

**REPORT ON ESE's WORK FOR THE PERIOD  
JUNE 2005 – JUNE 2006**

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## **+ MISSION, ACTIVITIES AND METHODS OF OPERATION**

### **MISSION**

**In following years ESE will undertake activities in order to improve the status of women through active involvement and participation of both genders that will lead to a factual and depart from a declarative equality between genders.**

### **ACTIVITIES AND OPERATIVE METHODS**

**ESE will focus on following strategic goals:**

**Provision of professional, high quality advice, counseling, support and information on domestic violence and health issues free of charge;**

**Developing and strengthening capacities of NGO's related to women and health issues.**

**Strengthening capacities of women in political parties to recognize and to facilitate gender related concepts and policies on national and local level.**

**Legal and factual analysis of issues related to women, followed by engendering appropriate legislation.**

**For the accomplishment of the defined goals, ESE:**

- Prepares, develops, and implements educational seminars and training;**
- Organizes round tables and thematical meetings;**
- Prepares brochures, fliers, and posters;**
- Organizes campaigns;**
- Conducts research;**
- Actively engages in the processes for drafting amendments to enacted laws**
- Creates data bases in the areas of its activities, which cover data analysis and collection of relevant literature.**

## **+ ESE PERSONNEL**

**Jasminka Friscik, jurist - executive director (employed on a full-time basis);**

**Marija Gelevska, jurist –deputy executive director for program activities and programme coordinator on WHRP (employed on a full-time basis);**

**Gorge Janev, economist – deputy head on executive director on administration and finance activities (employed on a full-time basis, until March 2006) and**

**Jane Veleski, assistant responsible for logistic support (employed on a full-time basis).**

## **PROGRAMME “WOMEN HUMAN RIGHTS”**

**Gabriela Mihova, jurist- programme assistant (employed on a full-time basis)**

**Stojan Misev, jurist- programme assistant. Since, May 2006 he is appointed as coordinator of the Programme “National programme for combating domestic violence” within WHRP (employed on a full-time basis).**

## **PROGRAMME “WOMEN AND HEALTH”**

**Isidora Kacarska Fotevska, general medicine doctor –programme coordinator (employed on a full-time basis).**

**Andrea Puzderliski, general medicine doctor - programme assistant (employed on a full-time basis)**

**Borjan Pavlovski, general medicine doctor- programme assistant, (employed on a part-time basis)**

## **PROGRAMME "WOMEN IN POLITICS AND DECISION MAKING STRUCTURES"**

**Gabriela Loskovska, graduate political scientist- program coordinator (employed on a full-time basis).**

## **DEVELOPMENT UNIT**

**Vesna Jovanova, professor of philosophy – coordinator (employed on a full-time basis).**

## **I. PROGRAMME ACTIVITIES AND OBJECTIVES**

### **PROGRAMME "WOMEN HUMAN RIGHTS"**

#### **1. EDUCATIVE AND INFORMATIVE**

##### **1.3. Continuous activities for promotion of the formal and non-formal system of protection**

##### **1.3.1. Preparation and dissemination of materials in order to promote services that the LAC is providing**

Corporate informative brochure, aimed at affirmation of services of three Legal Aid Centers, accordingly with previously developed joint promotion strategy was prepared and published. The brochure: "We, with you on the road to justice - Legal Aid Center's" was printed in 6000 copies (4000 in Macedonian and 2000 in Albanian). It is used for the daily operational activities in the Legal aid centers in Skopje, Stip and Tetovo, and also further distributed to the relevant actors (governmental and non-governmental).

Leaflet "You have the right to be yourself" was printed in 3000 copies (2000 in Macedonian and 1000 in Albanian). The leaflet contains check list for violence exposure with questions that enables clients to check whether violence exist and how it is manifested.

All these promoting materials have been further distributed to the Local Legal Aid Center's in Tetovo and Shtip.

##### **1.3.2. Annual Campaign "16 International days of activism for combating violence against women"**

On 24<sup>th</sup> October, 2005 the Association for emancipation, solidarity and equality of women of R. Macedonia (ESE) and Akcija Zdruzenska initiated a meeting for organizing joint campaign within the forthcoming period "16 international days of activism against violence of woman" (25.11 – 10.12.2005). Representatives from the Ministry of labor and social policy, Ministry of interior, Ministry of health, National SOS line, Crisis Centre "Hope", NGO Shelter, Red Cross of R.M. and UNHCR participated on the meeting. The purpose of this meeting was *initiation of joint campaign* against domestic violence by non-governmental, governmental and international organisations. All participants on the meeting expressed their will and readiness for support and personal involvement within the campaign, both logistically and financially.

Three key areas on which the campaign focused were determined and they were:

- 1. Raising awareness and strengthening capacities of the professional structures on national and local level;**
- 2. Raising awareness among general population (women) and**
- 3. Media coverage activities.**

##### **1. Professional structures**

This component comprehends realization of activities directed towards professionals who are dealing with cases of domestic violence, such as police, social workers, health workers and NGO's providers of direct services, through organization of round tables in Skopje – *central event* and *round tables on local level*.

The main purpose of this round table was presentation of the drafted protocols and standards prepared by each relevant actor on the field of domestic violence and mutually agreed coordination between them. Professionals dealing with DV, as well as high governmental representatives were invited to participate. NGO's dealing with issue of DV participated too. *The aim of the local round tables was to illustrate the need and, if possible, to initiate cooperation and formation of the local coordinative system of protection on local level.* The concept of the round table organized in Skopje was applied on local level.

#### Central event 25.11.2005

*a) The central event incorporated two events:*

1. Press conference
2. Round table

The central event was organized in the first day of this year – the campaign on domestic violence. This event, as it was planned, was consisted of two components: press conference and round table for professional structures.

#### *Press conference*

The press conference held in Skopje has marked the start of this year campaign and the beginning of “16 International days of activism for combating violence against women”. The following persons have addressed the media and other participants on the press conference:

- Aco Jane ski – state secretary of the Ministry of labor and social affairs (MLSA);
- Sanija Burageva – representative of Ministry of interior;
- Fimka Tozija – representative of Ministry of health
- Divna Zmejkovska – representative of NGO's providers of direct services;
- Marija Savovska – president of Akcija Zdruzenska;
- Suzana Velkovska, head of the unit at Ministry of labor and social affairs (MLSA);
- Jasminka Friscik, executive director of ESE and
- Vesna Dzuteska -Biseva, Assistant UNDP Resident Representaive for programme .

#### Round tables on local level

Following the concept of the central event, there were seven round tables organized on local level. The persons from the respective ministries and civil society organizations which participated in the preparation of the protocols for dealing with cases of domestic violence were presenters during the round tables:

- Suzana Velkovska, representative of the Ministry of labor and social affairs;
- Zlatko Trajkovski and Sanija Burageva, Ministry of interior;
- Fimka Tozija, Ministry of health;
- Divna Zmejkovska, NGO protocol,
- Marija Savovska, Akcija Zdruzenska;
- Jasminka Friscik, ESE.

- Regarding the concept of these events, there were two parts upon which it was based on. The first part comprehended short presentations of the prepared protocols (Ministry of labor and social affairs, Ministry of interior, Ministry of health, and NGO's providers of direct services). The second part was the discussion, regarding the presented protocols. The round tables were organized in:
  - 30.11.2005 – Kocani and Strumica
  - 02.12.2005 – Bogovinje, Tetovo
  - 06.12.2005 – Bitola and Prilep
  - 07.12.2005 – Kumanovo
  - 09.12.2005 – Stip.

## **2. General population (women)**

Activities within this segment were focused on general population, in our case towards the women. The aim of the activity was to raise awareness among women on two levels: how to recognize the DV and where to look for protection. For this purpose, 5 tribunals took place in Skopje and 5 in other cities (communities with different ethnical background). Parts of these tribunals were organized by NGO's (these are activities that were already planned as their individual efforts within the forthcoming period of 16 international days). In one of the areas that were covered – Skopje, in settlement Suto Orizari tribunal was organized by UNHCR, Red Cross of Republic of Macedonia and NGO's. Tribunals were coordinated and organized by the Crisis centre Hope and the National SOS line as providers of direct services for the victims of domestic violence. The local tribunals were held in local *UNDP offices who contributed to the realization of this campaign component.*

## **3. Media coverage**

Media campaign was comprehended of TV spot that was broadcasted, and leaflet that was prepared. All participants agreed that already prepared and used TV spot and leaflet by the Ministry of labor and social affairs to be edited and redesigned in order to reduce the costs.

One of the components incorporated within this year campaign was the media coverage. The aim of this component is the awareness raising, regarding the domestic violence, as well as to encourage the victims of this severe form of violence to approach to the offered system of protection and to report it. Media influence as dominant actor in the field of creation of public opinion is crucial. In this direction, within this year campaign, a TV spot was prepared under the motto "Don't conceal it, report it" in order to be broadcasted on two national televisions (Macedonian national television and Channel 5). The spot was already prepared for the purposes of the national campaign organized by the Ministry of labor and social welfare (in spring 2005) on the same topic and it was adapted with incorporation of the logos of campaign carriers, contacts from police, national SOS line and ESE's Centers for legal aid. The Macedonian TV (MTV) and Channel 5 supported the campaign through free broadcasting of the prepared spot, during the most occupied terms by the audience (afternoon hours before the beginning of TV news). In this way a possibility for optimal influence regarding the incorporated message was made.

Within this part of the campaign, a poster and a leaflet on Macedonian and Albanian language were prepared. Prepared posters, in contract with the marketing agency, were distributed through post offices in Republic of Macedonia. This enabled to address the smaller communities where the flow of information and access is rather restricted. Indicator about the effectiveness of this way of informing is the certain number of persons which after the distribution of the posters called ESE's Centers for legal aid in order to be provided with free legal help and psychosocial support. Namely, it's about the persons who (within the campaign and the period after) received the information about the services of the Centers for legal aid from the posters distributed in the post offices within their place of living.

## **2. LEGAL AID CENTERS (LAC)**

### **Goal:**

Provision of professional, high quality advices, counseling, support and information on domestic violence.

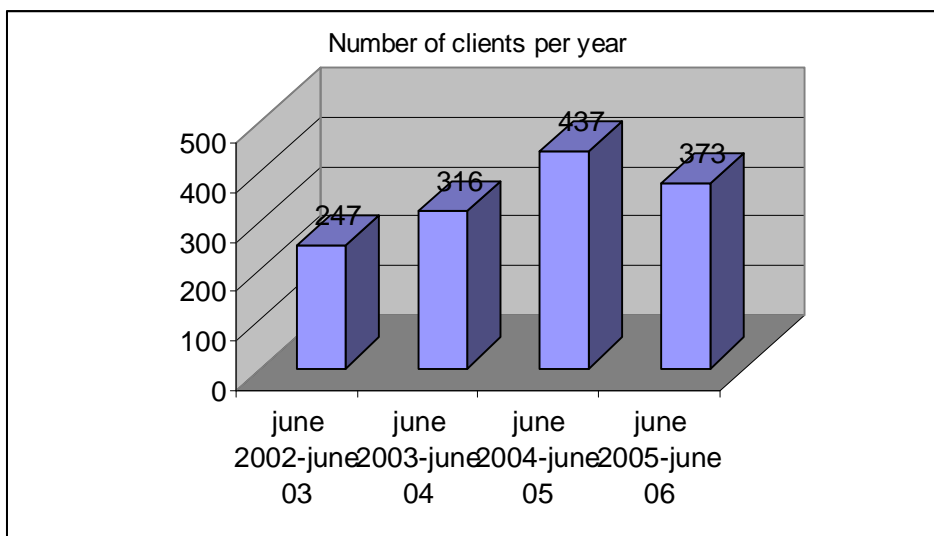
Striving to achieve effective functioning of the Legal aid centers, through improving quality and efficiency of services provided within this reporting period, following activities have been conducted:

- 1. Continuous functioning of the Main Legal Aid Center (LAC) in Skopje on daily basis;**
- 2. Meeting of the expert team/ identifying pro bono Domestic violence cases that will be fully represented in the court;**
- 3. Clients referral ( assistance in sheltering, assistance in obtaining Civil restraining orders-CRO);**
- 4. Continuous functioning of the Local Legal Aid Centers( Tetovo and Stip)**
- 5. Development of strategy for self-sustainability of Legal Aid Centers (LAC's);**

### **2.1. Continuous functioning of the Main Legal Aid Center (LAC)-Skopje**

Within this reporting period, the Legal aid center in Skopje, continued with its usual functioning - providing legal and psycho-social aid towards effective protection of victim of domestic violence. More or less in this period the number of clients who asked for these services did not show discrepancy comparing to the other reporting period. Tendency of higher reporting of Domestic violence cases, (started since new domestic violence legislation was passed, March, 2004).The lower reporting rate in this reporting period can be explained with the governmental services offered by the Centers for social care which got the legal mandate to combat with the DV problem.

