

External Evaluation
of the
European Centre for Minority Issues (ECMI)
Project
**Supporting Local Romani Coordinators in Serbia and Montenegro
(excluding Kosovo)**

Conducted by

Lilyana Kovatcheva - Independent Evaluator
Sofia
Bulgaria

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Acronyms

ECMI – European Centre for Minority Issues

AHMR – Agency of Human and Minority Rights

OSCE – Organization for Security and Cooperation in Europe

SIDA – Swedish International Development Cooperation Agency

EAR - European Agency of Reconstruction

1. Executive Summary

The project *Supporting Local Romani Coordinators in Serbia and Montenegro (excluding Kosovo)*, implemented by ECMI and financially supported by SIDA contributes to implementation of the project *Integration of Roma into public administration in Serbia and Montenegro*, implemented by The Ministry of Human and Minority Rights of Serbia and Montenegro.

Supporting Local Romani Coordinators in Serbia and Montenegro (excluding Kosovo) is a well designed and a well executed pilot project. A common vision underpins the partnership and the project staff is conscientious and carefully selected from the most competent and experienced Roma and non-Roma in this complex field.

At the outcome level the pilot has already achieved measurable change in increasing the capacity of the local Roma coordinators and Sector heads. The process of preparation of the action plans on the four priority areas of the Decade of Roma Inclusion by the local Roma coordinators and the Sector heads has a double effect: from one hand, the joint work helps them to become a stable team and from another, it transfers the governmental policy to the local municipalities' level. The gender awareness is high amongst the team and there is a real potential for opening up a career path for substantial numbers of Roma women via the new post of local Roma coordinators.

ECMI implemented an early research to identify the problems of the Roma community in Serbia at the three core areas – Employment, Civil rights and Migration. This report was very helpful in terms of learning about the work with Roma community.

The seminars which were carried out by professionals of the *Tim tri- Grajdanske inicijative* responded to the need of a professional qualification of both groups – Roma coordinators and Sector heads.

All 25 members of the two groups gave a positive answer to the question related to the relevance of the seminar topics and both groups are completely satisfied with them. The ECMI's team has selected the topics in intensive consultation with the coordinator from Agency of Human and Minority Rights.

At the beginning, the project was designed without the participation of all partners. The Ministry of Human and Minority Rights was included and OSCE was not. ECMI was included in work later with the project implementation. However, the partnership demonstrated a good practice in a context where collaboration within and across project partners is generally weak. Therefore, for the next year project it is appropriate to include all partners at the stage project design.

Both groups, the local Roma coordinators and the Sector heads declare that the approach of problem-solving of the Roma issues community involved for the first time both the local municipalities and the Roma community itself in Serbia and Montenegro. The cooperation among the Roma community and local municipality guarantees sustainable process in implementing the national strategy towards Roma in Serbia and Montenegro. The networking events (workshops) contributed successfully to: 1) the creation of stable teams comprised by the Roma coordinator and the Sector heads responsible for the good image of the municipality; 2) presenting the realistic situation of the Roma from their own municipality; 3) the creation of data-bases for the preparation of the Local Action Plans.

2. Project Background

In June 2003, SIDA commissioned ECMI to undertake the first global assessment of the needs of the Roma population in Macedonia. ECMI conducted this needs assessment from September to November 2003. Taking into account that the issues covered in Macedonia are broadly applicable to other countries in the region, the needs assessment was designed in such a way as to be adaptable for implementation in these countries. Preliminary background research for a similar project in Serbia and Montenegro was completed in February 2004, with project implementation there running from September to December 2004. Designating as core areas migration, employment, and civil rights, the analysis combined capacity assessments of relevant local NGOs; consultation with government organs, IGOs, and international NGOs; focus group discussions; and fact-finding visits to Roma settlements in an integrated approach. This project constitutes a follow-up of the analysis conducted in fall 2004, with the current document reflecting an ongoing exchange on coordination between ECMI and the Ministry of Human and Minority Rights.

