



Government of the Republic of Macedonia
Ministry of Labour and Social Policy

2016-2020 NATIONAL EQUALITY AND NON-DISCRIMINATION STRATEGY

May 2016

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LIST OF ABBREVIATIONS

ARRC	Agency for Realization of Rights of Communities
ATJPP	Academy for Training of Judges and Public Prosecutors
SI	State Inspectorates
ULSG	Units of Local Self-Government
AC	Associations of Citizens
LPPD	Law on the Prevention of and Protection against Discrimination
ISPA	Institute for Social Protection Activities
CPD	Commission for Protection against Discrimination
MoI	Ministry of the Interior
MoH	Ministry of Health
MISA	Ministry of Information Society and Administration
MFA	Ministry of Foreign Affairs
IO's	International Organizations
MES	Ministry of Education and Science
MoJ	Ministry of Justice
MLSP	Ministry of Labour and Social Policy
MTC	Ministry of Transport and Communications
NAP	National Action Plan
Ombudsman	Ombudsman's Office
NENDS	National Equality and Non-Discrimination Strategy
OSCE	Organization for Security and Co-operation in Europe
SEA	Secretariat for European Affairs
SIFA	Secretariat for Implementation of the Framework Agreement
SP's	Social Partners

1. INTRODUCTION

Human rights belong to all human beings regardless of their national or ethnic origin, gender, sex, skin colour, religion, age, disability, sexual orientation, gender identity, language, or any other status. Human rights are interlinked, interdependent and indivisible. They are universal and are guaranteed under laws, conventions, customary and international law, as well as under general principles and other sources of international law. The principle of **universality** of human rights is the cornerstone of international human rights law. This principle, which was for the first time enshrined in the 1948 Universal Declaration of Human Rights, is set forth under a number of international human rights conventions, declarations, and resolutions. The 1993 Vienna World Conference on Human Rights placed upon states the obligation to promote and protect all human rights, regardless of the states' political, economic, and cultural systems.

Non-discrimination is a comprehensive principle of international human rights law. This principle is set forth in all core human rights conventions and is the central topic of certain international human rights conventions, such as the International Convention on the Elimination of All Forms of Racial Discrimination and the Convention on the Elimination of All Forms of Discrimination against Women. This concept applies to all and with respect to all human rights and freedoms, while prohibiting discrimination on grounds of an open-ended list of personal features such as gender, race, skin colour and other features.

National Equality and Non-Discrimination Strategy

In 2012, the Government of the Republic of Macedonia adopted the first National Equality and Non-Discrimination Strategy covering the 2012-2015 period. With a view to assessing the progress made, i.e. taking stock of the Strategy implementation and establishing whether the desired results were reached, in cooperation with the OSCE Mission in Skopje, in 2015, the Ministry of Labour and Social Policy made an Evaluation of the Strategy, which produced guidelines and provided the basis for the new National Strategy for the 2016-2020 period.

The 2016-2020 National Equality and Non-Discrimination Strategy is a strategic document of the Government of the Republic of Macedonia, which defines the goals, measures, indicators and key policy makers in designing the policy for promotion of rights and equal opportunities in various areas of social life, defining as well responsible implementing agencies and all stakeholders in attaining equality and non-discrimination in the Republic of Macedonia.

Different from the previous Strategy, this Strategy takes into account all grounds of discrimination in line with the Law on the Prevention of and Protection against Discrimination (Article 3) and conceptually it applies to discrimination in all areas, grouped as follows: employment and labour relations; education, science, sports and culture; social security (social protection, pension and disability insurance and health care); justice and administration; and access to goods and services, in following with recommendations given by UN human rights mechanisms relating to the Republic of Macedonia.

In addition, this document contributes that the country fulfil its internationally assumed obligations and underlines the readiness of the Republic of Macedonia to harmonize all considerations, activities and resources under a coherent framework and unified approach aimed at sustainable development, human rights promotion and ensuring equal opportunities. The purpose of this document is to provide for continual development in the implementation of these rights without discrimination on any grounds.

Specific short and mid-term tasks and activities for the advancement of the goals and of the implementation of measures will be defined under one-year operative programs, which will set the priorities, the manner of implementation, the timeframe, the implementing agencies, the envisaged budget, expected results, and qualitative and quantitative success indicators.

Timeframe

The National Equality and Non-Discrimination Strategy is a mid-term document. The strategic goals are envisaged to be achieved in the period from 2016 to 2020.

Budget

The budget for attainment of the strategic goals will be designed in accordance and in coordination with the on-going process of strategic and budget planning and by designing annual budget plans, as part of horizontal budgets of bodies in charge of the Strategy implementation, i.e. funds will be provided under the Budget of the Republic of Macedonia. The detailed fiscal implications of activities to be undertaken in the current year will be part of operative plans for implementation of the National Strategy, in following with the annual budget of the Government of the Republic of Macedonia.

EU pre-accession funds, as well as funds provided by units of local self-government and donations will be also of great significance in providing support to fulfilling the strategic goals and to implementing projected activities.

Drafting Methodology and Approach

The drafting of the National Equality and Non-Discrimination Strategy was part of a project, which the Ministry of Labour and Social Policy implemented with the support of the OSCE Mission in Skopje.

The text of the National Equality and Non-Discrimination Strategy was drafted by a Working Group, composed of representatives of in-line ministries at the Government of the Republic of Macedonia, as well as of representatives of the Commission for Protection against Discrimination, the Ombudsman's Office, the Agency for Realization of Rights of Communities, and representatives of civil society organizations, working in the area of discrimination prevention and protection.

The groundwork for this Strategy was laid by the previously prepared Evaluation of the first 2012-2015 National Equality and Non-Discrimination Strategy on grounds of age, gender, ethnic affiliation, and mental and physical disability. In the first stage of the preparation of the Evaluation, the OSCE Mission in Skopje and the Ministry of Labour and Social Policy recruited three experts. The Evaluation of the 2012-2015 National Equality and Non-Discrimination Strategy on grounds of mental and physical disability, ethnic affiliation, age, and gender underlines that the Strategy has had a greatly positive

role in developing a policy for addressing the issue of discrimination in the Republic of Macedonia. In addition, the Evaluation recommends implementation of the non-discrimination and equal opportunity concepts by undertaking a coordinated set of measures and activities that would have a systemic effect, both at the central and at the local level. In this regard, there must be sustained public awareness raising and building of capacities of relevant actors and stakeholders. It is necessary to take into consideration accumulated knowledge and new trends with a view to advancing the legislation that would incorporate international standards. Relevant institutions and organizations have established good cooperation and partnerships in the last period, which forms a solid basis to intensify the pace of implementation of activities. The new NENDS applies to all grounds of discrimination and requires provision of more funds to carry out envisaged activities.

The Evaluation and the Working Group consultations were utilized to set the priority discrimination grounds, strategic goals, and activities for the period from 2016 to 2020.