Besides this exclusion, in all other reporting periods' number of clients varies a little. It can be seen from the data comparison on the last four years of functioning of LAC's. (See. Graph.1)

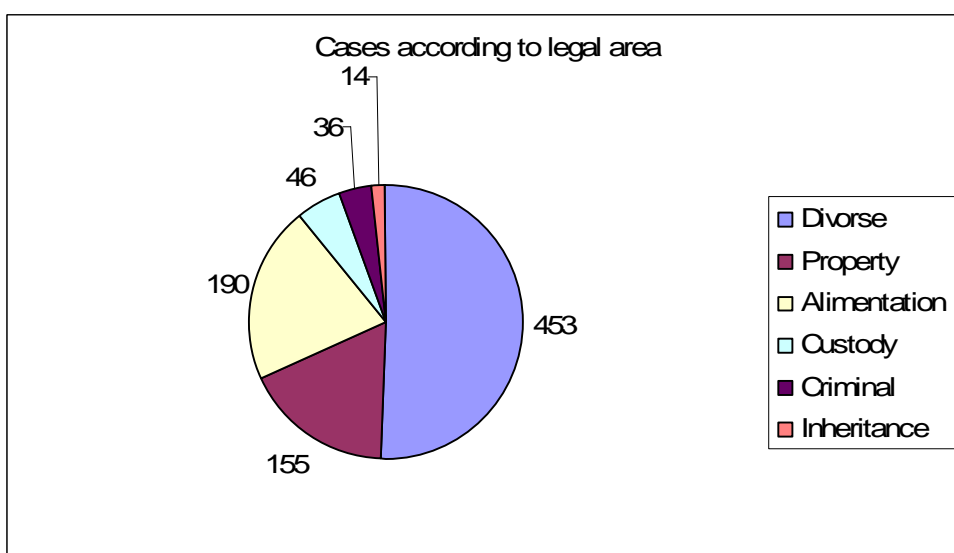


**Graph No. 1. Number of clients of LAC in Skopje per year**

**Source: Data base of Legal Aid Centre- Skopje**

As regard to the legal areas issues for which women refer to Legal Aid Center, the data indicates that: 453 cases are related with divorce, 190 cases are related with alimentation, 155 clients have been provided with legal aid, related with property issues, 46 are related with custody, 36 are registered as criminal cases and 14 cases are related to inheritance issues. The results have shown that there aren't discrepancy in this regard, comparing with previous years of LAC functioning. Unfortunately, still, "divorce" is perceived i.e. used as possible way for escaping from violent relationship.

These data apply on all four years of LAC existence. (See Graph. 2)

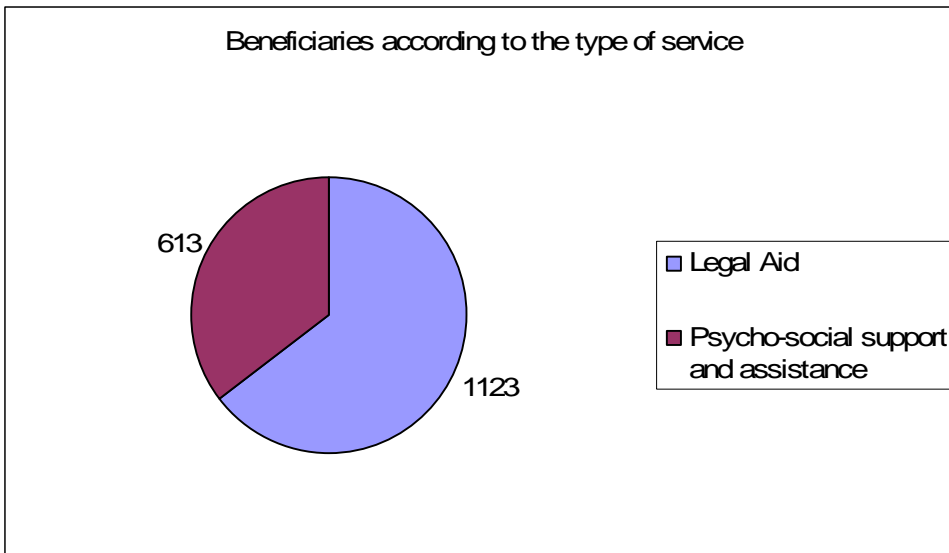


**Graph No. 2 Distribution of cases according to legal area for the whole period of operation**

**Source: Data base of Legal Aid Centre- Skopje**

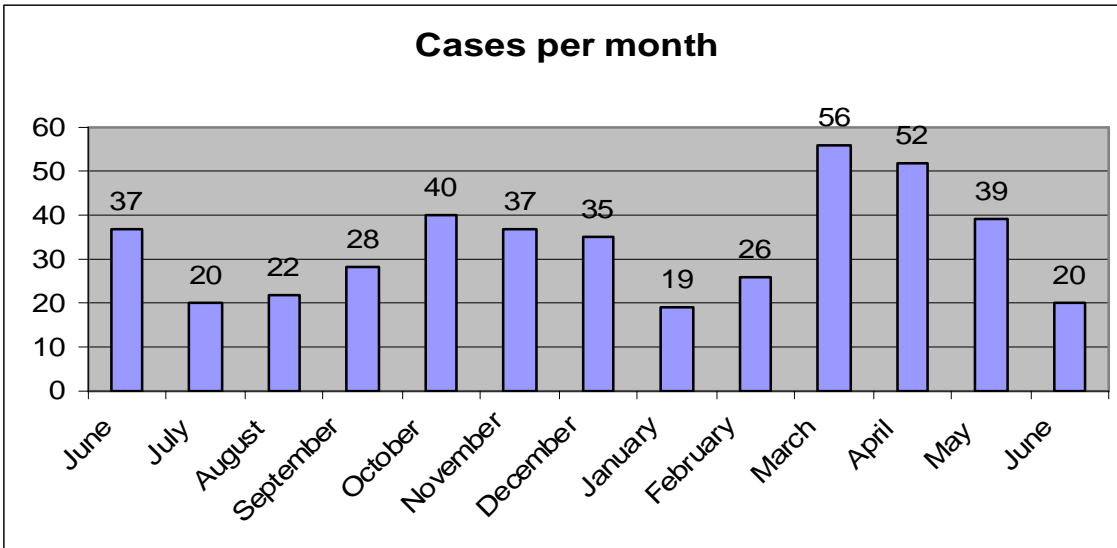


Concerning the category “type of services” provided, within the four years of LAC functioning (2002-2006), data shows that the number of beneficiaries provided with legal aid is higher than the number of beneficiaries provided with psycho-social support and assistance. The same proportion, (65%-legal aid) and (35%-psycho social support and assistance) applied on each reporting period, thus in this reporting period as well. (See Graph.3)



**Graph No. 3 Beneficiaries according to the type of services provided**  
Source: Data base of Legal Aid Centre- Skopje

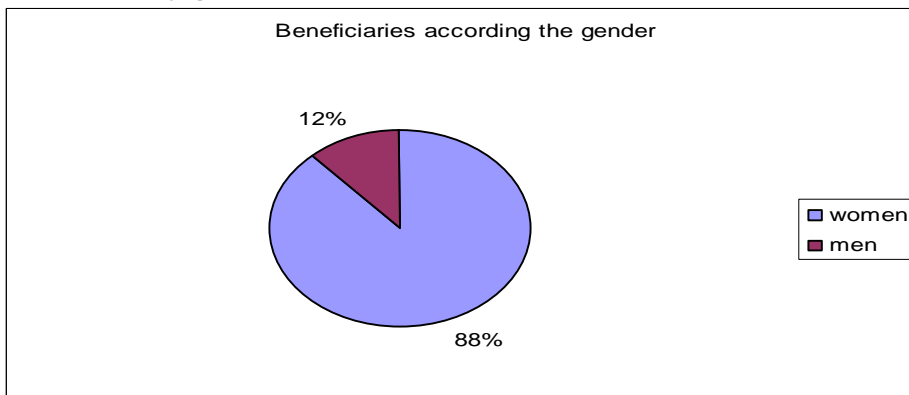
As for the monthly cases fluctuation, within the reporting period (June 05-June 06) data shows, that number of beneficiaries varies slightly. The higher number of beneficiaries within particular months is a result of the LAC promotion activities and more over, other related ESE's activities implemented in these particular months, which has increased the number of clients to some extent. Accordingly with presented data, accounted average number of clients asking LAC services per month is thirty two. (See Graph.4)



**Graph No. 4 Fluctuation of cases per months for the reporting period**  
**Source: Data base of Legal Aid Centre- Skopje**

Concerning the structure of beneficiaries by gender and employment status, results are following:

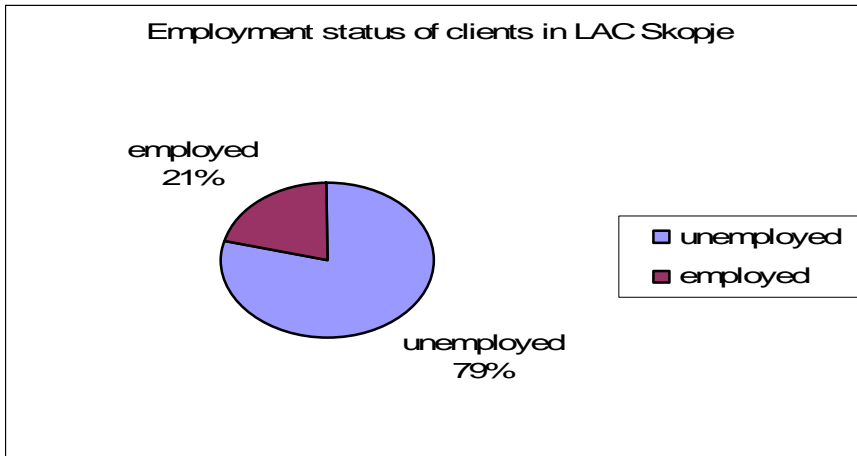
**a) Clients s by gender**



**Graph No. 5 Beneficiaries according to gender**  
**Source: Data base of Legal Aid Centre- Skopje**

As for data shown it can be noticed that 88% of the beneficiaries of the LAC are women, and 12 % are men. Although LAC is specialized and dedicated to women-victims of Domestic Violence, men beneficiaries asking for professional support and aid, are not refused to obtain such services. Percentage of men searching legal and psycho -social services, shows slight increasing, comparing with the previous reporting period.

