

EXTERNAL EVALUATION REPORT

Project: Empowering Minority Communities in Kosovo against Gender-Based Violence

Prishtina REA. February, 2016

Implemented by: European Center for minority issues in Kosovo (ECMI)



In partnership with:

- Center for Legal Aid and Regional Development (CLARD)
- “Aktiv” NGO
- Network of Roma, Ashkali and Egyptian Women’s Organization of Kosovo (NRAEWOK)



Center for Legal Aid and
Regional Development



• Name of the Project	Empowering Minority Communities in Kosovo against Gender-Based Violence
• Locations of the evaluation conducted (country, region)	Kosovo: Ferizaj/Uroševac, Gračanica/Graçanicë, Fushë Kosovë/Kosovo Polje and Mitrovicë/Mitrovica North
• Date of the final evaluation report (month/year)	February, 2016
• Name and Organization of the Evaluators	Prishtina Regional Enterprise Agency (Prishtina REA)

Supported by:



Table of Content

Executive Summary

1. Project Summary	10
2. Scope of Evaluation. Methodology and Sampling	11
3. Objectives of the evaluation.....	12
4. Project Findings – Desk research report	13
4.1. Project Goal accomplishment	14
4.2. Project Outcomes	16
4.3. Project Outputs	18
5. Report on Focus Group Discussions	21
6. Report on interviews conducted	23
7. Report with interviews realized with project implementing partners	35
8. Project conclusions and findings	
9. Project Evaluation findings related to Project effectiveness, Relevance, Efficiency, Sustainability, impact and knowledge generation.....	41
10. Conclusions.....	45
11. Lessons Learned	48
12. Recommendations	52
13. Annexes	68

List of acronyms and abbreviations

CLARD	Centre for Legal Aid and Regional Development Kosovo
NRAEWOK	Network of Roma, Ashkali and Egyptian Women's Organizations of Kosovo
ECMI	European Centre for Minority Issues
UN Trust Fund	United Nation Trust Fund
FGD	Focus Group Discussion
VDC	Victim's Defender Center
HCC	Health Care Center
GBV	Gender Based Violence
DV	Domestic Violence
HR	Human Rights
WR	Women Rights
OGG	Office for Good Governance
AGE	Agency for Gender Equality
CSW	Center for Social Welfare
KP	Kosovo Police
VAAD	Victims Advocacy and Assistance Division

Executive summary

Brief description of the context and the project being evaluated

Gender equality is a foundation for the process of democratic development of a nation. In order to place this foundation where it is needed it is necessary to consider all gendered inequities which today characterize the family, the community, the labor market, and society as a whole.

In Kosovo there is a chain of institutional mechanisms and legal instruments aiming at advancing the position of woman in the Kosovar society. In this context, the role of civil society is crucial especially with local NGO's that advocate for opinion awareness regarding the advancement of women position. There are mechanisms on the central level such as Office for Gender Equality in PMO, Office for Good Governance – Division for gender issues – Government of Kosovo, Ombudsperson Institution- Gender Equality Unit, Gender equality officers in ministries, Inter-ministerial Council for Gender Equality, mechanisms on the local level such as gender equality officers in municipalities and Municipal committees for gender equality that are dealing with gender issues in Kosovo nowadays.

But, in practice women do not enjoy their rights as men do. This inequity is evident in many social and economic areas of life and therefore the drafting of this document has focused on six (6) specific areas: 1) women's integration in the economy, 2) women's integration in the labour market and social care for categories affected by social problems, 3) women in decision-making processes, 4) health care and women and men's access to health services, 5) education, and 6) participation and representation in culture and media. Kosovo is a new state and a new democracy.

Women belonging to minority groups in Kosovo – particularly Roma, Ashkali and Egyptian and Serb minorities – face a de facto double discrimination, as women and as members of minorities and are vulnerable to GBV. Among the most striking problems are domestic violence and early and forced marriages. Domestic violence in Kosovo has remained at high rates since the 1999 conflict. While this form of GBV affects all women in Kosovo, minority communities are affected in particular due to their already marginalized and vulnerable position in society. In addition, Roma, Ashkali and Egyptian and Serb women lack effective integration into education, social, economic, institutional and political life.

Empowering Minority Communities in Kosovo against Gender-Based Violence Project implemented by European Centre for Minority Issues Kosovo (ECMI Kosovo) in partnership with Central for Legal Aid and Regional Development (CLARD), Aktiv, and Network of Roma, Ashkali and Egyptian Women's Organization of Kosovo (NRAEWOK). It started in 01 January 2014 and ended on January 31, 2016. December 2015. Contracted by ECMI, the external evaluation is conducted Prishtina Regional Enterprise Agency – Prishtina REA during February, 2016.

ECMI Kosovo with its partner organizations such as CLARD, Aktiv NGO and NRAEWOK and with the continuous support of paralegals through this project implementation managed to reach women that were victims of GBV and early and forced marriages. Also, there were a lot of activities organized with the aim of increasing the capacity of women to generate income and make them economically independent.

- a) This project aimed to address three problems in particular, which are key contributing factors to the vulnerability of minority women in Kosovo to GBV such as following:
 - Limited access of survivors of GBV to adequate prevention and treatment services;

- Extreme socio economic vulnerability of minority women;
- A lack of awareness among both genders on women's rights, gender equality and mechanisms against GBV.

Therefore, the objective of this project was to ensure that the minority women in the targeted municipalities will have a reduced vulnerability to domestic violence as well as early and forced marriages, through better access to GBV prevention and treatment services, increased socio-economic opportunities, as well as less discriminatory attitudes in their communities.

- b) Primary beneficiaries of this project were indigenous women/from ethnic groups, women/girls survivors of GBV; Secondary beneficiaries are: community based groups/members (eight paralegals), teachers, students, men and/boys.

The overall objectives of the project evaluation were to evaluate the entire project in terms of effectiveness, relevance, efficiency, sustainability and impact, with a strong focus on assessing the results at the outcome and project goals generate key lessons and identify promising practices for learning and identify potential action for the future.

Purpose and objectives of evaluation

The purpose of the evaluation is to provide information about the results of the “Empowering Minority Communities in Kosovo against Gender-Based Violence” implemented by European Centre for Minority Issues Kosovo (ECMI Kosovo) in partnership with Central for Legal Aid and Regional Development (CLARD), Aktiv, and Network of Roma, Ashkali and Egyptian Women's Organization of Kosovo (NRAEWOK) in order to:

- a) Inform the continuation or up scaling of the initiative; and
- b) Support, based on recommendations and lessons learnt extracted, enhancement of wider coordinated response to VAW in Kosovo.

The Evaluation results will be used by ECMI Kosovo and partner organizations to build new project ideas and present them to the potential donors. Also, the best practices of the project will be used for the better implementation of ECMI Kosovo projects.

Short description of methodology, including rationale for choice of methodology, data sources used, data collection & analysis methods used, and major limitations

Prishtina REA Project Evaluation Team during the evaluation process applied a combined qualitative and quantitative methodology – a primary and secondary data gathering.

Survey Methodology Outline: Focus Groups' organization and reporting (4 Focus Group organization in four targeted municipalities with 9-12 beneficiaries participation per each); Questionnaires (an justified sample in comparison to the geographic coverage of the targeted municipalities by the project): drafting, finalization; The questionnaires were presented to the ECMI Kosovo in the English version while they were also translated in Serbian and Albanian Languages before the start of the data collection. Field data collection (42 in depth interviews in 4 targeted municipalities): data entry, processing and insertion into SPSS; Quality analysis and reports; Preparation of findings: reporting – statistics' interpretation, analysis, results, conclusions and recommendations. Another questionnaire was developed in order to conduct interviews with

the project implementing partners. The findings are also presented in this document. In addition 10 project stakeholders were contacted in order to assess their cooperation to the project activities.

Beneficiaries were selected carefully due to their participation in project activities' implementation such as paralegals, skills training courses, those who received prevention and treatment services, victims of domestic violence, women and man who participated in meetings and groups' discussions.

Another questionnaire was also developed for the project implementing partners' representatives so that to hear from them about the achievement of the project objectives accomplishment. The project implementing partners answered and such qualitative data report is also attached to this document.

Most important findings with concrete evidence and conclusions

Due to the desk research and statistics shown by the project implementing partners, a total number of 3,026 primary and secondary beneficiaries (out of which 544 were male beneficiaries and 2,482 were female beneficiaries) through home visits, awareness raising activities, quarterly meetings with women, three months skills trainings, discussion workshops with men, psychological support, and the implementation of the Women's Rights Curriculum in high schools in the municipalities of Ferizaj/Uroševac, Fushë Kosovë/Kosovo Polje, Mitrovicë/Mitrovica and Gračanica/Gračanicë.

The findings show that (8) minority female activists in all targeted municipalities have skills, knowledge and experience to take a role in advising and providing support to survivors of GBV.

The project the beneficiaries that participated in twenty (20) three-month skills trainings throughout the two years of the implementation of the project, improved their professional and income generating skills, increased their access to the labour market, and strengthened their self-confidence; thus potentially decreasing their vulnerability to GBV.

From the micro-grant activity, eight (8) women, one per municipality, benefited. In the municipality of Gračanica/Gračanicë, the beneficiary was able to purchase material and equipment for nails and hair salon. In Mitrovicë/Mitrovica the beneficiary purchased material and products for beauty center and spa. In Fushë Kosovë/Kosovo Polje beneficiaries purchased five (5) tailoring machines. In the municipality of Ferizaj/Uroševac the beneficiary was able to purchase a green house.

With the organization of workshop discussions with men, a total of 248 men were reached in all four (4) municipalities for two years.

The Women's Rights Curriculum teaching program that was developed in Year I was delivered to high school students in four targeted municipalities for two years. ECMI Kosovo and its partner organization through this activity have reached a number of 674 high school students.

Conclusions on the project findings and key recommendations

Due to the desk research (project reports, monitoring and evaluation reports, relevant documents and strategies) it is concluded that:

- Despite the fact that the GBV appears to be widespread across all communities living in Kosovo, women from Serb, Roma, Ashkali and Egyptian communities appear to be more affected by GBV due to the following factors:

- Serb women have low level of trust into Kosovo Institutions because of the specific political situation; thus, they are not fully integrated in the society;
 - Roma, Ashkali and Egyptian women usually have a lack education, face double discrimination (as being members of minority and being women); thus, they are not able to get employed and generate incomes.
- During the implementation of the project various activities managed to reach a total number of 3,026 primary and secondary beneficiaries through home visits, awareness raising activities, quarterly meetings with women, three months skills trainings, discussion workshops with men, psychological support, and the implementation of the Women's Rights Curriculum in high schools as foreseen by the project goal, outcomes, and outputs.
 - Approximately, a total number of 3,026 primary and secondary beneficiaries (out of which 544 were male beneficiaries and 2,482 were female beneficiaries);
 - The Focus Groups discussions (qualitative research) were focused on assessing the project activities implementation and evaluation of the project impact to the primary and secondary project beneficiaries. All FG members seemed to be very satisfied by the participation in the project. There were women and men representation of various activities such as trainees, paralegals, victims of domestic violence, students who participated in curricula presentation about Women Rights at secondary schools, those who benefited from the meetings organized to talk about gender equality, beneficiaries who received grants related to financing their business start ups;
 - The paralegals who were part of the FG discussions said that while identifying the women who experienced domestic violence they could understand that the consequences of domestic violence, both physical and psychological, are so devastating and the most horrifying torture that a human being can experience;
 - The Focus Group participants discussed about the training courses which were focused on essential professional skills, such as literacy and IT skills, as well as specific income generating skills such as sewing, baking or handicraft combined with basic business skills, public speaking, accounting etc
 - There were 42 project beneficiaries interviewed for this External Evaluation Report. Out of them there were 23 RAE community representatives (42, 9%), 18 Serbs (54,8%) and 1 Bosnian (2,4%).
 - Being asked about activities' planning most of the beneficiaries or 98% of them stated that the project activities were very well planned and organized;
 - Answering to the question on their knowledge increase during the project implementation, all of respondents interviewed during this project evaluation said that their knowledge and skills on gender equality issues was significantly increased after the project implementation;
 - In order to evaluate the project effectiveness, relevance, efficiency, sustainability and impact, with a strong focus on assessing the results and project outcomes, the Prishtina REA Project Evaluation Team has also conducted in depth interviews with project implementing partners representatives.
 - GBV/domestic violence remains a highly taboo topic in local communities both in north Kosovo and other targeted municipalities by the project
 - The project goals and outputs were achieved with some modifications made due to the specificities of the socio-political situation in Serbian-majority municipalities. This was

achieved through close consultation with project partners, close cooperation with local stakeholders and consistent consultation and input from paralegals;

- A difficult political situation often presented a challenge to implementing certain activities
 - The project resulted in the generation of greater economic potential for victims of domestic violence for skills trainings targeting project beneficiaries. Increased access to social welfare mechanisms as well as the court system also resulted from project activities. as envisaged by the initial project proposal. That having been said, increased willingness to cooperate with Kosovo institutions as well as a stronger KPS presence benefited the project by allowing greater cooperation between judicial authorities and project staff. Furthermore, a greater willingness to discuss GBV issues openly also allowed for smoother implementation;
 - The project was largely in line with the needs of local women/girls to the extent that it addressed issues related to economic status, awareness raising, work with youth/males, work with local institutions as well as the provision of free legal advice when needed
1. There has to be more work to engage and give responsibilities to the Kosovo institutions (The Kosovo Police, the Centers for Social Work, municipal officers for gender equality and other relevant stakeholders) in reaching and offering support to victims of GBV. Since the project ended, ECMI Kosovo believes that paralegals within the umbrella of other NGOs will be able to continue the communication and cooperation with institutions and ask for their support;
 2. Women need more support in terms of shelters' provisions to the domestic violence victims;
 3. The women in four targeted municipalities need continuous psychological support, especially GBV victims; Provide continuous psychological support to paralegals to prevent burn-outs
 4. There is great need for more awareness-raising activities and trainings among representatives of the relevant institutions on the potential and abilities of minority women to contribute to social change, thus calling for greater cooperation;
 5. The role of paralegals is very much needed in all targeted municipalities. Women trust paralegals and are very enthusiastic to be part of future activities and initiatives so their further cooperation is encouraged;
 6. The most promising factor is the role of paralegals in the municipalities. ECMI Kosovo foresees that the mechanism of paralegals can be sustainable. Public institutions, in particular municipal institutions, have had the opportunity to see that many women benefited from paralegals' support in the past two years. They have also seen the level of professionalism and dedication of the paralegals within each municipality. Because of this, the institutions and organizations are recommended to consider making the job of a 'paralegal' an official position within their system which will provide the possibility to paralegals to continue to provide support to beneficiaries in the field even after the project ends;
 7. Engage active women to increase awareness of minority women on GBV in all targeted municipalities;
 8. Women specially those coming from RAE Community need to learn to read and write so all relevant stakeholders and governmental bodies dealing with the issue have to create opportunities for them to participate in courses about illiteracy and create pre-condition to include them in social integration activities;

9. Women need to learn how to manage loans /credits in order to establish small businesses as most of them do not work and feel discriminated because of their economic dependence on men/husbands; They also need to be trained in effective communication;
10. There have to be other similar project implementation in the area as they have huge impact on women and men's attitudes and approaches change towards women rights;
11. The schoolchildren must learn at school about gender equality issues;
12. Achieved results that continue to be relevant to the needs of women and girls are evident. These beneficiaries need to continue training related to their needs and increase awareness about their rights.

1. Project summary

This project aimed to provide legal and economic empowerment of Roma, Ashkali, Egyptian and Serb women from the municipalities of Ferizaj /Uroševac, Fushë Kosovë / Kosovo Polje, Gračanica/Gračanicë and Mitrovicë/Mitrovica North in addressing their limited access to adequate gender-based violence (GBV) prevention and treatment services and extreme socioeconomic vulnerability. In addition, it aimed to raise awareness among members of both genders of these communities on women's rights, gender equality and mechanisms against GBV.

