

**NATIONAL ACTION PLAN  
FOR GENDER EQUALITY  
2007-2012**

**Skopje, May 2007,**

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## **Abbreviations**

RM - Republic of Macedonia

NAPGE - National Action Plan for Gender Equality

CEDAW - Convention on the Elimination of All Forms of Discrimination against Women

OUN - Organization of the United Nations

WHO - World Health Organization

EU - European Union

PA - Beijing Platform for Action

UPGE - Unit for the Promotion of Gender Equality

NGO - Non-governmental Organizations

AULS - Association of the Units of the Local Self-government

LS - Local Self-government

MLSP - Ministry of Labour and Social Policy

SSO - State Statistical Office

BSA - Bureau for Social Affairs

UNSC - The United Nations Security Council

ToT - Training of Trainers

PHC - Primary Health Care

NPAAC - National Plan for the Adoption of Acquis Communautaire

ACS - Agency for Civil Servants

## SUMMARY

"Governments and other actors should promote an active and visible policy of **mainstreaming a gender perspective in all policies and programmes** so that, before decisions are taken, an analysis is made of the effects on women and men, respectively."

*from the Beijing Platform for Action, 1995*

**The National Action Plan for Gender Equality** is the second national document of this kind, whose basic aim is to improve the status of women and to provide continuous development in the realization of **gender equality**. The experience gained in the implementation of the previous policies and measures for providing equal opportunities, has shown that the dedication, cooperation, partnership and the application of the **transparency and participation principles** of all the actors from the economic, social, and political life is of exceptional importance in the interceding for reaching gender equality. This document was made exactly under those principles of the participatory democracy, through a process of several months of consultation of governmental institutions, the civil sector and the international organizations, present and active in this field in the Republic of Macedonia.

This document represents a national response to the international obligations of the Republic of Macedonia and an effort to unite all the attitudes, activities and resources in a coherent framework and a unique approach for reaching gender equality. The base of NAPGE are the Beijing Platform and the Action Plan, CEDAW, the Millennium Development Goals, the obligations arising from the process of the European integration and the adjustment and approach of the Republic of Macedonia towards the European Union, as well as the other international obligations. Thus, the plan refers to the priorities of 10 strategic and priority areas for action, to concrete tasks and activities of **short and medium term** for advancement of the strategic aims and establishes indicators and responsible parties for its implementation. The plan marks the road for further work, cooperation, and action of the Republic of Macedonia in the field of gender equality. The approach is established in the implementation of the measures through annual **Operational Plans**, in which the annual priorities will be established, the way of implementation, concrete time framework and the anticipated budget, the expected results, as well as the quality and quantity indicators for the achieved success, then connecting to the current processes in the governing bodies - strategic planning, budget planning and the National Plan for Adoption of Acquis Communautaire, by which consistency, synergy and rational use of the efforts will be provided, and simultaneously there will be work on the inclusion of **mainstreaming a gender perspective in all policies and programmes** and the gender budgeting.

The National Action Plan for Gender Equality is directed towards providing support and direction for the Republic of Macedonia and all the parties concerned in the process of providing gender equality and focused advancement in the processes of transformation and inclusion of mainstreaming a gender perspective in all policies and programmes.

"Gender work has to do with ideas, culture, and social capital."

*Evaluating Gender and Development at the World Bank, no. 200, Précis, 2000*

## Introduction

The policy of gender equality and the empowering of women represents one of the fundamental principles of democracy and social order. The gender equality in the Republic of Macedonia is guaranteed with the Constitution of 1991 and as a fundamental human right represents one of the most important objectives and priorities of the state.

Working towards the objective for reaching real gender equality and coping with the constant inequalities, very often means working differently with men and women, admitting that men and women often have different needs and priorities, they face different obstacles, have different aspirations and contribute to the development in different ways.

In this context, women will obtain equality when they are able to work on their behalf, with strong voice to secure their views, to be heard and taken into consideration. This means, advancement of the involvement of women as well as men in the consultations, also in decision-making at all levels.

The National Action Plan for Gender Equality is a strategic document of the Government of the Republic of Macedonia, which defines the aims, measures, indicators, key creators of the policy for advancement of gender equality in different areas of life, responsible factors and all the concerned sides in establishing gender equality and equal opportunities of women and men in the Republic of Macedonia. The National Action Plan is dimensioned for the period 2007-2012.

The basic aim of this document is to improve the status of women and to provide continuous development in the realization of gender equality. Concrete tasks and activities of **short and medium term** for advancement of the aims and the implementation of measures will be determined in the annual **Operational Plans**, in which the annual priorities will be established, the way of implementation, the concrete time framework and the anticipated budget, the expected results, as well as quality and quantity indicators for the achieved success.

The complete enabling of equal opportunities for all the citizens in the Republic of Macedonia and inclusion of mainstreaming a gender perspective in all policies and programmes will enable fulfillment of the complete capacity and potential of every individual in all the aspects of social life, by which, on the other hand, fair, progressive and effective society will be provided.

This National Action Plan is based exactly on the commitments by the Government to build and apply access to promotion and providing gender equality. The design of this National Action Plan for Gender Equality is a result of cooperation of governmental institutions, the non-governmental sector and the international community.

## Basic Terms and Terminology

### Beijing Declaration and Platform for Action

At the Fourth World Conference on Women, organized by the UN in Beijing PR China, in September 1995, the Declaration (known as the Beijing Declaration) and Platform for Action were brought. By adopting the Beijing Declaration and the Platform for Action, the international community was obliged to improve the status of women and to empower them in the public and in the private life. The member countries of the OUN, were obliged to implement the Platform for Action which includes areas of special interest to women. The areas refer to women and poverty, education, women and health, violence, women in armed conflicts, women and economy, women in power and processes of decision-making,

institutional mechanisms for the advancement of women, women and human rights, women and the media, women and the environment and the care for female children.

### **Gender Equality**

Gender equality means fairness in acting with men and women, in accordance with their personal needs, fairness especially regarding the rights, gains, obligations and opportunities. The gender equality is concerned with the advancement of personal, social, cultural, political and economic equality for everyone.

### **Gender Equity**

Gender equity means that different behaviour, aspirations, needs of women and men are respected, taken into consideration, evaluated, and equally supported. It means that their rights, responsibilities and opportunities will not depend on whether they were born as male or female. It is based on the principles of the human rights and the social justice. It is clear that gender equity and empowerment of women are essential for orientation towards the main care of poverty and insecurity and for reaching a sustainable development with the human being as a centre.

### **Equal Opportunities for Women and Men**

Absence of disturbances for economic, political and social participation on the basis of gender. It means promoting the principle for introducing equal participation of women and men in all areas of public and private sector, equal status, equal treatment in the realization of all the rights, and in the development of their individual potentials, through which they contribute to the social development and equal gains from the results originating from that development.

### **Gender Perspective**

Gender perspective is a view towards gender differences in every given political area/activity. General acceptance of the gender perspective in the process of assessment of implications of every planned action upon women and men, including legislation, policies or programmes in all the areas and at all levels. It is a strategy for the questions and the experiences of women and men in the insistence on becoming an integral dimension of design, implementation, monitoring and evaluation of the policies and programmes in all the political, economic and social aspects, so that women and men will have equal gains and the inequality will not continue. The final objective is to achieve gender equality.

### **Gender Impact Assessment**

The assessment of political suggestions of all the different impacts upon men and women, with the purpose of identifying that the discriminating effects are neutralized and that gender equality is achieved.

### **Gender Sensitivity**

The ability to understand and point out the existence of gender differences, problems and inequality, and to incorporate them in strategies and actions in order to overcome them.

**"Gender perspective mainstreaming in all policies and programmes" (Gender Mainstreaming)** represents integration of the gender perspective in every phase of the process of planning, formulation, implementing, monitoring and evaluation of policies - at the same time, taking into consideration the promotion and advancement of equality between men and women. That means assessment of how the policies influence life and the position

of the woman and the man and undertaking responsibility for them to be addressed with creating space for everyone, from the level of a family community to the level of a wider community, to contribute in that process of building mutual and informed vision for reaching sustainable development and transferring those policies into reality. In order to achieve this, high level of political will is necessary, dedication and understanding of all structures and aspects in the society.

### **Gender Budgeting**

Gender budgeting is a reflection of the political will and undertaken steps in reaching gender equality by applying practices of including gender perspectives in the processes of budgeting. This does not implicate only separate budgets for women, but means assessment of budgets from the aspect of gender equality and inclusion of gender perspectives at all levels in the processes of budgeting.

### **Empowerment**

The empowerment refers both to men and women and represents a collective project which includes both individual change and collective action. Empowerment of women means development of their ability, collectively and individually to take control of their lives, to identify their needs, to determine interests that suit them. In most cases, empowerment of women demands transformation of separating labour and society.

### **Balanced Participation of Men and Women**

Important condition for equality between men and women is the separation of positions of power and decision (from 40 to 60 per cent from each gender) between men and women in every public aspect from the social and political life.

### **Gender-Disaggregated Data**

Gender-disaggregated data is quantity statistical information. Collecting and separating data by gender in order to make comparative/gender analysis.

### **Gender Gap**

The gap that appears in any area of social life between women and men, and refers to participation, access, rights, fees and gains.

### **Development until the Present Moment**

By signing the Beijing Platform and the Action Plan as strategic documents adopted at the International Conference on Women held in Beijing in 1995, the participating countries (among which was also the Republic of Macedonia) were obliged to respect the Platform and the Action Plan and to act in accordance with its fundamental principles in the formulation of personal national strategies and plans.

The first National Action Plan for Gender Equality was brought by the Government of the Republic of Macedonia in 1999. Although estimated as too ambitious, however, part of the objectives and activities were realized in the previous period, especially in the areas referring to the power and decision-making, violence against women including women trafficking, health, human rights and peacekeeping activities. The successfully realized activities are mostly in the domain of the amendment of legislation, but the implementation still remains a field for further work. Here it should be mentioned that the engagement and activity of the non-governmental sector has been of great importance for the achieved results.

During the year 2005, the Republic of Macedonia prepared and submitted a report (the first, the second and the third) to the UN Committee for the Elimination of All Forms of Discrimination against Women for the advancement in realization of the regulations of CEDAW. At the same time, two shadow reports were submitted by the non-governmental sector.

In their concluding comments, the UN Committee took a positive position for the legal and institutional changes that happened in the Republic of Macedonia. However, at the same time the Committee emphasized the range of areas for which they express concern and demand from the country to reply to its fourth and fifth periodic report. One kind of reply to a part of the recommendations from the Committee is this National Action Plan for Gender Equality.

Starting from the experiences and results from the previous Action Plan, and especially from the realized disadvantages and difficulties at the realization of certain strategic aims and activities, this National Action Plan for Gender Equality 2007-2012, contains aims and activities within the actual capabilities of the country, both regarding the contents and regarding the projection.

**After adopting the Law on Equal Opportunities of Women and Men in accordance with Art. 11, the Republic of Macedonia secured a direct legal basis for adopting a National Action Plan for Equal Opportunities for Men and Women.** Namely, in accordance with this article, the Parliament of the Republic of Macedonia adopted a National Plan which addressed the scope of the law, and should be supplemented or upgraded upon this NAPGE.

The National Action Plan for Gender Equality is a result of one multidisciplinary process, in which certain bodies responsible for creating their policies in cooperation with all the factors and concerned parties, constantly are, and will be integrating the principle of gender equality in the planning, formulation, implementation, monitoring and evaluation of the policies.

The National Action Plan for Gender Equality represents support of the Government of the Republic of Macedonia to move the agenda for gender equality, to strengthen the cooperation between the ministries and institutions, as well as cooperation with other social partners and with the civil sector - actors that will participate in its realization.

In the direction of incorporating a gender perspective in all policies at central and local level, during the realization of the National Action Plan for Gender Equality, there will be measures undertaken (in accordance to art. 6 from the Law on Equal Opportunities of Women and Men) for the realization of *de facto* gender equality, as well, and surpassing the gender discrimination. That will be done, above all, through realization of continuous training of civil servants and high representatives of the central and local authority for gender equality and the need for introducing gender perspective in the policies that are brought at the central and local levels.

### **General Objective of the National Action Plan for Gender Equality**

General Objective of the National Action Plan for Gender Equality is the advancement of the equality between genders and incorporating the gender perspective in the policies, programmes and projects in different areas of social action at national and local levels.

In that context the National Action Plan for Gender Equality enables defining of concrete policies, priorities and actions in ten areas of social action:

- Respecting and advancing the rights of women as part of the universal human rights
- Promoting gender equality between women and men in the processes of decision-making including legislative and administrative special measures directed towards increasing political participation of women
- Advancement of recording of gender-disaggregated statistical data in all the areas of social action and their publishing
- Introducing gender sensitive education in the educational plans and programmes, removing gender stereotypes and prejudices from the textbooks and teaching aids and instigating education of teaching personnel at all levels of education
- Support and implementation of programmes for economic empowerment of women through concrete policies for decreasing unemployment, increasing the share of female entrepreneurship and removing all the forms of discrimination at the labour market and during the working process
- Removing all forms of violence against the woman, including domestic violence
- Advancement of health of women and men through extending and strengthening of the existing programmes for prevention and preparing new ones
- Decreasing poverty and developing an adequate system of social care
- Increasing the responsibility of the media for promoting the gender concept and instigating non-stereotype presentation in the media
- Increased participation of women in the Republic of Macedonia in the peacekeeping processes
- Inclusion of the gender aspect in the protection and promotion of healthy environment

In achieving the objectives of the National Action Plan for Gender Equality and in its keeping, the non-governmental organizations have a significant role and contribution, which, with their participation and cooperation, will contribute to constructive and overall realization of the strategic priorities.

### **Time Framework**

The National Action Plan for Gender Equality has a medium-term character. In the period from 2007-2012, it is planned to realize the short-term and medium-term objectives. The implementation of the Action Plan will be elaborated in more detail in annual operational plans.

### **Budget of the National Action Plan for Gender Equality**

The budget for realizing the short-term and medium-term activities from the strategic objectives will be prepared in accordance and coordination with the current process of strategic planning and with budget planning for annual and triennial level. The detailed fiscal implications for the activities that will have to be realized in the current year will be part of the operational programmes for the realization of the National Action Plan for Gender Equality in accordance with the annual budget of the Government of RM.

The support of the bilateral and multilateral donors will be of great importance for the fulfillment of the strategic objectives and projected activities.