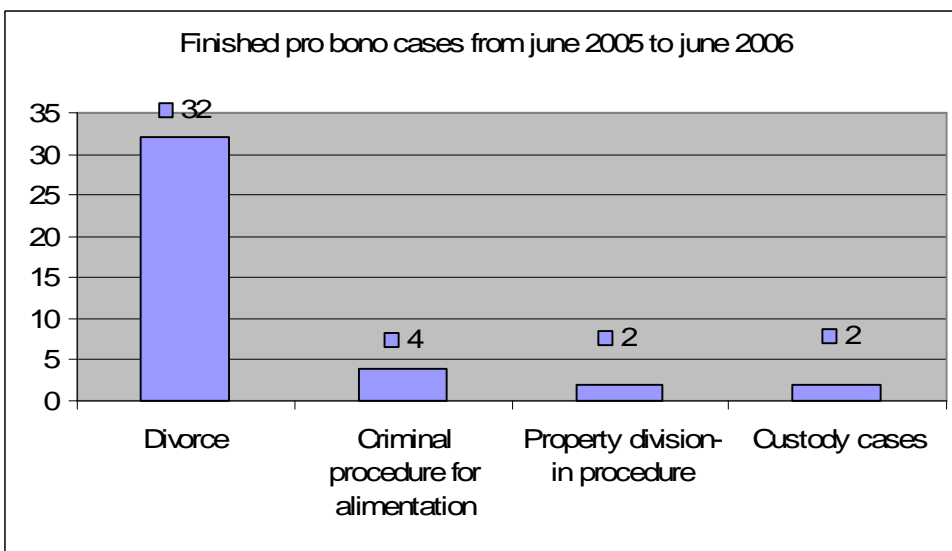
**b) Clients by the employment status**



**Graph No. 6 Employment status of clients for the reporting period June 2005-June 2006**

Source: Data base of Legal Aid Centre- Skopje

Concerning the number of completed pro bono cases within the reporting period, the results showed that the numbers of cases related to divorce are the first in scale registered in the data base. The data confirms that from the previously stated analysis results, women tend to use divorce procedures and very rarely or never initiated criminal procedure for bodily injury, as a solution to the problem. Property, alimentation and custody cases are were low represented within this category (in total 8 cases). However the number of 40 cases completed in this period is extremely high and meaningful for the overall working efficiency of the Legal Aid Center (See Graph.7)



**Graph No. 7 Completed pro bono cases for the reporting period June 2005-June 2006**

Source: Data base of Legal Aid Centre- Skopje

**Meeting of the experts' team/ identifying pro bono Domestic violence cases that will be fully represented in the court;**

**Within the reporting period three expert meetings were held. Sixteen clients- victims of domestic violence have been identified for "pro bono" court representation.**

**"Precedent cases" that were proceed by the attorneys working in the LAC in Skopje, were turning point, and positive steps towards further proceeding on all domestic violence cases within the court system. The positive court practice has encouraged both expert teams in the Local Legal Aid Centers to initiate more DV cases. Namely, first of the precedent cases, refer to DV victim, who was pro bono represented by the LAC's attorneys in divorce procedure and criminal procedure (bodily injury) was on the base on private appeal. For the first time in the criminal procure for domestic violence, not only that the violator has been convicted, but also victim has been entitled with "non material damage compensation" in total amount of 2000 EUR, which used to be previously proceed only in separate civil procedure.**

**The second one referred to DV victim who was provided with sheltering assistance, because she has no other place to go. LAC's expert team besides the prepared request for the basic types of Civil Restraining Orders (CRO), asked for "mandatory payment of alimentation" in period of one year due to victims social risk exposure. The issued CRO in this case is the first one requested and further on issued by the Basic Court in Skopje.**

**Clients referral (assistance in sheltering and obtaining Civil Restraining Orders-CRO);**

**Beside the main mandate of Lac, offering of the pro bono legal aid and representation, ESE is striving to promote the legal means which are aiming at the prevention of the violence prescribed within the Family Law. Namely ESE has lobbied and now is actively involved in initiatives for usage of this legal means in their full extent. Namely, as a result of permanent promotion of formal and non-formal system of protection of victims of domestic violence by ESE, clients became familiar with the entire available services that could really effectively protect the victim and prevent further violence. Therefore, most of the clients that came in the LAC in Skopje were informed and supported in their decision to submit request for Civil Restraining Orders (CRO), to Center of Social Affairs, such us: prohibition of threats, calls, approaching near the victim's place of living, working, taking weapon, obligatory hospitalization for treatment and etc. Moreover, the expert team (social worker, psychologist and three attorneys), prepared written requests for particular CRO, so the clients can further submit to the Center of Social Affairs (CSA). Although, the law is passed and effective for almost two years, we can freely say that CRO are still used as a sporadic mean to combat and prevent DV in Macedonia. This situation can be easily explained with the reluctant attitude of the CSA who have different level of awareness and approach in procedure of requesting CRO in front of the basic courts. For ESE's activities related to raising of the effectiveness and usage of these measures, please refer to the text under the project Establishing Unified and Positive Practices in Combating DV (page XX).**

**As regard to the sheltering, ESE has assisted and provided support during the procedure of sheltering of any victim that needed it.**

## 2.2. (Including 2.3.) Continuous functioning of the Local Legal Aid Centers (Tetovo and Stip)

### 2.2.1. Functioning of the Legal Aid Center in Stip

#### Reports on statistic data

<i>Period June 2005 – June 2006</i>	
<i>LAC-Stip</i>	
Provided legal and psycho – social aid	No. of clients
Total number of clients who asked for the LAC-Stip services	109
Provided legal aid	58
Provided psycho – social support and assistance	66
Initiated procedures	No. of clients
Initiated civil procedure	22
Initiated criminal procedure	4
Referral	No. of clients
Referring / assistance in sheltering	10
Referring to Center for Social Affairs	55
Preparation of Civil Restraining Orders (CRO), submitting to the Center for Social Affairs	16
Cases according to legal area	No. of clients
Divorce	13
Alimentation	
Custody	/
Adoption	/
Property cases	9
Social help	55
Psycho – social assistance	11
Inheritance	1
Criminal indictments submitted to the Basic Public Prosecutors Office	3
Criminal case (Bodily injury -based on private appeal)	1
Other	23

Note: Overlapping between categories is due to the fact that very often client asked/needed different services

From the total number of five clients that have been proposed by the expert team from the LAC's – Stip, to be obtained with complete free of charge court representation, two have been entitled to such services, accordingly with determined criteria. One case is related to property issues and the second one is related to divorce procedure. Both cases were completed in the reporting period.

#### *Activities towards promotion of LAC-Stip*

Aimed at higher promotion of the Legal Aid Centre in Stip, found as serious obstacles for early functioning, coordinators' and experts' team have foreseen and implemented following activities:

- Visited the regional NGO Fair in Veles, where the Legal Aid Centre was presented;
- Held a tribune under the motto:” The silence is not a gold, report the domestic violence”;
- Held press release on the Veles fair, as well as given an interview on the National Macedonian TV, concerning the work of the LAC;
- Realisation of the TV spot on the local TV station “Star”, for the women-victims of domestic violence;
- Invitation for a thematic workshop from EUPOL PROKSIMA –Walter City, titled as: ”Domestic violence”, held on 24<sup>th</sup> November 2005, at 10 00 o ‘clock at the conference Hall in Shtip;
- Starting from November 1<sup>st</sup>, on the local TV media “Star”, the TV spot”Systems for protection of the women-victims of domestic violence” has started to be transmitted. It also involved other cities in the Eastern part of Macedonia. It has been transmitting on each three months, i.e. in one month -5 times a day;
- Starting from December 1,<sup>st</sup> a radio message for promotion of the LAC, on the local radio station”Cherenja” has been transmitted. Further on, it has been transmitted on each three months , i.e. in one month -5 times a day;
- In the printed daily newspaper “Dnevnik” from 27<sup>th</sup> October 2005, Thursday, an informative text was published , which consisted the data of the number of reported cases in the LAC-Shtip for the period of 15 months,i.e. from august 2004 till October 2005, as the regional office of LAC in eastern Macedonia;
- In the weekly newspaper “Aktuelnosti” from 02<sup>nd</sup>Novemer 2005 Wednesday, a commercial advertisement for the LAC-Shtip was also published, and which also enrolls the cities like Kocani, Vinica, Berovo, Delcevo, Shtip and Probishtip.
- The commercial advertisement also included: the name of the LAC, together with the logo:” We, with You, on the road to justice-report the domestic violence, with the telephone, address and an e-mail address. The advertisement was published every Wednesday during the current month and on each three months i.e.4 times per month;
- On the 05<sup>th</sup> December 2005, at 19:00 in the City Hall of municipality of Shtip, a round table was held, for the general population, as a result of the campaign:” 16 International days of activism for combating the domestic violence against women in the Republic of Macedonia”. The campaign was named as:”Inter-institutional cooperation for treating the domestic violence in the Republic of Macedonia”, and its motto was:” Don ‘t conceal , report it”;
- Concerning the 16 International days of activism for combating the domestic violence against women in the Republic of Macedonia, on the 09<sup>th</sup> December 2005, in the conference hall in SVR-Shtip (Sector for interior affairs), a round table with different professional groups working on the problem of domestic violence was held. The focus was put on promotion of the protocols and the procedures for relevant actors involved in the system of protection

against the domestic violence, based on a coordinative multi-sectoral approach. The campaign was named: "Inter-institutional cooperation for dealing with the domestic violence in the Republic of Macedonia". The motto of the campaign was: "Don't conceal, report". The speakers on the round table were: Sanja Burageva from the Ministry of Interior, Veronika Neshovska from the Ministry of Labor and social affairs, Jasminka Friscic, executive director of ESE, Makedonka Trajkovska- Crisis centre "Nadez" and Sonja Alchevska from "Akcija Zdruzhenska".

### 2.2.2. Functioning of the Legal Aid Center in Tetovo

#### Reports on statistic data

<i>Period June 2005 – June 2006</i>	
<i>LAC- Tetovo</i>	
<b>Provided legal and psycho – social aid</b>	<b>No. of clients</b>
<b>Total number of clients that asked for the LAC-Stip services</b>	<b>88</b>
<b>Provided legal aid</b>	<b>88</b>
<b>Provided psycho – social support and assistance</b>	<b>62</b>
<b>Initiated procedures</b>	<b>No. of clients</b>
<b>Initiated civil procedure</b>	<b>51</b>
<b>Initiated criminal procedure</b>	<b>13</b>
<b>Referral</b>	<b>No. of clients</b>
<b>Referring / assistance in sheltering</b>	<b>1</b>
<b>Referring to Center for Social Affairs</b>	<b>39</b>
<b>Preparation of Civil Restraining Orders (CRO), submitting to the Center for Social Affairs</b>	<b>/</b>
<b>Cases according to legal area</b>	<b>No. of clients</b>
<b>Divorce</b>	<b>29</b>
<b>Alimentation</b>	<b>18</b>
<b>Custody</b>	<b>/</b>
<b>Adoption</b>	<b>/</b>
<b>Property cases</b>	<b>4</b>
<b>Social help</b>	<b>39</b>
<b>Psycho – social assistance</b>	<b>23</b>
<b>Inheritance</b>	<b>/</b>
<b>Criminal indictments submitted to the Basic Public Prosecutors Office</b>	<b>8</b>
<b>Criminal case on base of private appeal</b>	<b>13</b>
<b>Other</b>	<b>/</b>

Note: Overlapping between categories is due to the fact that very often client asked/needed different services

In the period June 2005 –June 2006, in total 88 clients called for LAC-Tetovo services, and all of them have been provided with legal aid, and 62 clients have been provided with psycho-social aid. 29 (twenty nine) clients, requested help for divorce, and 18 (eighteen) clients asked for the fulfilling of the right to alimentionation for immature person, that usually after the court decision are in the custody of one of the parents.

