster Risk Reduction in Serbia**“ was realized. Fenomena's team received very high number of application of young people to the [Public call for participation](#). The training was conducted in the period between August 22 and 26, 2022, at the Kraljevi čardaci hotel on Kopaonik. 22 young people (from 18 to 25 years old) from different parts of Serbia and different professions (high school seniors, students and employees) participated. The first three days of training were led by the Mountain Rescue Service (GSS). During the GSS training, young people learned about the dangers in the mountains, what equipment should be used in mountain sports, knotology, orientation and the basics of first aid on inaccessible terrain. They practically practiced knotology, that is they successfully learned the technique of tying knots, as well as their properties. Practical knowledge about the basics of providing first aid in inaccessible areas will be especially useful for young people. The participants successfully mastered the exercise of climbing the ski track Gvozdac, one of the steepest tracks on Kopaonik.

The workshop on gender aspects of climate change and emergency situations was held on the fourth day of the training and covered the following topics:

1. The gender perspective in climate change and natural disasters, which included the basic concepts of gender equality, gender roles and stereotypes, as well as their influence and connection with the consequences of climate change. This part of the workshop included other concepts, such as climate justice, ecofeminism and just transition.
2. Gender risk assessment included the understanding of gender aspects of risks and consequences of emergency situations, which are related to climate change. Young people had the opportunity to work in small groups on recognizing and identifying risks related to gender roles, distribution of work and power in various areas, such as childcare, agriculture, social services, health, education, infrastructure, etc. .
3. System response: policies and institutional framework is a part of the workshop that aimed to introduce young people to the field of public policies, both global and national, and their implementation at the local level. They were also informed about networks and advocacy activities related to gender-responsive and transformative climate actions and protection and rescue plans.
4. Activism and empowerment is the last part of the workshop and included case studies, as inspiring examples for action on women's empowerment or the application of the principle of "leaving no one behind" in emergency situations. After being informed about the content of the case studies, the participants discussed the possibilities of application, advantages and importance of such activities. Young people learned about social activism through workshops and exercises. During the press analysis workshop, the group had the task of abstracting from their personal experience the social groups that live with them.

The second workshop in this segment, which uses emotion as the main driver, 'Step forward', was inspiring for the camp participants and opened up a number of important topics. In the first part of the discussion, which was conducted while the participants were still standing in their positions, the first comments such as the feeling of injustice were made. The exercise encouraged all participants (and those less active) to share with the group how they felt in their roles and in which situation they felt the most underprivileged.

The final workshop aimed to provide the participants with additional skills for creating campaigns. It is designed so that the participants in groups analyze different media (an online news agency in English, an online portal in Serbian, and an Instagram page) and to highlight the key advantages and disadvantages of each format through reflection.

[Manual for training participants](#) was produced and shared on Fenomena's web site.

All training participants received an invitation, at the training itself but also in the week after the training via e-mail and WhatsApp group, to sign up for the campaign team. Of the ten registered participants, six (three boys and three girls) were selected who showed the greatest motivation and skills that are useful for the preparation and marketing of the campaign content. The team was formed in the first week of September and the introductory meeting was held on September 22, 2022, after which the meetings were held once a week.

From the beginning of the campaign (September 26) until the writing of the report (December 13), 49 stories of introductory content, survey, informative stories about the direct consequences of climate change, interviews and cut outs were published with an usage of tags (hashtags) of the campaign #ravnopravnoibezbedno and #smanjenjerizikaodkatastrofa. The campaign can be followed through the Official Fenomena Association Instagram account. Afterwards, in the Highlights section called DRR, DRR-intervju and DRR-izjave.

Rise of Women in Culture in the Western Balkans

Lead partner: Udruženje Fenomena

Website: <https://www.riseofwomen.net/>

Duration: January 2021 - March 2023.

Budget: 350,000 euros

Donor: European Commission through the program: Cultural Cooperation Projects in the Western Balkans "Strengthening cultural cooperation and competitiveness of cultural and creative industries in the Western Balkans", Call for proposals EACEA 39/2019

Within the regional project "Rise of women in culture in the Western Balkans", curators, artists, galleries and organizations from five countries of the region - Serbia, Montenegro, North Macedonia, Croatia and Slovenia - work together to raise public awareness of the female, artistic angle of observation and reflection to reality. During the project process, there are conversations, research, education, collaboration, socializing and adaptation to modern digital technologies (VR technologies). Through traveling exhibitions "Women about women" - in physical and virtual reality, through a residency program with thirty young artists from the region, networking of female curators, recording of a documentary film, through publication, the project demonstrates the significant participation of women in culture, contribute to networking and connecting with the goal raising awareness about the role of women in culture in the Western Balkans. "Rise of Woman" is a research project that affirms the importance of women in cultural history and in the present.

