

**BIBIJA –Roma Women’s Centre**

# **STRATEGY PLAN 2009-2014**

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June 2009.**

***INTRODUCTION***

This document was created in June 2009, on bases of BIBIJA-Roma Women's Centre work analyses and also on current working environment of the civil sector in Serbia. Analyses of "Bibija" work is based on analyses of achieved goals set in previous strategic plan after three years of realization. Eleven activists of the Centre participated in the evaluation of organization's work and revision of the strategic plan.

All goals and activities reflect position of organization in its environment, their material and human resources and real needs of clients, Roma women in Belgrade and the whole Serbia.

We thank to CARE International North West Balkans, which under the frame of the regional program "Empowerment of Roma Women" supported this activity and Norwegian Ministry of Foreign Affairs for providing financially support to the whole program.

## **II ABOUT „BIBIJA“-ROMA WOMEN'S CENTRE**

### **II a Establishment and development of the organisation**

„**BIBIJA**“- Roma Women's Centre is founded on September 14<sup>th</sup> 1998 in Belgrade. Organization is registered at the Ministry of State Administration and Local Self-government under the number 627 on the register list number 400, as non-governmental, non-profit organization which working areas covers the territory of Serbia. Intention of founders at that period: Slavica Vasic, Natasa Nikolic, Djurdjica Zoric, Ruzica Jovanovic, Ranka Jovanovic, Vida Vasic, Biljana Berar, Snezana Sljukic, Jasmina Simic, Dragana Petrovic-Krizanic was to make a visible Roma women's rights in the society, but also prejudices and discrimination towards Roma women, to make visible violence they suffer and to provide support to Roma women and to connect them with official institutions and other groups.

Today, BIBIJA-Roma Women's Centre gathers nine activists, three professionals and two volunteers and it is made of women belonging to Roma and other communities.

During 11 years of active work BIBIJA had realized 52 projects<sup>1</sup>, it worked in 55 Roma settlements in Belgrade and its surroundings. Trough our programmes around 6000 Roma women had passed. Activities of the Centre are divided into 7 groups.

**The first** comprises psycho-social work dealing with Roma women in the field. Topics of these programmes are guided by promotion of women's human rights with special emphasis on women's human right to education, health protection, employment, right to life without violence, as well as free choice of partner. **The second group** of activities includes Legal Counselling Service providing legal advice and assistance to Roma women. **Third group** of activities includes engagement in relation to economic empowerment. These activities comprise organising of courses for interested women and assistance in job pursuit. **Fourth group** of activities includes organising of seminars and trainings on the topics of women's human rights, minority rights, political participation of Roma women in our society, issues regarding organisational structure of women's NGOs. **Fifth group** of activities refers to informative actions aimed at provision of information on issues important for Roma

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<sup>1</sup> List of projects in annex

women and their families. These actions are numerous and of different character: distribution of leaflets in Romany and Serbian languages on importance of women's health, most frequent women's diseases, breast diseases, informative material on national minority status, material on the Framework Convention for Protection of National Minorities, leaflets with contents of the Charter on Patients' Rights, preparation and printing of the monthly magazine for women in both languages „ROMNJAKI ZOR- THE POWER OF A WOMAN“. All written materials are printed in both languages: Romany and Serbian. **The sixth group** of activities encompasses the area of assistance in forming and empowering of the young Roma NGOs in the territory of Serbia and Vojvodina. **Seventh group** of activities involves lobbying and advocacy at national and international levels aimed at improvement of social position of Roma women in Serbia. This activity includes writing of alternative reports on conventions ratified by our country so far. „BIBIJA“-Roma Women's Centre wrote in 2003 and 2008 Shadow reports on implementation of the Framework Convention for Protection of National Minorities in Serbia and in partnership with the European Roma Rights from Budapest, „Women's Space“ from Nis and NGO Eureka from Subotica submitted alternative report on UN CEDAW in 2007 for Roma women.