Representatives of state institutions, civil society organizations and of international organizations, participants in the public debate held in Skopje, on 17 December 2015, as well as the additional comments given during or after the said public debate greatly contributed to drafting the National Equality and Non-Discrimination Strategy. Most of the presented proposals were integrated in the Strategy itself.

2. BACKGROUND

2.1. General Review of the State of Play

Following the adoption of the Law on the Prevention of and Protection against Discrimination in 2010 until presently, public awareness has been significantly raised about the importance of rights, their protection, and of the protection against discrimination.

By presenting analyses, pursuing campaigns, organizing debates and other similar activities, citizens' awareness has been raised in terms of recognizing discrimination, and they are better informed about their rights and about possibilities for their protection.

Despite the fact that according to the European Commission Report on the Progress of the Republic of Macedonia and the recommendations issued by UN human rights bodies such as CEDAW 2013, UPR 2014, CAT, CERD and CCPR 2015, there is still a need to fully harmonize the Law on the Prevention of and Protection against Discrimination with the European legislation and to promote certain rights, sexual orientation and gender identity are becoming more and more visible and better protected, owing to measures and activities pursued by state institutions, supported by international and civil society organizations, aimed at promoting the non-discrimination concept.

In March 2007, in following with the contemporary democratic civic concept, and in line with international standards, the Government of the Republic of Macedonia, by endorsing the Systematization of Jobs and the organizational set-up of the Ministry of Labour and Social Policy, established a Sector for Equal Opportunities at the Ministry. This Sector has already assumed the coordinating role in this area and it is continually upgrading its capacity and the quality of its work in the non-discrimination area.

The main task of the Ministry of Labour and Social Policy, i.e. of the Sector is to work on the promotion of equal opportunities and equality, and on the prevention of and protection against any form of discrimination.

The Sector for Equal Opportunities is also tasked with ensuring inter-sector and inter-ministerial cooperation, as well as cooperation with the civil society sector and with social partners, beings tasked as well with monitoring the implementation of the Law on Equal Opportunities of Women and Men, the Law on the Prevention of and Protection against Discrimination, and other laws and programs pertaining to this area, while coordinating the work and monitoring the implementation of policies, measures and activities.

2.2. Legal Framework

The non-discrimination and equally legal framework in the Republic of Macedonia is made up of the **Constitution of the Republic of Macedonia, laws, and ratified international treaties.**

The fundamental values of the constitutional order of the Republic of Macedonia are basic freedoms and rights of the individual and citizen, recognized in international law and set down in the Constitution.

The right to non-discrimination and equality is enshrined in Article 9 of the **Constitution of the Republic of Macedonia**, which contains provisions on fundamental human rights and freedoms: “Citizens of the Republic of Macedonia are equal in their freedoms and rights, regardless of sex, race, colour of skin, national and social origin, political and religious beliefs, property, and social status.”

This constitutional provision has been transposed in a number of laws relevant in this area: the Law on Courts, the on Labour Relations, the Law on Equal Opportunities for Men and Women, the Law on the Family, the Law on Protection of Children, the Law on Primary Education, the Law on Secondary Education, the Law on Higher Education, the Law on Volunteering, the Law on Public Health, the Law on Associations and Foundations, the Law on Political Parties and other laws.

Thus, Articles 3 to 6 of the **Law on Courts**, *inter alia*, envisage that the goals and functions of the judiciary are to ensure equality, non-discrimination on any grounds, and legal security based on the rule of law. Everyone has the right to equal access courts to protect their rights and legally founded interests.

In the context of patients’ rights, the **Law on Protection of Patients’ Rights** prohibits discrimination on grounds of gender, race, colour of skin, language, religion, political or any other opinion, ethnic or social origin, belonging to an ethnic minority, material status, origin by birth, sexual orientation or any other status.

Furthermore, in the exercise of social protection rights, the **Law on Social Protection** prohibits direct and indirect discrimination on grounds of gender, race, colour of skin, national, ethnic, social, political, religious, cultural, linguistic and social affiliation, disability and origin.

The **Law on the Protection of Children** prohibits any form of direct or indirect discrimination and ill-treatment in the exercise of the rights of the child and in the application of any forms of child protection, as defined under the same Law.

The purpose of the **Law on the Protection against Mobbing in the Workplace** is to prevent and protect against psychological and sexual harassment on the job, i.e. workplace and to ensure a sound working environment.

The **Law on Labour Relations** incorporates provisions **prohibiting discrimination** (Article 6 of the Law), stipulating as well that provisions of collective agreements and employment contracts, which set forth and enable discrimination on any of the grounds referred to in Article 6 shall be null and void. This Law defines direct and indirect discrimination, as well as exceptions from the prohibition of discrimination, defining as well the terms of harassment and sexual harassment. In cases of discrimination on any of the grounds referred to in Article 6 of this Law, job applicants or employees have the right to **compensation of damages** in line with the Contract Law.

The purpose of the **Law on Equal Opportunities for Men and Women** is to ensure equal opportunities for women and men in areas of politics, economy, and social protection, education, culture, health care, civil society and in any other area of social life. The Law contains definitions of equal opportunities for men and women, of equal treatment, gender discrimination, direct gender discrimination, indirect gender discrimination, gender based harassment, gender-based sexual harassment, full equality of women and men, equal representation and gender mainstreaming.

The Framework Agreement and the 2001 Constitutional Amendments grant the **Ombudsman** important competences in protection against discrimination. Thus, according to Amendment 11 to the Constitution, the Ombudsman “shall give particular attention to safeguarding the principles of non-discrimination and equitable representation of communities in state administration bodies, bodies of units of local self-government and in public services.”

With a view to enabling the exercise of this constitutionally defined competence, a new **Law on the Ombudsman’s Office** was adopted in 2003. According to Article 2 of this Law “The Ombudsman shall be a body of the Republic of Macedonia that shall protect the constitutional and legal rights of citizens and all other persons when these are infringed by acts, actions and omissions by the state administration bodies and by other bodies and organisations that have public authority, and who shall undertake actions and measures for protection of the principle of non-discrimination and adequate and equitable representation of community members in the state administration bodies, the local self-government units and the public institutions and agencies.”

The Law on the Prevention of and Protection against Discrimination, adopted in 2010, ensures prevention of and protection against discrimination in exercising rights guaranteed under the Constitution of the Republic of Macedonia, laws and ratified international treaties.

This Law prohibits any direct or indirect discrimination, invocation and stimulation of discrimination and helping in discriminatory treatment on the grounds of sex, race, skin colour, gender, belonging to marginalized group, ethnic origin, language, citizenship, social origin, religion or confession, other types of belief, education, political belonging, personal or social status, mental and physical disability, age, family or marital status, property status, health condition or on any other grounds established by law or by ratified international agreements.

This Law furthermore defines and prohibits serious forms of discrimination, such as multiple discrimination or discrimination against a person on several discriminatory grounds.

The Criminal Code guarantees **criminal law protection against discrimination and inequality**. Thus, the Criminal Code sanctions the following crimes: Violation of the equality of citizens; Endangering the security; Causing national, racial, or religious hate, discord, and intolerance.

