



**General Assembly of KARAT Coalition
June 6th, 2010
Bucharest**

REPORT

INTRODUCTION

General Assembly (GA) of KARAT Coalition took place on June 6th 2010 in Bucharest, Romania. It was the first GA after 7 years break. It was hosted by one of KARAT's Romanian members - ORG. 'AUR' National Organization of Human Resources Specialists and attended by 37 representatives from 27 out of 58 KARAT member organizations¹, KARAT Secretariat as well as two observers, researchers writing papers on KARAT (complete list of participants – Attachment 1).

The organization of GA and participation of so many KARAT member organizations were possible thanks to the support of following donors: Global Fund for Women, OAK Foundation, OXFAM NOVIB (project partners), European Commission (project partners).

AGENDA

KARAT's GA was an opportunity for many KARAT's members to meet and discuss KARAT's past 7 years of activities as well as the future of the Coalition, therefore the first session involved an update since the last GA as well as presentation of KARAT's Programme for 2009-2012. The next two sessions were focused on the organizational issues: amendments to KARAT's Statute and Elections to KARAT's Board. The afternoon session was dedicated to work in smaller working groups focusing on three priorities of KARAT Programme: Gendered Economic and social justice, Women's Human Rights, Gender&Development. The aim of the working groups was to learn what member organizations are doing at this area, how to combine their expertise with KARAT activities and strategy and finally to discuss and make a proposal for strengthening the implementation of KARAT's Programme by members and Secretariat of the network. The detailed agenda of GA is available in Attachment 2.

Below a few highlights from the presentations and discussions.

1. KARAT since the last general assembly

The GA began with an update session on KARAT since the last General Assembly facilitated by Board member Zuzana Jezerska, SCCD, Slovakia. It started with inputs of KARAT's Executive Director Kinga

¹ During the Board meeting, a day before the GA, two new member organizations and one new individual member were accepted to join KARAT Coalition: Future Generation (Uzbekistan), Forum of Women's NGOs of Kirgizstan and Erzsebet Szabo (individual member from Hungary). The two new organization members were present at the GA.



Lohmann as well as Board members Lyudmila Petina and Valentina Bodrug-Lungu who shared their reflections on the achievements and challenges faced by the Coalition over past 7 years.

Input from the Secretariat.

From the point of view of the Secretariat the main challenges since 2003 were: financial crisis of the organization causing lack of its sustainability for two/three years and inability of the Secretariat to facilitate cooperation with/among members. When Secretariat managed to overcome financial difficulties it faced problems with management of enlarged staff, administration and huge number of projects. At the same time a lot has been achieved. KARAT not only overcame financial difficulties but also ensured organization's long term sustainability, secured its proper governance and rebuilt cooperation with its members. KARAT focused its work on specific areas: economic and social justice, gender and development as well as women's human rights based on these priorities KARAT managed to develop its Programme for 2009-2012. The organization has also built strong partnerships and alliances with women's and social movements mostly in Europe and globally (Attachment 3 –summary of Kinga's presentation).

Input from the Board members.

The Board members stressed the benefits of cooperation within KARAT network sharing their experience of involvement in KARAT as Board members and as member organizations participating in KARAT's projects. Among main profits they mentioned straightening their image in their country during different advocacy projects, meetings, because of their membership in international network, access to resources of knowledge and skills especially in the context of EU international process, possibility of capacity buildings, opportunity to be present and active at EU level, participation in advocacy and communication between NGOs on national and international level. Lyudmila Petina from Belarus particularly stressed the importance of active membership in KARAT in her national context of authoritarian regime which caused the isolation of the Belarusian NGOs and difficulties to have the international contacts. KARAT as a European network broke this isolation, provided opportunity to establish new contacts with European partners.

KARAT 2003-2012 - Visual presentation.

After these inputs the participants have watched a film summarizing KARAT's activities and development in terms of members, budget, scale of activities, projects implemented. This visual presentation has been prepared in viewer-friendly form with pictures and drawings presenting update on KARAT in a little informal way. It will be available at KARAT's website: www.karat.org

KARAT's Programme.

The update of KARAT's challenges, achievements, changes and activities was completed with the presentation of KARAT's Programme for 2009-2012 summarizing the plans for the future of the network. Joanna Szabuńko, Programme Manager at KARAT Secretariat, presented the rationale, aims and planned activities and expected results under each of four thematic priorities of the program: Gendered Economic and Social Justice, Women's Human Rights, Gender and Development and Organizational Empowerment. The presentation was a summary of a comprehensive document produced by KARAT Secretariat together with Board and input from members and partners in 2009. The Summary of KARAT's Programme can be found in Attachment 4.

Discussion.

The presentations and the film were followed by the discussion and opinions sharing among all the participants.

The main issues discussed by members involved:

- **KARAT Programme for 2009-2012.** Members commented the document and the plan itself. They were stressing it is an important document and needs to be incorporated also by

members and implemented across the whole network. It was noticed that not only members should be involved in implementation of the Programme in cooperation with Secretariat, but also KARAT member organizations should build partnerships between themselves. Concrete actions for implementation of KARAT's Programme under each of the thematic priorities were discussed in working groups arranged during the afternoon session.

- **More meetings...** Everybody appreciated the opportunity of the GA taking place in Bucharest and agreed that it was really needed. A number of members stressed the need for more face to face meetings within KARAT. In this discussion the problem of funds was stressed several times. Some of members count on Secretariat to ensure financing for organization of General Assembly, while others proposed individual fundraising by members, for example by including KARAT's meetings in their organization's and projects budgets. One of participants stated: 'we need to understand our role as a member, I can't expect only from the Secretariat to bring the funds for meetings like this. That's why we are the coalition, we have the ownership'.
- **Visa problems.** Other issue stressed during the discussion on more often meetings was difficulties with visas and long distance travels, especially from Central Asia. Therefore it was also proposed to explore more the new communication technologies/tools, and use it more actively and effectively in KARAT.
- **Type of network.** A question was raised: 'what coalition do we want to be? Do we want a huge network with a big number of members? Should we rather invest in quantity?' The majority of participants shared the opinion that KARAT should mainly focus on investing in active members who will contribute to the network, the high number of members is not a priority. The issues of ownership, engagement, initiative and contribution by members were stressed repeatedly. It was also noted by some of the participants that not every organization has to be active in the same way, different members have different interest in engaging in KARAT network. Some want to be involved in common projects led by Secretariat, others propose activities on their own and invite KARAT members to cooperate, yet others are happy with only information exchange, capacity building and cooperation at international level. For some the latter is the most important – the aim of KARAT is to facilitate presence of the Region at international level and link the members with international processes and fora, this aspect is their main motivation for involvement in KARAT. 'The more you contribute, the more you will receive' – concluded one of participants.
- **Common projects.** It was also discussed how to ensure involvement of members in common projects and how it is done. Representatives of Secretariat and members taking part in the projects coordinated by KARAT shared their experience and explained the process, donors role, specific requirements and model of cooperation relevant for KARAT's projects Usually, especially in EC funded projects, partners are invited to join the projects based on the guidelines for project application regarding possible countries involved and expertise in given area. Project partners participate in the initiatives at all stages, starting from design of the application and budget.
- **Transparency.** A few issues related to KARAT's transparency were raised during the discussion, one regarding the above mentioned process of involvement in common projects other on financial transparency. Despite all the doubts were explained by the Board members and the Secretariat it was agreed that for the next GA more information on KARAT's finances should be prepared.

2. KARAT's Statute.

Over the seven years since the last GA, the Board has proposed a number of changes to the Statute, however the Statute may only be changed by the GA. Therefore, after the on-line consultation



process with KARAT members, the proposed amendments were voted at the GA meeting in Bucharest.

