

A stylized illustration of a balance scale, rendered in a light green color, positioned on the left side of the page. The scale is slightly tilted, with the right pan being lower than the left pan.

**Women Can Do It**  
– an evaluation of the WCDI  
programme in the Western Balkans



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in the Western Balkans

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# List of Acronyms

AOF	Workers' Educational Association
BiH	Bosnia and Herzegovina
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
COE	Council of Europe
FGI	Focus Group Interview
KFOR	UN Kosovo Force
MFA	Ministry of Foreign Affairs
NGO	Non-Governmental Organisation
NIBR	Norwegian Institute for Urban and Regional Research
NLPW	Norwegian Labour Party Women's Movement
NORAD	The Norwegian Agency for Development Cooperation
NPA	Norwegian People's Aid
OSCE	Organisation for Security and Co-operation in Europe
RS	Republika Srpska, entity of Bosnia and Herzegovina
SEE	South East Europe
SPGTF	Stability Pact Gender Task Force
ToR	Terms of Reference
UNMIK	United Nations Interim Administration Mission in Kosovo

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## Executive Summary

The Women Can Do It (WCDI) idea and concept was originally established within the Norwegian Labour Party Women's Movement (NLPW) in the 1980s, but has later been introduced in several countries all over the world. Since 2001 the Norwegian People's Aid has coordinated a WCDI programme in co-operation with the NLPW and local partner organisations from Albania, Bosnia and Herzegovina, the Kosovo province, Macedonia, Montenegro and Serbia.

### **The programme**

*Aims:* Each WCDI seminar has a twofold objective. It aims at raising awareness about gender inequality *and* creating the capacity to change the situation. As a training programme, WCDI has the immediate objective of increasing political skills and motivation among women to take on responsibilities and decision-making positions in public and political life. The long-term objective is a society where women's influence is increased.

*Target groups:* The WCDI programme in the Western Balkans aims at covering all districts of the countries and territories involved. The focus is on smaller towns and relatively peripheral areas. The programme is expected to have a larger impact in such areas, since seminars and similar activities take place less frequently in remote areas.

The programme targets women who are already active or who could potentially become active in public life. In bigger towns, participants tend to come from Non-Governmental Organisations (NGOs) and local political parties, in rural areas from the health and social care sectors, schools and local administration.

*The programme's four steps:* The annual programme cycle has four core elements. *Training-for-trainers* is the first step. Two-day *local seminars* constitute the basic activity of the programme. During the seminar participants learn about and are familiarised with the gender equality status in their own country: statistics and relevant legislation as well as international conventions. Moreover, participants are trained in giving speeches, coping with domineering techniques, solving problems in a creative way, managing stress and defeat, campaigning and networking. After finishing the seminar, participants may carry out *a local action* planned by the participants themselves. This way they immediately get a chance to practice new skills. Every year an *evaluation seminar* takes place.

*Actors and division of labour:* The Stability Pact Gender Task Force (SPGTF) first introduced WCDI to the region in 1999. The SPGTF and the Norwegian People's Aid (NPA) have divided the labour involved in staging the seminars between themselves in order to complement each other and avoid duplication. The NPA is more oriented towards resource persons at local and grass roots levels. The SPGTF focuses more on national advocacy campaigns, gender equality institutions and building partnerships between women in NGO's, trade unions and political parties, as well as in local self-governments, national assemblies and governments.

Since 2002, local partners (women's groups) have been the main actors within the programme, thus carrying the main responsibility for the seminars. As of 2005 there are 16 partner organisations altogether. Local organisers and trainers co-operate during the planning of the

seminars. The NPA co-ordinates the programme on a regional basis ensuring that activities are carried out according to plans. The NPA is responsible for reporting to the Norwegian Ministry of Foreign Affairs. The NLPW has contributed with expertise and experience, particularly in the initial phase of training trainers, but also later as supervisors.

### **Conclusions**

*The scope:* One of the programme's main achievements is its ability to reach a large number of women. Altogether 7,888 women (and some men) have taken part in the seminar. No less than 227 trainers have been educated in the period 2001-2004, thus constituting a pool of skilled seminar leaders.

*The quality of the seminars:* In the seminars gender equality issues are presented in a simple way, and the skills taught are down-to-earth and practical. An overwhelming percentage of respondents in the survey as well as among the interviewees are very satisfied with the seminars. They report that the knowledge and skills gained in the seminars are useful in everyday life.

*Adaptation of the seminars:* Through internal evaluations, experiences have been identified and analysed. Because of this, the programme has been amended and improved.

*Institutional sustainability:* The WCDI partner organisations have the skills and organisational apparatus needed to run a WCDI programme on their own. This is due to several factors: a) partner organisations were selected on the basis of the programme co-ordinator's extensive knowledge of the groups' prior performance; b) at an early stage of the programme (in 2002) the partner organisations were highlighted as the operative actor; c) the NPA has applied a flexible approach to the programme, which has made local partner organisations look upon WCDI as *their* instrument; d) organisations that have been acquainted with WCDI have integrated it into their own activities (e.g. some political parties make use of WCDI as in-house training); e) the programme's regional profile makes partner organisations less prone to feeling isolated and giving up if they encounter problems; f) close to 230 trainers have been educated; g) local partners are well connected to the relevant authorities and the international community present in the region; h) WCDI is relatively simple and easily adaptable, and can be distributed independently by small, locally-based women's groups without major difficulties.

*Co-operation with gender equality agents at international, national and local level:* Overall, the WCDI programme is well linked to the processes of strengthening gender equality in the region, which is the result of an intense interplay between supra-national/international organisations, central state agencies, local authorities and non-governmental actors. In many cases, seminar participants keep in touch and function as local support groups for initiatives and legislation in favour of gender equality, through the WCDI local actions and in other ways.

*Regional Western Balkan and reconciliatory perspective:* The programme links gender equality activists from all six countries/territories of the region and contributes to the exchange of experiences. Programme activities are inter-ethnic. In addition, they cross the otherwise sharp dividing line between political blocs in each country. The approach, which reaches across political party lines as well as state and ethnic boundaries, contributes to the much-needed reconciliation in the region.

Overall, the Evaluation Team found a well-functioning WCDI Programme. The immediate development objective of increasing skills and motivation among a substantial number of women has been reached. Moreover, the programme activities have strengthened women's organisations and underpinned the work done for gender equality in general. This way, the programme lays the foundation for reaching the long-term goal of more women influence in politics and public life. Nevertheless, the Evaluation Team has identified programme activities that should be improved.

## **Recommendations**

WCDI in the Western Balkans still needs external assistance financially. In order to secure continuation of the programme, financial support should be assured for some time. During this time, NPA's partner organisations must prove their ability to develop and implement a strategy for financial sustainability. Likewise, the NPA should perform an analysis and create a strategy for reducing its direct involvement in WCDI in the region. An important task of the NPA will be to uphold the regional-level WCDI network. The NLPW has successfully transferred skills in how to carry out WCDI seminars. Given the organisational and analytical capacities of the involved organisations, seminar organisers and trainers, the NLPW is not needed in the next phase of the programme.

The Norwegian support to WCDI should be limited to the basic WCDI seminars in local communities. These seminars should emphasise policy contents in addition to general awareness-raising and female representation in decision-making bodies. On the other hand, the seminars should not be too compact. Therefore, the future seminars should consist of modules. Not all modules need to be included in all seminars. However, all seminars should aim at carrying out a local action. In order to maintain links and uphold networks, follow-up seminars should be arranged after two years. Including male participants in the seminar activities should not be made an objective, but could be done when local WCDI actors find it conducive to the overall programme objectives.

The programme's output and result factors are not clearly distinguished and indicators are not quantified. This makes it difficult to use indicators for monitoring and evaluation. Therefore, the success indicators should be made more directly linked to programme performance.

The WCDI concept could be replicated in other regions of the world, and not necessarily in post-conflict areas. In case of replication an explicit phasing-out strategy should be made at the outset. Moreover, the role of the NLPW should be to supervise and train trainers during a two-year period. In order to prepare for financial sustainability, all payments and remunerations to local partners and helpers should be adapted to real-life price levels in the country in question. In case a WCDI programme is initiated in a new country or region, experienced trainers from the Western Balkans should be involved as trainers-of-trainers and supervisors.

# 1 Introduction

## 1.1 Background

The Women Can Do It (WCDI) Programme is a collaborative project between the Norwegian Labour Party Women's Movement (NLPW), the Norwegian People's Aid (NPA) and local partner organisations. Women Can Do It intends to empower women and strengthen their position in society through a combination of organisational and political training seminars. NLPW developed the WCDI seminar in the 1980s, and the seminar has been used within and outside the organisation.

The NPA and the NLPW have co-operated since 1994 (Samarbeidsavtale 1999) under the framework agreement with Norad. The NLPW's new "Strategy and guidelines for the international solidarity work of the NLP women's movement" states that the organisation will concentrate on political capacity building and democratisation in Eastern Europe in the coming years.

Between 1996 and 1998, the social democratic Central and East European Network for Gender Issues translated the WCDI manual into Albanian, Macedonian and Serbian. The programme was introduced in the Western Balkans in 1998. With the establishment of the Stability Pact Gender Task Force (SPGTF) in 1999, the WCDI programme was expanded, and adopted for use across party lines. In 2001, the NPA, in co-operation with the NLPW, initiated its WCDI programme in Bosnia and Herzegovina, Serbia, Kosovo and Albania. In 2002, Macedonia and Montenegro followed suit.

The Norwegian Ministry of Foreign Affairs (MFA) is the sole benefactor to WCDI, providing financial support to the programme. Norway's main goal in the Western Balkans is to assist the integration with the European and Euro-Atlantic structures. After the 2004 enlargement of the EU, the non-member countries in South-East Europe are being given high priority by the EU. The support to the NPA's and the NLPW's WCDI programme in the Western Balkans forms part of Norway's foreign policy goals of supporting the development of democracy and institutional capacities, gender equality, inter-ethnic reconciliation and regional co-operation in the Western Balkans (St. meld. Nr. 13 1999-2000 Hovedtrekk i fremtidig norsk bistand til landene i Sørøst-Europa). Furthermore, the WCDI complies with the Norwegian Strategy for Women and Gender Equality in Development Cooperation 1997-2005 (Norad 1997).

## 1.2 Objective and expected results

The WCDI programme differentiates between two kinds of objectives – long-term objectives and immediate development objectives<sup>1</sup>. The long-term objective is to increase the influence of women on the development of society. The expected results (identified as indicators) are:

- more women elected/recruited to leadership positions
- more women elected politicians in their respective countries or local communities
- more women participating in public advocacy and information campaigns.

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<sup>1</sup> In this report the term "result" is used, and not "outcome".

The programme's immediate objective is to increase the political skills and motivation of women to the degree that they take on responsibilities and decision-making positions in public and political life. The target group is women who are active or potentially could be active in public life, or women from political parties, NGOs, the media, trade or different institutions. The programme is expected to increase the number of women who:

- run for elections to influential positions
- participate in election or advocacy campaigns
- initiate or organise popular movements.

In addition, the programme aims of fostering exchange of experiences regarding women's empowerment between Norway and the Western Balkans, as well as within the region of the Western Balkans itself.

### **1.3 Methodology**

The evaluation covers all six countries/territories included in the WCDI programme. Originally three countries were selected to be visited: Bosnia (in view of the long civil war), Serbia (since Serbia is believed to have the most developed WCDI programme), and Macedonia (due to Macedonia's strong women's movement). Efficient data collection during the first field trip enabled short visits to Montenegro and Albania during the second trip.

The data for this evaluation stem from programme documents, scientific literature, a questionnaire, interviews, focus group interviews (FGIs) and participant observation. This is methodological triangulation, in which different methods are utilised to illuminate the same questions or topics. Information and data have been collected from relevant personnel, key informants and involved persons in the NPA, the NLPW, WCDI, the MFA, local partner organisations and, above all, women taking part in the WCDI programme, either as participants or as trainers. Most of the interviews were conducted during two field trips in March and April 2005. The NPA's regional office and partner organisations were exceptionally helpful in organising and scheduling meetings and identifying potential candidates for FGIs.

Altogether 138 persons – 131 women and 7 men - have been interviewed, either as individuals or in groups. The FGIs were carried out in cooperation with the Palgo Centre in Belgrade, Prism Research in Sarajevo and Pro Media in Skopje, social science research centres with deep contextual insight into the region. Each of the 15 focus groups consisted of 7-12 persons. Focus Group Interviews (Appendix 2) were carried out in five locations (of which one was rural) in each of the three countries (Bosnia and Herzegovina, Macedonia and Serbia). One of the five FGIs in each country was conducted with WCDI trainers, the remaining four with seminar participants.

The Evaluation Team observed three FGIs in each of the three countries, either by video link or discreetly in the background. Participant observation was applied in one WCDI seminar as well.

As part of the evaluation, a survey covering all six countries/territories was conducted. The questionnaire focused on the same topics as the FGIs. However, the questions were more limited, with closed responses. The NIBR prepared the questionnaire (Appendix 3) in co-operation with the NPA and their partner organisations in the programme, who had the responsibility for implementing the survey. The questionnaire was handed out to 700 recipients, of which 579 responded. This is considered a satisfactory response rate.

It is, however, the semi-structured, and in some cases in-depth interviews, that constitute the evaluation's basic source of insight. Informal conversations have also been valuable. The semi-structured interviews enable face-to-face contact between interviewee and evaluator as well as opportunities to follow up questions and replies.

In making evaluations, there is a permanent danger of being given biased information. The danger stems from a belief among respondents that the benefits they enjoy (as on-going capacity-building, information, contacts, pleasure, recompenses) through the evaluated programme may be in peril if they do not answer unequivocally positively. Therefore, what they tell the interviewer may be influenced by the extent to which they would like the programme to continue, rather than how well it actually functions. This makes validity low. However, here the Evaluation Team made use of the opportunities offered through face-to-face meetings to ask follow-up and in-depth questions. This secured the validity of the responses.

WCDI in the Western Balkans is documented through internal reports and evaluations. These have been studied by the Evaluation Team. Likewise, the Team has studied the manuals and readers.

There are several methodological challenges inherent in evaluating a relatively recent undertaking, such as WCDI in the Western Balkans. Outcomes are probably manifest only after some time. A more fundamental problem would occur if the evaluators chose to stick literally to the WCDI programme's internal indicators of success. In fact, several indicators of success chosen by the WCDI programme are not well suited for the purpose. This is because high scores on the indicators can only partly be attributed to the programme. Other structural realities or factors are likely to play an important role. For instance, a growing number of women in leadership positions are chosen as an indicator of WCDI success. However, if a woman chooses to run for election, is nominated by her party and finally elected by the voters one has to do with a process where many factors contribute. The fact that the candidate attended a two-day WCDI seminar is probably one among several factors. In order to account for the actual impact of the programme, the Evaluation Team has assessed the programme's embeddedness and contribution to the overall gender equality efforts in the region.

#### **1.4 The structure of the report**

The report first presents the Western Balkans and the situation for women in the region (chapter 2). Chapter 3 presents the WCDI programme, and chapter 4 gives an overview of what output and results the programme has produced so far. The question of embeddedness and sustainability is addressed in chapter 5, while the possibility for replicating the programme in other post-conflict areas is discussed in chapter 6. Conclusions are drawn in chapter 7, and chapter 8 presents recommendations for the future.

## 2 WCDI in the West Balkan context

### 2.1 Gender in the Western Balkan context

During the more than four decades of westernising and modernising Marxist rule that followed the end of World War II, progress was made regarding gender equality in the Western Balkans (Ramet 1999). The authorities held a high rate of female employment to be the main indicator of success. Quota arrangements helped women enter into representative, although quite powerless, organs at all levels. Obstacles to gender equality in the private sphere of life was addressed to a lesser extent, and usually dismissed by the authorities as a “result of negative historical and patriarchal legacy” (Andjelković 1998:236). Modern feminist groups emerged in the bigger cities, like Zagreb and Belgrade, in the 1970s. State socialist restrictions on the open exchange of ideas made it difficult to raise controversial issues, among them radical feminist issues. The restrictions hampered the modernisation of attitudes and behaviour that forms the basis of sustainable gender equality. There is a rich body of literature on gender issues in the particular settings of Albania and former Yugoslavia (see e.g. Backer 199/2003; Bringa 1995; Mežnarić and Ule 1998; Post 1998, Simić 1999; Wiik 1999).

After the dissolution of the state socialist system in the region, several social security mechanisms were reduced or removed, and some are still under threat. Many social benefits are conducive to gender equality, such as kindergartens and maternity leave (Lokar 2000; Kuzmanović and Dokmanović 2004). Today the Western Balkans have the highest poverty rate in Europe, and women are the most affected. At the same time, the new economic system opens up new opportunities for women to cope with the situation, for instance by setting up private businesses.

The upsurge of extreme nationalism in the 1980s set gender equality back by introducing a new form of traditionalism, in which militarism, politicised religion, ethno-centricity and male chauvinism form inseparable parts. The female role is redefined away from “working women” towards “mother of the nation”, concentrating on “family, home and maternity” (Andjelković 1999:240-1). In areas of the Western Balkans haunted by ethnic war in the 1990s, women were victims of gender-based violence as a means of intimidation and ethnic cleansing. Many new women’s groups have a background in the broad democratic movement against ethno-nationalism and warfare (on one group, see Mršević 2000). The Serbian women’s groups fighting the Milošević regime are a case in point.

Today men dominate the political life in Western Balkans, and the inhabitants experience gender inequalities in leadership, decision-making, employment, income generation and education. Women rarely enter politics. The activities supportive of gender equality, among them the re-introduction of quotas, are countered by strong tendencies of re-traditionalisation.

### 2.2 The conflicts in the region

All countries and territories in the Western Balkans have experienced war or very aggravated conflict over the last one and a half decades. By 2005, there is peace, but deep divisions mark society and politics. In the Kosovo province, in Macedonia and in Bosnia and Herzegovina ethnicity is a major dividing line.

Whereas ethnic violence in the rest of the region is under control, the Kosovo province is an exception. Despite massive efforts from the international community, the province is not safe

for local non-Albanians. Violence was directed against the Serbs still living in Kosovo (plus against KFOR and UNMIK personnel) as recently as 17 and 18 March 2004. The result was that an additional 4,100 people (mainly Serbs and Roma) were displaced, around 20 people were killed, one thousand injured and more than 900 houses and 36 churches and monasteries were damaged or destroyed (Amnesty International 2005).

It should be noted that ethnicity is not the only dividing line in the region. In fact, all the countries of the region are marked by a strong bifurcation of political life, and the dividing line between the two irreconcilable “camps” is not necessarily ethnic.

Albania is a case in point. The country is roughly divided into two “camps”. The traditionalist North, dominated by the Democratic Party, stands in opposition to the culturally more liberal South, which is dominated by the Socialist Party.

Since the war in 1992-95, Bosnia and Herzegovina has been ethnically divided. In addition, a political dividing line between ethno-nationalism and multi-ethnicity crosscuts voters within each ethnic group. Within each of the three ethnic groups of the country, voters tend to prefer ethno-nationalist parties, but the last local elections (2004) showed that a majority in some urban centres (like Tuzla, Banja Luka and downtown Sarajevo) prefers the multi-ethnically oriented parties.

In 2001, the ethnic rivalry between the titular population and ethnic Albanians in Macedonia led to a short war followed by the Ohrid Agreement, which among other things established Albanian as an official language. The political life is clearly divided into two “camps” gravitating around two Macedonian parties, one nationalist, the other social democrat. Each of the two blocs includes one strong Albanian party.

Montenegro is divided between a traditionalist north and a more culturally liberal south, causing the electorate to be divided into two equally big political camps. One camp favours a Montenegrin nation-state. The other bloc seeks closer integration with Serbia. The blocs are strongly opposed to each other.

Just like the other countries in the region, Serbia is deeply divided. The dividing line follows the authoritarian/democratic dichotomy. The fact that Serbia had an authoritarian, aggressive and ethno-chauvinist regime throughout the 1990s has made this cleavage dominant. The side effect of the Milošević regime was that a strong democracy movement developed in the struggle against it.

Also in the Kosovo province, two camps mark the political life; one centred on the provincial president, the other on the former leaders of the UÇK guerrilla.

The general picture is that one of the political “camps” in each of the countries/territories is more traditionalist, whereas the other is more prone to take lessons from abroad, among them lessons in gender equality.

### **2.3 Women representation in local councils**

The Election Law of Bosnia and Herzegovina requires that at least 30 percent of political party candidates be women. In the October 2004 local elections, 36 percent of the candidates for municipal councils and assemblies were women. No more than 32 of 809 candidates running for mayor were women (Sandvik 2004). The quota provisions increased the number of female representatives from five percent on the municipal level in 1996 to approximately 25 percent of all elected positions.

In Macedonia there is a requirement that no less than 30 percent of each political party’s list of candidates in elections at both the national and municipal levels must be women. The

quota provision was applied for the first time during the March and April 2005 local elections that tripled the percentage of women councillors (from 8.4 percent to 22.4 percent).

Serbia introduced a quota provision in June 2002. No less than 30 percent of the candidates of the minority gender must be placed on each candidate list for the local elections. After the elections of local councillors in September 2004, 21.1 percent of local councillors are women (against the previous 6.5 percent), and 3.6 percent of the mayors are women. In Novi Sad, Serbia's second biggest city, Ms Maja Gojković of the ultra-nationalist Serbian Radical Party (SRS) was elected mayor by direct vote. In Montenegro, lacking quota provisions, there are 32 women local councillors out of a total 716, which is 4.5 percent.

In the Kosovo province, 28.8 percent of local councillors are women. In Kosovo, the electoral law includes a 30 percent quota provision.

In Albania, there is no quota requirement, although most parties have included it in their statutes. In practice, however, it is not observed. During the last local elections in 2003-2004, only 70 (i.e. 3.5 percent) of all candidates were women, and a mere ten were elected. There are 384 municipalities in Albania (Report WCDI Evaluation Seminar, Albania, 2004).

## **3 The WCDI Programme – organisation and administration**

### **3.1 The NPA and the Ministry of Foreign Affairs**

In order to substantiate that the WCDI activities are taking place according to the intentions and requirements, each year the NPA submits to the MFA:

- a letter of introduction
- a regional narrative plan and budget
- a national narrative plan and budget
- an individual narrative plan and budget from the partner organisations.

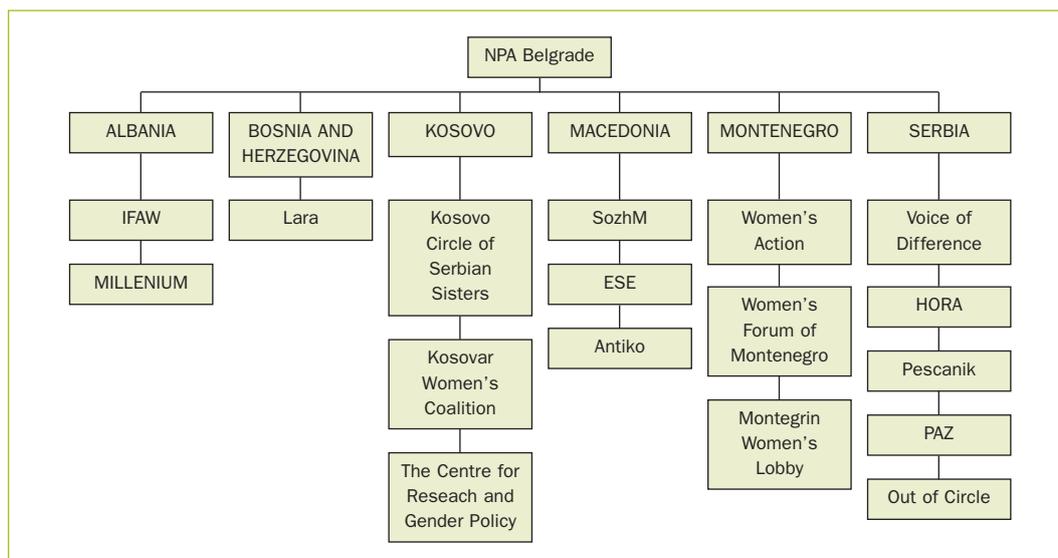
These documents are presented as part of the programme application for funds for the following year, which is submitted in December. Normally, the NPA receives a Letter of Grants between March and July of the following year. Then the NPA submits an Acknowledgement of Grant and a revised budget to the MFA. A final narrative report and financial audited report are to be submitted to the MFA within six months after completion of the project. The NPA reports from the programme to the MFA every year, with one report from each country/territory. The reports cover the activities taking place the latest year/period, as well as a project presentation, and give a thorough presentation of the various seminars and operations carried out. The reports also present the indicators. However, this is only meant as an illustration, and the indicators are made use of in a very limited way when presenting the results achieved in the latest period. Combined with field visits, these reports make it possible for the MFA to follow the development of the programme.