Although the Law on Local Self-Government of the Republic of Serbia gives the legal base for the establishment of a Council for Interethnic Relations (*Savet za međunacionalne odnose*) in ethnically mixed municipalities, prior to the recent establishment of coordinators for Roma issues (*koordinatori za romska pitanja*) in twelve municipalities through a cooperative initiative of the Ministry of Human and Minority Rights and the European Agency of Reconstruction, only the municipality of Leskovac (Southern Serbia) had appointed such a coordinator. While the demand for aid from the thirteen Roma coordinators appointed to date demonstrates the potential for the coordinators to serve to the respective local Roma communities, the continuation of existence of these positions depends to a great extent on the coordinators' ability to demonstrate concrete results that respond to the needs as well as to gain support from the state budget in future. The achievements of these results in turn requires increased capacity on the part of not only the local Roma coordinators, but also the local government officials (*nachalnici*) in charge of the various sectors within which Roms' complex and multi-faceted marginalization manifests itself.

Approach (Objectives)

In accordance with the guidelines for Sida's work with Roms in Serbia and Montenegro contained in the narrative report resulting from the integrated analysis, the project seeks to increase and improve contacts between Roma communities and local authorities through capacity-building measures aimed at local Roma coordinators and their relevant (non-Roma) counterparts in local government.

Outputs

- Increased capacity of coordinators for Roma issues in local governments of thirteen municipalities with a sizeable Roma population;
- Increased capacity of relevant Sector heads in the municipalities in which coordinators for Roma issues have been appointed.

Activities (Inputs)

1. *Training of local Roma coordinators.* ECMI's ongoing exchange with the Ministry of Human and Minority Rights, which has worked with twelve of the thirteen local Roma coordinators since the establishment of their posts, yielded the following prospective topics for the training sessions to be held in the framework of this project:

- General computer literacy;
- Operation of government services at the municipal level;

- Research skills for need assessment;
- Database construction and maintenance;
- Designing local action plans.

During the trainings the *local Roma coordinators* declared to the trainers and ECMI team their requests on topics of the training sessions that are of interest for them and as a result the topics were slightly changed to the following:

- General computer literacy;
- Designing local action plans;
- Advocacy;
- Human rights;
- Project design.

2. *Training of relevant Sector heads.* ECMI's consultations with the Ministry of Human and Minority Rights point to the utility of providing training for Sector heads in education, health, and social affairs in the municipalities in which coordinators for Roma issues have been appointed. The following topics are envisaged:

- Minority rights;
- Project design;
- Project management.

During the trainings the *sector heads* declared to the trainers and ECMI team their requests on topics of the training sessions that are of interest for them and as a result the topics were slightly changed to the following:

- Human rights;
- Designing local action plans;
- Project design;
- Project management.

3. *Networking among local Roma coordinators and Sector heads.* Held on a quarterly basis, events specifically dedicated to networking will allow the local Roma coordinators and Sector heads to learn from one another's experiences. As a result of ECMI's assessment of the need to offer as much training as possible as quickly as possible the networking events were held in the second half of the project year.

Indicators

- Number of training sessions organized for local Roma coordinators;
- Number of local Roma coordinators attending each training session;
- Number of networking events organized for local Roma coordinators;
- Number of local coordinators participating in each networking event;
- Number of trainings sessions organized for sector heads;
- Number of Sector heads attending each training session.

Methodology

- Capacity-building through training of local Roma coordinators and of sector heads;
- Expert facilitation of networking among local Roma coordinators.

3. Evaluation purposes

- To provide ECMI with independent feedback on project implementation to date, as well as with recommendations for adjustments to project design in case of project continuation and/or implementation of a similar project elsewhere.
- To provide Sida with an assessment of project implementation to date and prospects for further development so as to facilitate a decision on project funding for a second year (January-December 2007), with expansion of project activities to an additional eight municipalities.

4. Evaluation Findings

4.1. Office premises: functionality and equipment

The office is situated near by the center of the city, at St. “Admirala Geprata”. The office is roomy, light and clean; there are enough places for the team to implement properly their activities. Beside of the working place for all team members there is a reception-room (hall) for meetings. Technical equipment is adequate to the requirements needed for proper implementation of the project activities. Every member of the team has a computer in the office, and in addition the Project Manager and the two Project Coordinators have lap-tops. All the members have mobile phones, which makes them accessible for their partners, Roma coordinators and trainers any time.

4.2. ECMI Project Team: competency and motivation

The project staff is conscientious and carefully selected from the most competent and experienced Roma and non-Roma in this complex field. All staff members are young and well motivated. Slavica Petrović, Roma Coordinator from Barajevo, said that all ECMI team members are wonderful and that the combination of their personal characters makes them a real team. “I cannot imagine if some one of them leaves, it will not be same”, she added. This was repeated by the groups of Roma Coordinators, the sectors heads and Bogdanka Tasev of the Agency of Human and Minority Rights.

