

**REPUBLIC OF MACEDONIA
MINISTRY OF LABOUR AND SOCIAL POLICY**

**REGIONAL REVIEW AND RESPOND TO THE QUESTIONNAIRE ON
IMPLEMENTATION OF THE BEIJING DECLARATION AND PLATFORM FOR ACTION
(1995) AND RESULTS FROM THE 23RD SESSION OF THE CITY ASSEMBLY (2000)
REGARDING PREPARATION OF REGIONAL REVIEW AND ASSESSMENT IN
CONTEXT OF THE 20TH ANNIVERSARY OF ADOPTION AND OF THE BEIJING
DECLARATION AND PLATFORM FOR ACTION IN
2015**

2014

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Introduction

Republic of Macedonia as signatory of the Beijing Declaration and Platform for Action (1995) prepared Report on its implementation in context of the twentieth anniversary from the Fourth World Conference on Women and adoption of the Beijing Declaration and Platform for Action.

All competent ministries of the Government of Republic of Macedonia and relevant state institutions were included in the preparation of the Report. The preparation of the Report was conducted through transparent and inclusive process. Draft Report was reviewed and adopted on the Assembly Session of the Commission for Equal Opportunities of Women and Men. The civil sector was also able to give its contribution through public debate where they gave their own opinions and comments which are accordingly incorporated.

The report contain all new amendments in terms of the legal regulations, progress in the social and economic life in view of achieving equality between women and men.

Part One: Review of achievements and challenges since 1995

Beijing Declaration and Platform for Action are part of the governing documents for creating equal opportunities and gender equality policies in Republic of Macedonia. Therefore the Government of Republic of Macedonia, through the Ministry of Labour and Social Policy, regularly initiates and implements activities in terms of eliminating of all forms of discriminations against women but also enables equal access and equal opportunities in all areas of social living.

Achievements so far

- Improved legal regulations in the area of gender equality, equal opportunities and ban of discrimination

The equal opportunities between women and men in Republic of Macedonia are regulated through one comprehensive law (*lex specialis*) which treats the rights and obligation towards promotion of equal equality but also through other laws (*lex generalis* and *lex specialis*) where equal rights of women and men are regulated.

• **The Law on Equal Opportunities of Women and Men was first adopted in 2006 regulating the issues of equal treatment of women and men. In 2008 it was harmonized with EU Directives and in 2012 new Law on Equal Opportunities of Women and Men¹** was adopted which further regulated the issues of equal opportunities and equal treatments of women and men. The basic provisions which envisage adoption of basic and special measures on equal opportunities of women and men were kept in the new law but it also foresaw new regulation which strengthened the obligations of the responsible entities in provision of equal opportunities of women and men. The law provided precise obligations of the responsible entities and responsible persons (coordinators and deputy coordinators in the state authorities and local self-government units bodies) that pay attention to introducing the gender perspective in the strategic plans and budgets; to collecting statistical dates according to gender and follow-up the effects and influence of their programmes on women and men as well as to report on them within their annual reports (Articles 11, 12, 14). Additionally the Ministry of Labour and Social Policy – through the Sector for Equal Opportunities – is the competent institution for coordinating of all remaining entities responsible to implement LEO according to LEO in order to fulfil the obligations arising from it and promote gender equality on central and local level. The law also envisaged establishing of **inter-ministerial consultation and advisory group for**

¹ Official Gazette of RM No. 6/2012 dated 13.1.2012

equal opportunities of women and men. Inter-ministerial group is formed in 2013, and it is comprised of representatives from the ministries (state servants), civil organizations, employers' associations and experts and also has its own business book.

- **Other laws which regulates the equal rights and opportunities and forbid discrimination on the grounds of gender**

Larger part of the law in the Macedonian legislation envisage ban on discrimination on grounds of gender and contribute towards improvement of condition of women in certain area of social living such as:

Law on Prevention and Protection against Discrimination (Official Gazette of RM No. 50 dated 13.4.2010) which became effective on 01.01.2011. The necessity of adopting a Law on Prevention and Protection against Discrimination is determined from the need for creating rounded legal frame for prevention and protection against discrimination. The gender and sex are included in the basics provided in the Law which forbid discrimination.

Election Code, from 2006 which furthered the legal solution for participation of both genders on the candidates lists for parliament members and advisors. Namely with the new legal provision on all three places on the candidates at least one place has to be for the less present gender. By introducing this legal provision, Republic of Macedonia significantly promoted the participation of women in the Parliament and Counsels of the Local Self-Government Units and the participation of women on the last local and general election was over 30 percent.

Despite the direct and indirect gender discrimination the **Law on Work Relations** also includes the criteria and conditions on election of candidates for performing certain activity in any branch, i.e. department in accordance with the National Classification of Activities and on all levels of the professional hierarchy; promotion at work; equal opportunities and equal treatment in employment, promotion at work, training, education, additional qualification, salaries, rewarding, absence from work, work conditions, work hours and termination of employment contract. This law provides the rights of pregnant women and women who use some of the right to protection of motherhood as well as the provisions which relate to the special rights of parents, adoptive parents and foster parents. Gender equality is also preserved in announcing vacancies thus the employer is not allowed to announce the vacancy only for men or women except if the gender is not necessary condition for performing the work itself.

The Law on Work Relations foresees ban on all kinds of psychological harassment on the work place – mobbing. This kind of harassment is also defined in an additional **Law on Protection from Harassment on the Work Place**².

The Law on Social Protection³ forbids direct and indirect discrimination on all other grounds as well as on grounds of gender.

The Laws on Secondary and Higher Education forbid gender discrimination and provide equal conditions in realization of the right to secondary and higher education.

The Law on Political Parties (Official Gazette of RM No. 76/2004) obliges the political parties to take care of realization of gender equality principal in their acting on grounds of availability of functions in the political party.

The **Law on Heritage and Law on Family** are the laws which have special meaning in terms of position of women accenting that both men and women are equal in view of the rights and obligation which arise from the family relations, parenthood and marriage. According to the Law on Heritage, both women and men have the same rights to heritage. With the 2004 amendments the Law on Family regulates the family heritage as social issue and foresees prevention measures and protection of domestic violence victims. Criminal Code offers legal solution within the basic criminal acts thus sanctioning the fact when the deed is conducted during domestic violence.

- Adopted strategic documents and strengthening of gender equality mechanisms

Strategic documents which aim to contribute in realization of equal opportunities of men and women and to provide equal participation of women and men in all areas of public and private sector, equal

² Official Gazette of RM No. 108/2013

³ Official Gazette of RM No. 148 dated 29.10.2013

statues and treatment in realization of their rights as well as equal gains from the results in accordance with the legal regulations. The Government of Republic of Macedonia adopted the following strategic document in the area of equal opportunities of women and men:

Strategy on Gender Equality for 2013-2020 adopted by the Assembly of RM on 20.02.2013⁴

The strategy was developed on the basis of findings and recommendations from the assessment of the implementation of the National Action Plan on Gender Equality (2007-2012) and contains the national priorities from the field of equal opportunities of women and men for the following eight years.

The strategy is based on the gender equality principles and exercising human rights as cross-sectorial issues, envisages specific goals in terms of integration of the gender perspective in the national processes for policy creating (though strengthening of gender equality mechanisms, development of harmonized indicators for measuring of the gender equality progress in accordance with the national law and international conventions) but also interventions in sectorial priority areas such as: education, employment, agriculture, health, gender based violence, human trafficking, media, human rights and peace activities.

The Assembly of Republic of Macedonia adopted the Gender Equality Strategy and also it is responsible for monitoring of its implementation.

Gender Responsible Budgeting Strategy 2012-2015 (GRBS) adopted in order incorporation of gender perspective in the budget policies of the Government of Republic of Macedonia. GRBS was prepared pursuant to the provisions of LEO according to which the state government bodies are obliged to incorporate the gender equality of women and men principal within their strategic plans and budgets.⁵

Despite these two strategies which directly arise from the Law on Equal Opportunities, the gender perspective is incorporated in specific strategies such as: - National Strategy for Equality and Non-Discrimination 2012-2015 (NSEND) on grounds of ethnicity, age, mental and physical disability and gender. The gender discrimination is horizontal question within the Strategy and takes into consideration connectivity of the gender with the remaining grounds treated in the Strategy.

National Strategy for Prevention and Protection against Domestic Violence 2012 – 2015 (2008-2011 Strategy was its predecessor)

The subject of the Strategy for Prevention of Domestic Violence is prevention of all types of domestic violence against every victim but the measures within offer specific approach which addresses the individual needs of the victims. Having in mind that women are most often victims of domestic violence, the Strategy offers frame of gender specific measures directed towards prevention and protection of the specific needs of women but simultaneously offers wide range of measures and activities which cover the remaining victims. The purpose of the National Strategy for Prevention of Domestic Violence 2012-2015 is to further develop a comprehensive and effective system for prevention of domestic violence in Republic of Macedonia. The preparation of this strategic document largely rely on the Strategy for Protection of Domestic Violence 2008-2011 and represents logical continuity of the dedication of the Government of Republic of Macedonia to functional and efficient respond to domestic violence. This national strategy is also harmonized with the efforts and obligation of the Government for eradication of domestic violence. At the same time, the Government is obliged to the strategic goals and tasks contained in the Strategy, inter alia, having in mind that their implementation is essential step connection of the national policies with the policies of the European Union.

⁴ Official Gazette No. 27 dated 22. 2. 2013

⁵ GRBS was adopted with support of UN Women and envisages 1) introduction of gender perspective in the programmes and budgets of the budgetary users on central and local level, 2) promotion of legal frame for inclusion of gender responsible budgeting and 3) strengthening of the institutional mechanisms and building of capacities needed for inclusion of the gender perspective in creation of policies and appropriate budgets. The strategy was developed and adopted as a result of the successful pilot initiatives of MLSP as well as the building of the capacities of the civil servants to use the gender budgeting as a tool for promotion of gender equality and implementation of the first gender budgetary analyses (first step in RSB) in two sector policies of MLSP.

Strategy and National Plan for Combating Human Trafficking and Illegal Migration 2013-2016

The Strategy and Action Plan are comprehensive policy for combating human trafficking with coordinated acting of all relevant institutions and organizations where the protection of human rights of the victims are maxima.

The key innovative features of the Strategy and National Action Plan foresee strong preventive measures which will act on the reasons for, i.e. roots of human trafficking and work with vulnerable groups, raising of public awareness among the general population, especially young people, economic strengthening of vulnerable groups by facilitating the approach to the labour market and organizing of campaigns for decreasing of demand for services by victims of human trafficking and prosecution and sentencing of the perpetrators without compromise.

National Employment Strategy 2015 and National Employment Action Plan of Republic of Macedonia 2011-2013. Operational programmes on annual level which include women as target group are prepared on the basis of the Strategy and National Action Plan. Women from the smaller ethnic communities and women from the rural environments are targeted with special measures.

Demographic Development Strategy of Republic of Macedonia 2008-2015.

The National Strategy for Reducing of Poverty and Social Exclusion 2011-2020 is a document which general strategic purpose for reducing poverty and social exclusion in Republic of Macedonia is reducing poverty and social exclusion in Republic of Macedonia though better usage of disposable human and material resources, improvement of life, work and social conditions of all citizens, systematic and institutional co-acting in function of faster development, higher standard and more quality living. One of the 14 separate areas, towards which this document is directed, is equal opportunities of women and men where the main goal is improvement of position of the women and reducing of poverty and social exclusion risk.

National Action Plan of Republic of Macedonia for Implementation of Res. 1325 of United Nations for Women, Peace and Safety. NAP defines the policies, strategies, principles, activities, bearers, indicators, monitoring and evaluation and financial implications for realization of NAP.

Implementation of NAP is primary responsibility of the Government of Republic of Macedonia and all institutions defined in the Law on Equal Opportunities of Women and Men (2012). Ministry of Labour and Social Policy and Ministry of Foreign Affairs, Ministry of Interior, Ministry of Defence and Crises Management Centre are key institutions for implementation of NAP. Experts and representatives of the civil sector are included in the implementation of NAP.

Institutional mechanisms on gender equality

In accordance with the laws and strategic documents Republic of Macedonian has established national machinery for equal opportunities of women and men on central and local level.