Adopted amendments to the Statute

The following amendments were discussed, voted and adopted by the members unanimously:

- **KARAT's Mission**

It has been redefined and adapted to the current focus and context of KARAT's work. The new mission of the Coalition is as follows:

"KARAT is a regional coalition of organisations and individuals focusing its action on observance of women's human rights, and ensuring gendered economic and social justice in the Region" (§6)

- **Name of the Region**

The name of the Region KARAT is operating in had to be changed and updated to current geopolitical context and recent growth of the network. After a discussion (online prior to the GA and at the meeting) and consideration of various possibilities, the following name of KARAT's Region was adopted:

"Central and Eastern European and Central Asian countries" (§2)

- **Clarification of individual membership**

The confusing wording used in the Statute for naming KARAT's individual members was clarified and it was adopted that all phrases referring to them as "honorary members" will be replaced with the words: *"individual members"*.

Additionally the status of KARAT's individual member was clarified and formulated as follows:

"Individual member:

1. A physical person (woman or man) who has extensive history (at least 3 years) of supporting/promoting KARAT COALITION in pursuing its statutory objectives is eligible to become an individual member.

2. Individual membership is accepted by the Board.

3. Any regular KARAT COALITION member can recommend to the Board a candidate for an individual member.

4. An individual member:

- has the advisory voice and all rights of a regular member, except passive and active right of vote,

- can make proposals for the activities of KARAT COALITION (see para 11, point 3)

- can participate in all activities of KARAT COALITION" (§ 13)

- **Expiring of organizational membership**

KARAT's working experience over past years showed that in order to keep a right record of member organizations a following point should be added as a reason for expiration of membership in KARAT. It was adopted by the GA.

"Dissolution of a given member organization" (a point added to §14)

- **Longer term of office for the Board members**

In order to increase effectiveness of the work of the Board it was agreed that the term of office of the Board members will be prolonged. Following change has been made:

"for a three-year term of office with one year-and-half alternation" (change in §19)

- **Expiring of membership in the Board**



Again, in order to increase Board's effectiveness and avoid in future the problems faced by KARAT over past few years it was proposed that a mechanism for Board members to terminate their term of office should be included in the Statute. Therefore following amendment has been adopted by the GA:

"Membership of the Board expires when a notice of voluntary resignation is submitted in writing to the Board, or due to exclusion by a decision of the Board due to absence from at least two Board meetings".(a point added to § 19)

The GA participants have also proposed some minor language amendments which were adopted by the GA. The full version of the amended Statute is available in the Attachment 5.

Amendments proposed by GA participants

A number of amendments were proposed by the participants of the GA. It was agreed that following proposals will be revised by the Board and discussed during the next GA.

- **§4**

"KARAT COALITION carries out its activities on the basis of voluntary work of its members. KARAT COALITION establishes a Secretariat and hires an Executive Director and employees to conduct the day-to-day affairs of KARAT COALITION"

Proposal: to erase word 'voluntary', clarify if the executive Director is 'hired' or 'mandated'

- **§ 10**

*"A regular member of KARAT COALITION is any organization, that:
1. Agrees with and supports the statutory objectives of KARAT COALITION (...)"*

Proposal: to replace the word 'supports' with a word 'contribute' and discuss the introducing of membership fees in KARAT Coalition, which might be used also for organization of the GA.

- **§ 17**

Regulating the status and meetings of General Assembly.

Proposal: add a point stating that the Board or secretariat will ensure the participation of the members in GA meetings.

- **§ 18**

"(...) In case if a member who has confirmed its participation cannot reach the General Assembly meeting (for different reasons), its will be asked to vote (...)"

Proposal: change in language: replace 'its' with 'she/he'.

2. KARAT Board elections

The terms of office of three Board members: Valentina Bodrug-Lungu, Lyudmila Petina and Raluca Manaila, have expired with the end of 2009. Due to the fact that the GA took place in June 2010 and the Board agreed that it is important that the direct elections also take place then, the above



mentioned Board members continued their work in the Board until the this time. The Secretariat and the GA has thanked them for their valuable contribution as Board members over past two and a half years.

The GA has elected three new Board members at its meeting on June 6th in Bucharest.

The election process was overseen by the election committee:
Stanimira Hadjimitova, Vanja Lesic, Zalina Gafarova.

Due to the fact that not all of the members who declared participation in GA could finally take part in it, based on § 18 of the Statute KARAT Secretariat has organized electronic voting for those members. The results of electronic elections were comprised with those of direct voting during the GA meeting. Ewa Kaminska from KARAT Secretariat was coordinating the electronic elections.

In total 32 member organizations have voted (27 during the GA in Bucharest and 5 electronically prior to the GA).

The outcomes of the elections were following:

<i>Candidate</i>	<i>Electronic Votes</i>	<i>Votes at the GA</i>	<i>Votes in total</i>
Mirela Arqimandriti (Albania) Gender Alliance for Development Center (ex Women's Center)	2	18	20
Evgenia Ivanova (Belarus) Center for Gender Initiatives "Adliga: Women for Full Citizenship"	4	12	16
Raluca Manaila (Romania) "AUR" National Organization of Human resources Specialists	3	19	22
Majda Sikosek (Serbia) Citizens' Association Felicitas	2	15	17
Olga Sirbu (Moldova) Women Political Club 50/50	4	15	19

Raluca Manaila, Mirella Arqimandriti and Olga Sirbu have received the highest number of votes and are new Board members until June 2013. Congratulations.

More information on the new board members in Attachment 6.

3. Working Groups

The afternoon session of the GA meeting was dedicated for working groups which continued the discussion on the implementation of KARAT's Programme. The aim of Working Groups was in particular to work out the ways of linking KARAT's Program with members' activities and to plan common implementation of the Program by the Board, Secretariat and member organizations.

The Working Groups were divided according to the three Program priorities:

- Gendered economic and social justice,
- Women's human rights
- Gender in development.

The fourth priority: Organizational empowerment was mainstreamed in the work of all groups.

The basis for the discussions in WG were following questions:

What are members activities in this area?

- How can they be linked with the Program?
- How can members and Secretariat work together on Program implementation?
- What will be the role of members and the role of Secretariat in this cooperation?

The working group on **Gendered Economic and Social Justice** based on the expertise and experiences of member organizations* proposed to establish an advocacy group for gendered economic and social justice. This group would consist of members who have expertise as well as those who are interested in the issue. It would aim at identifying the main economic and social challenges that women face in the Region by conducting comparative studies. The results of the studies will be included in the advocacy campaign. The other important reason of creating advocacy group is to build capacity of KARAT members by experience and best practices sharing of those member organizations who have already a great knowledge and achievements in this area. Furthermore, it aims to strengthen the KARAT network's gendered economic and social justice's profile as well as members' ownership of this expertise. It has been concluded that active participation KARAT representatives should be secured at the important events on economics and social issues. And finally, the group is meant to respond to the financial challenges that many women's organizations face. Participants concluded that KARAT should be involved in the activities on resources mobilization for women's organizations in the Region.

The participants of the working group on **Gender and Development** agreed that KARAT should continue its education and awareness raising activities in various countries as well as addressing gender issues in development cooperation. KARAT should also use its advantage of its membership from developing countries in Eastern Europe, Balkans and Central Asia as well as EU countries in order to implement common development assistance projects. The latter should be done after careful research and needs assessment among members from developing countries.