The Project Leader Eben Friedman spends two years conducting fieldwork in Macedonia and Slovakia; he completed his PhD in political science at the University of California, San Diego in September of 2002. The title of his dissertation was “Explaining the Political Integration of Minorities: Roms as a Hard Case.” He also holds an MA in political science from the Johns Hopkins University. At ECMI, Friedman is responsible for the development and implementation of project initiatives with Roms.

The Project Manager Nataša Markovska used to work with well known Roma NGO-s from Macedonia and is quite knowledgeable on Roma issues. Nataša worked for the last decade in the field of minority rights. Before joining the Project Team, she worked in 2003 at the Mental Disability Advocacy Centre in Budapest, where she was engaged in advocating for the rights of the mentally disabled in Central and Southeastern Europe. Prior to that engagement, she worked on various projects for women and Roms. She first joined ECMI in 2004, when she worked as Project Coordinator on ECMI's integrated analysis with Roms in Serbia and Montenegro.

The Project Coordinator Slavica Vasić was working first as a journalist with Radio Belgrade's Romani desk and later in a coordinative role in the NGO Romani Culture Centre and as an organizer of cultural events about Roms. In 2001, she joined the expert team of the Serbian Ministry of Education to work on the strategy for improving the level of education of the

Romani population. She served as a coordinator in the Romani NGO Children's Centre "Little Prince" in Belgrade, also working as a short-term consultant for the Decade of Roma Inclusion in the World Bank's Belgrade office.

The Project Coordinator Igor Kostić is final-year student at the Philology Faculty of the University of Belgrade, specializing in Serbian literature and language. Mr Kostić has three years working experience in the NGO sector, mainly in promotion and protection of minority rights. He has also served on *a team for prevention of and education on trafficking in persons in Southeastern Europe and acted as* trainer for theatre workshops with children from the Child and Youth Education Institution "Vasa Stajić" in Belgrade.

The two Project Coordinators are from Roma origin. Both are involved in the Roma movement for years and have experience in both the NGO and the governmental sector.

The Office/Finance Manager Jelena Sekulić and the Webmaster/Network Administrator Dragana Paspalj are also good professionals which are part of collaborative team. There is a very good team working atmosphere and the team members collaborate intensively.

4.3. Project activities

4.3.1. Appropriateness of conception.

The concept of the project is quite appropriate since it seeks to increase and improve contacts between Roma communities and local authorities through capacity-building measures aimed at local Roma coordinators and their relevant (non-Roma) counterparts in local government, taking into consideration the needs of the Roma community and the society.

4.3.2. Quality of implementation.

The quality of implementation can be evaluated by:

a. *Number of training sessions organized for Local Romani Coordinators* – for the Local Romani Coordinators were organized seven training sessions with the following topics: general computer literacy; human and minority rights (including women rights); the Decade of Roma Inclusion and National Action Plans; project design and fundraising; project management; advocacy and public relations

b. *Number of training sessions organized for the Sector Heads* - after the consultations among the teams of ECMI and Agency of Human and Minority Rights, it came out with the idea of providing training for local government officials in charge of the priority sectors of education, employment, health and housing, ECMI also designed the following modules for the relevant sector heads:

- Human and minority rights (including the rights of women);
- The Decade of Roma Inclusion and the National Action Plans;
- Project design and fundraising; and
- Project management.

With an eye to improving coordination between local Roma Coordinators and relevant Sector Heads, these training modules were designed in a way to bring the two groups of stakeholders together and build up a good team among them. This was a prerequisite for a successful implementation of the main aim of the project.

c. Number of networking events organized for Local Romani Coordinators

Four networking events (workshops) have been organized with the specific purpose of allowing the local Roma Coordinators to exchange experiences on the following topics:

- Roma employment
- Roma education
- Roma health
- Roma housing

The demand for aid from the thirteen Roma Coordinators appointed to date demonstrates the potential for the coordinators to serve to the relevant local Roma communities, but the continuation of the existence of these positions depends to a great extent to the coordinators' ability to generate concrete results and to gain support from the state budget in future. The achievement of these results depends also on the capacities of the local Roma Coordinators, but also the local government officials in charge.