The Commission on Equal Opportunities of Women and Men of the Assembly of Republic of Macedonia (CEO) has significant role within the structure of national gender equality mechanisms.⁶ Together with the Club of Parliament's Members, these bodies represent implementation mechanisms of gender perspective in the highest representatives body for creating policies and decision making. The task of this Commission is to review draft laws, other regulations, budgets, strategic documents and reports from aspect of gender perspective. It cooperates with all Assembly's commissions and commissions for equal opportunities of women and men on local level, in the civil sector and international organizations.

Pursuant to LEO all ministries within the Government of Republic of Macedonia have appointed coordinator and deputy coordinators for equal opportunities of women and men from the civil servants who have duties and obligations determined by law.⁷

The gender mechanisms on local within the institutions are comprised of the following structures: commissions for equal opportunities of women and men (within the counsels of local self-government, comprised of advisors with a terms of 4 years) and coordinators for equal opportunities

⁶ CEO is established in 2006 and is comprised of members of the Assembly of Republic of Macedonia. According to CEO, it monitors the implementation of the laws from the area of equal opportunities of women and men and non-discrimination and, in that sense, monitors the implementation of strategic documents in this policy.

⁷ Articles 11 and 12 from the Law of Equal Opportunities of Women and Men

of women and men (civil servants employed in the self-government unit). According to the latest data of the Ministry of Labour and Social Policy all 81 municipalities have established Commissions of Equal Opportunities of Women and Men and appointed coordinators for equal opportunities of women and men.

The Law in Equal Opportunities of Women and Men provides legal protection in case of unequal treatment on grounds of gender. The procedure is ran by a legal representative employed in MLSP.

Despite of the achieved progress in certain areas as direct results of engagement and dedication of the gender equality mechanisms, it is however concluded that the capacities of the institutional mechanisms are not still on satisfactory level in order to respond to the obligations which arise from LEO. For that purpose, MLSP – through the Equal Opportunities – in cooperation with the Inter-Ministerial Advisory Group and support of UN Women made concrete steps towards systematization of the approach in rewarding the capacities of institutional mechanisms. Analyses of the process of national creation of policies, planning and budgeting of gender perspective was made as a first step in order identification of entry points for integration of gender perspective in accordance with LEO. Manual on Gender Responsible Creating of Policies and Budgeting for civil servant was prepared and we are in a phase of developing e-module for continuous training and specialization of the state administration which will be integrated in the mandatory training programme by the Ministry of Administration and Information Society.

➤ **Incorporation of gender perspective in the budgetary process – initial steps**

In 2008 Republic of Macedonia initiated the gender responsible budgeting process in order integration of the gender perspective in the budgetary processes of Republic of Macedonia. First steps for gender budgeting initiatives were made through pilot analyses of the active employment measures and part of the categories of rights of social benefit users.

In 2012 the Government of Republic of Macedonia adopted the Strategy of Gender Responsible Budgeting 2012-2017 which included the state in the gender responsible budgeting initiatives globally, thus obliging that it will stand for inclusion of the gender perspective in the main courses through creating and implementing policies and budgets which will take into considerations the different position of women and men and different obstacles which they face. On the basis of the activities and measures included in the Strategy, the Ministry of Finance made some changes in the direction for preparation of Budgetary Circular and obliged the Ministry of Labour and Social Policy, Employment Service Agency, Ministry of Agriculture and Water Management and Ministry of Health to present the indicators according to gender when developing an output. Budget analyses are made and also budgetary statements for incorporation of gender perspective in the selected budgetary programmes are prepared.

The Ministry of Labour and Social Policy prepared Methodology on Gender Responsible Budgeting through a transparent and inclusive process. This Methodology is a instrument and guide for successful implementation of the obligation arising from the Law on Equal Opportunities of Women and Men and Strategy for Introducing Gender Responsible Budgeting in Republic of Macedonia.

Representatives of all relevant institutions, experts from the area of gender equality and representatives of the civil associations and social partners were included in the preparation process of the Methodology. Also representatives of the governmental inter-ministerial, consultation and advisory group for equal opportunities of women and men were included in the preparation. The UN Women also gave significant support in this process. The goal of the Methodology is improvement of the efficiency and effectiveness of the programmes through integration of the gender equality principal in the policies and developmental strategies of the Government of Republic of Macedonia.

➤ **Increasing of participation of women in the decision-making processes**

The participation of women in the decision-making processes is significantly improved with adoption of the Election Code.

The first female presidential candidate, who is member of the Albanian ethnic community, was on the 2009 presidential election.

Thirty-eight female members of Parliament, 8 of which are Albanian, were elected on the 2011 parliamentary election. Within the Assembly of Republic of Macedonia working bodies, 4 women are presidents of assembly commissions, 9 are deputy presidents of assembly commission, 2 women hold ministerial positions, 2 women hold deputy ministerial positions and 4 are state secretaries. In the current parliamentary composition, the two biggest political parties VMRO-DPMNE and SDSM named female members of Parliament for their coordinators of parliamentary groups. In the current parliamentary composition in the Assembly of Republic of Macedonia two out of three vice-presidents of the Assembly were women.

Locally, on the 2009 local election 377 or (26.7%) out of 1382 advisors were women which points out to the fact that the legal procedures were followed but on those election not one female mayor was not elected.

According to the analysis made by the Macedonian Women's Lobby⁸ on the 2013 local elections 405 or 30% out of total 1347 candidates were women which indicates to increase of participation of women in the local self-government for 2.8% in comparison with the previous composition of the counsels when there were 27.2% female counsellors.

In comparison with the previous composition of mayors when not one woman out of 85 mayors was elected, on the 2013 local election there were 339 candidates 26 of which are women. Out of total 81 elected mayors, 4 are women or 4.9%. Municipalities of Kisela Voda, Tetovo, Gradsko and Bogdanci have female mayors.

Challenges

In Republic of Macedonia there are excellent legal regulations and solid strategic documents where refer to gender equality and promotion of women position in all areas of social living. Institutional mechanisms for promotion of the gender equality are established on national and local level.

There is legal provision which regulated the participation of women of the candidate lists for members of Parliament and advisors.

However in future period we stand tall before the challenge for **increase of participation of women on local election and women as mayors** (on the last elections (2013) from total of 81 mayors 4 are women, and in the 2009-2013 period from total of 84 mayors, none was woman).

It is also necessary a model for successful coordination and communication of all mechanisms established on national and local level and exchange of experiences and good practices between them to be prepared. That way we will be able to facilitate the reflection of a good practice in the remaining municipalities or institution on national level and to learn from good examples but also the initiatives and activities on regional level between more municipalities from one region.

For the first time in the process of planning the budget for 2014 budgetary means for specific activities of the Sector for Equal Opportunities were allocated, and these were mean directed towards promotion of gender equality and equal opportunities of women and men. These means amount to 807,770 denars.

Increase of these means from the budget of the Government of Republic of Macedonia will be a challenge in the future period as well as allocation of means for activities directed towards promotion of gender equality in the remaining bodies of the state administration and all local self-government units. This is how we will be able to successfully implement the strategic documents and activities included in them. On this manner all responsible entities will be able to show true dedication to the issue of gender equality and activities which will be realized will not depend on donations and foreign help. Additional challenge on this area is strengthening of the state

⁸ The Macedonian Women Lobby (MWL) is a non-governmental organization established in 2001 which unites the inter-ethnic, inter-party and inter-religious coalitions of women from the civil society, political parties, Parliament, local authorities, trade unions, media as well as individuals dedicated to improvement of the position of women in Republic of Macedonia and society in general. Together working on issues which refer to equal rights and active participation of women in society, the Macedonian Women Lobby contributes not only to improvement of the position of women in the society but also in the society as a whole. At the same time, MWM acts as strong integrative factor through encouraging of mutual toleration and overcoming of ethnical, religious and political boundaries.

administration capacities included in promotion of gender equality with knowledge and skills for usage of IPA funds.

Budgetary allocation for gender equality

The amendments of the Law on Social Protection provided establishment of extra institutional forms of protection – Centres for Domestic Violence Victims which provide daily and temporary accommodation to domestic violence victims and counseling facilities (for domestic violence victims, children and parents victims of domestic violence and perpetrators of domestic violence). The Ministry of Labour and Social Policy provides financial means for their proper functioning.

Two Counselling facilities for parents and children victims of domestic violence, 4 regional Centres for person victims of domestic violence were opened

as well as a counselling facility for perpetrators of domestic violence.

Centre for Persons Victims of Human Trafficking was opened in accordance with the National Action Plan for Combatting Human Trafficking for the period from 2009-2011. This Centre operates according to the international standards for human rights with budgetary means of the Ministry of Labour and Social Policy.

Financial means from the budget of the Ministry of Labour and Social Policy are allocated for implementation of activities and measures from the strategic documents which refer to equal opportunities of women and men.

Increase of these means from the budget of the Government of Republic of Macedonia will be a challenge in the future period as well as allocation of means for activities directed towards promotion of gender equality in the remaining bodies of the state administration and all local self-government units.

Cooperation NGOs

The civil sector has significant role in initiating, suggesting and supporting of public policies and special meaning in their implementation. This role of the civil sector opened the possibility for institutional cooperation.

The Department for Cooperation with Non-Governmental Organizations was formed in November 2004 as a result of the efforts of the Government of RM for institutionalizing of cooperation with the civil sector. This department is part of the Sector for Analysis of Policies and Coordination within the General Secretariat of the Government of Republic of Macedonia.

On June 16, 2012 the Strategy for Cooperation of the Government with the Civil Sector, with Action Implementation Plan 2012-2017, was adopted in context of valorising the contribution of the civil sector and its important role in the development of the society.

The Ministry of Labour and Social Policy through the Sector for Equal Opportunities transparently includes the representatives of the civil sector in creating policies from the area of gender equality, equal opportunities and protection from discrimination in each and every process.

More specific, the Sector for Equal Opportunities consults with the civil sector in three consecutive phases during the processes for development of strategic documents from the area of gender equality. Initial consultations are made in the first phase when the implementation of previous strategic document (if any) is evaluated, initial analysis of the condition in the country is made according to the current statistical data and a discussion for strategic priority goal for the future period is opened. In the second phase data are collected, relevant analyses are made and several joint working meeting are held where the draft versions of the documents are formulated; after which the third phase of consultations follows where the draft documents are uploaded on the website of MLSP as draft versions for comments and series of consultation meeting are organized in order obtaining comments and inputs in terms of the documents. The third phase ends with organization of public discussion in the Assembly regarding the final draft version of the strategic documents before they are given to the Government for adoption.

Part two: Progress in the implementation of the 12 areas from the 2009 Platform for Action

Women and education

Series of reforms are made in the area of education in the past years which contributed towards promotion of the educational process as well as the opportunity for facilitated access and keeping of all students in the educational process regardless the gender, ethnicity, social and or other standing. The conditions and possibilities for better approach of girls to education of all levels are improved by increasing of the contribution in the education from 3.6% to 5/5 from GDP.

The percentage of enrolling children in preschool facilities is still relatively low in the country. Namely the percentage of children aged 36-59 months is 21.8%, 24.5% for male children and 18.7% for female children.⁹ In terms of Roma children this percentage is much lower, i.e. 3.9% and there are differences between female and male children (1.1% female children and 6.5% male children attend preschool education).¹⁰

According to the data of the State Statistical Office, the net rate of enrolling in primary education is 92% (91% in 2009/2010) for both genders and the percentage of enrolled girls in comparison with boys in 48% versus 52%.¹¹ A gender gap was registered in terms of enrolling in secondary education which is progressively decreasing with introducing of the mandatory secondary education in 2009. Namely, in 2009/2010 the rate of enrolling of girls in comparison with boys was 69% versus 71%; 70% versus 72% in 2010/2011 and 80% versus 81% in 2011/2012. The net rate of enrolling in higher education is higher in terms on women than on men, therefore 28% in view of women and 22% in view of men. The transition from primary to secondary education is 93% for girls and 97% for boys (for 2010/2011); from secondary to higher education 83% for women and 71% for men. The percentage of recorded person who drop out of school is 15% for women and 12% for men (in 2009 this ratio was 19% for women and 14% for men; and in 2010 17% for women and 14% for men). In terms of profession, female students prefer secondary gymnasium education and male student prefer secondary vocational education. In terms of students who graduated, men prevail in the technical and technological sciences (69% versus 31%) and biotechnical sciences (61% versus 39%) but women in medical sciences (74% versus 26% for men) and humanities (69% versus 31%). The ration in the natural and mathematical sciences is 59% for women and 41% for men. Women also dominate in terms of master studies (54% versus 46%) and doctoral studies (54% versus 46%) while men in specialized sciences (52% versus 45%).¹² In view of usage of computer and internet, the is progressive decrease in the gap between both genders in favour of women; from the total number of computer and internet user in 2010 48% were women and 52% were men but in 2011 the percentage was 49% versus 51%.