### **Methodology and Approach in the Design of the National Action Plan for Gender Equality**

The preparation of the National Action Plan for Gender Equality is a part of the project which the Ministry of Labour and Social Policy has realized with the support of the OSCE Spillover

Monitor Mission to Skopje and during the process, UNIFEM and other agencies of the United Nations in the Republic of Macedonia have been included.

For preparation of the new proposed text of the National Action Plan a working group was formed from the representatives of the competent ministries at the Government of the Republic of Macedonia, as well as representatives from the civil organizations working in the field of gender equality.

In the first phase of the preparation of the document, the working group elaborated an assessment and analysis of the status of the separate strategic areas, defined in the National Action Plan for Gender Equality (1999). This analysis, together with the performed consultations with the focus groups, were a base in the determination of the strategic priorities and activities for the future period (2007-2012).

The OSCE Spillover Monitor Mission to Skopje in May, 2006 engaged two external consultants for gender issues from ODIHR who made a revision of the first National Action Plan for Gender Equality and gave proposals, suggestions and comments for the future acting and placing the strategic objectives and activities in the new proposed document.

A domestic consultant was engaged by the UNIFEM, during April 2007, who gave her contribution in establishing the strategic objectives and activities, that is, in the definition of the contents of the proposed National Action Plan for Gender Equality.

In the design of the proposed text of the National Action Plan for Gender Equality, a large contribution was made by representatives of governmental institutions, civil organizations and international organizations, the participants of the five regional round tables, the eight thematic workshops and the two public discussions and additional consultation meetings. A large part of the proposals is integrated in the National Action Plan for Gender Equality.

### **Situational Analysis - General Review**

The Republic of Macedonia is a democratic and social country in which everybody is equal before the Constitution and the law. One of the basic values of the Constitutional order of the Republic of Macedonia is also gender equality. **The Constitution of the Republic of Macedonia** contains several provisions regarding the basic freedom and rights of the person and citizen. In the part of the civil and political freedom and rights, it is established that *"the citizens of the Republic of Macedonia are equal in their freedom and rights, independently of their gender, race, colour of skin, national and social background, political and religious belief, property and social status"*. With the stated provisions the principle of equality is established and equal rights are guaranteed independently of the gender.

By incorporating the equality between genders in the regulations of the Constitution the political will of the highest legislative body is expressed, that the Republic of Macedonia is among those democratic countries which build their order by complete recognition and promotion of equal opportunities between women and men, as an inseparable condition for sustainable and democratic development. Thereby the political principle is established, that parity democracy is the only real democracy and that the foundations of further legislative regulation are placed whereby conditions for realization of equal opportunities are created for both genders and consistent application of that regulation.

The Government of the Republic of Macedonia following the contemporary, democratic-civil concept, and in accordance with the Beijing Declaration and the Platform for Action<sup>1</sup>, in January, 1997 passed a Decision for forming a **Unit for the Promotion of Gender Equality** within the Ministry of Labour and Social Policy. In 1999 it passed the First National Action

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<sup>1</sup> Reference

Plan for Gender Equality. The adoption of the Law on Equal Opportunities of Women and Men in May 2006, created the legal basis for establishing further development of the gender machinery, and by that it anticipated the entities which are responsible for adopting and putting into effect the measures for establishing equal opportunities for women and men. In that sense, in March, 2007, with the Act on Systematization and Organization of the Ministry of Labour and Social Policy, a Sector for Equal Opportunities was formed.

The main role of the Ministry of Labour and Social Policy, through the work of the Sector, is to take care of the advancement of the status of women and men in all areas of social living at national, local and international levels, to provide inter-department and inter-sector cooperation as well as cooperation with the civil sector and with the social partners, to take care of putting the law into effect, NPARR and other measures and recommendations, to coordinate work and to perform monitoring of the implementation of the policies, measures and activities.

Apart from the Sector for Equal Opportunities, **coordinators for equal opportunities of women and men** are appointed at the Ministries, civil servants who are mainly employed in the Sector for Human Rights, and apart from the other tasks they have an obligation to monitor the activities from the aspect of equal opportunities of women and men and to inform the Sector for Equal Opportunities for putting forward certain suggestions and decisions in the field of gender equality.

Within the Parliament of the Republic of Macedonia, a **Committee on equal opportunities for women and men** functions from September 2006, with a task to monitor the legal regulation which is proposed by the Government of the Republic of Macedonia from the aspect of gender equality.

In the direction of incorporating a gender perspective and equal opportunities in the local policy, the advancement of the position of the woman at the local level and implementing one of the strategic objectives of the National Action Plan and the Law, in the Republic of Macedonia, with the commencement of the process of decentralization, the forming of the committees for equal opportunities of women and men was continued in the units of the local self-government. This initiative was also supported from the very beginning by the civil sector in the Republic of Macedonia. In the committees, the members are men and women councilors in the councils of the municipalities from different political parties. With the Law on Equal Opportunities for Women and Men, the forming became a legally established obligation which so far has been adhered to in 45 out of 82 units of the local self-government. The basic task of the committees is to work on advancement of the position of women and providing equal opportunities for men and women at a local level, through the process of creating and designing policies, their putting into effect, monitoring and evaluation of the achieved results.<sup>2</sup> Also, there is a process in progress for appointing **coordinators** for equal opportunities of women and men in the municipalities that should have a status of civil servants and should take care of the advancement of the equality between women and men and establishing the equal opportunities at local level.

### **Legal Framework and Mechanisms of Action**

In the Republic of Macedonia there is a legislation of anti-discriminating regulations by which the discrimination in certain areas of life is forbidden. Namely, many areas are covered with regulations which contain anti-discriminating provisions, that is: employment, education, health care, social policy, human rights. Protection of human rights, prevention of discrimination and promotion of complete and effective equality are included in the criminal, civil and administrative legislation.

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<sup>2</sup> Quotation article 14 of the Law

However, the framework and the process of improvement and advancement of the legal framework, and especially of its application regarding the regulation of the protection and respecting human rights, the forms of discrimination and sanctions and measures for non-discrimination, as well as the rights of the woman and equal opportunities in other aspects of social living, has not been achieved yet. In the forthcoming period, the Republic of Macedonia, in accordance with the international obligations and within the process of European integration, as well as the strategic documents as this National Action Plan for Gender Equality, will work intensively, dedicated and focused on overcoming this state and the democratic solution of these gaps.

### **International Obligations**

The legal position and the status of women in the Republic of Macedonia, apart from the Constitution, are regulated by international agreements which the Republic of Macedonia has signed, ratified and/or which it has joined, and which, pursuant to article 118 of the Constitution of the Republic of Macedonia, are an **integral part of our legal order**.

One of the most important international agreements which represents a basic legal framework in the field of equal opportunities of women and men is the **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)**, which was adopted at the General Assembly of the UN on 18 December, 1979, and which was put into effect on 3 September 1981.

As a country successor of the former Socialist Federal Republic of Yugoslavia, the Republic of Macedonia joined the Convention on the Elimination of All Forms of Discrimination against Women, which was put into effect in November 1991, when the country overtook the compulsory responsibility before the international community for taking measures, improvement of the situation in all the related aspects and regular reporting. The Republic of Macedonia also signed the Optional Protocol to this Convention in the year 2000, which was ratified on 24 June 2003, and was put into effect on 17 October 2003. With the ratification of the Protocol, the Republic of Macedonia recognizes the competence of the **Committee on the Elimination of All Forms of Discrimination against Women** and in that way it enables the citizens to refer to the Committee in case of infringement of any right established by the Convention.

Also, the Republic of Macedonia is obliged to work on the fulfillment of the **Millennium Development Goals** adopted by the United Nations, that is, to provide compliance of the domestic policies with the international obligations.

The Republic of Macedonia has also ratified the **European Convention for the Protection of Human Rights and Fundamental Freedoms** of the Council of Europe (ECHR-1950). This Convention regulates in its basic provisions that the realization of rights and freedoms established in the Convention will be realized without discrimination regarding gender, race, colour of skin, national and social background, political and religious belief, property and social status.

Apart from them, the Republic of Macedonia has joined, and is a signatory of many international instruments, and is obliged to fulfill the recommendations and obligations which result from them.

### **European Integration**

The first priority of the Republic of Macedonia is the Euro-Atlantic integrations. On 9 April 2000, the **Stabilization and Association Agreement** was concluded between the Republic of Macedonia and the European Community and its member countries. One of the objectives

of this Agreement is to support the efforts of the Republic of Macedonia for economic development, strengthening of the democratic processes and adaptation of our legislation to the legislation of the Community as a whole. This means the respect of the rights and freedoms of every individual and adaptation of the domestic legislation regarding that, with reference to the gender issues and adaptation of the legislation of the Republic of Macedonia pursuant to *acquis communautaire* and the regulated standards regarding the working conditions and the equal opportunities of women and men in order to provide complete legal frame related to this issue. In the relations with the European Union, as well as at the realization of the national priority for joining it, the Republic of Macedonia has the obligation to fulfill the Copenhagen and Madrid criteria and to inform the Union regularly about its advancement.

In April 2007, the updated **National Plan for Adoption of Acquis Communautaire** (NPAAC) was adopted for the period 2007-2010, in which in explicit way and by name, all the measures, activities, documents, institutional arrangements and means of budget are stated, through which the determined priorities and approach to EU will be achieved. This document and series of other measures in the domain of gender equality are anticipated and projected in NPAAC for their realization.

In the policies of the European Union, the advancement of equal opportunities and high respect of the human rights are central subjects of interest. The European Commission in March 2006 passed the **Roadmap for Equality between Women and Men**. Gender equality is an essential right, mutual value of EU and necessary condition for reaching the objectives of EU. By adopting this Map, a review of priority areas is given for taking action at the level of the European Union, in the field of gender equality for the period 2006-2010. At the same time, the **Lisbon Agenda** is of great importance to the Union - for a roadmap for achieving balanced economic and social development and urged competitiveness in the Union and globally, where absolutely in every aspect, provision of equal opportunities and rights for men and women should be achieved. The Republic of Macedonia will have to adjust its plans, policies and activities with those of the Union contained in the Map for Equality between women and men, with the Lisbon Agenda and with all the other policies of the Union.

Apart from this, the directives, regulations and recommendations of the EU and EC for equal opportunities for women and men in different aspects are a subject of transposition in the domestic legislation and what is more important, the monitoring of their implementation. It should be emphasized that the European Union, in the annual reports for the advancement of the reforms and the approach of the Republic of Macedonia towards EU, regularly assesses the situation and the achieved advancement and issues recommendations.

### **Gender Perspective as a Strategy and Policy**

"Gender mainstreaming is about power, equality and politics."

*Evaluating Gender and Development at the World Bank, no. 200, Précis, 2000*

### **Gender equality mainstreaming in all policies and practices (gender mainstreaming)**

The term "Gender equality mainstreaming in all policies and practices" started being widely used after adopting the Beijing Platform for Action (PA) during the UN International Conference on Women in 1995. It represents an attempt by the defenders of women's rights to be attached to the successes of the past and to face and continue working on the challenges.

The European Commission also, in 1996 adopted the perspective for gender equality mainstreaming as a strategy for achieving *de facto* equality and in that direction it undertakes a number of measures and activities.

**Gender equality mainstreaming in all policies and practices** represents a key concept and an essence in performing the policy of equality between genders which represents responsibility of the Government and all the Ministries for its application. More precisely, it represents integration of a gender perspective in the process of estimation of the implications of every planned action upon women and upon men, including the legislation, policies and programmes in all the aspects and at all levels of social living.

Gender perspective mainstreaming in all policies and practices implies (re)organization, improvement, development and assessment of the general policies, strategies and programmes, with an aim for the gender perspective to be included at all levels and in all phases by the actors included in the creation of those policies. In other words it means a commitment to raise it to the level of policy of the country – an obligation to overcome the traditional matrix of structuring the relations between men and women as a real obstacle in achieving *de facto* equality.

Gender equality mainstreaming in all policies and practices is an obligation to provide the roles, problems and experiences *both to women and men*, to be an integral part of the planning, design, implementation, observation and assessment of *all* laws, policies and programmes in order to provide for women and men to have equal benefit and to achieve **gender equality**. Consequently, gender relations mainstreaming in all policies and practices is vital for all the decisions and interventions; it influences the decrease in poverty, employment, procedures and culture of the institutions and their programmes and represents a part of the responsibility of the Government and all the Ministries.

Mostly, the attention to gender issues is implemented through the so-called **dual track approach**, which is actually a corrective approach or model of essential equality, which is not concerned only with equal opportunities, but more with the fairness of the results and does not focus on the equal treatment, but on the equal approach and equal benefits. This means:

- Directing attention towards gender issues in the overall policy, projects and programmes, through analyzing the roles, problems and experiences of women and men, as a routine part of the planning and - on the basis of this information - design and monitoring, in order to promote larger gender equality in view of the opportunities and positive effects.
- Development and support of only female (or only male) projects and programmes for dealing with specific aspects of gender inequality and work, to realize the objective for larger gender equality.

### **PREREQUISITES or Mechanisms for Essential Equality**

The Government of the Republic of Macedonia will undertake a range of measures and will establish and put into function mechanisms for realizing essential gender equality, among which the most important are the following:

- Advancement of the national machinery (institutional structures and mechanisms) for achieving gender equality and equal opportunities for men and women in the Republic of Macedonia
- Providing relation and complementing of all the national documents which address occurrences and policies from the inter-department and national interest
- Advancement in keeping gender-disaggregated statistical data in all areas of social action and their publishing. The statistical and analytical information on gender relations in creating the policies, programmes and projects of the Government, should

be a routine part of the analysis of the problem/situation. They are of great importance, in order to confirm whether gender differences and inequality is important issue in a certain area, but also for the gender perspective mainstreaming in all policies and practices. Using statistical data and analyses means application of the principle of reporting, but also dedication, in front of the domestic and international public. The Government is obliged to integrate a gender perspective in all analyses (statistical and analytical) and to provide practice of estimation of influences of the policies and programmes from gender aspect in all ministries and at all levels in creating the policies. It is of particular importance for the Republic of Macedonia, especially after the latest recommendations by the Committee of CEDAW to establish in the shortest possible period, a statistical system of gender-disaggregated data collection.

- Introduction and implementation of gender sensitive education not only in educational teaching curricula and syllabi and textbooks and removing gender stereotypes and prejudices, but in all aspects of life and work. A key prerequisite for reaching any measure is the sensibility and the level of awareness for gender policies and perspectives. Thus, as a necessity the education of all the subjects is imposed, who work on the design, adoption and implementation of the special measures.