Donors that supported and/or support our work are: Open Society Fund – Serbia, Freedom House, NOVIB, Swiss Agency for Development and Cooperation– SDC / Serbia, NOVIB, Small Grant program – Canadian Embassy, Reconstruction Women's Fund –Belgrade, Netherlands Embassy, Ministry of Culture and Media, NEXT PAGE – Sofia, UN High Commissioner for Human Rights– ACT projects, OSCE/ODIHR-Warsaw, Ministry of Health of the Republic of Serbia, Global Fund for Women – USA, Open Society Institute- New York, Embassy of Finland, Open Society Institute-Budapest, World Bank-Small grant programme, Minority Rights Group International – UK, King Baudouin Foundation- Small grant programme, Firm „Stepanović and Šipka“.

## **II c. Vision of „BIBIJA“-Roma Women`s Centre**

Empowerd and active Roma woman

## **II d. Mission of „BIBIJA“-Roma Women`s Centre**

Accomplishment of women`s human rights of Roma women and improvment of their social position in Serbia.

## **II e. Values of „BIBIJA“-Roma Women`s Centre**

- Acceptance and nourishment of diversity – because we believe that, Roma women and other women should jointly work on improvement of position of all women in the Republic of Serbia.
- Atmosphere of equality and understanding is nourished and there is no place for discrimination on any bases.
- Implementation and improvement of human rights practicing, especially women's human rights, which are visible in our work on affirmation of Roma women's issue and improvement of Roma women's position in all social areas- education, employment, activism.

- Readiness of activists to invest additional efforts and strengthens into accomplishment of Center's mission.
- Readiness of activists to use all opportunities and possibilities for professional improvement and learning.
- Activists of the Centre are working together and mutually supporting each other.
- Activists are ready to accept criticism for their work aiming to improve it.

## **II f. Target groups**

Target groups of Bibija are firstly women, especially Roma women, but also those who can significantly influence on opportunities for improvement of women's position, their community and authorized institutions:

### **Women, especially Roma women of:**

- Different ages (young women, young mothers, girls, older women);
- Different social status (employed/ unemployed, educated/ uneducated);
- Poor/ financially situated, economically independent/ dependent, politically active/ inactive);
- Who live in rural, urban, informal and unconditional settlements;
- Different sexual orientation;
- Women with disabilities;
- Women victims of violence;
- Women with necessary measures of psychiatric treatment and
- Women deprived of freedom (prisoners).

### **Primer environment:**

- Primer family;
- Martial / non-marital community;
- Family in a wider sense (broaden family).

### **Institutions:**

- National level and
- Level of local self-government.

## ***III ANALYSES OF THE ENVIRONMENT***

### **III a. Social and economical context**

According to the 2002 Census, in Republic of Serbia, 108.193 citizens declared themselves as members of Roma national minority. However, many researches are pointing that number of Roma is much higher, so it is estimated that total number of Roma population is between 250.000 and 500.000, while estimates of some Roma leaders go up to 800.000. In 2002 in Serbia, trough social research,

total of 593 Roma settlements were recorded. From that number 285 were located in cities while others were located on outskirts of towns or in rural areas.<sup>2</sup>

Largest concentration of Roma settlements is in Belgrade, where 102 larger settlements are recorded. Southern Serbia also characterizes with large concentration of Roma inhabitants. It is significant to point that concentration of Roma is larger in those parts and municipalities in Serbia which are marked as economically undeveloped. This is significant for over viewing social position of the population which cannot be much differ from the level of development or undevelopment of the environment they live in.

Core characteristic of socio-economical position of Roma is a low level of economical activity and high rate of unemployment. This is a consequence of discrimination in education, barriers in employment and overall economical situation in Serbia in a past twenty years. Rate of economical activities is a main indicator for exclusion of Roma from basic economical and social developments. High rate of unemployment make and deepens current and long-term tendencies of marginalized position of Roma. Besides doing old trades, the most common activity is so called "grey economy". A family income sources are indicators of its financial position. Researches developed so far, related to this problem are insufficient and unreliable. Crucial sources of stabile incomes for a Roma family are employment and social transfers like social welfare, child support, financial support, unemployment support and similar. In the past 10-15 years those sources are endangered. Since ex-Yugoslavia dissolution, level of production is reduced; firms were forced to reduce, precisely to lay-out workers. First stroked by such measures were workers with lower educational level and workers with only primary education. Both groups of workers consist mostly of members of Roma population, especially of women. At the same time due to a raising of economical and political crises in Serbia, male and female beneficiaries of social welfare, child support and similar incomes were put in especially difficult position and most of them were Roma. The whole system of social transfers was left out during 90s, what was a significant hit to already low incomes of Roma families' households. Support coming from abroad is significant source of incomes for a part of Roma families.