In the period from 2009 onwards, specific programmes were introduced in order improvement of the access to education, improvement of curricula, access to computers and computer skill of students and teachers as well as improvement of skills through education for adults.

"Life Skills" Programme was introduced as part of the curriculum for first to ninth grade. Workshops with the pupils where with the help of mutual communication the pupils obtain knowledge, attitudes and skills for gender equality, differences between and respect of genders are organized within this programme.

As part of the 2010 Operational Programme of the Bureau for Development of Education, among other things, innovation of the Methodology for Evaluation of Textbooks, which addresses the issue of gender equality, avoiding stereotypes and prejudices and like, was planned. After its adoption we will be able to systematically and professionally analyse the textbooks and other aids thus contributing towards huge improvement of their quality.

⁹ Republic of Macedonia, Muklti-indication cluster research2011, UNICEF [http://www.unicef.org/tfsmacedonia/MICS_MKD_FINAL_websize\(2\).pdf](http://www.unicef.org/tfsmacedonia/MICS_MKD_FINAL_websize(2).pdf).

¹⁰ *Ibid.*

¹¹ State Statistical Office, Women and Men in Macedonia, 2012, www.stat.gov.mk

¹² The data refer to 2011, *Ibid.*

In the period from 2009 onwards, specific programmes were introduced in order improvement of the access to education, improvement of curricula, access to computers and computer skill of students and teachers as well as improvement of skills through education for adults.

In terms of access to education, programmes for better access to education of student students from the vulnerable groups were approved and implemented despite the mandatory secondary education. In 2009/10 the Ministry of Education and Science together with the Roma Educational Fund launched the Project for Scholarships and Mentorship of 800 Romani and mentoring of all 1606 Romani enrolled in the secondary education – a measure for additional help in direction of achieving better results by all students. That school year, 455 scholarships were awarded (258 to girls) to students in secondary education and their general success is good (3.00).

All these measure provide stimulation and we have improvement in the inclusion of both female and male students from the Romani community.

Additionally, from the beginning of November 2010, the realization of the mega Project for Conditional Monetary Contribution for Secondary Education began from the credit given by the World Bank to the amount of 25 million denars. All beneficiaries of social benefit who have children enrolled in regular secondary education may exercise the right to monthly benefit. The children who are potential user should have finished primary school preferably at the age of 14 and not to be older than 17 on the day of enrolment, i.e. in case of a child with disability, not older than 25 years. It is expected this programme to continue in 2014.

Also some specific measure were taken in order rising of awareness and approach to education of male and female students from rural environments; schools of secondary educations and dispersed classes were opened in several municipalities in rural areas. 46 dispersed study programmes in 15 cities were opened in order decrease of study expenses and increase of volume of students (male and female) from rural areas in institutions of higher education.

Accent was put on education of adults in the past several years.

The Lifelong Learning Project whose goal was rising of awareness for education of adults and acquiring certain skills covered 9 municipalities: Shuto Orizari, Chair, Lipkovo, Shtip, Konche, Radovish, Chashka, Bitola and Zajas. Over 60% women from all ethnic communities participated in these workshops.

The Programme for Facilitated Enrolment of Adults in Institutions of Higher Education was introduced in 2010 enabling women to enrol at the age of 35 plus, and men at the age of 45 plus. The enrolment fee is 200 euros.

Specific projects were implemented by the Ministry of Information Society and Ministry of Education and Science in terms of strengthening of the education process and increasing of computer literacy at students from primary and secondary education schools on the entire territory. “Computer for Every Child” Project foresaw and provided computer equipment for every student in the primary and secondary schools of education on the entire territory of Republic of Macedonia including the rural areas.¹³The complete implementation of the project will contribute for increase of the educational level which will help in decrease of the rate of dropping out of school at girls from Romani and Albanian ethnic community and girls who live in rural area and their reintegration in the education process. Furthermore, during 2010 the Ministry of Information Society began with realization of the Wi-Fi Project in rural areas thus proving all citizens of Republic of Macedonia free internet access which additionally will contributes towards decrease of the information gap.

Within the activities of the “World in Your Hands” Project - opening of free internet clubs, the Ministry of Information Society opened 22 free internet clubs in the bigger cities in Republic of Macedonia. This clubs are intended for usage of free internet for all citizens regardless of gender, age, nationality or ethnicity.

¹³ During the school year of 2007/2008, 98,710 computer units are distributed. This amount of computer equipment satisfied the needs of all secondary schools and 45% of the needs of the central primary schools. In 2010, 65,000 more computer units are distributed thus completing the need of all primary schools for pupils from 4th to 8th grade. Total of 163,710 computer units in the secondary and primary education from 4th grade to 4th year of secondary education. Also 53,000 laptops were distributed for the pupils from 1st to 3th grade. These laptops are hardware and software adjusted to the educational needs of the pupils on this age. Total od 22,000 teachers’ laptops are given to the teacher from all primary and secondary schools.

The Ministry of Information Society keeps records according to gender about the turnout in the clubs and rate of usage of information technologies by the citizens. Analysis regarding the application of the information technologies by the female population in the rural areas will be made on the basis of these data in the future period. As a contribution for the process for development of the information society in our country we also consider the project for installing internet spots in the rural areas through which will enable the citizens from the rural area to have easy and fast access to the contemporary information technologies and internet resources. We plan to set 680 internet spots grouped in 13 regions depending on density and structure of the regions. We have so far installed near 400 internet spots and the complete implementation of the project is expected at the end of this year.

Women and Health

In the 2009-2013 the Institute of Public Health suggested programme activities from the domain of achieving of gender equality and strengthening of women within the Annual National Programme for Public Health in Republic of Macedonia, Programme for Early Diagnosis of Malignant Diseases in Republic of Macedonia, Programme for Prevention of Cardiovascular Diseases in Republic of Macedonia, Health for All Programme, Programme for Protection of Population from HIV/AIDS in Republic of Macedonia, Programme for Mandatory Immunization of the Population in Republic of Macedonia, Programme for Active Health Protection of Mothers and Children in Republic of Macedonia etc. Generally in the period from 2009-2013 the activities were increased as well as the funds for their realization in order realization of the right from the area of health in terms of gender equality and strengthening of women especially in the domain of health promotion, early diagnosis of diseases through screening programmes, preparation of new statistical record forms for keeping 34 registries on separate diseases and condition with gender perspective, improvement of availability to health services of women through promotion and sexual and reproduction health, improvement of opportunities for selection of primary care physician and primary care gynaecologists etc.

In 2009 the Institute of Public Health and UNFPA prepared Strategy on Sexual and Reproduction Health in Republic of Macedonia until 2020. The purpose of this strategy is to define the priorities in the sexual and reproduction health, to plan, mobilize and coordinate resources necessary for effective action based on four main principles: human rights, gender equality, multi-sectorial approach and involvement of communities and record based programmes.

Centres for Counselling of Sexual and Reproduction Health located throughout the entire country are opened within the 10 Centres of Public Health in Republic of Macedonia. Their purpose is increase of the percentage of awareness and protection from sexually transmitted infections to young people by providing direct approach to services thereto.

The mechanisms for registration of usage of contraceptive medicines and number of performed abortions in the private and public health are strengthened. There are regular training for counselling and testing for HIV/AIDS and sexually transmitted infection for the health workers organized by WHO and GFATM.

IPH is active and regular holder and executer of part of the preventive programmes of the Ministry of Health (MH):

A). Programme for Early Detection of Malignant Diseases in Republic of Macedonia:

-Programme for Early Detection of Womb Cancer.

Strengthening and increase of activities for early detection and prevention of reproduction organs diseases of women in the Republic of Macedonia including screening of womb cancer. In this sense, invitations to women are prepared and distributed through the centres for public health to primary care gynaecologists and every year information about the total number of PAP tests is prepared and delivered to the Ministry of Health.

-Programme for Screening of Colorectal Cancer (CRC)

In terms of screening of CRC, every year the Institute prepares leaflets, posters, coordinates the activities, provides expert and methodologies help, collects data from the free preventive examinations and prepares Report which is delivered to MH. Up to 2013 total of 14505 FOB tests are made, 4314 were positive and 98 cases were positive for CRC.

-Programme for Conducting Organizes Screening of Breast Cancer in Republic of Macedonia 2011-2013

The Institute was included in this Programme by collecting, processing and analysis of the data from the mammographic examinations for which it prepared information and delivered to the Ministry of Health.

B). Within the Health for All Programme whose purpose is better education of the population and better health security of all citizens, IPH carried out regular collection of the data from the actions conducted in the health facilities and prepared Report on the Results from these free preventive examination at the end of the years where around 10 000 citizens from both genders are included.

C). There is regular preparation of reports and information about the conditions of the malignant neoplasms in Republic of Macedonia.

D). IPH regularly participated in media promotion and education of the populations regarding the need of preventive examination for early detection and prevention of cardiovascular, malignant, respiratory, kidney and other chronicle diseases.

E). The promotion was also conducted through preparation and distribution of leaflets, posters and educational brochures for prevention of acute and chronicle diseases.

F). IPH educated home nurses who, during the visit of the families, provide counsel and basic preventive services related to the planning of family, motherhood, menopause, they also give appropriate instruction for solving certain health, social and other types of problems of the family members who are in need of such services and also they promote the need for selection of primary care gynaecologist.

Main priorities in the action for the next 4-5 years are in the domain of promotion of sexual and reproduction health with accent on planning of family and safe motherhood as well as early detection of chronicle non-infection diseases – cardiovascular diseases, malignant neoplasms, diabetes, HOB etc. The programme for improvement of the health of mothers and children is reoriented with focus on vulnerable groups especially of Roma people.

- By increase of the quality and availability of health services, series of campaigns and information measure for promotion of the current preventive programmes were regularly implemented in order promotion of health of men and women for the most common conditions in terms of morbidity. In context of organization and conducting promotional activities and campaigns accompanied by printed materials with special accent of marking the appropriate world days, weeks etc. The Sector for Promotion, Analysis and Monitoring of Non-Infections Diseases prepared expert materials with data about morbidity and mortality from cardiovascular diseases in the world, Europe and Republic of Macedonia specifically about the hypertension registered in the ambulance and semi-clinical and hospital morbidity which is also translated in Albanian.

On the occasion of November 25 – International Day for the Elimination of Violence against Women, expert material was prepared thus including the Sector in the world campaign under the motto Say NO - Unite to End Violence against Women. On the occasion of the International Day of Persons with Disabilities – December 5, expert material was prepared on the topic: Social and Health Protection of Persons with Disabilities in Republic of Macedonia in order to be put on IPH website and to be available to the citizen of Republic of Macedonia to influence on the awareness for more complete provision of rights of this vulnerable group.

2. Improvement of the current measure for protection of women's health, i.e. implementation of the Programme for Early Detection of Malignant Diseases in Republic of Macedonia (breast cancer, womb cancer and large intestine cancer). Preventive examinations of early detection of malignant diseases were implemented.

Within the Early Detection of Malignant Neoplasms in Republic of Macedonia Programme in 2013 the Institute and the 10 CPH were actively included in the campaign against womb and large intestine cancer where leaflets were prepared, press conferences were held, the week against womb cancer was marked as well as March - the month of fight against large intestine cancer together with NGO Borka and the University Gastrointestinal Clinic. PAP tests and FOB tests were distributed by the MH, and the CPH and IPH were obliged to collect and process the data from the free examinations and also to submit quartile reports about the results from the screening.

In 2013 in Republic of Macedonia with the organized screening for womb cancer of women aged 36-48 in the period from 01.01.2013 to 01.12.2013 from total of 189588 women undertaken to the screening, 20612 examinations, i.e. PAP tests were made and in 5.6% cell abnormalities are

discovered. From the cytological analyses of 16573 swaps, i.e. 80.4% in 1155 women or 7.0% epithelial cell abnormalities were found.

The ratio between the 20612 PAP tests made and the total number of women in Republic of Macedonia 189588 aged 36-48 in the period from 01.01.2013 to 01.12.2013 provides the percentage of coverage with the screening for womb cancer in 2013 in Republic of Macedonia with s 10.9%.

The index for number of PAP tests done during the organized screening for womb cancer in Republic of Macedonia for 2013/2012 is 117.1. There is increase for 17.1% in the number of PAP tests done in 2013 in comparison with 2012.