On disputes related with property issues, during the marriage, and after the divorce, four clients have been provided with relevant information and with free of charge representation in front of the Basic court in Tetovo.

On the initiative of the LAC-Tetovo, court and administrative procedures have been proceed for Domestic violence cases in front of Basic court in Tetovo, Gostivar and Basic court in Prilep, then Center for Social Affairs in Tetovo and Gostivar. From the above mentioned procedures, 51 are related with civil and 13 are related with criminal matters.

Attorney engaged in the LAC-Tetovo in coordination with the whole expert team, prepared and submitted eight criminal indictments for Domestic violence to the Basic Public Prosecutors Office in Tetovo. It should be emphasized as a serious achievement in regard of effectuation of domestic violence legislation, that from this total number of indictments, 3 (three) are already proceed and had court epilog. The rest of them are still in procedure in front of criminal department in Basic court Tetovo.

Referrals to the Center for Social Affairs have been provided for 39 (thirty nine) clients, mostly for obtaining the right to social benefit, child benefit, and compensation for care for person in need.

Only one victim of domestic violence has asked for assistance in sheltering, and she was referred to the nearest State shelter in Skopje.

#### **2.4. Development of strategy for self- sustainability of the LAC's**

##### ***General context***

After the analysis of the general situation in regard of securing possible ways of self sustainability, ESE realized that the previously foreseen idea for developing sustainability strategy can not be completed entirely.

Indicators that contributed in concluding this are as follows:

- Not supportive environment, due to dominant number of clients that are in social and economical risks;
- Extremely difficult economical situation in local communities ( where Local legal aid centers are operating);
- Difficulties in initiation of the property procedure (extremely high court fees lies on ESE's burden, this procedure is the most complex and takes a lot of time). The property cases are the only cases from which the clients can gain financial satisfaction from the other client, and potentially transfer small percentage in some fund for LAC;

Instead on focusing only on development of self sustainable strategy these strategic workshops were used for presentation of positive practice, as well as obstacles and other difficulties that all three legal aid centers are facing in their operation. It was agreed that these workshops will be organized



in the towns where the LAC's are working, and that each tribunal will be focused on operation of particular Legal Aid Center.

Therefore the first was organized in Stip, the second one in Tetovo and the last one dedicated on LAC within ESE, was organized in Skopje. Besides the expert team of the LAC's and ESE's representatives, on these tribunals, representatives from governmental institutions on local level that have formal mandate to work on DV, were invited, too. Their attendance was more than welcomed since they have realized that it is important all relevant actors from formal and informal system of protection to participate and give their contribution towards improving services to DV victim.

#### *Purpose of the workshops*

Reviewing and analyzing the operation of the legal aid centers, on the base of relevant quantitative and qualitative indicators and exchanging positive and negative experiences, are the issues that are facing all three expert teams within the centers. It will enable developing mutual long term strategy for further provision of professional, accessible pro bono services for the victims and will improve their quality and efficiency.

#### *Implementation of three strategic workshops*

The first strategic workshop was organized in Stip, on 25.04.2006. It was attended by 25 participants. The coordinator of the LAC, working within the organization: "ANI", presented the general scope of work of the local LAC, positive experiences and obstacles that they are facing with. Afterwards the attorney and social worker explained their working domain, through the particular cases of DV, proceed within the local center.

At the end of the workshop, the coordinator of the LAC in Stip, gave interview to local television TV station (TV: "Iris", TV "Star") and the local radio station (Radio Stip, Radio Cherenja). After this, interviews were given and the coordinator was invited on the contact program on the local TV Star-Stip, as well as on the contact program on the National Macedonian Radio.

The second strategic workshop was held in Tetovo, on 01.06.2006. Twenty nine participants from different professional profiles participated on the workshops, such as representatives from the Basic Public Prosecution Office in Tetovo, Basic Court in Tetovo (criminal department), Ministry of interior, Local government, representative from the Center for social care, as well as representatives from non-governmental organization, working on human rights, particularly women human rights. Unfortunately, representatives from the Basic court in Tetovo (civil department, working on issuing Civil Restraining orders), due to their court obligations, were not able to participate on it. Their experience on working on Domestic violence issues was elaborated by the attorney from the LAC-Tetovo experts' team. Namely during her presentation, the attorney explained the positive steps taken towards building close cooperation among them, and the Center for social care and the extremely efficiency of these relevant actors in preparation, proposing and issuing of Civil Restraining Orders. Positive results succeed in providing psycho – social and legal aid to DV victim, by the LAC in Tetovo, within the last year were highlighted by all relevant governmental and non-governmental actors. This LAC was recognized as one of the most essential chain in the DV protection system. The coordinator and other expert team representatives provided the participants with additional information on the scope of the work, and the results obtained within the reporting period.

At the end of the workshop, an attorney was invited to give an interview on one of the most popular national TV station, A1.

The third strategic workshop, attended by 20 participants, took place in Skopje, on the 10 July in Skopje. This workshop aimed at presenting results of the LAC-Skopje, for the period May 2005- May 2006, to the both expert group working in LAC-Tetovo and LAC –Stip and to summarize once again the positive aspects, obstacles and difficulties in providing such services, and the question of providing sustainability of the centers itself. Afterwards, it was agreed that all conclusions and recommendations that will come up in all these strategic workshops to be put in one joint document that will be a common base for further improvement of the work of all three legal aid centers (Skopje, Tetovo and Stip), as well as priorities on which the future activities should be directed to.

As possible solution for LAC self sustainability and as well as ways for increasing their efficiency following conclusions were drawn:

- Sustainability of the LAC should be secured by the government, both on national and local level, due to the fact that legal aid centers are recognized in community as important and necessary service for DV victim;
- Services of the LAC's should be promoted more broadly on local level, and continuous media campaign for general population should be organized;
- LAC's experts team should gathered more frequently ( quarterly), in order to exchange positive practice and overcome negative obstacles in operation;
- LAC's should further improve and intensify cooperation with all relevant actors working on DV;
- Monitoring of the implementation of domestic violence legislation in regards of the civil procedure, particularly efficiency in issuing Civil Restraining Orders, initiation of criminal charges for criminal acts (bodily injury and heavy bodily injury) should be performed continuously;

### 3. CEDAW

Shadow Report on the status of implementation of the Convention on elimination on all forms of discrimination of women in Macedonia, 34<sup>th</sup> session, UN - NY

After the submission of the list of critical issues and the presentation of the summary findings of the Shadow Report in front of the pre- session working group, in June 2005, ESE started with the process of preparing for the 34<sup>th</sup> session on the CEDAW committee, from 16 January -3 February 2006.

Opportunity to be present on this session, to provide CEDAW committee with relevant information structured in formal statements, to be involved in process of lobbying of the CEDAW committee members, should be highlighted in ESE's decade of existence as valuable and meaningful result.

**Taking the responsibility, to speak on behalf of all women, regardless of their age, nationality or religious background, advocating for full enjoyment of their rights and elimination of any form of discrimination and violence, was not perceived as working obligation, but contrary as challenge and encouragement for further acting in the field of women empowerment and gender equality.**

***Submitting the final version to the broader group of experts and NGO's***

**Prior to the 34 session, the pre - final version of the prepared report on the status of women in the R.Macedonia was distributed to all 19 (nineteen experts, interviewed for the purpose of identifying the factual position of women, in compliance with the CEDAW convention), and to all 27 NGO's that were involved in the process of the fact analysis. They gave their recommendations and suggestions on the pre-final text, as follows:**

- Gender Equality Department within the Ministry of Labor and Social affairs, on article 3, Gender State Machinery );**
- Macedonian NGO's - Macedonian Center for International cooperation,( on article 10-discrimination in the access to education);**
- HOPS (on article 6, Violence against women/ prostitution); and**
- Organization of women OZ- Sveti Nikole,(on article 12 access to health services);**

**The provided constructive recommendations were incorporated into the text. Previously above consulted actors did not give their comments and suggestions on the text, due to their previous contribution in different aspects within the de facto process. Thus, the final text was completed and prepared for publication.**

**Although all UN agencies have possibility to directly present the national situation in front of the UN CEDAW committee, UNHCR office Skopje decided that it is a good opportunity to present their opinion in front of ESE and to include their experiences into the CEDAW Shadow report. Upon UNHCR request, ESE's representatives met Rahm Tobias, Associate Protection Officer. It was agreed that they will prepare their opinion in written and submit it to ESE. The one relevant, especially as those in respect of article 6, VAW/ trafficking and art. 9, citizenship / gender sensitivity in asylum procedure, became integrative part of the report. ESE is marking UNHCR contribution as most meaningful contribution to the whole process of preparation of the Shadow Report. That conclusion was confirmed with one of the CEDAW committee concluding comments that were based on UNHCR suggestions and recommendations.**

**Completion, printing and distribution of the "Shadow Report"**

**Due to the fact that it was necessary the report to be ready, prior to the departure on 34<sup>th</sup> session on CEDAW committee in January, following activities were conducted in December 2005:**

- Preface and summary of the report were prepared;**
- Translations of the additionally included parts of the report were finished. This process was extremely difficult and time consuming, due to the fact of going back and forward in the text**

of the report. Printing of the English version of the report was finished as it was planned, prior to departure to New York. Macedonian version of the report was published in January.

- marketing agency “Creativa Nova” together with ESE’s staff, determined the concept, structure, and the cover page of the Shadow Report;
- Intensive communication with Organization for Security and Cooperation in Europe (OSCE Spillover Monitor mission to Skopje), that provided financially support to the realization of the process, and publication of the report. OSCE determined criteria for visibility and outreach publicity has been met. Further strategy for promoting Shadow report findings and Concluding Comments on CEDAW committee was discussed, and explained by ESE’s representatives.

#### **Attendance on the 34 session on the CEDAW committee**

##### ***Preparation phase***

At the end of December, and early of January, ESE’s representatives in coordination with Division for advancement of women, and particularly with the IWRAW -ASIA Pacific, intensified communication on every aspect on ESE’s presence on the session. International Women Right Action Watch- Asia Pacific, same as on the pre-session, have facilitated and guided the process of ESE’s reporting on the 34 session, and more over, provided feedback on the ESE’s summary of the report. Namely comments that they provided were focused on: structure and length of the summary, what is important to be highlighted, which issues are the most crucial; statistic data to be provided, recommendations and their inter-relation, time constrain in submitting shadow report to Division for Advancement of women, etc. Each of the comment provided was analyzed and was taken into consideration. Supportive documents were sent in order to facilitate ESE’s presence there, such us: technical administrative note, NGO informal Meeting with the CEDAW Committee and Observation of the Review process and Advocacy with CEDAW; Writing NGO Statements to the CEDAW Committee during the NGO Informal Meeting, CEDAW committee, Important dates, Schedule of Events, and Provisional Agenda.

##### ***Implementation phase***

Preliminary agreement was set up in regard of ESE’s oral presentation due to the time limit of 15 minutes for addressing the Committee. Synchronization and consolidation was conducted with the Center of Roma – Skopje, NGO that prepared Shadow Report on the status of Roma women in regard of several convention articles (education, employment, housing and health).

On 23 of January, on NGO Informal Meeting scheduled for one hour, NGO’s from 5 countries presented their statements to the CEDAW Committee. Two representatives from ESE (Jasminka Friscik and Marija Gelevska) and one representative (Azbije Memedova) from Center of Roma in Skopje addressed the CEDAW committee. After the presentation, Jasminka Friscik, respond on questions asked by the Committee in order to clarify certain matters on provided information.

Concluding comments on the CEDAW committee was carried out after considering the state combined initial, second and third periodic report of Republic of Macedonia.

