

**PLANI LOKAL I VEPRIMIT PËR FUQIZIMIN EKONOMIK TË
GRAVE NË KOMUNËN E KËRÇOVËS**

2016-2017

**ЛОКАЛЕН АКЦИСКИ ПЛАН ЗА ЕКОНОМСКО ЈАКНЕЊЕ
НА ЖЕНИТЕ ВО ОПШТИНА КИЧЕВО**

2016-2017

**LOCAL ACTION PLAN FOR ECONOMIC EMPOWERMENT
OF WOMEN IN THE MUNICIPALITY OF KICEVO**

2016-2017



Local Action Plan for Economic Empowerment of Women in the Municipality of Kicevo 2016-2017

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List of abbreviations:

EARM – Employment Agency of the Republic of Macedonia

CSOs – Civil Society Organizations

LEOWM – Law on Equal Opportunities for Women and Men

CEO – Commission for Equal Opportunities for Women and Men

MLSP – Ministry of Labour and Social Policy

NAPGE – 2013-2016 National Action Plan for Gender Equality

1. INTRODUCTION

The Republic of Macedonia is a democratic and welfare state, where all are equal before the law, while one of its fundamental values is respect for democratic principles and human rights of all its citizens.

The legal status and position of women in the Republic of Macedonia have been defined under the highest legislative document of the country, i.e. the Constitution, as well as in a number of laws incorporating the gender perspective. In addition to national legislation, international treaties that the Republic of Macedonia has signed and ratified and which in pursuance with the Constitution make an integral part of the national legal order also govern this issue.

Legal Framework for Gender Equality

Macedonia has a sound legal and strategic framework for promotion and protection of equal opportunities and the most important documents making up that framework are the Law on Equal Opportunities for Women and Men, the Law on the Prevention of and Protection against Discrimination, the Electoral Code and the Law on Labour Relations, which is of special significance in the context of economic empowerment of women and in the context of poverty reduction and reduction of the high unemployment rate among women.

Other important documents are the 2013-2020 National Strategy for Gender Equality, adopted by the Assembly of the Republic of Macedonia, which defines Sector Strategic Priorities and the 2013-2016 National Action Plan for Gender Equality, which, *inter alia*, defines specific strategic goals for advancing the gender equality level in thematic areas.

National Mechanisms for Gender Equality Promotion in the Republic of Macedonia

The Republic of Macedonia has established national mechanisms for equal opportunities for women and men, which are functioning at the national and local level. At the national level, the MLSP is the in-line Ministry, which has a Sector for Equal Opportunities and a State Counsellor for Equal Opportunities.

Furthermore, in pursuance with the LEOWM, at the MLSP, there is a civil servant working as a legal representative, who in accordance with Article 3 of the Law, assists in the submission of evidence for gender based discrimination, and is obliged to pursue proceedings for protection against discrimination on grounds of gender, discrimination which derives from activities of public or private entities.

In accordance with the LEOWM, all ministries have appointed from the ranks of civil servants coordinators and deputy coordinators for equal opportunities for women and men, who have legally prescribed duties and responsibilities. They are tasked with gender mainstreaming in the concerned ministry, as well as with implementation of the Strategy and of all other gender equality strategic documents, being also under the obligation to submit an annual report to the MLSP about undertaken activities.

An important element of the structure of national gender equality mechanisms is the Commission for Equal Opportunities of Women and Men at the Assembly of the Republic of Macedonia. This Commission and the Women's

MP Club are part of the mechanism implementing the gender perspective at the highest representative body in the policy design and decision-making processes.

Gender mechanisms at the local institutional level are made up of the following structures: Commissions for Equal Opportunities for Women and Men (as part of local self-government councils, composed of municipal councillors who have a four-year term of office) and Coordinators for Equal Opportunities for Women and Men (civil servants). It should be underlined that the legislation envisages an important role for the local self-government in the gender equality promotion efforts.

Despite the elaborate gender equality legislative framework and mechanisms, in reality there is a significant gap between the legally declared equality and the *de facto* status of women in the Macedonian society. Notwithstanding the progress achieved, women still remain in a less favourable position compared to men in many areas. One of the most important areas in which there are still significant differences in the position of women and men is economy: women are faced with a more difficult access to the labour market, and they also face gender-based discrimination in the labour market, much more often than men do.

