



# Biennium Action Plan (2016-2017)

Informal Roma Women's Network "Phenjalipe"



## **Background**

Romani women's issues first emerged in the mid-90s with the support of international organizations, which have started both an internal process of identifying institutional mechanisms to address Romani women's issues within as well as collaborative efforts together with Roma NGOs and other international organizations in promoting and supporting Romani women's issues and building capacity in women's groups and activists.

In 2003, the Council of Europe and the FRA, in partnership with national governments, started to support initiatives by and of Romani women, including the establishment of the International Romani Women's Network (IRWN). IRWN was launched on World Roma Day (April 8), bringing Roma women from 18 European countries together to lobby governments for the rights of Roma women and increase the visibility of Roma culture.

Since 2007, a number of member States have joined the Council of Europe in an effort to increase the visibility of Romani women and girls' concerns at international level, while providing a bigger forum for Romani women to exchange experiences and elaborate common agenda, by hosting and organizing Roma Women International Conferences.

At the 4<sup>th</sup> Conference organized by the Council of Europe together with the Finnish Government in September 2013, Romani women agreed to draw up a European wide strategy of the Roma and Traveller women. An outcome document "Helsinki Recommendations for Roma Women Inclusion" was prepared and served as basis for an initiative group of Romani women who developed the Strategy on the Advancement of the Rights of Roma women and 2014-2016 Action Plan. The Helsinki Conference launched an informal platform of Roma women, Phenjalipe, which is working toward implementing the Strategy through a biennium action plan.

In 2015, the Macedonian Ministry of Labor and Social Policy agreed to host the 5<sup>th</sup> International Review Conference of Romani Women together with the Council of Europe on 6-7 October 2015 in Skopje.

## Fifth International Romani Women Review Conference

The Fifth International Romani Women Review Conference in Skopje aimed to review developments in policies and practice since the first international Romani women's conference in 2007, take stock of the follow-up of the 4<sup>th</sup> international conference regarding the network of Romani women Phenjalipe and the Strategy for the Advancement of Romani Women 2014-2020 and identify and set specific priorities for Romani women and Phenjalipe going forward.

Discussions among Romani women, among which members of Phenjalipe and IRWIN networks throughout the conference led to numerous recommendations, *inter alia* the following:

- Revising the Phenjalipe **Strategy for the advancement of Romani women and girls** (2014-2020);
- Developing a new **Biennium action plan** reflecting on the institutional changes of Phenjalipe, taking into account the results of the workshops and the human rights progress in Europe as a “moving forward” step towards sustainable Romani women movement and progressing advancement in realization of concrete and relevant actions;
- Establish a **gender task force** in each participating country and design clear terms of reference and a clear agenda for the operations of such a gender task force;
- Promote **networking** among Roma women's organizations and experts;
- Identify and pursue long-term solutions and sustainable programs;
- Use **good models** and design mechanisms to replicate them and share them across countries;
- Follow-up and **closely cooperate with the European Commission** on the reformation process of the NRIS in order to include the gender aspects in the updated/revised/ NRISs of the Member States;
- Involve **National Equality Bodies** (NEBs) in functioning as peer-network builder for national, regional and local level Roma women;
- Work with the Council of Europe to include the development of Roma women's rights agenda and gender equality into its own permanent structures, including through increasing the number of qualified Roma experts into the personnel of the organisation;
- Empower Roma women through a process of increasing their capacity to make choices and to transfer these choices into desired actions and outcomes.

## **Description**

The Action Plan 2016-2017 includes a set of proposed activities for the implementation of the Phenjalipe Strategy for the Advancement of Romani women and Girls, 2014-2020.

The overall goal of the Action Plan is to achieve the advancement and empowerment of Romani women and girls in Europe and the strengthening of gender equality and non-discrimination thereof in countries of residence by supporting the implementation of six strategic objectives which also integrate the issue of multiple discrimination while taking into account the specific needs, challenges and opportunities of Romani women and girls.

The Action Plan will be implemented by the members of Phenjalipe and its partners.