Major deviations from the plan are to be reported and will need the approval of the MFA. Separate meetings are held if and when they are deemed necessary by one of the parties. Communication between the NPA and the MFA normally goes between the WCDI advisor at the NPA Head Office and the responsible country officer at the MFA. Once a year in late autumn the MFA Regional Director for the Western Balkans invites all Norwegian organisations for country-wise briefings and dialogues regarding the Norwegian government's policies and plans for support for the coming year, and invites the organisations to present their plans.

### **3.2 The NPA and the implementing partners**

In implementing the WCDI, the NPA co-operates with local women's organisations in the Western Balkans. After some changes, the NPA today cooperates with 16 organisations. The NPA's requirements for the co-operating organisations are: they have to be multi-ethnic and democratic organisations and they have to be registered as organisations.

Figure 3.1 *The partners implementing the WCDI programme in the six countries*



The partner organisations responsible for implementing the WCDI programme enable adjustment of the programme to the local socio-political realities, and strengthen the WCDI’s links to women in general. By involving local organisations, the NPA contributes in improving and strengthening the network of women’s groups countrywide and regionally.

In Bosnia and Herzegovina, “Lara” is currently the sole organisation responsible for implementing WCDI activities; whilst in the period 2002-2003 “Žene Ženama” (Women to Women) also took part. Lara and Žene Ženama are multi-ethnic NGOs working towards improving women’s situation. Lara – established in 1998 – is located in Bijeljina (RS), Žene Ženama in Sarajevo.

In Macedonia, ESE (Association for Emancipation, Solidarity and Equality of the Women of Macedonia) focuses on offering training and capacity-building programmes for women within the fields of law, gender issues, sociology and psychology. ESE is responsible for training the trainers, and selects the participants for these seminars. SOZhM was founded in 1994 by thirteen independent women’s organisations in Macedonia, and supports these organisations. SOZhM is located in Skopje. Antiko was founded in 1999 and operates in seven multiethnic cities in Macedonia, focusing on local communities. SOZhM and Antiko are responsible for conducting the WCDI seminars. Both Antiko and SOZhM include both Albanian and Macedonian women; however, there are more Albanian women in Antiko. Antiko and SOZhM are membership organisations and have local branches, whilst ESE is located only in Skopje, and concentrates on producing materials and conducting the trainers’ seminars.

In Serbia, four organisations were responsible for the WCDI training seminars in 2004-2005: Glas Razlike (Voice of Difference) in Belgrade; HORA – Group for emancipation of women, in Valjevo; and, since 2003, Peščanik (Sandglass) in Kruševac and PAŽ in Novi Sad. Two more organisations - Women at Work and Out of the Circle - have previously been involved as partners. All the organisations concentrate on women’s human and political rights. They work through campaigns, advocacy, networking and education. The organisations are located different places in Serbia.

In Albania, IFAW (Independent Forum for Albanian Women) and MILLENIUM (Women’s Coalition) are the implementing partners. IFAW focuses on the protection of women’s rights and promotion of equal opportunities between the sexes. MILLENIUM is a coalition of 20 local and national women’s organisations aiming at promoting co-operation among women’s NGOs. The Centre for Research and Gender Policy, Kosovo Circle of Serbian Sisters and

Kosovar Women's Coalition are the local partners in Kosovo. In Montenegro, the Women's Action, Women Forum of Montenegro and Montenegrin Women's Lobby are the local partners. (For more details on the partner organisations, please see Appendix 5).

Co-operation with local organisations opens for the possibility to root the message from the WCDI seminars locally, and by this, contribute to the sustainability of the programme. With the exception of Bosnia and Herzegovina, there are several partners in each of the countries, responsible for specific tasks, regions or groups of women. In this way, the activities have become flexible and adjusted to the current local preferences. However, this makes the question of cooperation between the different partners a challenge. If the NPA's strategy for the future is to work with fewer organisations, the chosen organisations should cover as great a part of the country as possible, and work with different groups of women.

### **3.3 The role of the NLPW in the programme**

The NLPW's main responsibility in the WCDI programme has been to provide qualified personnel to educate local trainers. With the emergence of local trainers, however, the role of the NLPW has been of a supervisory nature. The NPA has been responsible for follow-up and ensuring that the programme is implemented according to plans, in addition to reporting to the MFA. The programme has been coordinated with the SPGTF WCDI activities, but it has also gained a wider focus that includes women at various arenas of public life at the local level, and not only women involved in politics.

Having developed the WCDI programme in the first place, the NLPW keeps an eye on the programme as it is being introduced in new countries. The NLPW wants the programme to spread and supports all non-profit initiatives to set up seminars. Well established in the Western Balkans, the NPA contributes through its organisational resources, local expertise to plan, manage, and co-ordinate the project. The NLPW contributes to ensuring the quality of the programme. The NLPW provides qualified personnel from its own ranks to educate local trainers when needed. In most cases, the Norwegian trainers-of-trainers work in teams of two people, due to the seminars' intensity. When new WCDI seminars for specific target groups are established, Norwegian trainers with a particular competence relevant for the target group take part. When Norwegian trainers are involved in seminars together with local trainers, their main task is to guide the latter.

### **3.4 The programme cycle**

In each of the six countries/territories involved in the programme, the annual programme activities consist of four basic steps. First, a training-for-trainers seminar is arranged, lasting three to four days. The seminar leaders come from the NLPW and from the pool of WCDI trainers having been trained by the SPGTF. The next step consists in local WCDI seminars. Here, elements from the training-for-trainers seminars are adapted to local needs and priorities. Local co-ordinators, and sometimes trainers themselves, arrange the seminar. Seminars are followed up by local actions, which constitute the third step of the cycle. Local WCDI seminar participants supported by NPA partner organisations and local co-ordinators carry out these actions. The annual cycle is finished off by an evaluation seminar over two or three days, providing an opportunity for new trainers and participants to evaluate the seminars. Insights from the evaluation seminars are brought into next years' training-of-trainers. In addition, a regional-level seminar is held in which trainers from all six countries/territories take part together with representatives of the NLPW.

Figure 3.2 *The programme cycle*



(Source: Guidelines for the NPA's WCDI Programme, 2005)

Participants, trainers and partners take part in the evaluation. After a seminar, the participants fill out an evaluation questionnaire.<sup>2</sup> The trainers also fill out an evaluation questionnaire and write a report on each seminar. The recommendations from the participants and trainers provide the basis for the partners' report to the NPA. The partners are present at each seminar, and prepare the reports to the NPA. In Albania and Macedonia, independent local evaluators were present at each seminar, reporting to the partners. Evaluation seminars for the trainers and partners are arranged in each country and on regional level. Altogether this constitutes a solid basis for the reports to the NPA, and then to the MFA.

### 3.5 Selection of trainers and participants

The WCDI programme cycle starts with the training of new trainers, who then carry out seminars for participants. The trainers must be highly motivated for the task of enhancing women's position in society, have an interest in training others and enough free time to get involved in the WCDI programme. In addition, the potential trainers should possess the capacity to train others, have experience from local organisations; some previous experience in a training capacity and an open willingness to involve women of all ethnic groups in the target group. The candidates are collected through advertising in daily newspapers and through announcements via e-mail networks, political parties, and other organisations. Then, a team where the partners in one territory, the SPGTF representative, an NPA representative and maybe representatives from other important co-operating organisations select the trainers based on their qualifications and intentions. The programme strives to recruit trainers from all regions and most towns in the actual country as well as ethnic minorities. The women recruited as trainers are well-educated women with a wide variety of relevant experience. Many trainers have a university degree. In addition, many of them are active in NGOs or in political parties. The WCDI programme has tried to engage the same trainers from one year to the next, also offering these trainers further training – that is, more advanced training for trainers. This gives the trainers the opportunity to develop their skills as trainers and to learn more about how to teach others.

The main target group for the seminars is women who are active and potentially active in local non-governmental organisations, political parties, trade unions, national institutions, business and media, as well as female students. Being composed of women from different backgrounds, the seminars are intended to serve as platforms for dialogue, regardless of political, cultural or ethnic divides.

Participants in the basic WCDI seminars are also carefully selected among women who want to strengthen their role in the society. Nearly all of them are invited to take part in the seminars, only on rare occasions do women ask to participate without being invited by the party or a local organisation. These women – both younger and older - are already active in public life, such as in political parties, local authorities, NGOs, media and trade unions. They might also be candidates or potential candidates in future elections; or could potentially become active in public and political life. We find lawyers, teachers, managers, private entrepreneurs, doctors and students among the participants in the WCDI seminars. The pattern we see in the

<sup>2</sup> This questionnaire is used as sample in a book about evaluation, because of the combination of qualitative and quantitative methodology (Bagić and others 2002).

survey is that the average participant is a woman between 20 and 50 years. Her educational level can just as well be secondary school as college or university, she lives in a medium-sized or small city, and most likely, she has a full-time job.

Selection of participants in local seminars usually starts with the WCDI partner organisations setting up a list of potential participants. In the big cities, they search for participants in the NGOs and local political parties, and in the rural areas among women from different institutions, like health services, schools and local administration. After having finalised the list of potential participants, the trainers discuss with the co-ordinator of the project, deciding on a strategy for selecting the actual participants. In the larger towns, the organisations try to achieve a balance between women from politics and local institutions, on the one hand, and NGO and trade union activists on the other. In some towns, there is a predominance of candidates from political parties. In the rural areas, at times, the problem is that there are very few women from the target groups to choose between.

The final list of participants is usually composed of approximately fifty percent from politics, local self-government and local administration, and fifty percent from NGOs, trade unions and mass media, as well as individual applicants. When recruiting participants to the seminars, the organisers preferably recruit new participants for each seminar, trying to avoid overlapping.

### **3.6 The message of the manuals**

The WCDI manuals are crucial for the programme. The NPA's partner organisations have made amendments and additions to the original manual. The manual (hand-book) and the reader (collection of gender-related articles) are closely linked to the activities during the seminars. For pedagogical reasons, participants usually get the manual only at the end of the seminar. The information provided in the manuals serves two purposes. Some of the articles primarily raise consciousness about gender inequality. Others provide concrete instructions on how to raise skills and overcome obstacles. In this way, the manuals reflect the twofold objectives of the WCDI, consciousness-raising (awareness) *and* capacity building.

The manuals' facts and figures clearly make the point that women are underrepresented in public life in general and in politics in particular. The reader presents country-specific statistics, and information on gender roles is rendered. National legislation and international conventions and documents, like the Beijing declaration on gender equality, are presented. Several of the participants interviewed said that the manuals are useful as a reference book after the seminar. Gender issues are treated in scholarly as well as popularised publications in the Western Balkans, but not on a large scale and to a varying degree from country to country. Therefore, the manuals have been received as a novelty among the participants.

The adaptation of the manuals to the situation in each of the six countries/territories of the Western Balkans has consisted in bringing to the fore local facts and examples. The message could be summed up as "There *is* gender inequality, and *you* can do something to change it. Here is some help to get you started."

The basic manual *Women Can Do It* was written by the NLPW in co-operation with the Workers' Educational Association (AOF) in 1992, and that booklet provides the basis for all WCDI seminars. An amended booklet, *Women In Focus*, containing some new topics, was introduced later and is used for the WCDI seminars. Since 2003, the WCDI trainers have had the opportunity to use the *Women in Focus* booklet and *Young WCDI*, prepared by ESE, in their work with young women. Both manuals have sections concerning the training methodology. Since 2003, the trainers for WCDI in Political Parties have also had the opportunity to use the *Women in Focus* booklet and *Women and Political Influence*, prepared by Glas Razlike in their work with women from political parties. Both brochures have sections concerning the training methodology. In the field, trainers combine the manuals and booklets according to the needs in each country/territory.

The content of the WCDI manuals include themes like *gender stereotypes* – aiming at opening the eyes of the participants as to the existence of stereotypes, *sex and gender*, *gender quality in private and public spheres*, and a short background on *gender and sex* including national as well as regional figures on the position of women. In addition, international conventions and national legislation with relevance for gender equality are presented. *Politics – Women’s Ways* is another topic presented, and the objective is to incite assertiveness and self-confidence. *Domineering techniques*, *stress management*, *activism and motivation*, *public advocacy*, *action planning and networking* are other main themes for the seminars. For a more comprehensive presentation of the manuals, see Appendix 6.

### 3.7 The use of funds

The WCDI programme has been funded by the MFA for one year at a time. Funds are released based on country-based reports, internal evaluations and plans. The total financial resources allocated for the programme during the period in question are distributed as follows:

Table 3.1 *The use of funds (country/year) based on approved budgets. NOK*

	2001-2002	2002-2003	2003-2004	Sum
<b>Albania</b>	290,000	400,000	500,000	1,190,000
<b>BiH</b>	330,351	400,000	350,000	1,080,351
<b>Kosovo</b>	429,975	594,200	400,000	1,424,175
<b>Macedonia</b>	–	700,000	650,000	1,350,000
<b>Montenegro</b>	–	700,000	750,000	1,450,000
<b>Serbia</b>	854,173	900,000	800,000	2,554,173
	1,904,499	3,694,200	3,450,000	9,048,699

(Source: WCDI Programme Co-Coordinator, NPA Regional Office South Eastern Europe)

Between 10-15 percent of the grants are spent by the NPA itself.

The partner organisations receive funds through the NPA based on a contract between the two parties. One part of the contract consists of the organisation’s description of activities and a detailed budget. The Evaluation team has not made a detailed analysis of the expenditures. Based on a study of the budgets of three organisations in three countries it is possible to conclude that most of the expenditures are directly related to the seminars. For instance, only 10 to 16 percent of the expenditures are fees to the project co-ordinator, finance assistant and logistic assistance. The percentage referred to excludes the fees to the trainers (net 50-80 euro) and trainers-of-trainers (net 100-120 euro). The local organiser receives 50-60 euro per seminar.

The recommendation from the NPA as to the local actions is that support is primarily given to necessary material and equipment, but in case a round table conference is organised, the experts invited are remunerated.

In the period 2002-2004, the funds have been transferred to the partner organisations in two instalments, three if the amount is high. After each instalment, the partner prepares an interim financial report. A certified accountant audits the financial report and his/her statement is a part of the financial report. When the financial report is approved, the next transfer of money is made. At the end of the project partners prepare a Final Financial Report that is also audited by a certified accountant. In addition, NPA staff visit the project activities on a regular basis.

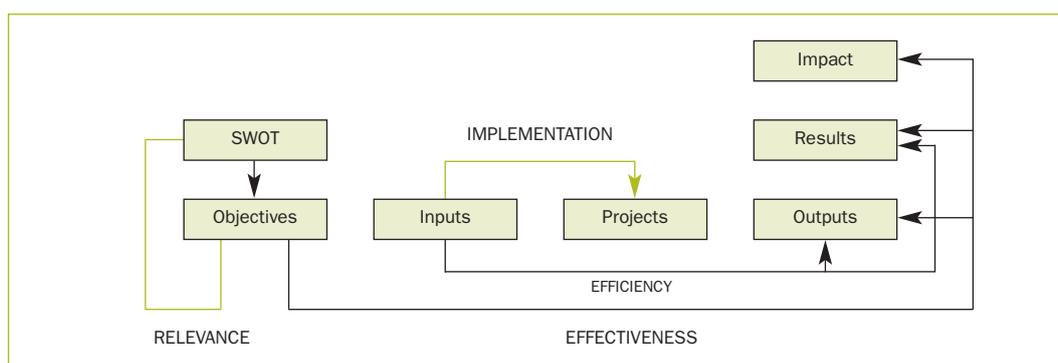
### 3.8 Objectives, indicators and reporting

To monitor the progress of a programme requires a system for reporting where the output and results can be seen in relation to the objectives of the programme. Indicators enable a programme to be measured based on its achievements and results. Indicators require a monitoring system, whereby the necessary documentation and information are made available. A division has to be made between input, output, result – or outcome<sup>3</sup> - and impact indicators. The input indicators are such as the amount of money and time committed to the seminars.

The output indicators reflect what is realised on project or activity level, like the number of arranged seminars and the number of organisations and regions from each country involved in the projects.

Result indicators are the immediate advantages of carrying out these activities. Impacts are the long-term benefits of the activities funded under the programme. The activities in the WCDI programme are primarily the seminars. Context indicators reflect the general developments in a target area and provide a basis for an analysis of the context or background. Often this takes the form of a SWOT-analysis, or Logical Framework Analysis. However, in the WCDI programme it is presented as an analysis of the socio-political situation in each of the participating countries/territories. In figure 3.3, the indicators are visualised.

Figure 3.3 *The logic of objectives that are realised through projects with input, output, result and impact indicators*



For a programme on empowerment and capacity building, aims and objectives are not always possible to quantify. The WCDI programme contains sets of indicators, not completely ordered according to the classification presented above. The programme distinguishes between indicators for “Long-term development objectives” and for “Immediate development objectives”. They all refer to the output, result and impact of the programme, not to the input. The first indicator set – the indicators for the long-term objectives – is what is here termed the impact indicators. The other set is a mix of output and result indicators, or indicators for the immediate and intermediate objectives. In the programme, as presented in the annual reports to the MFA, the indicators neither for the long-term nor for the immediate objectives are quantified. Besides, no baseline is established for the indicators. For that reason, it is difficult to tell whether a certain score is to be considered a success or not. For the long-term objectives, there is an additional flaw. The success indicators can only partly be attributed to the programme in the sense that it is impossible to distinguish effects of the programme from other activities, societal trends and developments (see the chapter on methodology).

For the evaluation and for monitoring, it is important to establish a baseline by presenting the status for women’s involvement and participation in the political life at the starting point of the programme. This means to establish the context indicators, which will enable monitoring of the developments in the programme area, and assessment of the changes. For the WCDI programme, this kind of information exists for the six countries/territories involved in the

<sup>3</sup> In this report the term “result” is used, and not “outcome”.

programme. However, the information is treated as background information and not as indicators to be used in the evaluation and monitoring of the output and result of the programme. A more systematic presentation of the information, with quantified indicators where possible, such as relevant statistics describing the target area, would be of great help to the programme, when reporting and assessing the changes from year to year and between the countries. Based on changes in the context indicators, amendments in the programme could be made in order to guarantee the relevance of the programme. As the socio-political presentation of the target area and the six countries/territories appears today in the annual presentations to the MFA, the information is mainly suitable for a description of the region as a whole, and not for an analysis of development over time. A great deal of the context information is too general and does not change during the course of the programme.

The long-term development objective of the WCDI programme is to increase “[...] women’s influence and participation in the development of society”, while the immediate development objective is to increase women’s “political skill and motivation to take on responsibilities and decision-making positions in public and political life.”<sup>4</sup> The indicators chosen for the two groups of objectives are, however, classified in a somewhat confusing way. Strictly speaking, only one of the immediate indicators actually *is* immediate. Apart from “number of organised trainings”, all the other indicators classified as immediate, are *intermediate* indicators, i.e. they are results, not output. This is a problem for the programme when giving the annual reports. The indicators for the immediate development objectives are limited to “Increased number of women who are trained (Run for elections to influential positions, Participate in election or advocacy campaigns, Initiate or organise popular movements).” None of these indicators are quantified, and usually they are not commented in the annual report.

In the annual reports to the MFA, the programme operates with a third set of indicators; indicators for project results. Surprisingly this is left out in the Draft WCDI Guidelines (issued as late as mid-2005). Here the results for the last period/year are presented, like the number of seminars, participants, local actions, press conferences, prepared booklets and leaflets and so on. Although the concept “result” as well as “objectives” is not treated as a logical part of objectives realised through project/activities with input, output, result and impact indicators, we see the programme co-ordinators’ changes and adaptation of the indicator system to be an improvement of the system presented in the Guidelines. It is the programme developer, i.e. the NPA and the NLPW, that is responsible for the establishment of objectives in the first place as well as the quantification of expected results from inputs.

Our recommendation for the indicators is, however, to use indicators for all the part of the programme realisation as presented in Figure 3.3. It is important to distinguish between the activities of the programme or the input indicators and the expected outputs, results and impact of those activities. It is also important to quantify the indicators, especially for the output, but also for the results. When reporting to the MFA, the programme quantifies the results or activities for the latest year, but these are not compared to or measured against quantified objectives. This is not possible, since there are no quantified objectives in the plan for the programme. Establishing quantified objectives when planning an entirely new programme is not easy. However, after running the WCDI programme for three or four years, this can and should be done, based on the experiences gained. This will make the annual reports more useful for all the actors involved, and will make it easier to monitor and assess the last year’s efforts.

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<sup>4</sup> See Terms of Reference, and the NPA’s annual reports to the MFA.

## 4 Output and results

This chapter presents the output and results of the programme so far. What has happened within the programme, how many seminars have been carried out, how many women have participated, and what are the results of the training? Do the women run for elections for influential positions? Do they participate in election or lobbying campaigns, or initiate or organise local or popular movements?

### 4.1 The intervention logic

What are the presumed mechanisms that link activities or input and results within the WCDI programme? In other words, what is it that makes WCDI seminars conducive to gender equality? The programme aims at individual development of seminar participants as well as institutional strengthening. As for the individual participants, the seminars aim at raising consciousness about gender inequality (in the programme termed “gender sensitising”) and giving already gender sensitised women more arguments. Secondly, the seminars provide opportunities for capacity building that lead to increased self-confidence. Thirdly, the programme assists the seminar participants to practice what they have learnt through local actions.

The programme’s institutional contribution to gender equality consists of strengthening local women’s groups. The women’s movement forms a gender sensitive base in the communities. The NPA and its partner organisations are the main actors in the programme, with the NPA coordinating and managing the programme. This model was chosen in order to prepare partners for a future NPA withdrawal. At the same time, the model helps the women’s organisations become more visible and capable locally. These groups acquire skills and not least links to other women through WCDI.

The programme’s profile is local and decentralised. Most activities take place in medium-sized or small towns and localities with the aim of reaching out to people who are not frequently approached by the international community. Furthermore, the programme has aimed at reaching out to a large number of women, thus contributing to the development of a critical mass supportive of gender equality. The programme perceives gender equality as a democracy issue, and looks upon the seminars as a tool to incorporate women in the process of developing a democratic society by helping them become active citizens able to claim their rightful place in society. Doing this, the programme targets resource persons locally believing this will produce extended effects in their capacity as trainers or when participating in local organisations.

Reconciliation did not form part of the original WCDI programme as it was developed in Norway. However, in the Western Balkans reconciliation has become a positive side effect of WCDI seminars in multi-ethnic communities.

### 4.2 Activities

The table below presents an overview of the number of different training seminars arranged, the number of seminar participants and the number of local actions.

Table 4.1 *Number of seminars/courses within the WCDI programme 2001-2004*

	Training for Trainers 2001 (2)-2004	WCDI seminars 2001 (2)-2004	YWCDI	WCDI in politics	Local actions
Albania	2	25	3	3	10
BIH	2	34	3	4	24
Kosovo	2	38	4	4	11
Macedonia	1	40	7	5	38
Montenegro	2	37	5	6	27
Serbia	2	157 <sup>5</sup>	5	5	44
<b>SUM</b>	<b>11</b>	<b>331</b>	<b>27</b>	<b>27</b>	<b>154</b>

Table 4.1 indicates that the basic WCDI seminars are by far the most numerous, with all together more than 300 in three years. Nearly a third of these seminars are conducted in Serbia.

Table 4.2 *Number of trainers and participants in the WCDI seminars 2001-2004<sup>6</sup>*

	Participants – WCDI seminars	Trainers
Albania	811	45
Bosnia & Herzegovina	785	48
Kosovo	1069	34
Macedonia	1126	22
Montenegro	939	32
Serbia	3158	46
<b>SUM</b>	<b>7888</b>	<b>227</b>

In all, from 2001 to 2004, the WCDI programme trained 227 trainers in the six countries and 7.888 women participated in the seminars. The seminars took place in nearly all parts of the countries, both in large and small towns, and engaged different groups of women. The number of women attending the seminars differs from country to country. Serbia, the most populous country in the Western Balkans, has almost 40 percent of the participants. The large number is due to the fact that 50 percent of the seminars in Serbia having been one-day events.