The international legal framework is made up of the following instruments:

- Universal Declaration of Human Rights
- International Convention on the Elimination of All Forms of Racial Discrimination (CERD) and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- Convention on the Rights of the Child
- Convention on the Rights of Persons with Disabilities
- Convention for the Protection of Human Rights and Fundamental Freedoms
- European Social Charter

Universal Declaration of Human Rights

Article 2:

Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

International Covenant on Economic, Social and Cultural Rights

Article 3: The States Parties to the present Covenant undertake to ensure the equal right of men and women to the enjoyment of all economic, social and cultural rights set forth in the present Covenant.

International Covenant on Civil and Political Rights

Article 3: The States Parties to the present Covenant undertake to ensure the equal right of men and women to the enjoyment of all civil and political rights set forth in the present Covenant.

Article 26: All persons are equal before the law and are entitled without any discrimination to the equal protection of the law. In this respect, the law shall prohibit any discrimination and guarantee to all persons equal and effective protection against discrimination on any ground such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

International Convention on the Elimination of All Forms of Racial Discrimination

Article 1: In this Convention, the term "racial discrimination" shall mean any distinction, exclusion, restriction or preference based on race, colour, descent, or

national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.

Convention on the Elimination of All Forms of Discrimination against Women

Article I: For the purposes of the present Convention, the term "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Convention on the Rights of the Child

Article 2:

1. States Parties shall respect and ensure the rights set forth in the present Convention to each child within their jurisdiction without discrimination of any kind, irrespective of the child's or his or her parent's or legal guardian's race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.

2. States Parties shall take all appropriate measures to ensure that the child is protected against all forms of discrimination or punishment on the basis of the status, activities, expressed opinions, or beliefs of the child's parents, legal guardians, or family members.

Convention for the Protection of Human Rights and Fundamental Freedoms

Article 14: Prohibition of discrimination

The enjoyment of the rights and freedoms set forth in this Convention shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.

Protocol No. 12 to the Convention for the Protection of Human Rights and Fundamental Freedoms

Article 1:

1. The enjoyment of any right set forth by law shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.

2. No one shall be discriminated against by any public authority on any ground such as those mentioned in paragraph 1.

Framework Convention for the Protection of National Minorities

Article 4:

1. The Parties undertake to guarantee to persons belonging to national minorities the right of equality before the law and of equal protection of the law. In this respect, any discrimination based on belonging to a national minority shall be prohibited.

2. The Parties undertake to adopt, where necessary, adequate measures in order to promote, in all areas of economic, social, political and cultural life, full and effective equality between persons belonging to a national minority and those belonging to the majority. In this respect, they shall take due account of the specific conditions of the persons belonging to national minorities.

3. The measures adopted in accordance with paragraph 2 shall not be considered to be an act of discrimination.

2.3. Institutional Framework

The institutional framework for the protection against discrimination at the national level consists of judicial and non-judicial protection bodies.

Assembly of the Republic of Macedonia

The Assembly of the Republic of Macedonia is a legislative body tasked with adopting and amending the Constitution (which on its part sets the basis for the equality and non-discrimination concepts), as well as with the adoption of laws proposed by the Government of the Republic of Macedonia. In addition, the Assembly elects members of independent state bodies (the Ombudsman and the Commission for Protection against Discrimination), judges of the Constitutional Court and members of the Judicial Council.

The Assembly of the Republic of Macedonia has established several working bodies, the following being of the greatest relevance in this respect: Standing Survey Committee for the protection of human rights and freedoms (having general competences for human rights issues); Committee for relations among communities (focused on assessment of the application of the double majority principle in adopting laws, then of equitable representation, dealing also with issues of discrimination on grounds of ethnic affiliation), Committee for equality of women and men (established to promote and monitor gender equality in all fields of social life) and Committee for Labour and Social Policy (which is the in-line Assembly committee for all draft laws in this area).

The President of the Republic of Macedonia: though not having duties directly linked with this specific area, in representing the Republic of Macedonia, the President of the country is to protect and promote values enshrined in the Constitution, including values such as equality and non-discrimination.

The Government of the Republic of Macedonia considers and endorses drafts of laws, national strategies, and action plans, prepared by in-line ministries, follows their implementation and institutes proceedings in cases of established human rights violations, including when state authorities have committed such violations.

The Secretariat for European Affairs monitors the process of harmonization of the national legislation with the European legislation, by transposing EU directives into national regulations.

Ministries with specific competences relating to equality/non-discrimination are the Ministry of Labour and Social Policy- MLSP, the Ministry of the Interior – MoI, the Ministry of Local Self-Government- MLSG, the Ministry of Justice -MoJ, the Ministry of Education and Science- MES, the Ministry of Health- MoH, and others.

The Secretariat for Implementation of the Framework Agreement (SIFA) has specific competences, especially as regards discrimination on grounds of ethnic affiliation. Furthermore, the Ministry of Education and Science and the Ministry of Culture, each have separate departments, having specific tasks relating to equality of communities in the respective areas of competence of these two Ministries.

The Ministry of Labour and Social Policy is the key importance ministry in relation to legislation in the area of non-discrimination and equal opportunities. The Ministry is actively involved in raising the awareness about gender issues and non-discrimination among central and local authorities. The Ministry of Labour and Social Policy fulfils this task through its Sector for Equal Opportunities. All Ministries have assigned officers - coordinators for equal opportunities for women and men, who are tasked with implementing activities in order to pursue the competence of the Ministry for ensuring equal opportunities.

The Judiciary

The Constitutional Court is the highest instance national judicial institution to which, according to Article 9 of the Constitution, all citizens may apply in cases in which their human rights have been violated, including in cases in which they have been subjected to discrimination.

Proceedings against this form of violation of rights may also be instituted before regular courts. Courts may also work on cases, which have been previously processed by any of the two independent state institutions.

Independent State Institutions

The two independent state institutions established in the Republic of Macedonia for the protection of citizens against violations of their constitutionally and legally guaranteed rights are:

The Commission for Protection against Discrimination

The main body for protection against discrimination is the Commission for Protection against Discrimination, established under Section IV of the Law on the Prevention of and Protection against Discrimination. Established as an independent legal entity, this Commission has competences to process applications against all natural and legal persons. It is seated in Skopje, but has the mandate to receive applications from across the country. This Commission is the first such body established to work exclusively on issues relating to discrimination, both in the public and in the private sector.

The Ombudsman's Office

The Ombudsman's Office was established prior to the establishment of the Commission for Protection against Discrimination and is therefore better known to the public, beings also more accessible locally, having six regional offices and a specialized department for non-discrimination and equitable representation. However, the Ombudsman's mandate is of a narrower character considering that it processes applications only in cases in which rights have been violated by state authorities and other bodies and organizations having a public mandate.

The Ombudsman does not have the competence to act in cases in which the alleged discriminator is a private entity. In such cases, the damaged person may lodge an application with the Commission for Protection against Discrimination.