It should be emphasized that most of the relevant recommendations contained in Shadow report, were a base for most of the CEDAW committee concluding comments, which justifies the

importance of the process of preparation of the Shadow report, its influence in advocating women human rights and accelerating gender equality.

As regard to the concluding comments nb.39, that stipulates that state party should widely disseminate concluding comments in order to make the people, including Governmental officials, politicians, parliamentarians, and women's and human right organization be aware of the steps that have been taken to ensure the de jure and de facto equality of women, as well as further steps that are required, ESE took pro active role in initiating such promoting activities.

#### **Affirmation of the Shadow report and CEDAW Committee concluding comments**

##### ***- Dissemination-***

As it was mentioned above, brief information letter, Shadow Report and CEDAW concluding comments translated on Macedonian, were broadly distributed to:

- 120 MP's (Members of Parliament);
- Government and respective ministries;
- Members of the "de jure" team, Shadow Report;
- Members of the "de facto" team, Shadow Report;
- 27 NGO that participated in determination of the factual position of women
- 19 different profile of experts interviewed due to determination of the factual position of women;
- Women Majors;
- app. 70 NGO's active in the field of women's and human right issues
- Members of ESE's Executive board
- Members of ESE's General assembly
- International organization such (OSCE, UNIFEM, UNDP, ODIHR UNHCR, UNICEF, Delegation of the European Commission, IOM etc.)
- Embassies on the territory of R. of Macedonia.

Most of the reports copies were disseminated during 8<sup>th</sup> of March.

##### ***- Public announcement-***

Concluding comments and short information on the process of preparation of the Shadow report itself were announced in three daily news papers with greatest publicity (Utrinski vesnik, Dnevnik and Vest). Managing consortium, perceived this initiative as community benefit, and in that context discounted the price of its publishing. The concluding comments were published twice. Once on the 8<sup>th</sup> of March and on the 8<sup>th</sup> of April –Roma day, selected text oriented to enjoyment of the rights of Roma women.

##### ***- Press Conference -***

Celebration of the International Day of Women, 8<sup>th</sup> of March, ESE found it as an appropriate occasion, to present the achievements of the non-governmental sector in New York on 34<sup>th</sup> session

and CEDAW concluding comments. The center for Roma in Skopje was invited, in order with ESE, to address the media and inform them on further steps, required towards achieving gender equality. Press release was send to all electronic and written media. ESE's representatives Jasminka Friscik and Marija Gelevska elaborated the report's summary findings, recommendations, concluding comments, and further actions that should be taken in particular priority areas of concerns. They gave an interview to the Macedonian National Television (MTV) and the National television station (Canal 5).

### III ADDITIONAL PROJECT

#### Project: National program for combating domestic violence financially supported by ISC (Institute for Sustainable Communities) & USAID (US Agency for International Development)

The Association for emancipation, solidarity and equality of women of Republic of Macedonia ESE, was selected as one of the thirteen grantees on the basis of previous call for proposal initiated by Institute for sustainable communities in Republic of Macedonia and USAID. The ISC and USAID project is called "Civil society strengthening project" and it comprehend thirteen individual projects of leading organizations from Macedonian civil society. These thirteen projects are divided in two groups: advocacy and local partnership. ESE's project in this regard is part of the advocacy projects and is called "National program for combating domestic violence". The main objective of the project is preparation of strategic document (National programme) for combating domestic violence. This two year project comprehends two components: the first one that will be conducted in the first year of operation is related to conducting DV research and the second one is preparation of the strategic document –the National plan for combating DV. Ministry of labor and social affairs is ESE's project partner for implementation of this project.

At the beginning of this process, an orientation meeting was held on 17.01.2006 in Skopje. The aim of the meeting was to inform the selected organizations about the process as well as introduction of the ISC partners involved in this project, Macedonian institute for media (MIM) and Centre for institutional development (CIRa) and their roles within it.

#### *Signing ceremony 14.02.2006 Skopje*

The signing ceremony regarding "Strengthening civil society project" was held on 14.02.2006 in Skopje. Before the ceremony, a video clip was prepared for the purposes of the ceremony. Each organization has presented its mission and its project supported by ISC through its representative. USA ambassador in Republic of Macedonia has attended and opened the signing ceremony.

In the frame of "National programme for combating domestic violence" ESE's representative has participated on numerous meetings and trainings organized by ISC and USAID as a part of the "Civil society strengthening project". They are as follows:

### *Networking meeting 16-17.03.2006 Mavrovo*

The networking meeting was attended by representatives of thirteen organizations (grantees) leaders in their field of work within the civil sector in our country.

The networking meeting was focused on several areas: capacity building approach, reporting and management requirements, monitoring and evaluation and preparation of outreach plans. The meeting comprehended individual presentation of Peace Corps in Republic of Macedonia as well. During the meeting representatives from each organizations has presented their organizations and concrete projects supported by ISC and USAID. In this way NGO's representatives were informed more about each others organizations and projects. The networking meeting was attended by the project coordinators and this was a good occasion for them to know each other before the forthcoming advocacy training in Washington, USA.

### *Financial analysis and accountability 16-20.05.2006*

The training is part of the planned activities within Civil society strengthening project, directed towards capacity strengthening of the involved organizations from civil sector. The training was delivered by two master trainers in Financial Management, Balazs Sator, Executive Director of the Civil Society Development Foundation Hungary and Nilda Bullain, Executive Director of the European Centre for Non-Profit Law (ECNL).

Following topics were treated on the training: financial roles and responsibility, financial strategy, finance analysis with focus on finance reporting, financial planning with focus on budgeting, allocation of indirect costs, break-even, deviation analysis. Marija Gelevska and Stojan Misev as ESE's representatives attended the training.

### *Training Advocacy Institute Washington, USA*

In the period 12-28.04.2006 in Washington, USA training on advocacy was held. Host of the training were the Advocacy Institute from Washington. Project coordinators- Stojan Misev, ESE from the selected leader organizations attended the training.

The objectives of the training were: strengthening of the community of advocacy practitioners by building personal relationships and learning from the strengths and weaknesses of each others work; work to a conceptual framework of advocacy; utilize and practice the application of advocacy tools; develop a plan to share Program learning with the colleagues and community.

There were variety of areas comprehended by the training in accordance with their relation with the concept of advocacy: power and politics, right to information (right to know), building citizen participation and critic planning directed toward citizens, planning of advocacy strategies, role of civil society regarding the budget transparency, coalitions and alliances, lobbying, cooperation and partnership between the private (business) sector and the government, advocacy through the media, building of high effective organization, structure of advocacy campaign,

sustainability. The trainers on the training were the personnel from the Advocacy Institute and other relevant experts in dependence with the subjects treated within the training.

The concepts of policy and power were treated during the training. The session, in this regard, was focused on the relation of these concepts and their connections regarding advocacy and possible implications for further work. This part of the training was moderated by Nader Tadros. He is the founder and director of the company People's Advocacy, which supports the partner organizations in the creation of strategies and design of activities, regarding advocacy. Nader is often engaged as consultant in the design and organization of programmes by the Advocacy Institute.

The concept of advocacy was in detail presented through focus on relevant elements. The training started with the introduction of the existing definitions on advocacy. This part of the training was moderated by Sharvell Becton, programme director of the Advocacy Institute.

Different strategies regarding advocacy were presented and elaborated within the training. There were six categories of strategies identified in this regard: cooperation strategies, education strategies, building the constituency for change, persuasion strategies, litigation strategies and confrontation strategies. After this part of the training the participants were introduced with strategy planning as a "disciplined effort to produce fundamental decisions and actions that shape and guide organization on an advocacy issue".

Other relevant issues treated on the training were: advocacy campaign (anatomy), sustainability, advocacy through the media, how to lobby, building of high effective organization, the role of civil society in budget transparency. At the end of the training the participants has developed strategy plan regarding the concrete projects (selected) they're going to work on after the training. The plans were presented with the focus on the issues raised on the training, which will be applied afterwards in the projects supported by ISC and USAID.

Within the training program there were visits organized to relevant organizations and institutions. In this regard, ESE's representative has visited National Network to End Domestic Violence as a broader network of coalitions from all states established for the purpose to advocacy for the needs of the involved coalitions. Washington Coalition against Domestic Violence was the second organization visited. What is characteristic in this regard is that, they are focused on the direct services for the victims and there are very similarities with the work that ESE's Legal Aid Centre is doing on this field. Within the meeting the representative from the DC coalition has arranged visit to the court session regarding domestic violence case. Participants on the training have also visited US Senate and there were arranged meetings with two representatives from the Congress.

#### *Meeting – Macedonian Institute for Media*

In the frames of the project supported by ISC and USAID regarding the preparation of National program for combating domestic violence, a meeting was held with representatives from Macedonian Institute for Media – MIM on 06.04.2006. MIM are involved within the "Civil Society



Strengthening Project” of ISC and USAID to work on the outreach of the project. This comprehends their individual work on all projects supported in this regard.

The subject of this meeting was the outreach of ESE’s project and preparation of PR strategy in this regard. This strategy as such will be prepared in the forthcoming period.

*Documents prepared within “National programme for combating domestic violence”*

1. Plan of activities;
2. ESE issue specific assessment paper;
3. Performance monitoring and evaluation plan; (PMEP)
4. Individual capacity building plan;

1. The plan of activities comprehended detail description of activities that will be undertaken within the project in the period of two years, the date and the place of implementation, as well as persons responsible for their conduction. In general, the activities related to the conduction of the research and preparations of the National program, are responsibility of ESE’s project team, Ministry of labor and social affairs (MLSA) and the research coordinator.

2. The issue- specific assessment paper actually presents deep analysis of the problem which was already elaborated within the project proposal, regarding the preparation of the national program for combating domestic violence. This document incorporates definition of the problem, different types of analysis of the problem with focus on the policies, involved actors etc, as well as solution to the problem.

3. Performance monitoring and evaluation plan was prepared. It is consisted from two parts. The first one comprehends the goal of the project, results planned to be achieved within the project, as well as key indicators regarding those results. The second part of the document presents detail elaboration of the components listed in the first part. In this regard, results and identified indicators are related to the data source and collection method, frequency of data collection, persons responsible and method of data analysis and reporting. Actually the plan contains full documentation of the indicators, used to track progress toward the project goal, objectives, data sources and the quality of data available, as well as responsibilities for collection and analysis of the data. On this way that comparable data will be collected regularly in a time frame, prescribed in the part regarding frequency of data collection.

5. Beside the capacity building component within the “Civil society strengthening project” the project contains individual capacity building program (component). In this regard, we have partially prepared the individual capacity building plan regarding ESE’s needs on this field.

The plan concerning individual capacity building is part of the Performance Monitoring Evaluation Plan (PMEP). Annual interviews (within civil society strengthening project) by ISC and ESE’s personnel to assess the performance of the organization according to two indices: the Seat at the On the basis of these interviews ISC has prepared Annual assessment report for our organization. It provided 1) a snapshot of an NGO’s current capacity in six key organizational competencies, and 2) an assessment of its effectiveness in achieving results in five areas: financial viability, service delivery, partnering and collaboration, strategic outreach and branding, and providing leadership to the Macedonian civil sector.

## *DV research activities*

There were five meetings with the research coordinator realized within the reporting period. The first one was held in May and there were four meetings organized in June (06th, 14th, 19th and 21<sup>st</sup> of June).

The process of the conduction of the field research was treated within these meetings, with special focus on the preparation of the research questionnaire. The working meetings with the research coordinator resulted in the structured questionnaire, which was the basis for the conduction of the first part of the field research - interviews with 1500 examinees (women). The structure of the questionnaire incorporated two components.