Working group on **Women's Human Rights** reflected on the joint activities that have been implemented so far, mainly around CEDAW provisions and promotion of Optional Protocol in 9 countries of the Region. It has been concluded that KARAT should continue its Projects aiming at promotion of this mechanisms in the Region. However, as many KARAT's members work on eliminating violence against women (VAW), the focus on this issue should be strengthened (e.g. through organizing conference, in cooperation with KARAT's partners having relevant expertise, aiming at building capacity on how to advocate for elimination of VAW within the framework and the use of CEDAW mechanisms). Members also concluded that there is a need for scaling up information



sharing, especially through KARAT's website and communication channels (e.g. listserves) on developments in women's rights issues. The issue of monitoring women's human rights was also brought up and it was stated that KARAT should play an active role in building capacity of its membership, as well as providing tools for this kind of monitoring activities.

Detailed reports from each working groups can be found in Attachment 7.

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4. Evaluation

The GA meeting has finished with a round of evaluation. The participants were also asked to fill in the evaluation forms. The Secretariat received 18 form completed by the participants.

The result of this evaluation were following:

1. Have the GA of KARAT met your expectations?

17 – yes

1 – yes, partially

Why?

The participants were mainly stressing the advantage of face to face meeting and discussions which enabled them to become more familiar with KARAT's structure, way of work, current and past activities as well as other KARAT members.

It was also widely appreciated that the GA had a concrete outcome and planed follow up, that the strategy for future cooperation was developed. Some of participants stressed that they can see good prospects for future cooperation within KARAT. New contacts and new ideas were mentioned as positive outcomes of the meeting.

In the opinion of GA participants the meeting was well organized, well structured, constructive and participatory. Its advantage were energizing atmosphere, good will and positive energy. We managed to tackle quite a number of interesting topics despite the lack of time.

Finally some participants stressed the importance of their voices being heard.

2. In your opinion, have the objectives of the Agenda been fulfilled?

18 - yes

Why?

The participants positively assessed fulfilling the objectives of the GA meeting, in particular they were mentioning adoption of the amendments to the Statute, update of the mission of KARAT, election of the new Board members and "great outcome of working groups: several proposals of common implementation of KARAT program".

They agreed that the objectives were clearly defined and all issues from the agenda were covered. The meeting was prepared and moderated efficiently and effectively, as well as the participants were really interested and involved.

3. Please indicate three weak and three strong points of the GA

Weak points:

Many of the participants mentioned lack of time as a main weak point. They were stressing that one day is not enough for the GA meeting and some of participants felt tired already after a few days of conference.

Other weak points mentioned by the participants concerned the organization process and the merits of the meeting:

- All members should get the financial report before coming to the GA
- Not all members present
- No Russian translation of quality available
- Relatively weak contribution to the discussion of new members (from CIS)
- Not sticking to the agenda (certain discussions)
- Not enough preparation before the GA of the members.
- “Old complaints” of certain members

As well as the logistics:

- No fresh air/too hot room
- No microphone
- Short breaks
- Logistics with arriving/leaving time
- Bad condition for stay
- Visa problems

Strong points:

The majority of the participants stressed good energy and friendly atmosphere as a strong point of the meeting. They appreciated the opportunity of meeting face to face with friends, getting know each other with new members and the fact that the GA took place at all after such a long time.

Many other strong points were mentioned, mostly regarding the merits and organization of the meeting:

- Constructive debate (not personal), fruitful discussion
- Clear goals
- Well structured meeting and good preparation led to fulfilling the objectives
- Effective working groups
- Many good experts
- Great exchange of experience and knowledge
- Lots of ideas, new ideas
- Plan for future cooperation
- Improvement in professionalism of member organizations
- Interesting topics
- Overview of the countries perspectives on CEDAW related issues

The participants also appreciated a chance to participate in WIDE’s event and to get to know better this organization as well as visit to Bucharest.

4. Are you satisfied with logistic organization of the GA?

15 – yes



- Everything good apart from airport transfer.
- 1 – not too much (double rooms)
- 2 – yes/no
- invitations sent late for Kyrgyzstan
 - all members should get the financial report before coming to the GA

4. What are your recommendations for the next GA, other comments?

- GA before any meeting or conference or separately
- Participants should be better prepared (read materials prior to the meeting)
- More members
- One more day for the GA
- Papers (materials and invitations) sent in advance
- More time for KARAT only networking
- GA organized sooner
- Every GA in different country
- More free time

5. Follow up

All the decisions and the recommendations addressed by the participants during the General Assembly will be discussed and taken further by the KARAT Board at its October meeting. KARAT members' will be regularly informed about the follow up activities after the General Assembly. This will be done through usual documentation and communication channels such as reports from the Board meetings, KARAT News, website, members' e-group and other.



List of attachments

Attachment 1: List of participants

Attachment 2: Agenda of General Assembly

Attachment 3: Presentation of Kinga Lohmann - KARAT's Challenges and Achievements 2004-2010

Attachment 4: Summary of KARAT's Programme

Attachment 5: Amended Statute

Attachment 6: Information on the new Board members

Attachment 7: Reports from working groups

Attachment 7a: Working Group on Women's Human Rights

Attachment 7b: Working Group on Economic and Social Justice

Attachment 7c: Working Group on Gender & Development



Attachment 1: List of participants

GENERAL ASSEMBLY

6 June 2010, Bucharest, Romania

LIST OF PARTICIPANTS

No	Country	Organization	Name of representative
1.	Albania	Women in Development Association	Jeta Beluli
2.	Albania	Gender Alliance for Development Center	Mirela Arqimandriti
3.	Armenia	Women's Rights Center	Susanna Vardanyan
4.	Azerbaijan	Gender Association "Symmetry"	Kamila Dadashova
5.	Azerbaijan	Women and Modern World Center	Zalina Gafarova
6.	Belarus	Women's Independent Democratic Movement	Lyudmila Petina
7.	Bulgaria	Gender Project for Bulgaria Foundation	Stanimira Hadjimitova
8.	Bulgaria	Gender Education Research and Technologies	Rayna Beneva
9.	Czech Republic	Association for Equal Opportunities	Michaela Marksova -Tominova
10.	Czech Republic	Gender Studies, O.P.S., Information and Advocacy Center for Women's Rights	Alexandra Jachanova - Dolezelova
11.	Kazakhstan	The Legal Center for Women's Initiatives "Sana Zezim"	Vera Zakutnyaya
12.	Kirgizstan	International Public Fund "Pangea for a world free of violence"	Saltanat Barakanova
13.	Kirgizstan	Women Support Center	Aigul Alymkulova
14.	Kirgizstan	Forum of Women's Organizations	Chinara Kartanbaeva
15.	Macedonia	Organization of Women of the City of Skopje	Tomka Dilevska
16.	Macedonia	National Council of Women of Macedonia - UWOM	Sanja Terzievska
17.	Macedonia	Women's Centre	Stanka Damjanovska
18.	Moldova	Gender-Center	Valentina Bodrug-Lungu
19.	Moldova	Youth Informational Center "World	Irina Bubela

		Window"	
20.	Poland	Women's Association For Gender Equality -BEIJING'95	Kinga Lohmann
21.	Poland	Women's Association For Gender Equality -BEIJING'95	Aleksandra Solik
22.	Poland	KARAT Secretariat	Joanna Szabuńko
23.	Poland	KARAT Secretariat	Marta Gontarska
24.	Poland	KARAT Secretariat	Ewa Pintera
25.	Poland	KARAT Secretariat	Ewa Kamińska
26.	Romania	ARIADNA - The Romanian Women Journalists Association	Georgeta Adam
27.	Romania	Women's Association of Romania	Liliana Pagu
28.	Romania	ORG. 'AUR' - National Organization of Human Resources Specialists	Ioana Manaila
29.	Romania	ORG. 'AUR' - National Organization of Human Resources Specialists	Mariana Petcu
30.	Romania	ORG. 'AUR' - National Organization of Human Resources Specialists	Raluca Manaila
31.	Romania	ORG. 'AUR' - National Organization of Human Resources Specialists	Laura Panteli-Stanciu
32.	Serbia	Association of Business Women	Vanja Lesic
33.	Serbia	Citizens' Association Felicitas	Majda Sikosek
34.	Slovakia	Slovak Center for Communication and Development	Zuzana Jezerska
35.	Uzbekistan	Istiqbolli Avlod	Liliya Khamzaeva
RESEARCHERS			
36.	Germany	-	Jennifer Ramme
37.	Austria	Rosa Meyreder College Vienna	Bettina Urbanek