The partners in the project come from the former Yugoslav republics: Slovenia (Zavod Lokarjeva galerija), Croatia (Udruga Prizma), Montenegro (NVO Spes), North Macedonia (SENSUS) and Serbia (Beoart Contemporary and Udruženje Fenomena), and with networking and promotion activities of the cross-border cultural cooperation consortium contributes to the affirmation of good neighborly relations and the EU enlargement process. The activities of the project significantly improved the cross-border cooperation between the countries of the Western Balkans and the EU member states, in 2021 with the realization of the exhibition tour "Women about women", which brings together 5 female curators and 25 visual artists from the mentioned countries. – 5 artists per country. In 2022, 30 young artists from ex Yu counties and EU were participants at Residency program in Zadar, Croatia.

Fenomena Association is in charge of the general and administrative coordination of activities and realization of the virtual exhibition "Women about women" within the project. The VR exhibition "Women about women" was created on the VR All Art platform - dedicated to the works of art exhibited at the traveling exhibition, and includes the works of 25 visual artists, each of whom received her own profile. In addition to the visual presentation, the VR gallery includes audio materials (the program reads texts about

the exhibition and the artists). In the planning and preparation phase, the technical team of the Digital mind company, with the support of the curators, worked closely with partners and artists in the process of conceptualization and material collection. The VR gallery is developed in 3 phases. The first phase focused on the [first collective exhibition](#) and was launched during April 2021. The second phase includes works created during the [residency program](#) in Croatia and was launched during September 2022. And the third phase will be the presentation of 55 solo exhibitions covering the work of every young visual artist who participated in the project.

PROGRAM DEVELOPMENT AGRICULTURAL FUND FENOMENA

Seasonal employment in agriculture project

Duration: May 2021 - November 2022.

Donor: GIZ, PME program

Budget: 96,000 euros

The goal of the project is to support the socio-economic reintegration of program beneficiaries (returnees, potential migrants and other hard-to-employ and vulnerable groups of the local population) through the coordination of the partnership with GIZ PME and employers, by providing opportunities for seasonal jobs in the agricultural sector in the seasons of 2021 and 2022. years.

The main outputs/results achieved:

- program information communicated with Roma organisations and other civil society organisations and associations and distributed on broad territory through leaflet and info sessions;
- twenty-one info sessions about employment opportunities implemented in cooperation with DIMAK;
- about twenty field visits (field info sessions) by field experts implemented;
- Fenomena established cooperation with new employers: (PG Branko Ostić) on the seasonal job of cucumber picking in Mandjelos, near Sremska Mitrovica, Vojvodina and Atos Fructum (apple) from Mala Remeta near Ruma, Vojvodina;
- cooperation with Delta Agrar is continued in 2021 and 2022;
- In total 878 beneficiaries were reached and informed about seasonal jobs in direct contact with field experts: 444 beneficiaries from different regions in Serbia in 2021, and 434 in 2022.
- 417086 people were reached through FB online paid campaign, there were 8107 engagement, and 385 reactions; more than 30 people called during online campaign to inform better about conditions;
- In total 468 people were engaged by the employers (242 returnees from Germany): in 2021 - 203 beneficiaries employed among which 140 returnees from Germany, and in 2022 - 265 employed (among which 102 returnees from Germany);
- 94 beneficiaries employed at PG Branko Ostić in July, August and September 2021 and 102 employed in August 2022;
- 104 beneficiaries employed at Delta Agrar's apple orchards in September 2021 and 78 in 2022;
- 79 beneficiaries employed at Atos Fructum apple orchards in August and September 2022;
- 6 people employed at Agrikultura Orlovic, near Čačak;
- beneficiaries groups were adequately transported to the employment sites, part of the costs for food and accommodation was covered by the project's budget - in cooperation with employer;
- monitoring data was provided regularly to PME monthly,
- six personal success stories were provided to PME, one photo session and one video filming in Čelarevo

(Delta Agrar's apple orchards) organized
- promotional material prepared and regional media and online campaign produced and executed (60 days of promotion on regional TV stations).