### **Gender Budgeting**

In the direction of achieving essential equality, the European Parliament in the year of 2003 adopted the resolution on gender budgeting - building public budgets from and of a gender perspective.

Gender budgeting represents a political will and decision in achieving gender equality. Gender budgeting means application of practices of including gender perspectives in the processes of budgeting. It does not imply only separate budgets for women, but means **estimation of budgets from the aspect of gender equality and inclusion of gender perspectives at all levels in the processes of budgeting.**

*Gender budgeting is a process through which public budgets are examined for the purpose of their assessment whether and how much they include and/or contribute to equality between men and women, and thereby to propose changes towards reaching gender equality. At the same time, gender analysis of budgets helps the authorities to decide how the political decisions are to be directed to reaching maximum influence, as well as where the resources should be re/allocated in order to reach higher level of human development and gender equality. Budgeting is not only a financial tool for balancing between the revenue and the expenditure sides. As a process, also, it represents a method for setting priorities and decision-making for issues which influence the actual and future situation of people and their environment. It is necessary that the budget planners have knowledge about the situation, as well as to be aware of the consequences of setting priorities which have influence on the lives of men and women now and in future. Budgeting often represents making decisions between competitive priorities.*

Gender budgeting does not mean creating separate budgets for women, but it means planning and implementation of a budget which takes into consideration the needs, priorities and problems of women and men, as well as their roles within the family, work place and community. Ignoring the gender influence from the budgets is not neutrality, but gender blindness which can lead to high human and economic expenses: lower productivity, lower development of the capacities of people and lower levels of general well-being.

*Initiatives of gender budgeting can be implemented in all phases of the budgeting process: planning, adoption, implementation, and revision. The specific objectives set are in the direction of strengthening the awareness of gender influences of the policies and appropriate budget allocations, emphasizing the gap between the political and budget allocations,*

obliging the authorities to be responsible regarding their determinations for gender equality and changes in policies and budgets that would help in advancement of the status of women, as well as reaching gender equality. *The objective of gender budgeting is creating a budget in which the gender concept is introduced, which is in the direction of collecting revenues and plans for public spending, by which equal distribution of resources is reflected in direction of including and satisfying the needs of women and men.*

The Government and the competent ministries are responsible for creating policies for achieving gender equality in the sectors which are their responsibility. These policies must be reflected in the strategies and programmes of the competent ministries and institutions as well as in their strategic planning and budget implications, that is, to provide appropriate budget means for implementing gender policies.

### **Participatory Democracy - Consultations**

Whenever possible, the Government should consult the groups of **beneficiaries** regarding their needs and priorities, as well as for the potential solutions and appropriate activities. It is inevitable, in one democratic society, primarily for the purpose of providing policies and actions with a holistic approach to solving problems and overcoming disadvantages and gaps, the participation of all **social partners, of the civil society and of the media** to be provided, both for heterogeneity and for providing function of the system of checking and reporting.

### **Partnership and Cooperation**

The experience gained in the implementation of the previous policies and measures for providing equal opportunities, has shown that the dedication, cooperation, partnership and application of **the principle of participation** of all the actors of the economic, social and political life is of exceptional meaning in the commitments for achieving gender equality.

The Government of the Republic of Macedonia in the field of advancement of the status of the woman and, in general, the policy of gender issues, recognizes several key factors:

**Institutional mechanisms** and forms as a key link in the realization of efficient and effective network for inter-department cooperation and coordination in the field of advancement of gender equality, by which a unique attitude and approach is provided;

**Civil organizations** as a significant element from the civil society and one of the key actors in the promotion and advancement of gender equality in the Republic of Macedonia. The cooperation between the Government as well as the other representatives of the authority in the Republic of Macedonia and the civil organizations is a good base for further participation of the civil organizations in creating public policies, exchange of information and *best practices* in realizing gender equality, and providing synergy of the attitudes, policies, and capacities and resources;

**The Trade Union** - A significant partner in creating and implementing policies which have strategic meaning for the country, through active participation in the process of preparation of strategic documents, participation in the work of the Economic and Social Council, etc. Apart from that, they are one of the social partners in concluding collective agreements at a national level (general, branch and collective agreements at the level of employer) by which the employment rights are regulated. The advancement of the status of the woman and establishing equal opportunities for women and men are a part of the programme activities of the Trade Union, especially of the women's sections.

**Employers** – A key partner for the improvement of the situation of the rights of the woman and equal opportunities for men and women, are exactly the employers and the representatives of the private sector. Without their active involvement not only in the consultations, but in the enacting and creating of certain policies and certainly in their implementation, the advancement in realizing success regarding gender equality and equal opportunities will be endangered or insignificant;

**International organizations**, as important partners and cooperators, i.e., an important factor in providing expertise, financial and technical support.

The Government of the Republic of Macedonia in creating and promoting **social dialogue** will strengthen the cooperation with the Trade Unions, civil organizations, international institutions, and other relevant actors and will strengthen the forms of inter-institutional and inter-sector coordination in order to create partnership that will address the critical issues related to reaching gender equality through collective negotiation, consultations, partnership and other cooperative methods.

### **Strategic Areas of Action**

The National Action Plan for Gender Equality contains ten strategic areas and one cross-sectoral area, represented by strategic objectives and activities which need to be achieved in the forthcoming five-year period.

#### **Ten Strategic Areas of Action:**

1. Women and Human Rights
2. Women in the Decision-making Process
3. Women and Health
4. Women and Social Care
5. Women and Education
6. Women and Employment
7. Women and Violence
8. Women and the Media
9. Women and the Environment
10. Women and Peacekeeping Activities

#### *Cross-sectoral area - Gender perspective mainstreaming in all policies and practices*

A large part of the international documents point out that the commitment to gender equality is a fundamental principle of the member states of the EU, UN and the Council of Europe. However, measuring the development and progress in overcoming inequalities between men and women and achieving *de facto* equality or equality in practice, only specific and special measures and programmes aimed for the improvement and empowerment of the position of the woman have shown as insufficient.

Gender perspective mainstreaming in all policies and programmes (gender mainstreaming) is necessary even in the phase of planning and undertaking a range of measures for promotion of equal opportunities.

This tool is adopted by the governments, members of the EU.

The complete and systematic approach to the gender perspectives mainstreaming, requires, above all, human capacities built in all the relevant institutions and sectors at national and local levels, established mechanisms for coordination and monitoring and certainly political will.

Owing to these reasons, the ten strategic areas will be strengthened through:

**Strengthening of Institutional Capacities and Mechanisms for Inclusion of Gender Perspectives in Public Policies, Strategies and Action Plans and Inclusion of Methods of Gender Budgeting at National and Local Level.**

<b>Activities:</b>	<b>Indicators:</b>
Establishing measures for systematic use of gender-disaggregated data in the processes of planning, development, implementation and assessment of national, regional or local policies, strategies and action plans in all areas.	Number of national and regional policies, strategies and action plans, based on analysis of the situations and from a gender aspect.  Number of reports and assessments of policies, strategies and action plans which contain analysis of achievements of a gender aspect.
Improvement of inter-ministry and inter-sector coordination and cooperation for including the gender perspective in the budgets of separated sectors.	Formed inter-ministry/inter-sector expert group  Frequency of inter-sector and inter-ministry consultations  Number of sectors which allocated budget means for promoting gender equality
Professional education of civil servants, members of the Parliament and local self-governments for inclusion of gender perspectives in the creation of policies, strategies and action plans and methods of gender budgeting	Number of undertaken initiatives for inclusion of gender perspectives in the creation of policies, strategies and action plans and methods of gender budgeting  Number of realized professional educations for gender perspectives mainstreaming and gender budgeting
Monitoring and analysis of the policies, strategies and plans of the Government and their implication in the budgets with a gender perspective	Policies, strategies and action plans promote gender equality. Number of sectors which allocated means from the budget for promoting gender equality at national and local levels % of national budget allocated to issues in the field of gender equality
Analysis of gains of the users of policies, strategies and plans from a gender aspect	Scope of men and women users with policies, strategies and plans by the Government  Satisfaction for the users

**Responsible Institutions, Actors, Factors and Concerned Parties:**

The Government of the Republic of Macedonia, the Parliament of the Republic of Macedonia, the Ministry of Labour and Social Policy, competent ministries and other governmental bodies, the State Statistical Office, the units of the local self-government, the judicial system, the civil sector, the scientific-research and educational institutions, the Trade Union, employers, the international community, and others.

## HUMAN RIGHTS AND WOMEN

The Republic of Macedonia as a candidate state for membership in the European Union and as a contracting party to international conventions for human rights, in the field of advancement of human rights of women has realized significant **legislative activities** of adjustment of the domestic legislation for gender equality to the law of the EU. In the Labour Relations Law from 2005 and the Law on Equal Opportunities between Women and Men from 2006, the standards of *acquis communautaire* are implemented.

In January, 1997 with a decision by the Government of the Republic of Macedonia, the Unit for the Promotion of Gender Equality was formed within the MLSP, and in 1999 the first National Plan for Gender Equality was enacted.

**The Committee for Equal Opportunities of Women and Men** in the Parliament of the Republic of Macedonia was formed in the year 2006. The basic competence of the Committee is to review proposals of laws and other regulations proposed by the Government of the Republic of Macedonia in the field of labour and social policy, education and health, as well as other proposals of laws and regulations from the aspect of inclusion of the gender concept.

Taking into consideration the international reports about the state of respecting human rights and with the recommendations of the international organizations, especially in the part of the fight against trafficking of women and children as well as in the field of anti-discrimination, a legal framework should be formed and certainly there should be intensive work on the appropriate application of laws and the rule of law. On the basis of these recommendations and on the basis of expert considerations about the situation of human rights in the Republic of Macedonia, in the forthcoming period there is an emphasis on the need of: further monitoring of the adjustment and enforcing the domestic legislation, effective realization of rights of women through: realizing legal protection of the principle of equal opportunities of women and men before the Ombudsman, when somebody is deprived of his or her rights, or limited by a body of the state authority or by organizations of public authorizations and monitoring and reporting about the application of separate measures directed towards the promotion and advancement of equal opportunities of women and men. Also, it is necessary to raise the level of legal literacy for the purpose of advancement of legal protection of women in the case of infringement of their rights.

### STRATEGIC OBJECTIVE I Advancement of the Rights of Women

Activities:	Indicators:
Continuous monitoring of the adjustment of the domestic legislation to the international standards and its implementation	Incorporated international standards in the domestic legislation
Re-activating the web page <a href="http://covekoviprava.gov.mk">covekoviprava.gov.mk</a> , and making available information, documents and materials about human rights and the rights of women	Improved information of the public about human rights and the rights of women
Establishing mechanism for recording actions by the Representative for equal opportunities for women and men	Number of undertaken and solved actions Established database
Dissemination of international documents about human rights of women including the recommendations of the Committee of UN for Elimination of All Forms of Discrimination against Women	Increased information and awareness of the public about human rights and protection of the rights of women

Preparation for ratification of the International Convention for protection of rights of all workers, migrants and members of their families	Prepared analysis
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### Responsible Institutions and Holders

The Ministry of Labour and Social Policy, Ministry of Foreign Affairs, Ministry of Justice, inter-department body of the Government for human rights, the Ombudsman, the Parliament of the Republic of Macedonia, units of the local self-government, public institutions and services, the State Statistical Office, the Association of Trade Unions of the Republic of Macedonia, and the civil sector

## STRATEGIC OBJECTIVE II Effective Realization of the Rights of Women

Activities:	Indicators:
Suggesting separate measures for promotion and advancement of equal opportunities of women and men in the separate areas of social life	Suggested and adopted separate measures  Increased capacity and participation of women in the public and political life
Analysis for respecting and realizing human rights of women from rural areas and women members of ethnic communities	Prepared and published analysis about the level of respecting and realizing human rights of women from rural areas and women members of ethnic communities
Empowering the capacities of the institutions working in the domain of protection of human rights of women	Increased capacity of the institutions to act in the protection of human rights, especially of the rights of women
Monitoring and informing the public about the realization of the legal protection on the principle of equal opportunities of women and men before the Ombudsman	Prepared report on the number of submitted, undertaken and solved petitions by the Ombudsman
Analysis and monitoring of the court practice in view of initiated, enforced and completed court cases about discrimination on gender basis	Increased capacity for monitoring and reporting

### Responsible Institutions and Holders

The bodies of the legislative, executive and judicial authority, units of the local self-government, the Ombudsman, the State Statistical Office, public institutions and services, the civil sector

## STRATEGIC OBJECTIVE III Raising the Level of Legal Literacy for the Purpose of Advancing Legal Protection of Women in Case of Infringement of their Rights

Activities:	Indicators:
Informing the public about the competences of the Representative in the procedure for legal protection from the discrimination on gender basis in the public and private sector	Higher level of information of the public about the role and work of the Representative  Increased number of addressing the Representative
Publishing and disseminating of adjusted	Higher level of information and familiarity of

<p>information at national and local level for the national and international mechanisms for protection of the rights of women especially for:</p> <ul style="list-style-type: none"> <li>• The right of women to submit individual petitions (requests) to the Committee of the UN for protection of rights of women in accordance with the additional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women</li> <li>• The right of women to submit individual petitions (requests) to the domestic institutions, and</li> <li>• Those which refer to realizing the right to compensation in cases of infringement of the rights of women;</li> </ul>	<p>the public about their rights</p> <p>Number of applications</p>
<p>Performing training of lawyers and judges, police officers, employed at the Ombudsman with relation to the CEDAW Convention and with the Optional Protocol to the Convention</p>	<p>Improved knowledge and skills and their application in practice</p>
<p>Support of voluntary work at national and local levels for the purpose of advancement of the legal protection of women in case of infringement of their rights</p>	<p>Increased interest and number of volunteers and number of services provided</p>
<p>Building capacities with women to demand their rights, through raising the level of awareness and providing opportunities for education about human rights, especially in the rural areas</p>	<p>Improved level of information and awareness of women in rural areas</p>
<p>Designing a curriculum and implementation of training for the mechanisms and instruments for protection of the rights of women and promotion of the principle of equal opportunities aimed at the state and public officers including the employees at the Ombudsman, police and military personnel, prison officers, health and medical personnel and social workers, teachers and clerks at all levels of the educational system, judges, public prosecutors, court administration and the Parliament</p>	<p>Efficient application of the mechanisms and the instruments for the protection of the rights of women</p> <p>Increased level of information, awareness of the civil servants, judges, public prosecutors and other parties involved</p> <p>Increased number of submitted, undertaken and solved petitions by the Ombudsman</p>

### **Responsible Institutions and Holders**

The Ombudsman, the MLSP, the Academy for Training of Judges and Public Prosecutors, the Ministry of Justice, the Police Academy, the Ministry of Education and Science, the Parliament of RM, the Agency for Civil Servants, the State Statistical Office, units of the local self-government, the public sector, lawyers and representatives of women's rights from the civil sector

### **WOMEN IN THE DECISION-MAKING PROCESS**

For achieving empowerment of women and their equal participation in all aspects of public and private life, it is of essential importance to provide and ensure equality of women in sharing power and the active participation in creating policies, deciding at all levels from the public and political life. Similar measures should be taken for encouraging and empowering women in the private life and family decisions. The measures should go in the direction of a guarantee for equal approach and complete participation at all levels in the public life, and which can be best achieved with the special and affirmative measures, as well as activities and measures which enable undisturbed advancement in this domain.