Characteristic of social position is mostly represented by social recognition that individual or a group has in a society. Analyses of prejudices can in this case clearly show how much Roma national minority is stigmatized by mostly negative picture. Raising discrimination reached its peak by Yugoslavia dissolution and wars, including Kosovo crisis and arrival of IDPs.

*Position of Roma woman* in a family in narrow and wider social environment is mostly characterized by situations that are threatening to her human, minority and finally women's rights. Such situations, no matter if they are a part of her family life or happen outside the community, on a street, at doctor's or at school, almost all without exception can be described as examples of discriminatory practice. Roma women's rights are fully unrecognized by social community, so activism related to the issue imposes as imperative.

Problem of discrimination from a women's human rights point of view warns to a long term practice of double discrimination to which Roma women are exposed to.

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<sup>2</sup> PhD B. Jakšić, Md G. Bašić: "Roma settlements, life conditions and opportunities for integration of Roma in Serbia, Belgrade, 2002

Besides being discriminated from a society as members of marginalized national community, they also suffer discrimination in their narrow community.

Hindered access to personal documents is one of the first problems that at least 40% Roma women face in Serbia. Root of the problem is found in housing in illegal settlements, unhygienic slums which don't have an opportunity to record residence or place of living. Without this document it is not possible to have ID and without ID health insurance card. So, a circle of problems which has a decade heritage can be cut by giving temporary legalization or virtual addresses. One of the most endangered categories of Roma community is: elders, firstly elder women who in 80% of cases are illiterate, than young mothers, single mothers and off course, children. Consequences of personal documents absence are multiple: neglecting personal health, inadequate health treatments, "ill health", usage of somebody else's health insurance cards, home births without professional help, raised risks of mortality.

If we start from a Roma woman's family environment, we meet one patriarchal community whose women start biological reproduction early, almost still being girls. It is their responsibility of full caring of a large number of children and family, elder family members, at the same time it is expected from her to be simultaneously engaged in economical spheres of household and a family. Family violence just recently became a part of the Criminal Code with inconsistent practice for now. Even ending to be an issue that is not forbidden or that it is something that's not happening only to others, reactions of institutions and environment to violence make more damage than benefits. Initiated criminal procedures last long, housing and women's economical dependency on batterers, absence of safe house that has enough space for mothers and children are only some parts of general women's story of violence. Notes of RWC BIBIJA activists show that every SECOND Roma women suffered some form of a family violence, that only 2% of Roma women report a case of violence to the Police, and that the Police react to every FIFTH call coming from a Roma settlement. Not taking into account specific needs of Roma population: shortage of information on Romany language and ignorance of the State's institutions in general and health and social services especially, lack of professionals sensitive enough to Roma culture and believes, absence of health practitioners of Roma origin- are all forms and reasons of discrimination.

Educational system of the Republic of Serbia in practice don't define integration access into education and it doesn't develops regular institutions that is adapted to needs of children and families of multi marginalized groups. Members of Roma population are especially endangered because they are not involved in adequate forms of education. Territorially Roma settlements are on outskirts of big towns and far away from pre-school and educational institutions what is a significant obstacle for education of the population. Educational institutions are closed for Roma and frequently indirectly they develop mechanisms that don't motivate them and exclude them from education. Special segment represents discrimination to which members of Roma population are exposed to. Majority population has rooted stereotypes (positive and negative) and prejudices towards Roma which are created from general intolerance to diversity and absence of personal contacts with Roma, absence of knowledge on Roma history, culture and tradition. This is frequently perceived in putting obstacles in accessing education and employment. Consequences made are long-term. In such a way Roma woman finds herself in vicious circle because if she was denied basic education she is not competitive on a

labour market and she cannot find a job. Without a job she is economically dependent on a husband/ father / brother and she cannot make life decisions individually. "Woman's poverty" which is on a significant rise is one of consequences of many years of isolation of Roma girls and women from educational system. Certain groups of Roma are in especially difficult position like: IDPs, Readmission returnees, single mothers, underage mothers.