First, the project trained, engaged and supported eight (8) local minority female activists as community-based paralegals who assisted the beneficiaries to have an improved information on and access to prevention and treatment services. Second, the project made available in each of the four targeted locations skills training and professional coaching in accessing external grant and loan schemes. Thirdly, continuous awareness raising activities were organized, targeting teachers, students and male leaders, including the organization of discussion workshops with minority men, and the development and implementation of a school-based teaching program on women's rights.

Activities and Expected Results:

Activities:

- I. First, the project trained, engaged and supported eight (8) local minority female activists as community-based paralegals to offer continuous support to the targeted beneficiaries in accessing adequate prevention and treatment services;
- II. Second, the project made available in each of the four targeted locations skills training and professional coaching, with the aim of contributing to their economic empowerment;
- III. Thirdly, a continuous awareness raising activities were organized, targeting teachers, students and male leaders, including the organization of discussion workshops with minority men, and the development and implementation of a school-based teaching program on women's rights.

Expected results:

- 1.1. Eight (8) local female minority activists have the skills and knowledge to act as paralegals on GBV issues;
- 1.2. Beneficiaries benefit directly from improved information on and access to prevention and treatment services (through assistance provided by paralegals);
- 1.3. Trust relationships are established between paralegals and minority women in the targeted communities.

- 2.1 Participants in the training courses have improved professional and income generating skills;
- 2.2 Training participants have improved access to external grant and loan schemes.

- 3.1. Teachers who have participated in the teacher training program possess the attitudes, knowledge and teaching materials to teach high school students on gender equality;
- 3.2. Male and female students who have participated in the training program have improved knowledge on and attitudes towards women's rights and gender equality;
- 3.3. Male leaders reached through discussion workshops have improved knowledge on and attitudes towards women's rights and GBV.

The geographic context, such as the region, country and landscape, and the geographical coverage of this project

This project provided legal and economic empowerment of Roma, Ashkali, Egyptian and Serb women from the municipalities of Ferizaj/Uroševac, Fushë Kosovë/Kosovo Polje, Gračanica/Gračanicë and Mitrovicë/Mitrovica North in addressing their limited access to adequate gender-based violence (GBV) prevention and treatment services and extreme socioeconomic vulnerability. In addition, it raised awareness among members of both genders of these communities on women's rights, gender equality and mechanisms against GBV.

Key partners involved in the project, including the implementing partners and other key stakeholders

Municipalities (Office for Gender Equality, Centers for Social Welfare, Safe Houses, the Office for Communities and Return, Directorate of Health); Hospitals; Kosovo Police; NGOs; Imams; Priests; Ombudsperson, and Central Level Institutions.

2. Scope of Evaluation/ Methodology and sampling

- ❖ Timeframe: 01 January 2014 until 31 January 2016;
- ❖ Desk research / Data sources and documents included (but not limited to):
 - Relevant national strategy documents;
 - Strategic and other planning documents (e.g. project documents);
 - Monitoring plans' reports, indicators and summary of monitoring data;
 - Progress and annual reports of the project;
 - Reports from previous evaluations of the project and/or the organization
- ❖ Geographical Coverage: The targeted municipalities for the project implementation were the following: of Ferizaj / Uroševac, Gračanica/Gračanicë, Fushë Kosovë / Kosovo Polje and Mitrovicë/Mitrovica North (including Zvečan/Zveçan, Zubin Potok, Leposavić/Leposaviq) Municipalities
- ❖ Target groups covered: this evaluation covered the target primary and secondary beneficiaries as well as broader stakeholders. Thus, per each activity, per municipality (skills training, quarterly meeting with women, home visits, provision of micro-grants, and other meetings organized within the project), *a numerous women* and men were selected to participate in the Evaluation Process. Furthermore, two secondary beneficiaries (man, boys, teachers, trainers) that were part of the organized activities were selected to participate in the Evaluation Process. In the end, Kosovo Police, Health Care institutions and other stakeholders were contacted and kindly asked to provide their inputs in the Evaluation Process.
- ❖ There were 4 Focus Group discussions organized in each targeted municipality consisting from 9-12 Project beneficiaries. Besides the Focus Group Discussions, there were 42 in depth interviews conducted with beneficiaries in each targeted municipality. Another 4 in depth/detailed interviews were conducted with project' partners representatives, and 1-relevant project stakeholders /institutions' representatives were also contacted in order to find out their role in the project implementation.

3. Objectives of Evaluation:

The overall objectives of the project evaluation are to:

- a) To evaluate the entire project in terms of effectiveness, relevance, efficiency, sustainability and impact, with a strong focus on assessing the results at the outcome and project goals;
- b) To generate key lessons and identify promising practices for learning;
- c) To identify potential action for the future.

4. Project Findings – Desk Research

4.1. Project Goal accomplishment

Due to the desk research evaluation components and project reports, it is concluded that after the project implementation the minority woman and girls experience reduced vulnerability to domestic violence and/or early forced marriages in the targeted municipalities.

Forms and Manifestations of Violence addressed by the project goal

Due to the Final Project implementers Report, survivors of GBV violence have limited access of to adequate prevention and treatment services: Kosovo has a legal and institutional framework aimed at fostering gender equality and preventing discrimination; however, its implementation remains inadequate, particularly in minority areas, as minority women face additional linguistic, social and political obstacles to accessing existing services. Moreover, the minority women have a lack of awareness on women's rights, gender equality and mechanisms against gender-based violence: as an example, 38% of RAE women do not know of the existence of support mechanisms. (Kosovar Centre for Gender Studies, 2008:26). Minority female activists lack the skills and knowledge to provide professional advice and assistance to survivors of GBV.

Overall progress towards the project goal accomplishment

- Domestic violence is one of the most common forms of violation of women's rights. Moreover, despite the fact that the problem appears to be widespread across all communities living in Kosovo, women from Serb, Roma, Ashkali and Egyptian communities appear to be more affected by GBV due to the following factors:
- Serb women have low level of trust into Kosovo Institutions because of the specific political situation; thus, they are not fully integrated in the society;
- Roma, Ashkali and Egyptian women usually have a lack education, face double discrimination (as being members of minority and being women); thus, they are not able to get employed and generate incomes.
- During the two years of the implementation of the project "Empowering Minority Communities against GBV" funded by the UNTF to end Violence against Women, ECMI Kosovo in partnership with Aktiv, NRAEWOK and CLARD implemented various activities through which it managed to reach a total number of 3,026 primary and secondary

beneficiaries (out of which 544 were male beneficiaries and 2,482 were female beneficiaries) through home visits, awareness raising activities, quarterly meetings with women, three months skills trainings, discussion workshops with men, psychological support, and the implementation of the Women's Rights Curriculum in high schools in the municipalities of Ferizaj/Uroševac, Fushë Kosovë/Kosovo Polje, Mitrovicë/Mitrovica and Gračanica/Graçanicë.

Goal Indicators

1. Through the evaluation forms and meetings with women in all targeted municipalities, in ECMI reports it concluded that women still feel that they experience dual marginalization and discrimination as women and as members of minority communities. However, activities organized within the implementation period of the project, improved their awareness of the prevention and treatment services and institutions for victims of gender based violence. Furthermore, according to beneficiaries of the project, their skills and their access to find decent jobs and strengthen their self-confidence have increased, thus their vulnerability to gender based violence has decreased. While early marriages are legally prohibited, particularly Roma, Ashkali and Egyptian women still have predominantly positive views of this practice.
2. The number and % of women who stated that they are aware that women in general are vulnerable to domestic violence and early and forced marriages in the targeted municipalities is 1,764 or 71%. Whereas the remaining 718 women or 29%, did not feel vulnerable to domestic violence and early and forced marriages.
3. The number and % of women who feel that they have decision-making power and control over income in their families is 17% or 421 out of which the vast majority 83% or 2,060 women feel that they do not have decision-making power and control over income in their families in the municipalities of Ferizaj/Uroševac, Fushë Kosovë/Kosovo Polje, Mitrovicë/Mitrovica and Gračanica/Graçanicë;

Project Goal:

Minority women and girls experience reduced vulnerability to domestic violence and early and forced marriages in the targeted municipalities

ACTIVITIES	OUTPUTS	OUTCOMES
<p><i>Activity 1.1.1:</i> 1 Introductory Training workshop for paralegals</p> <p><i>Activity 1.1.2:</i> 4 Follow-up training workshops</p> <p><i>Activity 1.1.3:</i> Continuous support to Paralegals</p> <p><i>Activity 1.2.1:</i> Conducting of introductory meetings with stakeholders</p> <p><i>Activity 1.2.2:</i> Awareness Raising</p> <p><i>Activity 1.2.3:</i> Provision of advice and support by paralegals</p> <p><i>Activity 1.2.4:</i> Conducting of coordination meetings with stakeholders</p> <p><i>Activity 1.3.1:</i> Home visits conducted</p> <p><i>Activity 1.3.2:</i> Quarterly women's meetings facilitated</p>	<p><i>Output 1.1:</i> 8 local female minority activists have the skills and knowledge to act as a paralegals on GBV issues</p> <p><i>Output 1.2:</i> Beneficiaries of the paralegals benefit directly from improved information on and access to prevention and treatment services;</p> <p><i>Output 1.3:</i> Trust relationships is established between paralegals and minority women in the targeted communities</p>	<p><i>Outcome 1:</i> Minority female activists have greater capacity (skills and knowledge) and the necessary community trust to assist women in the community with matters related to GBV</p>
<p><i>Activity 2.1.1:</i> Needs assessment and Gender analysis conducted (incl. interviews and focus group discussions)</p> <p><i>Activity 2.1.2:</i> Skills training program implemented</p> <p><i>Activity 2.2.1:</i> Provision of grant application support</p>	<p><i>Output 2.1:</i> Participants in the training courses have improved professional and income generating skills</p> <p><i>Output 2.2:</i> Training participants have improved access to external grant and loan</p>	<p><i>Outcome 2:</i> Women who participated in the training program have increased opportunities for income generation and professional activities</p>

	schemes	
<p><i>Activity 3.1.1:</i> Develop and modify the Women’s Rights training program</p> <p><i>Activity 3.1.2:</i> Selection and agreement of high schools with considerable minority students in the targeted municipalities</p> <p><i>Activity 3.1.3:</i> Delivery of 2 teacher training workshops</p> <p><i>Activity 3.2.1:</i> Delivery of women’s rights teaching program in high schools</p> <p><i>Activity 3.2.2:</i> Young people for gender equality competition</p> <p><i>Activity 3.2.3:</i> Out of School Women’s Rights program (optional)</p> <p><i>Activity 3.3.1:</i> Discussion workshops on gender equality with men</p>	<p><i>Output 3.1:</i> Teachers who have participated in the teacher training program possess the attitudes, knowledge and teaching materials to teach high school students on gender equality</p> <p><i>Output 3.2:</i> Male and female students who have participated in the training program have improved knowledge on and attitudes towards women’s rights and gender equality.</p> <p><i>Output 3.3:</i> Male leaders reached through discussion workshops have improved knowledge on and attitudes towards women’s rights and GBV.</p>	<p><i>Outcome 3:</i> Students, teachers and male leaders who participated in the project's awareness raising activities have improved attitudes towards and knowledge on gender equality and GBV</p>

4.2. Project Outcomes

Outcome 1: Minority female activists have greater capacity (skills and knowledge) and the necessary community trust to assist women in the communities related to GBV

- The skills and the capacity of paralegals to deal with GBV issues and to build trust with the beneficiaries in the field was increased because of their hard work, dedication, and with the continuous support of ECMI Kosovo, CLARD, Aktiv, and NRAEWOK. During the implementation of the project, paralegals' capacity and ability to strengthen the cooperation between them and prevention institutions is improved.
- Eight (8) minority female activists in all targeted municipalities have skills, knowledge and experience to take a role in advising and providing support to survivors of GBV. As paralegals are residents of the targeted municipalities and engaged with local (non-governmental) organizations they are committed to continue exercising their counseling roles even after the project completion.
- Eight paralegals, two from each targeted municipality, have been trained for a period of two years to provide assistance and immediate support to women in counseling, mediation and assistance provision in drafting protection order requests and accessing prevention and treatment services such as Kosovo Police, health centre, centre for social welfare, safe houses, access to professional legal support. Paralegals played a role of mediator between ECMI Kosovo, partner organizations, institutions and beneficiaries.
- During the project implementation, a numerous of women have accessed the Kosovo Police Services, Social assistance and Health care /psychological treatment. They learned about available institutions providing prevention and treatment services specifically related to GBV cases.

Outcome 2: Women who participate in the training program have increased opportunities for income generation and professional activities

- Beneficiaries that participated in twenty (20) three-month skills trainings throughout the two years of the implementation of the project, improved their professional and income generating skills, increased their access to the labor market, and strengthened their self-confidence; thus potentially decreasing their vulnerability to GBV;
- Training courses were designed to address essential professional skills and included trainings on hairdressing, project development and business planning, English language, literacy, tailoring, Finance and accounting, decision making process, and public speaking;
- Due to the lack of capacity to apply for grants of the beneficiaries in general, ECMI Kosovo requested to change the budget line from support to apply for grants schemes, to provision of micro-grants. From the micro grants activity, 8 (4) women, one per municipality, benefited. In the municipality of Graçanicë/Gračanica, the beneficiary was able to purchase material and equipment for nails and hair salon. In Mitrovicë/Mitrovica the beneficiary purchased material and products for beauty center and spa. In Fushë Kosovë/Kosovo Polje beneficiaries purchased five (5) tailoring machines. In the municipality of Ferizaj/Uroševac the beneficiary was able to purchase a green house;

Outcome 3: Students, teachers and male leaders who participated in the project's awareness raising activities have improved attitudes towards and knowledge on gender equality and GBV

- The findings show that the reason why girls/females from minority communities face this violation is mainly related to traditional family structures and low economic conditions. Also, there is a lack of awareness raising activities on women's rights that target and aim to educate men in regards to this issue.
- ECMI Kosovo within its project organized sixteen (16) discussion workshops with men in all targeted municipalities. The aim of the discussion workshops with men was to increase the awareness of men towards and knowledge on gender equality and GBV, focusing on early and forced marriages and domestic violence.
- The religious leaders (both Muslim Imams and Christian Priests) who continue to play an important role in minority communities were invited to participate in discussion workshops and played proactive role in combating discriminatory norms held by the community. With the organization of workshop discussions with men, a total of 248 men were reached in all four (4) municipalities for two years.
- The Women's Rights Curriculum teaching program that was developed in Year I was delivered to high school students in four targeted municipalities for two years. ECMI Kosovo and its partner organization through this activity have reached a number of 674 high school students.