In the context of protection against ethnic discrimination, in addition to the Ombudsman's Office and the Commission for Protection against Discrimination, another important institution is the **Agency for Realization of Rights of Communities**, established in accordance with the relevant law. The Agency is tasked with implementation of fundamental principles, deriving from the Ohrid Framework Agreement (and the Constitution) relating to protection of rights of persons belonging to small ethnic communities representing less than 20% of the total population. The Agency is especially focused on the consistent implementation of the principle of equitable representation.

Local Self-Government

The main bodies working on issues of equality and non-discrimination in units of local self-government are the Committees for relations among communities (which are obligatorily established in municipalities of mixed ethnic composition) and Committees for equality between women and men (which all municipalities are to establish). These are advisory bodies to Municipal Councils and work on issues within their competences, while Councils are to take into consideration their recommendations.

Social Partners

The main social partners are associations of workers and associations of employers, as well as the academia and the wider civil society sector, including religious communities. The media are also of key importance.

The associations of workers and of employers, respectively are one of the most important partners in protecting rights of workers, especially against discriminatory practices.

Other relevant stakeholders are civil society organizations which are active in areas of legislation, i.e. support to drafting laws by offering comparative analysis, reviews of the current situation, defining proposals; strengthening the awareness- promotion of the equality concept, campaigns for fight against discrimination; institutional development- capacity building, participation in working groups established within state institutions; and monitoring the situation with equality / discrimination – identification of cases, public opinion surveys about citizens' perceptions.

The International Community

Institutions and organizations, which are part of the international community, such as UN agencies, the EU Delegation, the OSCE, diplomatic missions and consular posts, international non-governmental organizations and consulting firms have their respective roles in this field (with a different degree of involvement or responsibility), as follows: promotion of international human rights and non-discrimination standards; support to and monitoring the process of transposing such standards in the national legislation; monitoring and reporting on the application of standards; support to institutions to cope with new competences in this area (technical assistance, trainings and other capacity building activities); and support for projects (mainly of local civil society organizations) for awareness raising.

3. EQUALITY AND NON-DISCRIMINATION STRATEGY

Vision

Implementation of human rights and ensuring equal opportunities and non-discrimination of all people in the Republic of Macedonia in all areas of social life.

Mission

Efficient protection against discrimination, application of the principle of equal opportunities and prohibition of discrimination against any person and/or group of persons on grounds of their personal characteristics, especially vulnerable social groups (ethnic communities, women, the LGBTI persons, persons with mental and physical disability, the elderly, children, refugees, underprivileged person, internally displaced persons and other vulnerable groups, persons belonging to religious communities and any person that has been subjected to a different treatment without justified reasons and legitimate goal).

3.1. Guiding Principles and Commitments

Participatory Democracy-Consultations

The Government of the Republic of Macedonia is to consult with beneficiary groups about their needs and priorities, and about potential solutions and relevant activities. Ensuring application of policies and implementation of activities under a holistic approach in problem solving and overcoming deficiencies, in any democratic society, require to secure the involvement of all social partners, of the civil society and of the media, both in terms of providing for a heterogeneous system, and in terms of ensuring the proper functioning of the checks and balances system.

Partnership and Cooperation

Experiences gained in implementing previous policies and measures aimed at providing equal opportunities have shown that commitment, cooperation, partnership and applying the participatory principle by involving all stakeholders from the economic, social and political life is of essential importance in attaining endeavours for reaching equality.

Responsibility

The Government of the Republic of Macedonia, local authorities and the civil society are responsible for and have the competences to define the goals and tasks. The Government of the Republic of Macedonia, the Assembly of the Republic of Macedonia, local authorities, equality bodies, and the judiciary are responsible for the implementation of activities aimed at efficiently addressing the issue of discrimination.

Furthermore, the Government of the Republic of Macedonia and local authorities are both responsible to provide and distribute funds for the implementation of activities and funds required to reach sustainable results.

The Government of the Republic of Macedonia, local authorities and the civil society hereby assume the responsibility for effective utilization of financial support provided by the international community and from national sources.

3.2. Areas and Grounds for Protection against Discrimination

This Strategy takes into account all grounds of discrimination and conceptually it applies to discrimination in all areas, the grounds being elaborated as grouped under specific strategic objectives in areas of: employment and labour relations, education, science, sports, culture, social security (social protection, pension and disability insurance and health care); justice and administration; and access to goods and services.

3.3. General Strategic Goals

The general goal of the National Equality and Non-Discrimination Strategy is prevention of and protection against discrimination in order to raise the degree of implementation of human rights and equal opportunities for all, in various areas of social life, both at the national and at the local level.

Strategic Goal 1			
Advancing the legal framework for equal opportunities and non-discrimination			
Activity	Implementing Agencies	Indicators	Timeframe
Harmonization of the Macedonian legislation with international standards and advancement of the legislative framework	Government of the Republic of Macedonia, the Assembly of the Republic of Macedonia, MLSP, MES, MoI, MoJ, MISA, MoH, ARRC	- Number of submitted initiatives for amendments to relevant laws, in line with the Analysis of the alignment of the domestic legislation on equality and non-discrimination (2015); - Number of amended and supplemented laws; - Number of laws harmonized with the Principles relating to the Status of National Institutions (The Paris Principles).	2016-2020
	MLSP	- Law Amending and Supplementing the Law on the Prevention of and Protection against Discrimination in line with analyses and recommendations to incorporate international standards	2016-2017
	Ombudsman	- Law Amending and Supplementing the Law on the Ombudsman's Office, expanding its competences and harmonization with the Principles relating to the	2016-2017

		Status of National Institutions (The Paris Principles)	
	ARRC	- Amendments and supplements to the Law on the Promotion and Protection of Rights of Persons Belonging to Communities which Represent less than 20% of the total population	2016-2017
Ratification and implementation of international legal instruments		- Adopted Law on the Ratification of the III Optional Protocol to the Convention on the Rights of the Child	2016-2018
		-Adopted Law on the Ratification of the Istanbul Convention	2016-2018
		- Adopted Law on the Ratification of the European Charter for Regional or Minority Languages	2016-2018
		-Adopted Law on the Ratification of the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights	2016-2018
1.1. Specific Strategic Objectives- Employment and Labour Relations			
Amendments and supplements to the Law on Employment of Persons with Disabilities	MLSP	-Harmonized with international regulations; -Relevant principles and provisions of the ratified Convention on the Rights of Persons with Disabilities implemented at the national level	2016-2018
Harmonization of the Labour Relations Law with the Law on the Prevention of and Protection against Discrimination	MLSP	-Recommendations issued following analyses of the harmonization of the domestic legislation on equality and non-discrimination implemented in the Labour Relations Law	2016-2020
Amendments and	MLSP	- Harmonization with the	2017-2020