From the total number of enrolled children into the first grade, only 10% ends elementary education. Percentage of girls who finish elementary education is very low, around 2%. According to records of the 2002 census; in Serbia were identified 61.9% of Roma with unfinished elementary education, 29% with finished elementary education, only 7.8% had secondary education and only 0.3% higher education or faculty.

Education of adults imposes as significant condition for further social development: competitiveness, raising opportunities for employment, social cohesion, gender equality.

Field experiences of RWC BIBIJA point to significant number of girls and young women who have unfinished elementary education (they miss one or two grades). Even being a minimal level of education, this is important step towards inclusion into the labour market and into an active job search.

### **III b. Political and legal context**

From 2005 Serbia is participating in international initiative "Decade of Roma Inclusion 2005-2015" which basic goal is to decrease unacceptable differences between Roma and the rest of the society in areas of education, employment, housing and health with obligatory inclusion of gender perspective and reducing discrimination and poverty included in all activities. Serbia took presidency over the Roma Decade from July 2008 until July 2009. One of core activities during presidency on national level was adoption of the Strategy for Improvement of Roma Position and Action Plan for its implementation during the period 2009-2011. Action Plan contains budget for 2009 and projected values for 2010 and 2011. Mentioned Action Plan contains a part that specifically deal with improvement of Roma women's position, but unfortunately financial means for implementation of this section in 2009 are not secured in the budget of the Republic of Serbia. Gender Equality Directorate is operating under the Ministry of Work and Social Politics which will coordinate implementation of this AP section. In the forthcoming period it is necessary to insist on clear and visible sources for implementation of this section of the Action Plan (AP), having in mind that its realization is under authorities of several ministries.

Government of the Republic of Serbia also adopted Strategy for Improvement of Women's Position and Improvement of Gender Equality and currently Action Plan is drafted which should be adopted until the end of the year. Both documents contain sections which refer to Roma women's position.

Poverty Reduction Strategy also defines members of Roma population and women as especially endangered groups.

Progress Report on Serbia related to EU accession from November 2008 speaks on improvement in protection and practicing human and minority rights, but it states that conditions in which certain groups live, like Roma do, are bad especially in areas of education, social and health protection, housing and employment and it points that Roma population still faces very difficult living conditions and

discrimination. In a reference to this, document on European partnership with Serbia, states as necessary to secure consideration of Constitutional regulations related to cultural and minority rights and its full inclusion into Strategies and Action Plans relevant to integration of Roma, including Readmission returnees as short-term priorities.

During 2008, European Parliament brought several conclusion related to initiation of the European Roma Platform (ERP). One of recommendations given related to ERP development is that countries should use EU financial mechanisms, including IPA funds even for these purposes.

Besides described political context, implementation of activities for improvement Roma women's position are determined with legal frame, the one that regulates accomplishment and protection of rights of national minority members and also with others that regulate position of women.

Initiation of Roma women's issues on local level is strategic determination of local self-government towards European integration. Society, e.g. the State, by starting and supporting different projects must be aware on their gender budgeting and of inclusion of women who will create and implement activities.

Here we emphasize that women should be leaders of actions guided towards specific position of women. Having in mind number of roles that belong to women – in a family and in the society- women are one of the most important links for successfulness of a project. Satisfying specific need of women in community is multiple: healthy division of power in a family and society, economical empowerment of women, positive role model in a family, breaking prejudices and bad image of Roma women in a society.

Including women into social life women's human rights are accomplished in the rights sense: society acknowledges a woman her rights and society, e.g. the State, support woman in her efforts to improve quality of the life of whole community.

Legislation that regulate practicing and protection of members of national minorities:

- Framework Convention for Protection of National Minorities;
- European Charter on Regional and Minority Languages;
- Constitution of the Republic of Serbia;
- Law on Protection of Freedoms and Rights of National Minorities;
- Law on Elementary Education;
- Law on Secondary education;
- Law on Bases of Education and Upbringing;
- Law on State's Servants and
- Conclusion of the Government of the Republic of Serbia on measures for increasing participation of national minorities members in State administration.