4.3. Project Outputs

- The statistics show that *8 local female minority activists have the essential skills and knowledge necessary to operate as paralegals*. This includes how to conduct talk/interview with survivors of GBV; assess risk of backlash and take appropriate actions; direct and accompany survivors of GBV to the appropriate prevention and treatment services and follow up; provide basic legal advice and services, including knowledge on the Law on Gender Equality, the Law on Family and the Law on Protection Against Domestic Violence and the ability to draft requests for protection orders; conduct mediation; conduct awareness raising activities on GBV, gender relations and women's rights, including home visits; and provide any other key services, not directly related to GBV;
- *Psychological trainings* were held for paralegals. The aim of the psychological trainings was to help paralegals handle the pressure they might face from potential and victims of GBV and gender equality;
- The Project Team, CLARD, Aktiv, and NRAEWOK provided continuous assistance to the paralegals in ensuring access to the relevant protection and prevention services as well as in delivering direct support;
- The project reports show that the paralegals' continuous activity engagement included the support of relevant stakeholders and ensured good cooperation and coordination with them;
- Awareness on the activities of the paralegals was raised within the targeted municipalities and communities through the *door-to-door visits*, through the distribution of *leaflets* and *posters* and the organization of other activities within the project;

- The services provided by the paralegals in relation to GBV included immediate support on *counseling, assistance in drafting protection order requests; assistance in accessing existing prevention and treatment services* (e.g. Kosovo Police, victim's advocate, health centre, Kosovo police, centre for social welfare, safe houses, legal aid commission). This ranged from a reference, the provision of transport to the accompaniment of the beneficiary to the service provider; access to professional legal support made available through Legal Aid NGOs, the Legal Aid Commission and the Victim's' Advocates – this included assistance in divorce and child custody procedures;
- Throughout the project implementation period the paralegals held *coordination meetings with all relevant local stakeholders* at least *once every two months* in order to maintain their support for the implementation of the project and to ensure effective coordination and cooperation;
- Due to the final project report, during two years of the implementation of the project, ECMI Kosovo and its partner organizations in the municipality of Mitrovicë/Mitrovica, Fraçanica/Graçanicë, Ferizaj/ Uroševac and Fushë Kosovë/Kosovo Polje reached a total of *1,348 women* through home visits and roundtables with women;
- *The home-visits* appeared to be effective in building trust relationships between the paralegals and the beneficiaries since topics on domestic violence were not initiated, but rather the aim was to discuss less sensitive topics and allow the beneficiaries to feel comfortable to approach the paralegals at another point in time. However, even though home visits were a great way to build trust between paralegals and women in the field, with the recommendation of the donor, we have decided to cancel this activity for the last six months of the project;
- The paralegals were also efficient in raising awareness through women's meetings which were held on a quarterly basis. Through the organization of twenty eight (28) quarterly meetings, four hundred and thirty nine (439) women were reached in all targeted municipalities;
- Skills training opportunities provided to beneficiaries increased their access to labor market and strengthened their self-confidence, thus potentially decreasing their vulnerability to GBV. Training Courses were designed to address essential professional skills.;
- During two years of the implementation of the project, ECMI Kosovo with its partner organizations and with the support of paralegals organized *twenty (20) three months skills trainings*, five (5) per municipality;
- The paralegals provided individualized coaching if requested. With these training courses completed, the participants are more qualified and therefore more eligible to find employment. For instance, courses of hairdressing in Ferizaj/Uroševac; literacy and tailoring in Fushë Kosovë/Kosovo Polje; literacy, English and decision making in Graçanica/Graçanicë; and English course, Project Development, Public Speaking, and Accounting in Mitrovicë/Mitrovica provide the beneficiaries with a big advantage to find employment within their respective municipalities;

- In order to support income generating activities, ECMI Kosovo selected eight (8) women, and *provided a micro-grant amounting 500 Euro*. In the municipality of Graçanicë/Gračanica, the beneficiary was able to purchase material and equipment for nails and hair salon. In Mitrovicë/Mitrovica the beneficiary purchased material and products for beauty center and spa. In Fushë Kosovë/Kosovo Polje beneficiaries purchased five (5) tailoring machines. In the municipality of Ferizaj/Uroševac the beneficiary was able to purchase a green house.
- *A teaching program* was developed consisting of four (4) interactive sessions. Each session consisted of a combination of a lecture and interactive activities which addressed topics such as: women rights; gender equality; sexuality and stereotypes; prevention of GBV; justice. An important focus of the program was the issue of early/forced marriages;
- The teaching program targeted both girls and boys of high schools in the targeted municipalities. Teaching materials were made available for free both in electronic (on the project website) and printed version. In each of the targeted municipalities, two (2) high schools with large percentages of minority pupils were selected for participation in the Women's Rights teaching program. The selection of schools was proposed by the paralegals, after which an agreement was reached only with the school directors of Fushë Kosovë/Kosovo Polje and Ferizaj/Uroševac regarding the participation of teachers in the workshops and in the implementation of the program in their schools;
- Since there were problems with the cooperation of the municipalities of Graçanica/Graçanicë and Mitrovicë/Mitrovica, ECMI Kosovo in cooperation with paralegals decided to implement the Curriculum on women's rights and gender equality as an out of school activity. Therefore, two (2) trainers from Mitrovicë/Mitrovica, two (2) trainers from Graçanicë/Gračanica, six (6) teachers from Ferizaj/Uroševac and six (6) teacher from Fushë Kosovë/Kosovo Polje - in total twelve (12) teachers and four trainers - were trained on the methodology of teaching high school students on Human Rights in general, and on Women's Rights Curriculum developed by ECMI Kosovo in particular;
- The teachers trained have implemented the Women's Rights teaching program during two years of the implementation of the project;
- Students were divided into groups and were asked to develop campaigns (e.g. poster, Face book page, radio clip) targeting GBV issues and emphasizing the importance of protection and promotion of women's rights and gender equality;
- In all targeted municipalities, a competition session was organized and the best campaign was selected and its authors were awarded;
- Male and female students who have participated in the training program (*a total of 674 students from all targeted municipalities*) have improved knowledge on and attitudes towards women's rights and gender equality;
- Two (2) discussion workshops with men were organized per year (four in total per municipality). In this activity, male leaders presented the importance of protection of women's rights and promotion of gender equality; specifically focusing on GBV issues, early

and forced marriages, female education, female employment and the encouragement of positive attitudes related to gender relations;

- A total of eight (8) discussion workshops have been held in all targeted municipalities. In Gračanica/Gračanicë there were a total of forty five(45) men; in Mitrovicë/Mitrovica of forty eight (48) men; in Kosovë/Kosovo Polje a total of seventy three (73) men, in Ferizaj/Uroševac a total of eighty two (82) men;

5. Report on Focus Group Discussions

In line with qualitative data gathering methodology application, Prishtina REA Team organized 4 Focus Group Discussion in four targeted municipalities by the project such as Graçanicë/Gračanica, Mitrovicë/Mitrovica, Fushë Kosovë/Kosovo Polje and Ferizaj/Uroševac. The Focus groups consisted from 9-12 project beneficiaries and were held during the last week of January and first week of February, 2016.

As part of the qualitative methodology of data gathering and in line with the External Project Evaluation objectives Prishtina REA and CLARD moderated and facilitated 4 Focus Groups in four targeted municipalities targeted by the project. The purpose of the FG was assessing the Empowering Minority Communities in Kosovo against Gender-Based Violence Project impact to primary and secondary beneficiaries, their engagement in activities' implementation, their knowledge enhancement on HR/WR, abilities and skills enhancement on business development and accounting, public speaking, awareness increase on legal services available for the realization of Women's rights (domestic violence, social assistances etc). The demographic composition of focus groups represents people of the minority communities such as RAE, Serbian, Bosnian, etc. Participants also were of different ages representing a proportional number of females and males due to the target of the project objectives.

Topics discussed related to project activities' implementation:

4. Activities for professional development of eight (8) paralegals;
5. Home visits;
6. Campaign on raising awareness about gender-based violence, gender equality, early and forced marriages;
7. Meetings with representatives of institutions and organizations dealing with the protection of women's rights;
8. Meetings with community women every 3 months;
9. Capacity Building Program for women that lasted for three (3) months;
10. Small grant awards;
11. Curriculum development on Women's Rights and its presentation to secondary school students;
12. Meetings with men

How much have you benefited from the following:

- Assistance on accessing institutions for prevention / treatment of domestic violence and GBV (for women / girls - victims of violence);
- Tips / legal assistance for the realization of women's rights;
- Psycho-social support (for women / girls - victims of violence);
- Support in applying for personal documents;

- Support in applying for social assistance;
- Training for capacity building to ensure economic independence such as tailoring, hairdressing, decision-making, finance and accounting, and illiteracy;
- Financial assistance;
- Increasing the awareness of communities on DV and GBV and women's rights

Other questions

- How much have you been satisfied with communication and coordination activities performed by the project implementing partners (ECMI, CLARD, NRAEWOK and Aktiv) during the project implementation?
- What have been the challenges, barriers you faced during the project implementation?
- Will you continue in the future to work on preventing gender based violence and promoting women's rights after the project implementation?
- Did you benefit from vocational trainings attended ?/ Is such knowledge and skills enhancement going to help you on establishing a small business/ finding a job- (income generation activities' engagement) in the future?

FG (s) Report Summary

The Focus Groups discussions were focused on assessing the project activities implementation and evaluation the project impact to the primary and project beneficiaries. All FG members seemed to be very satisfied by the participation in the project. There were women and men representation of various activities such as trainees, paralegals, victims of domestic violence, students who participated in curricula presentation about Women Rights at secondary schools, those who benefited from the meetings organized to talk about gender equality, beneficiaries who received grants related to financing their business start ups etc.

During the discussions, the paralegals explained that they received continuous support from the Project Implementing partners such as the Centre for Legal Aid and Regional Development (CLARD) and ECMI Kosovo as they provided continuous assistance to them in ensuring access to the relevant protection and prevention services as well as in delivering direct support to women in need.

They also discussed about the first month when they got engaged in project activities implementation when they requested support, cooperation and activities' coordination with relevant stakeholders. The community paralegals had introductory meetings with local community leaders, NGO representatives and representatives of relevant municipal governmental actors (including: the Kosovo Police; the Centers for Social Work; and, the municipal officer for gender equality). Moreover, they also were introduced to the relevant stakeholders at the central level, such as: the Ministry of Justice (Victims' lawyers') and the Agency for Gender Equality.

Each paralegal had to meet 12 woman beneficiaries through the door-to-door visits, through the distribution of leaflets and posters, and through the project website promotion. They also explained

that the promotional leaflets and posters described the services offered by the paralegals, outlined all essential contact details of paralegals and service providers and gave an overview of the most important actions that survivors of GBV should take. Home visits were conducted by the paralegals for twelve (12) months and they aimed to develop strong trust-based relationships with community members, while at the same time raising awareness on women's rights through the engagement of local women and men in discussions to challenge discriminatory gender norms. Sensitive issues relating to domestic violence were not initiated unless the beneficiary herself brought up this topic.

The paralegals while identifying the women who experienced domestic violence could understand that the consequences of domestic violence, both physical and psychological, are so devastating and one of the FG participant in Gračanica consider it as the most horrifying torture that a human being can experience.



The Focus Group participants discussed about the training courses which were focused on essential professional skills, such as literacy and IT skills, as well as specific income generating skills such as sewing, baking or handicraft combined with basic business skills, Public speaking, accounting etc. They were very much satisfied with the trainers who delivered the training courses. The paralegals regularly monitored the training sessions and use the opportunity to inform the participants regarding their activities and engage them in discussion on GBV, particularly domestic violence and early and forced marriages

During the project implementation, 4 women received micro-grants amounting 500 Euro per each. In the municipality of Gračanice/Gračanica, the beneficiary was able to purchase material and equipment for nails and hair salon. In Mitrovicë/Mitrovica the beneficiary purchased material and products for beauty centre and spa. In Fushë Kosovë/Kosovo Polje beneficiaries purchased five (5) tailoring machines. In the municipality of Ferizaj/Uroševac the beneficiary was able to purchase a green house in which she is growing vegetables. Asking the focus group participants whether those small businesses are performing well, they said that each of them shows income generating activities- clients and sales increase.

In each focus group there were discussions on Women's Rights Curriculum development, the lectures' deliveries and interactive activities. The training program addressed topics such as: women rights; gender equality; sexuality and stereotypes; prevention of GBV; justice. An important focus of the program was the issue of early and forced marriages. The teaching program targeted both girls and boys. Teaching materials were made available for free both in electronic (on the

project website) and print version. In each FG organized in the four targeted municipalities, there were high schools students who were very much confident on what they learnt about women rights and other gender equality topics. They said that the subject on women rights must exist at schools on long term bases as Kosovo schoolchildren must be aware of various gender aspects' treatments, human rights, GBV and particularly the domestic violence. The teachers implemented the Women's. Promotional activities on increasing awareness about the Women Rights were undertaken through social media (face book and twitter) promotional campaigns, leaflets and posters etc.



In general the FG members said that the project activities were planned well and they were enthusiastic to work with the ECMI Kosovo representatives, CLARD, Aktiv and NRAEWOK. They said that if would possess some more financial means they would be in able to help more women specifically related to the legal services provision and domestic violence treatments through organization of more psychological sessions. The paralegals declared that due to the lack of the budget, sometimes they found difficulties to find the proper space for meetings with women and men to discuss their problems. They were very much thankful to the readiness showed by municipal stakeholders on resolving the gender issues. The FG participants in general are grateful and very much thankful to UN Trust Fund for financing the project and the ECMI Kosovo, CLARD, Aktiv and NRAEWOK for implementing it

FG(s) members' summarized recommendations

6. Women need more support in terms of shelters provisions of the domestic violence victims;
7. Women specially those coming from RAE Community need to learn to read and write so that create pre-condition to participate in social integration activities;
8. Women need to learn how to manage loans /credits in order to establish small businesses as most of them do not work and feel discriminated because of their economic dependence on men/husbands;
9. They need to be trained in effective communication;
10. There have to be other similar project implementation in the area as they have huge impact on women and men's attitudes and approaches change towards women rights;
11. They said that the schoolchildren must learn at school about gender equality issues.

6. Report on Interviews conducted

There were 42 project beneficiaries interviewed for this External Evaluation Report. Out of them there were 23 RAE community representatives (42, 9%), 18 Serbs (54,8%) and 1 Bosnian (2,4%).

Nationality	Number of beneficiaries	Valid Percent
Serbs	18	42,9%
Bosnian	1	2,4%
Albanian	0	0,0%
RAE	23	54,8%)
Other	0	0,0%
Total	42	100,0%

Table 1: Nationality /evaluated beneficiaries

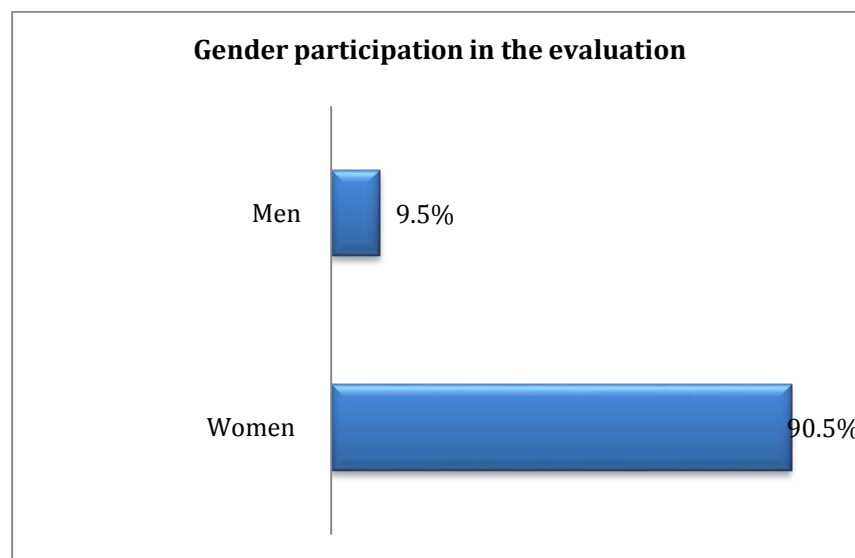


Table 2: Gender participation in the evaluation

As seen in the tables 23 (54,8%) interviewed beneficiaries were from RAE community, 18 (42,9%) of them were Serbs and one of them from Mitrovica – North was Bosnian.

It was selected a proportional sample in the 4 targeted municipalities with a distribution of a proportional percentage presentation of the beneficiaries in this evaluation. There were 11 project beneficiaries from Ferizaj, 12 from Fushë Kosovo, 10 from Mitrovica North and 9 from Gracanica. See the table below please!

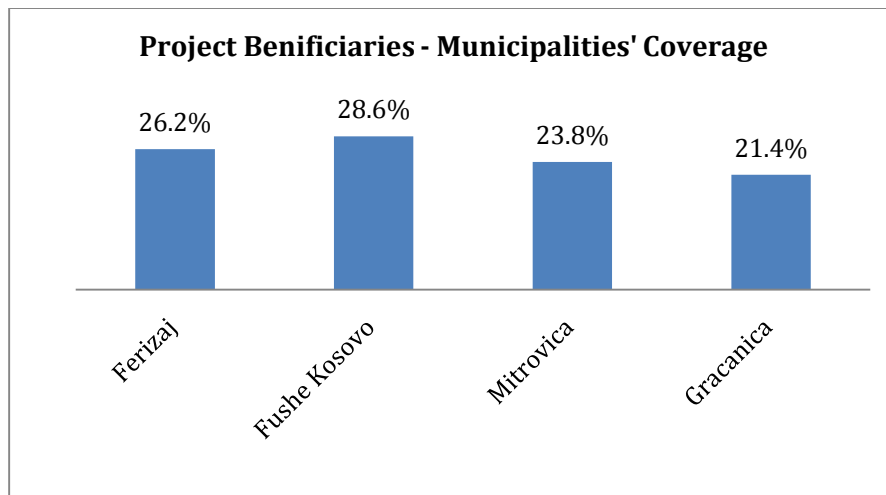


Table3: Beneficiaries interviewed /municipalities' percentage presentation

Project evaluation /Beneficiaries - Activities 'activities engagements

Asking the respondents about their activity engagement, 21 (50,0%) of them said that they were trained on women rights or were part of the meetings -field visits who received support by the project, 5 (11,9%) of them performed as Paralegals, 4 of them (9,5%) received direct legal services (domestic violence, social assistance, assistance related to application for personal documents etc, 5 of them were part of lectures attendance on HR/Women Rights Protection, 4 of them 9 (9,5%) enhanced their knowledge and skills through attending professional /vocational courses and 3 (7,1%) were part of the meetings discussions (Men and Women) on gender equality.