The selected topics helped both groups (local Roma Coordinators and sector heads) to create the Local Action Plans of the relevant priority areas as part of the implementation of the national strategy towards Roma in Serbia and Montenegro on local level. The number of the networking events (workshops) for the first year of the project wasn't enough and it can be increased for the second year. This was also proposed by the Sector heads during the conversations with them.

d. Stakeholder response

i. Number of Local Roma Coordinators attending each training session

The reports of the trainers from "Tim tri" engaged by ECMI mentions the number of participants of each training session. In most of the cases the participation of Local Roma Coordinators is 100 % and in very few cases some of them are not able to attend it due to objective reasons. All Roma Coordinators have good contacts among each other; they usually communicate by phone and if someone misses a training session, he or she is informed later by her/his colleagues. Such information appears during the conversations with the Roma Coordinators.

Training session	Total number of LRC	Number of participants - LRC
General computer literacy	13	11
Human and minority rights	13	13
The Decade of Roma Inclusion	13	13
Project design and fundraising	13	13
Advocacy (1)	13	12
Advocacy (2)	13	11

ii. Number of Sector heads attending each training session.

The situation with the attending of Sector Heads in the training sessions is similar. Only few of them missed it, but afterwards they are well informed by their colleagues.

	Training session	Number of LRC	Municipal officials	Total
1.	Computer literacy	11		11
2.	Human/minority rights and gender equality	13	44	57
3.	Action plans for the Decade of Roma Inclusion 2005 – 2015	13	49	62
4.	Project proposal writing and fundraising	13	51	64
5.	Project management	13	50	63
6.	Public advocacy	12		12
7.	Public advocacy – advanced level	11		11
8.	Public Relations	10		10
9.	Preparation for round table on employment	11		11
10.	Preparation for round table on education	11		11
11.	Preparation for round table on health	12		12
12.	Preparation for round table on housing	13		13

It is obvious that with the possible exception of the training event on the National Action Plans, the training events were attended by a large number of Sector heads.

iii. Number of local Roma coordinators participating in each networking event – can be seen on the table:

Theme of the workshop	Total number of LRC	Number of participants - LRC
Roma education	13	12
Roma employment	13	12
Roma health	13	11
Roma housing	13	11

5. Effectiveness in Attaining Outputs and Objectives Stated in Project Proposal

The effectiveness in attaining outputs and objectives stated in project proposal can be measured in terms of increasing the capacity of the local Roma coordinators, increasing the capacity of the relevant Sector heads and improving the contacts between both groups.

5.1. Increased capacity of Coordinators for Roma Issues in municipalities covered by project

All Roma Coordinators declared that in the very beginning of the projects they didn't know what activities they should undertake at that post. During the trainings provided by ECMI they are acquainted with the importance and responsibilities of their job. Especially the training on Advocacy has given them a confidence for communication, not only in the municipality but also with Roma community. In the beginning of the project the attitudes of their colleagues in the municipality were not so positive. At the end of the first year of the project this situations has been changed. The Sector Heads are satisfied with the local Roma Coordinators. Mr. Zoran Antić, Sector Head in Vranje municipality said, "I can not imagine my work on Roma without my Roma Coordinator, Dean Bajramović". The local Roma Coordinators can write reports, prepare presentations, have capacity to discuss and debate. Before the training not all of the Roma Coordinators had a proper working space. The dissemination of the computers by ECMI was done under a condition – that the municipality provides a working space for the Roma Coordinators. Finally, the Roma Coordinators in 3 from 13 municipalities have their own working room, 7 of them share it with other colleagues and in 2 they do not have a working place.

5.2. Increased capacity of relevant Sector Heads in municipalities covered by project

The Sector heads declared that before the training they were not aware of some specific Roma issues. Their capacity is increased in terms of: team work, preparation of project, managing of project and fundraising. Mr. Milivoje Tsvetković, Sector Head from Bela Palanka Municipality expressed his thanks to the project and particularly to the ECMI team. He shared that after the trainings, he can plan better his activities and find better solutions when solving problems related to Roma. He recommended such seminars to be offered to any municipality in Serbia.