This is due to bigger informing of women about the importance of the screening as prevention for their health.

In terms of the screening of large intestine cancer, the collected data showed that from the total of envisaged 36000 citizens aged 50-74, FOB tests did 14505 citizens or something more than 40%. Positive test had 4314 citizens or around 40% of them, while at 98 citizens (men and women) there was confirmed large intestine cancer. In time the citizens of Republic of Macedonia began to show larger interest for this type of testing as a possibility to prevent large intestine cancer.

IPH prepared draft action plans for screening for large intestine cancer as well as womb cancer for the next period of 2014-2016 and delivered them to MH.

In 2014 IPH suggested screening for prostate cancer for men aged 50-55 and men with family risk aged 45-50 to be introduced. The suggestion was adopted and became part of the Programme for Early Detection of Malignant Diseases for which executers will be the University clinics, general and clinical hospitals and the provided service will be in a form of PSA test and digital rectal examination for 20000 men.

3. The promotion of the need for protection of reproduction and sexual rights of the woman (Increase of awareness of women about their rights in the domain of sexual and reproduction health as well as sexually transmitted infections) Ten educational session on annual level for students and adolescents, women from urban and rural areas were implemented.

IPH and 10 CPH were actively engaged in promotion and securing of the rights in terms of sexual and reproductive health through the work of the Counselling Centres for sexual and reproductive health. Monitoring was made by IPH on the work done by the counselling facilities for sexual and reproductive health within the Public Health Centres, thus concluding that 1302 young people visited and used the services of the counselling facilities as follows: total of 387 young people in the fourth quartile (third quartile – 239, second quartile – 398, first quartile – 278) visited the counselling facilities where 4024 condoms were gives, 1800 lubricants and 90 oral contraceptives. The counselling facility in CPH Veles and CPH Strumica do not work (attached table). It is concluded that there is proper keeping of record about the work of the counselling facilities but this is done manually because the software does not work, due to ignorance or failure to properly function, so the data cannot be process regionally and nationally.

In order sustainable functioning of the counselling facilities for sexual and reproductive health, it is necessary a report to be prepared which will detect the key reasons why the counselling facility for sexual and reproductive health in CPH Veles and Strumica are not working, then the reasons why the software is not generally used, the impossibility for collective comprehensive data about young people who use the services of the counselling facilities, the needs of young people for advices, problems they are facing etc.

4. Providing gynaecologists in the activity of gynaecology and obstetrics in the preventive health care according to the normative which is 1 team on 3000 women aged 15+ in accordance with the network of health care institutions in Republic of Macedonia.

IPH prepared Action Plan for realization of the need each and every woman in Republic of Macedonia to have primary care gynaecologist and this action plan which became part of the Programme for Early Detection of Malignant Diseases in Republic of Macedonia for 2014 envisaged activity for provision of gynaecologists in rural areas in preventive health case thus enabling the services to become available for all women.

The Ministry of Health trained 21 Romani health mediators in cooperation with Hera and Open Society Macedonia Foundation and provided means for their employment throughout the country. The Romani health mediators help the Romani women to get easier access to the health and social services and exercise their rights.

Violence against Women

The Government of Republic of Macedonia regularly is taking specific measures and activities in the field of family violence. Appropriate frame for preventive acting and rational treatment of the consequences from domestic violence are regulated in the national legislation (Law on Family, Law on Social Protection and Criminal Code), national strategic documents like the National Strategy on Prevention and Protection against Domestic Violence 2012-2015 (and the previous 2008-2011 Strategy for Protection against Domestic Violence). All shapes of violence against women are not completely regulated with the national strategy but specific measure in that direction are foreseen in the National Strategy on Gender Equality adopted after the signing of the Convention of the Council of Europe on Preventing and Combating Violence against Women and Domestic Violence.

According to the strategic documents, several surveys were carried out in the period between 2009 and 2012 in order prevalence and incidence of domestic violence to be determined.¹⁴ According to the representational field surveys, prevalence of 37.7% for all types of domestic violence is determined for the entire population. Women experience relatively more violence than men (difference of 17.6 percentage points). The psychological violence in any shape is registered at more than one third of the population (36.8%) while the physical and sexual violence have low prevalence (which is explained by the methodological limitation of the study).

But in terms of physical violence, 78 of all respondents which confirmed that they experienced this shape of violence are women mainly at aged 30-64 (around 60%). Dominant perpetrators of all three types of violence are men: 53% in terms of psychological violence, 76% of physical violence and 100% of sexual violence. In view of elderly above 65, the prevalence is similar to that of the general population and that is 34.6%. The gender has significance of relevant risk factor for violence against elderly, i.e. women are most exposed to all types of violence only because they are women.

Researches confirmed that most significant factors which increase the probability for violence against women are their age, educational status, number of children who live in the household, place of living (urban or rural area). Most women who experience violence are unemployed, i.e. inactive (total of 80%) while employed women who experience violence participate with approximately 20% from the total number of women who experience violence. Also almost 80% of the female respondents with primary or lower level of education stated that they have experienced some type of violence in the households. According to the ethnicity, women of Macedonian and Serbian ethnicity have lower prevalence of family violence than women from the other ethnic communities but the condition of the women from the Romani ethnic community is especially bad with significant prevalence of 72.2%.

The Government of Republic of Macedonia, according to the strategic priority goals, took specific steps in establishing comprehensive and efficient system for protection and prevention of domestic violence. Coordinative and participative mechanism for implementation of the strategy for protection against domestic violence was provided through the establishment of national coordinating body, comprised of representatives of the relevant ministries and civil associations, and adoption of the Common Protocol for Acting on Domestic Violence Cases and Referral. The capacities of the professional structures were strengthened through purpose-built organized and conducted trainings of more than 559 professionals from the Social Work Centres, health institutions, educational institutions, local self-government and civil organizations. The system for protection of domestic violence victims is improved through opening of counselling facilities for women and children victims of violence, one counselling facility for perpetrators as well as establishing of new regional Centre for Care Sheltering of Domestic Violence Victims. Within the NGO sector, which has legal authorizations to provide services, specific steps were taken for improvement of quality of services through introducing standards for providing free legal assistance (legal counselling and representation) and their enlargement to standards for overall support and protection of the victims. As a result of these efforts, in the period from 2010-2012 the NGO sector provided free legal assistance to total of 862 victims of domestic violence; 230 of whom were represented in court.

¹⁴ Vilagomes, E. Rikalovski, V. Popovska, Lj. (2012), National Research on Family Violence, MLSP, UNDP, Skopje; Markovic, M. Jordanova Pesevska D., Seti, D., Serafimovska E., Kissman M. (2012), Prevalence of Abuse of Elderly, WHO Skopje; Caceva, V. And Mirceva, S. (2010) Neglected and Marked – Analysis of the standing: Sexual abuse of children, UNICEF, Skopje.

Additionally, specific measures for economic strengthening of the victims were taken by introducing “economic emancipation of women victims of domestic violence” in the active employment measure of the Ministry of Labour and Social Policy (37 women were included in the economic strengthening programmes in the period from 2010-2012).

Three national campaigns for raising awareness for turning in and protection of domestic violence were implemented in order sensitization of the general public but also encouraging of turning in to the competent authorities in order their stopping and decreasing of the consequences from the experienced violence. According to the recorded data, the country notes trend of increase of turning in and registering of domestic violence cases. According to the data of the Ministry of Internal Affairs, 404 criminal acts of domestic violence, 676 offences and 4034 domestic violence complaints were recorded in 2009. 593 criminal acts, 655 offences and 4609 domestic violence complaints in 2011. Continuous and stable growth of the measures suggested by the centres to the court as well as the measures pronounced by the court is noted in terms of the protection in case of domestic violence itself in the period from 2009-2012. On the other side, sheltering of the victims in shelters is relatively stable in every following year. During the research period of 4 years, the number of suggested measures for protection of victims is increased by more than two and a half time, which is followed by the same ration of the measures pronounced.

Analysis of the court domestic violence cases from gender perspective¹⁵ was conducted and the recommendations from the analysis are used in carrying out training of more than 100 judges from the primary courts. The court cases analysis confirms the tendency for increase of registering of the participation of domestic violence in the structure of total realized criminal acts (from 2% in 2008 to 5% in 2012). From the total sanctions pronounced to the perpetrators for all criminal acts in the research period, the sentences are present with 51%, alternative measure with 49% while in terms of the perpetrators of domestic violence criminal acts, the alternative measure are more common with 57% than the sentences with 43%. This analysis also confirms that the family violence has specific features of gender based violence. According to the statistical data, 93% from the reported and sentenced perpetrators of domestic violence criminal acts in the research period are men, and 82% of the victims are women. From all victims of criminal acts of domestic violence, only **4% are men who are victims of female perpetrators**. On the other side, **76% of all victims are women victims of male perpetrators**. Most common feature of the perpetrator with the victim, according to the police statistics, 65% are husband/wife including ex spouses and extramarital spouses, and 95% of victims in the capacity of spouse are women.

Draft Law on Prevention and Protection against Domestic Violence, which is in a parliamentary procedure, is prepared in order promotion of protection against family violence.

In terms of woman and violence, it is significant to be mentioned that the Convention of the Council of Europe for Prevention and Combating Violence against Women and Domestic Violence is in procedure of ratification.

Combating Human Trafficking, especially Women and Children

In order deepening of the fight against human trafficking, especially women and children, in April 2009 Republic of Macedonia ratified the Convention of Council of Europe for Combating Human Trafficking.

In 2009 in the Gender Equality Department, Sector the Equal Opportunities, within the Ministry of Labour and Social Policy office of the **National Mechanisms for Referral of Victims of Human Trafficking (NMR)** is institutionalized. Office of NMR is in continuous coordination and cooperation with trained social workers from 30 centres for social work (in 30 cities in RM), with the Ministry of Internal Affairs, Unit for Combating Human Trafficking and Illegal Migration as well as

¹⁵ Mirceva S., Caceva V., Kenig H., Voice for Justice, *Assessment of the court procedures for domestic violence cases with special focus on the managing the cases from gender perspective*, Institute for Sociological, Political and Legal Research - ISSPI, Skopje, 2014.

with NGOs.

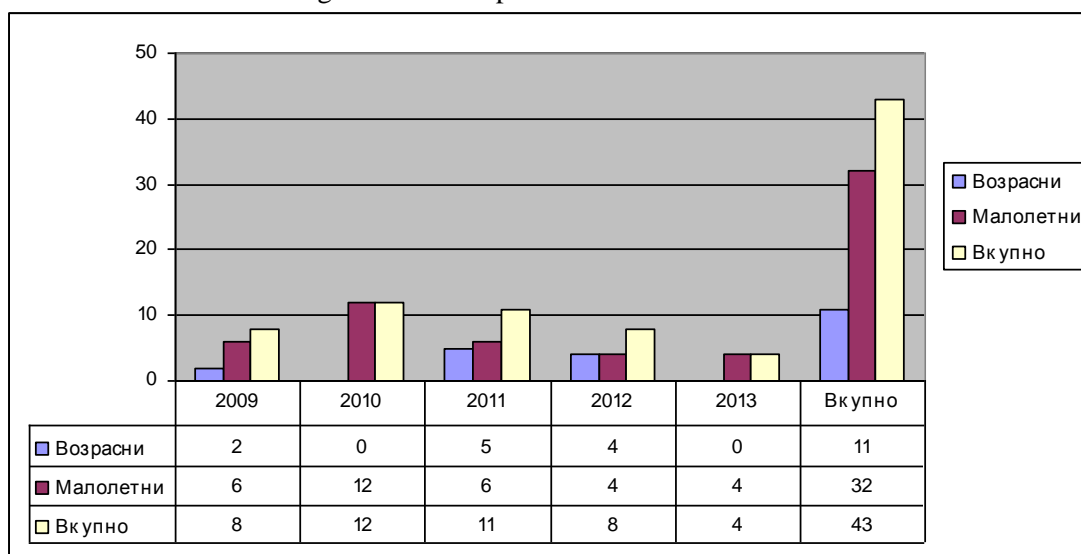
The assistance and protection of the human trafficking victims is based on respecting the human rights and freedoms, rights of children and in accordance with the standard operative procedures for acting with human trafficking victims (SOP) adopted by Republic of Macedonia in 2010.