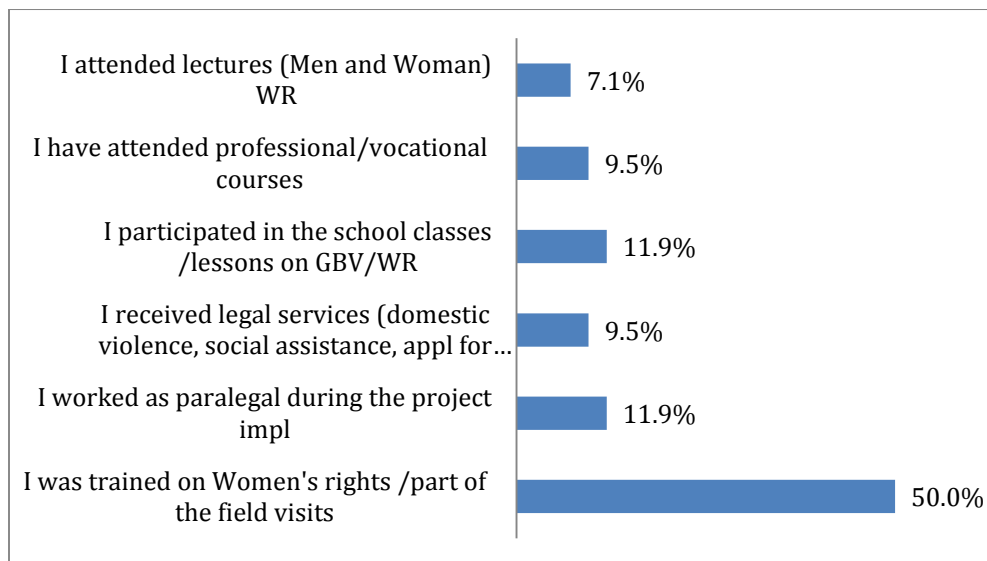


Table 4: Activity engagement

Being asked about activities' planning most of the beneficiaries or 98% of them stated that the project activities were very well planned and organized.

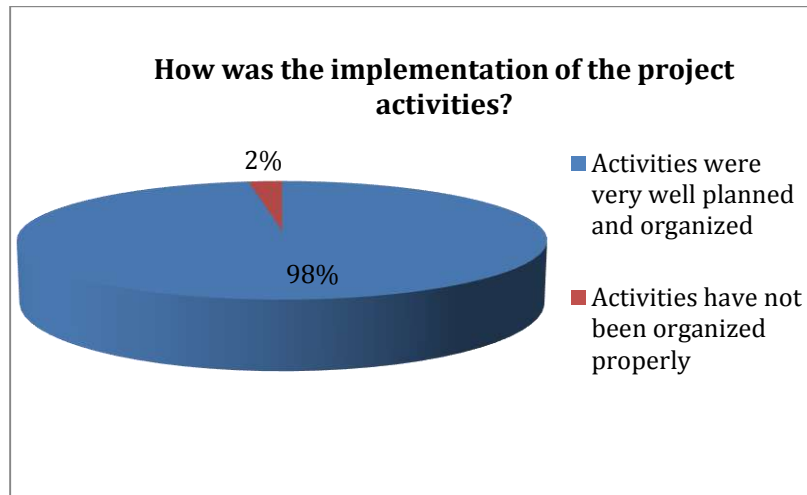


Table 5: Beneficiaries claims related to project planning

When it comes to enhancing knowledge and skills on gender equality, women rights and human rights in general, 33 of the interviewed respondents (78, 6%) said that during the project implementation, they learned a lot about the issue, another 6 of them (14,3%) stated that they were trained /professionally advanced so they are better prepared for the labor market being in able to find jobs easier in the future, while 3 of them (7,1%) stated that when it comes to gender rights, they learned where to ask (what institution to address) for legal services. Being part of “Empowering Minority Communities in Kosovo against Gender-Based Violence” Project, created opportunities for them to cooperate and coordinate activities on gender issues with a numerous of stakeholders operating in the appropriate municipalities.

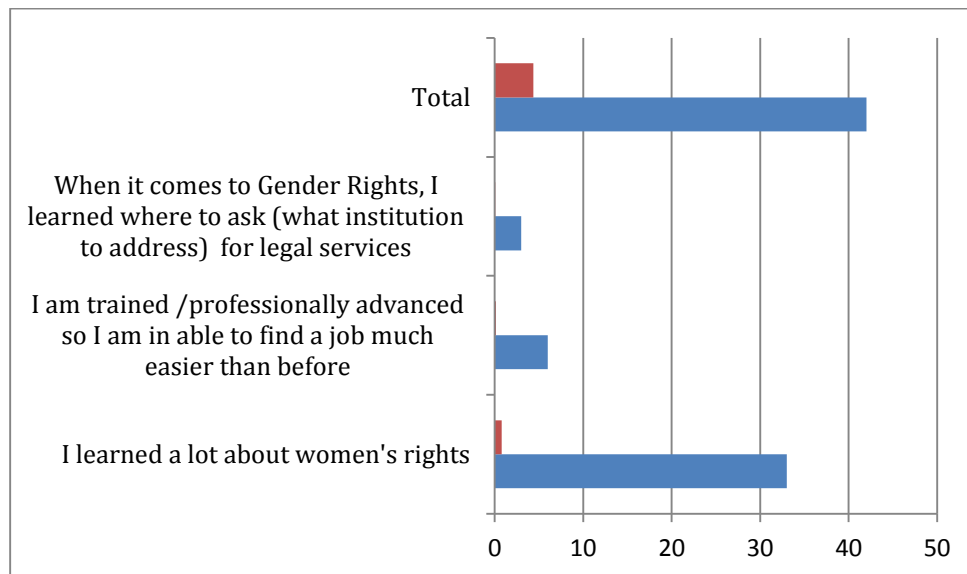


Table 6: Concrete benefits of the project beneficiaries

Responding to the question related to their satisfaction/dissatisfaction with the project implementing partners such as ECMI Kosovo, CLARD, Aktiv and NRAEWOK, most of the project

beneficiaries or 40 of them (the total number of the beneficiaries interviewed during the project evaluation was 42) stated that they were satisfied with the cooperation with the project implementing partners.

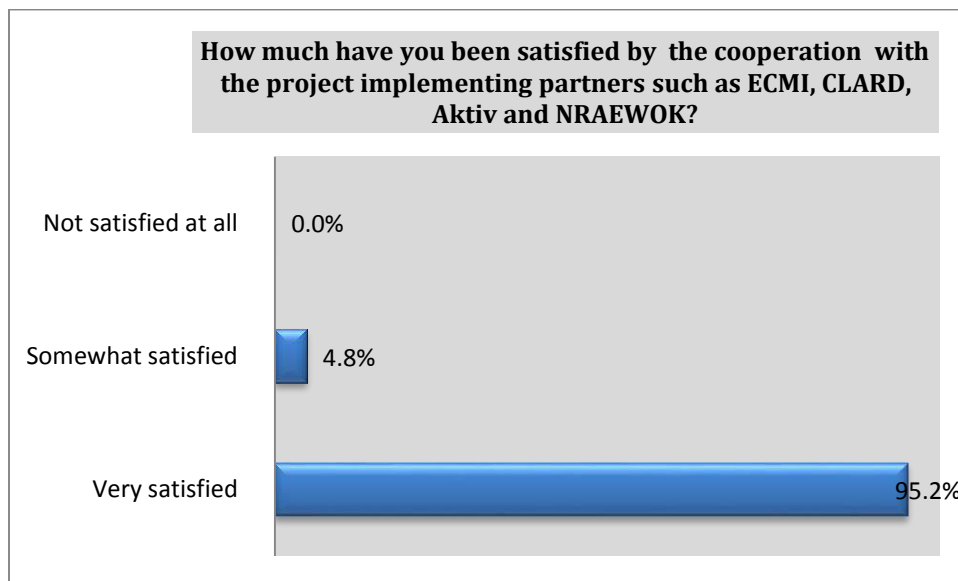


Table 7: Cooperation and coordination between project beneficiaries and Project implementing partners

Answering to the question on their knowledge increase during the project implementation, all of respondents interviewed during this project evaluation said that their knowledge and skills on gender equality issues was significantly increased after the project implementation.

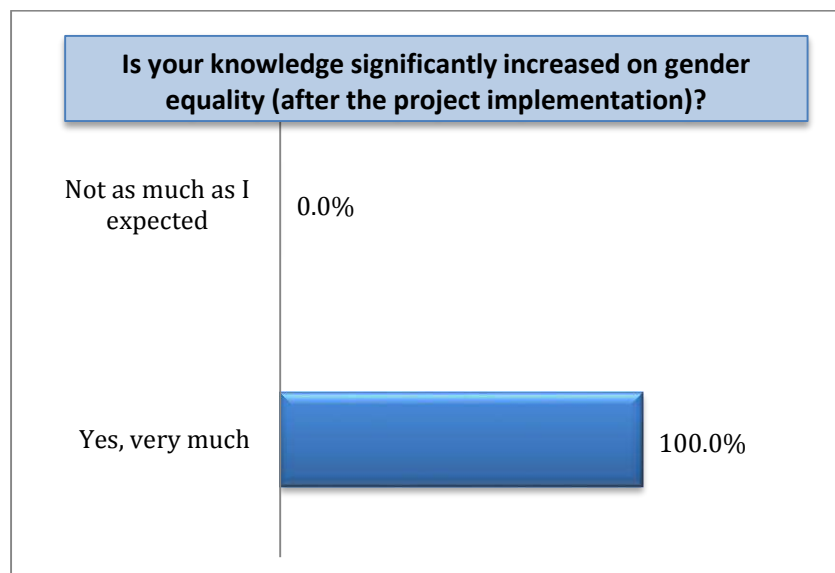


Table 8: Knowledge increase during the project implementation

When asking about their opinions related to similar project implementations in Kosovo other municipalities, 81% of them said that society needs similar project implementation because Women in Kosovo (specifically victims of GBV) have ongoing needs for legal services and

psychological support, 11,9% of them sated that women in Kosovo (especially those belonging to minority communities that face double discrimination – first as women and then as minority, need to be aware of their rights.

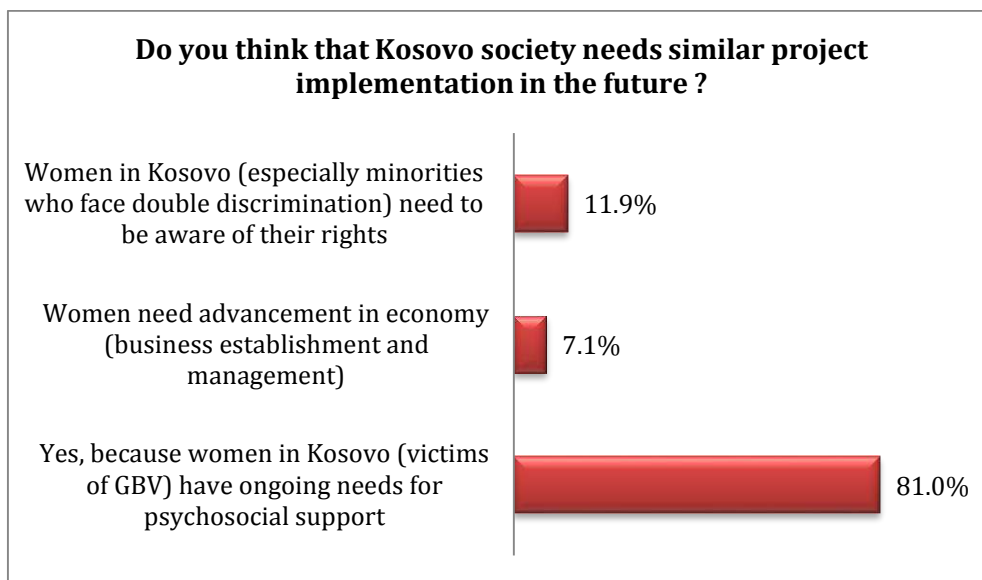


Table 9: Kosovo society needs for similar project implementations

The findings show that 7.1% of them think that most of women need advancement in engagement in income generating activities – business establishment and management in order not to be financially dependent by men as this would have them realizing their rights easier as women community.

Recommendations

As seen in the table above 64,3% of the interviewed beneficiaries think that similar projects are very much needed to be implemented in the area. Others share the opinions that people (Women and Men) need further knowledge increase on Women Rights, legal services as a result of domestic violence and early marriages, their abilities and skills enhancement related to management, leadership and management, women participation in decision making process, trainings, debates, roundtables, conferences on protecting women rights etc.

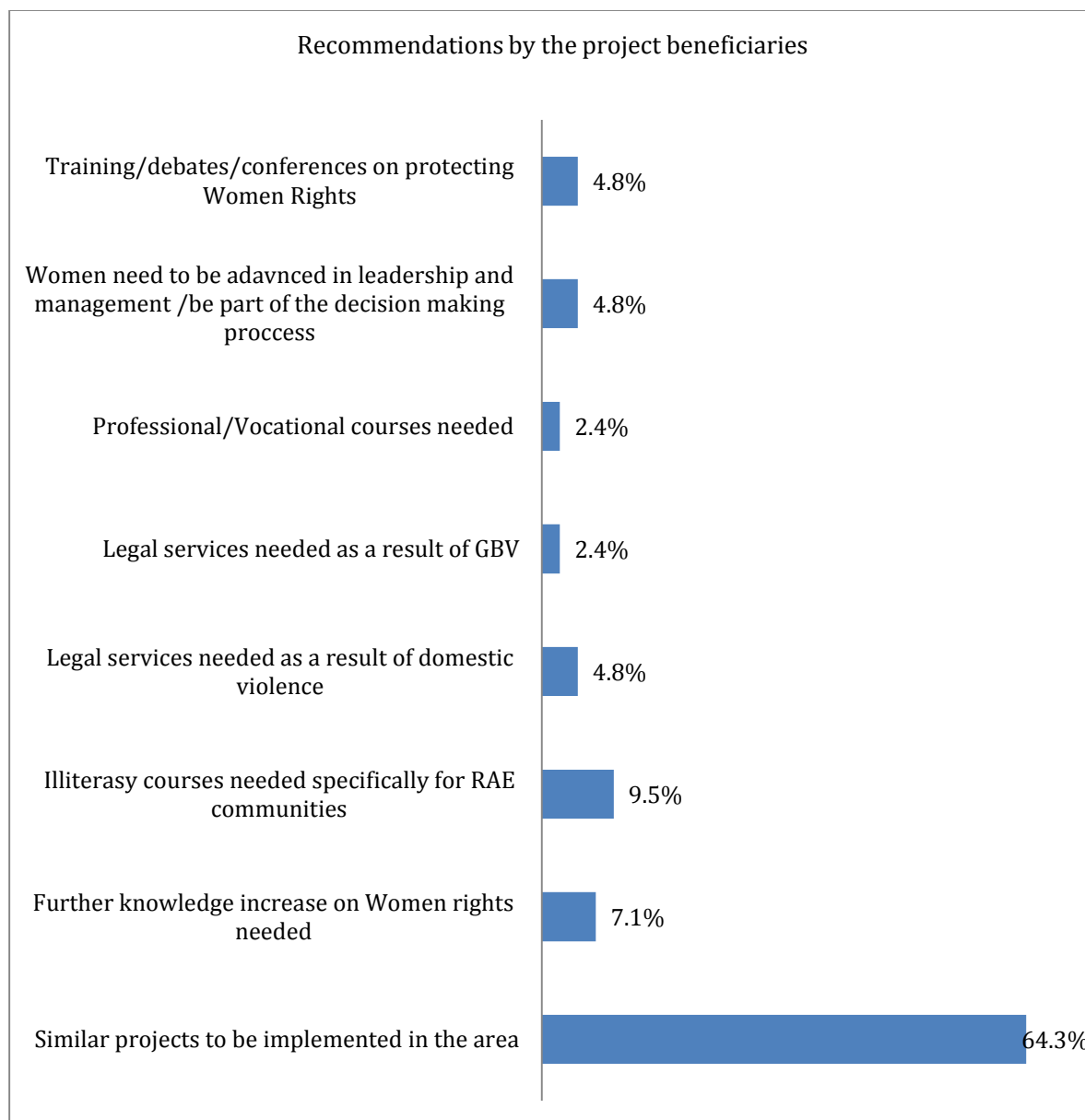


Table 10: Summarized recommendations

Interviewes with beneficiaries /cases presentation

A representative from RAE community named Valdete Osmani from Feriza/Urosevac was one of the Paralegals engaged in the project activities' implementations in Ferizaj Municipality such as professional advancement in dealing with legal services (documents' preparation /application for pension, applying for ensuring the personal documents, organizing and taking part in the meetings with various stakeholders such as Kosovo Police, the Agency of gender equality, doctors, psychologists, the office for returnees, municipal educational department etc), field visits (12 per month), meetings organization every 3 months, meetings with men (every 6 months) , training organization for professional knowledge and skills enhancement etc. She emphasized in particular the lectures delivery on human rights protection, gender equality to around 500 students of the high schools in Ferizaj such as "Faik Konica" and "Pjeter Bogdani" secondary schools. She stated that during the project implementation they also cooperated with an Imam of the area in order to engage him in providing lectures against gender based violence. They also had a good cooperation with the Center for Social Services. The two courses organization, one in Dubrava (six months) and the other one in Ferizaj (three months) were also very much benefiting for the selected groups of women who attended the courses.