The Republic of Macedonia in the past period has noted advancement and has achieved visible results in the efforts to establish balanced participation of women and men in the authority and in the processes of decision-making. In the period of realization of the first National Plan for Gender Equality (1999-2007), the Republic of Macedonia has gradually noted its advancement, especially in the field of representation of women in the authorities, political life and processes of decision-making, as well as regarding the established legislation with reference to this question, which also represented a notable advancement within the region.

For illustration and comparison, the results achieved in and by application of NAPGE 1999-2007 are as follows:

<b>Presence of women</b>	<b>2002-2006</b>	<b>2006</b>
Women Members of Parliament	21 (17.5%)	33 (27.5%)
Women Ministers	3 (17.6%)	3 (13.6%)
Women Mayors	3 (2.5%)	3 (3.6%)
Women Councilors in the Councils of LS	161 (8.3%)	309 (21.7%)

In May 2006 the **Law on Equal Opportunities for Women and Men** was enacted, by which was created a consistent legal framework for achieving the balance and equal opportunities of women and men in all domains of life in the Republic of Macedonia. With the beginning of the process of decentralization on 01.07.2005 the forming of the committees for equal opportunities of women and men was enabled within the councils of the units of the local self-government. With the adoption of the Law, forming of the structure and appointing the coordinators became immanent both at the local and the central levels. So far, 45 committees for equal opportunities of women and men have been formed within the Councils of the units of the local self-government and a Committee was formed in the Parliament of the Republic of Macedonia, six (6) coordinators for equal opportunities of women and men have been appointed in the bodies of governmental administration, and mainly in the local self-governments the amendments and modifications to the Act for Systematization have been made, and the process of appointing has been started. But, it has to be noted that besides confirming the deadlines for establishing the structures at national and at local levels and of the anticipated sanctions for delay in the application of the Law, it is still happening, and the importance of the Law itself for the whole process disavows by exactly the non-application of sanction provisions.

Regarding the participation of women in authority and the processes of decision-making, in the past years the legal regulation was advanced several times by amendments and modifications to the Law on the Election of Members of the Parliament, to the Law on Local Self-government and in the year 2006 the Election Code was enacted by which it is anticipated one place to belong to the less included gender for every three places on the election lists for the members of the Parliament and election of councilors.

Already in the year of 1999, at the Ministry of Labour and Social Policy, a Unit for the Promotion of Gender Equality was formed. In March, 2007, pursuant to legal provisions, at the Ministry of Labour and Social Policy, a Sector for Equal Opportunities was formed in whose frameworks the issue of equal opportunities of women and men will be treated.

**However, besides the visible progress made, we still cannot consider that the expected level of real equality has been achieved.**

The strategic objectives and priorities set in the new National Action Plan for Gender Equality (2007-2012) are measures which through appropriate activities will contribute to establishing real equality of women and men in the domain of authority and the processes of decision-making. Increasing the capacities of the Sector for Equal Opportunities, human resources, and the financial means, forming of the network of the committees for equal opportunities of women and men at the Councils of the units of local self-government as well as completing the process of appointing coordinators to the units of local self-government and the bodies of state administration, are only part of the anticipated activities for the forthcoming period that will contribute to achieving the general objective set. With this NAP and the established objectives, measures are anticipated for overcoming the problems of small representation of women in the political, economic and decision-making processes, supported by research and data.

Achieving equality implies changes for men as well as for women. Owing to these reasons, it is of essential importance for both men and women to actively participate in creating strategies for achieving gender equality. Main areas are promoting flexibility in the working obligations and balancing between the professional and private life of women and men.

By overtaking measures and activities in this strategic area, the following will be achieved: Higher level of implementation of the Law on Equal Opportunities for Women and Men, an empowered and efficient national system and structure for achieving the balance of equal opportunities for women and men, higher level of information and awareness both in the governmental structures and in the wider public, that is, higher level of sensibility and knowledge at all levels in the country and especially in the public administration, sensible and informed media, competent work of the services at local and national levels, bigger percentage of representation of women at central and local levels, and in all deciding structures, increased encouraging/empowering of women for participation in public and political life, larger number of gender sensitive and oriented measures, activities and policies, increased participation of women in political parties, decreased number of cases of family voting, increased percentage of participation in public and political life of Albanian and Romany women, as well as women in rural areas.

**STRATEGIC OBJECTIVE I  
Advancement of the Machinery for Gender Equality  
at National and Local Levels**

<b>Activities:</b>	<b>Indicators:</b>
Strengthening the capacities, improvement of the visibility of human and financial resources of the Sector for Equal Opportunities at the Ministry of Labour and Social Policy	Realized programmes of the Sector for Equal Opportunities  Allocated funds from the Budget  Improved information of the citizens about the initiatives of the Sector for Equal Opportunities
Establishing mechanism for cooperation and coordination between the institutional mechanisms for gender equality at national and local levels (Ministry of Labour and Social Policy, coordinators for equal opportunities of women and men at the bodies of state administration, committees for equal opportunities of women and men at	Established mechanisms and structure  Number of mutual initiatives of the institutional mechanisms for gender equality  Improved flow of information

the Councils of the units of local self-government, and the coordinators for equal opportunities of women and men within the units of local self-government)	
Establishing an ICT system for easier flow of information and reporting between institutional mechanisms for gender equality at national and local level	Improved communication, exchange and sharing of data and coordination of policies and activities
Continuous education of the subjects included in the institutional mechanisms	Trained and sensible administration  Competent performance of tasks and activities
Informing the public about functioning, structure and mechanism for gender equality	Informed public and higher level of public awareness about the importance and possibility for reaching gender equality and state policies in that domain

### Responsible Institutions and Holders

Administrative bodies, the Ministry of Labour and Social Policy, the Government of the Republic of Macedonia, the Parliament of RM, units of the local self-government, the Committee for Equal Opportunities at the Parliament, the Ombudsman, the State Statistical Office, the civil sector

## STRATEGIC OBJECTIVE II

### Essential Representation of Women in the Executive, Legislative and Judicial Authority Including Special Measures and Programmes

<b>Activities:</b>	<b>Indicators:</b>
Establishing special measures for balanced participation of women in managing positions in the public and state administration	Prepared, adopted and implemented policies/measures/quotas  (Increased) number of women at managing positions and at high working positions in the public and state administration  Improved level of awareness and understanding in the public and state service for gender issues
Establishing special measures for balanced participation of women at all levels of local self-government	Prepared, adopted and implemented policies/measures/quotas  (Increased) number of women at managing positions and at high working positions at local level
Establishing special measures for balanced participation of women in functions granted by means of appointing at national and international levels	Prepared, adopted and implemented policies/measures/quotas  (Increased) number of women appointed for service at international level  Improved level of understanding and awareness for gender equality and balanced approach
Establishing a mechanism for monitoring the representation of women in the	Established mechanism/quota/policy/measure

executive, legislative and judicial authority	(Increased) number of women appointed for positions at all three levels of authority in the country  Improved level of understanding and awareness for gender equality and balanced approach
Establishing special measures for balanced participation of women in political parties	Improved legal framework  (Increased) number of women engaged for higher positions in political parties  (Increased) number of women members of the Parliament and councilors at the Councils of the local self-government (as well as in the Government)  Improved level of understanding and awareness for gender equality and balanced approach to political life

### Responsible Institutions and Holders

The Ministry of Labour and Social Policy, the Government of the Republic of Macedonia, the Parliament of RM, units of the local self-government, the State Judicial Council, the Public Prosecution, AULS, the Ombudsman, political parties

### STRATEGIC OBJECTIVE III Raising Awareness of Women and Men for the Importance of Women in the Political and Public Life and in the Processes of Decision-making

Activities:	Indicators:
Support and implementation of programmes for raising awareness for equal representation of women and men in the processes of decision-making directed towards different target groups	Designed and implemented programme  Improved understanding and climate for participation of women in the processes of creating policies and decision-making  Increased number of women participating in the processes of creating policies and decision-making  Increased number of Romany and Albanian women in the processes of creating policies and decision-making at national and local levels  Increased participation of women from rural areas in the processes of creating policies and decision-making at local level
Implementing a campaign for the need of real representation of women in the executive, legislative and judicial authority	Sensible and aware public  Improved situation and climate in the executive, legislative and judicial authority
Support and implementation of programmes for encouraging/empowering of women for	Decreased number of cases of family voting

voting by personal choice and eradication of family voting	Improved gender oriented policies and principles of the political parties
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### **Responsible Institutions and Holders**

The Ministry of Labour and Social Policy, units of the local self-government, political parties, research institutions, and the civil sector

### **WOMEN AND HEALTH**

The objective of gender based health policy is to improve the health status of the population through reducing the gap between population groups, which originates from their difference.

Although so far in some areas of health care in the Republic of Macedonia there has been achieved advancement regarding gender equality, there are still differences in the status between men and women. The Ministry of Health will continue supporting the principles of equality, respecting the difference, promoting equal health care for everybody and including the problems of gender equality in future public health measures.

The period from 1999-2006 regarding implementation of the NAP for equality between genders, is characterized with achieving a certain level of advancement of women's health which is mainly the result of the application in practice of the expert and scientific knowledge and suppositions by doctors and other medical professionals, than to systematic, organized and strategic acting for implementation of the NAP which is reflected in the fact that:

- There is no person or body in charge of coordination of activities related to the implementation of the NAPGE
- There are no mechanisms for monitoring
- There are no written documents, analyses or reports for the progress of NAPGE from the field of Women and Health

Gender based analysis of the health state of the population is an essential tool through which is provided the reality of life of the woman to be reflected in all governmental health strategies, policies, programmes and services.

In order to maximize the effect of commitments for gender equality in the field of health care, it is necessary to advance the methodology of work in the field of statistical indicators of women's health during their whole life.

In the previous period from 1999-2006 analysis of the existing system of health care and practice has not been made through gender perspective, with an exception to the data about some aspects of the health of women in their reproductive period. Analyses are missing especially for some population groups, such as:

- Elderly women, female adolescents, women from rural areas, women from marginalized / vulnerable groups

Data about protection of health in the preventive programmes are also, mostly, linked again with the reproduction and the malignant diseases of the reproductive system. The anticipated cooperation with the Statistical Office of the Republic of Macedonia, for the purpose of modernization of the system for collecting and analyzing of data is not realized in the period from 1999-2006. The parameters that need to be followed are not defined, nor the methods which should be used, as well as forms and time schedule of the reports about women's health.

**Actually there is no systematic collecting, monitoring, processing and publishing of all health indicators through the prism of gender equality in the field of health.** There are no mechanisms for control and systematic report to the Republic Bureau of Health Care of data related especially to interruption of pregnancy, mother's morality, application of contraceptives, reproductive health, as well as data for specific states/diseases related to a certain period of women's life, etc.

At the level of primary health care (PHC) the availability to health care related to reproductive health and sexuality is satisfactory, and although with the programmes for family planning it is anticipated to include at least 10% of women in their reproductive period, there is a trend of decrease in the number of visits to the counseling offices in the last 10 years, where basic information is obtained and there is influence on the responsibility for the sexual and reproductive health.

In the health network in the country there are no institutions adjusted to the needs for taking care of, and getting information about the reproduction and sexuality for especially sensitive population groups of women among which of special interest are the adolescents. There is not enough attention, through the prism of gender, paid to sexually transmitted diseases and there is not enough information and awareness about the need of responsible sexual behaviour, especially among young people. There is not enough information about the preventive programmes either, which are presently applied and financed by the Budget of the Republic of Macedonia.

All these states originate to a great extent from the influences of the insufficient information and insufficient awareness about the need for responsible sexual behaviour and about the importance of the reproductive health. This especially refers to some population groups (rural population, adolescents, minority communities, risk or marginalized groups).

In the selection of strategic objective 2 the recommendations are also taken into consideration which originate from the European strategy for the promotion of health and sexual rights and reproduction REC 1675 (2004) by which the reproductive health is defined as good physical, mental and social state and thus they quote the member states of the Council of Europe via national strategies to influence on better education for sexual and reproductive health and to create conditions for quality and systematic collecting of relevant data in this field.