supplements to the Law on Volunteering		Law on the Prevention of and Protection against Discrimination	
Advancing secondary legislation of temporary employment agencies	MLSP	-The principle of non-discrimination incorporated in the secondary legislation of temporary employment agencies	2016-2020
Amendments and supplements to the Law on Insurance in Case of Unemployment	MLSP	-The Law on Insurance in Case of Unemployment harmonized with the Law on the Prevention of and Protection against Discrimination	2017-2020
Amendments and supplements to the Law on Employment of Foreign Nationals	MLSP	-Law on Employment of Foreign Nationals harmonized with the Law on the Prevention of and Protection against Discrimination and with the Labour Relations Law	2018-2020
1.2. Specific Strategic Goals- Education, Science, Sports, and Culture			
Harmonization of the Macedonian education legislation with international standards	MES, Bureau for Development of Education	- Incorporated provisions on the establishment of an inclusive education system	2017-2020
Harmonization of the Law on Primary Education with the Law on the Prevention of and Protection against Discrimination	MES, Bureau for Development of Education	- Incorporated provisions aimed at overcoming the issue of segregation of Roma children; - Drafted new Rulebook on the Categorization of Children with Special Needs; - Defined conditions for enrolment of children with special needs in regular primary and secondary schools with a view to promoting inclusion.	2017-2020
Harmonization of the Law on Secondary Education with the Law on the Prevention of and Protection against Discrimination	MES, Bureau for Development of Education	- Incorporated provisions for overcoming the issue of segregation of Roma children; -Professional qualifications that children acquire in secondary vocational	2017-2020

		schools for children with special needs harmonized with the labour market demands; - Drafted new Rulebook on the Categorization of Children with Special Needs.	
Harmonization of the Law on Higher Education with the Law on the Prevention of and Protection against Discrimination	MES, Bureau for Development of Education	- Principles on equality and non-discrimination incorporated in the general provisions of the Law on Higher Education with a view to accommodating the needs of students with disabilities; - Adopted secondary legislation on the adjustments of the education process in line with needs of students with disabilities.	2017-2020
Amendments and supplements to the Law on Textbooks	MES, Bureau for Development of Education	- Expanded provisions on the grounds for withdrawing textbooks, which would include all discriminatory grounds set forth in the Law on the Prevention of and Protection against Discrimination or any other grounds envisaged under a law or under a ratified international treaty; - Introduced provisions regulation the procedure for compulsory examination of every textbook from the perspective of non-discrimination and equal opportunities before the printing of textbooks, following the obligatory issuance of an expert opinion by the MLSP.	2017-2020
Amendments and supplements to the Law on the Teacher Training Academy	MES, Bureau for Development of Education	- The concepts of non-discrimination and human rights has been incorporated in the education system	2016-2020
Amendments and	Agency for Youth and	- The Law has been	2017-2020

supplements to the Law on Sports	Sports, MES	harmonized with the Law on the Prevention of and Protection against Discrimination with respect to protected grounds of discrimination	
Amendments and supplements to the Law on Adult Education	MES, Bureau for Development of Education	- Incorporated provisions on the establishment of a mechanism for rehabilitation through education as part of the life-long learning system	2016-2020
1.3. Specific Strategic Goals – Social Security (Social Protection, Pension and Disability Insurance and Health Care)			
Harmonization of the Law on Social Protection with the Law on the Prevention of and Protection against Discrimination	MLSP	- Incorporated provisions on affirmative measures for most vulnerable categories of persons who suffer multiple discrimination	2016-2018
Amendments and supplements to the Law on the Family	MLSP	- Harmonization with the Law on the Prevention of and Protection against Discrimination; - Harmonization of the Law with the Convention on the Rights of Persons with Disabilities.	2017-2018
Amendments and supplements to the Law on Sign Language	MLSP	- Incorporated provisions on the application of the sign language in the private sector as well	2018-2020
Amendments and supplements to the Law on Pension and Disability Insurance	MLSP	- Harmonization with the Law on the Prevention of and Protection against Discrimination	2016-2018
Amendments and supplements to the Law on War-Disabled Persons	MLSP	- Harmonization with the Law on the Prevention of and Protection against Discrimination; - Incorporated provisions for overcoming gender-based discrimination in acquiring survivor's pension.	2017-2018
Amendments and supplements to the Law on the Security Forces		- Harmonization with the Law on the Prevention of and Protection against Discrimination	2017-2018

Amendments and supplements to the Law on Health Care	MoH	- Harmonization with the Law on the Prevention of and Protection against Discrimination	2017-2020
Amendments and supplements to the Law on Health Insurance	MoH	- Harmonization with the Law on the Prevention of and Protection against Discrimination; - Incorporated provisions on affirmative measures for ensuring health care for persons who do not have health insurance and for undocumented persons	2017-2020
Amendments and supplements to the Law on Biomedical Assisted Reproduction	MoH	- Incorporated provisions on equal conditions for beneficiaries regardless of their marital status	2016-2020
Amendments and supplements to the Law on Protection of Patients' Rights	MoH	- Incorporated provisions on the implementation of the Law in following with the principle of equal treatment	2016-2020
Amendments and supplements to the Law on Termination of Pregnancy	MoH	- Harmonization with the Law on the Prevention of and Protection against Discrimination and introduction of non-discriminatory provisions regarding the approval for implementation of the procedure for termination of pregnancy	2017-2020
1.4. Specific Strategic Objectives- Justice and Administration			
Amendments and supplements to the Law on Forensic Expertise	Moj	- Amended conditions for forensic experts depending on the degree of education acquired	2016-2020
Amendments and supplement to the Law on Mediation	Moj	- Amended Rulebook on taking an exam for mediation- adjusting the conditions for persons with special needs	2016-2020
Amendments and supplements to the Law on the Bar Examination	Moj	- Amended Rulebook with a view to adjusting the taking of the exam to the needs of persons with disabilities	2016-2020

Amendments and supplements to the Law on Internal Affairs in order to harmonize it with the Law on the Prevention of and Protection against Discrimination	MoI	- Harmonization with the Law on the Prevention of and Protection against Discrimination; - Amended Rulebook on the health status and psychological and physical fitness required for employment at the Ministry of the Interior	2017-2020
Amendments and supplements to the Law on the Determination of the Type and on Meting out the Sentence	Moj	-Incorporated principle of equality in respect of circumstances surrounding the meting out a sentence	2016-2020
Amendments and supplements to the Law on Free Legal Aid	Moj	- Revised provisions on beneficiaries of the right to free legal aid, and incorporation of the principle of non-discrimination on the grounds of social status	2016-2020
Amendments and supplements to the Law on Administration Employees	MISA	- Incorporated provisions on equal treatment in respect of the general conditions for employment relating to the health status	2016-2020
Amendments and supplements to the Law on Employment in the Public Sector	MISA	- Incorporated provisions on equal treatment in respect of the general conditions for employment relating to the health status	2016-2020
Amendments and supplements to the Law on the Police	MoI	- Amended Rulebook on Criteria for Employment in the Police	2016-2020
Amendments and supplements to the Law on Border Control	MoI	- Incorporated provisions on overcoming the issue of discrimination and racial profiling at border crossing points	2016-2020
Amendments and supplements to the Criminal Code	Moj	- Harmonization with the Law on the Prevention of and Protection against Discrimination in terms of expanding the protected grounds of discrimination, i.e. including all discriminatory grounds set	2017-2020