5.3. Improved contacts between Roma communities and local authorities as a result of the capacity-building measures undertaken in the framework of the project

At the thirteen municipalities included in the project – Aleksinac, Barajevo, Bela Palanka, Bujanovac, Grocka, Leskovac, Negotin, Novi Beograd, Pirot, Sombor, Valjevo, Vlasotince and Vranje – the contacts between Roma communities and local authorities are definitely improved as a result of the capacity-building measures. The finalizing of the Local Action Plans for the 13 municipalities included in the project is a result of the improved contacts. In 6 of them the plans are adopted and in another 6 they are in a draft version to be adopted. During the conversations with the representatives from the twelve municipalities, 11 answered that, after finishing the project the municipality is ready to pay the salary of the Roma Coordinator. Only Novi Beograd municipality doubts if there will be enough money in the budget for the salary. Mr. Osman Balić, member of the Roma secretariat in Agency of Human and Minority Rights, stated that such approach of the problems of the Roma in Serbia is done for the first time, namely the involvement of the local municipalities in solving the problems with the Roma community. The cooperation among the Roma community and local municipality guarantees sustainability of the process in implementing the national strategy towards Roma in Serbia.

Selected assumptions from project proposal

- The level of technical expertise among the local Roma Coordinators. The level of technical expertise among the local Roma coordinators is similar enough as to make group trainings useful. In order to avoid this risk, the municipalities announced an open competition for the position, including criteria such as educational level, support from the Roma community, and knowledge on Roma issue. Despite all the differences at educational and individual level, the competency of the trainers and the ECMI's team compensated the differences at the level of technical expertise among the local Roma coordinators.
- The required interest on the part of the relevant Sector Heads. It can be secured by providing them with external training. The expectation of the interest of providing external training to the Sector Heads was confirmed and the training proved to be extremely useful (as most of them declared).

Gender equality

- Relevant measures taken as part of the project activities and their effects. The measures for gender equality taken in the project are: balanced participation of the Roma women as Local coordinators (5 of 13 of them are women: Slavica Petrović, Suzana Dinulović, Zora Šerifović, Zorica Stanković and Lidija Bajramović). The gender equality issue was promoted at the round table for Human Rights including the women rights. The effect of the appointed Roma women in the municipality will increase the respect for the women and show that they are capable to do responsible work not only for Roma communities, including in various NGOs and projects, but also for non Roma, governmental institutions and to be some kind of decision makers.
- Within the ECMI Project Team. The gender balance within the ECMI project team is more than sufficient: 4 from 6 members are women. It seems that in the framework of the project the gender balance is quite well represented, but it can be recommended that for the second year of the project the Roma women from the community should be made much more visible through concrete cultural activities.

6. Points of Recommendation

6.1. Project continuation

- The continuation of Supporting Local Romani Coordinators in Serbia and Montenegro is strongly recommended because of the following achievements:
- The Roma coordinators have gained the capacities necessary to execute his/her duties
- The Sectors heads are now aware of the specific issues of Roma community and are able to take the right decision in solving the problems with Roma
- It contributed to preparation of the of the Action Plans, which is step on the implementation of the Decade of Roma Inclusion as part of implementing the national strategy towards Roma people in Serbia and Montenegro
- The direct beneficiaries - local Roma coordinators and Sector heads improved their skills through the relevant trainings
- It helped in implementing of the national strategy towards Roma on the local level
- The Roma local coordinators are aware of how to organize and help them to solve the problems of Roma community in Serbia and Montenegro
- It contributed to the integration of Roma people into mainstream society

- A threat for the project implementation was the problems of financial character that appeared when the Ministry of Human and Minority Rights was transformed into an Agency of Human and Minority Rights and the position of Roma coordinators was not paid. The involvement and contribution of the trainers and ECMI team in this problematic situation was crucial since they were those to keep the coordinators highly motivated to continue with their obligations and responsibilities despite the insecure circumstances.

6.2. Expansion of project activities to additional eight municipalities

One year was an excessively ambitious timeframe for achieving significant results in capacity building with both groups – Local Romani Coordinators and Sector Heads. The Roma are the most suffering minority in East and Central Europe. The situation with Roma in Serbia and Montenegro is not an exception. For this reason, the Decade of Roma Inclusion was launched last year. The aim of the project responds to the need of integration of Roma. In addition to the conclusion that the aims of the project are fully and successfully achieved, we have to point out that: the identification of the needs done within the previous project implemented by ECMI, the selection of appropriate approach and team as well as the similar situation of the Roma people in former Yugoslavia, makes the project applicable for extension or replication not only on the territory of Serbia, but also within the whole region. Therefore, the proposal for its continuation in additional 8 municipalities should be supported.