State shelter for protection of human trafficking victims, i.e. Centre for Human Trafficking Victims (Article 132) was opened in 2011 in accordance with the Law on Social Protection (Official Gazette of Republic of Macedonia No. 79/09 Article 26 and Article 31). Internal document which refer to the procedure of referral, accommodation, residence, rule of conduct of the engaged personnel, protection protocol and like were prepared according to the international human rights standards for functioning of this Centre. Pursuant to the legal regulation human trafficking victims, residents and foreigners with permit for temporary residence are accommodated in this Centre. The victims get direct assistance and support from two non-governmental organizations with which MLSP has signed memorandum of cooperation, and those are NGO "Otvorena porta" for social support and NGO "Za sreknjo detstvo" for psychological support.

The Law on Amending the Law on Social Protection (Official Gazette of Republic of Macedonia No. 79/2013) through Article 10 supplemented Article 84, paragraph 2, indent 7 thus providing health protection of human trafficking victims, it this cannot be provided on any other grounds.

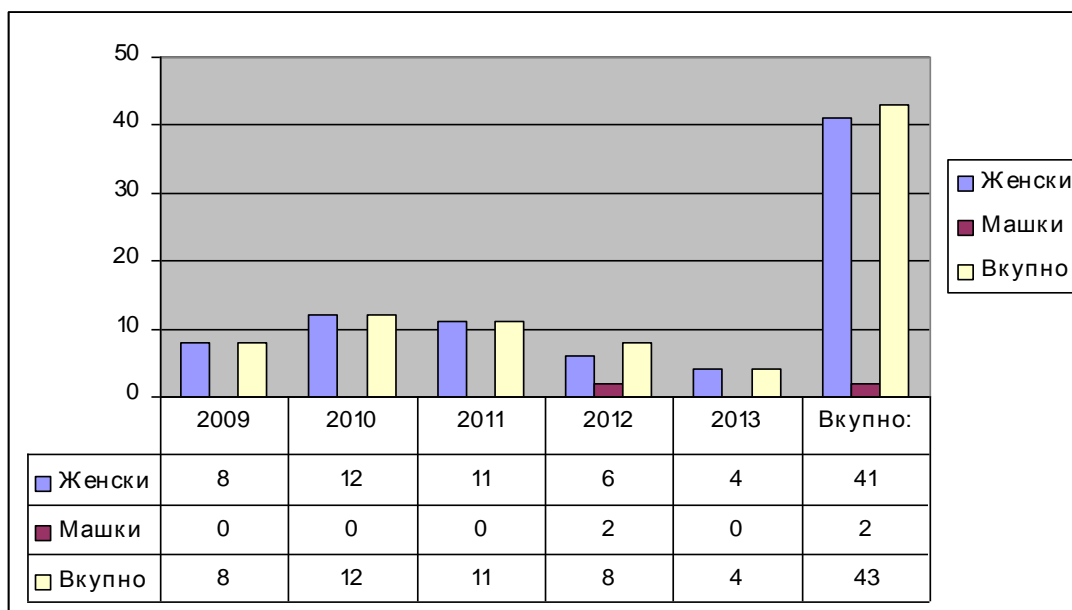
The Ministry of Labour and Social Policy in direction of implementation of the obligation arising from the Strategy and National Action Plan for Combating Human Trafficking and Illegal Migration 2013-2016¹⁶ during February 2014 prepared: Programme for Assistance and Support when Reintegration of Human Trafficking Victims and Programme for Assistance and Support for Children Victims of Human Trafficking which completed the frame for efficient reintegration of human trafficking victims. The purpose of these programmes is implementation of activities in order better physical and psychological healing, rehabilitation, re-socialization and social reintegration of a child victim of human trafficking.

Identified human trafficking victims in Republic of Macedonia 2009-2013



Identified human trafficking victims according to gender in Republic of Macedonia 2009-2013

¹⁶ Available at http://www.mtsp.gov.mk/WBStorage/Files/strategija_nap_mk_0.pdf



Women, Peace and Safety

Analysis of the conditions is made within the preparation of the National Action Plan for Implementation of the Resolution 1325 Women, Peace and Safety of the Security Council 2013-2015 which showed that in Republic of Macedonia in the period of adoption of Res. 1325 in 2001, special attention is placed on the gender concept of the national legal regulations in terms of discrimination on basis of gender and issues of equal opportunities of women and men. The Analysis of the conditions shows that in Republic of Macedonia in the period of adoption of Res. 1325 special attention is placed on the gender concept of the national legal regulations in terms of discrimination on basis of gender and issues of equal opportunities of women and men. The conditions in terms of implementation of the international norms and standards of this plan are presented in the Fourth and Fifth Periodical Report of Republic of Macedonia about the Convention on the Elimination of all Forms of Discrimination against Women (2011). Having in mind that Res. 1325 is called upon the provisions for the Beijing Declaration, it furthers develops the direction for strengthening of the role of women in terms of peace and safety.

On January 9, 2013 the Government of Republic of Macedonia adopted the National Action Plan for Implementation of the Resolution 1325 Women, Peace and Safety of the Security Council 2013-2015. Also Annual Operative Programme is prepared which sets the priority activities and entities included in their implementation. This Action Plan was prepared as results of the obligations and needs of Republic of Macedonia to efficiently and completely join in the activities of UN, EU, CE, OBSE and NATO in this aspect. The entire process of adoption and promotion of this document is supported by UN Women. The purpose of this Action plan is: Strengthening of the gender perspective in formulation and implementation of the peace, safety and defence policy (PSDP) of Republic of Macedonia; Strengthening of the participation and contribution of women in international, civil and military mission in which Republic of Macedonia participated; Prevention of violence and protection of rights of women in conditions of peace, conflicts and humanitarian catastrophes.

Two-day training for the representatives of the state institutions was held in order introducing and process of implementation of Resolution 1325.

Within the strategic goal 3: Prevention of violence and protection of rights of women in conditions of peace, conflicts and humanitarian catastrophes from NAP in terms of Resolution 1325, Crisis Management Centre prepared Analysis of the laws and policies (in terms of humanitarian catastrophes/catastrophes management/crisis management/reducing of risks) from the gender perspective in Republic of Macedonia. This document has the following goals:

1. Strengthening of the gender perspective in formulation and implementation of the peace, safety and defence policy (PSDP) of Republic of Macedonia.
2. Strengthening of the participation and contribution of women in the international, civil and military missions in which Republic of Macedonia;
3. Prevention of violence and protection of rights of women in conditions of peace, conflict and humanitarian catastrophes.

The percentage scheme of women in the personnel structure of MD and ARM is as follows:

- In the personnel structure of Ministry of Defence the percentage of employed women is 34.4%.
- In the personnel structure of the Army of Republic of Macedonia the percentage of participation of women is 9.7% of which: officers 8.1%, petty officer 11%, professional soldiers 2.6% and administrative personnel 36.6%.

There are no formal obstacles and limitations on the participation of women in all systemized work positions in MD and work duties determined with the Act on Formation in ARM and they are employed in all structures in accordance with the principles of expertise and competence.

Within the priorities of the Government of Republic of Macedonia for integration in the global systems of NATO and EU, there is a positive trend in terms of participation of women in peace and humanitarian missions led by UN, NATO and EU. In the past period more than 70 women civilians and military elders employed in the Ministry of Defence and Army of Republic of Macedonia participated in humanitarian and peace missions abroad.

The Ministry of Defence regularly conducts trainings about gender sensibilization for the employees. Database about the employees who visited trainings on gender counsellors for the needs of the military missions was formed. The trainings are organized by the Nordic Centre for Military Gender Equality in the Kingdom of Sweden and NATO Centre for Military Operation in Sarajevo.

The Ministry of Defence implements training for the personnel which is assigned to military missions abroad in order for them to get to know the contents of the resolutions and declarations which refer to the gender equality and gender perspective.

With support of the office UN Women in Republic of Macedonia, scientific conference on gender equality and perspective in the defence and safety was organized where more than 30 employees and science workers participated with their papers.

All events and activities realized from the area of gender equality in the defence and safety are announced on the website of the Ministry of Defence as well as all documents related to this topic.

Women and Employment and Economic Development

According to the Constitution of Republic of Macedonia (Article 32, paragraph 1) everyone has the right to employment, free choice of employment, protection at work and material security during the temporary unemployment; everyone has equal opportunities for every working post without any kind of discrimination, including gender discrimination.

Although compared to 2005 positive trends are noticed regarding the gender representation there is still low level of participation of women in the labour market. The activity rate in 2010 is 50.4% and is 27.3 p.p. lower than that of men. The employment rate for that period is 34%, that is 18.8 p.p. lower than that of men, and the unemployment rate 32.3%, that is 0,3 p.p. higher than that of men.

This can, before all, be explained because of the traditional role of women in the family, especially among ethnic communities and rural areas.

In order to overcome this condition, the goals of the policies on the labour market is greater integration of women through an increase of their working capacity due to achieving employment rate of 42% until 2015 through:

- increase of competencies (knowledge, skills and access to work);
- development and giving employment opportunities and trainings adapted to the individual needs and conditions for women and

- overcoming the barriers for integration on the labour market.

The employment rate for women in 2013 is 32.5% and the unemployment rate 29%. At the same time the activity rate among women in 2013 is 45.8%.

Until April 2014 there were 103,250 registered unemployed persons in Republic of Macedonia and the number of job-seekers is 115,668. 50094 of them are women.

Attachment 1¹⁷ is a table of the total number of participants in the active employment programmes and measures (according to the gender structure) as well as a table of the percentage of participation of women and men in the total number of participants in the active employment programmes and measures per year, for the period 2009 – 2013.

In the period 2009 – 2013 active employment programmes and measures were implemented dedicated solely to the women victims of domestic violence through which the financial support for self-employment/subsidizing the women victims of domestic violence was created, with the purpose of their integration on the labour market.

The Agency for Promotion of the Entrepreneurship as part of the Self-employment with a grant Programme during the implementation of the Project 2007 -2013 through definition of a special target group - women entrepreneurs includes the women in this project. The data tell that every year the number of newly established businesses by women through this project is between 35 – 40%.

In 2010 the Agency for Promotion of the entrepreneurship of RM in collaboration with the project financed by the Austrian Development Agency – construction of the facilities for the creation of knowledge – based economy, implemented by APE in collaboration with the Centre for development of new businesses at the Faculty of mechanical engineering and University Ss. Cyril and Methodius prepared a report on women entrepreneurs in RM through a research that had the purpose to get a picture on the women entrepreneurship in RM. This report consists of statistical data on the employment of women using official secondary data received from the State Statistical Office and other institutions for the period 2004 - 2009.

The Agency for Promotion of the Entrepreneurship in RM was the implementer of the project – European Network of Mentors for Women Entrepreneurs in Macedonia, which was focused on the establishment of a national network of mentors for women entrepreneurs in Macedonia dedicated to the promotion of development of women entrepreneurship and assistance for women entrepreneurs to successfully overcome the challenges in the first years of the activity of their businesses. The national network of mentors was part of the European network established and managed by the European Commission.

Realized project tasks for the support of women entrepreneurs in RM:

- Strengthening the entrepreneurship skills of women in business – realized by BAS Macedonia 2009. In the period September – December 2009 six three-day workshops were organized in six different cities: Bitola, Ohrid, Strumica, Kumanovo, Skopje and Tetovo. The total number of trained women in entrepreneurship with the so called SEFE methodology is 151.
- Support and development of the women entrepreneurship in the Tetovo region – realized by the Ministry of Economy in collaboration with ESA Tetovo, 2008. The purpose of the project was contribution to the efficiency of the management of the businesses by women entrepreneurs through organization of trainings and consultations of the existing and new businesses.
- NAP for youth

In 2012 the participation of young people in the population with working capacity (15 - 24) increased from 32.1 on 33.6 percent. The employment of young persons also increased (from 14.4 to 15.5 percent) with a greater increase among young women than men (1.8 and 0.4 percent points increase).

¹⁷ Table of the total number of participants in the active employment programmes and measures (according to the gender structure), as well as a table of the percentage of participation of women and men in the total number of participants in the active employment programmes and measures per year, for the period 2009 – 2013.