## **STRATEGIC OBJECTIVE I**

### **Providing Relevant and On-time Gender-Disaggregated Statistical Indicators in the Field of Health and Raising Awareness of their Significance**

<b>Activities:</b>	<b>Indicators:</b>
Establishing disadvantages and advancement of the existing system for collecting data about the health of women and men	Gap analysis made
Establishing positive practices in the systematic collecting of gender-disaggregated statistical data	Number of gender-disaggregated data incorporated in strategic documents from the field of health  Increased capacity for collecting and processing of gender-disaggregated data
Adjusting and equalizing regulations regarding the system for collecting data	High level of adjustment of regulations and international obligations
Defining and equalizing methodologies for collecting health data according to gender	Established methodologies

and their dissemination	Increased capacity of personnel for application of the methodologies
Education and training for application of the methodologies for collecting data	Number of implemented educational activities for application of methodologies for collecting data. Increased level of information and competence for methodologies for collecting data  Increased capacity for collecting and processing statistically separated data

### Responsible Institutions and Holders

The State Statistical Office, the Republic Bureau of Health Care, the Health Insurance Fund, the Employment Agency, the Government of the RM, the Parliament of RM, and the civil sector

## STRATEGIC OBJECTIVE II Improvement of Information and Intensification of Responsibility for Sexual and Reproductive Health

<b>Activities:</b>	<b>Indicators:</b>
Preparation and implementation of programmes for health education in the field of reproductive health and responsible sexual behaviour adapted to age, tradition, general education and place of living and social background	Decreased number of abortions made as a way of contraception by at least 10%,  Decrease in the number of sexually transmitted diseases by 10%, and  Increase in the percentage of using contraceptives by at least 10%  Increased level of information, awareness and knowledge in all categories of the population
Amendment and modernization of teaching syllabi in the whole educational process in the field of sexual and reproductive health, with an emphasis on the protection from unwanted pregnancy and sexually transmitted infections	Decreased number of unwanted pregnancies, abortions and treatment of sexually transmitted diseases  Increased level of information, awareness and knowledge among the young population
Creating conditions for raising the level of protection from sexually transmitted infections by providing direct approach to the services in the counseling offices, opening larger number of counseling offices adapted to the needs of the population	Increased number of information of the public about the existence of counseling offices  Increased number of services in the counseling offices, increased level of awareness and knowledge about sexually transmitted diseases
Intensifying mechanisms for registration for using contraceptives and for the number of abortions made in the private and public health	Increased capacity and competence in the private and public health

### Responsible Institutions and Holders

The Ministry of Health, the Republic Bureau of Health Care, the Health Insurance Fund, the Ministry of Labour and Social Policy, the Ministry of Education and Science and institutions

related to it, the Faculty of Medicine, health institutions at local level, specialized health institutions in the field of reproductive health and sexuality, district health service, all educational institutions at local and state levels, the civil sector

**STRATEGIC OBJECTIVE III**  
**Improvement of Preventive Programmes for Advancement of Health of Men and Women for the Most Common Situations Regarding Morbidity and Mortality**

<b>Activities:</b>	<b>Indicators:</b>
Strengthening and increasing the existing preventive programmes (cancer of the cervix, breast cancer, cancer of the ovaries)	<p>Increase in the scope of female population to which cancer screening was made for cancer of the cervix by about 30% a year</p> <p>Appropriately equipped doctor's surgeries and laboratories at the level of PHC</p> <p>Decrease in morbidity and mortality from the situations for which the preventive programmes are implemented</p> <p>Number of prepared and distributed informative materials adapted to the needs of the target groups</p> <p>Number of implemented educational activities for the target groups</p> <p>Increased level of Information and awareness among wider population about carcinogenic diseases</p> <p>Increased prevention and early detection of appearance of cancer</p>
Preparing analysis about the situation with breast cancer in women and cancer of prostate gland in men	Prepared analysis
Implementing educational and informative activities related to the appearance of cancer	<p>Increased level of information, awareness and knowledge among wider population</p> <p>Increase number of early detected appearances of cancer</p>

**Responsible Institutions and Holders**

The Ministry of Health of R. Macedonia, the Health Insurance Fund of R. Macedonia, the Institute of Oncology and Radiotherapy, Gynecology and Obstetrics Health Organizations at the level of PHC, the civil sector

**WOMEN AND SOCIAL CARE**

The following are exposed to great risk of poverty: children without parents and parental care, self-supporting mothers, disabled and elderly people, Roma. Children and youth without parents and parental care, regardless of gender are taken care of in institutions. Nearly 600 children live in institutions. Self-supporting mothers stay for a long time only on

programmes for financial social help. It is estimated that the state programmes for help of the disabled people are insufficient. Their social integration is small. Women from the minority ethnic communities, do not start or finish their formal education. At the same time there are not enough specific programmes for informal education and obtaining social skills. Participation of persons older than the age of 65 in the whole population is 10%, which is an indicator of expressed demographic aging of the population. Only 3% from the elderly people can use homes for elderly people due to the limited facilities. The traditional attitudes and not having suitable forms of protection and services both in the urban and in the rural areas attach women to the family about the care for elderly people.

For the purpose of raising the quality of care, in the past years new approaches have been introduced in giving help and protection. The Government has introduced new forms and services for care, and protection oriented towards the community (17 daily centres for disabled children and young people, 6 shelters for women - victims of domestic violence, daily centre for children in the streets, 6 daily centres for people with drug abuse and their families). The cooperation with the civil sector promotes and strengthens the new approaches and specific ideas in the social work for social inclusion of the marginalized groups.

In the domain of social care there is an outdated system of collecting and processing of statistical data. Further on, the gender sensitive data do not exist or they are not developed enough. There are no exact data about the content of the marginalized female groups according to risks. The methodology for collecting gender-disaggregated data is not applied yet, and the system for exchange of data from different sectors is not suitably developed.

The above stated data point out to serious and alarming situations in the aspect of social care of the citizens, who demand urgent and overall measures and activities for their moderating, improving and overcoming.

The Ministry of Labour and Social Policy in cooperation with the World Bank and the UNICEF has started developing the system for collecting and processing of relevant statistical data.

**STRATEGIC OBJECTIVE I**  
**More Effective Social Care for Marginalized Groups of Population**

<b>Activities:</b>	<b>Indicators:</b>
Enacting a new Law on Social Care and amendments and modifications made to the Law on Family where alternative forms of social care will be defined and better targeting of the poorest, and direction towards work disabled members	Improvement of the regulation related to social care  Enacting new laws and amendment to the existing ones
Developing alternative forms of social care directed towards different target groups	Increased number of newly formed alternative forms of social care
Preparation and implementation of adapted programmes for social inclusion with focus on children without parents and parental care, self-supporting parents, mothers of children in the streets, mothers of children with special needs, persons with special needs and members of the minority communities	Increased number of socially involved persons from the vulnerable groups  Improved quality of life of certain number of persons from the vulnerable groups
Preparation, increase and implementation of defined programmes for informing, education and gaining life skills	Increased number of informed and educated people from the vulnerable groups  Increased number of people with capacity of

	inclusion in the regular life courses
	Improved quality of life of a certain number of people from the vulnerable groups

### Responsible Institutions and Holders

The Government of RM, the Ministry of Labour and Social Policy, the Parliament of RM, the Bureau for Social Affairs, the Local Self-government, centres for social work, institutions for social care, the civil sector

## STRATEGIC OBJECTIVE II Advancement of Care and Protection of Elderly People

Activities:	Indicators:
Selecting and implementing priority alternative forms for advancement of social care of elderly people at the local level	Opened 4 centres for services in domestic conditions / two in urban and two in rural areas  Increased capacity for accommodation in institutions
Increasing the number of institutions for taking care of elderly people and their appropriate territorial allocation	Increased capacity for accommodation in institutions
Implementing an informative campaign for the services in the field of social care available to elderly people, at national and local levels	Increased level of information about the services in the field of social care available to elderly people

### Responsible Institutions and Holders

The Ministry of Labour and Social Policy, centres for social work, institutions for social care, the Ministry of Local Self-government, the Bureau for Social Affairs, the Ministry of Health, the civil sector

## STRATEGIC OBJECTIVE III Providing Relevant, On-time and Overall Statistical Indicators about the Users of the System of Social Care

Activities:	Indicators:
Implementing an analysis of the existing system for collecting statistical data in the field of social care, including gender and ethnic aspect	Prepared analysis and established gaps and disadvantages  Increased number of parameters of gender and ethnic disaggregated data that will be monitored
Establishing positive practices in the systematic collecting of gender-disaggregated statistical data in the field of social care	Application of positive practices in collecting and processing of gender-disaggregated data  Increased number of expert workers in the institutions who will be using modern

	methodologies for collecting relevant statistical data
Modernization and equalization of methodology for collecting gender-disaggregated data and their dissemination	Increased application of gender-disaggregated data in the strategic documents from the field of social policy
Education and training for application of methodology for collecting data	Increased number of expert workers in the institutions who will be using modern methodologies for collecting relevant statistical data

### **Responsible Institutions and Holders**

The Ministry of Labour and Social Policy, the Bureau for Social Affairs, institutions in the field of social care, the State Statistical Office, the civil sector

### **WOMEN AND EDUCATION**

In the educational process, generally, there is no gender unbalance regarding the inclusion in all levels of education. However, in the period of transition, apart from appearance of large number of stereotypes in the textbooks and teaching aids, as well as insufficiently incorporated concept of gender equality in the teaching syllabi and extracurricular activities, there is a worrying data appearing in the increasing number of drop-outs of female population from the educational system. In order to remove all these disadvantages, a range of activities is needed.

Owing to the statistical data, without any detailed analysis it can be seen that equal inclusion of both genders exists at all levels of education, however, with analysis of the data it is confirmed that there is a large unbalance regarding the choice of the type of education. There are still "male" and "female" professions. The largest number of students in the secondary education enrolls at medical, economic, grammar schools, and there is a very small number of girls enrolling at technical schools. In order to achieve gender balance at the selection of occupations and profiles also, there are activities needed to contribute to the strengthening of professional orientation and increasing stimulating measures.

Also, the existing data point out to insufficient inclusion of girls from rural areas, as well as girls from minority communities in the educational process. The percentage of Roma girls who do not complete primary education is worrying. The reasons for this situation are found in the traditional ideas, in the social status and exclusion of these groups, distance of the place of living from places where the secondary schools and higher educational institutions are located.

Because of that, in the forthcoming period there are suggested measures and activities directed towards removing gender stereotypes from teaching syllabi, curricula and aids, as well as increasing the scope of girls from ethnic communities and from rural areas in the educational process and preventing the drop-out trend.

In January, 2007, the Board of Accreditation for Higher Education at the Ministry of Education and Science adopted and accredited the study programme for undergraduate studies in the field of gender studies at the Faculty of Philosophy in Skopje.

### **STRATEGIC OBJECTIVE I**

**Removing the Gender Stereotype and Introducing Education for Gender Equality in the Process of Education, as well as Scientific and Research Activities at All Levels of Education**

<b>Activities:</b>	<b>Indicators:</b>
Forming an expert team at the Bureau for Development of Education for the purpose of redesigning textbooks, teaching aids and teaching syllabi	Strengthened capacities and expertise for active participation in redesigning textbooks, teaching aids and teaching syllabi
Redesigning of textbooks and teaching aids at all levels of the educational system regarding stereotypes from the aspect of gender equality	Number of changes made in the contents of textbooks and teaching aids for removing stereotypes  Increased sensibility towards gender issues and gender roles in the textbooks and teaching aids
Implementing a campaign for raising awareness and compulsory education in the field of gender relations, gender equality and recognizing and overcoming gender stereotypes for the holders of the educational process at all levels	Implemented campaigns and media presentations and debates  Increased level of sensibility, information and education of the holders of the educational process at all levels of education  Increased gender sensibility of the young generations
Continued development of highly scientific institutions for introducing contents which refer to gender equality, undergraduate and postgraduate studies	Increased level of information and education of the holders of the educational process at the scientific institutions  Increased gender sensibility of the young generations
Introducing extracurricular educational syllabi for pre-school institutions, primary and secondary schools about gender equality	Number of realized programmes and projects at the primary and secondary schools
Increasing and support of the scientific and research projects and projects in the field of culture which contain the concept of gender equality	Number of introduced contents in the programmes of the highly scientific institutions from the aspect of gender equality  Number of financially supported projects which contain the concept of gender equality

### **Responsible Institutions and Holders**

The Ministry of Education and Science, the Bureau for Development of Education, the Ministry of Labour and Social Policy, educational institutions from all levels, the Ministry of Culture, units of the local self-government, the civil sector

## **STRATEGIC OBJECTIVE II**

### **Gender Balancing in the Choice of Educational Occupations and Profiles in Secondary and Higher Educational Institutions**

<b>Activities:</b>	<b>Indicators:</b>
Initiating amendments and modifications to the legal and other regulation regarding the enrollment policy, as well as motivation (scholarships, study trips, student standard, quotas, etc.) in secondary and higher educational institutions from the aspect of	Changes made to the Law on Secondary Education and the Law on Higher Education and the Law on Student Standard  Increased number of obtained scholarships, advanced student standard, study trips and

gender equality	exchanges, quotas, etc.
Defining network of vocational schools for providing wide accessibility for secondary education according to the interest of the students and the need of the local environment, and providing minimum professional qualification to every child	Increased number of children (with bigger representation of female children) at the enrollment in secondary schools  Increased number of enrolled and graduated female students in the secondary technical schools
Strengthening of the Service for Professional Orientation (pedagogues, sociologists, psychologists, etc.) at the Employment Agency and the primary and secondary schools	Increased capacity and competence of the services for professional orientation  Number of performed trainings for the expert services for professional orientation and career development  Increased balance of enrollment of boys and girls in all vocations  Strengthened affirmation and promotion of the attractiveness of the schools and higher educational institutions where the number of both genders is not equally represented
Informing about the states and movements at the labour market and adjustment of data for the need of workforce on the labour market with the enrollment policies of the competent educational institutions, through active measures for dispelling the traditionally male and female professions and promoting gender equality	Increased balance of enrollment of boys and girls in all vocations  Formed database for the need of workforce on the labour market from the aspect of gender equality

### Responsible Institutions and Holders

The Ministry of Education and Science, the Ministry of Labour and Social Policy, the Bureau for Development of Education, the Employment Agency of RM, the State Statistical Office, educational institutions for secondary and higher education

### STRATEGIC OBJECTIVE III

#### Increased Scope and Decreasing of the Drop-out Rate from the Educational Process of Girls from Minority Communities and Rural Areas and Improved Access to Education for Adults

Activities:	Indicators:
Making analysis for the reasons and scope of drop-out girls from minority communities and girls from rural areas at all educational levels	Prepared analysis and established reasons and problems related to the scope and drop-out girls from minority communities and rural areas
Implementing an intensive campaign in the ethnic communities (especially in the Roma and Albanian ethnic communities) and in the rural areas directed towards increasing the scope and decreasing the number of drop-outs in the educational process	Number of realized campaigns, dissemination of advertising material  Decreased number of drop-outs from the educational process  Increased number of enrollment of girls from rural areas
Implementing an analysis for obeying legal	Established states and reasons for

regulation regarding compulsory secondary education	(dis)obeying legal regulation regarding the compulsory secondary education
Implementing activities for education of the parents and guardians for the need of education and legal regulation in terms of compulsory education and other levels of education	Increased level of sensible and informed students, parents and guardians for the need and the obligation for compulsory education
Implementing activities for sensitization, education and inclusion of teachers in the active policies of the educational process in the direction of decreasing the number of drop-outs	Level of sensible and informed teaching personnel  Increased level of sensible and informed students
Preparation of gender sensitive programmes for education of adults, taking into consideration the needs and opportunities of women and men	Adopted and applied gender sensitive programmes for the education of adults  Increased level of information and sensibility among persons who attend education for adults

### Responsible Institutions and Holders

The Ministry of Education, the Ministry of Labour and Social Policy, the Ministry of Local Self-government, the Ministry of Agriculture, units of the local self-government, the Parliament of the Republic of Macedonia, the Bureau for Development of Education, the civil sector

### WOMEN AND EMPLOYMENT

The labour market in the Republic of Macedonia is characterized by an extremely low rate of employment and a very high rate of unemployment. The general rate of employment in the Republic of Macedonia was 37.9% (2005) as compared to 63.8% in the European Union. It is worrying that the unemployment in Macedonia increases from year to year, from 31.2% in the year of 2001 to 37.9% in the year of 2005 besides the certain economic increase in these years.