		forth under the Law on the Prevention of and Protection against Discrimination or any other ground that has been set forth under a law or under a ratified international treaty	
1.5. Specific Strategic Objectives - Access to Goods and Services			
Amendments and supplements to the Law on Construction Works	Ministry of Transport and Communications	- Harmonization with the Law on the Prevention of and Protection against Discrimination	2016-2020
Amendments and supplements to the Law on Free Legal Aid	Moj	- Harmonization with the Law on the Prevention of and Protection against Discrimination	2017-2020
Amendments and supplements to the Law on Housing	Ministry of Transport and Communications	- Incorporated provisions on accessibility and availability in following with international standards and provisions on the functioning of the Regulatory Commission	2017-2020
Amendments and supplements to the Law on Procedures for Illegally Constructed Buildings	Ministry of Transport and Communications	- Harmonization with the Law on the Prevention of and Protection against Discrimination	2016 -2020
Harmonization of the Law on the Media with the Law on the Prevention of and Protection against Discrimination	Agency for Audio and Audiovisual Media Services	- Harmonization with the Law on the Prevention of and Protection against Discrimination	2017-2020
Amendments and supplements to the Law on Banks	Ministry of Finance	-Anti-discrimination provisions incorporated in the Law	2017- 2020
Amendments and supplements to the Law on Insurance	Ministry of Finance	-Anti-discrimination provisions incorporated in the Law	2016- 2020
Amendments to the Decision on Allocation of Subsidized Apartments and on the conditions for use of such apartments constructed under the Program for construction and maintenance of	Ministry of Transport and Communications	- Amended Rulebook on allocation of subsidized apartments in following with the principle of equal access	2016-2017

apartments that are property of the Republic of Macedonia			
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Strategic Goal 2

Strengthening the capacities, advancement of the work and coordination of institutional mechanisms for the prevention of and protection against discrimination and promotion of equal opportunities

Activity	Implementing agencies	Indicators	Timeframe
Establishment and development of multi-sector and coordinated approach to the prevention of and protection against discrimination	Government of the Republic of Macedonia, MLSP, MES, Ministry of Transport and Communications, MoJ, MoI, Association of Local Self-Government Units, MISA, MoH, Ministry of Finance, Commission for Protection against Discrimination, ARRC, SIFA, SEA, Ombudsman, Agency for Youth and Sports, Inspectorate Council, Association of Employers of the Republic of Macedonia, Association of Trade Unions of the Republic of Macedonia, Confederation of Free Trade Unions of the Republic of Macedonia, associations of citizens	<ul style="list-style-type: none"> - Established Coordination Body; - Number of convened coordination meetings; - Established reporting system and designed standard report form; - Approval of annual operative programs for implementation of the National Equality and Non-Discrimination Strategy; - Prepared annual reports on the implementation of the NENDS. 	On continual basis
Application of the NAP for implementation of the Law on the Prevention of and Protection against Discrimination covering the 2015-2020 period	MLSP, Commission for Protection against Discrimination, Ombudsman, SIFA, ARRC, Academy for Training of Judges and Public Prosecutors, MoJ, MoH, MES, MISA, State Inspectorates, units of local self-government, social partners and associations of citizens	<ul style="list-style-type: none"> - Implemented activities enhancing the preventive role of the Law on the Prevention of and Protection against Discrimination / prevention of discrimination; - Implemented activities enhancing the protective role/function of the Law on the Prevention of and Protection against Discrimination 	On continual basis

Cooperation with NGO's and relying on the non-governmental sector as a resource for implementation of the Strategy and for protection against discrimination	MLSP, MSE, Ministry of Transport and Communications, MoJ, MoI, units of local self-government, MISA, MoH, Ministry of Finance, Commission for Protection against Discrimination, ARRC, SIFA, SEA, Ombudsman, Agency for Youth and Sports, Inspection Council, and associations of citizens	-Number of signed Memoranda of Cooperation between state institutions and NGO's; - Implemented joint activities enhancing the protective role/function of the Law on the Prevention of and Protection against Discrimination.	2016-2020
Monitoring the implementation of applicable legislation	Coordination Body	- Prepared periodic and annual reports; - Number of oversight inspections of the work of Inspectorates.	2016-2020
Monitoring the implementation of the conclusions and recommendations for promotion of the work of institutions given by international bodies	Coordination Body, MFA, Government of the Republic of Macedonia, MLSP, MES, Ministry of Transport and Communications, units of local self-government, Commission for Protection against Discrimination, Ombudsman, social partners and associations of citizens	- Implementation of concluding considerations and recommendations contained in the Universal and Period Reports and reports of United Nations treaty bodies relating to the Republic of Macedonia; - Implementation of the concluding considerations of the UN Human Rights Committee on the Republic of Macedonia of July 2015; - Implementation of concluding considerations of the Committee on the Elimination of Discrimination against Women of February 2013; - Implementation of concluding considerations of the Committee on the Elimination of Racial Discrimination of 2015; - Implementation of concluding considerations of the Committee against Torture of May 2015; - Implementation of recommendations under the Equal Remuneration Convention No. 100 (1951); - Implementation of	2016-2020

		recommendations under the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).	
Building capacities of institutions and organizations at the national and local level	Government of the Republic of Macedonia, MLSP, MES, Ministry of Transport and Communications, units of local self-government, Commission for Protection against Discrimination, Ombudsman, social partners and associations of citizens	- Number of implemented general and specialized trainings for employees in state and public institutions on the issue of recognizing discrimination and on available protection mechanisms	On continual basis.
		- Number of implemented advanced trainings, which incorporate international human rights standards and which involve a wide scope of participants coming from various institutions, including persons at managerial posts and assessment of the impact of implemented trainings; - Building local level capacities (Coordinators and Commissions for Equal Opportunities); - Finding forms of making mechanisms for protection against discrimination available at the local level.	On continual basis.
Generating knowledge about the situation with discrimination in the Republic of Macedonia	MLSP, Commission for Protection against Discrimination, Ombudsman, ARRC, MES, Bureau for Education Development, associations of citizens	- Number of conducted researches and analyses; - Analysis of the situation with discrimination on grounds of gender and gender identity; - Analysis of the situation with discrimination on grounds of mental and physical disability.	2016 -2020
Establishment of database on implemented trainings, trained persons, trained trainers and training materials	MLSP	- Database on implemented trainings, trained persons, trained trainers and training materials and regular updating of the database which is to be found on a website	2016-2020