Law on Election and Work of National Minorities Councils is in the procedure, which absence from the legal frame represented a shortage.

Legislation that regulates position of a woman:

- Convention on Elimination of all Forms of Discrimination (CEDAW)
- Option protocol of the Convention on Elimination of all Forms of Discrimination (CEDAW) and
- Family Law.

Significant shortage of existent legislation is absence of Gender Equality Law and also special Law on Family Violence. National strategy is prepared and represents a significant document on bases of which further activities for gender equality improvement will be developed.

### **III c. BIBIJA in its environments**

From its working environment „BIBIJA“-Roma Women’s Centre points to following institutions that are relevant for its work: Ministry of Work and Social Politics, especially Gender Equality Directorate, Ministry of Human and Minority Rights, Ministry of Education, National Council of Roma National Minority, Ministry of Economics and Regional Development, National Employment Agency, Ministry of Health, health institutions, Ministry of Youth and Sport, Ministry of Interior, units of local self-governments and its institutions, media.

### **III d. Other organizations**

There are currently 2.105 organizations in Serbia registered. On the territory of Belgrade operates total of 697 organizations which deal with minority issues and problems and out of that number 86 organizations work on women’s issues.

At the time when Bibija was established it was the only Roma women’s organization and one of its activities realized was providing support in founding new Roma women’s organizations.

Together with NGO Women’s Space from Nis, BIBIJA initiated in 2004 establishment of Roma Women’s Network and development of the Strategy plan of the network for the period of 5 years. Network is open and today has 69 members.

We are in the process of initiating establishment of the network of Roma women’s organizations from the Roma Decade countries with a goal to accomplish gender equality in the process of implementation of priority areas of the Decade. The year of Slovak presidency of Roma Decade can be beneficial for this activity since one of the priorities of their presidency is revision of National Action Plans what opens an area for inclusion of gender aspects into National Action Plans in countries where they don’t exist, but also clear definition of the budget in Serbian case.

Bibija is also a member of other NGO networks that work in areas where we can contribute on national and international level and those are – Roma Women’s Network, League of the Decade, regional network of the Minority Rights Group SEE, cluster for Roma and women under the Contact organizations of Civil Society under the Poverty Reduction Strategy, but also we are members of networks organized by institutions like – Network against Trafficking in Human Beings and Network of Trust against Gender Based Violence.

## **IV SWOT ANALYSES - „BIBIJA“ – ROMA WOMEN’S CENTRE**

### **IV a. SWOT analyses table**

<b>STRENGTHS</b>	<b>WEAKNESSES</b>
<ul style="list-style-type: none"> <li>- persistence</li> <li>- endurance</li> <li>- experience</li> </ul>	<ul style="list-style-type: none"> <li>- Paucity</li> <li>- Incertitude and versatility of sources for strategic projects</li> </ul>

<ul style="list-style-type: none"> <li>- enthusiasm</li> <li>- expertise</li> <li>- professionalism</li> <li>- creditability among donors and institutions</li> <li>- fieldwork experience</li> <li>- nongovernmental experience</li> <li>- experience in government sector functioning</li> <li>- the first Roma women's NGO</li> <li>- team work</li> <li>- activism</li> <li>- voluntarism</li> <li>- NGO networks memberships</li> <li>- Membership in the State's teams</li> </ul>	<ul style="list-style-type: none"> <li>- shortage of financial means for institutional and technical support</li> <li>- insufficient IT knowledge</li> <li>- insufficient usage of capacity building resources</li> </ul>
<b>OPPORTUNITIES</b>	<b>THREATS</b>
<ul style="list-style-type: none"> <li>- Roma Decade</li> <li>- EU accession processes</li> <li>- Law on NGO</li> <li>- IT development</li> <li>- Opportunities for receiving support from a profit sector</li> <li>- Opportunities for capacity development</li> <li>- Cooperation with institutions</li> <li>- Adopted Strategy and Action Plan for Improvement of Roma Position</li> <li>- Under the Ministry for Work and Social Politics Gender Directorate was established</li> <li>- Ombudsman has a deputy for gender equality</li> <li>- Local Gender equality Commissions</li> <li>- Start of the Gender Equality Local Action Plans</li> </ul>	<ul style="list-style-type: none"> <li>- Uncertainty of rented space</li> <li>- unstable economical and political situation</li> <li>- donors leaving</li> <li>- Law on NGO</li> <li>- Bad cooperation with institutions</li> <li>- Conditions for new financing sources, first of all EU funds (role of the State, participation in financing from personal sources)</li> <li>- Monopole of large NGOs</li> </ul>