Employment rates	Macedonia 2005	National Objectives 2010	EU 25 2005	Lisbon/Stockholm Objectives of EU for 2010
General employment rate	37.9%	48%	63.8%	70%
Employment rate of women	30.1%	38%	56.35%	60%

**The main challenges** of the situation in the Republic of Macedonia with the employment are:

- low level of creating working positions as a result of the slow economic development and the lack of investments
- widely spread grey economy
- regional differences
- social problems
- extremely high unemployment among young people
- very high rate of unemployment of the long-term unemployed persons and unemployment of the vulnerable groups
- gender inequality, and
- non-accordance between the educational system and the needs of the labour market.

Realizing more dynamic economic development and creating new working positions of medium term is anticipated to be realized with an overall concept of strategically developing management of available resources, included in the Work Programme of the Government of RM for the period 2006-2010. In that direction, the Government of RM passed a National Strategy for Employment 2010 in which, for the first time there is incorporated a gender concept as well. In accordance with this strategy on annual level, the Operational Plan is prepared about the active policies of employment.

The strategic objectives in the part "Women and Employment" in the National Action Plan for Gender Equality are harmonized with the National Strategy for Employment and the Programme of the Government of the Republic of Macedonia, and are directed towards increasing the employment rate for women in the total rate of employment, and advancement and strengthening of the economic status of women in the Republic of Macedonia.

**STRATEGIC OBJECTIVE I**  
**Increasing the Employment Rate for Women**  
**in the Total Rate of Employment**

<b>Activities:</b>	<b>Indicators:</b>
Support of women's entrepreneurship with measures of financial and non-financial support for a) making the access to loans easier, and b) developing solidarity schemes	38% employed women until the year 2012 with special inclusion of the ethnic groups  Increased number of women entrepreneurs  Increased empowering of women
Implementing programmes for entrepreneurship of the Government for training managers and managerial counseling	Increased inclusion of women in trainings for managers and managerial counseling
Implementing activities for additional education, vocational training, learning new skills for the unemployed women	Increased participation of women in realized trainings, learning new skills and additional education
Developing campaigns for increasing conscience about women's entrepreneurship	Increased rate of women entrepreneurs  Increased level of information about entrepreneurship and conditions for women

**Responsible Institutions and Holders**

The Government of the Republic of Macedonia, the Agency for Foreign Investments, the Ministry of Economy, the Ministry of Labour and Social Policy, the Employment Agency

**STRATEGIC OBJECTIVE II**  
**Improvement, Promotion and Empowering of the Economic Status of Women**

<b>Activities:</b>	<b>Indicators:</b>
Making analysis about the status of women in the national economy (labour market, market of capital, special investment policies, participation of women in GDP) by gender and ethnic background	Prepared analyses and established problems and disadvantages
Implementing analysis of sector policies regarding position of women	Prepared analyses and established problems and disadvantages
Undertaking measures for stimulating the participation of women in the national	Increasing the participation of women in the managing teams of the public enterprises

economy	
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### Responsible Institutions and Holders

The Government of the Republic of Macedonia, the Agency for Foreign Investments, the Ministry of Economy, the Ministry of Labour and Social Policy, the Employment Agency, the civil sector

### STRATEGIC OBJECTIVE III Support of the Process of Transition from Informal into Formal Economy in the Service Sector (Care for Children, Care for Elderly People, Hygiene, etc.)

Activities:	Indicators:
Creating legal framework for minimum tax and other duties for individuals	Prepared and adopted legal and fiscal framework
Providing financial support with non-refundable means for self-employment of women	Number of approved non-refundable means for self-employment of women  Increase employment and balanced gender representation in the labour market

### Responsible Institutions and Holders

The Government of the Republic of Macedonia, the Ministry of Economy, the Ministry of Labour and Social Policy, the Employment Agency, the Ministry of Finance, centres for social work, the Parliament of the Republic of Macedonia, the civil sector

### STRATEGIC OBJECTIVE IV Increased Level of Employment of Women in Rural Areas

Activities:	Indicators:
Removing inequality and promotion of equal opportunities for men and women, especially by supporting projects initiated by women	Number of projects initiated and realized by women in rural areas  Enacted and adopted legal and sub-legal acts for stimulating tax policy
Regulating the working and legal status and status of agricultural worker of the woman in agriculture	Number of registered women with regulated working and legal status through registering activity in the rural area
Stimulating the woman as holder of business activities in rural areas (programmes and projects, renting of farming land)	Increased number of submitted requests, programmes and initiatives for rent by women
Additional education, vocational training, learning new skills for women in rural areas	Increased level of participation of women in realized trainings for learning new skills, additional education  Increased information and knowledge and skills among women from rural areas
Education for applying, preparation of projects and implementation of projects for using programmes and projects	Increased level of skills and information and training for preparation and application of projects  Number of submitted applications and awarded projects

## **Responsible Institutions and Holders**

The Ministry of Agriculture, the Ministry of Finance, the Ministry of Labour and Social Policy, the Ministry of Economy, AULS, units of the local self-government, the Ministry of Local Self-Government, the civil sector

## **WOMEN AND VIOLENCE**

In practice, all kinds of domestic violence on women can be found: sexual, physical, psychological and economic. The most dominant form of violence is the psychological violence with the rate of reporting 61.5%, in the second place with presence and reporting is the physical violence with 23.9% and the third with presence and reporting is the sexual violence with 5.0% (source: civil sector).

Legal measures for preventing violence: in the Criminal Code there is incrimination for domestic violence. Rape in marriage is penalized and it is prosecuted by official duty. In addition to these incriminations, there are others which sanction violence on the basis of gender. In the Law on Family, there is a list of measures anticipated for protection of victims of domestic violence, that is, the temporary measures for protections which are pronounced by the court. Criminal liability is anticipated for not putting them into effect by an official person or person in charge by the court.

Besides the latest legal provisions anticipated by the Law on Family (2004) where there is obligation for the Ministry of Labour and Social Policy to provide health care for the victims of domestic violence, it is not being provided. There are initiatives for solving this issue at inter-department level between this Ministry and the Ministry of Health. Part of this initiative refers to providing unhindered health care for the victims of domestic violence, besides not having health insurance, as well as making it easier regarding providing necessary medical documentation (Medical Certificate), needed for initiating legal procedures for protection of the victim.

Regarding the fact that there are no procedures and protocols for action by all the relevant institutions, there is no obligation for training of medical personnel and the way of its acting regarding this problem. The medical personnel during education obtain knowledge for recognizing and discovering symptoms of violence, but not for the specificities of the violence on women.

The state does not provide compulsory training for the employees of the Ministry of Internal Affairs which will enable discovery and appropriate reaction in cases of domestic violence. However, in cooperation with international organizations and non-governmental organizations, there are seminars organized for informing and recognizing this occurrence.

For the victims of domestic violence, the Ministry of Labour and Social Policy has opened six shelters in the country. Within the activities of the civil sector, there are one refuge and two shelters for temporary care of the victims from 24 to 48 hours. The Ministry of Labour and Social Policy has supported one National SOS line for the victims of domestic violence, while in the civil sector there are three SOS lines functioning for women victims and one SOS line for young victims of violence.

In the state there is no programme for women that need to deal with the health consequences from violence, and also, there is no special kind of programmes for protection of women - victims of domestic violence from rural areas.

Human trafficking represents the most violent breach of human rights and freedom. It represents a global phenomenon which strongly affects the states being in a political and economic transition or post-conflict situations.

In the last few years, in the Republic of Macedonia, the rate of organization of human trafficking has increased drastically, and especially the women trafficking. Decrease in the standard of living and the increasingly bigger level of poverty, young people not having prospects and the offers for work abroad, contribute to higher risk of trafficking of young girls and women. Macedonia was a transit country at the beginning, then a country of final destination and today, unfortunately, there is a possibility to become a country of origin, and there are indications already about the appearance of internal trafficking.

The young population, and especially the young girls and women, are the most endangered and the most affected by this social evil, from whose ranks are recruited the potential victims of human trafficking. Violence, poverty, infringement of the economic and social rights of women, are the main reasons for increasing the risk of becoming victims of human trafficking. This condition exactly alarms for the need of urgent preventive action and introducing the problem of human trafficking, increasing the awareness of the risk, education and building of a personal system of protection.

**STRATEGIC OBJECTIVE I**  
**Providing Relevant Statistical Data about the Presence of Violence against Women**  
**Including Domestic Violence**

<b>Activities:</b>	<b>Indicators:</b>
Preparing analysis of the existing system for collecting data about the presence of violence on women, including domestic violence	Analysis made  Established number of parameters related with the violence on women
Defining and equalizing the methodologies for collecting data about the presence of violence on women, including domestic violence	Introduced unified methodology and inter-department system of collecting data about the violence on women
Education and training for application of methodologies for collecting data about the presence of the violence on women, including domestic violence	Application of unified methodology for collecting and processing data about the presence of the violence on women including domestic violence

**Responsible Institutions and Holders**

The State Statistical Office, the Ministry of Labour and Social Policy, the Ministry of Finance, the Ministry of Health, courts and public prosecutions, the Ministry of Internal Affairs, the civil sector

**STRATEGIC OBJECTIVE II**  
**Improving Information Flow, Strengthening of Public Awareness and Education about**  
**the Problem of All Types of Violence**

<b>Activities:</b>	<b>Indicators:</b>
Implementing continuous campaigns of information, strengthening of public awareness and education about the problem of all types of violence	Number of campaigns implemented at national and local level adapted to target groups  Increased level of information and awareness about the problem of all types of violence

Educations, training of the police, social workers and medical personnel regarding the treatment of the domestic violence and all kinds of violence	Number of educations implemented, aimed for the professional structures  Increased level of information and awareness about the problem of all kinds of violence and especially of the domestic violence concerning the police, social workers and medical personnel
Including the media in the improvement of informing the public	Number and type of media presentations about the violence on women  Increased level of information, sensibility and awareness among the citizens about the problems with all kinds of violence

### Responsible Institutions and Holders

The Ministry of Labour and Social Policy, competent ministries, units of the local self-government, the Broadcasting Council, the civil sector

## **STRATEGIC OBJECTIVE III Advancement and Effective Enforcement of the Legal Regulation, Institutional Protection and Coordination and Cooperation in the Fight Against Violence**

<b>Activities:</b>	<b>Indicators:</b>
Preparing analysis for putting into effect the penalty provisions which refer to the domestic violence	Prepared analysis and established states, disadvantages and problems
Amendments and modifications to the Law on Family in the part of the anticipated measures which refer to working with persons committing violence and advancement of the protection system for the victims of violence	Defined programmes for working with persons committing violence  Increased number of cases for protection of the victims of violence
Preparing and implementing programmes/strategies for combating violence	Programmes/strategies implemented for coordinated institutional approach  Strengthened capacities and competent performance of the coordinated national approach

### Responsible Institutions and Holders

The Ministry of Labour and Social Policy, the Ministry of Justice, the Ministry of Finance, the Ministry of Health, courts and public prosecutions, the Ministry of Internal Affairs, the Government of RM, the Parliament of RM, the State Statistical Office, the civil sector

## **STRATEGIC OBJECTIVE IV Prevention and Protection of the Victims of Women and Children Trafficking**

<b>Activities:</b>	<b>Indicators:</b>
Creating standard operational procedures for treating the victims of human / women and children trafficking	Established standards and operational procedures and their application

Implementing campaign for raising awareness and information for prevention and protection from human / women and children trafficking	Implemented campaign  Increased level of awareness, sensibility and information about prevention and protection from human / women and children trafficking in direction of prevention, that is, recognizing the problem of human / women and children trafficking
Creating a single database about the victims of human / women and children trafficking in the Republic of Macedonia	Created single data base
Implementing trainings, meetings, study visits of the experts included in the prevention and protection from human trafficking	Empowered capacities of the experts included in the prevention and protection from human trafficking
Ratification of the European Convention for combating human trafficking	Ratified Convention

### Responsible Institutions and Holders

The Ministry of Labour and Social Policy, the Ministry of Justice, the Ministry of Foreign Affairs, the Ministry of Finance, the Ministry of Health, courts and public prosecutions, the Ministry of Internal Affairs, the Government of RM, the Parliament of RM, the State Statistical Office, the civil sector, the media

## STRATEGIC OBJECTIVE V Elimination of Domestic Violence

<b>Activities:</b>	<b>Indicators:</b>
Implementing scientific research about the phenomenology of domestic violence	Implemented research and established states and problems
Implementing continuous campaigns for raising awareness about the problem	Increased level of awareness, information and sensibility of the public about the problem of domestic violence
Implementing continuous educational activities with the police, social workers and medical personnel regarding treatment of domestic violence	Improved coordination in treating victims of domestic violence  Improved treatment for the victims of domestic violence
Monitoring the implementation of legal provisions about domestic violence for the purpose of their further improvement	Increased number of interventions and successfully solved cases by the competent authorities
Introducing a unified system for collecting and analyzing data about cases of domestic violence	Established database and network of institutions which are using, maintaining and feeding it
Preparing and implementing programmes/ strategies for combating domestic violence	Increased capacities for dealing with domestic violence at the competent authorities  Increased level of sensibility, understanding and recognizing the occurrence of domestic violence among wide public  Increased number of reports and addressed cases of domestic violence

### Responsible Institutions and Holders

The Ministry of Labour and Social Policy, the Ministry of Justice, the Ministry of Foreign Affairs, the Ministry of Finance, the Ministry of Health, the State Statistical Office, courts and public prosecutions, the Ministry of Internal Affairs, the civil sector, the media

## **WOMEN AND THE MEDIA**

The media as creators of the public opinion, not only reflect the social states, processes, problems and contradictions, but more often they appear in the role of their creators.

In the media, in Macedonia, almost completely the gender dimension is absent from information, and the stereotypical representation of women and men dominates. Very often, the treatment of women in the media receives offensive, sexist and discriminating character. In this way, the media additionally strengthen the stereotypes about the woman and her role in the family and in the society.