### 4.3 The seminar as a learning mechanism

The survey shows that the participants are overwhelmingly satisfied with the seminars. Trainers have done a good job. Altogether 65 percent of the respondents in the survey said that local trainers were “very good”, 30 percent said “good”. No less than 68 percent found “the ways topics were presented” to be very good, 27 percent found them to be good. The respondents having attended Training of Trainers with Norwegian instructors (from the NLPW) found the instructors “very good” (73 percent) and “good” (21 percent).

Among seminar participants interviewed throughout the region, there was a tendency to portray themselves as having been very weak and passive at the outset of the seminar. After the seminar, however, they have not only learnt something they did not know earlier, but they have also changed their attitude to life into one that is more pro-active. At times, there is a tendency among some of the participants when talking about the seminars to praise them as a kind of a two-day “miracle cure”: “I was freed from inner fear” (seminar participant, Macedonia). A seminar participant from Serbia said: “My experience from the seminar is that

I have become much more determined since I have got clear goals. I am now self confident and much stronger.” A seminar participant in Bosnia and Herzegovina said: “It is all different now. Earlier, my home was my prison.”

<sup>5</sup> Of the 157, 88 seminars are one-day seminars. All other seminars in Serbia as well as in other countries are two-day seminars.

<sup>6</sup> Including different types of sub-programmes (e.g. for young women, local parties etc).

What exactly did participants appreciate the most?

Table 4.3 *Appreciation of seminar elements by participants (in percent)*

	Very poor	Poor	Below medium	Good	Very good	n.a.
Learning to present myself and my message	-	4.5	11	38	40.5	6
Learning about position of women in public and political life	-	1	9.5	34	50	5.5
Learning about domination techniques	-	4	12.5	29.5	47	7
Learning to cope with prejudices/stereotypes	-	3.5	15.5	33.5	39	8.5
Learning about gender equality	0.5	2	7	28	57	5.5

In particular, the section on domination techniques has been a kind of revelation. More than 20 years ago the Norwegian professor of social psychology and former chairwoman of a political party, Berit Ås, identified five basic techniques of domination: i) making the adversary invisible by ignoring him/her; ii) ridiculing the adversary; iii) withdrawal of information; iv) applying the principle of “damned if you do – damned if you don’t”; v) infliction of guilt and shame. Newly elected female politicians report that what they learnt about domination techniques was particularly useful.

Seminar participants and trainers are on the whole satisfied with the seminars. From what they have said in interviews (among them FGIs) and at internal evaluation seminars the seminars must have filled a gap. The participants appreciate the emphasis on practical exercises and everyday life examples. For many, seminars have been associated with classical lectures over theoretical problems. Practical exercises and real-life examples, activate the participants, and enhance the seminars’ functions as a learning mechanism.

However, there is a wide-ranging feeling among participants that the seminars would have been even more efficient if there were fewer items on the agenda. Their experience is that some difficult questions have been dealt with too briefly and that simply too many questions are addressed in too short time to be internalised.

#### 4.3.1 *Assessment of the quality of the manuals*

Being easily readable, the manuals serve as a first introduction for participants who have little prior experience with gender issues. The manuals are well suited for consciousness-raising for beginners, but to what extent do they contribute to the participants’ capacities? According to the statements of the participants in interviews, the manuals help quite a lot. Likewise, the NPA partner organisation in Novi Sad, PAŽ, makes use of parts of the manuals for their own seminars in business planning. One seminar participant, a teacher in Bosnia and Herzegovina, said she uses the seminar materials in her teaching. Many WCDI trainers work as trainers in other programmes as well, and tell that the WCDI manuals are exemplary by being concrete and to the point: “WCDI has the best manuals I have ever come across as a trainer. They are concrete and practical. The WCDI manuals are of use also for seminars under other programmes.”

These are clear indicators that the participants and trainers find the manuals useful. Moreover, they are invited to *make* them useful. Trainers and participants have the opportunity to influence on the contents. They are invited to come up with suggestions for how to improve the manuals.

However, a reminder is in place. As the Evaluation's interviews and focus group interviews show, motivations differ. Women come to the seminars for various reasons. Quite a large number of participants are not acquainted with gender issues at all. Therefore, the ability to raise consciousness/"gender sensitise" participants "from scratch" is one criterion of success. The other criterion is the seminars' ability to build the capacities of the seminar participants.

The WCDI material is written in idiomatic language and based on local everyday examples. Nevertheless, in some, mainly rural cases, it was reported that words and expressions were completely new to people, and even unnecessarily provocative. Then again, in other cases, where highly educated women gather for a seminar, the contents have been criticised for being too trivial.

The manuals have been well received by the participants. At some of the internal evaluation seminars participants have been asked to give marks to the various elements of the WCDI training seminars. In these cases, the general picture is that the manuals' score is similar to that of the seminars as a whole, i.e. somewhere between 4.5 and 5 on a scale from 1 to 5.

#### **4.4 Local actions**

The WCDI programme encourages the participants to make use of the knowledge they gain during the seminars. An essential part of the training is to generate self-confidence and motivate the participants to do something to promote gender equality in their local communities immediately after the seminar. The intention is to encourage the participants to maintain contact after the seminar through local activities that aim at solving problems of everyday life, as well as making the participants' engagement more visible in their communities. This is called *local action*, and the participants are exposed to it during the "Creative Problem Solving" sessions in the seminars.

The concept of local action was introduced in 2002. Out of a total of 211 seminars 2002-2004, 154 local actions have been carried out. This is a rather good result seen in the light of the fact that local actions had not been planned from the start of the programme.

A local action often starts with an analysis of what is most important for women in the local communities, and what is lacking. The participants in the WCDI seminars are responsible for the local actions, and are supported by the local organisations arranging the seminars. The NPA supports local actions financially if they are in accordance with the overall objectives of the WCDI programme and the participants possess capabilities, experience and motivation to realise the actions.

There are different clusters of activities or local actions. The first group is activities in connection with local or national elections, with the aim of supporting female candidates. Another type is different kind of meetings, round table discussions focusing on relevant issues for women - for instance the Law of Gender Equality, and television debates with female political candidates are other examples. Violence against women and a possible initiative to prevent this is a third kind of activities. In addition, there are different other activities, like "A Mark for the Mammography" is a local action taking place in the Una-Sana Canton in Bosnia and Herzegovina after a WCDI seminar in Bihać. Unlike most of the other local actions, this was a campaign to collect money, and the aim was to buy a new mobile mammography.

The local actions are often implemented in cooperation with local NGOs, and often supported through the organisation's supplies, such as the possibilities to use the organisation's fax, e-mails, telephone or offices. Local actions are often the first opportunity for women from different political parties to cooperate. For instance, this has been the case in BiH, in Macedonia and in Serbia, with good results.

For a more detailed overview of the various local actions, please refer to Appendix 8.

#### **4.5 Networking and institutional capacity building - value added for WCDI partner organisations**

The value added for the local organisations is significant according to their leaders. As one of the partners in Serbia told: "WCDI is useful to us, and has empowered and motivated women. Also WCDI helped us to develop further, and the donation from the NPA was one of the first donations we received". Participating in the local implementation of the WCDI programme, involves capacity building for the partner organisations, like learning new methods and taking part in new programmes aiming at empowering women. In addition, the local organisations become parts of a national and regional network, and this too contributes to an institutional capacity building.

From the interviews made with representatives of the partner organisations, five elements stand out as being particularly useful. First, the programme helps widen the circle of women with whom the partner organisations have contacts. For many organisations, the links to women at large have improved considerably. Secondly, through the programme members of the organisations have received training. Thirdly, the programme has linked the participating organisations to similar and like-minded groups in the neighbouring countries. Fourthly, through WCDI the organisations have developed links to public gender equality institutions at all levels of government. Fifthly, the WCDI programme is also an opportunity to receive donations and strengthen the organisation.

#### **4.6 Changes made in the WCDI Programme during the period of implementation**

The WCDI programme in the Western Balkans started as a programme based on the manual developed by the NLPW, and with some adjustments, the manual is still the basic tool or textbook for the seminars. Three essential types of changes have occurred during the programme; changes regarding the organisations taking part in the implementation, changes within the content of the programme and changes within the target groups.

As for the partner organisations, the essential change is an increase in organisations taking part. Today 16 organisations are responsible for carrying out the seminars in the region.

The content or manual of the seminar has also been adapted during the implementation. The main reason why the basic manual has not been changed is that it is generally considered suitable. This is a prevailing view, among both the seminar organisers and local partners, and the participating women. Most participants in the focus groups did not have any suggestions for how to improve the seminars. The seminars were considered well organised, with properly selected topics and successful working methods. They also stated that adjustments were made when needed:

"All feedback we gave on the programme was immediately accepted - from education, to contents of the manual or information support and material for trainers. It was all modified significantly upon our suggestions. We really feel much respected as trainers. It never happened to me with any other programme. WCDI is a rare example of excellent communication between all actors involved, from trainers to participants, organisers, Norwegian labour party members etc." (Trainers, Serbia)

However, the participants often said that seminars should have lasted longer given the wide variety of themes discussed. The work was too intense, and time was too short to fully digest all the presented information. In addition, maybe the participants' ambitions were too high?

“I attended the seminars, but they were so far apart... what we need is continuous work. I cannot learn how to fight in three days. I don't think that that is possible.... I don't know if it would be too expensive, but these people should work with the same group for a full year.” (Seminar participant, Banja Luka).

The most comprehensive changes within the programme have been the changes of target groups. At the beginning, women from different sectors took part together. Now the programme deals with women from different sectors separately, and this has resulted in the development of specialised seminars, like WCDI for politicians or for young people. This has caused the development of additional manuals and textbooks. The expansion is one of the reasons for the increase in cooperating partners. This is first noticeable in Serbia, where some partners are no longer implementing partners, and new ones have been included as implementing partners.

#### **4.7 Adjustments and cultural aspects**

Although the political rhetoric in the Western Balkans is generally quite conflictual and provocative, experiences from the WCDI seminars show that issues pertaining to gender equality should be treated with finesse. In one of the internal evaluations (Serbia' January 2002), some participants complained that the manuals used “ideological language”. As a remedy, they recommended that the expression “what men fear by women entering politics” should be changed into “what *people* fear by women entering politics”. The advice was to “avoid black-and-white portrayal of women's situation because it affects the group dynamic”.

Objections consisting in “toning down the message” from the original manuals are of two types. At times, the objections are based on cultural sensitivity. One has to talk about gender issues in a “softer way” in the Western Balkans than in Scandinavia, where the feminism of the 1970s and the subsequent “state feminism” (Hernes, 1987; 2004) makes it uncontroversial to talk clearly about gender inequalities. State feminism refers to the pro-women welfare and gender equality regime, or “femocracy” that followed the feminisation of the Norwegian work force in the 1970s and 80s.

However, at times, some WCDI participants are reluctant for other reasons than a wish to behave tactfully in a context they know well. Their reason is another. They simply do not agree that there are gender inequalities, or that gender inequality is a problem. Seminar participants not sharing the “gender-sensitive” position tend to wish the seminars to be purely practical and non-ideological.

Level of urbanity is a major variable explaining attitudes on, among other things, gender issues in the West Balkans. Therefore, one focus group in each country was arranged for rural seminar participants. Interestingly, no major differences in the level of satisfaction were discernible between these focus groups and those in bigger towns. Trainers have to carry out seminars with very different audiences, and a good trainer can easily adapt her use of the manuals to the audience. More thorough preparation in order to adapt each seminar to the profile of its participants is one of the improvements resulting from the internal evaluation processes of the seminar. One representative of the international community explained: “It was obvious that this was not one fixed programme to be implemented wholesale, but that it was to be adapted. That is why it was received so well.”

Adapting the manuals (and the seminars) to the cultural and political context must be done carefully in order to balance between the two pitfalls of either communicating too provocatively to be accepted, or watering down the message beyond recognition. After all,

the whole point of programmes like WCDI is to bring something *new* into consideration. The fact that the message does create some controversy is not necessarily a sign that the message should be adjusted.

#### *4.7.1 The issue of male participation*

Should WCDI be adapted in order to also include men? This question is raised quite often among WCDI organisers, trainers and participants. The Evaluation team has the impression that the question tends to be raised more often in the countries that are considered most traditional.

For instance, in Bosnia and Herzegovina “Young Women Can Do It” have changed into “Young People Can Do It”, including young men who already are, or could potentially become, politically active. This is to avoid unintended antagonism and create alliances between young men and women. Besides, it is considered useful that young men are acquainted with issues of gender equality. Contrary to this argument, it could be argued that women at times feel more at ease discussing gender issues in groups of only women.

The programme’s main objective is to raise consciousness and develop skills among women, and the question of male participation should be discussed in this light. Where local partner organisations, trainers and organisers find male participation conducive to, or at least compatible with, reaching the main objective it could be tried out. Male participation should not, however, be considered an objective in itself. However, gender is a relational concept, indicating an interaction between changes for the two sexes. Changes for women also will affect the men.

### **4.8 The trainers and the NLPW**

The Norwegian Labour Party politicians usually participate in Training-of-Trainers. This is both appreciated by the participants as well as by the Norwegian trainers themselves. Although rather few seminars for trainers have been conducted, the general opinion is that there are enough trainers by now. Without an expansion of the programme and the budget, there is no immediate need for more trainers. The plan is therefore to offer the trainers extended training instead of recruiting new ones. The seminar “Advanced training for trainers” is the answer to this, as well as the capacity building seminars for trainers.

The contribution of the NLPW is of particular importance in the set-up phase of the programme. As local trainers get ready to train other local trainers, however, the need for NLPW trainers diminishes. By mid-2005, no less than 227 local trainers have been educated in the region, which leaves the NLPW with a supervisory role.

Supervision takes place at the evaluation seminars for trainers, where one of its trainers represents the NLPW. NLPW presence at the seminars enables a continued dialogue on the development of WCDI in the region.

Local experiences with the assistance rendered by the NLPW are good. In-depth interviews, FGIs as well as the survey confirm the impression that the Norwegian trainers did a good job. Altogether 73 percent of respondents found the Norwegian trainers “very good” and 21 percent found them “good”.

The NLPW trainers who have visited the Western Balkans within the WCDI framework follow up the work from home. They inform about the conditions for women in the Western Balkans and about the WCDI programme’s role in pursuing the democracy-building objectives of Norwegian foreign policy. They give lectures in schools and women’s groups, write articles in the local and national papers and give interviews. In some cases, seminar participants from the Western Balkans have been invited by the NLPW to visit Norway, and costs have been covered by the NLPW. The WCDI programme in the Western Balkans has contributed to strengthening the international perspective of the work done by the NLPW.

The NLPW reports that their members returning back from the Western Balkans as well as other countries and regions bring back perspectives and observations that form the basis for renewed discussion of gender equality within the organisation. Some of these experiences have been of use in the development of the next version of WCDI, called “Half the Power”.

The importance of the NLPW has been indisputable in the first phases of establishing the WCDI. The NLPW trainers achieved good results in helping WCDI be established in the region. From what West Balkan and Norwegian interlocutors tell, continued contacts between Norwegian and West Balkan trainers are useful. There is, however, reason to ask some questions at this stage of the programme. If the Norwegian side is going to phase out, where should it start? It could be argued that the stepping down should start with the NLPW. Their role has been to transfer the idea and the competence to sustain it. It could be argued, as it actually has been by one NLPW trainer involved in the Western Balkans, that so far this competence is not robust enough for the NLPW to withdraw. The modern pedagogical approaches applied in WCDI are novel to the Western Balkans, and therefore vulnerable, the argument goes.

However, based on interviews and observations this Evaluation Report argues that Western Balkan trainers are very competent and acquainted with the pedagogical methods applied within WCDI. If competence were already well established, the NLPW presence would have to be justified with other arguments. NLPW trainers themselves have presented some arguments. One argument is that the Norwegian trainers at evaluation seminars have an important function because local trainers more easily express their real frustration to them than to the regional NPA staff involved in WCDI. Yet the need of Norwegians is perhaps exaggerated here since evaluation seminars are not led by NPA staff, but by professional evaluators from the region, who have not been involved in the programme.

Another argument is that, the NLPW should still be a part of the programme because women groups always need exchange of experiences, skills and knowledge across state borders. Besides, Norway is ahead of the Western Balkans when it comes to gender equality and has methods and results to show. Unquestionably, exchange of experiences internationally is a positive factor. The question is whether short visits by Norwegian trainers is a cost-efficient way of helping West Balkan women groups get linked up internationally. Given the facts that funds are limited, the question remains whether the WCDI programme is the right channel for such contacts. The programme should focus solely on getting seminars carried out and followed up locally.

#### **4.9 WCDI - results of the programme**

Earlier in this chapter, we have presented outputs of the WCDI programme, like the activities taking place within the programme, and the participants involved. In the programme documents and the Terms of Reference (ToR) for this evaluation, the programme’s immediate objective is to “empower women”, “to increase political skill and motivation of women to take on responsibilities and decision making positions in public and political life”. As mentioned other places in the report, we find this as intermediate objectives, not immediate objectives, and the indicators should be treated as outcome or results indicators. Nevertheless, the inputs of the WCDI programme and the activities within the programme – the seminars – have contributed to considerable results.

The WCDI programme has contributed to changes at the local level, both changes for participating women, and changes for involved organisations. In the programme, “empowerment” seems to be explained as increased number of women trained or running for election or participating in different campaigns. We have also included other aspects of empowerment when doing the survey, like creating meeting places, enhancing the awareness of gender inequality in the society. The table below shows how the participants appreciate the different types of WCDI contribution to empowerment.

Table 4.4 WCDI's contribution to different aspects (percentage answering "very good" or "good") N=579

Create meeting places for women from different parts of the society	75,4
Enhance the awareness of gender inequality in society	85,0
Create a sense of community between women from different parts of the society	80,6
Empower women to take an active part in political life	88,3
Encourage women to take their role and responsibility regarding public and political life	85,6
Support the building of women's self-organisation at the local level	81,3
Support women in local elections	78,3

The survey thus shows, that in the eyes of the participants, the immediate and intermediate aims of the programme have been reached. The attitudes are positive, and most so regarding the programme's results in empowering women to take an active part in political life. Nearly nine out of ten women say that the programme has been very good or good in doing this. The programme score is at its "lowest" on the question on creating meeting places for women from different parts of the society. However, the 75 score is still convincingly high.

If this development is continued, there are reasons to believe in changes within the gender structure and gender equality in the participating region. However, this is a longer journey and a longer developing process than three years, and a process needing support from other parts of the society than women's organisations and a WCDI programme.

In the survey, when asked about gender equality, the result told us that Kosovo and Albania are considered less gender equal, Serbia and Macedonia are the two countries where the gender equality is better developed, according to the respondents (Appendix 4).

#### 4.9.1 Other results - the impact of the WCDI in attitudes and representation in local politics

Has the WCDI led to changes in local party organisations' attitudes to gender issues? In several cases referred to by local politicians interviewed, their local party leaders got to like the seminars because they experienced that the seminars produce better candidates, female or not, and that the party benefits. This may be the first step on the road to "normalisation" of women participation in political parties. Combined with the establishment of women forums in the parties, in which WCDI participants and trainers play an important role, attitudes to gender equality in local politics may change.

In some cases (in Serbia, Vojvodina) local branches of political parties make use of sections of the manuals for in-house training. Some political parties run WCDI on their own as a part of their membership training.

There are examples of female candidates who decided to stand for election after they had completed a WCDI seminar, and who tell that the seminar gave them the courage to do so. In some cases, the other seminar participants and the women's organisation arranging the seminar functioned as an electoral support group (e.g. Women's group Lara in Bosnia and Herzegovina). There is, however, little reason to believe that the WCDI seminars have had a direct and decisive impact on all the women who decided to stand for election. Important decisions for each individual's private life, like deciding to try and become elected, are seldom made because of one, single "in-put" only. Although very efficient as such, a two-day's seminar is not likely to be the major inducement.

Therefore, instead of aiming at being *the reason* why women stand for election, the programme should aim at reaching (among others) those who actually do.

There is no central file of all WCDI participants who later became members of local councils. Some local partner organisations, however, keep track of the political careers of the seminar participants. Figures from the region's most recent local elections (the local elections in

Macedonia in March-April 2005) show that quite a large number of WCDI seminar participants have been elected. Considered as a whole no less than 57 women who had participated in WCDI seminars organised by the NPA's three partner organisations in Macedonia were elected to the new local councils. In other word, WCDI reaches this target group.

It should be noted that female members of Western Balkan national assemblies tend to have taken part in WCDI. For instance, in Bosnia and Herzegovina altogether 14 women who have attended WCDI seminars arranged by the NPA partner organisation Lara has been elected to legislatures on different levels of government. Two of them are members of the House of Representatives of BiH, one is representative of the Parliament of Federation of BiH, two are members of a cantonal assembly, and nine have been elected to local councils.

In the northern Serbian province of Vojvodina, all ten members of the provincial assembly of Vojvodina have gone through WCDI stage 1 and 2, and they organise seminars for female members of their parties.

## 5 Embeddedness and sustainability

### 5.1 The general work for gender equality in the Western Balkans

The development of policy fields in the Western Balkans is marked by an intense interplay between supra-national/international organisations, central state agencies, local authorities, political parties and non-governmental actors. This chapter assesses the WCDI's position and role in the international-national-local interplay to support gender equality.

#### 5.1.1 *International sources of gender equality*

All six countries/territories of the Western Balkans relate actively to the international standards for gender equality. These policies have several sources, among them the states' commitment to human rights protection embedded in the principle of non-discrimination. All four states in the region (Albania, Bosnia-Herzegovina, Macedonia, and Serbia-Montenegro) are members of the Council of Europe (CoE), committing them to promote gender equality, along lines based on the European Union framework strategy for gender equality (2000). All four West Balkan states are parties to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted in 1979 by the UN General Assembly, and often described as an international bill of rights for women. The United Nation's World Conferences for women have resulted in action plans and declarations that constitute a framework for the international work on gender equality.

#### 5.1.2 *The Stability Pact Gender Task Force, the NPA and WCDI*

In June 1999, at the EU's initiative, the Stability Pact for South Eastern Europe was established. As a part of the Stability Pact, a Gender Task Force has been in operation working for an equal and active role for women in the development and implementation of the Stability Pact.

The Gender Task Force first introduced WCDI to the region. The SPGTF and the NPA have divided tasks and harmonised their WCDI activities in order to avoid double funding and overlapping. Complementary efforts are what the two organisations aim at. The NPA is more oriented towards the local level whereas the GTF focuses more on high-level decision-makers.

The SPGTF and the NPA co-operate all over the Western Balkans. In each of the West Balkan countries, the SPGTF has one focal point in central government, the national assembly as well as in NGOs. Most of these focal points are well connected to not only the SPGTF's WCDI activities, but also those of the NPA. For instance, in some cases, focal points are at the same time WCDI trainers or NGO focal points are leaders of the NPA's WCDI partner organisations (see Appendix 5).

#### 5.1.3 *National agents of gender equality*

Each of the countries/territories of the Western Balkans has *governmental agencies* that direct and coordinate the local, national, regional and international activities aimed at promoting gender equality.

Table 5.1 *Equal Opportunity Actors and Gender Laws and Regulation in the Western Balkans*

	Equal Opportunity Actor Anti-discrimination Law enacted	Government agencies of gender equality	Gender quota Rules		Women in Decision Making Position (August 2004)		
			National	Local	% of Local Women Councillors	% of Women MPs	Number of Women Ministers
Albania	Yes	Committee for Equal Opportunity	No	No	n/a	5,7	1
Bosnia and Herzegov.	Yes	Gender Centre of the Federation of BiH/Gender Centre of the Republika Srpska	Yes	Yes	7,9	16,7	1
Kosovo	Yes	Office for Gender Equality	Yes	Yes	28	35	1
Macedonia	No	Unit for the Promotion of Gender Equality in the Ministry of Labour and Social Policy	Yes	Yes	22,4	18,3	1
Montenegro	No	Governmental Office for Gender Equality	No	No	8,9	10	2
Serbia	No	National Assembly's Committee for Gender Equality; Governmental Council for Gender Equality; (Vojvodina Provincial Secretariat for Labour, Employment and Gender Equality)	Yes	Yes	21.13	11	2

(Source: The references in chapter 2.2.1; Interviews; “Gender Landscape in SEE”, July 2004, [www.stabilitypact.org/gender](http://www.stabilitypact.org/gender),”On Gender Equality in Kosovo”, Law No. 2004/2.)