Table 1: Key indicators about the labour market (2011 - 2012)

| | 2011 | 2012 | EU27(2012) |
|------------------------------------|------|------|------------|
| Youth 15 - 24 | | | |
| Participation in the working force | 32.1 | 33.6 | 42.6 |
| Employment rate | 14.4 | 15.5 | 32.9 |
| Unemployment rate | 55.3 | 53.9 | 22.8 |
| Youth 15 - 29 | | | |
| Participation in the working force | 48.1 | 49.1 | 57.0 |
| Employment rate | 25.5 | 26.1 | 46.4 |
| Unemployment rate | 47.0 | 47.0 | 18.1 |
| Adults 25 - 64 | | | |
| Participation in the working force | 73.0 | 71.8 | 77.8 |
| Employment rate | 52.1 | 51.4 | 70.7 |
| Unemployment rate | 28.7 | 28.4 | 9.2 |

Source: EUROSTAT, Annual poll on the working force (2011 – 2012).

Part of such increases is due to demographic factors (for example, the entire young population at the age of 15 – 24 is decreased by 3.5 percent) but also to the real employment of the younger group of employees. The employment rate of the population with working capacity (15 – 64) remained generally unchanged 44 percent in 2012.

If the group 15 to 29 years is taken into consideration the results are positive regarding the participation in the working force and the employment, while the employment rate is generally the same as the one noticed in 2011 (Table 1). Absolutely the employment of young persons 15 – 2014 years old increased by 4 percent. The total number of employed young men (15 – 24) decreased (from 28,700 to 28,300), while the number of employed young women increased from 16,500 to 18,700. This decreased the gender gap in employment of the young (15 – 24) from 7 percent on 5 percent.

Gender Equality in Social Work and Social Protection

In order to incorporate the gender equality in social work and social protection, the capacity of the experts was improved by the conduct of basic trainings on gender equality and implementation of the existing international and domestic legal regulations in this area. For the needs of the trainings a **Manual for Identification of the Gender Issues and their Implementation in the Social Work and Social Protection¹⁸** was developed. During 2010 and at the beginning of 2011, 371 experts from the Centres for Social Work and the institutions for social protection were comprised with the basic trainings for gender equality.

At the same time, the gender analyses of two types of services form the social protection¹⁹ were conducted with the purpose of promotion of the gender sensibility but also for recognizing the different needs and priorities of women and men, girls and boys, in the process of providing services, as well as in the process of policies and measures on local level.

The Ministry of Labour and Social Policy conducted an analysis from a gender aspect on the services for social benefit. The results of the research showed that there is a great gender disparity among the users of the social benefits where men are 80% of the social benefit users dedicated to families, and women were only 20%. The analysis determined that the reason for this disparity are not the legal regulations but the patriarch code of the society that leads to the fact that the users for the

¹⁸ Available at: zsd.gov.mk/images/stories/food/priracnik_MKENG.pdf

family to be men, but also to the fact that the experts in the Centres for Social Work to register men as users of social benefit.

The second analysis conducted in the Bureau of Social Affairs, on the other hand, made an assessment on the social risks among the users of other social services from gender perspective, but also gender sensitivity of the social services providers. The analysis of the social risks confirmed the gender dimension among registered users.

The results of both the researches confirmed the presence of gender stereotypes and prejudices in part of the experts. For that purpose the Bureau for Social Affairs created a *Module for gender equality in the social work* as one of the basic modules of Training Programme for Continued Professional Development. The Module is dedicated to the persons employed in the system for social protection and contributes to the development and strengthening of their competencies from gender aspect. The experts (12) employed in the Bureau were trained for the delivery of this module and acquired certificates for trainers for this module.

During 2013 the experts from the Bureau for Social Affairs – Skopje delivered the module for gender equality to 37 experts from the Centres for Social Work through a training programme for continuous professional development.

Women and human rights

For the purpose of introducing with the CEDAW Convention and the Facultative Protocol and their practical applications in the judiciary, trainings were conducted for: lawyers, judges, public prosecutors, young barristers and employed in the Office of the Public Ombudsman. The conducted trainings raised the awareness for the importance and the meaning of these international documents in the judiciary.

The amendments and supplements of the Criminal Code from February 3, 2014²⁰ regulate the grounds of discrimination which receive legal protection. That determines that in determining the punishment the court will have into consideration whether the offence is done to a person or group of persons or property directly or indirectly, besides other bases on the basis of gender. Also the deprivation or limitation of the human rights determine in the Constitution of RM is incriminated and the ratified international agreements as well as privileges given to the citizens contrary to the Constitution of RM on the basis of gender. The gender is taken into consideration also with regard to the endangerment of the security.

Child prostitution is included in this law as part of the amendments. The following actions are punished: recruitment, enticement, boosting or attracting a child who is 14 years old to a prostitution or mediating, giving or participating in the giving to another for the purpose of prostitution or securing the his sexual services to another or using the sexual activities in another manner for acquiring property or other use will be punished with imprisonment for at least four years. The imprisonment for at least eight years is used for the offence with the use of force or threat for attack or life or body of the child or a person close to him/her. There are also amendments regarding the unlawful ceasing of pregnancy in which without consent or by unlawful misleading or using the absence of knowledge by a surgical intervention or in another manner the capacity for reproduction of the female person is ceased will be punished with imprisonment for three to ten years.

In the direction of improving the status of Roma women and their integration in the social courses the Government of Republic of Macedonia on its 139 Session held on 23.3.2008 adopted the first National Action Plan for Improvement of the Status of Roma Women with Operation Plans for the period 2008 – 2010 and the second National Action Plan for Improvement of the Social Condition of the Roma in Republic of Macedonia 2011 - 2013 adopted on 28.12.2010.

The Action Plan for the Specific Needs of Roma Women comprises of five sectors of action: Education, Employment, Health, Public and Political Participation of Roma Women, Antidiscrimination and Human Rights.

The general purpose of the activities is improvement of the status of Roma women and their integration in the social life.

In the frames of the Operative Programme for 2009 in the part of human rights two- day training was conducted for Roma women trainers on the subject “The rights of women as part of the human

²⁰ Official Gazette of Republic of Macedonia No. 27/2014

rights". Alongside the participants from the information centres, representatives from the Roma women non-governmental organizations from that are active in the same cities were included. There were 2 female participants from every city (8). After the conducted training the prepared trainers realized 7 working meetings in every city with women from the community. A total of 685 women and 10 men were comprised and they acquired information and knowledge on their rights as part of the human rights.

In the frames of the Action Plan for improvement of the status of the Roma women from the part of the human rights in 2009 with the support of UNIFEM a project was realized for Preparation of analyses for the relevant law regulations and citizen journals for overcoming the unequal treatment and access of Roma people, especially women to the services of the state institutions. The basis for realization of this project is that the Roma woman comes across with double discrimination. Subject of the analysis are the law regulations and the citizen journal of the Ministry for Labour and Social Policy, Employment Agency, Ministry of Internal Affairs and the Public Ombudsman, as institutions to which the Roma people most frequently address for the purpose of getting personal documents or realization of certain rights.

The research has shown that the percentage of women who reported that they were discriminated is higher, 75% in comparison to the 68.5% of men, 36.8% of them were discriminated several times, 23.3% once or twice and 13% reported that they are constantly discriminated.

The legal analysis and the received results from the field examination offered recommendations that direct to the overcoming of the recorded unequal treatment when accessing to the services by Roma women, as well as undertaking affirmative measures for establishing equal treatment regarding the services of the state institutions.

As a result of the received results and recommendations from the legal analysis and the field examination for overcoming the unequal treatment in the access of Roma people, especially Roma women, to the services of the state institutions in the middle of June 2010 a two-day training was held for the equal treatment based on gender and ethnicity when accessing the state institutions dedicated to the officials from the institutions that participated in the creation of the examination.

According to the Action Plan for the improvement of the status of Roma women, the Sector for equal opportunities made an Analysis on the condition and the decrease of the number of Roma girls and boys in the education process in Republic of Macedonia in May.

According to the priorities foreseen with the National Action Plan for Improvement of the Social Condition of Roma women regarding the human rights. In collaboration with the international organizations on migrations more than 20 workshops were held dedicated to young persons from smaller ethnic communities in several municipalities among which the Roma. Of the total number 4 workshops were dedicated to young Roma women and men. The participants on the workshops had the possibility to be informed how in a legal and secure way to reside in a foreign country, how to acquire a work permission and how to realize the right to equal treatment on the basis of gender and the right to protection from discrimination. The purpose of these workshops was to raise the awareness of the young population regarding the migrations in a foreign country, the misuse and consequences from illegal migration as well as the right to protection in the case of unequal treatment and protection from discrimination.

In the frames of the project "Support of the Implementation of the Strategy for Roma people" supported by the European Union two one-day trainings were held dedicated to the Roma non-governmental organizations that work in the field of women questions and rights of Roma people. The purpose of the trainings is their introducing with the mechanisms for realization of the right on equal treatment on the basis of gender and the protection from discrimination. Special attention was put to the possibility for participation in the civil sector as mediator when initiating a procedure on realization of the right to equal treatment based on gender and the right on protection against discrimination. In that context, through this project, a small Manual was printed that should help the non-governmental organizations in case of participation in this kind of cases. Also in the frames of this project a Guidebook was printed in which the methodology of the trainings for equal treatment when accessing the services of the state institutions was introduced.

The participation of Roma women on the labour market is very low. Almost seven out of ten Roma women that seek employment does not find it, and more than eight out of ten Roma women that have working capacity are not included in the education process or are unemployed. Among the women

that are in a working relation, the ethnic separation and \ gender gap in the income is greater for the Roma women (among the non-Roma population, the average salary for women is 83% than that of men, while among the Roma population is 63%).

The participation on the labour market of women from the rural areas and their economic activity is 37% in comparison with the activity of men from the rural areas which is 71% and the gender gap is 34%.

The groups defined as marginal from the aspect of gender and other grounds on which special attention shall be paid are women from the ethnical communities, rural communities and women with body and mental impairment, as an especially vulnerable category.

The women from the rural areas²¹ face with lower education and high unemployment rate, unreliable and low income. In average, women of the rural areas mainly have only primary education and fall behind the women from the urban areas, who have, in average, secondary education, and behind the men from the rural areas, who are somewhere between the two levels. Despite the perceived progress, inter alia, as a result of the introduction of compulsory secondary education, the transfer of the girls from primary to secondary school in few regions remains low. The southeast region has highest percent of females who completed three-year or four-year secondary school (63%) and largest percent of females who obtained an university degree (10%). The northeast region has lowest share of females who completed secondary education (18.5%). Social norms and traditional values do not determine the education level, but the choice of fields of study, and as a result the main interest of the females remains in the social and medical sciences.

Three of four women in the rural areas are unemployed. With unemployment rate of 59% of the age group between 20 and 24, and 43% of the age group between 25 and 29, the highest unemployment rates appear among the young women from the rural areas. The unemployment rate is highest in the Skopje region, 89%, and lowest in the Southeast region, 46.7%. Only in the northeast region most of the unemployed females look for employment and are registered in the Employment Service Agency (52.4%). Most of the women in the rural areas, 63%, remain economically inactive. The most common reason for such high rates of economic inactivity is that the rural women are preoccupied with child care and housework.

Only in the Vardar and Pelagonia region the majority of unemployed females, 66.7%, that is, 60%, have the agriculture as an additional activity, that is, the farmers' market, while in Polog (73.7%) and the Northeasters region (66.7%) the households live mainly from the agriculture. In average, the rural women constitute 38% of the persons active in the agriculture, haunting and forestry, including the seasonal workers, and yet, it is estimated that 20% of the economically inactive women work on the agricultural lands without being paid about it. Likewise, very few women are registered as farmers.

Analyses suggest that women in the rural areas participate equally in the household decision-making, but their participation in the business decision-making is very low. The women in Pelagonia (2.3%) and in Polog region (3.7%) are at least entrusted with business decision-making. The participation of the rural women in the political life, for example in public discussions, debates or meetings of the community or municipality, is at very low level, at 2% and 3%.

The rural women, in most cases, have no ownership of property or assets from the production realized in the family; therefore they do not have equal access to the financial assets, which reduces their opportunities for economic strengthening. In average, in less than 6% of the families in the country owners of agricultural land or house are women. The largest percent of house ownership, which varies between 8.3% and 8.9%, is recorded among the married rural women in the Eastern and Southeast region.