This manner of information is in opposition to the existing legal regulation in the broadcasting activity and with the Code of the journalists. According to the Law on Broadcasting, the radio and television programmes must be based on the principle of "equality of freedom and rights regardless of gender, race, national, ethnic and social background...", and the broadcasters must not broadcast programmes that cause national, racial, gender or religious intolerance and hatred.

Simultaneously, this Law also sanctions the broadcasting of programmes that contain pornography and excessive violence. In the direction of its complete functioning, the Council for Broadcasting, at the beginning of the year 2007 passed a Rule Book on enforcing the provisions from the Law, which refer to pornography and violence.

According to the Code of the Association of the Journalists of Macedonia, the journalists are bound not to inform in manner that might cause discrimination on the basis of gender, sexual orientation, race, ethnic and social background, etc.

Characteristic of the Macedonian media scene is that the printed media and the way in which they inform is not legally regulated and is not certain whether and when the Law is going to be enacted that will regulate this area.

When the informing is in question, the absence of gender specific topics is noticeable except during the time of elections, celebrating the International Women's Day and larger activities and campaigns about certain gender problems, organized by the civil sector. In the last few years there are brochures and manuals published (mostly translated issues) about adequate media presentation of women in the media. At the same time, it should be mentioned that the professional guide for gender sensitive journalism is not ready and published yet, that will respond to the specifics of the Macedonian context.

In Macedonia, the practice of constant collecting and publishing of detailed gender statistical data has not been established yet, about the employees in the media, from the aspect of number, age, education, type of working position, type of employment, level of responsibility, level of decision-making, etc.

Thus, in the next period, as a particular challenge the continuous following of trends is imposed, not only in the editing, but also in the personnel policy of the media.

### **STRATEGIC OBJECTIVE I**

#### **Increasing Public Pressure and Responsibility of the Media for Promotion of Gender Perspective and Instigating Non-stereotype Representation of Genders in the Media**

<b>Activities:</b>	<b>Indicators:</b>
Forming a group for monitoring the media (electronic and printed), within the Sector for Equal Opportunities, that will prepare quarterly reports and recommendations and will present them in public	Implementing and publishing reports and recommendations within the deadlines by the monitoring group

Implementing (three) scientific research works with focus groups of citizens, journalists and experts about their opinions for the presence of gender aspects in the media contents, publishing the results and public discussion - 2008, 2010, 2012	<p>Research works implemented with the focus groups within the anticipated periods of time</p> <p>Level of inclusion of the media, expert public, competent institutions, non-governmental organizations and the citizens in the public discussion about the results of the research works with the focus groups</p> <p>Changes introduced in the editing policy of the media in the direction of application of recommendations from the monitoring group and from the research with the focus groups</p>
Publishing a manual for gender-sensitive journalism	<p>Level of acceptance of the manual by the media</p> <p>Level of observance of the manual by the journalists</p>
Establishing practice for collecting detailed gender statistics and data about the employees in the media	Annual publication of statistical reports about the employees in the media in which the data about the number, education, type of work, type of work obligations, level of responsibility and decision-making, will be elaborated from the gender aspect
Observing the respect of existing legal provisions from the aspect of treatment of gender issues	Number of public reactions of the monitoring group when not respecting the existing legal provisions from the aspect of treatment of gender issues and starting initiatives

### Responsible Institutions and Holders

The Sector for Equal Opportunities, the Ministry of Labour and Social Policy, research centres, media organizations, the State Statistical Office, the Broadcasting Council, the Ministry of Transport and Communications, the Parliament of RM, the civil sector

## STRATEGIC OBJECTIVE II

### Improving General Policy of the Public Broadcasting Service (MRTV) in the Inclusion of Gender Aspect in Different Subject Areas

Activities:	Indicators:
Production of specialized programmes, radio and television debates on gender topics on the MRTV channels	Prepared and broadcast at least 5 programmes and TV debates
Implementing activities about making the personnel gender sensitizing in the public broadcasting service	<p>Number of activities implemented for the personnel in the public broadcasting service</p> <p>Inclusion of a gender aspect in different subject areas on the MRTV channels</p>

### Responsible Institutions and Holders

The MRTV, the Sector for Equal Opportunities, the Ministry of Labour and Social Policy, the civil sector, the Broadcasting Council

## WOMEN AND THE ENVIRONMENT

Preservation and protection of the environment represents a condition for survival of humanity. Starting from these determinations, the Constitution of the Republic of Macedonia guarantees the right to healthy environment, and every citizen is obliged to protect it and advance it. The state is obliged to create conditions for realization of the right to healthy environment.

The Law on Environment (with a popular name "Eco Constitution") puts into effect the Constitutional provisions. The enactment of the National Ecological Action Plan (NEAP) preceded this Law, whose basic and priority task was to build a system of managing the environment and adequate institutional capacity and with a suitable normative framework. The Ministry of Environment and Physical Planning means institutional confirmation of the importance of protection of the environment.

The role of women in the activities for the protection of the environment, as an inseparable part of the social community is of invaluable importance. The Republic of Macedonia passed a Strategy for raising public awareness in the management of the environment, in which, unfortunately, a gender concept is not incorporated. Owing to these reasons, in the future period special attention will be paid to the inclusion of women in the implementation of the Strategy for raising public awareness in managing the environment and implementing ecological programmes for education of urban and rural women for prevention and practical action in the protection and advancement of the environment. In these policies and commitments of the Government, the intersection and overlapping of subject areas are in question, which should give positive results and influences. In this context there should be mentioned the role of the woman and the concern about the health and the environment, her role in the urban and rural environment, the engagements related to the economic integration as ecologically and socially justified and definitely, the role of the woman in building the sustainable development of the communities.

In the domain of protection of the consumers, the interest of the woman - parent is noticeable in terms of what kind of food is bought and what the family eats, children above all. The woman -parent in urban environment has social relations built, in which the roles change and adapt to the personal, family or social engagement.

### STRATEGIC OBJECTIVE I

#### Inclusion of Women in the Implementation of the Strategy for Raising Public Awareness in Managing the Environment

Activities:	Indicators:
Preparation and implementation of ecologic programmes for education of urban and rural women for preventive and practical acting in the protection and advancement of the environment (saving water and energy, reducing and selecting waste)	Increased capacity and cooperation of the local self-governments and the non-governmental sector for implementation of activities for protection of the environment  Increased level of awareness about the protection of the environment and increased activities of the woman in this domain
Implementing public campaigns for promoting and instigating a healthy lifestyle (consuming healthy food, using materials that can be recycled, sport, leisure, ecological means of transport, etc.)	Implemented campaign  Increased level of awareness about the protection of the environment and increased activities of the woman in this domain
Strengthening the cooperation at local and national levels with the ecological non-governmental organizations	Increased number of proposed projects and activities

#### Responsible Institutions and Holders

The Ministry of Labour and Social Policy, the Ministry of Environment and Physical Planning, units of the local self-government, the civil sector, AULS, the media

## **WOMEN AND PEACEKEEPING ACTIVITIES**

The experience shows that women and women's groups from the Republic of Macedonia in the conflict period that happened in the country and the region, in difficult conditions were connected and formed networks, actively worked and acted both in the conflict period and in the post-conflict period. Women of these areas started a strong anti-war movement and gave a large contribution in building peace, improving the inter-ethnic relations and moderating the consequences of the conflict. They contributed to the moderating of the consequences from the war on civilians, with special stress on the refugees and internally displaced persons, out of whom mostly were women and children.

However, unfortunately, very often their role is marginal or neglected. They do not participate in large number of activities for solving conflicts. Against their vital experiences, expert opinions, knowledge and skills, they always have minor participation in the peacekeeping projects, analyses and strategies for building peace. They, also, in a very small number participate in the services and managing positions in the Ministry of Defense, the Ministry of Internal Affairs and the peacekeeping missions.

The UN Security Council on 31 October 2000, adopted the Resolution 1325 - Women, Peace and Security, by which are determined the measures that the member countries and UN need to undertake both during the conflicts and in the process of building peace. The commitments of the Resolution are: Establishing a gender perspective in human rights as priorities in all commitments towards:

- Participation of women in decision-making in peacekeeping activities,
- Perspective of gender equality in the promotion of peace and peacekeeping,
- Protection of women during conflict and post-conflict periods,
- Gender equality mainstreaming in the system for informing the UN and the mechanisms for programme implementation.

Taking into consideration the meaning and role of this international act, the National Action Plan for Gender Equality anticipates a strategic objective that will enable integration of the gender perspective in peacekeeping and security policy of the country, through implementation of certain adequate commitments of the Resolution 1325.

### **STRATEGIC OBJECTIVE I**

#### **Integration of Gender Perspective in Peacekeeping and Security Policy of the Republic of Macedonia**

<b>Activities:</b>	<b>Indicators:</b>
Organizing campaigns and educational-promotional activities for public promotion and introducing the Resolution 1325 - Women Peace and Security of SC of UN and gender perspective (organizing trainings, seminars, workshops for introducing the Resolution 1325, gender dimension of conflicts, gender issues, human rights of women and their protection during conflicts and the role of women in building peace)	<p>Number of materials made and campaigns organized and educational-promotional activities related to the UN Resolution 1325</p> <p>Increased level of information and awareness about the peacekeeping activities, role of women, gender equality and respecting the rights of women</p> <p>Higher level of empowering women and their increased participation in the peacekeeping</p>

	activities
Creating educational programmes for the promotion of the culture of peace, non-violence and inter-ethnic dialogue	Performed trainings and promotional activities  Increased level of information and awareness about the peacekeeping activities
Forming teams for training for promotion of the Resolution 1325, gender perspective, rights of women, non-violent communication (with representatives of the Governmental institutions and the civil sector)	Increased level of awareness, information and empowering about the involvement of women in peacekeeping activities  Increased capacity of training  Increased capacity of participation of women in peacekeeping missions
Creating programmes for training of the members of security services, peacekeeping missions from the perspective of gender equality and the rights of women	Performed trainings for gender equality and the rights of women  Increased level of awareness, information and empowering about the involvement of women in peacekeeping activities
Analysis of the need for adjustment of the relevant domestic legal regulation with the provisions of the Resolution 1325 of UN	Analysis made

### Responsible Institutions and Holders

The Ministry of Defense, the Ministry of Foreign Affairs - Section for Human Rights, the Ministry of Internal Affairs, the Ministry of Labour and Social Policy, the Ministry of Health, the Ministry of Education, the Ministry of Justice, the Parliament of RM, the Department of Euro-integrations, the State Statistical Office, the Military Academy, the Police Academy, the State Judicial Council, the Academy for Training of Judges, the Public Prosecution of RM, the civil sector

### FURTHER STEPS - IMPLEMENTATION

The National Action Plan for Gender Equality is a document which needs to be adopted by the Government of the Republic and for which should be informed the Parliament of the Republic of Macedonia until the end of the second quarter of the year 2007. The experience gained in the implementation of the previous policies and measures for providing equal opportunities has shown that the dedication, cooperation, partnership and application of **the principle of participation** of all the actors of the economic, social and political life, is of exceptional importance in the commitments for reaching gender equality.

After passing/adopting it, the following should be made:

- Promotion of the document and obligations that originate from it before the institutions and the public,
- Establishing obligations for every factor and concerned party by providing rational and complementary usage of the resources,
- Its dissemination and introducing obligations,
- Making socio-economic analysis and estimation of the influence of measures and activities that will be implemented with this National Action Plan, and as a basis for the design of the National Action Plan for Equal Opportunities of Women and Men (pursuant to the Law on Equal Opportunities between Women and Men); the two

- Action Plans overlap in their intentions and priorities, and hence it is necessary to provide complementary activities and efforts,
- Design of the first Operational Plan 2007/2008 in participatory process with participation of Governmental institutions, the Trade Union, the civil sector, the employers and in close cooperation and coordination with the international community; the Operational Plan should contain measures for which it is expected to give results of short and medium term, with real dynamics, exactly established obligations and mechanisms for exactly established executors, expected results, budget, and quality and quantity indicators for the achieved success
  - Adjusting of the Operational Plan with the process of strategic planning and projecting the Budget of RM for the following year - for the purpose of reaching optimal and real success,
  - Establishing practice (and mechanism) of coordinating the activities and regular communication.

### **Monitoring and Implementation Mechanisms**

Defining and measuring results regarding gender equality basically represents measuring success of that process of transformation.

The responsibility and accountability are central principles in the effective governance. Owing to these reasons, the Ministry of Labour and Social Policy and the Sector for Equal Opportunities at the same Ministry, are responsible for:

- monitoring and coordination of the process of implementation of the National Action Plan for Gender Equality and preparing annual reports;
- support of the competent ministries and other governmental bodies at national and local levels in the implementation of NAPGE;
- preparing annual reports for realization of the objectives anticipated in the NAPGE with observing the principle of transparency and participation;
- initiating and forming inter-ministry and inter-sector groups for monitoring the implementation of NAPGE, as well as initiating and forming trilateral body for cooperation and monitoring of NAPGE with representatives of the state institutions, the civil sector and the international organizations;
- developing and improving the indicators for change, where necessary;
- reporting to the Parliament about the realized objectives, difficulties and lessons learned in the implementation of NAPGE;
- regular informing of the UN Committee on the Elimination of All Forms of Discrimination against Women - according to CEDAW and the recommendation of the Committee;
- performing a medium-term evaluation about the implementation of NAP until the year 2010;
- adjustment of the mechanisms and reporting according to CEDAW and the recommendations from the Committee with the obligations towards EU, as well as the other international instruments;
- creating a Strategy for Gender Equality and Equal Opportunities for Men and Women.

## CONCLUSION

The National Action Plan for Gender Equality for the Republic of Macedonia is **a key national document**, which unites all the actors in the society in the strengthening of **democratic processes, rule of law, respecting the rights of women, and in providing gender equality**. It is directed towards providing support and direction for the Republic of Macedonia and all the concerned sides in the process of providing gender equality and focused advancement in democratic processes of **gender equality mainstreaming in all policies and practices** and achieving better quality of life at the same time providing **inter-department cooperation, coordination, coherence and compatibility**.

Defining and measuring of the results regarding the National Action Plan for Gender Equality of the Republic of Macedonia and at the level of achieved gender equality will be made in accordance with the implementation in reality and regular practice of the established strategic objectives, cooperation and coordination, and above all, the political will for achieving these high, but still attainable objectives.