The *national assemblies* in the region have *committees* responsible for (among others) gender issues. Legislation during the last few years in the Western Balkans is aiming at strengthening the legal position of women, through laws on gender equality (in some cases still draft laws), and legislation on family violence.

Most political parties in the region have established women’s forums. Women and gender equality NGO’s exist in all countries and territories. Since the mid-1990s, and in particular the last five years, efforts have been made to institutionalise gender equality in the Western Balkans. Gender equality legislation has been and is still being put in place, and gender relevant legislation has been included in criminal and labour codes.

The WCDI seminars are welcomed by the governmental agencies working for gender equality as well as by women’s groups.

“I had difficulties in attracting both men and women to the local Commission for Gender Equality which I lead. There was a negative attitude towards the commission in general and I had to start by explaining basic facts, like the difference between gender and sex. I think that education of people in local politics and administration should be emphasised as well, but it is up to us to form a wider network of women and transfer the knowledge we now have” (seminar participant, Serbia).

In particular, the seminars for women in local politics are auxiliary to the efforts at increasing the number of female politicians. The WCDI/NPA is very well connected to the authorities in charge of gender equality. The general picture is that the people working in these agencies are very well acquainted with WCDI, from either GTF, or the NPA. In many cases, they have been participants, or even trainers.

## 5.2 Programme sustainability

Sustainability of this programme has two aspects: what efforts have been made to secure the sustainability of the programme and to what extent is it likely that effects of the programme will remain beyond the period of the programme?

For the Western Balkans the availability of huge foreign funds will be of limited duration. With the return of normalcy, funds will decrease. The question of sustainability is urgent for all activities that have been underpinned by foreign support throughout the last decade.

To what extent have programme actors (trainers, organisers, partners) been prepared for a situation without massive external support? Will their activities collapse without this support? What effects will remain? To assess the prospects of sustainability, the sustainability concept should be analytically divided in two: financial sustainability and institutional sustainability.

Financial sustainability is postponed to the distant future. The Evaluation Team was struck by the dependency of foreign funds among the bulk of women's organisations in the Western Balkans. The dependency has several reasons. One of them is that there are practically no other financing possibilities. Domestic, public sources had very little funds to spare. The Vojvodina Secretariat offers a positive exception for Labour Employment and Gender Equality that is going to finance WCDI local actions, and seminar materials in minority languages.

Another reason why dependency prevails is that foreign and international donors' willingness to support local activities in favour of multi-ethnicity, public participation and environmental protection has made funds relatively easily accessible. A third reason is that the support rendered has made local actors used to remunerations far above the local price level. This makes it difficult to adjust to a situation of self-financing. A fourth reason is that the relatively easy access of funds has undermined the position of voluntary work.

The groups and organisations that will have to sustain the WCDI ideas and practises in the future are not unaffected by what one representative of an international organisation termed "commissioned activism". One spokeswoman of one of the NPA's partner organisations put it like this:

"We have been demonstrating against war, against family violence and wage arrears. Unfortunately, we did not receive any kind of donations for these actions, neither from government nor from international organisations. We did not ask them to cover salaries, just the equipment, like posters, placards and leaflets. Still we did not get anything."

The attitudes of "commissioned activism" were discernible in some cases within the WCDI programme. One example is given by the small, local actions that follow each WCDI seminar. The local actions are financed by the NPA. In some cases, the budget only allows for financing some of the local actions. Seminar participants interviewed complain of what they term "under-funding", "which makes local action impossible", as one put it. Others emphasise the fact that they did carry out a local action despite not having been remunerated. This they mention as an example of their deep commitment to the programme. It should be mentioned that a local action could be done without costs. It may simply consist in writing a letter to the editor of a local paper or simply hand out some leaflets (which can be photocopied for a very small sum in the local copy shops all over the region). It should be noted here that participants are not remunerated economically for taking part at the seminar, nor in local actions.

In general, the Evaluation Team became aware of a certain lack of enthusiasm for the concept of "voluntary work" among seminar participants and local partner organisations. In Albania, NPA partner organisations said that voluntary work is associated with the former regime,

where that kind of work in reality was a compulsory demonstration of enthusiasm for the system. All over the Western Balkans, relying on voluntary work is difficult since women are short of time due to changes in working life and welfare arrangements. In some cases, it has been proposed that WCDI participants are paid for the two days they partake in the seminar activities. The argument is that unlike men, women have to do several jobs in order to secure funds needed for basic survival of the family; therefore it is a much bigger challenge to encourage women to be active.

What has the NPA done to achieve sustainability for the WCDI programme? Based on in-depth knowledge of the region the NPA reports that it does not believe financial sustainability will be reached on a short term. Institutional sustainability, however, is within reach, and is what the NPA has aimed at as a first stage. How?

First, the NPA has not established women's groups and organisations. Instead already existing groups have been invited to take part as local partners. The groups invited have been selected in two ways. First, the strategy was to select organisation, which in 2001 already had WCDI trainers in their ranks. The second strategy was to involve organisations doing similar activities to WCDI. In both models, the idea was to build on and strengthen existing capacities.

Secondly, since 2002 the women's organisations have been officially assigned the most important role within the WCDI. The women's organisations are the operative actor. This has strengthened the organisations. To be better able to keep in touch with the seminar participants, the organisations should consider to establish a bulletin to inform about gender questions and the programme.

Thirdly, the NPA has applied a flexible approach to the programme, which has allowed local partners to adapt the programme to their own ideas. This makes local partner organisations look upon WCDI as *their* instrument, thereby making it more robust. Moreover, organisations that have been acquainted with WCDI have adopted it into their own activities.

Fourthly, the WCDI programme is regional in the sense that the partner organisations are networking across the state borders, exchange experiences and may relatively easily intensify co-operation if needed. Each group responsible for WCDI in their region or country is not isolated in its WCDI activities and is therefore less prone to give up the seminars if it encounters problems.

Fifthly, a substantial number of trainers – altogether 227 – have been trained and have gained experience. They form the backbone of the programme, and are likely to be instrumental in finding ways to continue similar seminars after the programme has been completed.

Sixthly, the WCDI programme under the NPA is well connected with relevant authorities in each country/territory as well as the gender units within the international community present in the region. In Serbia a process of signing Memorandums of Understanding with gender equality organs have started. The programme has been able to contribute to the overall strategies of strengthening the principle of gender equality amongst others by assisting in popularising new gender legislation. The programme is in a strong position because it has proved to be useful for the relevant authorities in the field of gender equality.

Within the NPA, there is a continuous discussion on when and how to withdraw and leave activities to local actors, according to the NPA itself. Unfortunately, very little of this is reflected in the Western Balkan WCDI programme reports. Therefore, the six ways of securing sustainability listed above is based on the Evaluation Team's interpretation. Neither the reports from the partner organisations to the NPA, the reports from the evaluation seminars and the NPA's reports to the MFA address the question of sustainability or phasing-out. The annual reports from each country/territory contains a section (on sustainability

aspects/continuation of support) divided into sub-sections on institutional, gender/socio-cultural, ecological/technological and financial sustainability. What is filled in here, is identical from year to year and between countries/territories, and does not really address the issue.

Despite the NPA policy on continuously discussing phasing-out, there has been no specific discussion on phasing out West Balkan WCDI at top level in the NPA Head Office. The Final Draft Strategy for the NPA in South East Europe “Building Democracy Through Partnership” does not address the question of phasing out. The NPA reports that sustainability will be in focus in the next period. The NPA foresees another three years in the countries it has WCDI activities, the 2007 grant covering the period from mid 2007 to end of 2008.

After the Regional Conference September 2005 the NPA plans a WCDI Strategy Paper for the period 2005-2008 where a more detailed phasing out strategy for each country will be made. The country specific plans will be a part of the 2006 application to MFA.

The Evaluation Team found partner organisations to be fully capable of running and developing the seminars. Focus should therefore be on developing financial sustainability.

## 6 Could WCDI be replicated to other post-conflict areas?

The NPA's WCDI programme in the Western Balkans primarily aims at gender sensitising and empowering women. Taking place in a region marked by ongoing or recent heated conflicts, the programme should also be assessed on its contribution to reconciliation. Reconciliation is one major element in the post-conflict efforts to prevent the resurgence of war, or war to develop in the first place.

The international community links gender issues to post-conflict reconciliation. The United Nation Security Council Resolution 1325 on Women, Peace and Security specifically addresses the impact of war on women, and women's contributions to conflict resolution and sustainable peace. In the resolution, the Security Council calls on all actors to adopt a gender perspective in peace negotiations and post-conflict reconstruction.

In the region, two main types of conflict bring forth the question of reconciliation. The first type of conflict is ethnic. The second type is political and manifests itself in "two camps" or "blocs" in each of the six countries/territories of the Western Balkans. Although intertwined, these two types of conflicts will be treated analytically apart in this chapter. Ethnic reconciliation is uncontroversial within the WCDI. The objective of political reconciliation is less self-evident.

### 6.1 The programme's contribution towards reconciliation

#### 6.1.1 Ethnic reconciliation

The involved local partner organisations all belong to the anti-war, non-chauvinist side in their countries and integrate these attitudes with the gender issues. "Nobody needs to tell us to be multi-ethnic. We *are* multi-ethnic", the leader of one of these organisations told the Evaluation Team. The seminars are contributions to the Dayton process in Bosnia and Herzegovina as well as the Ohrid process in Macedonia.

Through WCDI, the NPA and the local partner organisations want to contribute to reconciliation by bringing people together to focus on issues that are common across ethnic boundaries. In localities with ethnic minorities, WCDI seminars are multi-ethnic. The same holds true for Training-of-Trainers seminars. Although inter-ethnic contacts are being resumed in most of the region's former conflict areas, many participants report that the seminar was the first time for a very long time they spent time together with someone from the "other ethnic group".

A quite typical statement came from one seminar participant in a middle-sized Macedonian town: "For me it was something new to take part in an event with an ethnic Albanian woman. It turned out there were no barriers between us. Soon we learnt that ethnic Albanian women have the same problems as we have." It should be noted that bringing people from different ethnic groups together is commonplace for international activities in the Western Balkans.

Table 6.1 *Inter-ethnic communication through WCDI*

If you are living in a multi-ethnic society, after the WCDI seminars do you know more about women from other ethnic groups than your own? (percent) N=579	
Yes, much more	37
Yes, a little	31
No, but I hope to	18
No, and I don't want to	1
n.a.	14
Sum	101

Likewise, on a regional level, the NPA contributes to reconciliation and cross-border normalisation through the WCDI. Trainers meet regionally for evaluation seminars. There is a wish among trainers and participants to learn more about the situation in other countries of the Western Balkans. The language situation is conducive to this, since all inhabitants of the region understand one or both of the two trans-boundary languages, Bosnian/Croat/Serb and Albanian. The NPA has even been able to bring Serb and Albanian women from Kosovo together for evaluation seminars although the Serb women had to be transported in armoured cars for the first of the meetings. After having built up confidence and a certain feeling of security, Serb women from the enclaves were able to go to Prishtina by normal transport (not armoured vehicles as they did at the first seminar), although they had to meet in Hotel Grand, "one of the very few safe areas for Serbs in Prishtina" (Kosovo WCDI Report 2002). After the March 2004 incidents, it was decided that the evaluation seminar would take place in Skopje, Macedonia, where both Serb and Albanian participants felt at ease.

#### 6.1.2 *Political reconciliation*

Since all the six countries/territories in the region are deeply divided politically between two opposed camps, the organisers of WCDI seminars for local politicians must choose between including both camps, excluding one or treating them separately. The main picture is that local politicians from both camps are invited, and take part. In some cases – in particular in Serbia and Bosnia and Herzegovina – some local trainers, organisers and partner organisations are reluctant to include representatives from the nationalist and authoritarian camps. Many of the women's groups in these countries are born out of the struggle against war and authoritarianism and find it difficult to co-operate with what they look upon as the direct heirs of the warlords, profiteers and oppressors. As one leader of a Serbian women's group told:

"I see no point in building the capacities of those women as long as they carry pro-Šešelj buttons. We are not done with the war".

The reluctance notwithstanding, WCDI seminars are arranged all over the region with participants from "opposite political camps" working together for a two-day period. In most cases, this fact is more sensational than the fact that the seminars are multi-ethnic, seminar participants told the Evaluation Team. Interestingly, as the table below indicates, the seminars have functioned as intended in making people more acquainted with people of different political views.

Table 6.2 *Communication between political blocs through WCDI*

Through the WCDI seminars, have you got acquainted with women with very different political views than your own? (in percent) N=579	
Yes, much more	46
Yes, a little	42
No, but I hope to	9
No, and I don't want to	2
n.a.	2
Sum	99

## 6.2 Potentials for replication to other post-conflict areas

When including reconciliation among its objectives, the WCDI programme in the Western Balkans bases itself on a widely held assumption that women are usually more apt in taking the first step to meet their neighbours from another ethnic group or from the other side of the conflict than men. On the other hand, it could be argued that gender issues may not always be an ideal starting point for reconciliation across ethnic lines in post-conflict areas. Gender has to do with beliefs, traditions and everyday habits, and could easily be made use of by mono-ethnically actors to draw dividing lines against “the modern” and the other ethnic groups. However, post-conflict areas differ.

Despite modernisation, the Western Balkan’s patriarchal ways of thinking and behaving have survived, strengthened by the last decade’s tendencies to hark back to the idealised traditions of the old days. This the region has in common with many post-conflict regions of the world. Nevertheless, among the post-conflict regions of the world the Western Balkans is probably the most modern and secular one.

Some of the experiences of consciousness-raising and gender sensitising gained by the WCDI programme would be of use in case WCDI were transferred to other post-conflict areas.

The NPA has been very conscious about the specificities of running WCDI in a post-conflict area like the Western Balkans. What then are the experiences that could be used elsewhere? Firstly, the fact that the programme co-ordinator is from the region herself, in addition to being well connected and well travelled there, has proved to be very useful. Her background as an anti-war activist is no less functional. Her network of like-minded people all over the region has been of value for the programme. In short, the attitude and insight of the key personnel in the conflict, not only gender issues, is particularly important in post-conflict regions.

Secondly, when it comes to ethnic reconciliation, the NPA’s WCDI seminars are insisting on multi-ethnic participation in multi-ethnic localities. Since the NPA’s partner organisations belong to the anti-chauvinist side, inter-ethnic normalisation comes natural to them. Inter-ethnic seminars may not be equally applicable everywhere since levels of modernity and degrees of gender inequality may differ too much between ethnic groups.

Thirdly, the programme has also worked on political reconciliation. In addition to ethnic cleavages, the countries and territories of the Western Balkans are marked by deep, political cleavages cutting the political life in two. These conflict lines are to a large extent based on post-conflict issues, like how to cope with and analyse the past (e.g. what to do with people accused of war crimes), but are also to a certain extent relatively peaceful continuations of struggles from the recent past (like the issue of minority languages). Post-conflict reconciliation must include the establishment of a certain level of communication between the “two camps” in each country. At a grass roots level, the NPA’s WCDI seminars contribute to establishing channels of contact between local politicians across the dividing lines. This has not been uncontroversial for local organisers who have developed much of their political identity in the struggle against the “other camp”. Likewise, the political parties (the nationalists) not traditionally favoured by the international community, are themselves at times reluctant to take part. The fact that they do still take part is important.

Fourthly, the WCDI programme has made use of a regional approach, for example by arranging regional evaluation seminars with participants from all six countries and territories involved. In addition, the programme has made use of cross-border regional ties between the former Yugoslav republics as well as between Albania and Albanian-speaking areas in the neighbouring states. This has made it possible to compare and learn from each other. Not all post-conflict areas may make use of structural ties of this kind, but similarities may exist.

Fifthly, it is worth noticing that the programme has made use of several local groups in each country as partner organisations. Sometimes that has been for mere practical reasons, since many groups are local and only loosely tied to other groups, like in Serbia. In Albania, two groups take part, one of them with a well-functioning countrywide organisation with local chapters all over the country, the other being stronger on “intellectual capacity”. However, in some cases the inclusion of several groups is motivated by the need to cover different segments of the population. For instance, in the Kosovo province, there are three organisations, one of them for the remaining Serb women. In Macedonia, three quite different groups have been involved, all three with a very different profile. The use of several organisations in each country/territory has caused some practical inconveniences for the NPA since there have been rivalries. Nevertheless, it has been a way of widening the scope of the programme and coping with post-conflict realities at the same time.

To sum up, WCDI is primarily an instrument to strengthen gender equality irrespective of the level of conflict in the country it is applied. Nevertheless, West Balkan practices point at ways to make it fit into post-conflict contexts as well, even contributing to reconciliation.

## 7 Conclusions

Since the beginning in 2001 and 2002, the Norwegian People's Aid and local partner organisations have arranged WCDI seminars on a large scale in the Western Balkans aided by the NLPW. The NPA's WCDI is targeted mainly towards women who are, or could become, politically active, thus being complementary to an other WCDI initiative run by the SPGTF in the region since 1999.

WCDI has reached a large number of women in the region. Many basic as well as more specialised seminars have been conducted in all of the six countries/ territories. Altogether 7,888 women (and some men) have taken part in the seminar. No less than 227 trainers have been educated in the period 2001-2004, constituting a pool of skilled seminar leaders. 331 basic WCDI seminars and 27 specialised seminars for young women/people and women in politics have been conducted. In addition, there have been eleven training-for-trainers seminars. Local actions have taken place in 154 cases.

In total, Serbia has had 213 seminars, Montenegro 77 seminars, Macedonia 91 seminars, the Kosovo province 59 seminars, Bosnia and Herzegovina 67 seminars and Albania 43 seminars.

The main criterion for being selected to take part in the ordinary WCDI seminars is a dedication and wish to strengthen one's role in society. Therefore, the participants tend to be politically and socially active in political parties, local self-government, local administration, NGOs, media and trade unions. Often the participants are far from gender aware at the outset of the seminar.

The trainers play a crucial role within the programme, and are selected among pedagogically experienced, ethnically non-chauvinist activists. The seminars have had various formats, from general and introductory to those tailored for specific groups, like young women, women in politics, in media and business.

The main objectives of arranging the seminars have been to raise the participants' awareness about gender issues *and* to strengthen their capacities for acting. The idea is that if a sufficiently large number of women increase their gender awareness and become empowered, changes will occur more easily. The approach is bottom-up. Instead of targeting high-ranking decision-makers to convince them that the moment has come for gender equality, the NPA's WCDI activities take place among resourceful women locally, often in remote places far from urban centres.

WCDI has been well received, and clearly must have struck a chord. The programme is in a strong position as it has proved to be useful for the relevant authorities in the field of gender equality. The contents of the seminars and manuals are easy to grasp. Moreover, large parts of the seminars consist in practical exercises that have had a strong impression on the participants. Newly elected female councillors and others report that the lesson on domineering techniques has been of great help. Many participants mention the usefulness of the practical lessons on how to breathe correctly in order to cope with nervousness, irritation and stress. In addition, lessons and exercises on how to cope with losing a debate or an election are mentioned as being very valuable, although difficult. The manuals' articles are concise, to the point, focused on everyday life experiences and oriented towards practical exercises.

These are all useful features for a training programme that addresses people with little prior knowledge of the subject, and in some cases people who even do not share the basic assumption that there actually is gender inequality or that gender inequality is a problem. Often seminar participants are recruited among people who are not gender aware at the outset, but have been “sent” to the seminar by leaders of their political parties.

The WCDI local action is an innovation brought into the region through the NPA programme. The local action comes subsequent to the seminar and gives the participants an opportunity to practise their new knowledge. The local action is an important part of the basic seminars and the programme. When successfully carried out, the local action is the beginning of a new network, which is essential in a process of empowering women. The action is also important because it forms a link between the seminar and life after it. According to the programme logic, gender aware women should make use of knowledge and skills from the seminars to continue working for gender equality outside the WCDI framework.

WCDI has been of use to those women standing for election locally in the Western Balkans because of the self-confidence, knowledge and skills the programme provides them with. However, the WCDI programme is only one among several factors that enables and underpins an increase in the female representation in elected bodies of the region. Measuring the impact of a two-day seminar on the percentage of women in local councils would be futile after only four years of activities. The success of the seminars in this respect should be sought in their ability to interact with other similar initiatives and processes to create an interaction effect.

WCDI is one of few activities going on in the region to promote and implement the principle of gender equality. The WCDI programme clearly interacts with key actors, institutions and initiatives in the field of gender equality. Being well harmonised with on-going activities, WCDI contributes to interaction effects. There is quite intensive interaction going on between gender aware decision-makers at national level (in parliaments, ministries, other administrative units responsible for gender equality and NGO’s), international and supranational level (the Stability Pact, the EU and the OSCE) and local level (gender equality commissions and local women’s groups). The countries and territories of the West Balkan region are implementing gender equality policies according to international agreements and demands from the OSCE, the Council of Europe and the EU. The Evaluation Team found that WCDI contributed significantly and efficiently to making these activities strike roots locally by making women at grass roots level gender aware and empowered. When new legislation is passed, e.g. on gender equality or family violence, and when local gender commissions are established, there are women ready to support and make use of it locally.

The programme suffers from the general problem of aid dependency. Raising substantial domestic funds is difficult. The NPA’s partner organisations generally see few other sources of funding than the international ones. Questioned about what they would do if, hypothetically, the NPA withdrew from the region, spokeswomen of these organisations very often answered: “Look for another international NGO or donor.” Likewise, relying on voluntary work is problematic. Tendencies towards “commissioned participation” do exist. Nevertheless, several factors are conducive to the institutional sustainability and long-term effects of the programme, such as the careful selection of local partner organisations made by the NPA at the outset of the programme. In addition, the fact that the WCDI seminars are quite simple and manageable makes it easy for partner organisations and others to carry them out, adapt them, develop them and multiply them. This makes it reasonable to believe that the programme has a potential for sustainability in the region. The same holds true for the cross-regional ties that have been established, the co-operation with relevant authorities and actors on different levels of government and the large number of trained WCDI trainers. Since 2002, the local partner organisations have been the main actors within the programme, which contributes to sustainability.

WCDI is primarily an instrument aiming at the empowerment of women. The way the WCDI programme has been carried out in the Western Balkans shows that it may have some side effects that are conducive to post-conflict reconciliation. These effects are the result of seminars being carried out across ethnic and political dividing lines.

There is no automatic, immediate link, though, between an efficient programme for empowerment of women and post-conflict reconciliation. It could be argued that the gender equality issue could perhaps be addressed more efficiently in mono-ethnic settings because the cultural frame of reference would be more similar and the fear of placing one's own ethnic group in an unfavourable light in front of the others would be avoided. In such cases, the objectives of inter-ethnicity and gender equality should be treated in parallel, not together. A similar mechanism is probably at work between political parties / blocs.

The primary goal of WCDI should remain promotion of gender equality through the empowerment of women. Having made sure its activities take place in normal, multi-ethnic and non-chauvinist surroundings, the NPA's WCDI seminars in the Western Balkans have contributed to interaction and reconciliation (a) across the state borders of the region, (b) between ethnic groups and (c) not least across the divisions of a bifurcated political life. Although conflict structures differ between various post-conflict areas, these are experiences to be drawn on for WCDI programmes in other post-conflict regions of the world.

The immediate objectives of the programme have been reached. Skills and motivation among a large number of women have been enhanced thanks to the programme. It has empowered women to fight gender inequality. In all, the NPA's WCDI programme has contributed to the proliferation and rooting of gender equality as a principle in the six countries/territories of the Western Balkans. Furthermore, it has contributed to strengthening the interaction between women's organisations, local and state organs and the international community. It has helped political participation increase and it has contributed to stronger women NGOs locally. In this way, the WCDI programme points towards the long-term goal of more influence for women.

The programme has contributed to the Norwegian foreign policy goals of strengthening gender equality, popular participation, democratic institutions, inter-ethnic reconciliation and regional ties in the Western Balkans.

In 2005, four years after its beginning, the programme is largely "self-running" from a professional point of view. When it comes to financing the seminars, foreign funding is needed, although real strategies for survival without international "donors" have not yet been properly assessed or elaborated by the organisations involved.