The aim of the first set of questions is the determination of the prevalence, nature and different forms of domestic violence. Part of the questions consisted in the research conducted by ESE in 2000 were incorporated for this purpose. These are actually the questions that will be used for comparison of the results with the first research that was conducted in 2000. The second set of questions is directed toward identification of violence conducted in the last six months in order to identify its specifics. Taking into consideration that the domestic violence is formally regulated since 2004 with the adoption of legal solutions in civil and criminal law, s set of questions will reflect the level of satisfaction of the victims from the services, offered and provided by the governmental institutions with prescribed legal mandate to deal with cases of domestic violence, and further more, their feedback on the work on civil organizations as well.

The research sample was determined by external expert, hired for that purpose. The team that will conduct the interviews with the general population (research team) is in the phase of establishment. In accordance with the scope of the research (1500 examinees), there will be 30 persons engaged within the team. The members of the team are partly the persons who were involved in the conduction of the field research in 2000. For the purpose of the research, there will be one working meeting facilitated by the research coordinator, once the team is established. This event will be held in Skopje on 1<sup>st</sup> of July this year. The questionnaire will be introduced to the members of the team and they will get instructions from the research coordinator in regard of the process of conduction of the field interviews.

### Project: Unified and Positive Practices in Combating DV in Macedonia financially supported by UN Trust Fund

The purpose of the project *Establishing Unified and Positive Practices in Combating DV in Macedonia* is to develop and institutionalize procedures and protocols to implement legal provisions within the Family Code and Criminal Law, contributing to a more accessible and efficient civil and criminal justice system for protection of domestic violence victims.

This is a report on the progress made within the project for the period January – June 2006.

## Project Results

- Detailed time frame of activities and dates for 2006 developed, except for the second component under the civil justice unification;
- MOU with the Ministry of Labor and Social Affairs and the Ministry of Interior signed and representatives appointed. TOR of the coordinative teams developed;
- Working groups for two of the project components established in accordance to the planned profile;
- Introductory training for the civil justice working group conducted;
- Local and national service providers mapped and assessed;
- Introductory training for the working group for developing procedures for proposing, issuing implementation and continuation of the civil restraining orders conducted;
- Introductory training for the criminal justice system actors conducted.

Implemented activities towards development of internal procedures for proposing, issuing implementation and continuation of the civil restraining orders

- *Preparation and establishing working group*

In the period January-March, several preparatory meetings of the project partners and the focal points from the Ministry of Labor and Social Affairs, Ministry of Interior, Association of Judges and possible working group members, took place.

Project details were introduced, members of the coordinative teams and possible members of the working group were discussed, and priority activities, including specific tasks related to the activities that will follow after the preparatory phase for the members of the coordinative body were agreed. Timeframe, proposed with the project proposal work-plan was also revised and detailed time-frame of activities for 2006 was developed. Detailed MOU with the Ministry of Labor and Social Affairs was developed and countersigned and representatives in the coordinative team (3) and working group (5) were appointed. TOR for the members of the coordinative team was developed and contracts countersigned.

Presidents of the Basic Courts nominated the 5 judges upon formal request of the Association of Judges. Ministry of Interior, representatives (5) in this working group, were identified with the coordinative team from MOI.

- *Introductory training for the working group*

The members of the coordinative body agreed to conduct one- 4 days training, instead of two- 3 days introductory trainings for the working groups. The rationale for this change was that most of the members of the working group already went through some kind of training in violence and it would be needed to recognize the problem of violence as rooted in the patriarchal context with traditionally constructed gender roles, and a as discrimination in the context of the human rights and women's right protection.

The training was designed through several meetings of the project organizers team and the coordinative team members, each of them taking responsibility for delivering the training sessions.

The training, attended by 16 members of the working group (out of 20 planned), took place from 13 – 16 April in Krusevo. (List of participants and agenda is given in the ANNEX 1)

The training was delivered through the following training sessions: Social origin of Gender; Gender roles and relationships; Power; Patriarchy; Human Rights and the concept of Women's Human Rights (Stereotypes, Prejudices and Discrimination, International instruments for protection); Domestic Violence (definition, types, cycle, profile of the victim and perpetrator, consequences) Legislation (Criminal Code regulation of DV: Goals and provisions); (Family law regulation of DV: Goals and provisions); Universal System for Protection and already developed procedures and protocols.

The results of the evaluation showed that the participatory methods used during the sessions, as well as discussions were highly appreciated by the participants and enable them to be active and to better understand their role in addressing the problem of violence. The most appreciated was the opportunity to discuss on specific examples and information and experience exchange among diverse groups of professionals.

In the last day of the introductory training, the participants were divided in small groups of same professional background to identify the gaps in the legal framework and current practices in proposing, issuing implementation and continuation of the civil restraining orders. Results from the group work emphasized the need of clear and precise description of the procedures, needed for implementation of the civil restraining orders, especially, for the measure that has to be implemented by the Ministry of health. Further, changes into the current legislation pertaining DV is also needed, such as sanctioning disobedience of the civil restraining order issues. Some aspects of the already mutually agreed coordination among the relevant institutions have to be further improved. Namely, some of the deadlines for submission of the needed information/documentation for proceeding have to be followed.

In addition, the next steps were discussed and dates of the working sessions planned by the end of 2006, and they were set with the working group. Timeframe for the implementation of the working session is as follows:

- 23-24 June, 2006;
- 14-16 September, 2006;
- 19-21 October, 2006;
- 16-18 November, 2006.

Project organizers reflection in regards to the working group is that even though the group is smaller than we planned, we have sufficient expertise needed for the planned activities, especially the civil judges.

- **Organizing the first 2 day working session**

The project organizers and the coordinative team had 2 preparatory meetings in order to discuss the agenda, specific outcomes and the working methodology.

On the last meeting, concepts of both questionnaires were developed. Namely, basic indicators were developed to serve as a guideline to be easily followed by the group members.

The purpose of the first working session was to draft the concept and content of the questionnaire for collecting data on the numbers and types of proposed and issued civil restraining orders by centers for social care and the basic courts. The working session took place on 23-24 June in Ohrid, and was attended by 12 participants. (List of participants and agenda is given in the ANNEX 2)

At the very beginning, the project organizers and the coordinative team gave short reminder of the planned activities within the component (unification of the civil justice system) and particularly the expected results of the first working session.

The participants were divided in two groups, each consisted of participants of mixed professional background. They received instructions for developing questionnaires in accordance with already developed concept. The first group had a responsibility to work on developing the questionnaire for collecting data from the SCC, and the second one, on developing questionnaire for collecting data from the basic courts. Additionally, they were reminded that the questions should be developed in a way that could provide relevant data, aimed at measuring the effectiveness of the civil restraining orders during its preparation, proposing and issuing.

At the beginning, both groups had difficulties in developing the basic structure of the questionnaires, but it was expected, having in mind that this group of professionals did not have previous methodological experience. For that reason, the project organizers and the coordinative team representatives were guiding the group work. As a result the following structure was drafted:

#### **Questionnaire for Social Care Centers**

- scope and frequency;
- assessment and service offered;
- scope of prepared and proposed civil restraining orders - CRO;
- difficulties/ obstacles that SCC are facing in preparation and proposing - CRO;
- efficiency in preparation and proposing CRO after reporting on domestic violence;
- monitoring the procedure after proposing - CRO;
- monitoring the execution of CRO;
- general attitudes/ perception on efficiency of CRO in practice;
- documentation of DV cases;

#### **Questionnaire for Basic courts:**

- scope and frequency;
- efficiency in proceeding;
- court departments jurisdiction in proceeding;
- scope of issued Civil Restraining Orders ;
- difficulties/ obstacles in issuing CRO;

- difficulties in formal judicial aspects;
- difficulties in substantive judicial aspects;
- court session hearings ( attendance and efficiency);
- abolishing, changing and re-issuing of the issued CRO;
- general attitudes/ perception on efficiency of CRO in practice;
- documentation of DV cases;

The next phase of the process was focused on setting and developing more precise and closed questions that could easily provide relevant and realistic quantity and qualitative results. Accordingly to the determined criteria, each group was working parallel, using participatory methods within the group. As a result of this interactive process, the group representative presented the developed questionnaires in front of the whole group. Other participants had a chance to comment and give suggestions, directed to the formulation and the substantive changes. The project organizers and the coordinative team, lead the group discussion along with the whole process, striving to focus the group only to the questions that are relevant to be asked. The last day, both groups worked on further improving and enhancing of the questionnaires, on the basis of the provided inputs from the whole group.

At the end of the second working day, both groups developed comprehensive draft of the first half of the questionnaires. It was agreed that both group will continue with this process on the next session planned for the September.

The project organizers and the coordinative team member's reflections' on the working session are the following:

- Previously expected difficulties regarding understanding of the concept was overcome;
- Drafted questionnaires should be shared and discussed with colleagues and field professionals till the next working session;
- Enlarging the group with the new practitioners from SCC is needed.

<b>Implemented activities towards standardization of the providers of direct services to DV victims</b>
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- Mapping and assessment of the national and local providers of services

*1. Preparation and dissemination of the questionnaires*

The mapping and assessment was planned through conducting three day conference, during which the NGOs and Social Care Centers will elaborate on the type and methodology, applied in the provision of services to the DV victims.

The working group (already established in the previous stage of the initiative), agreed that the conference would not be enough to secure specific situation analyses. Therefore, detailed assessment was conducted prior to the conference, by developing, distribution and analyses of the results of the

questionnaire for Social Care Centers and NGOs that declared provision of services to the DV victims.

The questionnaires itself was consisted of 46 questions, divided in following categories: Domain of working; working methodology, Affirmation/Promoting; Human capacities; Technical and space capacities; Management and organizational structure; Financial capacities.

The questionnaire was developed in March by the project organizers and the coordinative team through 3 working meetings. It was distributed to 15 NGOs and 29 Social Care Centers. They were asked to return them by the end of April. In total, 9 NGOs and 28 Centers replied.

After the collection of the questionnaires, a matrix for sorting the data was developed by the project organizers team. The project organizers team had a responsibility to sort and analyze the data from the NGO questionnaire, and the coordinative team from the Ministry of Social Affairs and Policy to sort and analyze the data from the SCC.

Analyses of the questionnaires contains both quantitative and qualitative data.

*Data analyzes from the NGO's questionnaire:*

*Working Domain:*

1. There is inconsistency in answers provided in regard of the working domain and service providing. It can be concluded that some of the organization don't have clear working mandate;
2. Some of the organizations stated that they provide services that are exclusively within the mandate of the governmental institutions and can not be performed by NGOs.

*Working methodology:*

1. There are organizations, declaring that they apply the basic principles in working with domestic violence victims, but in practice they rarely used it;
2. There is a discrepancy between the needed technique and methods in working with domestic violence victims and the professional capacities, engaged within the NGOs to provide such techniques and methods;
3. In regard of the documenting/evidence forms, records, the analysis showed that, almost each NGO has different types of forms, using in its working with domestic violence cases, dependent with the type of service that they are providing;
4. The most concerning fact is that most of the NGO's, did not make routine and periodical updating of the information that they are providing to the victim, but in a contrary, they do update once the other institution / person have/has informed them.

*Affirmation/Promotion:*

1. There are positive practice in this regard, and each organization conducts various and continuing affirmative/promoting actions.

### *Human capacities*

1. Considering the question of human capacities engaged in NGO's to work with domestic violence victims, it can be concluded that the necessary professional profiles are engaged and working on this issue (mostly social worker, lawyer, and psychiatrist);
2. The main problem that can influence on the provision of continuous services on DV victim, is the fact that most of the personnel, engaged to work with DV victim is voluntary working, and then they are followed by those, working on the bases of temporarily agreements;
3. The most concerning fact is that, there are no separate teams, working only on DV, contrary they worked on other technical or project related activities;
4. There are few positive examples when the organization itself, has been developing plan for human capacity trainings;
5. Presented results showed that most of the NGO's did not have supervision on regular bases. Also an evaluation and a monitoring are rarely provided, or totally missed. Particularly qualitative evaluation is not provided in consistent manner.