The implementation of the Biennium Action Plan is subject to the developments of the proposed IRWN and Phenjalipe merger but also to secured funding both for the implementation of activities and staff of Phenjalipe (tasked to coordinate and carry out activities under the Action Plan). The proposal of hired staff of Phenjalipe involves minimum 3 Roma women - a fundraiser, a communication expert, a lobby expert.

Members of IRWN, some of which are also members of Phenjalipe, proposed to create a wider platform of Romani women and unite existing forces under one umbrella, for example the „International Romani Women’s Network – Phenjalipe“. The CAHROM Reporter on Gender proposed that a follow-up meeting is organised by the Council of Europe in spring 2016 so that both IRWN and Phenjalipe can discuss together the practical ways under which they could merge under the same institutional framework.

### Cross Strategic Objective

Building the capacity of Roma women networks for the implementation, monitoring & evaluation of the Phenjalipe Strategy

The assessment of the 5 international conferences of Romani women pointed to the need to build capacity of Romani women and women networks across many states and regions in Europe. In addition, at the 5th international conference, Romani women emphasised the need to enhance their capacity to implement the Phenjalipe strategic objectives and the Action Plan.

Furthermore, members of the International Romani Women Network (IRWN), some of which who are also members of Phenjalipe, proposed to create a wider platform of Romani women and unite existing forces, such as those representing Phenjalipe and IRWN, under one umbrella.

The CAHROM Rapporteur on Gender Equality proposed that a follow up meeting is organised by the Council of Europe so that both IRWN and Phenjalipe discuss together the practical ways to join under the same institutional framework.

<i>Objectives</i>	<i>Action</i>	<i>Time frame</i>	<i>Outcome</i>	<i>Measures</i>	<i>Partners &amp; Assumptions</i>
Foster cooperation of Phenjalipe network with other Roma women networks	Organize a meeting of Phenjalipe Informal Platform and IRWN	February-March 2016	Meeting organized and cooperation agreement established	Report of the meeting;  Cooperation agreement (formal or informal) developed	CoE, IRWN, Roma (women) NGOs
	Change the status of Phenjalipe Informal Platform into a registered Roma women network.	March – May 2016	Phenjalipe network registered as a formal network	Statute of Phenjalipe network formalized; Membership rules established	CoE, EC, Roma (women) NGOs

	Identify new Roma NGOs and expand Phenjalipe network especially in those countries with less active Roma women involvement	March – May 2016	New potential members of Phenjalipe network identified; Phenjalipe network expanded with x new members	List of potential new members; Number of new Phenjalipe network members	CoE, EC, Roma (women) NGOs
Enhance the capacity of Phenjalipe to implement the Strategy and Action Plan	Update the e-group of members	Up to May 2016	Online e-group updated; Membership rules established.	Membership rules; Number of emails and contacts collected	CoE, IRWN, Phenjalipe, Roma women
	Develop a fundraising strategy	April – May 2016	Fundraising strategy developed; X project proposals developed.	x project proposals developed	CoE, EC (IPA, Daphne, DG Justice, UNDEF etc.)
	Organize/Promote capacity building training for Phenjalipe members, particularly for dedicated staff	March 2016/ Ongoing	Priority setting, program management and communication skills improved; Gender mainstreaming knowledge enhanced	Number of people trained; Number of priorities and actions developed	CoE, OSCE, EC, Equality Bodies

	Support the recruitment & internship of Roma women by the CoE and other international organisations.	Ongoing	Enhanced the capacity of Roma women to implement the Phenjalipe strategy and action plan	Number of requests made; CVs submitted; nr of contracts; nr of internships.	CoE Strasbourg and local offices; OSCE and EU institutions (EP)
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### Strategic objective 1:

Combating racism, anti-Gypsyism and gender stereotypes against Romani women and girls

The report of the 4<sup>th</sup> international conference of Romani women in Finland concluded that Romani women suffer from racism and anti-Gypsyism that is particular to them due to their ethnic belonging and because of their gender. In addition, the impact of racism, anti-Gypsyism and social exclusion of Roma in general has a greater impact on the lives of Romani women and girls, who become more vulnerable to poverty, forced evictions, homelessness, racist violence, trafficking, etc. More so, gender stereotypes and gender ascribed roles within some Romani communities limit the individual development and opportunities of Romani women and girls.