Attachment 2: Agenda of General Assembly

KARAT's General Assembly
June 6th 2010, Bucharest, Romania

AGENDA

9:00 –10:00	Welcome and Introduction	Raluca Manaila, Org AUR, Board member Joanna Szabunko, KARAT Secretariat everybody
10:00 – 11:00	KARAT since the last General Assembly: <ul style="list-style-type: none"> - Looking at the past: update and reflections on KARAT's activities, obstacles and achievements since 2003 - KARAT in numbers - Looking to the future: presentation of KARAT's current program - Questions and answers 	Zuzana Jezerska, Board Member Ludmila Petina (Board Member) Kinga Lohmann (KARAT Secretariat, Executive Director) Joanna Szabuńko (KARAT Secretariat, Program Manager)
11:00 – 11:15	<i>Coffee break</i>	
11:15 – 12:30	Amendments to KARAT's Statute – discussion and voting	Facilitation: Kinga Lohmann and Aleksandra Solik (KARAT Secretariat)
12:30 – 13:30	KARAT Board Elections – presentation of candidates and voting	Facilitation: Kinga Lohmann and Aleksandra Solik (KARAT Secretariat) Candidates and persons who recommended them
13:30 – 14:30	Lunch	
14:30 – 15:40	Common implementation of KARAT's Program – working groups: WG 1: Gendered Economic and Social justice WG 2: Women's Human Rights WG 3: Gender and development	Facilitation: Kinga Lohmann Aleksandra Solik Joanna Szabuńko (KARAT Secretariat)
15:40 – 16:00	Coffee break	
16:00 – 16:30	Report back from the working groups - summary	Working Groups
16:30 – 17:00	Evaluation and wrap up	Everybody KARAT Board/Sekretariat



KARAT CHALLENGES AND ACHIEVEMENTS 2004-2010

CHALLENGES

1. Financial crisis in 2004 and lack of sustainability for next two/three years

It had an impact on:

2. Lack of Secretariat capacity to involve more KARAT's members in its activities

When the financial crisis was overcome:

3. Management of:
 - Enlarged Secretariat
 - Administrative and financial issues
 - Too many project on the same time

ACHIEVEMENTS

1. Program
 - a) Introducing of Economic and Social Justice
 - Economic Literacy from gender and regional perspective
 - Labour market
 - Working conditions of women in the context of decent work
 - b) Introducing Gender and Development program
 - c) Re-building Women's Human Rights (CEDAW program)
2. Building strong partnerships and alliances (with women's movement and social movement)
 - WIDE
 - CCC
 - IWRAW-AP
 - ECCJ
 - EFF
3. Overcome financial crisis and securing long term sustainability
 - Significant improvement in the income of KARAT
 - Significant improvement of Secretariat skills in the access to the EU funds
4. Securing proper governance
 - Regular face-to-face meetings of the Board (thanks to small institutional grant)
 - General Assembly (finally)



5. Re-building cooperation with our members
 - Networking officer and regular contacts with the members
 - KARAT's members involved in the common projects

CONCLUSIONS

- New profile of KARAT
- Development of expertise
- Sustainability
- Capacity building of the Secretariat and members



Attachment 4: Summary of KARAT's Programme

KARAT Programme 2009 – 2012

Title: From the Regional to the East-North-South perspective
(Women's Human Rights and Gendered Economic and Social Justice
in Central Eastern Europe and Central Asia)

Summary

1. Reasoning for the development of the KARAT's Programme for years 2009 – 2012

In order to address far reaching effects of gender equality in the countries it covers and to respond to the needs expressed by its members KARAT has developed a four year program based on strategic goals and thematic priorities responding to the specific context of the gender issues in the Region and building on the experience, know-how and ongoing need analysis implemented by KARAT.

The program defines the medium-term strategy for the Coalition and outlines clearly the activities and areas in which KARAT plans to be involved in during the period under consideration. This will be linked with targeted fundraising. Unfortunately until now KARAT often had to plan activities to match the funds available. From now on, however, KARAT's activities will to much greater extent reflect the priorities and strategies of the Coalition rather than priorities and strategies of the donors.

The Programme will make it easier to consolidated activities of the Coalition with activities of KARAT members. This can be through involvement of KARAT members in relevant KARAT activities, involvement of KARAT in appropriate activities of its members, as well as planning of joint project development and fundraising.

2. Expected outcomes of KARAT's 2009-12 programme

- Greater integration and co-operation of the women's NGO's from the entire Region related to the national, Regional, European and global initiatives focusing on economic position of women, human rights of women and gender focused development co-operation.
- Effective, strategic and well informed participation in the economic debates on the national, EU, and global level leading to influencing policy, practice and theory connected to the economic situation of women in the Region.
- Making a strong permanent and widely recognized connection between the economic situation of women from the Region and outside it and human rights of women (perceiving economic rights of women in the context of women's human rights).
- Strengthening of the cross regional network of organizations focusing on women's Human Rights.
- Significantly larger number of the NGOs from the Region involved in gender focused development co-operation.
- Professional, strong, influential, recognized and financially stable Coalition implementing projects related to the programme, reflecting KARAT's statutory objectives and responding to the needs and goals identified by KARAT's members

3. KARAT's program entails the following activities:

- Capacity building
- Awareness raising and education



- Advocacy, lobbying and campaigning
- Research and monitoring of policies and commitments of diverse actors (states, international bodies and organizations, corporations, employers)
- Networking and alliance building

4. Thematic Priorities

Thematic priority 1: Gendered economic and social justice

The objective of this thematic priority is to building critical understanding of the key issues relevant to the socio-economic situation of women in the Region and to increase informed and effective participation of women's NGOs from the Region in the debates related to the issue. The activities associated with the priority will be implemented in the Region in the context of cooperation of KARAT with its strategic partner networks (e.g. WIDE, ECCJ, CCC) involved in lobbying European Commission (EC), European parliament and other stakeholders relevant in the context of labour market's trends, decent work, Corporate Social Responsibility (CSR), migration policy. In the implementation KARAT will build on its extensive previous experience in the area of gendered economic social justice that was gathered over last 10 years and includes: research, capacity building (economic literacy), advocacy, and lobbying at EU level.

This thematic priority consists of three separate topics:

- i. Gender impact and aspects of economic and social changes and related policies;
- ii. Gender aspect of working conditions and decent work;
- iii. Gender aspect of migration to, from and within the Region.

Thematic priority 2: Women's human rights

The objective of this thematic priority is to increase organized and effective participation of women's NGOs from the Region in the global women's actions and campaigns at the UN level (e.g. Beijing+15, CEDAW). Within this priority KARAT will use available EU mechanisms to improve the observance of women's rights in the entire Region (i.e. use them both within EU as well as in non-EU states).

This thematic priority consists of two separate topics:

- i. Observance of women's rights through improved implementation of UN convention/documents and better functioning women's rights mechanisms;
- ii. Coherence of EU policies and gender equality commitments in the Region.

Thematic priority 3: Gender focused development cooperation

The Gender Focused Development Cooperation is a most recent thematic priority of KARAT.