## 8 Recommendations

### **1. The programme should still be supported financially for a limited period.**

The WCDI programme has proved to be a catalyst in initiating quite a lot of training activities all over the region. However, the partner organisations are still not capable of financing the programme, and they are still dependent upon foreign donors. To secure continuation of the programme, financial support to the basic WCDI seminars should be assured for a reasonable time.

Should Norwegian funding be stopped without a reasonable period for local partner organisations, organisers and trainers to adapt, momentum might be lost.

### **2. Local fund-raising capacity should be made a requirement for financial support.**

Financially the programme is dependent upon Norwegian funding. As long as the NPA's partner organisations find local fund-raising and voluntary work more difficult than applying for foreign funds, a proved ability to raise funds locally should be required in order to be eligible for Norwegian funding. Each partner organisation should develop a strategy for financial sustainability as soon as possible.

### **3. The NPA should perform an analysis and create a strategy for reducing its direct involvement in WCDI in the Western Balkans.**

From the professional and technical point of view, women's groups and organisations in the Western Balkans are fully capable of running WCDI seminars as well as developing new ones. The role of the NPA therefore should be revised.

### **4. The regional-level West Balkan WCDI network should be upheld, and the NPA should be responsible for the co-ordination of regional contacts.**

It is important to maintain the cross-regional exchange of knowledge and experiences, since this is a driving force for the promotion of gender equality. Moreover, the regional scope supports post-conflict normalisation through the establishment of links. Whereas the NPA's presence is less needed for professional purposes, it is still needed as an "external" co-ordinator of contacts and diffusion of information.

### **5. The process of Norwegian withdrawal should start with the NLPW.**

Although their presence is welcome locally, the Norwegian trainers-of-trainers are no longer needed for professional reasons. The NLPW has successfully transferred competence to a large number of qualified West Balkan women, who are now WCDI trainers-of-trainers. There are almost 230 local trainers in the region. The WCDI programme has been implanted in the Western Balkan realities. The further development of WCDI in the Western Balkans, therefore, should build on the competence of local trainers and organisations.

### **6. The NPA's support should be limited to WCDI in local communities. Developing new, innovative seminars (with different target groups) should be the responsibility of the local partner organisations.**

WCDI in the Western Balkans has diversified quite a lot. The groups and organisations have developed new types of WCDI for new groups of women. This is a clear indication that women's groups have adopted the programme as an instrument in their work. These seminars function as a mechanism for the women's groups to reach out to women at large and to

strengthen the groups' organisational base for further development. Moreover, they are very close to the grass roots, which conform very well to the profile of the NPA, as agreed upon when dividing labour with the SPGTF. Although the number of seminars already carried out in each country/territory is quite high, multiplication of the basic seminars makes sense. These seminars increase women's gender awareness in their home places, and create repercussions locally.

The WCDI programme emphasises the expansion of the programme through offering more specialised seminars and addressing special target groups like businesswomen or women in media. One must question whether the organisation has the capacity to expand the programme and if this is the right way to go. When the main goal is to empower women in political life, it might be more reasonable to stress the development of the basic effort or seminars instead of expanding them. Developing the *contents* of the basic seminars is highly recommended, though.

**7. The basic seminars should focus less on obtaining formal political positions, more on gender-relevant policy contents.**

Much emphasis has been placed on increasing gender awareness and female representation in elected bodies. As the percentage of women among political decision-makers is increasing, a natural next step would be to emphasise *policy contents* in the basic seminars. Women's situation in the Western Balkans is not only a function of cultural legacies, but also contemporary politics. What constitutes gender aware local politics? Important elements could be gender mainstreaming, the length of maternity leave, kindergartens and equal pay and work conditions for men and women. These are real political issues in the sense that they have to do with clashes of interest and struggle over the allocation of resources, and they cannot be solved with broad statements and general references to gender inequality. The fact that the WCDI seminars cross party lines and include women of all political persuasions ensures that there will be no set answer to what will be the "correct" policy content.

**8. Seminars should be less compact, and leave room for the participants to digest the different topics and to discuss the presentations and lectures at the seminars.**

Addressing too many subjects in too short time may be pedagogically inefficient. Participants should be offered enough time to internalise the subject matters of the seminar. Many complain that difficult issues are left out, or treated too briefly. A solution to the problem could be to modularise the seminars. This is done in the next version of WCDI, called "Half the Power", developed by the NLPW. Which modules to include in each seminar, and how many, could be decided by the trainer and organiser on the background of what they know about the enrolled participants.

**9. The programme should give priority to local actions.**

If the programme continues to offer basic seminars, more attention should be given to local actions. It is important to offer the participants the opportunity to practise what they learn, and an opportunity to start working together with other women having attended the seminars. The local actions can be seen as a way to test the results of the seminars, in terms of checking whether the participants have learnt how to use their new knowledge.

**10. The success indicators should be amended in order to relate more directly to programme performance.**

The indicators used to measure long-term success within the programme are indicators of gender equality rather than of programme performance. Internal reports are being made regularly. However, the indicator system seems not to be used as planned. By employing an improved indicator system, the programme administration would attain a useful tool for monitoring as well as for guiding the local partners. Four amendments should be made: i) interlink the input, output, result and impact indicators; ii) choose and improve output, result and impact indicators; iii) establish/improve the context indicators; iv) prioritise the

information on the indicators in the annual report forms, given by the different partner organisation to the NPA in Belgrade, and from the NPA to the MFA.

**11. Follow-up seminars should be arranged after two years.**

A one-day seminar in which WCDI participants meet two years after the initial seminars will contribute to network-building, and it facilitates the use of success indicators. After two years, it is possible to sum up what concrete use each participant has had of what she learnt through WCDI.

**12. Male participation in WCDI seminars could be tried out.**

When partner organisations, local organisers and trainers find it conducive to the programme's main objectives, male participation could be continued where it has been introduced and tried out in new places.

**13. The programme could be replicated in other countries and regions, and not necessarily only in post-conflict areas.**

Being a training programme for gender issues the programme is not necessarily at its most efficient in conflict and post-conflict areas. In cases of major differences between conflicting parts in their views on gender and gender roles, WCDI can be difficult to apply as a reconciliatory tool. The West Balkan WCDI, however, show ways to make WCDI fit into a post-conflict context. Replication of the programme is possible, but only on condition that: i) a phasing-out strategy is made at a very early stage of the programme, ii) the role of the NLPW is limited to two years of supervision and training-of-trainers, enough to create the critical mass of local trainers, iii) from day one, payments and remunerations to local partners and helpers should be moderate and adapted to real-life price levels in the country in questions (to prepare for sustainability).

**14. If WCDI is replicated, experienced trainers from the Western Balkans should be involved as trainers-of-trainers and supervisors.**

West Balkan WCDI trainers have proved to be highly competent. In addition, they possess competence and insight from conflict and post-conflict situations, which are highly relevant in other parts of the world.

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# Appendix 1

## Terms of Reference

### Evaluation of the “Women Can Do It” programme in the Western Balkans (2001-2003)

#### 1. Background

##### *1.1 The Introduction of the “Women Can Do It” programme in the Western Balkans (1999-2001)*

The “Women Can Do It” (WCDI) programme was introduced in the Western Balkans in 1999. Through the programme training seminars were organised for women in Bosnia and Herzegovina, with the purpose of encouraging greater political participation by women. The programme was originally initiated by the Organization for Security and Co-operation in Europe (OSCE), and was based on a translated version of the WCDI manual which originally was developed by the Norwegian Labour Party Women (the NLPW). With the establishment of the Stability Pact Gender Task Force (SPGTF) in November 1999, the WCDI programme was expanded to twelve different countries in South East Europe, with financial contributions from, amongst others, the Norwegian Ministry of Foreign Affairs (MFA).

##### *1.2 The Second Phase (2001-2003)*

Following the above initiative, an additional WCDI programme was introduced in the Western Balkans in 2001 through collaboration between the NLPW, Norwegian People’s Aid (NPA) and local partner organisations. The NLPW’s main responsibility has been to provide qualified personnel to educate local trainers. With the emergence of local trainers, however, the NLPW has taken on a more supervisory role. NPA, meanwhile, has been responsible for follow-up and ensuring that the programme is implemented according to plans, in addition to reporting to the MFA. While the second phase of the programme has been coordinated with the SPGTF, it has a wider focus which includes women at various arenas of public life at the local level, and not only to women involved in politics.

During the seminar of its first two years, the programme has been introduced in several countries in the Western Balkan region (Bosnia & Herzegovina, Serbia, Kosovo, Montenegro, Macedonia and Albania). A further expansion of the programme to other countries in the region is anticipated.

##### *1.3 Aims and expected results*

The aim of the second phase of the WCDI programme is to empower women to participate more in public and political life, as well as in decision-making processes which influence development of local societies and communities. By raising self-confidence with regard to their abilities, the programme intends to strengthen women’s position in society. The long-term development objective of the programme is to increase “...women’s influence and participation in the development of society”, while the immediate development objective is to increase women’s “political skill and motivation to take on responsibilities and decision-making positions in public and political life”.

The programme is also expected to foster exchange of experiences regarding women’s empowerment, between Norway and the Western Balkans, as well as within the region of the Western Balkans itself. The establishment of a regional WCDI network is one of the results of this regional exchange.

#### *1.4 Working methods and target group*

In order to achieve the aims of the programme, training seminars are organised by local trainers and Norwegian supervisors, using the manuals “Women Can Do It” and “Women in Focus” as points of departure. An important aspect of the training seminars is to impart knowledge of women’s rights and gender equality, but the seminars also include components which address issues such as domination techniques and public advocacy.

The target group for the seminars is women who are active in local non-governmental organisations, political parties, trade unions, national institutions, business and media, as well as female students. Being composed of women from different backgrounds, the seminars are intended to serve as platforms for dialogue, regardless of political, cultural and ethnic divides. Lately, the programme has also been customised to suite particular interest groups, such as women in political parties and young women. Seminars targeted at women in media and women in business will be developed during 2004.

A WCDI project cycle begins with the training of trainers, and in turn these new trainers then organise the local seminars. Each training seminar usually lasts for two days, with approximately 20-25 participants attending each seminar. At the end of each training seminar, the participants are supposed to plan different local activities relating to a problem which they have identified in their local community. These local activities can entail anything from meetings with the mayor to media promotion. As an evaluative measure, the trainers meet annually to assess the results of the programme and to develop plans for the following year’s activities.

#### *1.5 Funding*

The WCDI programme has been funded by MFA for one year at a time. Funds are released on the basis of country based reports, internal evaluations and plans. The total financial resources allocated for the programme during the period in question amounts to approximately NOK 9 million, distributed as follows:

2001 – NOK 1 900 000  
2002 – NOK 3 700 000  
2003 – NOK 3 450 000

## **2. Purpose**

The purpose of this evaluation is to assess to what extent the WCDI programme has achieved its immediate objective of increasing women’s “political skills and motivation to take on responsibilities and decision-making positions in public and political life”. The evaluation should also endeavour to establish to what extent the programme has contributed to its long-term development objective of increasing women’s “influence and participation in the development of society”. The evaluation shall furthermore recommend programme adjustments and consider how the lessons learnt from the implementation of the WCDI programme in the Western Balkans may be translated into other post-conflict countries.

The findings and recommendations from the evaluation should be used to provide input to decisions regarding possible future support of the WCDI programme. The primary users of the evaluation results will be the MFA, in addition to NPA and the NLPW. The findings from the evaluation will also feed into a set of gender related evaluations which are currently being planned by Norad’s Evaluation Department.

## **3. Scope**

The evaluation shall cover the second phase of the WCDI programme as it was implemented by NPA and the NLPW in the Western Balkans during the period 2001-2003, i.e. it is not to include the seminars organised by the SPGTF.

The evaluation shall consist of the following major components and underlying evaluation questions:

*a) A description of the WCDI programme and the activities that the programme has carried out*  
What is the intervention logic? How many training seminars have been carried out in each country? What are the selection criteria for participation at the seminars and to what extent are these criteria met? How many women have participated in the training seminars? What kind of local actions has this capacity building programme led to? To what extent is the content of the training seminars adjusted to the political and socio-economic, as well as post-conflict, situation of the Western Balkans?

*b) An analysis of programmatic changes made during the period of implementation*  
Have any changes been made to the programme in the relevant time period, and, if so, which? To what extent are these changes based on lessons learnt and evaluations made? Are there any remaining challenges or barriers to the successful implementation of the programme? And, if so, how could these be surpassed?

*c) An assessment of the administration of the programme*  
What is the division of labour among the organising partners? What is the value added of each of these organisations? What characterises the cooperation between the NLPW, the NPA and the SPGTF? What role do the local partner organisations have? What is the role of the NLPW trainers and supervisors? How has the Norwegian experience contributed to the immediate objective of the programme? To what extent do the Norwegian trainers apply their experience from the Western Balkans in Norway? To what extent, if any, may the values of NPA and the NLPW be said to influence the programme?

*d) Relevance: An assessment of the relevance of the WCDI manuals and the thematic issues addressed during the training seminars*  
What is the content of the manuals? What are the main messages of the manuals? How may the quality of the training material be characterised? To what extent is the manual perceived as relevant by the new trainers and the participants at the local WCDI seminars? To what extent are the training seminars considered a suitable learning mechanism? To what extent does the programme build on the needs of women in the Western Balkans? What adjustments have been made to the original manual by the local partner organisations? When adapting the manual, to what extent has the cultural context been taken into consideration? And to what extent may other material developed by the NLPW or other organisations be useful in the Western Balkan context?

*e) Effectiveness: An assessment of the results of the programme at the local level*  
To what extent has the programme achieved its immediate objectives? Are there any baseline data and indicators to measure the achievements made? To what extent can effects at the local level be measured? To what extent are the established monitoring and evaluation mechanisms being used? To what extent can the results be attributed to the programme? To what extent do the training seminars reach the target groups? Have the regional meetings achieved their expected results? Are there any indications that the programme is reaching its long-term objectives? Have there been any improvements in the percentage of women elected to the local councils in Serbia, Macedonia and Bosnia Herzegovina, and if yes is there any indication that the WCDI seminars have contributed to this? To what extent has there been any changes within the local branches of the political parties where women have received training, for instance regarding attitudes towards gender issues and nomination of women in connection with local elections? And, to what extent are the objectives and results of the programme in line with the donor requirements, such as policies for Norwegian development cooperation?

*f) Sustainability*  
What efforts have been made with regard to securing the sustainability of the programme? To what extent is it likely that effects of the programme will remain beyond the period of the programme?

g) *Based on the above, an analysis and discussion of improvements that could be made*

What changes should be made to strengthen and adjust the WCDI concept to reach the immediate objective to a greater degree? Are there any alternative mechanisms which may strengthen the sustainability of the programme?

h) *Finally, a discussion of whether WCDI could be replicated to other post-conflict areas*

To what extent may the programme be said to contribute towards reconciliation in the Western Balkans? Are there any lessons learnt regarding women in post-conflict areas which can be applied in similar contexts?

#### **4. Methodology**

In order to answer the questions above, the evaluation shall apply social science methodology. The methods for this evaluation will include a document review of relevant proposals, plans, evaluations, statistics on women's participation in the Western Balkans, etc. This will be followed by a questionnaire addressed to a representative selection of local partner organisations, trainers and former participants in each of the six countries. Interviews with key stakeholders among NPA staff and the NLPW members, as well as responsible staff at the MFA, shall furthermore be conducted to acquire a good understanding of the programme and its rationale.

To obtain more in-depth data on the programme's contribution at the local level, interviews with focus groups consisting of local partners, trainers and former WCDI participants shall be carried out in three of the concerned countries, preferably including women who participated during the first year of the programme in order to detect some more long-term effects. If possible the evaluators should attend WCDI training seminars during their field visits. The following countries have been selected: Bosnia (in view of the long civil war), Serbia (since Serbia is believed to have the most developed WCDI programme), and Macedonia (due to Macedonia's strong women's movement).

The evaluation should emphasise learning, and thus it should apply participatory methods which include various stakeholders.

#### **5. Evaluation team**

The team should consist of at least three members. Qualifications needed are a professional background from social science and experience in conducting evaluations, including extensive experience in social science methods such as focus groups and in-depth interviews. Furthermore the team must possess good knowledge and/or experience from working with gender related issues. Preferably one of the team members should have extensive experience from the Western Balkan region, and/or have some experience of working in post-conflict areas.

#### **6. Reporting**

An *inception report* outlining the methodological approach and a detailed work plan shall be submitted to the Evaluation Department for approval before initiating the evaluation. A *draft report* is to be submitted to the Evaluation Department for comments. Lastly, a *final report* is to be handed over to the department within two weeks after receiving comments to the draft report. The final report should not exceed 40 pages, including an executive summary. The reports shall be written in English.

Throughout the process, the Evaluation Department will consult with the reference group which has been established for this evaluation.

## Appendix 2

### List of institutions and persons consulted

#### A: WCDI seminar

Members of the Evaluation Team attended a seminar for local women politicians in Kruševac 23 April. There were altogether 16 participants from various political parties covering the whole spectrum of Serbian political parties.

#### B: Evaluation seminars

The Evaluation Team took part in parts of the following evaluation seminars in Skopje:

- ESE: Young Women Can Do It, Skopje, 16 April
- SOZhM (UWOM): Women in Media, Skopje, 16 April
- Antico: WCDI, Skopje 17 April

#### C: Focus Group Interviews (FGIs attended by the Evaluation Team in italics)

Country and FGI organiser	Location, date and type of group
Macedonia	<i>Skopje 14 April (seminar participants)</i>
Carried out by Pro-Media	<i>Skopje 15 April (trainers)</i>
	<i>Štip 16 April (seminar participants)</i>
	<i>Čučer Sandevo, 18 April (Rural, seminar participants)</i>
	<i>Kumanovo, 19 April (seminar participants)</i>
Serbia	<i>Belgrade, 18 April (trainers)</i>
Carried out by Palgo	<i>Novi Sad, 19 April (seminar participants)</i>
	<i>Kruševac, 22 April (seminar participants)</i>
	<i>Valjevo, 25 April (seminar participants)</i>
	<i>Aleksinac, 26 April (rural, seminar participants)</i>
Bosnia and Herzegovina	<i>Bijeljina, 22 April (seminar participants)</i>
Carried out by Prism	<i>Mostar, 25 April (seminar participants)</i>
Research	<i>Zenica, 26 April (seminar participants)</i>
	<i>Banja Luka, 27 April (seminar participants)</i>
	<i>Sarajevo, 28 April (trainers)</i>

## D: Interviews

Interviewee	Institution	Date and place
Asgerd Vettlejord, WCDI responsible	NPA Head Office	9 February, Oslo
Milica Panić, WCDI programme coordinator	NPA Regional Office South Eastern Europe	14 February, Oslo; 2 March and 19 April, Belgrade
Karin Yrvin, secretary for women's issues	Labour Party Head Office	14 February, Oslo
Mads Almaas, regional programme manager for media and democratisation	NPA Regional Office South Eastern Europe	2 March and 24 April, Belgrade
Zorica Mršević, gender advisor	OSCE mission in Serbia and Montenegro	3 March, Belgrade
Leila Ruždić-Trifunović, member of National Assembly, president of Assembly's Committee for Gender Equality	National Assembly (Skupština) Republic of Serbia	3 March, Belgrade
Dragana Petrović, vice-president	Governmental Council for Gender Equality	3 March, Belgrade
Zorana Šijaićki, gender advisor	Vojvodina Provincial Secretariat for Labour, Employment and Gender Equality (WCDI trainer)	3 March, Belgrade
Hans Ola Urstad, ambassador	Norwegian Embassy	3 March, Belgrade
Tanja Ignatović	Former NGO SPGTF focal point and representative of NPA partner - Voice of Difference	3 March, Belgrade
Nataša Perisić Pavlović	Current NGO SPGTF focal point and representative of NPA partner – HORA	3 March, Belgrade
Snežana Jakovljević	Representative of NPA partner Peščanik (Sandglass)	3 March, Belgrade
Milica Minić	Former NGO SPGTF (2001) focal point and one of evaluator of WCDI SR project	3 March, Belgrade
Dragana Milojević, trainer	Autonomous Women's Centre	4 March, Belgrade
Jelena Stefanović, trainer	Freelance	4 March, Belgrade
Biljana Maletić, trainer	Freelance	4 March, Belgrade
Maja Stajčić, trainer	Awin	4 March, Belgrade
Ana Popvicki, trainer	Standing Conference on Towns and Municipalities	4 March, Belgrade
Ivana Mladenović	Gender focal point, Prokuplje	4 March, Belgrade
Jadrenka Beljan-Balábar, President	Gender Equality Board of Vojvodina	4 March, Novi Sad
Danica Todorov, Deputy Ombudsman for Gender Equality	Vojvodina Province, Trainer	4 March, Novi Sad
Gordana Francuski, specialist	Ombudman's Office	4 March, Novi Sad
Marina Illés, Officer for International Communication and NGOs	Vojvodina Provincial Secretariat for Labour, Employment and Gender Equality	4 March, Novi Sad

Interviewee	Institution	Date and place
Marija Gajicki, head of NGO	Vojvodanka, gender focal point	4 March, Novi Sad
Maja Sedlarević, Member of provincial parliament, seminar participant		4 March, Novi Sad
Ivanka Jević, seminar participant		4 March, Novi Sad
Olga Zdjelav, trainer		4 March, Novi Sad
Ana Friedrich, seminar participant		4 March, Novi Sad
Gabriela Teglassy Velimirović	NPA partner organisation PAŽ	4 March, Novi Sad
Mirjana Dervišević	NPA partner organisation PAŽ	4 March, Novi Sad
Teodora Vlaković	Former member of Serbian National Assembly, NPA partner organisation PAŽ	4 March, Novi Sad
Jadranka Gulan	NPA partner organisation PAŽ	4 March, Novi Sad
Mara Radovanović	Leader of Lara, NPA partner	5 March, Bijeljina
Slavica Radić, seminar participant		5 March, Bijeljina
Dobriša Đukanović, seminar participant		5 March, Bijeljina
Nataša Postolov, WCDI assistant		5 March, Bijeljina
Nada Milošević, trainer		5 March, Bijeljina
Suada Hodžić, trainer		5 March, Bijeljina
Ernesa Mesić, trainer		5 March, Bijeljina
Muhamed Beganović, organiser of WCDI trainers		5 March, Bijeljina
Rahit Renica		5 March, Bijeljina
Elvira Pećaninović		5 March, Bijeljina
Rada Prijević, seminar participant	Member of town council	5 March, Bijeljina
Mesita Tomljanović, trainer		5 March, Bijeljina
Senada Kahrman, programme co-ordinator	NPA	7 March, Sarajevo
Svjetlana Fabianc-Grbić, former CDI project co-ordinator	Žene ženama	7 March, Sarajevo
Heidi Olufsen, first secretary	Norwegian embassy	7 March, Sarajevo
Anna Jakšić, deputy director	Gender Centre of the Federation of Bosnia and Herzegovina	7 March, Sarajevo
Bogdan Stojadinović, specialist	Gender Centre of the Federation of Bosnia and Herzegovina	7 March, Sarajevo
Mirjana Deak, trainer		7 March, Sarajevo
Dejana Grbić, trainer		7 March, Sarajevo
Lejla Pramić-Mesihović, trainer		7 March, Sarajevo
Besima Borić, co-ordinator	SPGTF office	8 March, Sarajevo
Hasena Sofović, seminar participant		8 March, Sarajevo
Zdravka Gutić, seminar participant		8 March, Sarajevo
Mubera Žiga, seminar participant		8 March, Sarajevo
Hasima Pecirep, seminar participant		8 March, Sarajevo