6.3. Additions to Project Team in case of expansion

The expansion of the project will require increasing the number of the project team. It can be done on the same mechanism and principle of work of the project team as in the first year, through open competition. The aim of the competition should be to appoint one Project coordinator and one Project assistant to prepare the administrative work related to the preparation of the trainings.

6.4. Formation of thematic working groups in second project year

- *An establishment of small funding facilities (“project pots”)* for working groups is recommended. It came as a result of the practice and feedback with Local Romani Coordinators. This will increase the effectiveness of the project. In order to keep the interests of the local Romani Coordinators from the first year, it is reasonable to include new theme of the training – **Romani culture, language and history**. This will increase the knowledge about Roma’s attitudes and behaviors of Sector heads and local Roma coordinators. It will also make them more sensitive to the Roma issues and their work with and for the Roma community will be much more effective. During the meeting some Sector heads and local Romani coordinators recommended this idea too.
- *Measures to promote gender equality in future project implementation.* The gender balance during the implementation of the first year was sufficient, and should be kept in the same way for the second year. It could also include some Roma cultural events like festivals, promotion of books, celebrations of the International Roma Day - 8 of April. At those cultural events, Roma women can be included by presenting role models of success and respect of the community, making them much more visible.

7. Exit Strategy

For the sustainability of the project it is recommended that two types of approach are incorporated: **setting up the Roma Coordinator as a permanent position** in the municipality and **work with media**.

- *For setting up the position it is suggested that:*
 1. The ECMI Team work on a clear and detailed **job description** of the Local Roma Coordinator (the existing one drafted by the Ministry of Human and Minority Rights is not well done)
 2. The ECMI Team initiate a meeting with the partners to form a working group on the job description for LRC
 3. Experts from the Ministry of Labor and Social Policy; Ministry of Finance; experts of some municipalities included in the first year project, representatives of the partners should be included in the staff of the working group
 4. The ECMI Team lobby for adoption of the job description
 5. To include in the job description the text “the post can be occupied by a person who is holder of Roma culture”

- *Work with media.* According to the review of the information connected to the project, there is not sufficient media coverage of the project events and activities. Such coverage is necessary in order to increase the awareness of the society and to inform it. At the same time, it will also increase the responsibilities of the Roma Coordinators towards their community. Therefore inclusion of Roma and non-Roma media as partners of the project and guests at project events is extremely important.

8. Methodology

1. Review of project documents
 - a. Project proposal
 - b. Inception report
 - c. Monthly project updates
 - d. Trainer reports
2. Meetings with Project Team
3. Meetings with relevant institutions
 - a. Sida
 - b. Service for Human and Minority Rights
 - c. OSCE
4. Meeting(s) with trainers
5. Visits to selected municipalities
 - a. Meetings with Local Romani Coordinators
 - b. Meetings with relevant Sector Heads (*načelnici*)

**AGENDA FOR EXTERNAL EVALUATION
(24-30 September 2006)**

Date (September 2006)	Activities
Sunday 24	<p>Travel from Sofia to Belgrade <i>17.50 Departure from Sofia (OS 798)</i> 18.30 Arrival in Vienna <i>19.20 Departure from Vienna (OS 7133)</i> 20.40 Arrival in Belgrade Ground transport arranged with MIROSS travel agency from Belgrade airport to Hotel Majestic</p>
Monday 25	<p>Introduction to Office and Team Consultation and planning with Eben and Nataša 17.00: Meetings with (selected) trainers</p>
Tuesday 26	<p>Meetings with relevant institutions 10.00: OSCE (Milena Isaković), Čakorska 1, Belgrade 12.00: Agency of Human and Minority Rights (Bogdanka Tasev), Federal Palace, Belgrade 17.00 Sida (Bogdan Gavanski), ECMI Office, Belgrade 14.00 Visit to Barajevo</p>
Wednesday 27	<p>13.00 Visit to Bela Palanka 18.00 Meeting (in Niš) with Romani coordinator and sector head from Vranje Overnight in Niš</p>
Thursday 28	<p>11.00 Visit to Pirot Afternoon meetings with local Romani coordinators (in Belgrade)</p>
Friday 29	<p>11.00 Visit to Valjevo (TBC) Afternoon free for drafting evaluation report</p>
Saturday 30	<p>Travel from Belgrade to Sofia <i>8.15 Departure from Belgrade (OS 7132)</i> 9.45 Arrival in Vienna <i>10.35 Departure from Vienna (OS 795)</i> 13.15 Arrival in Sofia</p>