Taking into consideration the importance of strengthening the economic position of women with a view to achieving long term and sustainable gender equality, the Women's Civic Initiative ANTIKO has developed the project entitled *Economic Empowerment of Women in two Municipalities*, implemented in cooperation with the Municipality of Kicevo and the Municipality of Kicevo, funded by the UK Embassy to Macedonia. The main goal of the Project is to prepare a model and pilot a participatory evidence based approach in designing effective policies for economic empowerment of women.

This goal is directly related to the NAPGE specific Strategic Goal 2.3.: Designed and piloted policies for overcoming of barriers/obstacles and increased employment rate of women, especially relevant in achieving the following envisaged results: 2. Improved access and conditions for women in starting up and developing entrepreneurship, 3. Improved access of women to employment policies, 4. Elimination of all forms of gender based discrimination in the labour market.

The Project enabled the Commission for Equal Opportunities for Women and Men (CEO) of the Municipality of Kicevo, representatives of relevant public institutions, local civil society organizations, representatives of the business sector and unemployed women to jointly identify measures required for strengthening the economic position of women in the Municipality of Kicevo. This Local Action Plan for Economic Empowerment of Women in the Municipality of Kicevo covering the period from 2016 to 2017 is a result of such joint efforts and activities.

2. METHODOLOGY FOR DEVELOPMENT OF THE LOCAL ACTION PLAN FOR ECONOMIC EMPOWERMENT OF WOMEN IN THE MUNICIPALITY IN KICEVO

The Action Plan has been prepared in participatory manner, by involving all stakeholders in establishing the *de facto* situation and in developing and planning measures for strengthening the economic position of women in the Municipality:

Before preparing the Action Plan, the *de facto* situation in Kicevo was identified, by undertaking a comprehensive research based on three sources of information:

The focus group method was used to get information about the work of relevant local institutions (municipal authorities and regional offices of central authorities) in respect of development and implementation of gender sensitive policies and programs. The involvement of civil society organizations helped precisely determine their role and potential for contributing to reaching gender equality, with a focus on economic empowerment of women in the Municipality of Kicevo.

The field survey research covering 150 unemployed women from rural and urban parts of the Municipality of Kicevo provided information about experiences, opinions, and needs of the target group itself.

The third source of information was secondary information, i.e. information from previous studies, reports, analyses of laws and information published by in-line institutions.

Findings, conclusions, and recommendations resulting from the research are presented in the *Report on the Research of Opportunities and Barriers to the Inclusion of Women in the Labour Market in the Municipality of Kicevo*, which is a separate publication enclosed with this Local Action Plan.

The next round of activities consisted of three cycles of trainings of representatives of all stakeholders on the following topics: Gender responsive policy design and budgeting for local self-government bodies, Regulatory impact assessment and monitoring and Evaluation of public policies. An additional support is provided by the *Guide: Gender Responsive Policies =Social Justice!*, which has texts that help acquire more knowledge and skills in areas elaborated at the three cycles of trainings.

The third step was to organize a participatory workshop for action plan development and planning. The workshop was held in November 2015. Relevant representatives of the public, civil, and of the business sector took part in the workshop, as well as representatives of fit-to-work unemployed women. The key findings of the above-mentioned research were used as an introduction to the discussion. The deliberations at the workshop were facilitated in a manner that enabled hearing different views, presentation of different interests and needs of participants, who were pro-actively proposing and defining required measures, activities, and steps. The solutions offered under this Local Action Plan are based on available local resources and possibilities and take into consideration limitations and difficulties, which involved stakeholders face in their every day work. As stated earlier, special attention was paid to harmonizing the solutions with applicable legal and strategic commitments of national and local authorities with a view to achieving synergy with the efforts of such authorities in promoting gender equality and in pursuing other relevant issues.

The consensus and mutual understanding reached among participants coming from different sectors preparing the Plan provide solid basis for the full implementation of the Action Plan and increase the chances for reaching the jointly defined goals.

3. GOALS AND PRIORITY ACTIVITIES

The main goal of this Local Action Plan is economic empowerment of women in the Municipality of Kicevo.

The economic empowerment of women will contribute to advancing the

overall social and economic development of the Municipality. Equal opportunities and gender equality will enable including women in the social mainstream and their greater contribution to the overall progress of the Municipality.