While it is quite an innovative program as far as the Region is concerned, KARAT is in a position to build on its previous experience related to gender focus development cooperation with its Eastern European and Central Asia member organizations. KARAT has developed its approach to this program aimed at: raising awareness and influencing EU in relation to development problems experienced by women in the Region; linking development perspective of women from the East, North and South; and increasing participation of women's NGOs from the Region in the development cooperation. Additionally, KARAT also wants to focus on challenging racism and racist ignorance present in the Region directed at persons from outside the Region.

This thematic priority consists of two separate topics:

- i. Development problems experienced by women in the Region;
- ii. Linking development perspectives of East, North and South.



Thematic priority 4: Organisational and strategic empowerment

KARAT has several key goals as a coalition of organizations. Firstly, while KARAT never claims to represent women from the Region it wants to strengthen impact of its activities, postulates and statutory goals by legitimizing them through size of its membership. Secondly, KARAT as a coalition of organizations wants to present the perspective of those organizations which effectively is a regionally specific perspective. And finally, KARAT strives to build capacity of its member organizations to allow them not only to participate in the initiatives that KARAT is facilitating but also to actively engage in other gender justice related initiatives. This approach not only ensures multiplier effect of KARAT activities but strengthens the impact of gender focused initiatives undertaken in the Region and outside and therefore increase the chance of the improvement of the socio-economic situation of women in the Region and globally. Further, resources need to be dedicated to strengthening professionalism of the Coalition including ensuring appropriate governance and legitimacy (eg. international Board meetings, General Assembly).



Attachment 5: Amended Statute

Amended version of the Statute passed by the General Assembly. Bucharest, June 6, 2010

STATUTE of KARAT COALITION

Section I General Provisions

§ 1

KARAT COALITION is an international non-governmental organization based on voluntary membership of organizations and individuals.

§ 2

KARAT COALITION performs its activities on the territory of the Central and Eastern European and Central Asian countries, hereinafter called the Region. KARAT COALITION's seat is located in Warsaw (Poland). The seat can be moved within the Region as the Board shall decide and if ratified by the General Assembly.

§ 3

1. KARAT COALITION is registered (on October 30/2001) as an association in Poland according to the Polish law dated 7 April 1989 - Law on Associations (Dz.U. No 20, item 104) and carries out its activities pursuant this Law and the provisions of this Statute. It is a corporate body.
2. KARAT COALITION is set up for an unlimited period.

§ 4

KARAT COALITION carries out its activities on the basis of voluntary work of its members. KARAT COALITION establishes a Secretariat and hires an Executive Director and employees to conduct the day-to-day affairs of KARAT COALITION.

§ 5

KARAT COALITION can be a member of international organizations of the same or related profile of activity.

Section II Mission, Objectives and their implementation

§ 6

KARAT COALITION has the following mission:

KARAT is a regional coalition of organisations and individuals focusing its action on observance of women's human rights, and ensuring gendered economic and social justice in the Region.

§ 7



KARAT COALITION has the following objectives:

1. Advocate for gender-responsive policy, decision-making and alignment of national policy and legislation in all countries in the Region with international standards and agreements.
2. Lobby for the needs and concerns of women in the Region at all levels of decision-making fora.
3. Contribute to the improvement of the socio-economic position of women of the Region.
4. Contribute to the actions related to gender aspects of development.
5. Respond to the threats associated with fundamentalist, conservative, and anti-democratic forces as well as peril of military conflict.
6. Strengthen Karat's capacity to deliver its mission.

§ 8

KARAT COALITION pursues its objectives through:

1. Monitoring the implementation of international standards and agreements at national level (e.g. PFA, Outcome documents of Beijing+5, CEDAW, others).
2. Lobbying policy and decision-makers and/or organise campaigns on aligning national policy with EU accession criteria on gender issues.
3. Supporting and where non-existent, lobby for creation of national machineries on gender equality.
4. Strengthening capacity and share resources (thematic, human, financial, information, best practices, lessons learned) in different specialised areas of expertise in support of engendering policy and decision-making and legislation.
5. Facilitating the participation of women leaders from the Region in global and interregional networks and events, building on existing leadership programs at all levels.
6. Organizing campaigns on specific gender issues.
7. Using Karat electronic and printed media as a tool in support of reaching its objectives.
8. Monitoring and lobbying for the implementation of the Platform for Action's recommendations on peace and of other internationally agreed documents.
9. Supporting solidarity and collaboration across national, ethnic, religious and other boundaries.
10. Launching campaigns and organizing trainings on political stability and peace to overcome nationalism, ethnic confrontation and all forms of discrimination.
11. Enlarging Karat membership towards larger representation, credibility, etc.
12. Building strategic partnerships with networks and NGOs at ECE and EU level.
13. Developing strong lobbying mechanisms.
14. Strengthening Karat's internal expertise.
15. Strengthening solidarity among Karat members.
16. Developing a media strategy in support of Karat mission.

Section III

Members, their rights and obligations

§ 9

Members of KARAT COALITION are:

1. Organizations as regular members
2. Individual members, women and men.



§ 10

A regular member of KARAT COALITION is any organization, that:

1. Agrees with and supports the statutory objectives of KARAT COALITION.
2. Fills a membership registration form and writes an application to the Board.
3. Has at least one year experience in gender equality issues.
4. Operates within the Region.
5. Is recommended in a written form, signed by two members of KARAT COALITION.
6. Is accepted by the Board.

§ 11

Regular members have the right to:

1. Participate, with a decisive vote, in the General Assembly.
2. Elect and be elected member of the bodies of KARAT COALITION. A new member can be elected to the Board after one year upon admission to KARAT COALITION and to the other bodies after six months.
3. Make proposals for the activities of KARAT COALITION. Regular member or group of members or individual member (*see para 13, rights of individual member*) can propose motion/s concerning KARAT COALITION's strategy, program and/or activities. The written motion (with short justification) has to be submitted to the Board at least one month before the General Assembly. The motions are voted by the General Assembly.
4. Participate in all activities and projects of KARAT COALITION.

§ 12

Regular members are obliged to:

1. Comply with the Statute and Ethical Code and resolutions passed by the bodies of KARAT COALITION.
2. Actively pursue the mission and objectives of KARAT COALITION.

§ 13

Individual member:

1. A physical person (woman or man) who has extensive history (at least 3 years) of supporting/promoting KARAT COALITION in pursuing its statutory objectives is eligible to become an individual member.
2. Individual membership is accepted by the Board.
3. Any regular KARAT COALITION member can recommend to the Board a candidate for an individual member.
4. An individual member:
 - has the advisory voice and all rights of a regular member, except passive and active right of vote,
 - can make proposals for the activities of KARAT COALITION (*see para 11, point 3*)
 - can participate in all activities of KARAT COALITION.



§ 14

Membership in KARAT COALITION expires in case of:

1. Voluntary resignation submitted in writing to the Board.
2. Dissolution of a given member organization.
3. Exclusion by decision of the Board, due to a failure to comply with the provisions of the Statute and resolutions passed by the bodies of KARAT COALITION or due to any action that has harmed the work of KARAT COALITION.

A member can appeal to the Board against a decision, which stipulates its exclusion from KARAT COALITION within 30 days. The General Assembly, whose decision shall be final, must consider the appeal.

§ 15

Principles of cooperation within KARAT COALITION

Members cooperate on basis of equal partnership as set by the principles of cooperation in the KARAT COALITION's Ethical Code

Section IV Bodies of KARAT COALITION

§ 16

Bodies of KARAT COALITION are:

1. The General Assembly
2. The Board
3. The Executive Director
4. Other bodies (commissions, committees etc.) can be established by KARAT COALITION in order to pursue its mission.

§ 17

The General Assembly is the supreme body, consisting of all regular members. In case the number of members of KARAT COALITION exceeds 100, additional regulations will be introduced for the General Assembly meetings.