### *Technical equipment and facility capacities*

1. Half of the NGO's are, and half of them, are not satisfied with the technical and space capacities, and they think that the government, both on national and local level, should contribute in this regard;
2. NGO's that are performing SOS hot line services, did not have appropriate technical telephone equipment, neither calling to this telephone lines is free of charge for the victims.

### *Management and organizational structure*

1. Presented results showed that NGO's are providing services on non-systematic and non-continuing way, based on the facts that almost each NGO is providing services, based on project level, instead of ,on one or two year program level;
2. In almost each NGO, there are no clear and precise structure of the organization itself, neither persons working with DV victim had their working portfolio.
3. There is only one organization that established procedure of appeal if the client is not satisfied with the services provided.

### *Financial capacities*

1. Regarding this question, results showed that most of the NGO's providing services for DV victim, are financially supported by the international donors, and only few so far are supported by the government;
2. Each NGO stated that they are facing many problems and difficulties in its working, but on the question what they will do to improve the situation, the list of answers was very short.

### *Data analyzes from the SCC questionnaire:*



### ***Working Domain***

1. Although the SCC have clear, legally defined mandate, most of them do not provide part of the services foreseen with the Family Law;
2. The impression that SCC personnel is partially or not at all aware, of their responsibilities and duties prevails;

### ***Working methodology***

1. Usually, SCC personnel uses inappropriate techniques while working with DV victims;

### ***Affirmation/Promoting***

1. Only few of the SCC are proactive in promoting services to DV.

### ***Human capacities***

1. As a main problem that was emphasized in this regard was the lack of separate teams appointed for DV cases;
2. The lack of understanding of the concept of supervision and support is present. Also, evaluation of the provided services is not, or sufficiently practiced;

### ***Technical equipment and facility capacities***

1. Inappropriate technical equipment and facilities is emphasized by all SCC. Most of them stated they do not have sufficient and adequate facilities for work with the DV victims;

### ***Management and organizational structure***

1. Most of the SCC lack necessary information for legally foreseen complaining procedure;

### ***Financial capacities***

1. SCC work relies on state budget and initiatives for providing additional funding is lacking as well;
2. All SCC have clearly describing the obstacles they are facing with, without suggesting possible solutions in order to overcome them.
  - Conference for mapping and assessment of the services for domestic violence victim

Based on the results from the analyses, and previous experience project organizers and the coordinative team agreed that, 9 NGOs and 15 Centers will be invited to the conference to present their experience. They were selected based on previously determined criteria: geographical coverage

(having into consideration diverse ethnic context), quality provided in the provision of the services and positive practice in service providing.

The project organizers and the coordinative team had one preparatory meeting in order to discuss the agenda, specific outcomes, and the working methodology of the conference. It was agreed that the conference should be used to provide insight of the current practice, by presenting as much as possible study cases and to discuss possible obstacles in services provided.

The conference took place in June in Stip. Along with the invitation and agenda with detailed information of the time and presenting NGO/Center, the participants were given instructions to prepare case studies in order to present and elaborate them in details during the conference. The agenda and the list of participants are given in ANNEX 3.

All invited confirmed their participation, but only 6 NGOs and 10 centers were present and able to present their work on a conference. Due to this, it was necessary to change the agenda and the duration of the event.

The structure of the conference was as follows:

- Presentation of the DV cases from the Social Care Centers and NGO's representatives;
- Discussion after each cluster of presentations;
- Presentation of the results of the questionnaires by the project organizers and the coordinative team members;
- Concluding remarks and agreement for further activities.

Project organizers and coordinative team reflections, regarding the conference, are the following:

- During the conference, there was a suggestion, the SCC representatives that meet the criteria, to joint the larger working group;
- NGO representation in the larger working group will be consisting of three already involved NGO's and additional one, which met the basic criteria in providing services to the DV victims;
- It was confirmed that there is not unified system of provision of services between the formal and non-formal system, and further more, there is no unified way of proceeding even among the SCC and
- There is lack of professional capacities, or in most of the cases, lack of understanding/making difference between DV cases and interrupted marital relations.

<b>Implemented activities towards unification of the criminal justice response</b>
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- *Preparation and establishing of a working group*

Several preparatory meetings with the focal points from the Ministry of Interior were conducted in order to discuss and agree on the project details, time frame and the profile of the members that have to be appointed in the working groups. MOU was also developed and submitted to the Ministry, but due to a specific procedure it was given to the legal department for additional review. It took 3 months to be returned countersigned. However, the postponed signing of the MOU was not an obstacle to have MOI officially nominated participants, present on both on the introductory trainings (civil and criminal justice component) and the working session of the working group, responsible for the civil restraining orders.

In the preparatory phase of the project, a meeting with the Association of judges and Association of public prosecutors took place. Namely, the invitation and appointment of the criminal justice judges, investigative judges and public prosecutors deputies was carried out through these respective professional associations.

TOR for the members of the MOI coordinative team was developed, and contracts are prepared for signing.

- *Introductory training for the working group*

As already explained under the civil justice system component, the members of the coordinative body agreed to conduct one 4 days training, instead of two 3 days introductory training for the working groups. With the slight content changes, or better to say emphasis on their specific issues of interest, was designed for the introductory session of the criminal justice group.

The project organizers team with the help of their external collaborators took the responsibility of delivering the training. Namely, as external expertise, the criminal justice judge Stojan Mihov and the social worker, Dusko Minovski were delivering sessions beside the project organizers team members, accordingly to their professional background and expertise on the field. One of the MOI coordinative team members delivered one session on the training, too.

The training, attended by 10 members of the working group (out of 12 planned), took place on 22 – 25 June in Ohrid (List of participants and agenda is given in the ANNEX 4). As planned, all participants represented different structures within the criminal justice system that can help into easier and more efficient criminal proceedings in the cases of Domestic violence. Namely, including the coordinator of the MOI coordinative team, four members of the Ministry of interior were present. All of them are coming from different sectors that are working on different forms of DV, such as juvenile delinquency department and sexual and blood related crimes. Three investigative judges, one criminal justice judge and two public prosecutors deputies were also present. One public prosecutor deputy confirmed participation on the later scheduled working sessions of the group, due to already passed training on DV and her deep involvement even in the process of preparation of a DV legislation. In general, all participants on the introductory training showed interest in further active participation in the foreseen activities. It is also clear that some of them will not be present on all sessions, due to the nature of their professional engagement. As main observation of the project organizers team for the structure of the working group, we can conclude that the group structure is

satisfactory and that we may enlarge the group with one more criminal justice judge. The project team organizers have decided to include Judge Stojan Mihov, external expert as member of the working group.

The training was delivered through the following training sessions: Social origin of Gender; Gender roles and relationships; Power; Patriarchy; Human Rights and the concept of Women's Human Rights ( International documents related to the concept, their nature and status of the de jure and de facto position of women, determined in line with the provisions of CEDAW convention); Domestic Violence (definition, types, cycle, profile of the victim and perpetrator, consequences); Family law regulation of DV: Goals and provisions); Criminal Code regulation of DV: Goals and provisions; Universal System for Protection of DV victims, together with the basis of already developed procedures and protocols and detailed elaboration on MOI procedure and protocol.

The evaluation of the participants showed that the explanation of different aspects of the DV as a phenomenon, different aspects of the criminal charges for DV, way of presentation, discussion initiated and the interactive methods used, were pointed out as positive sights of the introductory training. As the only point for improvement of the further group work, study cases analysis from the practice was pointed out.

Last day of the introductory training, the participants were divided in three small groups of mixed professional background. The groups had a task to present their experience on proceeding on the cases of DV, to identify problems that they have faced with and at the same time to propose solutions/ best practices for overcoming those problems. All of them have to present their proceeding on all forms of DV (physical, psychological and sexual). Results from the group work confirmed project organizers presumptions related to criminal justice system functioning. General conclusions were that there are technical aspects that have to be sorted out in cases of psychical and sexual violence. As most urgent, action on the field of recognition and prosecution of psychological violence was pointed out.

Namely, in regard of psychical violence preceding it was concluded that, most problems are lying in provision of the needed proofs for prosecuting this types of criminal acts; practical aspects, such as who is responsible for issuing an appropriate medical documentation and costs related to provision of it, were also discussed. As for the psychological violence it was concluded that knowledge for recognition is needed and that, this is the main obstacle for not even initiating charges for this criminal acts, foreseen within the Criminal code. Consequently to the absence of practice on this, field identification of the needed proof for submission of the criminal charges is needed. As for the sexual violence cases, certain technical aspects of investigating or in interrogation of the victim in such criminal acts were pointed out.

Some aspects of mis-coordinated actions with other institutions such as the Centers for social work were raised. Also their roles in a provision of necessary information for the cases of DV and often delays that are occurring in these submissions were discussed.

Project team organizers reflection' on the possible changes in previously planned activities, indicated possible broadening of the scope of actions, especially in a sense of the needed legislation changes. Those changes are needed, especially in regard of currently most used criminal acts for solving the problem of DV, light and heavy bodily injury. As possible intervention in the group constellation is inclusion of a SCC representative in further group work.

All participants were asked to provide the project organizers with the data, related to criminal acts of DV in the past two years. Some of them prepared and shared with us the already gained data.

In addition, the next steps were discussed, and dates of the working sessions planned by the end of 2006 and they were set with the working group. The dates chosen for the civil justice group were accepted as dates for this group, too. Timeframe for the implementation of the working session is as follows:

- 14-16 September, 2006;
- 19-21 October, 2006;
- 16-18 November, 2006.

Project: National VAW (Violence against women) Monitor, financially supported by Institute for open society- Women Network, in partnership with Minnesota advocates for human rights

In February 2005, ESE got the status of "National monitor for violence against women". Minnesota Advocates for Human Rights (MAHR) developed a website as a comprehensive tool for the benefit of women's advocates in Central and Eastern Europe, Caucasus, Central Asia, Russian Federation, Mongolia and the U.N. Protectorate of Kosovo. There are 29 countries from the mentioned regions included in this project. ESE was selected on the level of R. Macedonia as a monitor for the purpose of this website. The relevant information regarding violence against women in our country is going to be included on this website. There are four principal forms of violence against women that are included: domestic violence, trafficking in women, sexual assault and sexual harassment.

Women human right's program staff, within the mentioned project have been included in preparation of National study, as a part of the broader Regional study, named as Indicators for monitoring the actual situation of the countries, concerning violence against women. Methodology of the Regional study is based and developed upon the Recommendation REC 2002(5) of the Committee of Ministers of Council of Europe to member states on the protection of women against violence, in line with the UN Declaration on the Elimination of Violence against Women and General Recommendation 19 of the UN CEDAW Committee.

For the reporting period, ESE has continued with the activities related with the update of the website that was developed in cooperation with UNIFEM and Network of Women's Program (NWP) of the Open Society Institute, at the beginning of the project. The website provided resources, trainings and message boards, designed to assist the advocates from the participating countries in their efforts to eliminate violence against women. The web site has been redesign in a meaning of adding a national web sites, which means that all information, beside that are available

in English, now will be available on the national languages of the countries involved within the project.

Within this project there are annual meetings organized for National VAW Monitors for 29 countries involved in the project. Gabriela Mihova, as ESE representative, coordinator for the project attended those meetings.