The Local Action Plan is expected to enable the achievement of the following strategic goals:

Strategic Goal 1. Facilitated Access of Women to the Labour Market

This goal will be reached through the pursuance of the following activities and outputs:

1.1. Better Matching of the Supply and Demand in the Labour Market

In cooperation with the business sector, primarily the Regional Chamber of Commerce and the Local Economic Council, an analysis will be made of the demand in the local labour market i.e. of needs of employers. Furthermore, in cooperation with the Employment Agency of the Republic of Macedonia (EARM) an analysis will be made of the education degree structure of unemployed women in the Municipality. Both analyses will be used to derive mid-term and long-term recommendations to match the supply and demand in the local labour market. In addition, the CEO, civil society organizations, the EARM, and the business sector will ensure possibilities for re-qualification, completion of qualifications and other types of professional qualification training with a view to satisfying the established needs for in-demand professions and profiles in the Municipality.

1.2. Reduced Number of Job Announcements Containing Discriminatory Elements

Employers will be informed about advantages deriving from equal opportunity employment, being presented as a possibility to advance the business operations. Practical examples will be used to present legal obligations for prevention of discrimination in employment. This activity will be implemented in cooperation with the business sector (the Regional Chamber of Commerce) and the Commission for the Prevention of and Protection against Discrimination.

Strategic Goal 2. Better Utilization of Government Sponsored Employment Measures Implemented by the EARM

The utilization of Government sponsored employment measures implemented by the EARM will be encouraged by relevant local stakeholders by applying a pro-active approach in presenting existing possibilities for unemployed women. There will be a special focus on women from rural areas. The activities will be aimed at:

2.1. Improving the Level to Which Unemployed Women are informed about Government Employment Measures

There will be informative meetings organized with unemployed women, at which possibilities for support and employment through the EARM will be presented. In cooperation with local electronic media, mini informative campaigns will be implemented to encourage employment of women. The *door-to-door* method will be used to relevantly inform women in rural areas. Combined teams consisting of representatives of the CEO, EARM, and relevant CSOs will implement this method of informing. Furthermore, a call centre will be established at the Municipality offering information relating to employment of women. The call centre will offer information specifically related

to job announcements and to trainings for professional advancement and acquiring qualifications.

Strategic Goal 3. Increased Number of Women Possessing Managerial Skills and Increased Number of Women at Managerial Posts

With a view to reaching this strategic goal, the efforts will be aimed at producing the following outputs:

3.1. Enhancing the Self-Confidence of Women in Their Own Abilities

Public debates will be organized to raise the awareness about the qualities and abilities of women. Successful women will be invited to the debates to be presented as positive examples, and they will share their experiences and lessons learned.

3.2. Enhanced Capacities of Women to Set up and Run their own Businesses

Trainings will be organized on issues such as developing a business plan, managerial skills and similar.

Strategic Goal 4. Improved Cooperation among Civil Society Organizations, the Municipality and Local Institutions

This activity is expected to produce the following result:

4.1. Improved Coordination and Communication among Local Structures

The CEO will establish and manage a multi-sector coordination body to implement this Local Action Plan. The Coordination Body will include representatives of the three sectors: the public, the business, and the civil society sector. The CEO will organize coordination meetings, *inter alia*, to follow the progress in implementing this Plan. The CEO and civil society organizations, in cooperation with other relevant stakeholders, will develop and submit at least two applications for EU funding which will be used for economic empowerment of women in the Municipality of Kicevo.

4. IMPLEMENTATION PLAN

The CEO will be the responsible body to implement the Local Action Plan for Economic Empowerment of Women. The guiding principles in planning and implementing the specific operative steps will be a participatory approach, partnership with key stakeholders, especially with relevant civil society organizations, and transparency.

The first step to be undertaken by the CEO will be to present a proposal to the Council of the Municipality of Kicevo for adoption of the Local Action Plan, which will consequently enable allocation of required municipal resources and funds. This will ensure the necessary institutional framework for the Plan's implementation and reaching the envisaged goals.

In implementing the Local Action Plan, special attention will be paid to coordinating activities set forth under economic and other relevant programs and activities of the Municipality of Kicevo and local public institutions. This will provide synergy of action and building upon thus far achievements.

The CEO will ensure transparency and public insight in the implementation of the Action Plan through direct contacts with concerned stakeholders and in cooperation with local media.

5. IMPLEMENTATION TIMEFRAME

The Local Action Plan for Economic Empowerment of Women in the Municipality of Kicevo will be implemented in the period from 2016 to 2017.

The schedule of implementation of specific activities is presented in the section called Review of Goals and Activities for Economic Empowerment of Women to be found below in this document.