Asking her whether she would use the experience gained during this project implementation, she stated that she would like to have possibilities to work on similar projects in the future.

Milikie Kadrolli also from Ferizaj/Urosevac said that she is grateful to be part of the project while she benefited financially being awarded with a grant of 500 Euro. She used the money to buy a greenhouse (4x10m) in which she is growing peppers, unions, garlic, tomatoes etc.

Samire Bujani from the same project targeted municipality said that she attended a hairdressing course for six months. She claimed that now she can exercise such a profession and recently she is applying for a job. She was reported to be very much satisfied with cooperation with the project implementing partners.

She said that women need to be financially independent in order to protect their rights. Asking her whether she would like to participate in any other similar project implementations in the area, she answered positively emphasizing that such projects are very much needed as during such project implementation women would have other opportunities to increase their knowledge and skills on their rights realization.



Another interviewed woman in Ferizaj was Flurie Zeka, a hairdressing trainer who seemed to be very much satisfied with the group of students (16-35 years old) she used to train them in hair cutting, hair coloring, make-up etc. She said that the

training groups (2 groups of 14 course participants) were very much keen on learning so they could get some experience in her business location,

Resul Makreshi from Fushe Kosova/ Kosovo Polje was part of the group discussions with Men on GBV with the focus on domestic violence. He claimed that he took part in three meetings appreciating highly the lecturers for providing the topics with a clear, concise and understandable language. He said that RAE community needs very much to be part of activities through which the RAE community women would learn more on their rights.



As a paralegal, Mensure Mustafa also from Fushe Kosova/ Kosovo Polje was engaged in most project activities implemented in the area. She said that she had to visit the women 2-3 times in order to understand whether they go through any domestic violence. They had to build trust and confidence first in order to create conditions for them to be open and speak about their problems. As a paralegal, she also took part in meetings organization (every 3 months) and meetings with men (every 6 months). Awareness increase about girls schooling was part of the discussions with community members of both genders. She said that she also was part of the organization of 2 vocational training (writing and reading /tailoring) that lasted for 6 months each. She claimed that about 300 students of “Hivzi Sulejmani School” attended the lectures on GBV, Human Rights protection and domestic violence. Through the project activities’ implementation, many women also received legal assistance on realizing their rights to personal documents, social assistance etc.



Haxhere Mustafa was part of the tailoring training course held in Fushe Kosova/Kosovo Polje. She said that at the beginning of the course s, she knew nothing about clothes’ modelling and sewing. But now she can manage designing many products and offering them to the clients/market. She also attended the course on learning how to read and write.

Aferdita Miftari (Fushe Kosova/Kosovo Polje) was part of the tailoring course from which she is reported to be very much advanced. She stated that she is very much grateful to this project implementing partners as she and the other women participating in various activities benefited a lot from it.

Medina Mustafa was another paralegal who was engaged in the project activity implementation In Fushe Kosova/Kosovo Polje. She said the Kosovo society need very much similar project implementations as women in the area need to further be protected and be in able to realize their rights guaranteed by Kosovo Constitution.

The Prishtina REA Research Team had a meeting with Caleb Waugh who represented the Aktiv NGO operating in Mitrovica North – an organization that was one of the implementing partners of the project. He said that at the beginning of the project implementation it took some time to build

relations and trust with Serb Community women. He said that there were some barriers on realizing the home to home activity /field visits but after passing the project introduction part they could find out that many women wanted to be part of the project activities such as: skills training, vocational trainings, meetings, psychological training attendance for treating the domestic violence victims etc. Besides the project implementing partners he said that they also cooperated and coordinated the project activities with the other project stakeholders such as the Center for Social Support (CSS), Health Care municipal Department, Municipal authorities and Judicial system in particular. There were challenges and barriers related to cooperation with the judicial system while there were two parallel judicial systems' operation in Mitrovica North (Kosovo Judicial System and Serbian Judicial System) so the women who were applying to get equipped with personal documents, pensions etc. were confused. There were numerous of trainings delivered to women in the area such as Public Speaking (3 months training) and accounting (3 months training). In line with the support provision to women, they awarded a massage small business with 500 euro.

Milica Djolcevic from Mitrovica –North was another project beneficiary who participated in the Public Speaking Training. She said that she benefited very much by the training course attendance and her knowledge and skills in public speaking and presentation in front of the audience by the end of the training got significantly increased. She said that she was very much enthusiastic to participate in training like that and the knowledge gained during the training will serve in her future career development.

Milica Barac was one of the paralegals who was trained and then was part of the organization of various meetings and trainings as per the activity plan of the project implementing partners in Mitrovica North. She said that by being part of almost all activities organized and implemented in the area, she learned a lot on GBV, Human Rights, Women Rights, domestic violence etc. She referred to many women who benefited from the project (domestic violence victims, social assistance provision, trainings, psychological treatment sessions etc).

Aldiana Bektesovic – said that thanks to this project, she was in able to learn and enhance her knowledge on gender equality and the women rights. She said that the project activities were planned well, and she enjoyed working with the representatives of the project implementation organization partners such as ECMI, Aktiv NGO, and CLARD.

Slobodan Pavic appreciates the opportunity to be part of the Project implemented in Mitrovica -North. He claimed that as a man, he benefited a lot from the meetings organized on Women Rights (he participated in 4 such meetings), GBV (domestic violence) etc. He said that the women community in Mitrovica faces many problems related to gender equality therefore the women must be supported strongly while the men need to be part of such activities in order to learn more about their mothers, sisters, wives, and daughters' rights. He said that since the beginning of the project I tried to talk to a numerous of men living in the area on gender aspects and protection of women rights.



Vesna Jovanovic was one of paralegals who together with Gradina Nadia was trained first on gender based issues and then was part of the organization of meeting with women and men, trainings, cooperation with stakeholders such as CSD, CPT, CFSW, schools, Gracanica municipal authorities, center for pensions, medical and psychological treatment sessions with the Bukurie Ajeti, legal services provision etc. She claimed that within the project there were two vocational trainings delivered (English training course which lasted for 6 months and Reading and Writing course that

lasted for 3 months) and the women that were part of the project were in able to learn the basic English and alphabet (RAE community). As in other targeted municipalities, a women start Up Business (Nails designs) was awarded with a grant of 500 euro and nowadays it operates well having many clients.

Dragana Demic Rasic from Gracanica municipality presented a very said story. She used to be a victim of domestic violence. She is very much satisfied with the support provision to her related to what she went through. *"Thanks to the women activists of this project to whom I shared my personal story, I feel better now"*. Her husband tortured and maltreated her badly. *"I wanted someone to talk to..."* - said she, *"someone that would understand the emotions and feelings I am going through"....* She mentioned the Balkans patriarchal mentality stating that there are many other women who face domestic violence at home but who are frightened to talk about it publically. As many other women project beneficiaries who expressed their interest to attend the Albanian courses (as a majority community language) she stated that she would like to learn the language first, and then get integrated fully in Kosovo society.



Other interviewed beneficiaries said that they benefited directly from the projects activity implementation and that they will be in able to apply such a knowledge increase on gender issues in the future mainly by lobbying and advocating voluntarily about the women rights protection or by finding a job with a similar mission and goal.

7. Report on interviews realized with the Project implementing partners' representatives

In order to evaluate the project effectiveness, relevance, efficiency, sustainability and impact, with a strong focus on assessing the results and project outcomes, the Prishtina REA Project Evaluation Team has also conducted in depth interviews with project implementing partners representatives.

Asking the Empowering Minority Communities in Kosovo against Gender-Based Violence Project implementing partners' representatives about their communication and coordination amongst each other, they stated that it was a fairly good /excellent communication amongst them.

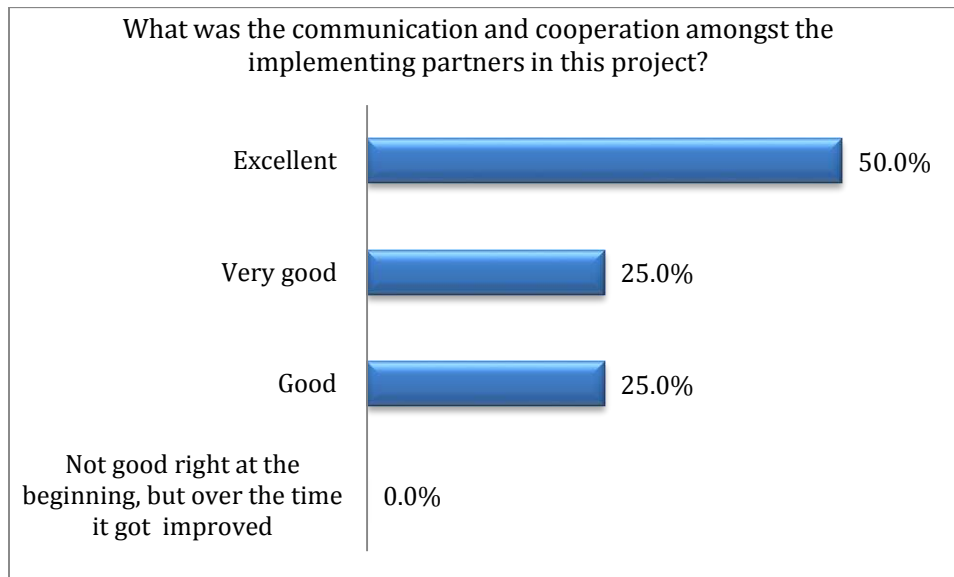


Table 11: Communication and cooperation

Responding to the question about whether the project objectives were accomplished due to the activities' planning and expectations, the "Aktiv" representative said that ... "In general, my assessment would be that everything went according to our planning and our initial agreement with ECMI and other implementing partners"... He claimed that there were difficulties experienced in the north of Kosovo that were not envisaged by the project, these were, however, resolved with the full cooperation and understanding of the project implementing partners. .

Answering the question related to what was the impact of the Empowering Minority Communities in Kosovo against Gender-Based Violence Project Activities' implementation in the 4 targeted municipalities, the "Aktiv" representative said that " A large number of their project beneficiaries (approximately 60 in total) received skills trainings which had a positive impact on their potential for economic advancement – they gained new skills which included public speaking, accounting, business plan writing, CV development, as well as interview and job-seeking tactics. Furthermore, I number of project beneficiaries (approximately 10-20) received social assistance as a direct result of paralegals' work. A number of others received assistance in receiving identity documents, processing documents and birth certificates for their children as well as bringing domestic violence cases to the attention of the local court system. In this respect, the project succeeded in increasing women's access to judicial mechanisms, contributed to their economic empowerment as well as their ability to receive much-needed social welfare assistance from state institutions.

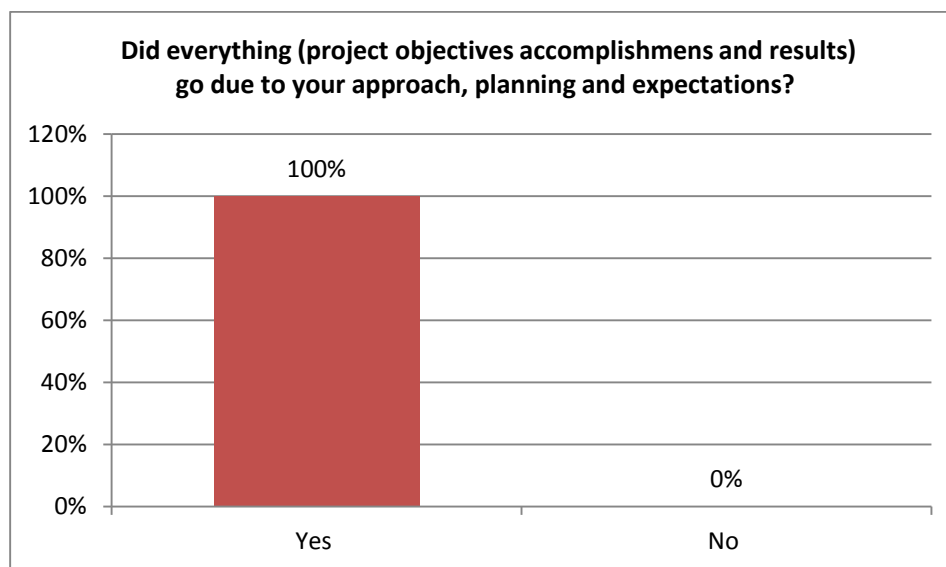


Table 12: Project planning and expectations /objectives' accomplishments

Answering the question related to what was the impact of the Empowering Minority Communities in Kosovo against Gender-Based Violence Project Activities' implementation in the 4 targeted municipalities, the "Aktiv" representative Caleb WUAGH said that " A large number of their project beneficiaries (approximately 60 in total) received skills trainings which had a positive impact on their potential for economic advancement – they gained new skills which included public speaking, accounting, business plan writing, CV development, as well as interview and job-seeking tactics. Furthermore, I number of project beneficiaries (approximately 10-20) received social assistance as a direct result of paralegals' work. A number of others received assistance in receiving identity documents, processing documents and birth certificates for their children as well as bringing domestic violence cases to the attention of the local court system. In this respect, the project succeeded in increasing women's access to judicial mechanisms, contributed to their economic empowerment as well as their ability to receive much-needed social welfare assistance from state institutions.