Interviewee	Institution	Date and place
Guner Nebiu, co-ordinator	Antico, NPA partner	9 March, Skopje
Aferdita Imeri, external WCDI evaluator		9 March, Skopje
Elena Groždanova, head of Unit for Promotion of Gender Equality	Ministry of Labour and Social Policy	9 March, Skopje
Jovana Trenčevska, regional project assistant and external evaluator of WCDI		9 March, Skopje
Liljana Popovska, member of the National Assembly, member of GTF board	National Assembly	9 March, Skopje
Daniela Dimitrevska, executive director	Macedonian Women's Lobby	9 March, Skopje
Svetlana Janeva, WCDI co-ordinator	Union of Women's Organisations of the Republic of Macedonia (SOZhM)	9 March, Skopje
Svetlana Cvetkovska, WCDI co-ordinator	SOZhM	9 March, Skopje
Svetlana Milenkova, WCDI co-ordinator	SOZhM	9 March, Skopje
Golubka Nečevska-Cvetanovska, trainer		9 March, Skopje
Seniha Zenilović, trainer		9 March, Skopje
Tatiana Krstevska, trainer		9 March, Skopje
Dije Arifi, trainer		9 March, Skopje
Drita Iseni, trainer		9 March, Skopje
Violeta Eftimova, seminar participant		10 March, Štip
Lena Barzova, seminar participant	Women's Lobby Štip branch	10 March, Štip
Akile Eminova, seminar participant		10 March, Štip
Viktorija Dimitrova, seminar participant	Women's Lobby Štip branch	10 March, Štip
Valentina Vezenkova, seminar participant		10 March, Štip
Pavlina Kroteva, seminar participant	Women's Lobby Štip branch	10 March, Štip
Zorica Patraklieva, seminar participant		10 March, Štip
Slavica Dinuševa, seminar participant		10 March, Štip
Nada Nakova, seminar participant		10 March, Štip
Liljana Efremova, seminar participant		10 March, Štip
Sunčica Gjuteska	Women's Lobby Štip branch	10 March, Štip
Sonia Nacevska	Women's Lobby Štip branch	10 March, Štip
Anna Koševaliska	Women's Lobby Štip branch	10 March, Štip
Snežana Marolova	Women's Lobby Štip branch	10 March, Štip
Nadica Tančeva-Tulieva	Women's Lobby Štip branch	10 March, Štip
Jasminka Friščić, programme manager	EPE, NPA partner organisation	11 March, Skopje
Gabrijela Loskovska, WCDI co-ordinator	EPE, NPA partner organisation	11 March, Skopje
Vesna Jovanova, co-ordinator of NGO program	EPE, NPA partner organisation	11 March, Skopje
Xhane Kreshova, chairwoman	Forum of Albanian Women	11 March, Tetovo
Drita Halili, seminar participant		11 March, Tetovo

Interviewee	Institution	Date and place
Tatiana Cuprina, seminar participant		11 March, Tetovo
Nataša Janevska, seminar participant		11 March, Tetovo
Jelena Despenić-Kirovska, seminar participant		11 March, Tetovo
Ana Pavlidu, seminar participant		11 March, Tetovo
Verica Timosieska, seminar participant		11 March, Tetovo
Mirije Ameti, seminar participant		11 March, Tetovo
Valbona Istrefi, seminar participant		11 March, Tetovo
Albulena Halili, seminar participant		11 March, Tetovo
Emina Kasame, seminar participant		11 March, Tetovo
Teuta Ajeti, WCDI co-ordinator	Antico	11 March, Tetovo
Laureta Shehu, trainer		11 March, Tetovo
Sadija Aliti, trainer		11 March, Tetovo
Savka Todorovska, chairwoman, SPGTF focal point	SOZHM, NPA partner	14 April, Skopje
Carl S. Wibye, ambassador	Norwegian embassy	15 April, Skopje
Fred Rasmussen, regional representative	NPA	19 April, Belgrade
Nada Drobnjak, head of office and trainer	Gender Equality Office	25 April, Podgorica
Kaća Đuričković	Women's Forum of Montenegro, NPA partner	25 April, Podgorica
Andrijana Radoman	d.o.	25 April, Podgorica
Slavica Striković	Women's Action, NPA partner	25 April, Podgorica
Aida Petrović	Women's Lobby of Montenegro	25 April, Podgorica
Mirjana Vlahović	d.o.	25 April, Podgorica
Mirel Radić-Ljubisavljević, trainer		25 April, Podgorica
Zvezdana-Žana Perović, trainer		25 April, Podgorica
Mira Perošević, trainer		25 April, Podgorica
Zorica Zovetić, trainer		25 April, Podgorica
Ivona Brković, trainer		25 April, Podgorica
Jeta Katro, president	Millenium Women's Network	26 April, Tirana
Etleva Vertopi, trainer		26 April, Tirana
Violeta Dhami, trainer		26 April, Tirana
Rajmona Prifti, trainer		26 April, Tirana
Lajla Pernaska, trainer		26 April, Tirana
Elsa Xhaji, trainer		26 April, Tirana
Nora Malaj, director	Committee for Equal Opportunities	27 April, Tirana
Lisa Mossberg, programme officer, gender focal point	UNDP	27 April, Tirana
Diana Çuli	Independent Forum of Albanian Women	27 April, Tirana
Drita Teta	d.o.	27 April, Tirana

Interviewee	Institution	Date and place
Liliana Beileri, trainer		27 April, Tirana
Antonieta Luli, trainer		27 April, Tirana
Etleva Sheshi		27 April, Tirana
Lavdie Ruci, former head of the Committee for Equal Opportunities, trainer		28 April, Tirana
Vjollca Krasniqi, NGO focal point, trainer	Centre for research on Gender Policies	13 May, Oslo
Sonja Lokar, chair	SP GTF	2 June (telephone)
Gry Haugsbakken, trainer	Labour Party Norway	3 June (telephone)
Hilde Thorkildsen, trainer	Labour Party Norway	10 June (telephone)
Unni Poulsson, adviser	Ministry of Foreign Affairs, Norway	13 June
Dagfrid Hjorthol, higher executive officer	Ministry of Foreign Affairs, Norway	13 June
Nils Røhne, head of international department	NPA	30. June (telephone)
In addition members of the NLPW answered some questions by e-mail		

## Appendix 3 Survey

### Norwegian Institute for Urban and Regional Research

PO Box 44 Blindern, N-0313 Oslo, Norway

Phone + 47 22 95 88 00

Contact persons: Sigrid Skålnes and Jørn Holm-Hansen

Project number: O- 2301



Respondent number 1-3

### The "Women Can Do It" programme – an evaluation

*When filling out this questionnaire please do not think about what might be the right or wrong answer to the questions, think about your own opinion! Whether the programme is to carry on or not is not dependent on "right" answers to the questions.*

#### A. Socio-economic background

##### 1st Age

- |                                       |             |   |
|---------------------------------------|-------------|---|
| <sup>1</sup> <input type="checkbox"/> | 20 years    | 4 |
| <sup>2</sup> <input type="checkbox"/> | 21-30 years |   |
| <sup>3</sup> <input type="checkbox"/> | 31-40 years |   |
| <sup>4</sup> <input type="checkbox"/> | 41-50 years |   |
| <sup>5</sup> <input type="checkbox"/> | 51 or more  |   |

##### 2nd Education

- |                                       |                   |   |
|---------------------------------------|-------------------|---|
| <sup>1</sup> <input type="checkbox"/> | primary school    | 5 |
| <sup>2</sup> <input type="checkbox"/> | secondary school  |   |
| <sup>3</sup> <input type="checkbox"/> | college           |   |
| <sup>4</sup> <input type="checkbox"/> | university degree |   |

##### 3rd Civic status

- |                                       |   |   |
|---------------------------------------|---|---|
| <sup>1</sup> <input type="checkbox"/> | single  | 6 |
| <sup>2</sup> <input type="checkbox"/> | married, if yes, for how long?                | 7 |
|                                       | <input type="checkbox"/> less than five years | 8 |
|                                       | <input type="checkbox"/> more than five years | 8 |
| <sup>3</sup> <input type="checkbox"/> | widow   | 6 |
| <sup>4</sup> <input type="checkbox"/> | divorced                                      | 7 |

##### 4th Do you have children?

- |                                       |   |   |
|---------------------------------------|---|---|
| <sup>1</sup> <input type="checkbox"/> | no  | 8 |
| <sup>2</sup> <input type="checkbox"/> | yes, if yes, are your children in the age 0-14 years? | 9 |
|                                       | <input type="checkbox"/> yes                          |   |
|                                       | <input type="checkbox"/> no                           |   |

### 5th Living in

- |   |                          |                      |    |
|---|--------------------------|----------------------|----|
| 1 | <input type="checkbox"/> | Albania              | 10 |
| 2 | <input type="checkbox"/> | Bosnia & Herzegovina |    |
| 3 | <input type="checkbox"/> | Kosovo               |    |
| 4 | <input type="checkbox"/> | Macedonia            |    |
| 5 | <input type="checkbox"/> | Montenegro           |    |
| 6 | <input type="checkbox"/> | Serbia               |    |

### 6th Place of residence

- |   |                          |                  |    |
|---|--------------------------|------------------|----|
| 1 | <input type="checkbox"/> | big city         | 91 |
| 2 | <input type="checkbox"/> | medium-size city |    |
| 3 | <input type="checkbox"/> | small city       |    |
| 4 | <input type="checkbox"/> | rural community  |    |

### 7th Employment/occupation

- |   |                          |                                 |     |
|---|--------------------------|---------------------------------|-----|
| 1 | <input type="checkbox"/> | full-time                       | 102 |
| 2 | <input type="checkbox"/> | part-time                       |     |
| 3 | <input type="checkbox"/> | unemployed                      |     |
| 4 | <input type="checkbox"/> | self-employed (informal sector) |     |
| 5 | <input type="checkbox"/> | student                         |     |
| 6 | <input type="checkbox"/> | retired                         |     |

## B. Gender Equality

### 8th In which of the following territories do you think the gender equality is most developed? Please use a scale from 1-5 where 1= not at all and 5= very well developed. If you do not want to answer the question, please go to question 9.

- |                      |   |                          |   |                          |   |                          |   |                          |   |                          |   |
|----------------------|---|--------------------------|---|--------------------------|---|--------------------------|---|--------------------------|---|--------------------------|---|
| Albania              | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> | 1 |
| Bosnia & Herzegovina | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> | 2 |
| Kosovo               | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> | 3 |
| Macedonia            | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> | 4 |
| Montenegro           | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> | 5 |
| Serbia               | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> | 6 |
| do not know          | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> | 7 |

### 9th To what extent will you say that male domination is present in your city/ community? Please use a scale from 1-5 where 1= not at all, and 5=extremely. If you do not know, please tick 0.

- |                                    |   |                          |   |                          |   |                          |   |                          |   |                          |    |
|------------------------------------|---|--------------------------|---|--------------------------|---|--------------------------|---|--------------------------|---|--------------------------|----|
| At working place                   | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> | 8  |
| In political life                  | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> | 9  |
| In public life                     | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> | 10 |
| In other decision making positions | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> | 11 |
| In media                           | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> | 12 |
| In education                       | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> | 13 |
| In families                        | 1 | <input type="checkbox"/> | 2 | <input type="checkbox"/> | 3 | <input type="checkbox"/> | 4 | <input type="checkbox"/> | 5 | <input type="checkbox"/> | 14 |

### C. The Women Can Do It Programme

#### 10th When did you participate in a WCDI seminar? Tick more than one if needed

<sup>1</sup> <input type="checkbox"/> 2001	15
<sup>1</sup> <input type="checkbox"/> 2002	16
<sup>1</sup> <input type="checkbox"/> 2003	17
<sup>1</sup> <input type="checkbox"/> 2004	18

#### 11th How many days did the training lasts?

<sup>1</sup> <input type="checkbox"/> One	19
<sup>1</sup> <input type="checkbox"/> One day and a half	20
<sup>1</sup> <input type="checkbox"/> Two	21

#### 12th How many WCDI seminars have you participated in?

<sup>1</sup> <input type="checkbox"/> One	<sup>2</sup> <input type="checkbox"/> Two	<sup>3</sup> <input type="checkbox"/> Three	<sup>4</sup> <input type="checkbox"/> More than three	22
---	---	---	---	----

#### 13th How did it happen that you became a WCDI participant? Please, circle only one option.

<sup>1</sup> <input type="checkbox"/> Heard about it from a friend	23
<sup>2</sup> <input type="checkbox"/> Heard about it from by a colleague	24
<sup>3</sup> <input type="checkbox"/> Read about it in the newspaper	25
<sup>4</sup> <input type="checkbox"/> Heard about it in the local radio/television	26
<sup>5</sup> <input type="checkbox"/> Invited by local organiser	27

#### 14th How do you assess the seminars? Please use a scale from 1 – 5, where 5= very good, 4=good, 3=below medium, 2= bad, 1=very bad

the local trainers	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	28
the Norwegian trainers (seminars for trainers)	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	29
the topics presented at the seminar	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	30
the way the topics were presented	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	31

#### 15th What do you think about the WCDI seminar(s) regarding the possibilities to gain capacity in different ways? Please use a scale from 1 – 5, where 5= very good, 4=good, 3=below medium, 2= bad, 1=very bad

learning to present myself and my message	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	32
learning about position of women in public and political life	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	33
learning about domination techniques	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	34
learning to cope with prejudices/stereotypes	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	35
learning about gender equality	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	36

**16th What effects have the WCDI seminars had on you and your opinion of yourself?**

- |                                       |  |    |
|---------------------------------------|--|----|
| <sup>1</sup> <input type="checkbox"/> | Increased self-esteem  | 37 |
| <sup>2</sup> <input type="checkbox"/> | Increased motivation to claim my own rights  | 38 |
| <sup>3</sup> <input type="checkbox"/> | Increased motivation to be more active in the public and political life of my own community            | 39 |
| <sup>4</sup> <input type="checkbox"/> | Increased motivation to participate in decision making influencing the development in my own community | 52 |
| <sup>5</sup> <input type="checkbox"/> | Raised involvement to women's movement   | 40 |
| <sup>6</sup> <input type="checkbox"/> | Raised consciousness about male domination in society  | 41 |
| <sup>7</sup> <input type="checkbox"/> | Raised consciousness about my strength and capability  | 42 |

**D. After the WCDI seminar**

**17th The WCDI seminars are often followed by a "local action". Have you participate in a local action?**

- |                                       |                              |    |
|---------------------------------------|------------------------------|----|
| <sup>1</sup> <input type="checkbox"/> | Yes, in one action           | 43 |
| <sup>2</sup> <input type="checkbox"/> | Yes, in more than one action |    |
| <sup>3</sup> <input type="checkbox"/> | No                           |    |

**18th Have you participated in a local action in connection with the municipal or national elections?**

- |                                       |     |                                       |    |
|---------------------------------------|-----|---------------------------------------|----|
| <sup>1</sup> <input type="checkbox"/> | Yes | <sup>2</sup> <input type="checkbox"/> | No |
|---------------------------------------|-----|---------------------------------------|----|

**19th Follow-up after the WCDI seminar: Do you think there is a need for special follow-up after the seminar?**

- |                                       |     |                                       |    |                                       |            |    |
|---------------------------------------|-----|---------------------------------------|----|---------------------------------------|------------|----|
| <sup>1</sup> <input type="checkbox"/> | Yes | <sup>2</sup> <input type="checkbox"/> | No | <sup>3</sup> <input type="checkbox"/> | don't know | 45 |
|---------------------------------------|-----|---------------------------------------|----|---------------------------------------|------------|----|

If yes; what kind of follow-up?

- |                                       |                        |    |
|---------------------------------------|------------------------|----|
| <sup>1</sup> <input type="checkbox"/> | Meetings, e.g. monthly | 46 |
| <sup>2</sup> <input type="checkbox"/> | Seminars               | 47 |
| <sup>3</sup> <input type="checkbox"/> | Actions                | 48 |
| <sup>4</sup> <input type="checkbox"/> | Other kind of actions  | 49 |

**20th If you are living in a multi-ethnic society, after the WCDI seminars, do you know more about women from other ethnic groups than your own?**

- |                                       |                          |    |
|---------------------------------------|--------------------------|----|
| <sup>1</sup> <input type="checkbox"/> | Yes, much more           | 50 |
| <sup>2</sup> <input type="checkbox"/> | Yes, a little            | 51 |
| <sup>3</sup> <input type="checkbox"/> | No, but I hope to        | 52 |
| <sup>4</sup> <input type="checkbox"/> | No, and I do not want to | 53 |

**E. The WCDI programme in the future**

**21st Through the WCDI seminars, have you got acquainted with women with very different political views than your own?**

- |                                       |           |                                       |               |                                       |                   |                                       |                          |    |
|---------------------------------------|-----------|---------------------------------------|---------------|---------------------------------------|-------------------|---------------------------------------|--------------------------|----|
| <sup>1</sup> <input type="checkbox"/> | Yes, much | <sup>2</sup> <input type="checkbox"/> | Yes, a little | <sup>3</sup> <input type="checkbox"/> | No, but I hope to | <sup>4</sup> <input type="checkbox"/> | No, and I do not want to | 54 |
|---------------------------------------|-----------|---------------------------------------|---------------|---------------------------------------|-------------------|---------------------------------------|--------------------------|----|

**22nd Is there need for WCDI seminars in your town/country in the future?**

<sup>1</sup>  Yes <sup>2</sup>  No 55

**23rd How do you think the WCDI programme contribute to the following:  
Please use a scale from 1 – 5, where 5= very good, 4=good,  
3=below medium, 2= bad, 1=very bad**

create meeting places for women from different parts of the society	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	56
enhance the awareness of gender inequality in society	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	57
create a sense of community between women from different parts of the society	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	58
empower women to take an active part in political life	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	59
encourage women to take their role and responsibility regarding public and political life	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	60
support the building of women's self-organisation at the local level	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	61
support women in local elections	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>	<sup>3</sup> <input type="checkbox"/>	<sup>4</sup> <input type="checkbox"/>	<sup>5</sup> <input type="checkbox"/>	62

Thank you

## Appendix 4

### Results from the survey

Table v.1 Gender equality in the six countries/territories. N=579, the table showing those who picked 1 or 2, and 4 or 5 on a scale from 1-5, where 1=not at all and 5=very well developed.

The question asked: “In which of the following territories do you think the gender equality is most developed? Please use a scale from 1-5 where 1=not at all and 5=very well developed. If you do not want to answer the question please go to question 9.”

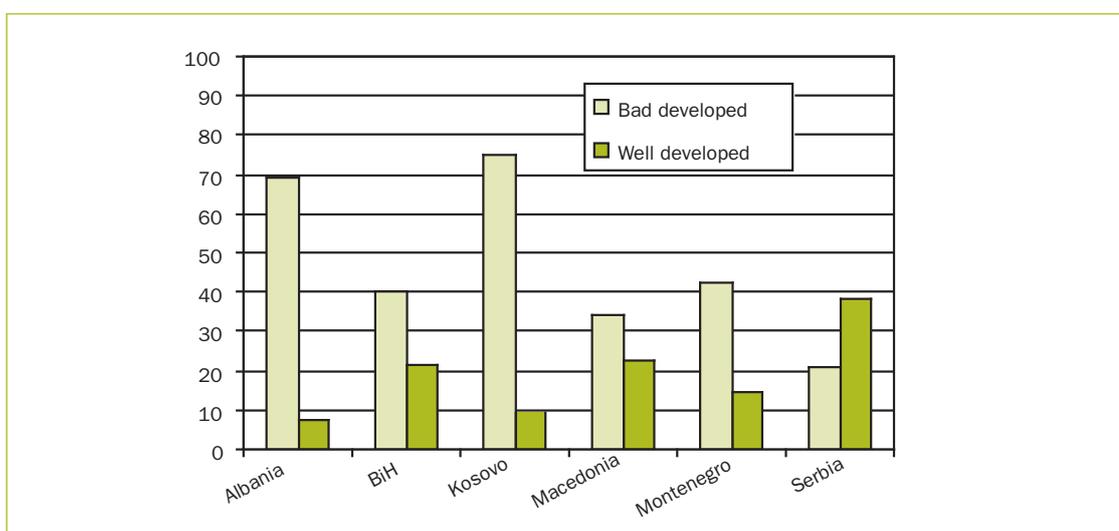


Table v.2 Male domination in the community. N=579. Showing those who picked 5 on a scale from 1-5, where 1=not at all and 5=extremely.

The question asked: “To what extent will you say that male domination is present in your city/community? Please use a scale from 1-5 where 1=not at all, and 5=extremely. If you do not know, please tick 0.”

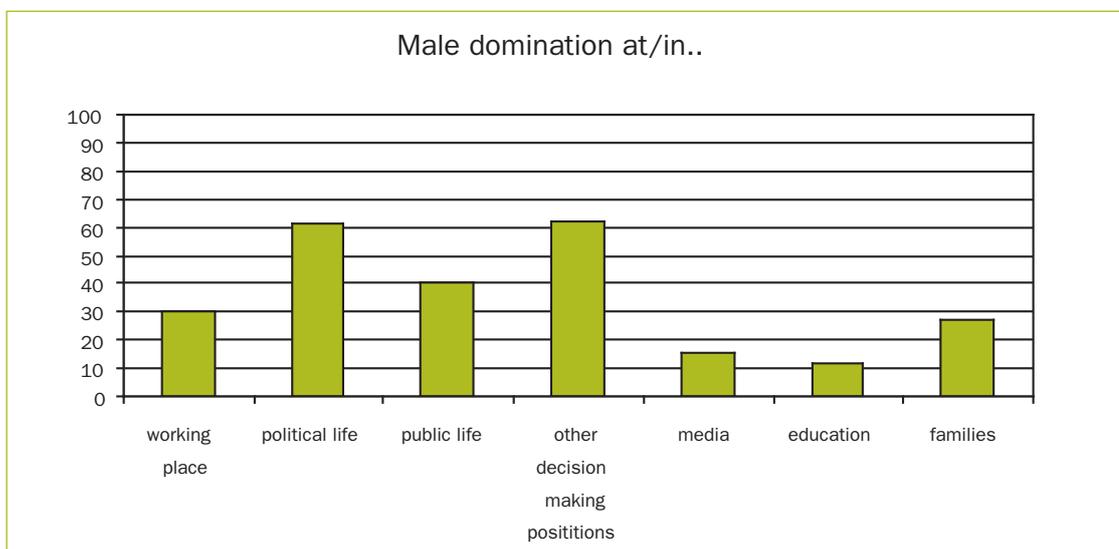


Table v.3 Socio-economic information. Percent. N=576, except for civil status, where N=559.

Age		Education		Civil status		Children	
< 20	3,5	Primary school	2,5	Single	35,2	Yes	65
21-30	23,5	Secondary school	33,6	Married	50,3		
31-40	28,9	College	31,0	Widow	6,6	No	35
41-50	26,9	University degree	32,7	Divorced	7,9		
51 >	17,3						

## Appendix 5

### Local partners in the implementation of the WCDI Programme

Albania

**IFAW – Independent Forum for Albanian Women.**

The oldest women's NGO in Albania established in 1991. Focuses on protection of women's human rights and promotion of equal opportunities between the sexes. IFAW's main office is located in Tirana, and there are in total six offices throughout Albania, and connections in 12 districts. Since 1994 IFAW has worked on issue of women in politics through organizing conferences, campaign, trainings, in the pre-election campaigns, motivating women to vote and also working with media. The other important part of IFAW's work is research. IFAW is part of the National Council of Albanian Women, network of Albanian Women's NGOs.

Contact: Diana Çuli, tel: +355 69 2035 838

**MILLENIUM – Women's Coalition.**

Coalition of 20 local and national women's organizations established in 1999 with the aim to promote co-operation among women's NGOs, develop networks and research on women's issues, and inform public opinion about women's achievements. Millennium supports organizations within the network by developing and co-ordinating national co-operation projects, providing practical advice, professional resources and information. Millennium is the main partner of SP GTF, since 2000.

Contact: Jeta Katro, tel: +355 (69) 2154874

Bosnia &  
Herzegovina

**Lara** – located in Bijeljina (RS, BH).

Established in 1998, and is working on improving woman's position through projects encouraging women to take part in political life, join political parties, woman's campaigns and woman candidates. LARA provides help for women who are victims of domestic violence, including legal aid. LARA is assisting victims of trafficking, has organized a big campaign for rising public awareness about trafficking. LARA helped organizing new NGOs in East RS and in 5 towns in Serbia and supported NGO networking. Also, organizes "Coffee with the Mayor" every Wednesday, works on education of women in villages, education of Roma children, and education of women's in villages. In 2003 LARA became partner of the Bosnian Government implementing National plan of Action for Combating Trafficking.

Contact: Mara Radovanović, tel: +387 55 22 02 55

**"Žene ženama"** (Women to Women), Sarajevo. Established in 1997. Aims at promotion and protection of women's rights as a part of human rights, trainings, information and documentation on gender issues, promotion and cooperation of the group work between woman's NGOs on local, regional and international

organisations. Gathers women from different generations, social and educational backgrounds, and ethnic and religious orientations, who seek direct involvement in resolving the problems of their daily lives. Program activities are: education, research, publishing and public work.