Pursuant to the national strategic priorities, the Government, through the Ministry of Agriculture, Forestry and Water Management, made attempts to improve the status and opportunities of rural women. The rural women are target of strategic documents for gender equality (National Action Plan for Gender Equality), as well as of the agricultural development programme which includes two affirmative measures, i.e. two gender-sensitive measures. Namely, through this programme the women from the rural areas will be encouraged to submit subsidy applications which aim to

²¹ Center for Research and Policy Making, UN Women, Perspectives of the women in the rural areas, Skopje 2012, <http://www.unifem.sk/uploads/doc/MKDneb2.pdf>

encourage the economic activity of the women in the agriculture and rural tourism. In 2009, 575 male farmers and 264 female farmers appear as subsidy users; in 2010 that number is 364 for the former and 310 for the latter. The Ministry of Agriculture, Forestry and Water Management performed an assessment of the rural development programme from gender point of view and examined the opinions of the women in the rural areas regarding the access and utilization of subsidies.²² Through the voice and recommendations of the women from the rural areas, the Ministry of Agriculture, Forestry and Water Management works on the development of the future Rural Development Programme, for which gender-sensitive indicators to measure the progress are developed.

Women and Media

Since 2010 the Agency for Audio and Audio-Visual Media Services prepares regular annual analyses of the employee structure in the broadcasting industry, in which the data for the employee structure separated from gender perspective and at the same time broken down by level of education, job position and type of employment (regular or freelance) are presented.

According to these data, in 2010, 37% of the total number of employees in the television industry were women who, as more numerous than the men, were in the journalistic staff (300 female journalists versus 231 male journalists). The number of female editors was smaller – 25 versus male editors – 48, as well as female managers/directors – 15 versus male managers/directors – 57²³. In the radio industry, 43% of the total number of employees were women, where again, among the journalists, women were more numerous than the men (54%) and the remaining staff (69%). The situation is equal when it comes to editor job positions in the radio (12 female editors versus 11 male editors), but that is not the case in the managing staff – 12 female managers versus 39 male managers²⁴.

In 2011, in the television, women represented 36% of the employees, while more numerous were among the journalists (291 female journalists and 247 male journalists) and among the "remaining" staff (59%). The gender structure of the employees on managing positions shall be as follows: 31 female editors and 56 male editors, as well as 17 female managers versus 51 male managers²⁵. In the radio industry, 43% of the total number of employees were women who appeared more numerous among the journalists (126 female journalists and 94 male journalists), among the editors (16 female editors versus 14 male editors) and among the remaining staff (62 females versus 24 males). Among the directors there were 13 women and 48 men²⁶.

In 2012 the present of women employed in the TV industry increased on 39%. The most significant change is the one in the gender structure of the editorial staff where there were 68 women versus 67 men. This change is a result of the increased number of female editors, increased by 37, (more than half compared to the previous year when there were 31 female editors) where, for the first time, there are more female editors than male. Furthermore, among the journalists (272 vs. 218) and among the remaining staff (178 vs. 127) the women were still more numerous. Among the managers, compared to the previous year, the situation is almost unchanged: 16 female managers versus 50 male managers²⁷. In 2012, in the radio industry, the women represented 42% of the employees; there were more female journalists (101) versus male journalists (79), while the remaining personnel was composed of 46 women and 22 men. The numerical condition of the editorial staff is almost equal –

²² Ministry of Agriculture, Forestry and Water Management, *Strengthening of the women in the rural areas*, UN Women, Skopje, 2013.

²³ Available on <http://www.avmu.mk/images/stories/анализа%20на%20структурата%20на%20вработените%20во%20радиоифузната%20индустрија%202010.пдф>, page 2-4

²⁴ Available on <http://www.avmu.mk/images/stories/анализа%20на%20структурата%20на%20вработените%20во%20радиоифузната%20индустрија%202010.пдф>, page 13-15

²⁵ Available on http://www.avmu.mk/images/анализа_на_структурата_на_вработените_во_2011_година_3.пдф.стр, 2-4

²⁶ Available on http://www.avmu.mk/images/анализа_на_структурата_на_вработените_во_2011_година_3.пдф, 16-17

²⁷ Available on http://www.avmu.mk/images/Анализа_на_структурата_на_вработените_во_2012_година.пдф, page 3

33 female editors and 36 male editors, while on the managerial positions there are still more men – 50, than women - 17²⁸.

As the overview of the basic data for the employees in the television and radio shows, the women are always more present among the journalists, and the men always more present among the high management – managers and directors. The gender structure in the radio editorial positions is almost constantly equal, and most significant progress is made in the television editorial positions where, in the first two years, the share of women is about 35% and in 2012 it reached equality. The quantitative indicators for journalist and editorial staff for the access of the women to the media and for participation in the decision-making process on a secondary level are encouraging. The glass ceiling is positioned before the highest managing positions. It will be interesting to see what was the situation is like in 2013, for which the data will be published in 2014. Interesting information is that, each year the data indicate that the male are far more numerous among the technical and realization staff (engineers, technicians, directors, cameramen, installers, etc.).

Promoting equal and non-stereotyped presentation of women in the media.

Starting from 2012 (pursuant to the new Law on Equal Opportunities of Women and Men) the Agency for Audio and Audio-Visual Media Services began to implement gender analyses of the broadcasters' programmes, such as: 1) research on the way of presentation and representation of women and men in the programme concepts and contents; and 2) analysis of the gender issues in the programme concepts and contents. The researches shall be implemented based on choice of programmes of two television programme services of the Macedonian Radio Television (as public broadcasting service) and of the commercial terrestrial televisions on a national level which altogether constitute the largest share of audience and can be expected to have the greatest influence of the audience.

The analyses of the gender issues treatment indicate absence of the gender (or gender-sensibility) perspective; the use of feminine nouns is rarer and rarer, especially when they refer to social and political positions; low visibility of women, i.e. gender asymmetry in terms of greater participation of men in the role of experts, authorities of any kind in the public information content²⁹.

The issue of presentation and representation of the women and men in 2012 was analysed on a sample of the entertainment programmes, while in 2013 on a sample of commercials. These researches showed increased (mostly visual) presence of women in the entertainment shows, their sexual objectification and presentation in stereotyped roles, and noted the need of raising the awareness of the media workers and of the audience regarding the gender issues. The survey of the audience's attitudes in 2012 indicated that 40% of the respondents completely agree, while 30% partially agree with the attitude that the women and men on the news are equally presented³⁰. The study of the audience's attitudes in 2013 again indicated that a total of 69% of the respondents agree that the genders are equally presented, but with some shift in the firmness of the perspectives: 35% of the respondents completely agree, and 34% to certain extent believe that women and men are equally presented in the daily informative programmes.³¹

In the study of the audience's opinion for the television and radio programmes in 2009, the question for gender presentation referred to the commercials. Thus, on the question whether the audience thinks that the TV commercials make traditional division of the men and women, 14.5% of the respondents completely agree, 20.2% partially agree that there is such division in the commercials, 19.4% partially disagree, and 30.5% completely disagree with that attitude³². Contrary to this view of the audience, the quantitative and qualitative analysis of the commercials' content in 2013

²⁸ Available on

http://www.avmu.mk/images/Анализа_на_структурата_на_вработените_во_2012_година.pdf, page 20

²⁹ Available on http://www.avmu.mk/images/Izvestai_od_analizi_na_rodovi_prasanja.pdf and

http://www.avmu.mk/images/raport_2013.pdf

³⁰ Available on http://www.avmu.mk/images/Predlog-Strategija-i-Akciski-plan_2.pdf page 35

³¹ Available on http://www.avmu.mk/images/SRD_izveshtaj_15_04_2013_od_Market_Vision.pdf page 45

³² Available on http://www.avmu.mk/images/stories/publikacii/ispituvanje%20na%20punblikata_2009.pdf page 22

indicated stereotyped roles and gender asymmetry in which men are visible more often and speak in the commercials more often, while the appearance of the women is “reduced to decorativeness”³³.

Additionally, in 2013, fulfilling its obligations from the *National Strategy for Gender Equality 2013-2020*, the Agency devoted a special section on its webpage for the “Gender and Media”³⁴. In December 2013 was implemented training for the media workers who create media contents in order to strengthen their capacities for the gender equality issue.

Women and Environment

The implementation of effective environment policy is guided by the changing framework of the ecological, economic and political factors on national and international level. The need of environment protection is based on the principles for sustainable development, which is increasing in parallel with the increasing needs of the population for better living conditions, clean drinking water and healthy food. In the course of improving and enhancing the quality of the environment and nature, reducing the pollution from different entities which represent a threat for the human health, spatial planning and the sustainable development in Republic of Macedonia, certain projects of associations and municipalities are financed on an annual level. Some of the financed projects are directly intended for women, such as:

- The project from 2006 titled “Woman of 21st Century” conducted in Kumanovo;
- The educational project for raising the public awareness “Stop the Pollution – Vote for the Nature”.
- In 2010, in cooperation with “Roma Woman Emancipation Initiative” was implemented the Project “Together for Cleaner Environment”.
- Financed by the Ministry of Environment and Physical Planning, the Women’s Association AJO from Skopje realized the Me and My Environment Project.

Part III: Database and Statistics

The State Statistical Office for several years now prepares special publication for the condition of the men and women in the Republic of Macedonia. The publications can be found on the State Statistical Office’s webpage³⁵.

In the National Action Plan for Gender Equality there is a Specific Strategic Objective 1.3: Established/Developed indicators for measuring the gender equality based on available gender-divided statistical data and undertaken international and national commitments. Within this strategic objective there are activities planned to provide an overview of national and international commitments on the field of gender equality and there will be indicators, developed to measure the progress on the field of the gender equality and the women and men’s status.

The Ministry of Labour and Social Policy, realizing the activities from the strategic documents in the field of gender equality, prepared indicators which will allow the responsible institutions to measure the progress in the gender equality in several fields:

1. Political Participation and Decision-Making

Qualitative Indicators

- Improved representation of women in the media on political debates
- Reduced cases of family voting

³³ Available on http://www.avmu.mk/images/papopr_2013.pdf page 21

³⁴ http://www.avmu.mk/index.php?option=com_content&view=article&id=1090%3Ardot&catid=132%3A2013-11-05-21-48-32&lang=mk

³⁵ <http://www.stat.gov.mk/PublikaciiPoOblast.aspdz?id=23&rbrObl=37>

- Increased number of trained women for managerial positions
- Incorporated principle of equality and indiscrimination, and inclusion of the gender issues in the governmental programmes

Quantitative Indicators – upon these

- % of women and men on named positions
- % of women and men on managerial positions in the public administration
- % of women and men on managerial and non-managerial positions in the state administration
- % of women and men on managerial and non-managerial positions in the unions
- % of women and men registered as voters in the total number of voting citizens
- % of women and men in the police, by rank
- % of women and men in the army, by rank
- % of women and men judges and public prosecutors
- % of women and men in the diplomatic missions
- % of women and men ambassadors
- % of women and men in the management boards

2. Education

Qualitative Indicators

- Gender sensibilization in the content of the curriculums and overcoming of the stereotypes
- Increased equality in the employment of men and women teachers in primary education

Qualitative Indicators

- Number of male and female children in primary and secondary school
- % of male and female children who leave the school
- Rate of school year repeating among boys and girls

3. Economy and Employment

Qualitative Indicators

- Trainings and professional specialization intended for women
- Change of the rate of inactive female population
- Flexible working hours
- Possibilities for promotion
- Social security and protection

Qualitative Indicators

- % of unemployed men and women
- % of economic activity among women
- % of employed in industry
- % of women who have access to credits versus men
- % of women who possess land, house, property
- % of rural families in which men and women are main income earners
- % of earnings/average salary in the rural areas for men and women
- % of women who by the state obtained subsidies in the field of agriculture
- Increased support of the female entrepreneurship
- Increased number of women entrepreneurs

- Greater security in employment
- Reducing of the differences in salaries between men and women for work of equal value
- % of credits, financial and technical resources available from governmental and non-governmental sources intended for women
- % of children under the age of three, placed in kindergartens
- % of women entrepreneurs

4. Information Communication Technology (ICT)

Qualitative Indicators

- Improved access for boys and girls for ICT training in the rural areas
- Strengthened awareness for the opportunities of the girls to include in the ICT sector

Qualitative Indicators

- % of women Internet users
- % of women users of mobile telephony
- Increased number of girls studying ICT
- % of women and men in the ICT sector

The Ministry of Labour and Social Policy makes preparatory activities for initiating the process for developing indicators to monitor the condition with the gender equality (Twinning).

Part IV: New Priorities

The priorities of the Republic of Macedonia in the field of equal possibilities of the women and men are included in the strategic documents adopted by the Government and the Assembly of the Republic of Macedonia. For the implementation of these strategic documents there are annually developed Operation Plans, in which are foreseen the budget and timeframe for their implementation.