Challenges

Answering the question about the challenges/barriers in communication and cooperation activities with project *primary beneficiaries* of this project such as indigenous women/from ethnic groups, women/girls survivors of GBV and *secondary beneficiaries* such as community based groups/members (eight paralegals), teachers, students, men and/boys during the project implementation activities the representatives, the interviewees said that there were some challenges related to the project implementation. Due to the project implementing partners some of the challenges faced were:

1. GBV/domestic violence remains a highly taboo topic in local communities both in north Kosovo as well as in Gracanica. This is something the particularly holds true in Roma communities in Kosovo;
2. During the project implementation period the court system in north Kosovo was still not functioning which hindered access to judicial mechanisms and made it difficult for women

to fulfill their rights in a variety of legal cases. Furthermore, the fact that many institutions still function within the context of the Serbian system meant it was often challenging to establish official cooperation;

3. Many local residents in Serbian areas remain wary of cooperating with non-governmental organizations which meant that at times it was difficult to generate and maintain interest in project activities among certain beneficiaries;
4. Speaking with women about GBV and gaining their trust to speak openly about GBV issue was a real challenge faced by paralegals;
5. The low economic position of women in minority communities in four targeted municipalities and the inability to support them because of the limited project budget;
6. *Participations of Males in meetings needed extra persuasion activities;*
7. By implementing the home visits activity, paralegals were overburdened with work and the visits might have been dangerous for them. Therefore, with the recommendation of the UNTF representatives, ECMI Kosovo decided to stop the practice of home visits;
8. Targeted women did not have the capacity to develop project proposal and apply for grants. Thus the budget line that foresaw to support them to apply for grants was reallocated during the last six months;
9. Changes of the Project Manager and Project Assistant (one of the went to maternity leave for nine months and the other one decided to leave Kosovo for personal reasons);
10. Kosovo still has parallel system in the Serb- majority municipalities, namely institutions of the Republic of Serbia still exist, and therein it is the laws of the Republic of Serbia that apply. This means they have a different Court System, a different Social Welfare office, and they are regulated by different laws. The only institution which is in common is the Kosovo Police. Due to this the paralegals have faced difficulties in providing legal advice to beneficiaries;
11. The UNTF project did not foresee from the beginning to provide financial support to women in the targeted municipalities. All women that we have managed to reach, victims and potential victims of GBV were financially depended from their husband, the one that was causing the violence. Thus, even though they wanted to divorce, they did not have the financial capacity to live on their own and pay for lawyers to protect them in the court;
12. A lot of women do not trust Kosovo Institutions; thus, they hesitate to confess that they are victims of GBV;

Explaining briefly about the accomplishment of the project overall objective (*Is the vulnerability of domestic violence and the number of early marriages reduced (what was the impact), is women access to GBV prevention and treatment services improved (explain briefly) and do they think that there are less discriminatory attitudes (GBV) in targeted municipal communities after this project implementation*) the Aktiv NGO representative Caleb WUAGH stated that *...“during the course attendance, many beneficiaries were made more aware of their rights in cases of domestic violence. Despite challenges, a number of cases were brought to the attention of the courts in Vushtrri. As a result of this, there was not only an increase in the generalized awareness of the issue of GBV but women’s access to social services and judicial mechanisms were improved. Furthermore, a large number of youth (particularly males – approx... 25) were educated on issues related to GBV. Cooperation was established with a number of state institutions including the Kosovo police, the victims’ defender centre(s) for social work and health care centers during the implementation period. ...“I believe the project resulted in an improvement in the scope and the quality of dialogue surrounding these issues” –said he.*

The NRAEWOK representative Shpresa AGUSHI declares that there is a lack of funds for women shelters operation Kosovo, so that in general it is difficult to support to support women who experience GBV for a long time period. On the other hand project could have a large success in women capacity building and their awareness increase related to early marriages.

Talking about the project goal implementation, the ECMI Kosovo representative Jeta BAKIA said that” *the skills and the capacity of paralegals to deal with GBV issues and to build trust with the beneficiaries in the field was increased because of their hard work, dedication, and with the continuous support of ECMI Kosovo, CLARD, Aktiv, and NRAEWOK. During the implementation of the project, paralegals’ capacity and ability to strengthen the cooperation between them and prevention institutions is improved and most importantly they have reached to build trust between them and primary beneficiaries in the municipality they are active. Paralegals have completed their tasks during the two years of the implementation of the project and have been able to enforce their trust relationships with women of minority communities in the targeted municipalities. She continues explaining that Beneficiaries that participated in twenty (20) three-month skills trainings throughout the two years of the implementation of the project, improved their professional and income generating skills, increased their access to the labor market, and strengthened their self-confidence; thus potentially decreasing their vulnerability to GBV”.*

She added that: *ECMI Kosovo within its project organized sixteen (16) discussion workshops with men in all targeted municipalities. The aim of the discussion workshops with men was to increase the awareness of men towards and knowledge on gender equality and GBV, focusing on early and forced marriages and domestic violence. Since the religious leaders (both Muslim Imams and Christian Priests) continue to play an important role in minority communities were invited to participate in our discussion workshops and played proactive role in combating discriminatory norms held by the community”.*

Talking about the impact of the Empowering Minority Communities in Kosovo against Gender-Based Violence Project Activities’ implementation in the 4 targeted municipalities, the CLARD Representative Arbane Shala –RAMA said that the project had a high impact mainly related to the increase of the capacities of paralegals in the field of providing free legal aid and advocating about women rights. She also emphasized the project impact on women awareness increase on addressing the relevant mechanisms about their rights protection. She also claimed that during the project implementation, many women increased their trust on governmental institutions while some of them managed to get solutions of their cases. Answering the question about whether the project objectives were accomplished due to the activities’ planning and expectations, the “Aktiv” representative said that ... “In general, my assessment would be that everything went according to our planning and our initial agreement with ECMI and other implementing partners”.. He claimed that there were difficulties experienced in the north of Kosovo that were not envisaged by the project, these were, however, resolved with the full cooperation and understanding of the project implementing partners. .

Answering the question related to what was the impact of the Empowering Minority Communities in Kosovo against Gender-Based Violence Project Activities’ implementation in the 4 targeted municipalities, the “Aktiv” representative said that “ A large number of their project beneficiaries (approximately 60 in total- Mitrovica North) received skills trainings which had a positive impact on their potential for economic advancement – they gained new skills which included public speaking, accounting, business plan writing, CV development, as well as interview and job-seeking tactics. Furthermore, I number of project beneficiaries (approximately 10-20) received social

assistance as a direct result of paralegals' work. A number of others received assistance in receiving identity documents, processing documents and birth certificates for their children as well as bringing domestic violence cases to the attention of the local court system. In this respect, the project succeeded in increasing women's access to judicial mechanisms, contributed to their economic empowerment as well as their ability to receive much-needed social welfare assistance from state institutions.

Explaining briefly about the accomplishment of the project overall objective (*Is the vulnerability of domestic violence and the number of early marriages reduced (what was the impact), is women access to GBV prevention and treatment services improved (explain briefly) and do they think that there are less discriminatory attitudes (GBV) in targeted municipal communities after this project implementation*) the Aktiv's NGO representative Caleb WUAGH stated that *...during the course attendance, many beneficiaries were made more aware of their rights in cases of domestic violence. Despite challenges, a number of cases were brought to the attention of the courts in Vushtrri. As a result of this, there was not only an increase in the generalized awareness of the issue of GBV but women's access to social services and judicial mechanisms were improved. Furthermore, a large number of youth (particularly males – approx... 25) were educated on issues related to GBV. Cooperation was established with a number of state institutions including the Kosovo police, the victims' defender centre(s) for social work and health care centers during the implementation period. ..."I believe the project resulted in an improvement in the scope and the quality of dialogue surrounding these issues" –said he.*

The NRAEWOK representative Shpresa AGUSHI stated that there is a lack of funds for women shelters' operation in Kosovo, so that in general it is difficult for them to provide support women who experience GBV for a long time period. On the other hand project could have a large success in women capacity building and their awareness increase related to early marriages.

Talking about the project goal implementation, the ECMI Kosovo representative Jeta BAKIA said that *....." the skills and the capacity of paralegals to deal with GBV issues and to build trust with the beneficiaries in the field was increased because of their hard work, dedication, and with the continuous support of ECMI Kosovo, CLARD, Aktiv, and NRAEWOK. During the implementation of the project, paralegals' capacity and ability to strengthen the cooperation between them and prevention institutions is improved and most importantly they have reached to build trust between them and primary beneficiaries in the municipality they are active. Paralegals have completed their tasks during the two years of the implementation of the project and have been able to enforce their trust relationships with women of minority communities in the targeted municipalities. She continues explaining that Beneficiaries that participated in twenty (20) three-month skills trainings throughout the two years of the implementation of the project, improved their professional and income generating skills, increased their access to the labor market, and strengthened their self-confidence; thus potentially decreasing their vulnerability to GBV".*

She added that: *ECMI Kosovo within its project organized sixteen (16) discussion workshops with men in all targeted municipalities. The aim of the discussion workshops with men was to increase the awareness of men towards and knowledge on gender equality and GBV, focusing on early and forced marriages and domestic violence. Since the religious leaders (both Muslim Imams and Christian Priests) continue to play an important role in minority communities were invited to participate in our discussion workshops and played proactive role in combating discriminatory norms held by the community".*

8. Project Evaluation findings related to Project effectiveness, Relevance, Efficiency, Sustainability, impact and knowledge generation

Subject	Evaluation Questions	Project implementing partners, project beneficiaries and stakeholders
Effectiveness	<ol style="list-style-type: none"> 1) <i>To what extent were the intended project goal, outcomes and outputs achieved and how?</i> 2) <i>To what extent did the project reach the targeted beneficiaries at the project goal and outcome levels? How many beneficiaries have been reached? (Approx...)</i> 3) <i>To what extent has this project generated positive changes in the lives of targeted (and untargeted) women and girls in relation to the specific forms of violence addressed by this project? Why? What are the key changes in the lives of those women and/or girls? Please describe those changes.</i> 4) <i>What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes and outputs? How?</i> 5) <i>To what extent was helpful the role of paralegals in the targeted municipalities?</i> 6) <i>Could paralegals gained trust of women in all targeted municipalities?</i> 	<ul style="list-style-type: none"> • During the implementation of the project various activities managed to reach a total number of 3,026 primary and secondary beneficiaries through home visits, awareness raising activities, quarterly meetings with women, three months skills trainings, discussion workshops with men, psychological support, and the implementation of the Women’s Rights Curriculum in high schools as foreseen by the project goal, outcomes, and outputs. • Approximately, a total number of 3,026 primary and secondary beneficiaries (out of which 544 were male beneficiaries and 2,482 were female beneficiaries). • Beneficiaries that participated in twenty three-month skills trainings throughout the two years of the implementation of the project, improved their professional and income generating skills, increased their access to the labor market, and strengthened their self-confidence; thus potentially decreasing their vulnerability to GBV. Also, the provision of micro-grants to women in the second half of YEAR II of the implementation of the project helped to some women to start their new business idea and to some to improve the quality of the service they were offering. With this small financial support, women were able to start and continue to work with an idea of employing more women in the near future. In addition, the involvement of men leaders to the implementation and the organization of discussion workshops on gender with men in order to challenge their attitudes towards gender relations and GBV worked out very well. Men, participating in our discussion workshops evaluated as a very fruitful meeting and shower their interest on support the paralegals in reaching other men of their community and raising their voice for women’s rights. • The many factors that contributed to the achievement of the project goal include the cooperation between the project team, the partners, the paralegals, the beneficiaries, and the public institutions. There were not any failures during the implementation of the project; however there were challenges such as the overburden of home visits for the paralegals, the change in staff, and the beneficiaries’ lack of capacity to develop project proposals, which, with the help of UNTF and the cooperation between the members of the project, worked out well at the end. • After two years engagement in the ECMI Kosovo project, community-based paralegals

have greater capacity (skills, knowledge and resources) and the necessary community trust to assist women in the community with matters related to GBV; have the capacity to support beneficiaries in a wide range of issues that are not directly related to GBV, but will play an important role in earning the trust of the community and proving their utility (media on any issues with authorities; support in applying to social services i.e. welfare assistance, pension, child benefits; basic legal advice in property, employment and other civil law issues; and support in acquiring personal documents, an issue of major concern for the Roma, Ashkali and Egyptian communities); and have established good relationship with stakeholders such as Kosovo Police, the Centers for Social Work, health centers, and the municipal officer for gender equality.

- The paralegals' had the capacity and ability to strengthen the cooperation between them and prevention institutions and most importantly they have reached to build trust between them and primary beneficiaries in the municipalities they were active. Paralegals have completed their tasks during the two years of the implementation of the project and have been able to enforce their trust relationships with women of minority communities in the targeted municipalities; however, still there is a challenge to gain complete trust when it comes to addressing any kind of GBV in the country.
- The project goals and outputs were achieved with some modifications made due to the specificities of the socio-political situation in Serbian-majority municipalities. This was achieved through close consultation with project partners, close cooperation with local stakeholders and consistent consultation and input from paralegals.
- The project resulted in the generation of greater economic potential for victims of domestic violence for skills trainings targeting project beneficiaries. Increased access to social welfare mechanisms as well as the court system also resulted from project activities.
- A difficult political situation often presented a challenge to implementing certain activities as envisaged by the initial project proposal. That having been said, increased willingness to cooperate with Kosovo institutions as well as a stronger KPS presence benefited the project by allowing greater cooperation between judicial authorities and project staff. Furthermore, a greater willingness to discuss GBV issues openly also allowed for smoother implementation.
- The role of paralegals was extremely helpful to the extent that the project allowed them to gain the trust of project beneficiaries through direct contact and consultation, and many of them remained involved in activities throughout the duration of the project. Work with paralegals also increased many women's' access to social services and the

	<p>legal system.</p> <ul style="list-style-type: none"> • This project generated positive changes in the lives of targeted women and girls in relation to the specific forms of violence related to early marriages • It was challenging to gain the trust of many women at the very beginning of the project but this was often overcome by the fact that paralegals often offered local women concrete forms of assistance.
<p>Relevance</p>	<p>1) <i>To what extent was the project strategy and activities implemented responded to the needs of women and girls?</i></p> <p>2) <i>To what extent do achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women and girls?</i></p> <ul style="list-style-type: none"> • The project focused both on prevention and response to survivors. In the response to survivors, the main forms of GBV addressed were domestic violence, both intimate partner violence and non-partner violence. There is a legal framework against domestic violence, however its implementation still remains inadequate and particularly minority women have limited access to the existing prevention and treatment services. Therefore, the project focused on facilitating the access of minority women to these services through the engagement of community based paralegals and engagement of institutions and organizations that are relevant to protection and promotion women’s rights. • Through the implementation of this project, the project aimed to address three problems in particular, which are key contributing factors to the vulnerability of minority women in Kosovo to gender-based violence: <ul style="list-style-type: none"> ✓ Support survivors of GBV to have access and to receive adequate prevention and treatment services. Kosovo has a legal and institutional framework aimed at fostering gender equality and preventing discrimination. However, the Law on Protection against Domestic Violence faces major challenges in its implementation, particularly in minority areas, as minority women face additional linguistic, social and political obstacles to accessing existing services. ✓ Empower women economically by increasing their capacities through organization of 3-months skills trainings. The main idea is that women could become in this way more qualified at the labor market and thus possibly start to generate incomes. ✓ Increase the awareness of women’s rights, gender equality, mechanisms in place against gender-based violence. The Law on Social and Family Services remains largely ineffective and unacknowledged. In this line, there are a considerable number of both male and female minority community members that lack awareness on gender rights and subscribe to discriminatory gender norms. • The project was largely in line with the needs of local women/girls to the extent that it addressed issues related to economic status, awareness raising, work with

		<p>youth/males, work with local institutions as well as the provision of free legal advice when needed</p> <ul style="list-style-type: none"> • The project continues to be highly relevant and needed in the municipalities covered by NGO AKTIV. The consensus among project staff is that its continued implementation is an absolute necessity. • Project strategy and activities implemented responded to the needs of women and girls in the satisfied level. • Achieved results that continue to be relevant to the needs of women and girls are evident. These beneficiaries need to continue training related their needs and increase awareness about their rights.
Efficiency	<p>1) <i>How efficiently and timely has this project been implemented and managed in accordance with the Project Document/Project Activities?</i></p>	<ul style="list-style-type: none"> • This project has been implemented and managed efficiently and timely in accordance with the project document/project activities. • Despite some challenges and delays the project was largely implemented in an efficient manner, particularly given the potential difficulties in carrying out its activities in what is otherwise a challenging environment. • The Project has been implemented and managed fully in accordance with the project strategy and activities.
Sustainability	<p>1) <i>How are the achieved results, especially the positive changes generated by the project in the lives of women and girls, going to be sustained after this project ends?</i></p>	<ul style="list-style-type: none"> • ECMI Kosovo foresees that the mechanism of paralegals can be sustainable. Public institutions, in particular municipal institutions, have had the opportunity to see that many women benefited from paralegals’ support in the past two years. They have also seen the level of professionalism and dedication of the paralegals within each municipality. Because of this, the institutions and organizations are recommended to consider making the job of a ‘paralegal’ an official position within their system which will provide the possibility to paralegals to continue to provide support to beneficiaries in the field even after the project ends. All paralegals are very ambitious and very motivated to continue to provide support to women also after the project end, if possible as part of any institution or NGO. After two years being in the field every day, paralegals now are a familiar face that can solve a lot of community problems. • Increased coordination with local institutions will continue as a result of the project, increased awareness of rights in GBV cases, potential for economic empowerment, increased access to the local and national labour market(s) will all be sustained through continued contact and cooperation between NGO’s and project beneficiaries. Many beneficiaries continue to contact paralegals who in turn continue to offer advice and assistance when necessary.