The exact period of implementation of specific activities will be determined in cooperation with involved stakeholders and in following with needs and possibilities of the target group.

6. BUDGET

The implementation of the Local Action Plan for Economic Empowerment of Women in the Municipality of Kicevo requires a total of MKD 776,000. The review of funds and other resources required for the implementation of each envisaged activity is presented in the Review of Goals and Activities for Economic Empowerment of Women to be found below in this document.

Funds will be allocated under the budget of the Municipality of Kicevo. However, domestic and international donors such as USAID, available European funds, UNDP, Embassies to Macedonia, the Foundation Open Society Macedonia, the CIVICA Program, etc, will also provide necessary funds. The CEO and involved civil society organizations will prepare applications for funds (project) to this end. In addition, it is expected that the local business sector, including the Regional Chamber of Commerce and other associations of employers and businesspersons will provide material, i.e. financial contribution for the implementation of the Plan, depending on their possibilities.

Resources and funds required for implementation of each specific activity are presented in the Review of Goals and Activities for Economic Empowerment of Women to be found below in this document.

REVIEW OF GOALS AND ACTIVITIES FOR ECONOMIC EMPOWERMENT OF WOMEN IN THE MUNICIPALITY OF KICEVO

Desired Goal	Envisaged Measures and Activities	Responsibility of	Time Frame	Resources	Sources of Funding	Success Indicators	Implementation Monitoring Activities
Strategic Goal 1: Facilitated Access of Women to the Labour Market							
1.1. Better matching of the supply and demand in the labour market	1.1.1. Needs analysis of the local labour market	CEO	2 months January-February 2016	Computer, Internet, the IT Service at the Municipality Cooperation with the Regional Chamber of Commerce MKD 30,000 for an external expert	The Budget of the Municipality Donors	Prepared and distributed needs assessment of the local labour market	Evaluation of Project activities Questionnaires applied at debates and workshops Reports of all stakeholders submitted to the CEO
	1.1.2. Analysis of the education degree structure of unemployed women	CEO EARM COs Volunteer Group: Suzana Tasevska, Marijana Galimanoska, Jasmina Korunoska, Dilberka Maleska, Sanije Sadiku and Dijana Jovanoska	1 month March 2016	Computer, Internet, the IT Department at the Municipality Cooperation with the EARM, which is to provide information	/	Prepared and distributed Analysis of the education degree structure of unemployed women	

Desired Goal	Envisaged Measures and Activities	Responsibility of	Time Frame	Resources	Sources of Funding	Success Indicators	Implementation Monitoring Activities
	<p>1.1.3. Activities for re-qualification, completion of qualifications and training</p> <ul style="list-style-type: none"> - for acquiring qualifications and for re-qualification, - Soft skills trainings, - Entrepreneurship trainings and business start-up trainings 	<p>CEO Civil Society Organizations Regional Chamber of Commerce and the business sector (for joint selection of candidates for re-qualification)</p>	<p>1 year April 2016- April 2017</p>	<p>Venue (the Municipality offices, Youth Club, computers)</p> <p>MKD 200.000 for:</p> <ul style="list-style-type: none"> - external trainers in different fields, - Required training materials 	<p>Municipality of Kicevo</p> <p>The Mayor</p> <p>Donors UNDP, USAID, Embassies of foreign countries, Antiko</p> <p>EARM</p>	<p>Number of women attending trainings</p> <p>Number of women who have successfully completed the trainings</p> <p>Number of women who will have been employed in the coming 2 years</p>	<p>Evaluation of Project activities</p> <p>Questionnaires applied at debates and workshops</p> <p>Reports of all stakeholders submitted to the CEO</p>
1.2. Reduced number of job announcements containing discriminatory elements	<p>1.2.1. Organizing a debate to inform the business sector about advantages deriving from equal opportunity based employment</p>	<p>CEO Local Economic Council</p>	<p>1 month January 2016</p>	<p>Venue (the Municipality)</p> <p>MKD 15,000 for refreshments, materials and for the trainer (travel costs)</p> <p>A trainer from the Commission for the Prevention of and Protection against Discrimination</p>	<p>Municipality of Kicevo</p> <p>Regional Chamber of Commerce</p>	<p>Number of people attending the debate</p>	