***Transforming this plan into real policies and practices will represent litmus for measuring success of that process of transformation.***

## ANNEXES:

- A1. Review of the Legal Framework
- A2. Recommendations of CEDAW
- A3. Working Group
- A4. Domestic and International Parties Consulted in the Process
- A5. Bibliography and Other Used Literature

## A1. Review of the Legal Framework

### Domestic Legal Framework

***The Constitution of the Republic of Macedonia*** (Official Gazette of RM, no. 52/1991)  
***Labour Relations Law*** (Official Gazette of RM, no. 60/2005)  
***Criminal Code*** (Official Gazette of RM, no. 28/91, 24/92, 49/93, 37/96, 80/99, 4/2002, 43/2003, and 19/2004)  
***Law on Broadcasting*** (Official Gazette of RM, no. 100/2005)  
***Law on Executing Sanctions*** (Official Gazette of RM, no. 3/97, 23/99)  
***Law on Secondary Education*** (Official Gazette of RM, no. 44/95, 24/96, 34/96, 35/97, 82/99, 29/2002, 40/2003, 42/2003, and 67/2004)  
***Law on Higher Education*** (Official Gazette of RM, no. 64/2000, and 49/2003)  
***Law on Associations of Citizens and Foundations*** (Official Gazette of RM, no. 31/98)  
***Law on Political Parties*** (Official Gazette of RM, no. 76/2004)  
***Law on Internal Affairs*** (Official Gazette of RM, no. 19/95, 55/97, 38/2002, 33/2003, and 19/2004)  
***Law on Courts*** (Official Gazette of RM, no. 36/95, 45/95, and 64/2003)  
***Law on the Election of Members of the Parliament*** (Official Gazette of RM, no. 42/2002, and 46/2004)  
***Law on Local Elections*** (Official Gazette of RM, no. 46/96, 12/2003, 35/2004, 52/2004, and 60/2004)  
***Election Code*** (Official Gazette of RM, no.)  
***Law on Inheritance*** (Official Gazette of RM, no. 47/1996)  
***Law on Family*** (Official Gazette of RM, no. 33/2006)  
***Law on Culture*** (Official Gazette of RM, no. 66/2003-Revised text)  
***Law on Equal Opportunities of Women and Men*** (Official Gazette of RM, no. 66/06)  
***Law on Primary Education*** (Official Gazette of RM, no. 51/07)  
***Law on Vocational Education and Training*** (Official Gazette of RM, no. 71/06)

### International Obligations

Convention on Elimination of All Forms of Discrimination against Women (CEDAW)  
The Optional Protocol  
Universal Declaration for Human Rights of the United Nations  
Convention on Elimination of All Forms of Violence on Women of the United Nations  
Convention on the Rights of the Child  
Declaration on the Right to Development  
Beijing Declaration and the Platform for Action as well as the agreed Conclusions from the Special Session of the General Assembly of UN in the year 2000 (Beijing+5)  
Resolution 1325 - Women, Peace and security of the UN Security Council  
European Convention for the Protection of Human Rights and Fundamental Freedoms of the Council of Europe (ECHR - 1950)  
**Stabilization and Association Treaty**  
By signing the SAT, especially Chapter VI, the Republic of Macedonia should perform complete adjustment with *acquis communautaire* in the field of the rights of women:

Directive 97/80/EC on the burden of proving in the case of discrimination on the basis of gender;  
Directive 75/117/EEC on adjustment of the legislation of the member countries which refers to the principle of equal pay for women and men;  
Directive 2002/73/EC, which represents an amendment to the Directive 76/207/EEC, and which contains a new definition of the indirect discrimination, disturbance as a form of discrimination;

Directive 86/378/EEC on the implementation of the principle of equal treatment of women and men in the professional additional plans on social insurance, as amended with the Directive 96/97/EC from December 1996;  
Directive 79/7/EEC, on the equal treatment of men and women in the field of compulsory social insurance;  
Directive 86/613/EEC on the equal treatment of men and women who are self-employed as well as of their spouses;  
Directive 92/85/EEC, on security and protection of pregnant employees and employees who gave birth or are nursing mothers;  
Directive 96/34/EC, on parental absence;  
Recommendation 96/694/EC on balanced participation of men and women in the process of decision-making;  
Recommendation 84/635/EEC on promotion of the implementation of measures for positive actions for women;  
Recommendation 92/131/EEC on protection of the dignity of men and women at work;  
Recommendation 87/567/EEC on expert advanced study of women;  
Resolution (95/C 296/06) from 5 October, 1995 on the appearance and presentation of men and women in advertisements and media;  
Resolution (85/C 166/1) from 3 June, 1985, which contains Action Programme for the implementation of the principle of equal opportunities of women and men in education.

### **Council of Europe**

Declaration from 19 December 1991 on the implementation of the Recommendation of the Committee for Protection of Dignity of Women and Men at work including the rules for acting for preventing gender disturbance.

Recommendation No. P (85)2 on legal protection against sexual discrimination;

Recommendation No. P (96)5 on adjustment of work and family life;

Recommendation No. P (98)12 on inserting equality between genders in the main social mainstreaming;

Recommendation 1229 (1994) on equality of rights between men and women;

Recommendation 1269 (1995) on achieving real advancement of women's rights from 1995;

Recommendation 1413 (1999) on equal inclusion in the political life;

Recommendation (2002) 5 on the Committee of Ministers for protection of women from violence adopted in the year 2002 and Explanatory Memorandum;

Recommendation (2003) from the Committee of Ministers on equal participation of women and men in the political and public decision-making and Explanatory Memorandum adopted in the year 2003.

### **A2. Recommendations by the UN Committee about CEDAW**

During the year 2005, the Republic of Macedonia prepared and submitted a Report to the United Nations Committee on Discrimination against Women, on the advancement in the realization of the provisions of CEDAW.

In its concluding comments, the UN Committee took a positive attitude about the legal and institutional changes that occurred in the Republic of Macedonia. At the same time, there were main areas pointed out for which the Committee expresses concern, and demands from the country to respond to its next fourth and fifth periodical report. The Committee in its recommendations particularly highlights the directions and priorities in certain critical areas. Some of them are:

- Incorporating the definition for discrimination and practical application of effective anti-discriminating laws in practice.

- Strengthening the training of judges and lawyers regarding the Convention and in investigating procedures provided in the Optional Protocol of the Convention and raising the awareness of women about claiming their rights on the basis of the existing instruments.
- In the domain of the Law on Equal Opportunities, to highlight gender based discrimination in the political, economic, social, cultural and other areas in accordance with the Convention.
- Personnel and financial strengthening of the national machinery for advancement of the position of women and accelerating the process of establishing and effective working of the local committees for gender equality.
- Implementing temporary special measures by the country in order to accelerate the process of achieving the factual equality between men and women, especially in the field of decision-making and access to the economic capabilities.
- Removing the presence of patriarchal relations and deeply rooted stereotypes regarding the roles and responsibilities of men and women.
- Concern about the high presence of violence on women. Bringing suitable measures for pointing out all forms of violence. Measures for raising awareness, effective application of the legislation, providing suitable persecution and punishment of the perpetrators and suitable help and protection of the victims.
- Effective implementation of the National Programme for the Fight against Human Trafficking. Effective prevention of human trafficking, providing adequate support and assistance for the victims, persecution and punishment of the offenders.
- Inducing the implementation of effective measures for elimination of the discrimination on rural women as well as women from ethnic minorities, above all Roma and Albanian women.
- Complete integration of the gender sensitive aspect in the process of giving asylum and refugee status.
- Implementing programmes and policies that provide effective approach to contraceptives and health informative services.
- Implementing programmes for sexual and reproductive education of women, men and adolescents.
- Increasing the number of women in the formal labour market and implementation of measures that will induce and support women's entrepreneurship.
- The Committee recommends complete and effective implementation of the CEDAW Convention for the purpose of realizing the Millennium development measures.

### **A3. Working Group**

For the preparation of the new proposed text of the National Action Plan there was a working group formed by the representatives of the competent ministries at the Government of the Republic of Macedonia and representatives of the civil organizations who work in the field of equal opportunities of women and men. Members of the working group:

- Stojan Trajanov - Ministry of Labour and Social Policy
- Mabela Kamberi - Ministry of Labour and Social Policy
- Elena Grozdanova - Ministry of Labour and Social Policy
- Jovana Trencavska - Ministry of Labour and Social Policy
- Tanja Kikerekova - Ministry of Justice
- Prof. Dr. Katica Zafirovska - Ministry of Health
- Neziktere Sulejmani - Ministry of Education and Science
- Veselinka Ivanova - Ministry of Education and Science
- Mladica Kotevska - Bureau for Social Affairs
- Neda Maleska Sacmaroska - Civil Sector
- Safka Todorovska - Civil Sector
- Biljana Bejkova - Civil Sector

- Gjuner Nebiu - Civil Sector
- Snezana Teodosievska Jordanoska - Ombudsman
- Mira Todorova - State Statistical Office
- Olivera Cvetanoska - Ministry of Economy
- Lence Kjurcieva - Ministry of Environment and Physical Planning
- Sonjica Gjeorgjievska - Ministry of Agriculture, Forestry and Water Supply
- Daniela Dimitrievska - Civil Sector
- Emilija Petrevska - Broadcasting Council
- Songjul Saban - Civil Sector
- Gordana Trenkoska - Civil Sector

#### **A4. Domestic and International Sides Consulted in the Process**

All the consulted actors/participants are enclosed from the round tables, thematic workshops and public discussions, organized upon the proposed text of the National Action Plan for Gender Equality, and all the parties which contributed to the preparation of this document.

##### **From the Republic of Macedonia:**

Ministry of Labour and Social Policy	Ombudsman of RM - Office in Tetovo
Ministry of Foreign Affairs	Ombudsman of RM - Office in Strumica
Ministry of Justice	Centre for Social Work - Strumica
Ministry of Health	Bureau for Social Affairs
Ministry of Education and Science	Council of the Municipality of Bitola
Ministry of Agriculture, Forestry and Water Supply	Council of the Municipality of Strumica
Ministry of Economy	Council of the Municipality of Tetovo
Ministry of Local Self-government	Council of the Municipality of Stip
Ministry of Environment and Physical Planning	Commission for Equal Opportunities of Women and Men at the Municipality of Stip
Department for European Affairs	Commission for Equal Opportunities of Women and Men at the Municipality of Probistip
General Department of the Government of the Republic of Macedonia	Commission for Equal Opportunities of Women and Men at the Municipality of Delcevo
Cabinet of the President of RM	Commission for Equal Opportunities of Women and Men at the Municipality of Bitola
Parliament of the Republic of Macedonia	Center for Social Work - Bitola
State Statistical Office	Center for Social Work - Stip
Bureau for Health Care	State Educational Inspectorate
Ombudsman of RM	Council of the Municipality of Veles
Ombudsman of RM - Office in Bitola	

Commission for Equal Opportunities of Women and Men at the Municipality of Veles

Commission for Equal Opportunities of Women and Men at the Municipality of Tetovo

Commission for Equal Opportunities of Women and Men at the Municipality of Strumica

Commission for Equal Opportunities of Women and Men at the Municipality of Vasilevo

Council of the Municipality of Vasilevo

Faculty of Philosophy

State Statistical Office

Broadcasting Council

### **Civil Sector**

ZZ Antiko

Forum of the Albanian Woman

ESE

Akcija Zdruzenska

Helsinki Committee

ROZM Daja

Sirma

Romany Centre - Skopje

SOZM

OOZM

Organization of Women Strumica

Extended Life (Prodolzen Zivot) - Strumica

Organization of Women Radika

Organization of Women Sveti Nikole

Organization of Women Veles

Female Section at SSM

Economic Chamber of RM

Semper Bitola

PZU Danica

ZHA Sinergija

Sirma - Kumanovo

Organization of Romany Women - Luludi Skopje

Organization for Protection of Children's Rights - Delcevo

CSRC

ZG Klea - Bitola

NGO Info Centre

Derja

For Happy Childhood (Za Srekno Detstvo)

Quality Life Veles (Kvaliteten Zivot)

Foundation Fokus Veles

National SOS Line for Victims of Violence

Macedonian Women's Lobby

Open Gate (Otvorena Porta)

Women's Action - Skopje

Future (Idnina) - Probistip

MCZP Shelter Centre

Life Spark (Zivotna Iskra) - Skopje

**International Organizations:**

OSCE  
UNIFEM  
UNICEF  
IOM

UNDP  
UNHCR  
SZO

## **A5. Bibliography and Other Used Literature**

### **The Universal Declaration of Human Rights**

### **Convention on the Elimination of All Forms of Discrimination against Women**

**Beijing Declaration on Action of UN** adopted on the 4th World Conference on Women held in Beijing 1995

**Analytical Report "Introduction of Gender Concept in the Political Parties"**, prepared by Mrs. Sonja Lokar, Stability Pact Gender Task Force.

### **Concluding Comments of the Committee for Elimination of All Forms of Discrimination against Women: the Republic of Macedonia CEDAW/C/MKD/CO/3**

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**Law on Family**, Official Gazette of RM, no. 33/06

**Law on Equal Opportunities of Women and Men**, Official Gazette of RM, no. 66/06 May, 2006

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### **National Policy for Promoting Equality of Genders of the Republic of Croatia 2006-2010**

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**Introducing the Gender Concept in Political Parties at the Local Level. National**; Project Women Can Do II- Local Elections 2005 prepared by Ms. Sonja Lokar, the Chairperson

**Report of the Republic of Macedonia on Millennium Development Goals**, Government of the Republic of Macedonia, June 2005

**National Mechanisms for Gender Equality and the Advancement of Women in Transition Countries** (Central and Eastern Europe and the CIS) \*/Prepared by the Regional Bureau for Europe and the CIS (RBEC); United Nations Development Programme (UNDP) For the ECE Regional Preparatory Meeting in Geneva, 19-21 January 2000; Distr. GENERALE/ECE/RW.2/2000/BP.1; 22 December 1999

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**Gender Equality Homepage of the European Commission;**  
[http://ec.europa.eu/employment\\_social/gender\\_equality/index\\_en.html](http://ec.europa.eu/employment_social/gender_equality/index_en.html)

United Nations Division for the Advancement of Women homepage [www.un.org/womenwatch/daw/](http://www.un.org/womenwatch/daw/)

Council of Europe's Equality Division [http://www.coe.int/T/e/human\\_rights/equality/](http://www.coe.int/T/e/human_rights/equality/)

European Women's Lobby, [www.womenlobby.org](http://www.womenlobby.org)

**Annual Report 2005 / Action Plan 2006 Equal opportunities** - a richer Denmark

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