As a result, the Phenjalipe Strategy 2014-2020 sets out as one of its actions, under Strategic objective 1, the raising of awareness on the extent of racism, anti-Gypsyism and gender stereotypes against Romani women and girls.

<i>Objectives</i>	<i>Action</i>	<i>Time frame</i>	<i>Outcome</i>	<i>Measures</i>	<i>Partners &amp; Assumptions</i>
Raising awareness on the extent of racism, anti-Gypsyism and gender	Identify mass-media partners and international agencies to partner with in conducting a	May 2016 – August 2016	Mass-media partners identified; International agencies – partners	Number of mass-media partners; number of international agencies as	CoE, CE, UN, Roma networks, mass media agencies, etc.

stereotypes against Romani women and girls.	media campaign against racism, anti-Gypsyism and gender stereotypes against Roma women and girls		identified.	partners	
	Compile a number of strategic cases aiming to dismantle racism and gender stereotypes through campaigning	June 2016	Strategic anti-racism and anti-sexism case-compilation produced	Strategic anti-racism and anti-sexism case-compilation	CoE, CE, UN, Roma women NGOs, Roma networks
	Design the concept of a media campaign to be launched Europe-wide in the next two years	July – August 2016	Media campaign design developed	A mass-media campaign designed	CoE, CE, UN, Roma women NGOs, Roma networks, mass-media and social marketing agencies

### Strategic objective 2:

Preventing and combating various forms of violence against Romani women and girls

Violence against Romani women and girls remains widespread in Europe, with devastating consequences for Romani women and girls as well as for societies and democracies. Romani women often fall victims to domestic violence, forced marriage, trafficking and forced prostitution, forced sterilisation, violence by the police and verbal or physical abuse by various state actors, etc. The



Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (the Istanbul Convention) is the most far-reaching international treaty to tackle this serious violation of human rights.

Phenjalipe will implement activities in order to raise awareness of stakeholders, Roma NGOs and Phenjalipe members about child and forced marriages in Roma communities. These will include consultations, training and study analyses.

<i>Objectives</i>	<i>Action</i>	<i>Timeframe</i>	<i>Outcome</i>	<i>Measures</i>	<i>Partners &amp; Assumptions</i>
Promoting and supporting measures to prevent and end child and forced marriages	Organize a wide targeted consultation among Roma NGOs and communities in Europe and agree on key messages for all stakeholders on early/child/forced marriages	September - November – 2016	Consultation event organized; Key messages agreed by all stakeholders.	Key messages on early/child/forced marriages	Roma women networks, Roma NGOs, all other partners considered for the implementation of the Strategy
	Call on national governments to conduct a comprehensive analysis on the situation of early/child/forced marriages in Roma communities in partnership with Roma (women)	December 2016	The call on national governments developed (declaration / resolution / appeal)	All national governments have received the declaration / resolution / appeal of Phenjalipe network	CoE, CE, UN, National Governments

	NGOs				
Promoting and supporting measures to prevent and end child and forced marriages	Organize training and awareness raising activities for NGOs and Phenjalipe members	January – February 2017	Awareness of Roma NGOs and Phenjalipe members on the situation of trafficking of Roma women and children improved;  Skills to address THB adequately improved	Number of meetings and training sessions; Number of participants	Roma women networks, Roma NGOs, all other partners considered for the implementation of the Strategy

## Strategic objective 2

Promoting and supporting measures to combat trafficking in women and children

The 2011 research by the ERRC and PiN<sup>1</sup> in Bulgaria, the Czech Republic, Hungary, Romania and Slovakia indicated that trafficking in persons affected Roma disproportionately. The Council of Europe Commissioner for Human Rights recommended in his 2012 report on the situation of Roma and Travellers that „Roma-specific preventive and protective measures should be adopted in order to improve victims’ protection, including training of law enforcement officials and awareness-raising campaigns targeting Roma communities, in particular segregated and socially excluded communities, to change (amongst other things) prevailing attitudes and practices which result in child marriages”.