Establishment of an independent mechanism for monitoring the implementation of the Convention on the Rights of Persons with Disabilities	Government of the Republic of Macedonia	- Established body	2016-2020
2.1. Specific Strategic Objectives- Employment and Labour Relations			
Providing information to employees about their rights and introducing them to the concept of non-discrimination and mobbing in the workplace	MLSP, OSCE, Commission for Protection against Discrimination, associations of citizens and social partners	- Number of organized trainings, educational and informative events	2016-2020
Providing information to employers about workers' rights and introducing them to the concept of non-discrimination and mobbing in the workplace	MLSP, OSCE, Commission for Protection against Discrimination, associations of citizens and social partners	- Number of organized trainings, educational and informative events	2016-2020
Building the capacities of the State Labour Inspectorate on the issue of recognizing discrimination	MLSP, associations of citizens and social partners	- Number of organized trainings, educational and informative events	2016-2020
Enhancing the capacities of trade unions for addressing cases of discrimination	Trade Unions	- Number of organized trainings for trade union members; -Number of participants in the trainings; -Results of the evaluation done by participants in the trainings; -Number of prepared and distributed non-discrimination handbooks to trade union members	2016-2020
Monitoring the application of the principle of equitable representation of the Roma and other minority ethnic groups in the area of employment	The Ombudsman's Office	-Annual reports on equitable representation in the area of employment, relevant analysis and processed statistics	2016-2020
Analysis of the situation	MLSP, Polio Plus and	-Conducted analysis of the	2016-2020

and possibilities for advancement of the system for financial support to the employment of persons with disabilities	social partners	impact of measures for support of employment of persons with disabilities; - Conducted comparative analysis of models of functioning and making the Special Fund independent	
2.2. Specific Strategic Goals- Education, Science and Culture			
Establishment of different modalities of inclusion in the education process of children on the street, returning migrants, undocumented children	MES, Social Work Centres	- Mentorship, tutorship, scholarships in line with individual needs of children	2016-2020
Analysis to establish the age limit for use of benefits for conducting scientific research activities	MES	- Prepared analysis to establish the age limit for use of benefits for conducting scientific research activities	2016-2020
Analysis of the situation with segregation of children in special and in regular schools	State Education Inspectorate, MES	- Prepared analysis and recommendations for overcoming the issue of segregation of children in schools; - Implementation of recommendations contained in the Analysis.	2016-2020
Analysis of the situation of children who are of school age, but are not included in the education process on grounds of age, gender, ethnic affiliation and disability	MES, MLSP	- Prepared Analysis and recommendations for overcoming the situation	2016-2020
Generating information and data about children in regular schools according to age, gender, ethnic affiliation and disability	MES	- Prepared Analysis of children in regular schools according to age, gender, ethnic affiliation and disability; - Annual reports.	2016-2020
Establishment of a system in regular schools for application of the inclusive education concept	- MES	- Prepared programs and learning materials for children with disabilities, accessibility and availability for children with special needs; - Number of implemented	2016-2020

		<p>trainings for the teaching staff for work with children with disabilities;</p> <ul style="list-style-type: none"> - Established teams for inclusion in regular schools; - Adjusted accessibility and availability in schools for children with special needs; - Established individual programs and established teams for inclusion in schools (primary and secondary education) ; -Prepared audio books for all levels of education for all subjects; - Piloted service for rehabilitation of children with visual and hearing impairments in one regular primary school. 	
Redefining the criteria for financial projects of associations of citizens applied by the Ministry of Culture	Ministry of Culture	- Established criteria for financing of projects by the Ministry of Culture in line with the principle of equal opportunities	2016 - 2020
Analysis of textbooks and of programs from the perspective of non-discrimination and equal opportunities	MES, MLSP, associations of citizens	- Conducted analyses and prepared recommendations for removing discriminatory contents from textbooks	2016-2020
Sensitizing employees in secondary and primary schools about cases of non-discrimination , especially in multi-ethnic communities	MES	- Number of implemented trainings for employees in education institutions; -Number of participants in the trainings; -Results of the evaluation done by participants in the trainings.	2016-2020
Sensitizing pupils/students in primary and secondary schools about cases of non-discrimination, especially in multi-ethnic communities	MES	- Number of implemented trainings for pupils/students in education institutions; -Number of participants in the trainings; -Results of the evaluation done by participants in the trainings.	2016-2020
2.3. Specific Strategic Goals – Social Security (Social Protection, Pension and Disability Insurance and Health Care)			

Sensitizing employees in Social Work Centres about non-discrimination	MLSP	- Number of trainings organized for employees of Social Work Centres; -Number of participants in the trainings; -Results of the evaluation done by participants in the trainings.	2016-2020
Generating knowledge about the situation and establishment of eventual discrimination and harassment by the staff in health care institutions	MoH, Commission for Protection against Discrimination	- Conducted situation testing; - Conducted research of discrimination and harassment by staff in health care institutions	2016-2020
Improving health care for persons suffering rare diseases	MoH	Conducted Analysis for improvement of health care for persons suffering rare diseases	2016-2020
Improving support services for independent life of persons with special needs	MLSP, MoH, associations of citizens	- Conducted Analysis for improvement of support services for independent life of persons with special needs	2016-2020
Advancing the social security system for persons with disabilities in accordance with the Convention on Rights of Persons with Disabilities	MLSP, MoH, associations of citizens	- Conducted Analysis of existing measures under legislation relevant for this specific objective, i.e. analysis of the social security system for persons with disabilities	2016-2020
2.4. Specific Strategic Objectives- Justice and Administration			
Establishment of a system for monitoring of the practical application of the Rulebook on the Health Status and Psychological and Physical Fitness Required for Employment at the MoI	MoI	- Prepared periodic and annual reports on the practical application; - Amended Rulebook on the Health Status and Psychological and Physical Fitness Required for Employment at the Ministry of the Interior.	2016-2020
Building capacities of judges and public prosecutors regarding the issue of burden of proof, types of evidence and regarding forms of discrimination	Academy for Training of Judges and Public Prosecutors, Commission for Protection against Discrimination, MLSP	- Number of implemented trainings on the issue of burden of proof and types of evidence and forms of discrimination	2016-2020

Building the capacities of judges and public prosecutors on the issue of discrimination	Academy for Training of Judges and Public Prosecutors, Commission for Protection against Discrimination, associations of citizens	- Number of implemented trainings about the issue of discrimination on grounds of mental and physical disability, and racial and ethnic discrimination	2016-2020
Sensitizing police officers about the non-discrimination concept	MoI	- Number of implemented trainings for police officers; -Number of participants in the trainings; -Results of the evaluation done by participants in the training.	2016-2020
Monitoring cases of hate crime	Coordination Body, MoI Basic Public Prosecutor's Office, courts	- Information and database on hate crime cases	2016-2020
2. 5. Specific Strategic Objectives - Access to Goods and Services			
Ensuring relevant access to goods and services for all age groups	MLSP, units of local self-government, Ministry of Transport and Communications	- Established accessible and available assistance and support services for the elderly	2016-2020
		- Improved living conditions in institutions housing and organizing care for all age groups;	
		- Introduced sound signalization at traffic lights.	
Direct active involvement of units of local self-government in recognizing the needs of persons with disabilities and active inclusion of such persons in all processes at the local level	Units of local self-government	- Action Plans adopted by units of local self-government with a view to ensuring unimpeded access for persons with disabilities	2016-2020
- Implementation of legal provisions on unimpeded access and movement to and within buildings and application of standards and norms for urban planning	Ministry of Transport and Communications Inspectorate, units of local self-government	- Number of conducted inspections of the implementation of legal provisions on unimpeded access and movement to and within buildings and of application of standards and norms for urban planning	2016-2020