The Regular General Assembly Meeting (either face-to-face or by electronic mail) is called by the Board every year-and-half. The members are notified thereof at least 30 days before the date of the General Assembly.

The Extraordinary (Exceptional) General Assembly Meeting (either face-to-face or by electronic mail) is called by the Board within two months:

1. At its own discretion.
2. Upon request in writing submitted by at least 1/5 of the regular members of KARAT COALITION.

The General Assembly has the powers to:

1. Receive and adopt the report on activities and finances of KARAT COALITION, presented by the Board.
2. Receive and adopt the annual reports of the various bodies, established by KARAT COALITION.



3. Adopt strategies and make decisions about the main concerns and finances of KARAT COALITION.
4. Elect, replace and revoke members of the Board or other bodies.
5. Examine appeals against the resolutions of the Board.
6. Examine matters, which do not fall into the competence of other bodies of KARAT COALITION.
7. Pass resolutions on the amendments to the Statute or dissolution of KARAT COALITION.
8. Establish or suppress the membership fee.

§ 18

The General Assembly passes its resolutions by a simple majority of votes, with 50% + 1 of the voting members of KARAT COALITION present.

The General Assembly can take place if the KARAT COALITION Secretariat receives the confirmation of participation in the General Assembly from at least 50%+1 of the voting members of KARAT COALITION one month before the General Assembly. In case if a member who has confirmed its participation cannot reach the General Assembly meeting (for different reasons), it will be asked to vote electronically or by other means within the deadline established by the Board, but not later than the end of the General Assembly. In case if it doesn't answer, the GA meeting will take decisions without quorum. The members absent cannot, in this case, make any claims.

Each member (it means an organization) has one vote. An individual member has not right to vote.

In case face-to-face meeting cannot take place, voting is performed by electronic and other means of communications. The Board defines the rules for the electronic General Assembly.

§ 19

The Board is the decision-making body of KARAT COALITION between the General Assembly Meetings. It is responsible for all internal and external affairs in the periods between the meetings of the General Assembly.

1. The Board is comprised of 7 regular voting members from at least three countries and the co-opted non-voting Executive Director. Meetings of the Board are called, if feasible twice a year face to face and regularly on-line by the Executive Director. The Board is not paid.
2. The Board is elected by the General Assembly in a secret ballot (except in case of electronic voting), for a three-year term of office with one year-and-half alternation. Nominees provide at least two written recommendations from members of KARAT COALITION. Board members may be re-elected one more time for further terms of office.
3. The Board takes decisions with consensus minus one. Voting is done only in irresolvable cases with at least more than half of the Board members present.
4. Membership of the Board expires when a notice of voluntary resignation is submitted in writing to the Board, or due to exclusion by a decision of the Board due to absence from at least two Board meetings.

The Board has the responsibility to:

1. Perform ultimate fiscal accountability.
2. Prepare activity and financial reports to the General Assembly meetings.
3. Carry out the resolutions, passed by the General Assembly.
4. Call General Assembly meetings.



The Board has the powers to:

1. Act on behalf of the KARAT COALITION in accordance with responsibility given by the General Assembly.
2. Empower the Executive Director.
3. Delegate members to represent KARAT COALITION.
4. Manage the assets of KARAT COALITION in accordance with respective decisions of the General Assembly.
5. Decide the schedule of KARAT COALITION's major activities.
6. Overview the policies and programs of KARAT COALITION.
7. Adopt official position statements on behalf of KARAT COALITION.
8. Authorize in a written form the Executive Director and members of KARAT COALITION to make official position statements on behalf of KARAT COALITION.
9. Approve and recommend KARAT COALITION's projects.
10. Hire expertise and appoint advisory committee or individual experts when required.
11. Accept and exclude regular and individual members.
12. Mediate in the case of disputes arising between the members over the matters connected with the activities of KARAT COALITION.
13. Establish the amount of membership fee.
14. Establish, monitor, evaluate the work of executive bodies and define their terms of references.
15. Hire, fire, assess the work of the Executive Director.
16. Decide about KARAT COALITION joining other organisations.
17. Recommend individual members.
18. Co-opt new Board members in case of resignation or mortis causa. However, the number of co-opted members may not exceed 1/3 of the number of members elected.

§ 20

The Executive Director is the executive body of KARAT COALITION, employed by the Board on the basis of a public tender giving the priority to persons already involved in KARAT COALITION activities. The Executive Director is responsible for the practical implementation of the decision of the Board. The Executive Director is supported by the Secretariat, the central administrative unit of KARAT COALITION.

1. Based on the Board's decisions the Executive Director represents KARAT COALITION and acts of its behalf in the day-to-day affairs, i.e. signs official and financial documents, contracts and the like; initiates meetings and speaks on behalf of KARAT COALITION to the media, donors and the public.
2. The Executive Director is responsible for the performance and the number of paid staff, working with the Secretariat.
3. The Executive Director is to report in written to the Board twice a year.

Section V
Branches of KARAT COALITION

§ 21

A branch or local section of KARAT COALITION can be established in any country of the Region upon decision of the Board, approved by the General Assembly. Branches or local sections shall be financially independent.



Section VI
Assets of KARAT COALITION

§ 22

The assets of KARAT COALITION are comprised of real estate, movables and funds.
Funds are comprised of:

1. Subsidies, private donations, legacies and endowments.
2. Income from the statutory and other lucrative activities in accordance with the law.
3. Income from public donations and offerings.
4. Income from government donations.

Section VII
Amendments to Statute and dissolution of KARAT COALITION

§ 23

Resolutions of amendments to the Statute or of dissolution of KARAT COALITION are passed by the General Assembly with 2/3 of votes either face-to-face or by electronic mail. The General Assembly decides about the disposal of the assets of KARAT COALITION. It also calls the Liquidation Commission, formed ad hoc in accordance with the decision of the General Assembly.

Attachment 6: Information on the new Board members

Board Member	Contribution to KARAT Coalition:	Main area of expertise/skills:
<p>Mirela Arqimandriti (Albania) Gender Alliance for Development Center (Ex Women’s Center) KARAT member since 2000</p> <p><i>Recommended by:</i></p> <p><u>Pavlina Filipova</u> (Bulgaria) Women’s Alliance for Development</p> <p>and</p> <p><u>Katerina Milenkova</u> (Macedonia) Permaculture and Peacebuilding Centre, PPC Stip</p> <p>and also</p> <p><u>Kinga Lohmann</u> (Poland) Women’s Association for Gender Equality – Beijing’95</p>	<p><u>So far, she/her organization contributed:</u></p> <p>Mirela is connected to her organization since 1998. The organization has been one of the first members of KARAT. Mirela participated in two important events organized by KARAT in 1999. Currently, she is involved in KARAT’s activities related to CEDAW.</p> <p><u>As a Board member, she could contribute to:</u></p> <p>Mirela is a very experienced in the management and finances of NGO sector. As an Executive Director of GADC (since 2009) she has a clear vision and strategy of her organization and see an important need of cooperation with other KARAT’s members. She could contribute by:</p> <ul style="list-style-type: none"> - Strengthening the links with KARAT and other women’s organizations from the Region in a current area of focus of her organization - women human rights, particularly CEDAW Convention - Bringing her managerial and financial skills and activist’s perspective - Bringing the needs and concerns of women from Southern-Eastern Europe 	<p>Management</p> <p>Business Administration</p> <p>Policies for empowering women economically</p> <p>Trainer skills (on Start/Improve Your Business)</p> <p>Women’s Rights/Gender Equality</p> <p>Gender and Budgeting</p>
<p>Raluca Manaila (Romania) “AUR” National Organization of Human Resources Specialists KARAT member since 2004</p>	<p><u>So far, she/her organization contributed to:</u></p> <ul style="list-style-type: none"> - Involving KARAT in the projects led by AUR(2006-07 and 2010-11) - Promoting KARAT’s publication (Economic Literacy Kit translated into Romanian) 	<p>Economist and psychologist</p> <p>Gender equality standards and policies</p> <p>Gender and development</p>