In 2017, Phenjalipe members aim to raise awareness on the vulnerability, prevalence and consequences of human trafficking in Roma community. Phenjalipe will work to develop guidelines for data collection on THB among women and children, brochures and leaflets and on-line reproing tools.

<sup>1</sup> ERRC and PiN, *Breaking the Silence. Trafficking in Romani Communities*, March 2011. Report available at: <http://www.errc.org/cms/upload/file/breaking-the-silence-19-march-2011.pdf>

<i>Aim</i>	<i>Action</i>	<i>Time frame</i>	<i>Outcome</i>	<i>Measures</i>	<i>Partners &amp; Assumptions</i>
Promote and support mechanisms for gender and ethnicity data collection in the area of THB	Call on stakeholders to support an enhanced process of collecting data on both on gender and ethnicity in the area of THB	March 2017	Guidelines for data collection developed	Guidelines delivered to all stakeholders	All partners considered for the implementation of the Strategy
Promoting and supporting measures to prevent and combat THB	Develop friendly reading brochures and leaflets for Roma communities, including in Romani language and with examples of THB situations; develop a phone application for reporting cases of THB	January - February 2017	Awareness of Roma communities about the consequences of THB improved	Number of Roma communities with increased awareness on THB	CoE, CE, UN, National Governments, Roma (women) NGOs

Romani women are not only particularly vulnerable to direct, indirect and multiple discrimination and violence (including gender based-violence, early and forced marriage, trafficking) but also face additional barriers to access to justice.<sup>2</sup> Their situation is often further aggravated by the lack of awareness on their rights<sup>3</sup>; lack of confidence in reporting offences against them to the police<sup>4</sup> or knowledge of protective or enforcement agencies; lack of physical accessibility to court facilities; lack of free legal aid or financial means to cover litigation costs; illiteracy or lack of fluency in the national language; lack of identity documents or statelessness; or fear to report acts of crime<sup>5</sup>.

There is ample empirical evidence that Romani women (compared with non-Romani women) are more actively pursued by the police and other criminal justice officials when warrants are pending against them; are more likely to be targeted by the police for spontaneous searches; have fewer guarantees in arrest procedures; are more likely to be tried, found guilty, and imprisoned; are less likely to receive alternatives to prison, to be paroled, and to receive pardons<sup>6</sup>.

From mid-2016, Phenjalipe will work to identify and raise awareness on obstacles Romani women encounter in gaining access to justice. As such, action will focus on conducting research and organise an awareness raising event on Romani women's access to justice.

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<sup>2</sup>The "Strategy on the Advancement of Romani Women and Girls, 2014-2020" developed by the Network of Romani Women, *Phenjalipe*, also includes 'access to justice' for Romani women in one of its strategic objectives.

<sup>3</sup>The 2014 FRA "Roma Survey – Data in Focus" (report available at: [http://fra.europa.eu/sites/default/files/fra-2014-roma-survey-gender\\_en.pdf](http://fra.europa.eu/sites/default/files/fra-2014-roma-survey-gender_en.pdf)) shows that Roma women are less aware of anti-discrimination legislation than Roma men: 35 % of Roma women, compared to 45 % of Roma men, know that there is a law that forbids discrimination against ethnic minorities when applying for a job. Awareness of laws against discrimination is lowest among women (15 %) and men (27 %) in Bulgaria; yet almost twice as many men as women are aware of such laws. Results show limited knowledge about organisations that offer support or advice to people who have been discriminated against, both among Roma and among non-Roma who live nearby. Knowledge of such support organisations is lower among Roma women (19 %) than among Roma men (24 %) across all Member States surveyed.

<sup>4</sup>FRA 2012 report on "The situation of Roma in 11 Member States" available at: <http://fra.europa.eu/en/publication/2012/situation-roma-11-eu-member-states-survey-results-glance>. According to the report, between 65% and 100% of Roma, depending on the country surveyed, failed to report their experiences of personal victimization to the police because they did not feel that the police would be able to do anything about it.