## V STRATEGICAL GOALS OF „BIBIJA“ – ROMA WOMEN’S CENTRE

Strategic goals of “*Bibija*” are related to programme goals of the organisation, but also on goals related to institutional capacities.

I Programme goals related to area of Bibija influence, education, employment, reducing violence, status, health, regional cooperation of Roma women’s organisations and lobbying for improvement of Roma women position.

II Goals in area of institutional capacities are related to strengthening of human and technical capacities.

AREA OF INFLUENCE	LONG-TERM GOAL ( 5 years)	MID-TERM GOALS (3 years)	ACTIVITIES
<b>EDUCATION</b>	Contribution to securing access to quality education for Roma women	Securing conditions for usage of measures of affirmative actions in secondary and higher education	Sharing information to potential clients.
			Raising motivation among girls for continuation of education.
		Support to active inclusion of Roma women into educational system.	Supporting inclusion of youth and adult Roma women who dropt education into other educational opportunities.
		Strengthening family for supporting education of children, especially girls	Strengthening families to support girls in their educational efforts
<b>EMPLOYMENT</b>	Contribution to economical empowerment of Roma women	Contribution to raising employment capacities of Roma women.	Inclusion of Roma women into remedial education and in programs of additional education.
			Inclusion into trainings for

			Active Job Search activities.
<b>DECREASING VIOLENCE</b>	Contribution to decreasing of violence against Roma women.	Working on prevention of violence against Roma women.	Information sharing on forms of violence and protection.
			Education and empowerment for recognizing violence.
			Raising sensibility of institutions.
<b>HEALTH</b>	Contribution to improved accessibility of quality health protection.	Improvement of Roma women's health status.	Promotion of a public health.
			Information sharing and education related to health rights.
			Raising sensibility of health practitioners.
			Education of women and youth on importance of health protection, with specially pointing reproductive health.
<b>STATUS / POSITON</b>	Contribution to accomplishment and protection of rights guaranteed by the Constitution and Law.	Raising awareness on rights and mechanisms for their practicing and protection.	Information sharing on rights and mechanisms for their practicing and protection.
			Proving legal aid services.
<b>REGIONAL COOPERATION</b>	Monitoring of accomplishment of rights in area of anti-discrimination	Network establishment	Analyses of inclusion of gender aspect in National Action Plans in Decade

	and gender equality in Roma Decade countries.		countries.
			Analyses of inclusion of anti-discrimination in National Action Plans of the Decade.
			Analyses of inclusion of Roma women's NGOs.
<b>LOBBYING</b>	Inclusion of minority issue into development processes of EU accession	Creation of structural channels of communication between Roma community, civil society, EU institutions and Government of the Republic of Serbia.	
<b>INSITUTIONAL CAPACITIES OF THE ORGANISATION</b>		Strengthening institutional capacities of the organization.	Strengthening capacities of human resources
			Strengthening material capacities (securing adequate IT equipment)
			Increasing visibility of work (development of the web presentation)

## ***VII Monitoring and evaluation***

Organization's work is monitored by the Supervising board that consists of 3 members and which meets at least once a year. Supervising board sessions are called by the President of the Assembly or on the Assembly's demand.

In current work we had used internal and external evaluation. Internal evaluation of successfulness of organization's work is done by activists based on the previously determined program goals in related to the development of institutional capacities.

External evaluation is done on project level and on a demand of certain donors. On project level we also had financial audits.

This strategy plan represents bases for future internal and external evaluation of organization's work and further planning.