Impact	<p>1) <i>What are the unintended consequences (positive and negative) resulted from the project?</i></p>	<ul style="list-style-type: none"> • There were not any unintended consequences resulted from the project; however there were some challenges aforementioned and a few factors that were seen as sustainable such as the role of paralegals. • Increased cooperation with local state institutions, increased access to social welfare mechanisms, increased capability of public institutions to respond to domestic violence
Knowledge Generation	<p>1) <i>What are the key lessons learned that can be shared with other practitioners on ending Violence against Women and Girls?</i></p> <p>2) <i>Are there any promising practices? If yes, what are they and how can these promising practices be replicated in other projects and/or in other countries that have similar interventions?</i></p>	<ul style="list-style-type: none"> • Some of the key lessons learned that can be shared include: <ul style="list-style-type: none"> ➤ There has to be more work to engage and give responsibilities to the Kosovo institutions (The Kosovo Police, the Centers for Social Work, municipal officers for gender equality and other relevant stakeholders) in reaching and offering support to victims of GBV. Since the project ended, ECMI Kosovo believes that paralegals within the umbrella of other NGOs will be able to continue the communication and cooperation with institutions and ask for their support. ➤ A need for more awareness-raising activities and trainings among representatives of the relevant institutions on the potential and abilities of minority women to contribute to social change, thus calling for greater cooperation. ➤ Engage active women to increase awareness of minority women on GBV in all targeted municipalities. ➤ Provide continuous psychological support to paralegals to prevent burn-outs; ➤ Provide continuous psychological support to beneficiaries, especially to GBV victims; ➤ The role of paralegals it is very much needed in all targeted municipalities. Women, trust paralegals and are very enthusiastic to be part of future activities and initiatives. • The most promising factor is the role of paralegals in the municipalities. ECMI Kosovo foresees that the mechanism of paralegals can be sustainable. Public institutions, in particular municipal institutions, have had the opportunity to see that many women benefited from paralegals' support in the past two years. They have also seen the level of professionalism and dedication of the paralegals within each municipality. Because of this, the institutions and organizations are recommended to consider making the job of a 'paralegal' an official position within their system which will provide the possibility to paralegals to continue to provide support to beneficiaries in the field even after the project ends. • One of the perhaps most important lessons learned is the importance and necessity of direct work with beneficiaries on the ground level, direct work with local institutions

and the ability of a project to offer activities that will lead to concrete and positive changes in the lives of those involved. Work with judicial authorities, the police and other similar institutions is essential to raising awareness and to increasing victims' access to relevant judicial mechanisms and making them aware of their legal rights.

- Direct community involvement and visibility in the community is key to the success of a project of this type. It is necessary to involve all relevant actors in order to ensure maximum impact. One promising practice that came as a result of this practice is the increased awareness on the part of local institutions of GBV as well as their willingness to more actively tackle the issue.

9. Conclusions

Unfortunately, domestic violence is a widespread phenomenon in all countries of the world and affects all social groups regardless of country, culture, religion, age, education level or standard of living. This disturbing phenomenon is also present in Kosovo society, which is going through a challenging phase of building the rule of law and democratic institutions for sustainable development and towards European integration processes^[1]

Kosovo possesses a fairly comprehensive legal framework and mechanisms towards gender equality, political participation, and non-discrimination on basis of gender. Included are: the Law on Gender Equality (LGE), the Kosovo Program for Gender Equality, and the Law on Anti-Discrimination.

Despite significant progress over the past decade, Kosovo still shares many of the global challenges to attaining gender equality. Primarily these include women's unequal access to economic and environmental resources. However, there still exist social and legal discrimination against women and girls, there are still barriers to women's political participation, women continue to carry a disproportionate burden of unpaid work, and are the primary victims/survivors of gender based (GBV).^[2] All of these are not only violations of basic rights but also hinder women's economic and political empowerment, and restrict overall development.

Kosovo does not have the necessary infrastructure to protect and support women and children victims of domestic violence. Project implementations on the gender equality issue financed by various donors contribute to GBV decrease and women awareness in their rights. Supported/financed by United Nations Trust Fund, the Empowering Minority Communities in Kosovo against Gender-Based Violence Project is implemented by European Centre for Minority Issues Kosovo (ECMI Kosovo) in partnership with Central for Legal Aid and Regional Development (CLARD), Aktiv, and Network of Roma, Ashkali and Egyptian Women's Organization of Kosovo (NRAEWOK).

As an External Project Evaluation, Prishtina REA conducted the project evaluation aiming to evaluate the entire project in terms of effectiveness, relevance, efficiency, sustainability and impact, with a strong focus on assessing the results at the outcome and project goals, generate key lessons and identify promising practices for learning and identify potential action for the future.

Conclusions on the project findings

Due to the desk research (project reports, monitoring and evaluation reports, relevant documents and strategies) it is concluded that:

- Despite the fact that the GBV appears to be widespread across all communities living in Kosovo, the findings show that women from Serb, Roma, Ashkali and Egyptian communities appear to be more affected by GBV due to the following factors:
 - Serb women have low level of trust into Kosovo Institutions because of the specific political situation; thus, they are not fully integrated in the society;
 - Roma, Ashkali and Egyptian women usually have a lack education, face double discrimination (as being members of minority and being women); thus, they are not able to get employed and generate incomes.

¹ Evaluation Report of the Kosovo Program against domestic violence and action plan, Republic of Kosovo, Prime minister's Office

² Gender Equality strategy, 2013-2017, UNDP, Kosovo

- The Focus Groups discussions (qualitative research) were focused on assessing the project activities implementation and evaluation of the project impact to the primary and secondary project beneficiaries. All FG members seemed to be very satisfied by the participation in the project. There were women and men representation of various activities such as trainees, paralegals, victims of domestic violence, students who participated in curricula presentation about Women Rights at secondary schools, those who benefited from the meetings organized to talk about gender equality, beneficiaries who received grants related to financing their business start ups;
- The paralegals who were part of the FG discussions said that while identifying the women who experienced domestic violence they could understand that the consequences of domestic violence, both physical and psychological, are so devastating and the most horrifying torture that a human being can experience;
- The Focus Group participants discussed about the training courses which were focused on essential professional skills, such as literacy and IT skills, as well as specific income generating skills such as sewing, baking or handicraft combined with basic business skills, public speaking, accounting etc
- There were 42 project beneficiaries interviewed for this External Evaluation Report. Out of them there were 23 RAE community representatives (42, 9%), 18 Serbs (54,8%) and 1 Bosnian (2,4%).
- Being asked about activities' planning most of the beneficiaries or 98% of them stated that the project activities were very well planned and organized;
- Answering to the question on their knowledge increase on HR/WR during the project implementation, all of respondents interviewed during this project evaluation said that their knowledge and skills on gender equality issues were significantly increased after the project implementation;
- In order to evaluate the project effectiveness, relevance, efficiency, sustainability and impact, with a strong focus on assessing the results and project outcomes, the Prishtina REA Project Evaluation Team has also conducted in depth interviews with project implementing partners representatives;
- GBV/domestic violence remains a highly taboo topic in local communities both in north Kosovo as well as in all four targeted municipalities by the project
- During the project implementation period the court system in north Kosovo was still not functioning which hindered access to judicial mechanisms and made it difficult for women to fulfill their rights in a variety of legal cases. Furthermore, the fact that many institutions still function within the context of the Serbian system meant it was often challenging to establish official cooperation;
- Many local residents in Serbian areas remain wary of cooperating with non-governmental organizations which meant that at times it was difficult to generate and maintain interest in project activities among certain beneficiaries;
- Speaking with women about GBV and gaining their trust to speak openly about GBV issue was a real challenge faced by paralegals;
- The low economic position of women in minority communities in four targeted municipalities and the inability to support them because of the limited project budget was a real challenge to project activists
- Participations of Males in meetings needed extra persuasion activities was fruit bale in the sense of awareness increase on gender equality within Kosovo society;

- By implementing the home visits activity, paralegals were overburdened with work and the visits might have been dangerous for them. Therefore, with the recommendation of the UNTF representatives, ECMI Kosovo decided to stop the practice of home visits;
- Targeted women did not have the capacity to develop project proposal and apply for grants.
- The project resulted in the generation of greater economic potential for victims of domestic violence for skills trainings targeting project beneficiaries. Increased access to social welfare mechanisms as well as the court system also resulted from project activities. Thus the budget line that foresaw to support them to apply for grants was reallocated during the last six months;
- Changes of the Project Manager and Project Assistant (one of the went to maternity leave for nine months and the other one decided to leave Kosovo for personal reasons) affected the communication level between project implementing partners and project beneficiaries;
- Kosovo still has parallel system in the Serb- majority municipalities, namely institutions of the Republic of Serbia still exist, and therein it is the laws of the Republic of Serbia that apply. This means they have a different Court System, a different Social Welfare office, and they are regulated by different laws. The only institution which is in common is the Kosovo Police. Due to this the paralegals have faced difficulties in providing legal advice to beneficiaries;
- The UNTF project did not foresee from the beginning to provide financial support to women in the targeted municipalities. All women managed to be reached; victims and potential victims of GBV were financially depended from their husband, the one that was causing the violence. Thus, even though they wanted to divorce, they did not have the financial capacity to live on their own and pay for lawyers to protect them in the court;
- A lot of women do not trust Kosovo Institutions; thus, they hesitate to confess that they are victims of GBV;
- During the implementation of the project various activities managed to reach a total number of 3,026 primary and secondary beneficiaries through home visits, awareness raising activities, quarterly meetings with women, three months skills trainings, discussion workshops with men, psychological support, and the implementation of the Women's Rights Curriculum in high schools as foreseen by the project goal, outcomes, and outputs;
- Approximately, a total number of 3,026 primary and secondary beneficiaries (out of which 544 were male beneficiaries and 2,482 were female beneficiaries);
- The many factors that contributed to the achievement of the project goal include the cooperation between the project team, the partners, the paralegals, the beneficiaries, and the public institutions. There were not any failures during the implementation of the project; however there were challenges such as the overburden of home visits for the paralegals, the change in staff, and the beneficiaries' lack of capacity to develop project proposals, which, with the help of UNTF and the cooperation between the members of the project, worked out well at the end;
- The project goals and outputs were achieved with some modifications made due to the specificities of the socio-political situation in Serbian-majority municipalities. This was achieved through close consultation with project partners, close cooperation with local stakeholders and consistent consultation and input from paralegals;
- A difficult political situation often presented a challenge to implementing certain activities as envisaged by the initial project proposal. That having been said, increased willingness to cooperate with Kosovo institutions as well as a stronger KPS presence benefited the project by allowing greater cooperation between judicial authorities and project staff.

Furthermore, a greater willingness to discuss GBV issues openly also allowed for smoother implementation;

- The project was largely in line with the needs of local women/girls to the extent that it addressed issues related to economic status, awareness raising, work with youth/males, work with local institutions as well as the provision of free legal advice when needed.

10. Lessons learned

Domestic violence affects not only women and their children, but also the entire community. Due to the prevalence and pervasiveness of domestic violence in nearly every part of the world, communities must react with a comprehensive strategy incorporating advocacy, legal reform, and education to combat the problem

Domestic Violence faces major challenges in its implementation, particularly in minority areas, as minority women face additional linguistic, social and political obstacles to accessing existing services

Increased coordination with local institutions will continue as a result of the project, increased awareness of rights in GBV cases, potential for economic empowerment, increased access to the local and national labour market(s) will all be sustained through continued contact and cooperation between NGO's and project beneficiaries. Many beneficiaries continue to contact paralegals who in turn continue to offer advice and assistance when necessary.

Direct community involvement and visibility in the community is key to the success of a project of this type. It is necessary to involve all relevant actors in order to ensure maximum impact.

When it comes to enhancing knowledge and skills on gender equality, women rights and human rights in general, 33 of the interviewed respondents (78, 6%) said that during the project implementation, they learned a lot about the issue, another 6 of them (14,3%) stated that they were trained /professionally advanced so they are better prepared for the labour market being in able to find jobs easier in the future, while 3 of them (7,1%) stated that when it comes to gender rights, they learned where to ask (what institution to address) for legal services. Being part of "Empowering Minority Communities in Kosovo against Gender-Based Violence" Project, created opportunities for them to cooperate and coordinate activities on gender issues with a numerous of stakeholders operating in the appropriate municipalities.

One of the perhaps most important lessons learned is the importance and necessity of direct work with beneficiaries on the ground level, direct work with local institutions and the ability of a project to offer activities that will lead to concrete and positive changes in the lives of those involved. Work with judicial authorities, the police and other similar institutions is essential to raising awareness and to increasing victims' access to relevant judicial mechanisms and making them aware of their legal rights

11. Recommendations

1. There has to be more work to engage and give responsibilities to the Kosovo institutions (The Kosovo Police, the Centers for Social Work, municipal officers for gender equality and other relevant stakeholders) in reaching and offering support to victims of GBV. Since the project ended, ECMI Kosovo believes that paralegals within the umbrella of other NGOs will be able to continue the communication and cooperation with institutions and ask for their support;
2. Women need more support in terms of shelters' provisions to the domestic violence victims;
3. The women in four targeted municipalities need continuous psychological support, especially GBV victims; Provide continuous psychological support to paralegals to prevent burn-outs
4. There is great need for more awareness-raising activities and trainings among representatives of the relevant institutions on the potential and abilities of minority women to contribute to social change, thus calling for greater cooperation;
5. The role of paralegals it is very much needed in all targeted municipalities. Women, trust paralegals and are very enthusiastic to be part of future activities and initiatives so their further cooperation is encouraged;
6. The most promising factor is the role of paralegals in the municipalities. ECMI Kosovo foresees that the mechanism of paralegals can be sustainable. Public institutions, in particular municipal institutions, have had the opportunity to see that many women benefited from paralegals' support in the past two years. They have also seen the level of professionalism and dedication of the paralegals within each municipality. Because of this, the institutions and organizations are recommended to consider making the job of a 'paralegal' an official position within their system which will provide the possibility to paralegals to continue to provide support to beneficiaries in the field even after the project ends;
7. Engage active women to increase awareness of minority women on GBV in all targeted municipalities;
8. Women specially those coming from RAE Community need to learn to read and write so all relevant stakeholders and governmental bodies dealing with the issue have to create opportunities for them to participate in courses about illiteracy and create pre-condition to include the in social integration activities;
9. Women need to learn how to manage loans /credits in order to establish small businesses as most of them do not work and feel discriminated because of their economic dependence on men/husbands; They also need to be trained in effective communication;
10. There have to be other similar project implementation in the area as they have huge impact on women and men's attitudes and approaches change towards women rights;
11. The schoolchildren must learn at school about gender equality issues;
12. Achieved results that continue to be relevant to the needs of women and girls are evident. These beneficiaries need to continue training related to their needs and increase awareness about their rights.

12. Annexes

Annex 1:

Brief info on the Project Implementing partners and stakeholders

- **European Centre for Minority Issues Kosovo**

The European Centre for Minority Issues Kosovo (ECMI Kosovo) is the principal non-government organization (NGO) engaged with the protection and promotion of the rights and interests of all minority communities in Kosovo. Our overarching goal is to contribute to developing an inclusive, democratic and stable multi-ethnic society in Kosovo. ECMI Kosovo's vision is a stable multi-ethnic Kosovo in which the human and minority rights of members from all communities are realized in line with domestic and international standards. With a view to contributing to this vision, ECMI Kosovo engages in a wide range of activities aimed at stabilizing inter-ethnic relations and ensuring the effective implementation and functioning of the legal, policy and institutional framework for the protection and promotion of minority rights.