<sup>5</sup>2009 FRA EUMIDIS « Data in Focus » report, available at: [http://fra.europa.eu/sites/default/files/fra\\_uploads/413-EU-MIDIS\\_ROMA\\_EN.pdf](http://fra.europa.eu/sites/default/files/fra_uploads/413-EU-MIDIS_ROMA_EN.pdf). According to the report, Roma tend not to report discrimination for fear of negative consequences should they report an incident.

<sup>6</sup>The *Barañi Project* study of Romani women prison inmates in Spain, 2000, available at: <http://personales.jet.es/gea21/ing.htm>. According to the study, 60% of Romani women were serving sentences for drug dealing, usually on a small scale. Most of the rest of the women were in jail for theft or robbery, usually related to problems of drug abuse. The average sentence being served by Romani women involved in the study is 6.7 years: 60% are repeat offenders; 87% were held in pre-trial detention following arrest; 87% of the women are mothers; 14% of the women are reportedly imprisoned outside their autonomous region and another 30% outside their province.

<b>Strategic objective 4:</b> Ensuring access to justice for Romani women					
<i>Aim</i>	<i>Action</i>	<i>Time frame</i>	<i>Outcome</i>	<i>Measures</i>	<i>Partners &amp; Assumptions</i>
Identify and raise awareness on obstacles Romani women encounter in gaining access to justice	Conduct a situation analysis of the barriers and obstacles encountered by Romani women in accessing the justice systems in Europe	May-August 2016	Situation analysis of the barriers and obstacles encountered by Romani women in accessing the justice systems developed	Situation analysis	CoE, CE, UN Roma women NGOs and networks
	Organize an advocacy event to raise awareness on the problems faced by Romani women in the justice system and disseminate the situation analysis' results.	summer-autumn 2017	Advocacy event organized	Report of the advocacy event	CoE, CE, UN, National Governments

<b>Strategic objective 5:</b> Achieving adequate and meaningful participation of Romani women in political and public decision-making
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Romani women lack adequate representation and participation in national and local public administration institutions and in political life. Ensuring effective participation of Romani women in public and political life not only ensures their participation in decision-making on issues directly affecting them but also helps to ensure that society as a whole benefits from their contribution and truly reflects its diversity.

In 2017, Phenjalipe members will aim to assess the situation of Romani women's participation in decision making in European countries and promote good practices at local and national level.

<i>Aim</i>	<i>Action</i>	<i>Time frame</i>	<i>Outcome</i>	<i>Measures</i>	<i>Partners &amp; Assumptions</i>
Monitor progress on Romani women's participation in decision-making; promote the visibility of data and good practices across countries	Compile at European level a set of relevant good practices on Roma women participation in decision-making processes	April – May 2017	A set of relevant good practices on Roma women participation in decision-making compiled	The set of good practices	CoE, CE, UN, National Governments, Roma women NGOs and networks
	Disseminate to all stakeholders and partners the set of good practices on Roma women participation in decision-making (putting a special emphasis on local level good practices and models)	June 2017	Dissemination plan developed;  The set of good practices disseminated	Dissemination plan;  Number of partners who contributed to dissemination;  Number of partners who received the set of good practices	CoE, CE, UN, Roma women NGOs and networks

**Strategic objective 6:**

Achieving Gender and Romani Women's Mainstreaming in all policies and measures

Romani women and girls are often excluded from consultation and decision-making processes about legislation, policies and programmes, including on those that are specifically designed to address their situation. Romani women and girls' empowerment and gender mainstreaming are key to achieving gender equality and strengthening democratic societies. The process of mainstreaming Romani women and girls' concerns and priorities, both in policy and practice would enable public policy to advance equality and to combat discrimination by facilitating better policy responses to meet the needs of people who experience inequality such as Romani women and girls. Gender mainstreaming would also introduce a culture of disaggregated data collection by gender and ethnicity, impact assessment, monitoring and review into the public policy process and thus enhance the effectiveness of Roma specific policies; and not lastly, it would eliminate barriers for Romani women and girls experiencing inequality, reduce poverty, boost economic growth and strengthen citizenship.