Also, the Ministry of Labour and Social Policy within which functions the governmental central mechanism for gender equality (the Department for Equal Opportunities), defines its priorities in the field of gender equality in the Strategic Plan of the Ministry which can be found on the following link: <http://www.mtsp.gov.mk/?ItemID=BD66FCC3A7fcb47AB9150VBFECDC96>

Key priorities of the Government of the Republic of Macedonia for the next three years in the field of gender equality and women strengthening can be classified in several points:

-Promotion of the legislation and its compliance with the Law on Equal Opportunities of Women and Men, for greater and more efficient protection of the woman and improvement of the position of women in all spheres of the social life. The efforts will also be directed towards operationalization of the legal framework on national and local level. The local government units and the bodies of the state government will be required to comply the acts for systematization of the job position with the Law on Equal Opportunities of Women and Men, which should lead to better performance of the tasks;

-The next priority is related to the process of incorporation of the gender perspective in the politics, budgets and programmes of the state government bodies and the local government units;

-Establishment of continuous inter-ministerial cooperation, support and coordination between the institutional mechanisms for gender equality on local and national level, for maximum capacity utilization and efficient fulfilment of the tasks and obligations arising from the responsibilities of these mechanisms;

-Provision of increased financial assets within the state bodies and the local government units to support the activities directed towards promotion of the gender equality;

-Besides the fact that the State Statistical Office publishes statistical data for the women and men, additional efforts will be made for harmonized approach to the collection of data by sex, which will provide solid foundation for analysing of the conditions and creating policies which will lead to promotion of the gender equality. For this purpose, the need for promotion of the statistical indicators and establishment of harmonized system of indicators was determined, which will allow the participants to have an access to the data for analysis of the situation, pointing out the shortcomings and providing appropriate and useful suggestions for further measures and activities.

Table 1 Number of participants in active measures in the period from 01.01.2009 to 31.12.2009 according to gender

| Budget | Measure | Total number of participants | Women | | Men | |
|-------------------------|---|------------------------------|-------------|---|-------------|---|
| | | | Number | Participation in the total number (% of 4 from 3) | Number | Participation in the total number (% of 6 from 3) |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Government of RM | Crediting | 1357 | 446 | 32.87 | 911 | 67.13 |
| OP | Self-employment and Formalization | 890 | 314 | 35.28 | 576 | 64.72 |
| | Subsidizing of Employment | 1436 | 655 | 45.61 | 781 | 54.39 |
| | Training at Known Employer | 385 | 298 | 77.40 | 87 | 22.60 |
| | General Skills Training (languages and computers) | 12 | 9 | 75.00 | 3 | 25.00 |
| Total | | 4080 | 1722 | 42.21 | 2358 | 57.79 |

As perceived from Table 1, in **2009** women took biggest participation in the active employment programmes/measures:

- Training at Known Employer – 77.40%; and
- General Skills Training (languages and computers) – 75%.

Total participation of women in the active employment programmes and measure in 2009 is 42.21%.

Table 2 Number of participants in active measures in the period from 01.01.2010 to 31.12.2010 according to gender

| Budget | Measure | Total number of participants | Women | | Men | |
|-------------------------|------------------------------------|------------------------------|--------|--|--------|--|
| | | | Number | Participation in the total number (% of 4 from of 3) | Number | Participation in the total number (% of 6 from of 3) |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Government of RM | Crediting | 278 | 88 | 31.65 | 190 | 68.35 |
| OP | Self-employment – Women victims | 20 | 20 | 100.00 | 0 | 0.00 |
| | Self-employment and Formalization | 957 | 345 | 36.05 | 612 | 63.95 |
| | Support for Additional Employments | 55 | 25 | 45.45 | 30 | 54.55 |
| | Subsidizing of Employment | 1981 | 880 | 44.42 | 1101 | 55.58 |

| | | | | | | |
|--------------|--|-------------|-------------|-------|-------------|--------|
| | Internship | 150 | 89 | 59.33 | 61 | 40.67 |
| | Training at Known Employer | 285 | 191 | 67.02 | 94 | 32.98 |
| | General Skills Training (languages and computers) | 1065 | 759 | 71.27 | 306 | 28.73 |
| | Advanced IT Skills Training | 144 | 64 | 44.44 | 80 | 55.56 |
| | Deficient Occupations Training – Roma people | 7 | 0 | 0.00 | 7 | 100.00 |
| | Deficient Occupations Training | 36 | 0 | 0.00 | 36 | 100.00 |
| | Education for Starting-up a Business | 931 | 379 | 40.71 | 552 | 59.29 |
| | Vacancies Questionnaire | 58 | 46 | 79.31 | 12 | 20.69 |
| ESA | Support in the Active Job-Search and Career Guidance | 524 | 247 | 47.14 | 277 | 52.86 |
| Total | | 6491 | 3133 | 48.27 | 3358 | 51.73 |

As perceived from Table 2, in 2010 women took biggest participation in the active employment programmes/measures:

- Vacancies Questionnaire – 79.31%;
- General Skills Training (foreign languages and computers) – 71.27%;
- Training at Known Employer – 67.02%;

Total participation of women in the active employment programmes and measure in 2010 is 48.27%.

Table 3 Number of participants in active measures in the period from 01.01.2011 to 31.12.2011 according to gender

| Budget | Measure | Total number of participants | Women | | Men | |
|-------------------------|------------------------------------|------------------------------|--------|---|--------|---|
| | | | Number | Participation in the total number (% of 4 from 3) | Number | Participation in the total number (% of 6 from 3) |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Government of RM | Crediting | 828 | 310 | 37.44 | 518 | 62.56 |
| OP | Self-employment – Women victims | 10 | 10 | 100.00 | 0 | 0.00 |
| | Self-employment and Formalization | 957 | 337 | 35.21 | 620 | 64.79 |
| | Support for Additional Employments | 100 | 37 | 37.00 | 63 | 63.00 |
| | Subsidizing of Employment | 665 | 287 | 43.16 | 378 | 56.84 |

| | | | | | | |
|--------------|--|-------------|-------------|--------------|-------------|--------------|
| | Subsidizing - Women victims | 14 | 14 | 100.00 | 0 | 0.00 |
| | Internship | 300 | 191 | 63.67 | 109 | 36.33 |
| | Training at Known Employer | 316 | 265 | 83.86 | 51 | 16.14 |
| | General Skills Training (languages and computers) | 1078 | 698 | 64.75 | 380 | 35.25 |
| | Deficient Occupations Training | 181 | 69 | 38.12 | 112 | 61.88 |
| | Deficient Occupations Training – women victims | 34 | 9 | 26.47 | 25 | 73.53 |
| | Education for Starting-up a Business | 1011 | 428 | 42.33 | 583 | 57.67 |
| | Vacancies Questionnaire | 38 | 32 | 84.21 | 6 | 15.79 |
| ESA | Support in the Active Job-Search and Career Guidance | 1115 | 467 | 41.88 | 648 | 58.12 |
| IPA | General Skills Training (languages and computers) | 17 | 16 | 94.12 | 1 | 5.88 |
| Total | | 6664 | 3170 | 47.57 | 3494 | 52.43 |

As perceived from Table 3, in **2011** women took biggest participation in the active employment programmes/measures:

- General Skills Training (foreign languages and computers) – IPA – 94.12%;
- Vacancies Questionnaire – 84.21%;
- Training at Known Employer – 83.86%;

Total participation of women in the active employment programmes and measure in 2011 is 47.57%.

Table 4 Number of participants in active measures in the period from 01.01.2012 to 31.12.2012 according to gender

| Budget | Measure | Total number of participants | Women | | Men | |
|-------------------------|------------------------------------|------------------------------|--------|---|--------|---|
| | | | Number | Participation in the total number (% of 4 from 3) | Number | Participation in the total number (% of 6 from 3) |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Government of RM | Crediting | 223 | 85 | 38.12 | 138 | 61.88 |
| OP | Self-employment and Formalization | 901 | 329 | 36.51 | 572 | 63.49 |
| | Support for Additional Employments | 100 | 45 | 45.00 | 55 | 55.00 |

| | | | | | | |
|--------------|---|--------------|-------------|-------|-------------|-------|
| | Subsidizing of Employment | 625 | 296 | 47.36 | 329 | 52.64 |
| | Internship | 103 | 58 | 56.31 | 45 | 4.69 |
| | Training at Known Employer | 322 | 229 | 71.12 | 93 | 28.88 |
| | Advanced IT Skills Training | 179 | 39 | 21.79 | 140 | 78.21 |
| | Deficient Occupations Training | 216 | 78 | 36.11 | 138 | 63.89 |
| | Education for Starting-up a Business | 1225 | 497 | 40.57 | 728 | 59.43 |
| | Vacancies Questionnaire | 16 | 15 | 93.75 | 1 | 6.25 |
| | Through Training to Sustainable Self-employment Pilot Programme | 3 | 2 | 66.67 | 1 | 33.33 |
| | Community useful work | 20 | 13 | 65.00 | 7 | 35.00 |
| | Public work | 2083 | 275 | 13.20 | 1808 | 86.80 |
| ESA | Support in the Active Job-Search and Career Guidance | 450 | 236 | 52.44 | 214 | 47.56 |
| IPA | Internship | 507 | 341 | 67.26 | 166 | 32.74 |
| | General Skills Training (languages and computers) | 9491 | 6448 | 67.94 | 3043 | 32.06 |
| | Deficient Occupations Training | 719 | 339 | 47.15 | 380 | 52.85 |
| Total | | 17183 | 9325 | 54.27 | 7858 | 45.73 |

As perceived from Table 4, in 2012 women took biggest participation in the active employment programmes/measures:

- Vacancies Questionnaire – 93.75%;
- Training at Known Employer – 71.12%;
- General Skills Training (foreign languages and computers) – IPA – 67.94%;

Total participation of women in the active employment programmes and measure in 2012 is 54.27%.

Table 5 Number of participants in active measures in the period from 01.01.2013 to 31.12.2013 according to gender

| Budget | Measure | Total number of participants | Women | | Men | |
|-------------------------|-----------------------------|------------------------------|--------|---|--------|---|
| | | | Number | Participation in the total number (% of 4 from 3) | Number | Participation in the total number (% of 6 from 3) |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Government of RM | Crediting of Legal Entities | 550 | 250 | 45.45 | 300 | 54.55 |

| | | | | | | |
|--------------|--|--------------|-------------|-------|-------------|-------|
| | Crediting | 592 | 203 | 34.29 | 389 | 65.71 |
| OP | Self-employment and Formalization | 917 | 302 | 32.93 | 615 | 67.07 |
| | Support for Additional Employments | 111 | 46 | 41.44 | 65 | 58.56 |
| | Subsidizing of Employment | 719 | 354 | 49.24 | 365 | 50.76 |
| | Internship | 299 | 186 | 62.21 | 113 | 37.79 |
| | Training at Known Employer | 462 | 296 | 64.07 | 166 | 35.93 |
| | Subsidized Training at Known Employer (training) | 122 | 60 | 49.18 | 62 | 50.82 |
| | Subsidized Training at Known Employer (subsidizing) | 84 | 45 | 53.57 | 39 | 46.43 |
| | Advanced IT Skills Training | 48 | 17 | 35.42 | 31 | 64.58 |
| | Deficient Occupations Training | 247 | 93 | 37.65 | 154 | 62.35 |
| | Education for Starting -up a Business | 970 | 415 | 42.78 | 555 | 57.22 |
| | Vacancies Questionnaire | 19 | 13 | 68.42 | 6 | 31.58 |
| | Community useful work | 71 | 53 | 74.65 | 18 | 25.35 |
| | Public work | 1867 | 266 | 14.25 | 1601 | 85.75 |
| | Subsidizing of State Agricultural Land Users | 16 | 1 | 6.25 | 15 | 93.75 |
| ESA | Support in the Active Job-Search and Career Guidance | 8350 | 3624 | 43.40 | 4726 | 56.60 |
| USAID | Support in the Active Job-Search and Career Guidance | 43 | 27 | 62.79 | 16 | 37.21 |
| Total | | 15487 | 6251 | 40.36 | 9236 | 59.64 |

As perceived from Table 5, in 2013 women took biggest participation in the active employment programmes/measures:

- Community useful work – 74.65%;
- Vacancies Questionnaire – 68.42%;
- Training at Known Employer – 64.07%;

Total participation of women in the active employment programmes and measure in 2013 is 40.36%.