ECMI Kosovo adopts a unique approach in its work for the protection and promotion of human and minority rights in Kosovo. One of its key aspects is our two-pronged focus, which combines top-down implementation and bottom-up feedback: we provide capacity-building and policy recommendations to government institutions for them to function in a community-sensitive, accountable and transparent manner, while also empowering civil society within communities to effectively participate in decision-making and advocate for their rights. This approach seeks to contribute to enhancing dialogue between these actors and developing an inclusive, participatory and accountable democracy. We also strive to ensure the inclusion of gender perspectives and the representation of particularly vulnerable groups in our work.

In order to achieve our vision, ECMI Kosovo conducts a wide range of activities, including capacity-building, monitoring, policy-oriented research, legal analysis and support, and awareness-raising. Our unique approach allows us to combine the best qualities of NGOs, think-tanks and consultancy companies. ECMI Kosovo maintains close relations and is positively perceived by communities and a large number of stakeholders in Kosovo, both at the local and central level.

ECMI Kosovo has been active in Kosovo since 2001 and became a locally registered NGO in 2008. Today, our organization is recognized as the leader in the field due to our vast experience in and in-depth expertise on a multitude of human and minority rights related issues, including, but not limited to, decentralization, language and education rights, the economic and legal empowerment of minorities and vulnerable groups, and the integration of Roma, Ashkali and Egyptian communities.

- **Aktiv NGO**

Aktiv was founded in the divided city of Mitrovica. Since its inception in 2009, Aktiv has successfully implemented an array of projects and has become an active part of local civil society. It has cooperated with a number of both regional and international NGO's and has played a vital role in the political and social development of N. Kosovo. With a growing presence in the local community and with an expanding network of partners, Aktiv has been able to increase the scope and scale of its projects.

In order to respond to the imperatives of organizational challenges in a manner that assures high-quality outputs, the accumulation of internal expertise and an experience-sharing environment, we have adapted the structure of the Program Office. Our Program Office consists of two structural units:

- Kosovo Serb Community Development (KSCD)
- Inter-Community Cooperation

KSCD aims to increase the developmental capacity of the Kosovo Serb community (with special attention given to the north of Kosovo) as per the objectives set in our mandate below, while ICC will cover all the programs with inter-ethnic and inter-community cooperation. Many of our programs do work across the span of both units./Website: <http://www.ngoaktiv.org>.

- **CLARD**

CLARD is established in 2007 through process of localization of Spanish NGO MPDL, as result of initiative of the people which were working for MPDL in Kosovo area for more than 5 years. Through this period, including nowadays, CLARD staff became specialized on Rule of Law and Economical Development issues, in Kosovo.

The mission of CLARD is to contribute in promotion and protection of Human Rights, with a particular view to facilitating vulnerable individual's better access to justice, to the establishment of Rule of Law and to foster social and economic inclusion of marginalized groups of the population.

Activities included in the legal program are oriented on:

- Provision of Free legal Aid, and Legal Counseling especially to vulnerable groups of Kosovo citizens, including those out of Kosovo borders. This service contains civil, administrative and criminal law issues, especially advising and actions in the field of employment, antidiscrimination, property, family rights domestic violence, criminal justice, and minority rights issues. Next to the main office in Prishtina, CLARD also have legal clinic identifying cases on the field. These legal clinics are covering Municipalities for which it is estimated that their citizens have lack of access to their rights from different reasons. Through years, location of legal clinics has been changed according to the need and estimation. In this moment, legal clinics covered by CLARD which are located in: *Prishtine/Pristina, Gjilan/Gnjilane, Graçanicë/Gracanica, Vushtrri/ Vucitern, Malisheve/Malisevo, Glllogovc/Glogovac, Ferizaj/Urosevac, (Skenderaj/Serbica, FusheKosove/ Kosovo Polje).*
- Free court representation is the activity supporting beneficiaries to achieve their rights in judicial procedures of Kosovo courts. Selection of the cases has been done trough strict criteria's internally established. Cases are mainly related with property issues, damage compensation and inheritance procedure, Family law, Domestic Violence and in particular strategic litigation cases.
- Awareness campaigns and Legal Education are focused in relation to the education of citizens in the field of law, and the promotion of human rights, laws and international standards is additional activity./Website: <http://www.clardkosovo.org>.

- **NRAEWOK**

The Network of Roma, Ashkali and Egyptian Women Organizations of Kosovo is a network which operates on the entire region of Kosovo, mainly focused in the areas/ municipalities where Roma, Ashkali and Egyptian communities live. We are committed to help and motivate all activists and organizations that strive to improve the position of Roma, Ashkali and Egyptian women and the ones that strive for peace and inter-ethnic dialogue in Kosovo and abroad.

The Network of Roma, Ashkali and Egyptian Women's Organizations in Kosovo (**RROGRAEK**) was established in 2000 as an informal network of organizations and activists from all areas of Kosovo, supported and assisted by OSCE and KFOS, women program in Kosovo. Despite the will and the desire of all network members to continue their activities after a series of trainings and meetings, the network stopped its activities and operations for a certain period time. In December 2006, with the support of UNIFEM (UN WOMEN), Office in Kosovo, in cooperation and supervision of the Kosovar Gender Studies Center the network restarted its activities as a non-profit Non-Governmental Organization with a clear action strategy.

After the formal registration of the network in September 2007, the Network with the help of the KGSC was institutionalized as a nongovernmental organization. KGSC, in the framework of its project "Building Capacities for Roma, Ashkali and Egyptian Women", with the support of UNIFEM, Office in Kosovo, organized a series of activities for the capacity building of the **RROGRAEK** staff. Initially, with the help of KGSC, the network developed its strategic plan for the period 2008-2010 and helped the consolidation of the staff and the creation of its Board. Finally in 2011, NREWOK again with the help of KGSC drafted another strategic plan and the spinoff strategy which helped RROGRAEK to act as an independent institution. Today RROGRAEK has its own offices and has permanent staff which is engaged in different projects and activities. /Website: <http://www.rrograek.org>.

Other Institutions/Stakeholders

- *The Office for Good Governance*: the body, located within the office of the Prime Minister, responsible for overseeing and coordinating government policy on gender issues and counseling the Kosovo government on these matters.
- *The Agency for Gender Equality*: Established with the promulgation of the Law on Gender Equality and is responsible for promoting equal values and opportunities regardless of gender in Kosovo.
- *The Centers for Social Welfare (CSW)*: The CSWs are a key mechanism to support the survivors of violence in families in dealing with the courts and police, connect them with hospitals and safe homes and provide them with psycho-social and legal advice.
- *The Kosovo Police*: is responsible to respond to any call, act or threat to commit crimes of domestic violence or violation of a protection order. Moreover, the Kosovo Police is entitled to use reasonable means to protect survivors of domestic violence and prevent further violence.
- *The Victims' Advocacy and Assistance Division*: Within the Ministry of Justice, it is a unit that offers legal advice and assistance to all survivors of violence free of charge during the legal process, as well as free legal representation before the court. Providing a similar service, the Legal Aid Commission (LAC), is also relevant for its role providing legal assistance, including court representation, to survivors of GBV.
- *Shelters*: Shelters provide survivors of GBV and their children a safe place where to temporarily stay and receive basic services such as food, clothing, psycho-social and legal advice, medical

assistance, professional development, health education and activities for children. Currently there are shelters in Gjakova/Djakovica, Gjilan/Gnjilane, Mitrovicë/Mitrovica, Pejë/Peć, Prishtinë/Priština and Prizren. Shelters in Kosovo are organized under the Kosovo Shelters Coalition.



External Project Evaluation:

Empowering Minority Communities in Kosovo against Gender-Based Violence

Prishtina REA, January, 2016

FOCUS GROUP

Women belonging to minority groups in Kosovo face a de facto double discrimination, as women and as members of minorities and are vulnerable to GBV. Among the most striking problems are domestic violence and early and forced marriages. While this form of GBV affects all women in Kosovo, minority communities are affected in particular due to their already marginalized and vulnerable position in society. In addition, Roma, Ashkali and Egyptian and Serb women lack effective integration into education, social, economic, institutional and political life. What's more, members of targeted communities face lack of awareness on women's rights, gender equality and mechanisms against GBV.

Kosovo has a legal and institutional framework aimed at preventing GBV and promoting gender equality. However, law enforcement remains insufficient, (particularly in areas where minorities live) as minority women face other obstacles such as linguistic problems and other barriers on accessing social existing services.

Empowering Minority Communities in Kosovo against Gender-Based Violence

This project aimed to provide legal and economic empowerment to women minorities in four targeted municipalities while:

1. Addressing their limited access to adequate gender-based violence (GBV) prevention and treatment services;
2. Their extreme socioeconomic vulnerability;
3. Awareness raise among members of both genders of these communities on women's rights, gender equality and mechanisms against GBV

Project Duration: 01 January 2014 until 31 January 2015;

Geographical Coverage: The targeted municipalities for the project implementation were the following: of Ferizaj / Uroševac, Gračanica/ Graçanicë, Fushë Kosovë / Kosovo Polje and Mitrovicë/Mitrovica North (including Zvečan/Zveçan, Zubin Potok, Leposavić/Leposaviq) Municipalities

Implementing Partners: The Empowering Minority Communities in Kosovo against Gender-Based Violence is implemented ECMI Kosovo in partnership with Centre for Legal Aid and Regional Development (CLARD), Aktiv, and Network of Roma, Ashkalis and Egyptian Women's Organization of Kosovo (NRAEWOK).

Topics to be discussed /project activities:

13. Activities for professional development of eight (8) paralegals;
14. Home visits;
15. Campaign on raising awareness about gender-based violence, gender equality, early and forced marriages;
16. Meetings with representatives of institutions and organizations dealing with the protection of women's rights;
17. Meetings with community women every 3 months;
18. Capacity Building Program for women that lasted from three (3) months;
19. Small grant awards;
20. Curriculum development on Women's Rights and its presentation to secondary school students;
21. Meetings with men.

How much have you benefited from the following:

- Assistance on accessing institutions for prevention / treatment of domestic violence and GBV (for women / girls - victims of violence);
- Tips / legal assistance for the realization of women's rights;
- Psycho-social support (for women / girls - victims of violence);
- Support in applying for personal documents;
- Support in applying for social assistance;
- Training for capacity building to ensure economic independence such as tailoring, hairdressing, decision-making, finance and accounting, and illiteracy;
- Financial assistance;
- Increasing the awareness of communities on DV and GBV and women's rights

Other questions

- How much have you been satisfied with communication and coordination activities performed by the project implementing partners (ECMI, CLARD, NRAEWOK and Aktiv) during the project implementation?
- What have been the challenges, barriers you faced during the project implementation?

- Will you continue in the future to work on preventing gender based violence and promoting women's rights after the project implementation?
- Did you benefit from vocational trainings attended ?/ Is such knowledge and skills enhancement going to help you on establishing a small business/ finding a job- (income generation activities' engagement) in the future?



Project evaluation:

Project Title: Empowering Minority Communities in Kosovo against Gender-Based Violence

Prishtina REA, January, 2016

Questionnaire for the project beneficiaries

1. Name and surname
2. Nationality 2.1. RAE 2.2. Serb 2.3. Albanian 2.4. Bosniak 2.5. Other _____

3. What activity have you benefited from? a) Paralegal b) I received legal advice (application for personal documents, pensions, social assistance, divorce) c) I have participated in meetings with representatives of institutions d) Participated in meetings with women every three months (e.g. health of women e.g. cancer examinations lectures etc.) e) 3 months training in tailoring, illiteracy, English language, hairdresser, decision making, finances) f) Participated in meetings with the men where they discussed issues of gender equality, domestic violence and early marriages g) Beneficiary – family visit (discussion on legal, professional and social support) h) Presentation of the curriculum at schools i) Awareness increase on GBV - campaign with flyers and presentation on social networks j) Other _____
--

4. As a beneficiary of the project tell us how was the implementation of activities?

1. Activities were very well organized and planned
2. Activities have not been organized properly

5. What specifically have you benefited from this project (circle 2 options?)

- a) I learned a lot about women's rights
- b) I am trained /professionally advanced so I am in able to find a job or establish a business
- c) When it comes to GB, I learned where to ask (what institution to address) for legal services

4. How much have you been satisfied with the cooperation with the implementers of the project (ECMI, CLARD, Aktiv and NRAEWOK?

- a) Very satisfied
- b) Somewhat satisfied
- c) Not satisfied at all

6. Is your knowledge significantly increased on gender equality (after the project implementation)?

1. Yes, very much
2. Not as much as I expected

7. What do you think, does Kosova society need similar projects' implementation in the future?

1. Yes, because women in Kosovo (victims of GBV) have ongoing needs for psychosocial support;
2. Women need advancement in economy (business establishment and management)
3. Women in Kosovo (especially minorities) need to be aware of their rights

Thank you for your contribution!



External Project Evaluation:

Project Title: Empowering Minority Communities in Kosovo against Gender-Based Violence

FOR THE PROJECT IMPLEMENTING PARTNERS

Organization:
Name and Surname:
Role /Position in the Empowering Minority Communities in Kosovo against Gender-Based Violence Project _____

1. What was the communication and cooperation amongst the implementing partners in this project?

- 1) Not good right at the beginning, but over the time it got improved
- 2) Good
- 3) Very good
- 4) Excellent

2. Did everything (project objectives' accomplishments and results) go due to your approach, planning and expectations?

- 1. Yes
- 2. No

If Yes explain:

If No, explain:

3. What was the impact of the Empowering Minority Communities in Kosovo against Gender-Based Violence Project Activities' implementation in the 4 targeted municipalities?

4. What were the challenges/barriers in communication and cooperation activities with project *primary beneficiaries* of this project such as indigenous women/from ethnic groups, women/girls survivors of GBV and *secondary beneficiaries* such as community based groups/members (eight paralegals), teachers, students, men and/boys during the project implementation activities?

Challenges:

5. Can you explain briefly the accomplishment of the project overall objective? *Is the vulnerability of domestic violence and the number of early marriages reduced (what was the impact), is women access to GBV prevention and treatment services improved (explain briefly) and do you think that there are less discriminatory attitudes (GBV) in targeted municipal communities after this project implementation? Explain:*

Subject	Evaluation Questions	ECMI Answers
Effectiveness	<p>7) <i>To what extent were the intended project goal, outcomes and outputs achieved and how?</i></p> <p>8) <i>To what extent did the project reach the targeted beneficiaries at the project goal and outcome levels? How many beneficiaries have been reached? (Approx...)</i></p> <p>9) <i>To what extent has this project generated positive changes in the lives of targeted (and untargeted) women and girls in relation to the specific forms of violence addressed by this project? Why? What are the key changes in the lives of those women and/or girls? Please describe those changes.</i></p> <p>10) <i>What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes and outputs? How?</i></p> <p>11) <i>To what extent was helpful the role of paralegals in the targeted municipalities?</i></p> <p>12) <i>Could paralegals gained trust of women in all targeted municipalities?</i></p>	
Relevance	<p>3) <i>To what extent was the project strategy and activities implemented responded to the needs of women and girls?</i></p> <p>4) <i>To what extent do achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women and girls?</i></p>	
Efficiency	<p>2) <i>How efficiently and timely has this project been implemented and managed in accordance with the Project Document/Project Activities?</i></p>	
Sustainability	<p>1) <i>How are the achieved results, especially the positive changes generated by the project in the lives of women and girls, going to be sustained after this project ends?</i></p>	
Impact	<p>2) <i>What are the unintended consequences (positive and negative) resulted from the project?</i></p>	

Knowledge Generation	<p>3) <i>What are the key lessons learned that can be shared with other practitioners on ending Violence against Women and Girls?</i></p> <p>4) <i>Are there any promising practices? If yes, what are they and how can these promising practices be replicated in other projects and/or in other countries that have similar interventions?</i></p>	
-----------------------------	--	--

Prishtina REA Project Evaluation Team,

February , 2016