In the second part of 2017, Phenjalipe will start a process of mainstreaming gender in major Roma related policy measures, particularly the Roma integration strategies. Towards this aim, Phenjalipe will work to make gender mainstreaming mandatory in the implementation of national Roma strategies, while supporting the development of skills and capacities of key implementers (NCPs) to mainstream gender in Roma policies.

<i>Aim</i>	<i>Action</i>	<i>Time frame</i>	<i>Outcome</i>	<i>Measures</i>	<i>Partners &amp; Assumptions</i>
Gender mainstreaming in various policy areas	Cooperate with the European Commission to develop more assertive and binding tools to promote gender mainstreaming in Roma policies	July – December 2017	Contacts with various relevant EC structures established / initiated	Number of EC structures contacted / met	CoE, EC, EP

	Lobby the European Commission to create a specific gender analysis category in their annual evaluation of each Member State's NRIS	July - December 2017	EC lobbied	Number of EC structures contacted / met on this specific issue	CoE, EC
	Lobby the European Parliament to incorporate the EP Resolution on gender aspects in the Framework for NRIS, making it binding on the Member States	April - December 2017	EP lobbied	Number of EMPs contacted; Number of official communications with the EP structures	CoE, EP, EC
Good practices on gender / Romani women and girls' issues	Develop a set of indicators based on the NRIS gender mainstreaming good practices for the use of the National Contact Points of the Member States in the development of the NRIS Action Plans	January-April 2017	Set of indicators related to good practices in gender mainstreaming of the NRIS developed;	All NCP received the set of indicators	CoE, CE, Roma women networks
	Co-organize a	October 2017	Training	Number of NCPs	CoE, CE, Roma



	training programme for the National Contact Points on gender mainstreaming in Roma policies		programme for NCP designed and delivered	who attended the training programme; Feed-back from NCPs	women networks
	Promote and disseminate the Phenjalipe Strategy in different events organized by Phenjalipe networks or partners	Ongoing	Dissemination plan developed and implemented	Number of copies distributed; Number of events in which the Strategy has been disseminated.	Phenjalipe members, CoE, other identified partners

### Monitoring and Evaluation

<i>Aim</i>	<i>Action</i>	<i>Time frame</i>	<i>Outcome</i>	<i>Measures</i>	<i>Partners &amp; Assumptions</i>
Evaluation of the Biennium Action Plan 2016-2017	Send a questionnaire to Phenjalipe members in order to assess the implementation of the AP.	December 2017-January 2018	Action Plan assessed	No of responses; no of activities implemented; no of positive results	Phenjalipe members

## Timetable activities 2016

1	2	3	4	5	6	7	8	9	10	11	12
Finalise the Biennium Action Plan	Prepare follow-up mtg. Phenjalipe + IRWN	Hold mtg. Phenjalipe + IRWN									
		Organize capacity building training for Phenjalipe members + staff									
		Start registration of Phenjalipe	Work on the registration of Phenjalipe	Submit papers for registration of Phenjalipe							
		Identify new Roma NGOs and expand Phenjalipe network	Work on registering new Phenjalipe members	Work on registering new Phenjalipe members							
		Update the e-group of members	Update the e-group of members	Update the e-group of members							
					Promote and disseminate the Phenjalipe Strategy	Promote and disseminate the Phenjalipe Strategy	Promote and disseminate the Phenjalipe Strategy	Promote and disseminate the Phenjalipe Strategy	Promote and disseminate the Phenjalipe Strategy	Promote and disseminate the Phenjalipe Strategy	Promote and disseminate the Phenjalipe Strategy
				Identify	Identify	Identify	Identify				