Contact: Svjetlana Fabijanc-Grbic, tel+387 61 740092

Kosovo

**Centre for Research and Gender policy**

Local women's NGO aimed to empower women in political participation and representation. Promotion and protection of women's rights as a part of human rights, trainings, research regarding gender equality and feminism are main activities. Encouraging women to lobby for gender mainstreaming, inclusion of women's issues on the political agenda, and ensuring greater women's representation in decision-making within political parties are the main objectives. Established in 2002.

Contact: Vjollca Krasniqi, tel: +377 44 124015

**Kosovo Circle of Serbian Sisters**

Established in the late nineties as a part of network Circle of Serbian sisters, but from 2000 work as independent. Based in Zubin Potok but gathering women living in Northern part of Kosovo and in Serbian enclaves in Kosovo who are engaged in public life and motivated to promote gender equality. Trainings, campaigns, round tables are main activities. Informative centre for women is a part of their activities. Main initiators for forming network of women organisation in northern Kosovo.

Contact: Radmila Kapetanović, tel: +381 63 8174915

**Kosovar Women's Coalition**

Women's association established before the local elections in Kosovo in 2000 with support of GTF SP and with the aim to motivate women, regardless of institutional or political affiliation to promote and advance women's socio-political and economic status. Women's Coalition extended activity widely in six regions: Ferizaj/Urosevac, Gjakovë/Djakovica, Gjilan/Gnjilani, Pejë/Pec, Prizren and Prishtina. In each of the region they have representatives from women NGOs, media and main political parties.

Contact: Merita Bajcinca

Macedonia

**SOzhM - Union of Women's Organizations of Macedonia.**

Established 1994 by 13 independent women's organizations from different cities. Since it was established the UWOM is functioning as a network of 70 member organizations. These organizations are different by their structure and interests. Supports local women's organizations and individuals, developing higher participation of women in public life and decision-making, advocating and promoting women's rights through education and training for raising awareness of women towards their own rights and capabilities. SozhM is main SPGTF implementing partner since 2000.

Contact: Savka Todorovska, tel: +389 2 3134 390

**Antico - Women's Civic Initiative.**

Multicultural initiative of women leaders. Founded in 1999, as response to the needs for development of the communities in Macedonia. Antico gathers women

leaders from 12 women's NGOs and operates in 7 multiethnic cities: Skopje, Kumanovo, Gostivar, Kicevo, Bitola, Debar, and Krusevo. Today, Antico consists of thirteen women's organisations from different parts of the country, which represent different ethnic groups. The network also visits municipalities across the country to hold courses in capacity development for women activists. By enhancing the capacity of civic organisations, Antico seeks to strengthen the civil society and democracy in Macedonia. Activities mainly focused on local communities.

Contact: Gjuner Nebiu, tel: +389 (0)2 2611 130

**ESE - The Association for Emancipation, Solidarity and Equality of Women of Republic of Macedonia.**

Established in 1994 and highly recognized throughout Macedonia. Their work is divided in four programme lines: Legal education and action, Violence against women, Women's health and Women in politics. Within every programme line, their activities are divided into research, education, campaign and cooperation. From 2000, ESE promotes the concept of gender equality and works with women and men. Many Macedonian experts in the legal field, sociology, psychology, and medicine are involved in work of ESE. Cooperation with other Macedonian NGOs is important component for realization of programme line.

Contact: Gabriela Loskovska, tel: +389 2 3298 295

Montenegro

**Women's Action**

Focused on women's political affirmation in decisions making processes and on creating balanced gender relations. Women's Action is registered as a Non-governmental Organization, in 2000, but, founders of Women's Action have been involved in affirmation of women's rights and fight for gender equality for more than six years. Women's Action creates the space for: Women's political affirmation on all decision-make positions, Creating the balanced Gender relations, Exchange of experience and data.

Contact: Slavica Striković, tel: +381 69046338

**Women Forum of Montenegro**

NGO formed in 2000, focused on political and economic empowerment of women, which are two main lines of programs. On the political empowerment of women their main activities are trainings with women from political parties, but in the recent period they work on the institutionalisation of gender mechanisms. Regarding economical empowerment of women, Forum established Women foundation with aim to support women business. Forum was main partner of SP GTF in 2000.

Contact: Kaća Djuricković, tel +381 69 071 045

**Montenegrin Women's Lobby**

NGO formed in 2000 on the initiative of group of women from different women's NGOs. Widely recognized NGO decided to gather as many women from Montenegro who want to work in public, who will stand up against nationalism, racism, sexism and transparent on the question of male violence over women and children. They organize public campaigns against any kind of violence; write protests, appeals, demands, and pamphlets. Also, they are very active in sex trafficking and on giving support to women through legal assistance and psychological help.

Contact: Mirjana Vlahović +381 69 643139

### **VOICE OF DIFFERENCE – The Group for Promotion of Women’s Political Rights**

Group for Promotion of Women’s Political Rights was formed by women from different non-governmental organizations and trade unions, in 1999, gathered round the request for introducing quotas for underrepresented sex (minimum 30%), primarily at the electoral lists and further in all structures and levels of organization of political and social life. Basic principle is greater participation of women in public and political life as a prerequisite of participatory democracy. Today, the organisation is engaged in introducing women’s human rights as a political issue through legislative lobbying, campaign advocacy, networking and education.

Contact: Tanja Ignajtović, tel: + 381 63 8533180

### **Women’s Political Network**

The Women’s Political Network, as a network of women leaders from different political parties of democratic opposition movement, started in February 2000. Women’s Political Network main goal was to empower opposition movement, to empower women to take their part of responsibility in the political processes. Women’s Political Network managed to associate horizontally, to strengthen solidarity and to enlarge cooperation with women in different sectors: in NGOs, trade unions, and media.

Contact: Leila Ruždić Trifunović, tel +381 64 1198782

### **HORA – group for emancipation of women, Valjevo**

The main goal of organisation is promotion, protection and advancement of human rights and freedoms of women. “HORA” was founded in 2000, at the initiative of 10 women who wanted to start speaking out loud about actual position and rights of women in local community. Today, the group has 60 members of different age and professions. Work of group is divided into sectors: economic empowerment of women, struggle against violence against women and girls, stimulating women to get more involved in public and political life.

Contact: Natasa Perisić Pavlović, tel: +381 64 1794354

### **Sandglass - women’s association, Krusevac**

Women association “Sandglass” was founded in 2000, with a wish to take an active part in the process of social and democratic changes in Serbia. The main aims are strengthening the women, as well as making them aware of the questions of gender equality and the role of women in the society and sensitising the local community to gender equality. Sandglass holds open lectures on human rights, gender equality, and gender issues in order to allow those who are interested to learn more. There are also workshops on specific topics such as domestic violence, stress treatment and opinion building, for those especially interested.

Contact: Snezana Jakovljevic, tel: +381 63 70 42454

### **PAŽ - ASSOCIATION OF BUSINESS WOMEN**

PAŽ was founded in 2000 in Novi Sad, Vojvodina, Serbia. Its main aim to promote business women – entrepreneurs and managers. The objectives of PAŽ are to improve women entrepreneurship, fostering of professional success of women, encouragement, support and promotion of women business and women leadership, promoting modern management and marketing, supporting business women through different types of trainings, to strengthen network of women in the region and international cooperation with women business organizations and network.

Contact: Danica Todorov, tel: +381 63 513 951

## Appendix 6

### The message of the seminar as reflected in the manuals

The basic manual includes the following entries: Why WCDI? Politics in women's way. The use of language. Domination techniques. Creative problem solving. Procedures at meetings. Stress management (winner and loser). Networking. Campaigning. In addition, a text-book is distributed. The textbook presents country-specific statistics, information on gender roles, presentation of legal acts, and the Beijing declaration.

The information provided in the manuals serve two purposes. Some of the articles primarily serve to raise consciousness about gender inequality. Others provide concrete instructions on how to raise skills and overcome obstacles. In this way, the manuals reflect very well the twofold objectives of the WCDI, consciousness-raising *and* capacity building. The message could be summed up as. "There *is* gender inequality, and *you* can do something to change it. Here is some help to get you started."

The WCDI manuals are as follows:

"Women Can Do It": The original NLPW booklet, which provides the basis for all WCDI seminars. The "original" manual developed by the Norwegian Labour Party's women organisation has been translated into the official languages of the Western Balkans. The adaptation of the manuals to the situation in each of the six countries/territories of the Western Balkans has, among others, consisted in bringing to the fore local facts and examples. Written originally by Karin Yrvin and Frøydis Tevik.

"Women in Focus": Amended WCDI booklet containing some new topics. It is also used for WCDI seminars. Written originally by Karin Yrvin and Frøydis Tevik.

"Women Can Do It - trainers' manual": Adapted manual for WCDI trainers in the SEE region, providing information on the content and method of WCDI seminar. For internal use only. Written by Milica Panić, Tanja Ignatović, and Aleksandra Petrović Graonić.

"Women Can Do It Readers": Booklet prepared by NPA's partner women's organisations for each subprogram and for each SEE country where WCDI is implemented. The booklet is a compilation of various articles relevant for gender equality, position of women in public life and for specific WCDI subprograms in specific countries. Booklets are made by partner organisations, and include entries from outstanding specialists in the actual country.

The NLPW is in the process of writing a new manual for the next stage of WCDI, called "Half the Power". This manual will be modularised, and include entries on freedom from violence and women and elections.

#### The contents of the seminars as reflected in the manuals

The trainers' manual for the Western Balkans includes the entries presented below. The recommended duration of each section is indicated in the trainers' manual, and rendered in brackets. References to the general manuals and the booklets are made.

Why WCDI and how? *Introduction* (10 min.): Participants are welcomed, trainers presented, the projects as well as seminar objectives are stated, and working methods explained. *Getting to know each other* (35 min.): Games and exercises are used. This is to create a relaxed atmosphere. *Presentation of seminar expectations* (10 min.): Participants write their expectations on stickers and place them on the flip chart. The trainer groups the stickers according to categories, like per-

sonal capacity-building, exchange in the group or other. *Rules of working* (5 min.): A common understanding of the rules (equality and mutual respect) is established. Rules are placed on a flipchart in a distinct position in the room and all participants are encouraged to call upon them when they are being broken. Rules may be amended during the seminar. The WCDI manual includes a chapter on why WCDI, and the reader gives a general presentation of the project.

Gender equality. *Gender stereotypes* (20 min.): Exercise aims at opening the eyes of the participants as to the existence of stereotypes. *Sex and gender* (30 min.): This section explains the difference between the biological and static concept of “sex” and the socially constructed, culturally determined concept of “gender”. Exercises are used. *Gender equality* (30 min.): Gender equality in private life, at work and in the political sphere. Exercises. The WCDI readers give a short background on gender and sex as well as national figures on the position of women. International conventions and national legislation with relevance for gender equality are presented.

Politics – Women’s Ways. *Women’s capacities* (25 min.): The objective here is to incite assertiveness and self-confidence. Participants are encouraged to identify their own strong sides. *Politics – Women’s Ways* (75 minutes): Moreover, the section contains a discussion on what it takes a politician to be able to contribute to a democratic and humane society. The group discusses the contents of the word “politics”. A chapter in the manual addresses the issue of politics in women’s ways, saying that men predominantly focus on “hard” issues and women on “soft”. Features of a good politician are listed.

*Domination techniques* (60 min.). Domination techniques (male) are explained (making the adversary invisible by ignoring him/her; ridiculing the adversary; withdrawal of information; applying the principle of “damned if you do – damned if you don’t”; infliction of guilt and shame) and steps to withstand them are taught. Simulation games are played in which domination techniques are exposed. The manual treats domination techniques thoroughly. A related subject is treated under the headline “Language Is Power”.

*Stress management* (30 min). Focus on causes and symptoms of stress, introduction of strategies to manage stress and exhaustion. The section includes an exchange of personal experiences with stress as well as a practical breathing exercise. The manual lists several symptoms of stress and ways to overcome it. Moreover, it argues that at times nervousness and stress may be positive factors.

*Activism and motivation* (30 min.). This section aims at identifying the main motivational factors behind activism.

*Art of argumentation and debate techniques* (90 min.). This section aims at improving participants’ debating skills and consciousness about verbal and nonverbal communication. Practical exercises, often using video camera. Participants commenting each other’s performance. The manual gives concrete advice on how to prepare and write out a speech as well as how to appear in front of listeners and how to take part in a discussion.

*Winner and loser* (45 min.). The aim of this section is to raise awareness on the different behaviour and language used by winners and losers (“I’ll fix it” versus “This is a huge problem”, agent versus victim). Role playing.

*Public advocacy* (45 min.). Explaining and discussing the concept of “public advocacy”, which is defined as “a set of targeted actions aimed at drawing a community’s attention and at decision-makers at all levels in order to influence or change system procedures or legislation that affects our lives”. The readers render examples of public advocacy from the actual countries. This section point towards the next section.

Action planning. *Creative problem solving* (10 min.) The steps in problem solving are introduced based on a text in the manual. *Action planning* (110 min.). Brainstorming and discussion bring to the fore possible problems in the local community that could be addressed through an action. Then groups are formed, a problem is chosen by each group and a goal is defined. A suitable type of

action is chosen (The trainers' manual warns against too ambitious plans, which are often what the participants aim for). Participants' experiences in carrying out activities of this type are identified and made use of. Practical aspects, like available resources and time, are discussed. The need to make goals precise is also mentioned in the manual.

Networking. *Mapping interest for cooperation* (35 min.): The aim here is to find common ground for cooperation between different women's groups and environments that tend to exist in segregated sectors of the public sphere. *Networking women's initiatives* (50 min.): Making the first steps in women's networking among others by establishing basic principles.

At the end of the seminar, 35 minutes are spent on evaluation and feedback.

## **Appendix 7**

### **Stability Pact Gender Task Force (SPGTF)**

The Stability Pact is the first serious attempt by the international community to replace the previous, reactive crisis intervention policy in South Eastern Europe with a comprehensive, long-term conflict prevention strategy. The SP was adopted in 1999, at the EU's initiative, and more than 40 partner countries and organisations undertook to strengthen the countries of South Eastern Europe "in their efforts to foster peace, democracy, respect for human rights and economic prosperity in order to achieve stability in the whole region". Euro-Atlantic integration was promised to all the countries in the region. At a summit meeting in Sarajevo on 30 July 1999, the Pact was reaffirmed. The idea for the Stability Pact arose in late 1998 and thus predates the Kosovo war. The NATO intervention acted as a catalyst in strengthening international political will for co-ordinated and preventive action in the region.

The Stability Pact is based on experiences and lessons from worldwide international crisis management. Conflict prevention and peace building can be successful only if they start in parallel in three key sectors: the creation of a secure environment, the promotion of sustainable democratic systems, and the promotion of economic and social well being. Progress in all three sectors is necessary for sustainable peace and democracy.

The Stability Pact Partners: The countries of the region: Albania, Bosnia-Herzegovina, Bulgaria, Croatia, FYR of Macedonia, Moldova, Romania and Serbia & Montenegro, the European Union Member States and the European Commission, other countries: Canada, Japan, Norway, Russia, Switzerland, Turkey, USA, international organisations: UN, OSCE, Council of Europe, UNHCR, NATO, OECD, international financial institutions: World Bank, International Monetary Fund (IMF), European Bank for Reconstruction and Development (EBRD), European Investment Bank (EIB), Council of Europe Development Bank (CEB) and regional initiatives: Black Sea Economic Co-operation (BSEC), Central European Initiative (CEI), South East European Co-operative Initiative (SECI) and South East Europe Co-operation Process (SEECF).

The Gender Task Force (GTF) is a regional initiative born out of a 1999 Appeal to the participants of the SP Summit in Sarajevo (1999). Over 150 prominent South East European women, NGOs, government actors and political activists from South Eastern Europe as well as numerous supporters from outside the region endorsed the Appeal and presented it to the SP Aecial Coordinator. Political empowerment of women was the main focus of the first GTF Action Plan. The SPGTF was officially recognized and its Chair, Sonja Lokar. The GTF became one of seven Task Forces within the SP Working Table for Democratisation and Human Rights with a mandate to ensure a gender equality perspective is represented in Stability Pact structures. The SPGTF itself encompasses twelve South East European countries and territories, namely: Albania, B&H, Bulgaria, Croatia, Greece, Hungary, Kosovo, Macedonia, Moldova, Romania, SCG, Slovenia. ([www.stabilitypact.org](http://www.stabilitypact.org), [www.gtf.nr](http://www.gtf.nr))

## Appendix 8

### Local actions

#### **Bosnia & Herzegovina 2003-04**

Realisation of 11 WCDI local public actions initiated at the WCDI training seminars aiming at the promotion of women's participation in political and public life:

*The Law on Gender Equality* is considered a significant achievement. Unfortunately, not many women have even heard of the fact that the Law had been passed. This applies to the women from smaller communities/towns, as well as to those from bigger cities who are not active in social/public life. Therefore, trainers, organisers and participants in some places where WCDI seminars were held decided to support Law's promotion and to lobby for its implementation. Symbolic date to organise such events was selected to be the 8 of March, with the aim to give this date back its original social and political meaning for women. In 7 cities in BiH in Breza, Dobož, Mostar, Trebinje, Sanski Most, Bijeljina and Pale actions named "Gender Equality Through Lobbying for Implementation of the Law on Gender Equality" were organised. Prior to the actions additional copies of the brochure with the Law and comment were published.

Local actions related to Law were:

Appendix 1 Round table in Sanski Most (participants from Prijedor attended)

Appendix 2 Round table in Pale named "5 to 12"

Appendix 3 In Mostar Presentation of the Law and distribution of material of the V-day campaign in BiH in 2004

Appendix 4 Round table in Dobož

Appendix 5 Round table in Trebinje

Appendix 6 Round table in Breza

Appendix 7 V-day performance organised by women group Mladi Most, Mostar in Bijeljina and printed materials for the campaign. (V-day was a part of the world campaign for stopping violence against women and girls, whose promotion in BiH in 2004 was organised by 5 women organisations (Mladi most, Mostar, Udružene žene, Banja Luka, Lara, Bijeljina, Medica, Zenica and Žene ženama, Sarajevo).

All round tables were facilitated by legal experts, or (in Breza) psychologist. Gender centres also provided with additional promotional materials. Media in BiH, especially TV stations, reported on these events. The content of all round tables, with slight differences was dealing with issues of discrimination, violence, sexual harassment, unequal participation of women and men in politics, women in public life and responsibilities of authorities in implementation of the Law. These events gathered ca. 30 participants each, with exception of performance in Bijeljina, ca. 100 people in audience and in addition reached huge number of readers of the distributed Law brochure.

Appendix 8 *Founding of the first women's NGO in Teslic* 30 participants were present at their public promotion, women from political structures and others, new NGO activist. In addition to this promotion women organised the same day public discussion called "Women in Public and Political Life".

Appendix 9 *Founding of the first women's NGO in Lončari* The founding of the organisation was marked by the round table with participation of the director of Gender Centre of Republika Srpska. Ca. 25 participants present.

Appendix 10 *Support to informal women's group "Art" from Glamoc* to their registration and

organise public ecological action. Ca. 40 participants at the action.

Appendix 11 *Public presentation of the WCDI program* held in Sarajevo at the WCDI evaluation. Hosted by the NPA and implementing partners. H. E. Henrik Ofstad Ambassador of Norway to BiH. Part of the presentation was lecture by the BiH gender Centre Director. Presentation attended by representatives of Gender centre, international organisations, women activists and media.

Other activities related to WCDI local actions:

The action initiated by the WCDI program called “Women Can Do It - non-formal Coalition” in the last project circle lobbying for election of women Mayor of Bijeljina at the following local elections and increased number of women in local political structures resulted in replacement of two heads of departments in Bijeljina Municipality with two women which were supported by this coalition.

Members of 14 local women organisations and three informal women groups assisted the organization of the training seminars and local actions. These are: Izvor, Sanski Most, Art, Glamoc, Women association, Loncari, Centar za zene, Breza, Zenski centar, Trebinje, Oaza, Trebinje, Dijete i majka, Zavidovici, Politicki resursni centar OSCE, Ljubuski, Zene Doboja, Doboj, Lokalna inicijativa zena, Sarajevo, Kljucki biseri, Kljuc, Zad, Pale, Medica, Zenica, Mladi most, Mostar, Women association, Teslic, informal women’s group from Milici, Vlasenica and Srpsko Sarajevo.

### **Kosovo 2002-03**

During the “Creative Problem Solving” sessions the WCDI trainings focused on the planning of local actions (small-scale projects – campaigns and public events). The intention was to encourage participants of WCDI local trainings to maintain contacts through accomplishment of small local events, which intend to, apart from solving minor problems of everyday life, make their engagement more visible. Planned actions of participants in WCDI seminars were proposed as direct outcomes of the seminars. 10 local Women Can Do It actions have been planned while seven are implemented. One of the reasons why there are not ten local actions is that trainers feel that the time was short for local actions and secondly that participants in the trainings had difficulties to grasp the process of local actions. This can be explained that women participants in the Local Women Can Do It seminars had very limited opportunities for trainings. Some of the local actions had a longer- term prospective and high budgets. The project staff had two consultative meetings with trainers in order to redefine the local action goals and to design the local action plans according to the overall objectives of the Women Can Do It project.

List of realized WCDI actions:

1. Local action in Gjakova/ Djakovica: A *television debate* with women political candidates, NGO representatives and media, on issues related to political and social conditions of women in Gjakova region. 10 women panellists in the television debate: 4 women candidates, 4 women NGO representatives and two women journalists. Listeners of the television TV Syri could call and ask questions to guests in the studio.
2. Gjilan/Gnjilane: *Televised round table discussion* with women candidates, NGO women and media. 95 women participated in the round table discussion. The theme of the discussion was elections and women’s perspective into future municipality government.
3. Skendaraj/Srbica; the focus was on the rural area: *Training* with women in 6 villages on issues related to women’s rights and gender equality. 120 women were enrolled in the training.
4. Malisheve/Malishevo: *Round table discussion* with women political candidates, NGO women and media, on the theme of political empowerment of women. 40 women participated in the round table discussion.
5. Vushtrri/Vucitrn: *Business training* for women entrepreneurs and women who plan to start up a small business. 25 women participated in the training.
6. Peja/Pec: *Round table discussion* with women candidates, NGO women and media women. 50 women participated in the round table discussion.
7. Mitrovice/Mitorvica: *Women Can Do It training* for women from North Mitrovica – two-day training session. 25 women participated in the training.

### **Kosovo 2003-04**

On the local WCDI seminars, participants planned local actions and four of them were given support for implementation. Women's Coalition selected three WCDI local actions and Circle of Serbian Women selected one local action. Local actions were selected very carefully, according to following criteria: to answer needs of women taking in consideration active participation of participants of WCDI seminars, to include new women from towns where local actions have not been organised last year, to help and encourage other women to create some similar actions.

Opportunities for women to participate in trainings in creation and action planning are very rare and have not been so easily grasped by participants since women participating in the training had no previous experience in these subjects. Consequently, support of WCDI trainers and NPA's local partners in implementation of local actions was significant. Some of the local actions had a longer-term prospective and high budgets but, through two consultative meetings with trainers, the local action goals were redefined and designed according to the overall objectives of the WCDI project.

*Appendix 12 Round table discussion of women political candidates and women activists of NGOs in Deqan/Decani* Participants of local WCDI seminar with support of Women's Coalition organized round table discussion between women activists of NGOs and local women politicians in order to discuss following elections and to present importance of having closed lists on the Elections. The feedback from the round table was very positive. Approx. 30 women participated.

*Appendix 13 Meeting – debate of young women political activists and membership of AAK* Young women, members of youth branch of AAK, initiated by YWCDI seminar, decided to organize meeting and debate with AAK membership and leaders of youth branch in order to discuss position of young women in party system. Participants of the debate supported idea generally and what was very important debate was organized in the middle of inner party discussion regarding gender quota in AAK.

*Appendix 14 Round table discussion of women politicians and women NGOs activists in Viti/Vitina* Considering that number of women politicians in Viti/Vitina is few and that women from NGOs don't have very good co-operation with them, participants of local WCDI seminar decided to improve it and organize round table discussion in order to achieve joint women's agenda and improve collaboration on the local level prior to elections in October 2004.