<p><i>Recommended by:</i></p> <p><u>Kinga Lohmann</u> (Poland) Women's Association for Gender Equality – Beijing'95</p> <p>and</p> <p><u>Katerina Milenkova</u> (Macedonia) Permaculture and Peacebuilding Centre, PPC Strip</p>	<ul style="list-style-type: none"> - Representing KARAT (as a speaker in WIDE Annual Conference in Madrid 2007) - KARAT's governance as a Board member during 2007 – 2010 - KARAT's Secretariat management of human resources - Contacts of Romanian KARAT members with KARAT Secretariat - Involvement of other Members of KARAT (from the Balkans) in EC projects - Cooperation with KARAT on several EC projects on gender and development and women labour rights - Official representation of KARAT within the European Coalition for Corporate Justice (ECCJ) since 2008 and coordination of the involvement of KARAT into the projects and activities of ECCJ - Hosting and co-organising the WIDE Annual Conference 2010 (KARAT is a regional platform of WIDE) - Hosting and co-organising KARAT General Assembly 2010 <p><u>As a Board member, she could contribute to:</u></p> <ul style="list-style-type: none"> - Continuation of work as a KARAT Board member - Improving the strategic management of the Coalition - Offering Human Resources Management assistance and support to the Secretariat - Introducing a younger and enthusiastic perspective to the Board of KARAT Coalition - Continuing representing and promoting KARAT - Strengthening the solidarity among the members of the coalition - Developing projects and partnerships within the Region with the aim of promoting economic gender justice, women labour rights and corporate justice 	<p>CSR and Corporate Justice</p> <p>Project Management</p> <p>Life and executive coaching and training</p> <p>General and Human Resources Management</p>
<p>Olga Sirbu (Moldova)</p>	<p><u>So far, she/her organization contributed:</u></p>	<p>Empowerment of women</p>



<p>Women Political Club 50/50 KARAT member since 2005</p> <p><i>Recommended by:</i></p> <p><u>Valentina Budrug-Lungu</u> (Moldova) Gender Center</p> <p>and</p> <p><u>Aleksandra Solik</u> (Poland) Women's Association for Gender Equality – Beijing'95</p>	<ul style="list-style-type: none"> - a very active participant of KARAT's 2- years project "Building towards Eastern European and Central Asia NGO Coalition on Optional Protocol to CEDAW" (2008-09) <p><u>As a Board member, she could contribute to:</u></p> <ul style="list-style-type: none"> - Development of KARAT strategy, programs, projects and activities on social issues - Promotion of KARAT Coalition - KARAT enlargement in CIS countries, - Networking - Strategic thinking 	<p>Trainer/moderator</p>
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Attachment 7: Reports from working groups

Attachment 7a: Working Group on Women's Human Rights

Working Group on Women's Human Rights

Report

The workshop aimed at identifying the ways of common implementation of the Program of KARAT Coalition by the Board, the Secretariat and the member organizations.

The participants of the working group were to answer the following questions:

- What are the members' activities of the area of the women's human rights?
- How they can be linked with the program?
- How can members and the Secretariat work together on Program implementation?
- What will be the role of the members and the role of the Secretariat in this cooperation?

The group work was facilitated by Aleksandra Solik. The outcomes of the discussion were presented by the rapporteur Aigul Alymkulova.

Participants: Aigul Alymkulova, Saltanat Barakanova, Irina Bubela, Valentina Bodrug-Lungu, Kamila Dadashova, Zalina Gafarova, Liliya Khamzaeva, Lyudmila Petina, Jennifer Ramme, Aleksandra Solik, Susanna Vardanyan, Vera Zakutnaya.

Activities of member organisations in the area WHR

During the discussion the participants shared information on the activities implemented by their organizations at national level. The activities included:

- capacity building actions like trainings (e.g. on OP CEDAW in Kyrgyzstan);
- Advocacy/lobbying:
 - o Advocating for National Plans of Action on gender policies and elimination of discrimination against women (Belarus, Kyrgyzstan)
 - o promotion of CEDAW & OP CEDAW (Armenia, Azerbaijan, Belarus, Kyrgyzstan)
 - o promotion of the EU/UN women's rights standards;
 - o drafting laws and lobbying for their adoption (e.g. Armenia: law on violence against women)
- Monitoring
 - o CEDAW shadow reports
- Networking
 - o Working on the Shadow Reports (e.g. Council of NGOs in Kyrgyzstan)
- Other activities
 - o Services, counseling, etc.

What can be done together

- Conference on Violence against Women in the CEDAW context.
The conference would allow to link the organisations' projects on national mechanisms aimed at eliminating violence against women. Since KARAT Secretariat does not have capacity to deal with



the issue, the expertise of KARAT's partner IWRAW Asia Pacific could be used. The conference could be linked to 16 days campaign on VAW (e.g. in Moldova);
additional idea: use connections to organize the conference on VAW with WIDE

- Capacity building on OP CEDAW and SR VAW;
e.g. conferences at national level with participants from KARAT' member and/or partner organizations or secretariat as resource persons.
 - Creating a database on:
 - o Country profile: general information (e.g. on gender equality laws), women's rights, relevant document (e.g. CEDAW concluding observation, Shadow reports)
 - o Organizational profiles: what are organizations doing/planning
 - o Best practices
- Means: Websites, questionnaires...
- Using KARAT Website and communication:
 - o CEDAW concluding observations to the states' reports of KARAT's member organizations
 - o Links to websites and resources recommended by member organisations
 - o Training/capacity building/... aid: manuals available, especially in local languages (e.g. gender training based on CEDAW in Kyrgyzstan)
 - o Up date KARAT Secretariat on important information/events on women's rights at national and international level so it could be disseminated through website, newsletter & e-groups
 - OP CEDAW resource guide developed by IWRAW Asia Pacific can be translated into local languages
 - Representation and participation
 - o Participation of KARAT representatives or other experts in regional/national events
 - o Bring in government people to KARAT meetings
 - o Develop KARAT visibility strategy (how to use logo etc.)
 - New instruments
 - o "to-be" EU convention on VAW (update KARAT Secretariat on the process; post info to e-groups - request to Susanna and Valentina)
 - o HR assessment instruments:
 - Domestic Violence Assessment Instrument (DOVA, Aim for Human Rights, the Netherlands)
 - HeRWAI – Health Rights of Women Assessment Instrument, Human Rights Impact Resource Center (translated into Russian, post it – request to Kyrgyzstan);

Recommendations to the Board of KARAT Coalition:

- Use connections to organize meeting with WIDE on VAW
- Database/information source/website on Women's Human Rights – legislation, mechanisms, women NGOs' activities, updated annually
- Idea – training for WHR monitoring at national level – indicators, documenting, bring in subnational organizations



Attachment 7b: Working Group on Economic and Social Justice

Working Group on Economic and Social Justice

Participants:

KARAT members:

1. Mirela Arqimandriti (Gender Alliance for Development Center, Albania)
2. Vania Lesic (Association for Business Women, Serbia)
3. Majda Sikosek (Citizen's Association Felicitas, Serbia)
4. Stanka Damjanovska (National Council of Women of Macedonia - UWOM , Macedonia)
5. Sanja Terzievska (Women's Centre - Republic of Macedonia, Macedonia)

Observer: Bettina Urbanek (Rosa Meyreder College Vienna, Austria)

Moderator: Kinga Lohmann

Objectives of the workshop

The Working Group on Economic and Social Justice aimed at linking KARAT's Program with members' activities, finding ways of common implementation of the Program by the Board, Secretariat and member organizations.