				mass-media partners for a media campaign	mass-media partners	mass-media partners	mass-media partners				
					Compile cases of racism and gender stereotypes						
						Design the concept of a media campaign	Design the concept of a media campaign				
								Prepare consultation with Roma NGOs on early marriages	Prepare consultation with Roma NGOs on early marriages	Consultation with Roma NGOs on early marriages	
											Send letters to gov. on early marriages
Support the recruit. & internship of Roma women	Support the recruit. & internship of Roma women	Support the recruit. & internship of Roma women	Support the recruit. & internship of Roma women	Support the recruit. & internship of Roma women	Support the recruit. & internship of Roma women	Support the recruit. & internship of Roma women	Support the recruit. & internship of Roma women	Support the recruit. & internship of Roma women	Support the recruit. & internship of Roma women	Support the recruit. & internship of Roma women	Support the recruit. & internship of Roma women
Promote capacity building	Promote capacity building	Promote capacity building	Promote capacity building	Promote capacity building	Promote capacity building	Promote capacity building	Promote capacity building	Promote capacity building	Promote capacity building	Promote capacity building	Promote capacity building

for Phenjalipe members + staff	for Phenjalipe members + staff	for Phenjalipe members + staff	for Phenjalipe members + staff	for Phenjalipe members + staff	for Phenjalipe members + staff	for Phenjalipe members + staff	for Phenjalipe members + staff	for Phenjalipe members + staff	for Phenjalipe members + staff	for Phenjalipe members + staff	for Phenjalipe members + staff
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## Timetable activities 2017

1	2	3	4	5	6	7	8	9	10	11	12
Promote and dissem. the Phenjalipe Strategy	Promote and dissem. the Phenjalipe Strategy	Promote and dissem. the Phenjalipe Strategy	Promote and dissem. the Phenjalipe Strategy	Promote and dissem. the Phenjalipe Strategy	Promote and dissem. the Phenjalipe Strategy	Promote and dissem. the Phenjalipe Strategy	Promote and dissem. the Phenjalipe Strategy	Promote and dissem. the Phenjalipe Strategy	Promote and dissem. the Phenj. strategy	Promote and dissem. the Phenj. Strategy	Promote and dissem. the Phenj. Strategy
Organise training and awareness raising activities on early marriages	Organise training and awareness raising activities on early marriages										
Prepare brochures and leaflets on THB	Prepare brochures and leaflets on THB										
Develop an applic. for reporting THB											
		Develop guidelines for data									

		collection on THB									
				Situation analysis on access to justice	Situation analysis on access to justice	Situation analysis on access to justice	Situation analysis on access to justice	Situation analysis on access to justice			
						Organise advocacy event access to justice	Organise advocacy event access to justice	Organise advocacy event access to justice	Organise advocacy event access to justice		
			Collect good practices participati on of women	Collect good practices participati on of women							
					Disseminat e good practices	Disseminat e good practices	Disseminat e good practices	Disseminat e good practices	Disseminat e good practices	Disseminat e good practices	Disseminat e good practices
Develop GM indicators	Develop GM indicators	Develop GM indicators	Develop GM indicators								
			Lobby the EP on GM	Lobby the EP on GM	Lobby the EP on GM	Lobby the EP on GM	Lobby the EP on GM	Lobby the EP on GM	Lobby the EP on GM	Lobby the EP on GM	Lobby the EP on GM
						Dialogue with the EC on GM	Dialogue with the EC on GM	Dialogue with the EC on GM	Dialogue with the EC on GM	Dialogue with the EC on GM	Dialogue with the EC on GM
							Co- organise training for NCPs	Co- organise training for NCPs	Co- organise training for NCPs		
											Send ev. question

											naire to members
Support the recruit. & internship of Roma women	Support the recruit. & internship of Roma women	Support the recruit. & internship of Roma women	Support the recruit. & internship of Roma women	Support the recruit. & internship of Roma women	Support the recruit. & internship of Roma women	Support the recruit. & internship of Roma women	Support the recruit. & internship of Roma women	Support the recruit. & internship of Roma women	Support the recruit. & internsh. of Roma women	Support the recruit. & internsh. of Roma women	Support the recruit. & internsh. of Roma women

### Timetable activities 2018

1	2	3	4	5	6	7	8	9	10	11	12
Finalise evaluation of the Action Plan 2016-2017											