*Appendix 15 Public campaign in Zubin Potok* Female students, participants of YWCDI seminar in Zubin Potok, identified that public 'House of Culture' (Dom culture) has appropriate equipment for showing movies and theatrical performances, but there are no such cultural events, only one local pub. Seminar regarding public advocacy was conducted as the first step with support of Circle of Serbian Women. After the seminar, meetings with director of 'House of culture' and with President of Local Assembly were held. Radio show and public interview were made with citizens. After this campaign, three films have been shown and one theatrical performance was organized.

### **Macedonia 2002-03**

Eleven local actions were implemented, ten in coordination of SOZHM and one in coordination of Antico.

1. *Women in the action*, Makedonski Brod. The goal of the local action was to increase participation of women from Makedonski Brod in the local government and public life. Public tribune was organised and about 50 people participated.
2. *Stop violence against the women*, Rancovce. Considering that violence against women is problem, especially in small communities, survey was done about this problem and public tribune was organised to present results, to raise awareness and recognition of the problem in the community.
3. *Women on the local election list*, Stip. The goal of action was to enlarge women participation on the future local elections lists implementing local campaign about importance of women's

participation in decision-making places. Posters were printed, public tribune was organised and local electronic media covered activities.

4. *Do you know how?*, Valandovo. Problem identified on the seminar was that women, especially, in small communities and rural areas are not informed about breast cancer. Public tribune was organised in 6 surrounding villages, poster and leaflets were printed with the aim to teach women how to discover breast cancer at an early stage.
5. *Woman can say NO for the Violence*, Skopje. The goal of the action was to give publicity to the problem of violence against women and to raise knowledge of people regarding SOS telephone. Survey was done and results were announced on a Press conference.
6. *Woman for a shining future*, Drugovo. Action was organised with the aim to increase the participants of women in the public and politic life. Special emphasis was placed to raise motivation of women to participate in local government. Public tribune was organised and 100 posters was printed.
7. *NO to the violent behaviour*, Kocani. The goal of action was to realise public campaign in order to move to actualise the problem of violence in family and to bring it from private sphere to public and to properly highlight legislation. Leaflets were printed, public tribune was organised and local media covered all activities.
8. *Empowerment of the women in politics*, Rosoman. Brochure was prepared, printed and disseminated with aim to enhance motivation of women to participate in politics and to focus their politics on women's problems. Local media covered action.
9. *Strengthening of women's initiative in the municipality*, Cucur and Sandevo. The goal of action was to strengthen and support women from this municipality through informing public about women's capacities for politics. Informative bulletin was published and tribune was organised.
10. *Monitoring of the presidential elections 2004*, Skopje. Considering that family voting is identified in some electoral units, monitoring in 45 polling boards was organised with the aim to register irregularities and problems with family voting. Flayers were printed for information.
11. *Local action in Struga*. Press conference was organised, as follow up of Round table – WCDI PP Local action with the aim to continue pressure on the public regarding involvement women in public life of Struga. Local media: TV Kaltrina, Art, and MTV 3, daily newspapers: Fakti, Nova Makedonija participated.

### **Macedonia 2002-03**

The objectives of local WCDI actions were: Stimulation of women's activism, self-organizing and networking on the local level for more active and massive participation of women in decision-making processes and in the same time stimulation of the civic activism towards positive changes in the society. Planned actions of participants in WCDI seminars were proposed as direct outcomes of the seminars. During the realisation of 21 local seminars, women participants in the local seminars had many initiatives for work on the local level and they canalized their initiatives through the local actions. A number of concrete proposals on realisation of local actions that could solve in partial or complete local women's problems were highlighted. In the context of the WCDI project in Macedonia, 19 local WCDI actions were carried out in the period April-June 2003, as a follow-up of the seminars. SOZHM supported realization of 13 local WCDI actions and ANTICO 6. Local WCDI actions successfully were carried out in 17 towns (out of 18 towns where local WCDI seminars have been held). It is very important to emphasize that proportion between realized local WCDI seminars and local WCDI action in Macedonia is the biggest in the Region of SEE.

Coordination team defined the strategy for the selecting the funding local actions: connection of actions with WCDI project in Macedonia, relevance of actions for the region in which they are going to be realized, direct connection of actions with the promotion of women in public and political life, education and promote influence of local actions on the women from the local communities. The final selection was carried out in cooperation with WCDI trainers, local organizers, respecting their opinions and their experience in the field.

Following local WCDI actions have been implemented:

1. *Women from Sveti Nikole to women of Sveti Nikole*, Sveti Nikole: Two workshops have been conducted: 'Women and politics' on 17 May 2003 with 28 women and 'Women and economics' on 18 May 2003 with 27 women. A poll for 200 women in order to get opinions about the position of women in the community has been conducted. On 23 May 2003 Exhibition of handicrafts, flowers and pictures of women from the community has been held, gathering 20 women and tribune with women councillors from Sveti Nikole in the space of the municipality has been held with approx. 50 visitors. The participants were dressed in T-shirt with the logo "Women from Sveti Nikole to Women from Sveti Nikole".
2. *Kumanovo's Women Lobby*, Kumanovo: 'Kumanovo's Women Lobby' (KWL), has been formed, gathering women from different structures for common action toward improving the position of women in Kumanovo area. Tribune with topic: "We know, we can and we can do" and promotion of KWL has been held, 80 women and men participated, on 5 June 2003. Printed material: invitations and flyers printed for this occasion. The duration of action was from 15.05 to 05.06. 2003.
3. *Establishing cooperation and coordination between NGOs and Political Parties*, Gostivar: One workshop and Round table with topic: 'How to improve the cooperation between NGO and Political Parties in the municipality' conducted. 20 women and men participated. Printed material: invitations and leaflets printed for this occasion. The duration of action was from 17 May to 30 May 2003
4. *Together we can do more*, Bitola/Resen: Considering the initiative of participants of WCDI seminar in Bitola, who are coming from Resen (small municipality close to Bitola), and need to support women in smaller communities, it was decided to organize local WCDI action in Resen. Tribune with topic 'Together we can do more' held in the municipality space on 4 June 2003. Mayor, 17 councillors from political parties and public discussed gender equality and forming a commission for gender equality in the municipality of Resen. Printed material: invitations and posters printed for this occasion.
5. *Stepping toward the power*, Strumica: 'Strumica Women Lobby' (SWL), has been formed, gathering women from different structures for common action toward improving the position of women in Strumica area. SWL was presented to public through public tribune, TV presentation and press conference on 5 June 2003. TV polling was implemented in Strumica, Vasilevo, Kuklish and Murtino with 100 persons – men and women after the presentation regarding popularity of new-formed Lobby and 80percent of polled persons said that they have heard for SWL.
6. *Step forward*, Skopje: A poll conducted regarding gender equality in public life. 500 persons from whose 70 percent women and 30 percent men have been polled. Results of poll were presented in public tribune on 5 June 2003. For this occasion questionnaires and 3000 flyers have been printed.
7. *More women in politics*, Kriva Palanka: Public tribune with topic 'More women in politics' that is broadcasted at local radio and local TV – TV Kartel have been held. Approx.80 women and men participated. 1000 leaflets were published for this occasion. Duration of action was from May 28 to June 6 of 2003.
8. *Women and policy – skill in public management*, Prilep: Two tribunes with topic 'Women and policy-skill in public management and in branches of public affairs' conducted on 18<sup>th</sup> and 19<sup>th</sup> of June. Approx. 50 women participated and 200 pamphlets were distributed
9. *Women Can Do It*, Bitola: Considering big interest and need of women to participate in WCDI seminars, two – days seminar was prepared and organized for 21 women on June 7-8. The participation women in politics and on decision-making places were main issue of this seminar.
10. *Stop the Cancer of breasts*, Pehcevo: Considering that Pehcevo is undeveloped area in the very east of the country, problems of women's health were underlined. 3 tribunes for self-examination of the breasts with doctor as trainers and demonstrators were organized for 124 women from Pehcevo and close rural areas in the period May 29 – June 4. Leaflets for self-examination were printed.
11. *Stop the violence against women*, Ohrid: Participants at WCDI seminar in Ohrid selected the issue of violence against women as focus of their public action. Public tribune was prepared in

- the period May 19 to June 7. Flyers and posters were printed for this occasion and approx. 80 women and men participated. Local media informed public about this event in Ohrid.
12. *Women on decision making places at local level*, Debar: Round table discussion has been organized on the 5<sup>th</sup> of June 2003. 23 participants, women and men, from different political parties and local self-government discussed about women's power for the city-position and treatment of the women in political parties and elections, considering following local elections in 2004. Leaflets were printed for this event.
  13. *Women in Tearce*, Tetovo: Considering that Tetovo is bigger multiethnic municipality with a certain number of NGOs and activities in the public, participants of WCDI seminar decided to reallocate the local WCDI action in nearby municipality Tearce in order to introduce the issue of women's participation in decision-making places in smaller local communities. On the 4<sup>th</sup> of June the public tribune with topic "More women in the council of the municipality Tearce" was held. 53 women and men participated and local TV – TV Kiss informed public of Tetovo region. A brochure was printed for this event.
  14. *Woman Mayor*, Radovis: In cooperation with local televisions – TV EMI and TV KOBRA participants of local WCDI seminar in Radovis TV questionnaire and TV interview about advantages and disadvantages being woman mayor in the period between May 23 – June 03, 2003. Public tribune with topic: "Women mayor-more beautiful future for Radovis" was held and 60 women and men participated.
  15. *Women's capacities*, Veles: Round table discussion with topic "Strengthening of the women's capacities" was held in Veles on May 4, 2003 as a direct outcome of local WCDI seminar. Posters and flyers were published for this event. 28 women and men participated. Local televisions – TV Zdravkin and Kanal 21 and local radio - Vardarski glas informed public about Round table.
  16. *Women mayor*, Probishtip: Research of public opinion was done in Probishtip in the period of May 28 - June 28. 200 women and men were interviewed on "Will you give your voice for women mayor?" in order to initiate issue of women on decision making places among the public.
  17. *Women at local government*, Kavadarci: Round table discussion was organized and TV show about possibilities and perspectives of the women in the local government in Kavadarci on May 28, 2003. 30 women and men representatives of local government and political parties participated.
  18. *Decentralisation and women*, Skopje: Public tribune about decentralization of the local self-government and possibilities of the women for participation in the decentralized local government was organized in Skopje June 1, 2003. Leaflets were published for this event. National televisions MTV1, TV Sitel and Sky net, as well as national radio – Macedonian radio 2, reported from this event.
  19. *Women at local government*, Gevgelija: Questionnaire was prepared and research done about representation and participation of women at different level of structure in the local government and local assembly in Gevgegelija in the period in May and June of 2003. A brochure from the research with the results from the questionnaire was published.

### **Montenegro 2002-03**

Coordination Team selected actions for funding and the following WCDI actions were implemented:

1. An initiative on *returning a cinema hall to citizens of Zabljak* was started in this town by participants of WCDI seminar, being well-media covered, so that it could be possible to have theatre performances and cinema shows, concerts etc. going on again.
2. *A round table on Status of women in the actual Montenegrin legislative in Kolasin*, was organised in attempt to give an answer to what custom norms, stereotypes and patriarchal Montenegrin society make influence on marginalized women rights and domination of men. Participants were representatives of institutions such as legislative, Public Prosecutors Office, Ministry of Interior Affairs, Centre for Social Welfare, media, etc.
3. An action of *placing boxes at three most frequent places in Pljevlja* was organised so that people can express their comments on violence of women's rights as well as their suggestions

- for the improvement of such state of matters, as supporting documents to this report, approx. 150 such comments and suggestions can be taken.
4. Educational-informatively oriented *round table regarding promotion of a higher-rate of women's participation in political life* has been held in Budva. Participants, among others were representatives of the local government as well as representatives of political parties. Media coverage done by radio and TV Budva.
  5. The first and for the time being the *only one women's NGO was established in Pluzine*, "Piva Women's Forum", gathering women from Pluzine regardless of their political determination, national or other background.
  6. A *public debate for women from Kotor and Tivat*, was organised being focused on reducing of the number of unemployed women. Lectures were made on concrete possibilities for pre-qualifications and vocational trainings of unemployed women aiming at change of vocation and gaining the desired one in order to be more able to become employed. The debate had a good media coverage.
  7. In Savnik, an *informative Guidebook on main women's rights*, comprising all relevant contact details on a basis of which it is possible to be provided with further information on fulfilling those rights was designed and printed.
  8. A *round table regarding educational changes* in institutions regarding women rights in gathered representatives of all institutions that women need in order to realise their rights in Berane. It was encouraged that women in future to continue with greater and more comprehensive education of the people from the institutions.
  9. *Popularisation of the WCDI Project in the rural area – suburbs of Podgorica* through conducting 3 workshops, which included different women, and specially paying attention on younger women's population. Topics were adapted, because for most of women participants this occasion was the first contact with women's rights and their real implementation in practice.
  10. In Cetinje, *three workshops and one round table regarding women's employment* and their education were realized. The participants of the round table were from NGO, Trade Union, State Employment Agency, in order to see the problem from many aspects. Workshops covered topics such as getting a new education, finishing seminars, home-enterprises and small private enterprises in order to get employment.
  11. Women raised an issue of *health care and prevention* in their municipality in *Bijelo Polje*. During this action, women *published leaflet* with strong messages to women about their reproductive health and the need for a preventive care. One *public debate* was organised with participation of gynaecologists where women's health protection was discussed. As result of this action we have initiated a joint initiative with other women's NGO s for reforms in primary health protection Law that was submitted to the Ministry of Health.
  12. As a burning issue problem in *Plav*, women recognised the *problem of early (under-age) girls' marriages*. Women organised an action of *data collection* about number of such cases and a *round table on this issue that was broadcasted on a local TV*. *Posters* with information about the action and the round table were published for this purpose. This action strongly influenced on awareness rising within inhabitants of this municipality who showed a great interest in this action.
  13. Organisation of a *round table on the issue "Women's and men's political interests"* was supported in *Herceg Novi*. Representatives of all political parties were present at this round table together with women participants in local WCDI seminar. A guest in this round table was the Stability Pact GTF NGO focal point. An impact of the action is reflected in an established cooperation of different political parties and an initiated discussion on gender equality. Politicians could hear more about interest of women in their municipality that usual.
  14. *Rozaje* – a problem that occupied women in this town is a *number of children that ceased their education between the age of 10 and 13*. Women worked on data collection in surrounding villages and those available from educational institutions. They prepared materials with which they tried to raise this issue and started advocacy process to the Ministry of Education and other relevant international organisations (UNICEF) in order to start dealing with such important issue. One TV show was prepared that dealt with issue of early children's leaving schools. This action made many international groups interested in the problem of children's education in northern part of Montenegro.

15. *Andrijevića* – on the very North of Montenegro, in the municipality of Berane or of Andrijevića, there were no women’s groups that would start different initiatives on gender issues. Women WCDI training attendees concluded that in this stage they would like to start with establishing their own women’s groups and develop strategically a process of women’s empowerment in Montenegro in different aspects. That is why their action was focused on *Founders’ Assembly* and on a special dinner for all women founders of two women’s groups in Berane and Andrijevića.

Media coverage of all local WCDI seminars and WCDI local actions was excellent, from national TV to local radio and TV stations and public was mainly informed in very professional way about dynamics of the Project implementation.

### **Montenegro 2003-04**

Local YWCDI actions.

On the 5 local YWCDI seminars participants planned local actions and 3 of them were given support for implementation. Montenegrin Women’s Lobby selected local actions carefully, according to criteria and utility. Criteria were to choose actions, which will make women’s activities visible in surroundings where they were conducted, but also, to abet and encourage other women to create some similar actions. It was important that action covers the problem which was accented by young women as important, in order to help them to continue further on their own.

1. *Mini campaign “I am making decisions, too” in Podgorica*, consisted from distribution of propaganda materials to leaders of political parties and to young people in cafés. The goal of the campaign was to direct attention to politicians and to young people on disproportional number of women and especially young women active in public and political life of Montenegro.
2. *Public survey about small number of women in public and political life of Nikšić* conducted in Nikšić. This survey consisted of questioning citizens about this problem. Because of the research, the leaflet came out with concrete facts, which was distributed in faculties, cafés and other public places.
3. *Bulletin* was prepared by students, participants at the seminar in Podgorica. The goal of Bulletin was to direct attention to society that women’s position has changed, and a lot more must be done to improve it. This Bulletin was distributed in faculties and in political parties.

### **Serbia 2002-03**

Out of 19 proposed activities 15 were successfully realized and stimulated or had the result of establishing 7 women’s NGOs in Indjija, Arandjelovac, Coka, Kladovo, Brus, Ivanjica, Zajecar.

The following WCDI actions were implemented:

1. Public discussion and workshops: *Our health* in Sombor, supported by “Women’s Alternative” Printing of the information brochure on available social, health and psychology counselling and services in the community with all the gathered data on women’s health in Sombor. Beneficiaries were 50 girls from the municipality; women workers from the local factory, and beneficiaries of the NGO Women’s Alternative. Local media information dissemination. Public lecture was held with two women psychologists, a gynaecologist and oncologist. The work was continued in two parallel workshops – on the importance of regular gynaecology exams and on the STD. Good cooperation established with the secondary schools in Sombor.
2. Public discussion and media promotion: *Politics Women’s Way* in Arandjelovac, supported by Trade Union ‘Nezavisnost’ and Women’s Network – Arandjelovac.
3. 12.2002. – interviews at the local media and broadcast of announcements. Speakers: Snežana Jakovljević, Peščanik, Kruševac; Nada Kakašić, President OO DS, Topola; 45 persons in the audience (30 women and 15 men) and further media coverage.
4. Public Lecture: *We Want Healthy Women*, in Priboj, supported by ‘Women’s Initiative’ Priboj Public appeal in local media for re-opening of the gynaecology out patient clinic made by the women gynaecologist, Ljiljana Tripković. Media announcement of the public lecture. December 13, public lecture. Speakers: professor Svetlana Papić, gynaecologist Ljiljana

- Tripković, gynaecologist Tomislav Matić, doctor Danilo Nadeždin. 80 persons in audience. Meetings with involved medical workers were held on many occasions and will provide for the successful end of the project.
5. Television round table and lobbying: *Oncology Voice Seeks Solutions*, in Pancevo, supported by Women's Banat Initiatives.  
Television round table, previously announced at local media. Cooperation with the health workers from the Pancevo Hospital.
  6. Public discussion and television round table: *Stop! We Want Love and Respect* in Ivanjica, supported by 'Society for Cerebral Paralyze of Municipality Ivanjaica'.  
Media campaign against violence on women and the announcing television debate on the local television. Public distribution of publicity materials against violence on women. Public discussion with the representatives of the local institutions and from the Victimology Society, Belgrade, Vesna Nikolic Ristanovic. More than 80 persons in audience and more than 300 persons receiving the information.
  7. Public Discussion: *Women Can Do It* in Nova Varos, supported by NGO Sofija.  
Speakers on the problems of unemployed women: Radmila Gujaničić and Dragana Obrenović, Women's Center Uzice. About 50 women in audience. Second part was the workshop on the basic steps how to establish women's cooperatives.
  8. Public Discussion: *Abortion and Information Gap* in Coka, supported by Trade Union of Vojvodina/ Čoka.  
Speakers at the lecture: two gynaecologists Kalmar Jene, Luka Agić and an immunologist Buranj Bela. 340 persons in the audience. Printing and distribution of the information brochure in Serbian and Hungarian. Two consecutive public discussions have been held, also on both languages.
  9. Two Public Discussions and media promotion: *Our Health is Important* in Prokuplje, supported by NGO Toplica's Centre for democracy and human's rights.  
Television program with Lidija Stojanovic and Ivana Mladenovic, speaking on the problem and announcing the public discussion. First public discussion: Tumour of Women's Reproductive Organs, December 18. Speakers Biljana Natić, Prokuplje hospital, and Ljubica Mrdaković, Health center, Nis. 21 persons in audience. Second public discussion was announced at local media for December 25. It was on stress, its causes and consequences. Speakers: psychiatrist Ljiljana Danić, Hospital Prokuplje and Bojana Ilić, psychologist, Institute for mental health Nis. 35 persons in audience. After the discussion, there was the open studio television program lasting 60 minutes.
  10. Public Discussion: *Women's Way* in Mali Zvornik, supported by NGO Hora.  
Printing of the leaflet on political participation of women in Mali Zvornik. Two days prior to the public discussion 1 000 leaflets were distributed by 5 volunteers. Speakers were: Aleksandra Rakić and Biljana Stajić, member of the municipal assembly. 20 participants were present.
  11. Public activity and distribution of leaflets *Gender is not Sex* in Valjevo, supported by NGO HORA.  
Creation of the leaflet: Gender differs from Sex and media announcement of the public activity prior to distribution of the materials. 10 volunteers distributed the materials on December 20 and 22. 12 000 leaflets distributed. Local NGOs and City Library will further distribute the leaflets. This was the support activity related to the appearance of the Local Focal Point in Valjevo at the local radio New Year program.
  12. Public Polling and Public Discussion *Women's Rights are Human Rights* in Dimitrovgrad, supported by NGO Creative Centre.  
Public polling of 350 women. Processing the data and presentation of the results at the public discussion at December 12, 2002. Speakers besides the organizers of the project: Rozeta Aleskov, trainer at WCDI 2002 program in Serbia and Aleksandra Petrovic Graonic, coordinator of the WCDI 2002 program in Serbia. 40 persons in audience.
  13. Two Public Discussions: *Dignity to Self-Supported Mothers and Unemployment with Self-Supported Mothers* in Zajecar, supported by Trade union 'Nezavisnost', Zaječar.

In cooperation with the local women's NGO Mothers' Association and Self-supported mothers' association from Zemun they organized two public discussions.

14. Public lecture and distribution of publicity materials: *Self-Supported Mothers in our Community* in Indjija, supported by Women Forum Indjija.

Initial activity in order to create a women's NGO dealing with the problems of self-supported mothers in the municipality. Printing of publicity materials not only to announce the public discussion but also to gather the support for establishing the organization. Good contacts in the municipality with the representatives of the local governance and even with the team of lawyers who will initially provide for free legal counselling for the vulnerable group of women and children.

15. Public discussion and lobbying efforts: *PA Test in Brus*, supported by Trade union of the Technical School in Brus.

Data gathering on the gynaecology care for women in Brus and lobbying efforts directed towards the local municipal and health authorities. Printing publicity materials and its distribution. Public discussion with the representatives of health care institutions. Evaluation of the public and authority response in order to undertake next steps.

16. Public pooling, Workshops and Round Table: *Providing Care for Self-Supported Mothers in Kladovo* supported by Trade union of DOO "Metalik".

Data gathering on self-supported mothers. Media promotion of the activity at the local media. Workshops and meetings with the self-supported mothers. Lecturer participating at one of the meetings: Dušica Bursać Babić, Self-Supported mothers from Belgrade. Publishing the report and distribution of the materials to all the local institutions.

Total of realized activities is 15. Regarding the topics there were: Women's health – 6 activities; Vulnerable groups of women – self-supported mothers – 3 activities; Women's human rights – 2 activities; Political participation -2 activities; Violence on women – 1 activity; Economic empowerment – 1 activity.

Political participation in general could be considered underrepresented among the local initiatives, but since most of the actions include a considerable media influence and lobbying efforts and in the same time engage women members of the political parties and representatives of the local institutions, we consider them to contribute greatly to women networking and political engagement in the local communities. It would be presumptuous, considering the local cultural and political environment in small communities in Serbia, to expect women to at this initial stage (after only joint one seminar) get engaged in political mainstream or confidently take upon the segments of finance, security, procedures transformation or infrastructure building.

The full potential of the local women's initiatives and the WCDI program is indicated by the following data:

- there were about 170 women and men engaged in realization of local activities: as coordinators, organizers, volunteers, experts and lobbyists;
- there were more than 1 600 direct beneficiaries of those activities;
- there were about 15 000 copies of different printed materials (leaflets, information lists, questionnaires, posters, statistical papers, invitations) and we cannot accurately estimate how many men and women were recipients of the information;
- in half of the cities, considerable media efforts were made and it is also impossible to calculate what was the actual reach of the local media.

Those are the indicators after 15 of 48 seminars.









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