WG proceeded by answering the following questions:

1. What are members' activities in this area?
 2. How can they be linked with the Program?
 3. How can members and Secretariat work together on Program implementation?
 4. What will be the role of members and the role of the Secretariat in this cooperation?
-

1. What are members' activities in this area?

a) Citizens' Association Felicitas, Serbia:

- Women in informal economy (IE):
 - Identification of women in IE
 - Raising awareness on women in IE at the level of the Ministry of Labour and Social Policy;
 - Cooperation with the Ministry in the context of female workers in IE
- Working conditions of women:
 - Raising awareness on female workers and their working conditions in the low paid sectors
- Law on psychical harassment at the work place:
 - Advocacy and lobbying for this new law
- Women's labour rights:
 - Educating and organizing grassroots women
 - Cooperation with Trade Unions

b) Gender Alliance for Development Center, Albania:

- Economic empowerment of women:
 - Trainings for women on employment, working conditions and social security payments
 - Implementing the ILO (Geneva) Program addressed to women who want to start their business
 - Economic empowerment of women – victims of violence by creating networks with the Chamber of Commerce and business for securing a decent job for these women
- Social insurance payment
 - Advocacy and lobbying for 10 years amnesty insurance payment for the pension for women who were 25 years old in 1990
 - i. starting working on this, with a workshop on June 23, 2010
 - ii. raising this issue in NY CEADAW 46th session where Albania has to report
 - iii. including this issues in the shadow report
 - iv. starting lobbying activities with donors, MP, etc.
- Labour rights
 - Research on labour rights of women in Albania

c) Association of Business Women, Serbia:

- Women's entrepreneurship:
 - Education and empowerment of women for and in business
 - Raising awareness of Corporate Social Responsibility

d) National Council of Women of Macedonia - UWOM, Macedonia

- Women's self-employment and entrepreneurship:
 - Education on self-employment and business
 - Raising awareness and promotion of fair trade handmade products of women

2. How can they be linked with the Program?

Members' activities can be linked to KARAT's Program on Women's working conditions and CSR.

3. How can members and Secretariat work together on Program implementation?

- Establishing an advocacy group for economical and social justice
- (Solidarity) campaign for paying social insurance for pension contribution in Albania
- Conducting comparative studies focusing at the area of economic and social status of women
- Exchanging experiences and best practices (e.g. on cooperation with Trade Unions) (Trade Unions (TU) in some countries, for example in Albania, are very weak, so it is extremely needed to learn from others how to push TU start working or creating new ones)



- Exchanging successful projects in each country that cannot interfere in organizations' independence
 - "Fishing" campaign addressed to donors (e.g. organizing a meeting with them, presenting member organizations' missions)
 - Sharing links of important value from the Governments of the Region's achievement toward gender equality in all fields.
-

4. What will be the role of members and the role of the Secretariat in this cooperation?

Role of the Secretariat:

- Continuing e-communication and information sharing
- Networking (Networking officer)
- Introducing new members to the experience and expertise of "old members" in the area of economic and social issues
- Collecting/sharing information on important events in the area of economic and social justice and trying to send representatives of KARAT to such events
- Participation in the AWID Forum on micro-economics and development (Istanbul 2012).

Role of members:

- Being pro-active (if you contribute – you will receive much more!)
- Informing other members (through members' e-group) about achievements, researches, projects, ideas
- Putting on their website the KARAT logo and website link



Attachment 7c: Working Group on Gender & Development

Working Group on Gender & Development

Participants:

KARAT's members:

6. Rayna Beneva, Gender Education Research and Technologies, Bulgaria
7. Stanimira Hadjimitova, Gender Project for Bulgaria, Bulgaria
8. Michaela Marksova-Tominova, Association for Equal Opportunities, Czech Republic
9. Alexandra Jachanova – Dolezelova, Gender Studies, O.P.S., Information and Advocacy Center for Women's Rights, Czech Republic
10. Raluca Manaila. Org AUR- National Organization of Human Resources Specialists, Romania
11. Zuzana Jezerska, Slovak Center for Communication and Development, Slovakia
12. Marta Gontarska, KARAT Secretariat
13. Joanna Szabuńko, KARAT Secretariat

Moderator: Joanna Szabuńko

Objectives of the workshop:

The Working Group aimed at linking KARAT's Program with members' activities, finding ways of common implementation of the Program by the Board, Secretariat and member organizations.

WG proceed by answering the following questions:

5. What are members activities in this area?
 6. How can they be linked with the Program?
 7. How can members and Secretariat work together on Program implementation?
 8. What will be the role of members and the role of Secretariat in this cooperation?
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5. What are members activities in this area?

Bulgaria

GENDER PROJECT FOR BULGARIA

Development education projects – Trainings for teachers and students on MDGs.

GERT

- Building capacity on development education
- Development projects related to working conditions in garment industry
- Connect! Project – capacity building, advocacy and awareness raising on Gender&Development, linking cooperation of North, South and East in this area.
- GERT is a founding member of NGDO platform in Bulgaria.



Czech Republic

GENDER STUDIES

- Connect! Project
- Other activities, such as cooperation with Cuban women's organization, work on UN resolution on Women and Peace

ASSOCIATION FOR EQUAL OPPORTUNITIES

- Connect! Project
- MakeITfair
- Preparation of initiative on development cooperation related to the activities of Ministry of Education in this area

Romania

ORG AUR

- Connect! Project
- Development education and awareness raising project on toy industry

Slovakia

SLOVAK CENTER FOR COMMUNICATION AND DEVELOPMENT

– development focused NGO crosscutting women's issues in its activities

- Development Education work:
 - Projects within KARAT: Through their eyes, through ours, Connect!
 - Centre of Global Education – first in Slovakia
 - Education program for colleges
 - Cooperation with US partners
 - Development assistance and cooperation:
 - Work in Central Asia, also in women's issues (Kirgizstan and Afghanistan)
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6. How can they be linked with the Program?

In case of most of the participants of this group their activities are already linked with the implementation of KARAT's Program. They participate in KARAT's projects on gender & development.

It was concluded however that more of KARAT members, especially from developing countries of the Region, should be involved in work on this KARAT program priority. KARAT should use the opportunity of having in the network organizations both from emerging donor countries and developing countries and facilitate cooperation between them aimed at implementation of the goals defined by KARAT under gender and development program priority.



This can be done through already implemented common projects on development education but also possible projects on development cooperation and assistance.

7. How can members and Secretariat work together on Program implementation?

What should we do?

- Raising awareness on the need of development cooperation as such and the inclusion of gender issues in development education and cooperation.
- Advocacy and lobbying for gender in Governments' development policies and cooperation programs
- Activities/projects on development cooperation which would involve KARAT members from EU and developing countries of our Region

How should we do this?

- Continuing Development Education projects
 - Involving more KARAT members in Gender & Development program
 - Raising the voice of members from developing countries of the Region
 - Addressing concrete topics (examples: poverty, global citizenship)
 - Linking KARAT members from EU and developing countries as well as facilitating and strengthening cooperation between them.
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8. What will be the role of members and the role of Secretariat in this cooperation?

Role of the Secretariat:

- Mapping the members who are working or would like to work on development
- Needs assessment among members from developing countries of the Region on what are women's development problems there and what kind of activities/projects are needed
- Linking KARAT members from EU and from developing countries (especially NMS priority countries) which are interested in cooperation on development
- Fundraising together with members

Role of the members:

- Members from NMS
 - preparation of the lists of the priority countries of their governments and list of thematic priorities
 - update on current situation in their countries on gender in development policies and programs, what has been done regarding gender & development, what are the plans, etc
- Initiative in preparing project proposals