Desired Goal	Envisaged Measures and Activities	Responsibility of	Time Frame	Resources	Sources of Funding	Success Indicators	Implementation Monitoring Activities
Strategic Goal 2. Better Utilization of Government Sponsored Employment Measures Implemented by the EARM							
2.1. Improving the level to which unemployed women are informed about government sponsored employment measures	2.1.1. Informative meetings with unemployed women	EARM Civil Society Organizations CEO Local Economic Council	On continual basis January 2012- December 2017	Venue, including in rural communities Informative materials (leaflets and similar) MKD 30,000 Relevant representatives presenting the measures	Municipality of Kicevo EARM	8 meetings held (on quarterly basis) Number of participants Number of prepared and distributed leaflets	Evaluation of Project activities Reports about broadcast radio adds and video clips (press clippings) Reports of all stakeholders submitted to the CEO
	2.1.2. Media campaign encouraging employment among women	CEO Civil Society Organizations EARM Local media	On continual basis January 2012- December 2017	Appearances in local electronic media Production of promotional radio advertisement MKD 25,000 Production of a TV promotional clip MKD 50,000 Free of charge broadcasting on TV and radio stations	Municipality of Kicevo Business sector Donors Local electronic media	Number of appearances Number of broadcasts of the video clip Number of broadcasts of the radio promotional advertisement	

Desired Goal	Envisaged Measures and Activities	Responsibility of	Time Frame	Resources	Sources of Funding	Success Indicators	Implementation Monitoring Activities
Strategic Goal 2. Better Utilization of Government Sponsored Employment Measures Implemented by the EARM							
	2.1.3 Establishment of teams for door-to-door informing of women in rural communities about the active employment measures and about agriculture support measures	CEO EARM Civil Society Organizations	On continual basis. January 2016- December 2017	Venues in rural communities Established teams of representatives of CSO's with financial support for: transport, telephone charges, printed materials- MKD 90,000	Municipality of Kicevo Donors	At least 12 field visits (one field visit per month)	Reports about field visits by established teams for informing submitted to the CEO
	2.1.4. Establishment of a call centre in the Municipality offering information relating to possibilities for employment of unemployed women	Municipality of Kicevo, upon the proposal by the CEO EARM	On continual basis 2016-2017	2 employees of the Municipality administration (or additionally recruited) MKD 240,000 from the Municipality (i.e. MKD 10,000 on monthly basis) Venue, computer, telephone	Municipality of Kicevo Donors	Number of calls by unemployed women Number of women who have received relevant information	Monthly reports of the call centre submitted to the CEO

Desired Goal	Envisaged Measures and Activities	Responsibility of	Time Frame	Resources	Sources of Funding	Success Indicators	Implementation Monitoring Activities
Strategic Goal 3. Increased Number of Women Possessing Managerial Skills and Increased Number of Women at Managerial Posts							
Enhancing the Self-Confidence of Women in Their Own Abilities and Enhancing the Capacities of Women to Set up and Run their own Businesses	Organization of debates to raise the awareness about the qualities and abilities of women, with participation of successful women, presented as positive example, as well as organization of trainings on issues such as developing a business plan, managerial skills and on similar topics	President of the CEO	6 months November 2016- April 2017	Vehicle MKD 36,000 for trainers and materials (invitations, refreshments, working materials and similar) Venue and technical equipment	Municipality of Kicevo Donors	6 debates with 30 participants each	Report about the debates submitted to the CEO

Desired Goal	Envisaged Measures and Activities	Responsibility of	Time Frame	Resources	Sources of Funding	Success Indicators	Implementation Monitoring Activities
Strategic Goal 4. Improved Cooperation among Civil Society Organizations, the Municipality and Local Institutions							
Improved Coordination and Communication among Local Structures	Establishment of a joint coordination body to implement this Action Plan	CEO Local institutions and regional offices of central institutions Civil Society Organizations Business Sector	2 months January-February 2016	Venue	/	Established joint Coordination Body	Report about the establishment of the Coordination Body (CEO)
	Organization of quarterly coordination meetings of relevant stakeholders	CEO	On continual basis March 2016-December 2017	Venue, refreshments	Municipality of Kicevo (as the host of the meetings)	At least 7 coordination meetings held	Reports about coordination meetings held (CEO)
	Preparation of joint project proposals on equal opportunities by the civil and public sectors	CEO Civil Society Organizations	On continual basis March 2016-December 2017		2 x MKD 30,000 for 2 external experts to prepare the application for EU funding	At least 2 joint applications for EU funding by the Municipality and relevant women's civil society organizations	Submitted 2 applications (CEO and civil society organizations)

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