Strategic Goal 3			
Raising the public awareness about recognizing forms of discrimination and promotion of the concepts of non-discrimination and equal opportunities			
Activity	Implementing agencies	Indicators	Timeframe
Pursuance of continual activities for raising the public awareness about recognizing forms of discrimination and raising the awareness about promotion of the concepts of non-discrimination and equal opportunities	Government of the Republic of Macedonia, MLSP, MES, Ministry of Transport and Communications, units of local self-government, social partners and associations of citizens	- Conducted media campaign aimed at raising the awareness in the society about equality and non-discrimination of vulnerable categories of citizens on all discriminatory grounds referred to in the Law on the Prevention of and Protection against Discrimination or on any other grounds set forth under a law or under a ratified treaty	On continual basis
Undertaking measures for prevention of hate speech and violence and other forms of discrimination against ethnic communities, women, LGBTI persons, persons with disabilities and similar	Commission for Protection against Discrimination, MLSP, associations of citizens	- Conducted campaigns, organized events, debates and other activities to raise the public awareness about the issue of prevention of hate speech and violence; - Increased number of procedures instituted <i>ex officio</i> by the Commission for Protection against Discrimination against discrimination and harassment committed by using the media and mass communication outlets	2016-2020
Preparation of Eurobarometer on equal opportunities	Commission for Protection against Discrimination	- Prepared Analysis of the situation with respect to equal opportunities	2016-2018
Organization of participatory forums with persons belonging to ethnic communities	ARRC	- Established practice of organizing participatory forums aimed at detecting priorities of a given ethnic community	2016-2020
Organization of <i>Open Days</i> with units of local self-government	Commission for Protection against Discrimination, Ombudsman, units of	- Established practice of organizing <i>Open Days</i> on issues of non-discrimination and equality	2016-2020

	local self-government		
3.1. Specific Strategic Objectives- Employment and Labour Relations			
Raising the awareness among employers in the private and public sector about discrimination against women on grounds of their marital status, age and pregnancy	MLSP, Employment Agency of the Republic of Macedonia, social partners and associations of citizens	- Number of organized working meetings, public debates, press releases published and enhanced controls	2016-2020
Informing workers about their rights and about the non-discrimination concept	MLSP, Employment Agency of the Republic of Macedonia, Commission for Protection against Discrimination, Ombudsman, social partners and associations of citizens	- Number of organized debates, discussions, public events, press releases published in electronic and printed media outlets, radio and TV programs, and similar	2016-2020
Promotion of an open labour market that would be of primary relevance in employment of persons with disabilities	MLSP, Employment Agency of the Republic of Macedonia, associations of citizens	- Number of organized debates, discussions, public events, press releases published in electronic and printed media outlets, radio and TV programs, and similar	2016-2020
Raising the awareness of employers about the equal value of the work of persons with disabilities, as well as about the issue of equal value of work on grounds of gender	MLSP, Employment Agency of the Republic of Macedonia	- Number of organized debates, discussions, public events, press releases published in electronic and printed media outlets, radio and TV programs, and similar	2016-2020
3.2. Specific Strategic Goals- Education, Science, Sports, and Culture			
Raising the awareness of persons belonging to communities that present less than 20% of the population about the right to regular instruction in their language and having an optional subject teaching their mother tongue	ARRC	- Conducted campaign for dissemination of information about rights, a handbook, brochures, fliers	2016-2020
Raising the awareness of parents and of the teaching staff about	MES, Associations of Citizens	- Conducted campaign for dissemination of information about rights, a	2016-2020

inclusive education for children with disabilities		handbook, brochures, fliers; - Number of conducted debates, discussions, public events.	
Promotion of the concept of equality and non-discrimination at all levels of education	MES, Bureau for Education Development, associations of citizens	- Number of organized meetings, discussions, debates at kindergartens, schools, faculties; - Distributed educational and promotional material; - Preparation and adoption of internal documents for prevention of discrimination in schools.	2016-2020
Organization of cultural events by persons belonging to communities	ARRC	- Organized annual cultural events	2016-2020
3.3. Specific Strategic Goals – Social Security (Social Protection, Pension and Disability Insurance and Health Care)			
Promotion of the equality and non-discrimination concepts in the social sphere with a focus on the gender equality element	MLSP	- Number of organized events, meetings, discussions and debates with vulnerable categories of citizens	2016-2020
3.4. Specific Strategic Objectives- Justice and Administration			
Promotion of equality and non-discrimination in access to justice	MoJ, Ombudsman, Commission for Protection against Discrimination	- Number of organized debates, public events, press conferences, etc.	2016-2020
Raising the public awareness about and recognizing discrimination among asylum seekers	MoI, MLSP	-Distributed informational and educational materials about consequences of bogus asylum applications	2016-2020
Strengthening the capacities and competences of border control officers with respect to the principle of non-discrimination and the issue of racial profiling	MLSP, Commission for Protection against Discrimination, the OSCE and MoI	- Number of implemented educational workshops; - Informational and educational material.	2017-2020
3. 5. Specific Strategic Objectives - Access to Goods and Services			
Promotion of accessible and available environment and		-Conducted campaign and distributed informational and educational material	2016-2020

services		- Conducted campaign for opening gynaecological dispensaries in municipalities where there is no gynaecologist	
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4. Implementation, Monitoring and Assessment Mechanisms

This Strategy will be implemented by the Government of the Republic of Macedonia and its in-line institutions. Taking into consideration that the Strategy was drafted in a transparent manner and with active participation of a large number of stakeholders in terms of detecting problems, goals and priorities in areas and grounds of discrimination, Operative plans will be prepared for the implementation of the Strategy. The Operative plans for the implementation of this Strategy and for attaining its priorities will be adopted by a Coordination Body, which will have the competence of monitoring the situation with discrimination in the Republic of Macedonia in all areas and which will monitor the implementation of this Strategy. In this respect, the Coordination Body, composed of representatives of in-line state bodies, institutions and civil society organizations, coordinated by the Ministry of Labour and Social Policy, will meet as necessary, then it will approve annual operative programs and will prepare annual reports that will be submitted to the Government of the Republic of Macedonia.

5. Financing

Finances required for the implementation of the Strategy, and for attainment of the strategic goals and priorities will be planned under operative plans and will be provided for under horizontal budgets of bodies tasked with the Strategy implementation, i.e. under the Budget of the Republic of Macedonia, as well as with EU Pre-Accession funds, funds from units of local self-government and donations.