Evaluation will track and measure following points:

- program and projects – planning and realization of project's and accomplished results;
- available resources and its usage;
- relations and cooperation with target groups, beneficiaries, with partner and donors, donors trust and trust of international organizations, relationships with other nongovernmental organizations and also with institutions of the Government of the Republic of Serbia, visibility and image of the organization;
- system and procedures, monitoring methodology and evaluation of projects;
- human resources management;
- structure and organizational culture, participation of staff members in the decision making processes;
- financial management and similar.

The main criterion of evaluation is strategic consistence between context in which RWC Bibija works and three core areas for organization's influence:

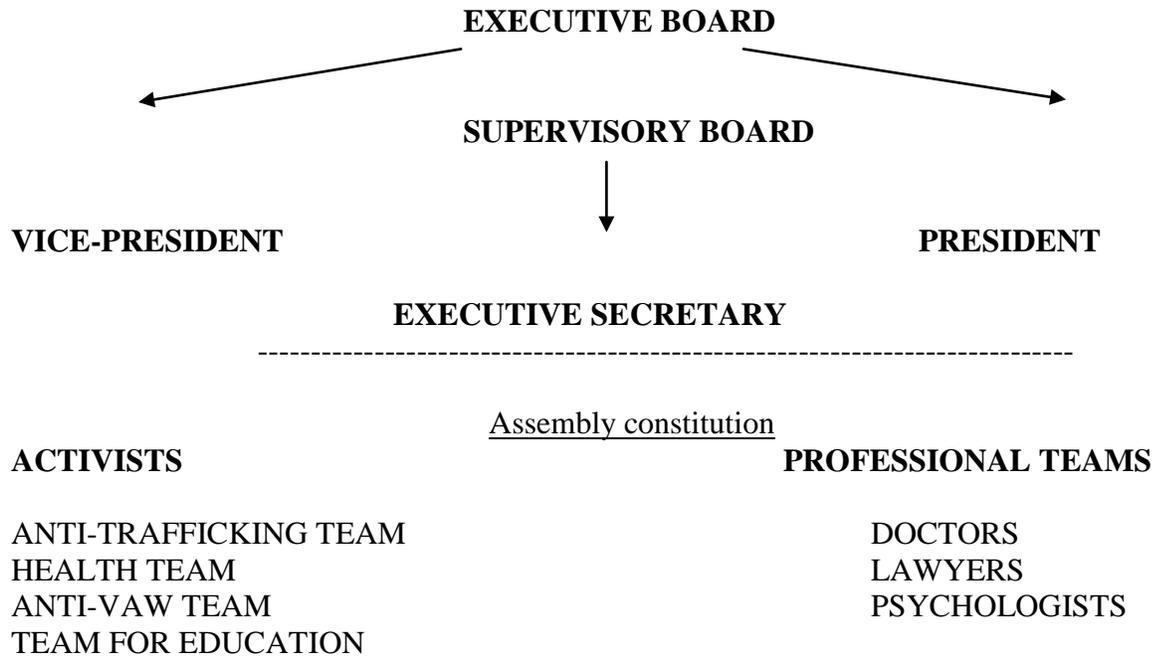
- internal organization which involve vision, mission, strategies, structures and systems.
- Relationship of RWC Bibija with its interested groups.
- Results and influences of RWC Bibija, estimation of relevance, successfulness and sustainability of work.

## ***VIII Organizational structure***

Assembly - Executive board - Organization's management – Activists and engaged experts

**ASSEMBLY**





## ***IX Resources of BIBIJA-Roma Women's Centre***

### **1. Human resources**

RWC Bibija engaged 11 activists and 3 professionals. Out of 11 activists, three are employed through different projects. Educational profiles of engaged professionals are in relation to realized programs – lawyer, pediatrician, general practice doctor and gynecologist. All activists and professionals passed different trainings related to human and minority rights, especially women's rights, project cycle management etc.

### **2. Material resources**

RWC Bibija rents a space for purposes of its work in Belgrade and possesses the following equipment: 3 desktop computers, 1 printer, 2 scanner/printer/photocopiers, chairs, shelves, armchair and office desks, TV and video recorder.