**Project: Support Women's Human Rights in Western Balkan financially supported by HOM**

Following round tables took place during this reporting period:

***Fifth Round table – Croatia***

The round table was held in Croatia in the period 05.07-12.07.2005. It was attended by the representatives of the involved organizations from the region, regarding the preparation of the regional report on domestic violence. In this phase of the project (on this meeting), the prepared national studies (first version) were presented.

***Sixth Round table – Serbia***

The Round table was held in Belgrade, Serbia in October 2005. During this Round table there was a presentation of the prepared national studies and the conclusions and recommendations in that regard. The participants discussed the need for organization of follow up activities regarding the project.

***Last Round table – Netherlands***

The Round table was held in Hague, Netherlands in the period 04.02-12.02.2006. The subject of this round table was evaluation of the project and the follow up activities planned to be realized in the forthcoming period. In this regard ESE planned to organize conduction of trainings for the Centers for social welfare for work with victims of domestic violence.

***Meetings with the research mentor***

There were two meetings from this kind, organized within the period of reporting. Before the participation of the Regional Round table in Croatia in June, ESE's representative Stojan Misev attended a meeting with the research mentor Vesna Nikolic Ristanovic. The subject of this meeting was the analysis done, regarding the data collection, as well as the training for work with victims of domestic violence, organized in the beginning of the month. The second meeting was held in October. The subject of this meeting was the finalization of the national study.

***Project activities***

In the reporting period project activities in 2005 were concentrated on upgrading the capacities and knowledge of the NGO's that are working with DV victims and in 2006 they continued with similar activities, aimed at Centers for social care (as relevant governmental bodies to combat DV).

***1. Training for working with domestic violence victims (Ohrid) in 2005***

ESE has conducted this training for the needs of Meglen 2002 organization from Ohrid. In conceptual meaning, the training is in correlation with the previously organized trainings in three cities in R. Macedonia: Prilep, Kicevo and Strumica. The aim of these trainings is strengthening of the organizations that are working on this problem and improvement of their capacities in order for them to be able to provide quality services for the victims of domestic violence. The training as such is consisted from two parts: operation of the Centre for Legal Aid and operation on the SOS line. This division was the basis for organization of two trainings. The first training was focused on the work of the Centers for legal aid, established by ESE and the methodology for provision of legal and psychosocial help to the victims of this form of violence. The trainers, in this regard, were the experts engaged in the existing Centre for legal aid which is operating in ESE's office in Skopje (attorneys and social worker). This training was organized in the period 02.06-04.06.2005.

The second training was related to the operation of the SOS line. The principles and methodology for work on this kind of service were presented by the trainers – the operators on the National SOS line in our country. This training was organized in the period 30.06 – 01.07.2005.

## *2. Trainings for appropriate and effective work with victims of domestic violence for Centers for Social Work in 2006*

A preparatory meeting regarding the trainings for appropriate and effective work with victims of domestic violence for the Centers for social welfare (CSW's) was held on 24.03.2006 with Suzana Velkovska, Head of the Unit for social protection and fostering of socially excluded persons, Department for social protection from the Ministry of labor and social affairs. It was agreed that Suzana Velkovska will develop the training module on the basis on which the training will be delivered. The creation of the data base for the cases of domestic violence as a possible follow-up activity was discussed too.

Two trainings based on same concept were organized. All 27 Centers for social welfare that are operating on the territory of Republic of Macedonia were included in the trainings. They were divided into two groups in accordance with the territory where the concrete CSW is operating (eastern and western part of the country). The training was delivered by representatives from the Ministry of labor and social affairs, Unit for social protection and fostering of socially excluded persons – Department for Social Protection under which the domestic violence, as an issue, is treated.

The first training that was directed towards the representatives of CSW's from eastern part of Macedonia took place on 05.05 - 07.05.2006. There were 17 social workers that attended this training. The second training for CSW's from western part took place on 01.06 – 03.06.2006. 18 participants attended this second training.

The concept on the training was based on the developed training module. This module will serve as a training tool further more. The first part of the training was focused on the nature of the problem and its characteristics. In this regard, we must stress that each session of the training was followed

with practical exercise concerning the issue treated on that session. In this part of the training, the participants were informed about different forms of domestic violence, victims and abusers profiles, dynamic of the violence, existing myths and facts about the phenomenon of domestic violence, the cycle of violence. The social workers were given case studies as well as statements that are reflecting certain attitudes toward the problem of domestic violence in order to determine their view on the problem. They were asked to determine in percentage the degree of guilt of each of the spouses in concrete cases, where the husband is violent toward his wife (at the end of each scenario he hits her). What is characteristic in this regard is that, most often they found the guilt in both spouses not taking into consideration the fact that there is no excuse for the violence. Their comment in this regard was that, they are not approving the violence, yet they've found reasons why they are prescribing percentage of guilt in the women.

This point of the training has justified the need of education of the professional structures who are dealing with cases of domestic violence, and further more, it expressed the need for further addressing of education as necessity on the field of combating domestic violence. In this regard, we must stress that education as a component should be developed on constant and comprehensive basis for training of old structures who are already working on the issue, as well as the new ones who are about to work.

The training continued with focus on the role of the CSW's regarding domestic violence and strategies they should use, when addressing the problem. In this regard the participants were informed on the epilogue of certain strategy that they will apply in cases of domestic violence. The trainer demonstrated the meaning and the results that different strategies would imply to the victim. It was stated that it is crucial for the social workers not to judge the case, not to offer solution to the victim, but to work with her in order for her to come out with solution for her problem.

Beside this, the social workers stated that they are working with the perpetrator also. This is very characteristic because in our country there is an absence of programs for work with the perpetrators of domestic violence. The existence of this problem (work with perpetrators without adequate programs) partially is due to the fact that with the introduction of legal provisions in Family law the persons designated to work on the problem of domestic violence, were actually the social workers who were working in the department of marriage and family engaged on the procedure for appeasement of the spouses. Taking into consideration the nature of domestic violence, these are two methodologically different procedures and the inappropriate application of certain methods (such as work with the victim and the perpetrator at the same time), might imply serious consequences for the victim of domestic violence. It was stressed out that the social workers in the cases of domestic violence should only inform the perpetrator about the existing civil measures of protection and that his behavior might be sanctioned under these measures. That is the main objective of the civil restraining orders, primary to protect the victim and to sanction the abusers in order for them to be aware about the prohibition of their behavior. Parallel with the theoretical part, the social workers participated in realization of exercises such as role play, case study.

The training continued with the focus on the legal framework as a basis for their work and protocols as a concrete rules for dealing with cases of domestic violence. In this regard, the social workers



were informed about the legislators aim, regarding the civil restraining orders with special focus on the temporary measures of protection as part of the civil system. The social workers were encouraged to implement the temporary measures of protection more often in order to address the problem adequately and effectively. During the training within the practical exercises regarding the work on concrete cases of domestic violence, it appeared that the temporary measures of protection are not sufficiently used by the social workers. Instead of them, they are much more oriented toward “peaceful” solution to the problem in order to keep the family as one.

At the end of the trainings, ESE’s representatives has presented the work of the existing Centers for legal aid and disseminated promotional materials to the participants. It was stressed out that we’re open for cooperation and they could contact us, as if needed in certain cases.

## **WOMEN AND HEALTH PROGRAM**

### **General goal:**

Promotion of the position of women in the health system through better provision of information on health issues, and by being prepared to make right choices.

### **1. WOMEN`S HEALTH INFORMATION CENTRE – WHIC**

#### **1.1 Preparation of informational material-brochures**

The brochures “Contraception”, prepared by d-r Emilija Trajkovska, and “Hypertension”, prepared by Prof. Katica Zafirovska, were printed in 2000 copy per title in Macedonian and 600 copies in Albanian from the brochure Contraception. Brochure Hypertension was named as “Everything you need to know about high blood pressure”; it is an easy to read manual and 1000 brochures were distributed to the Association for Hypertension and Clinic of Nephrology in Skopje.

#### **1.2 Setting up a small library**

#### **1.4. Operation of Women’s Health Information Centre – WHIC**

*Goal: Provision of accessible, reliable, and professional free health information and counseling for women on the topics: menopause, osteoporosis, contraception, and advice for pregnant women, sexually transmitted infections;*

In the period of May 2005 - May 2006, 160 clients have been provided with appropriate and professional information and counseling via telephone and advice through personal contact. The statistic shows that 60% of women referred to the centre for medical advice were not employed; the other 40% women stated that they can't get the time needed for counseling and information at the gynecologists in the public health sector, in order to get the appropriate information about their

reproductive health. Factors as lack of health insurance, neglected health counseling, referred women to our centre. The age of the clients who referred to the centre is mainly above 35 years, 40% of the clients are below 35, and the rest 60% are above 35 years old.

National distribution of the clients is following: 90% are Macedonians, 4% Albanians, and in the rest 6%, there are Roma, Serbian and Vlax ethnicity.

Most of the clients are with place of living in Skopje – 75%, but also women from different cities, like Veles, Bitola, Gevgelija, Kratovo, Kicevo, Kumanovo, Krusevo, Prilep, Ohrid, have contacted the centre.

According to the marital status, 61% of the clients are married, 35% are not married, and the rest are divorced. From the total number of clients, 76% have children, and 24% do not have children.

According to the employment status, 25% of the clients are regularly employed, 25% are unemployed, 18% are in retirement, 14% are employed with part-time job, 11% are high school students, 5% university students, and 2% are beneficiaries of social aid.

Most frequent problems that the younger group is concerned of are STIs, and for the group above 35 years old, the main problems are menopauses and osteoporosis. The overall interest, according to the health issues is following: 26% of the clients contacted the centre for osteoporosis, 20% for STIs, 15% for menstrual disorders, 15% for menopauses, 8% for endocrinological problems, 7% for contraception, and 5% for different infections.

There is a group of 70 clients who regularly refer to the centre. It is also important that in resource constraining conditions, the main source for promotion of the Women health information centre is from clients who have visited the centre and through the monthly magazine specialized on health issues “ZDRAVJE” (Health) see graph No.6.

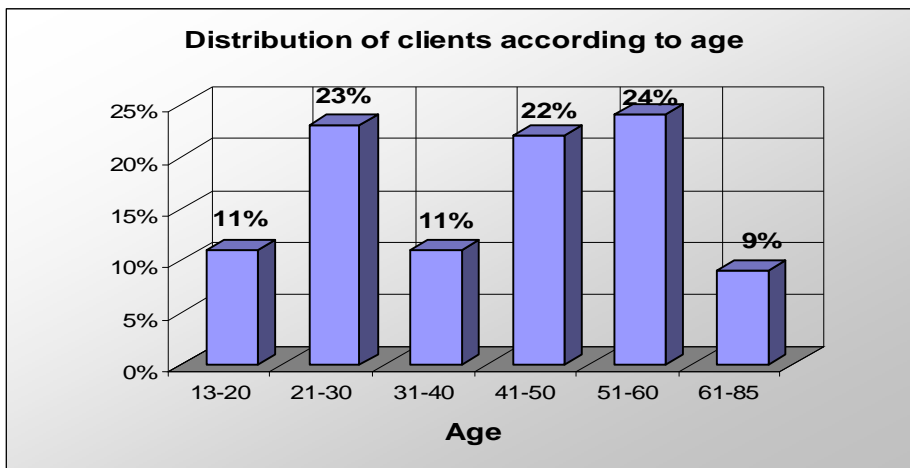
There is also a group of economically disadvantaged women that we provide with vitamins and calcium supplements.

In our future work we want to establish closer relation to the clients that have visited the centre, through sending brochures, organization of contact workshops and other events. Developing deeper and closer relation with clients is essential for the centre to be responsive to its client needs. In this period, we equipped the centre with sphygmomanometer, glucose meter condoms, and Intrauterine devices.

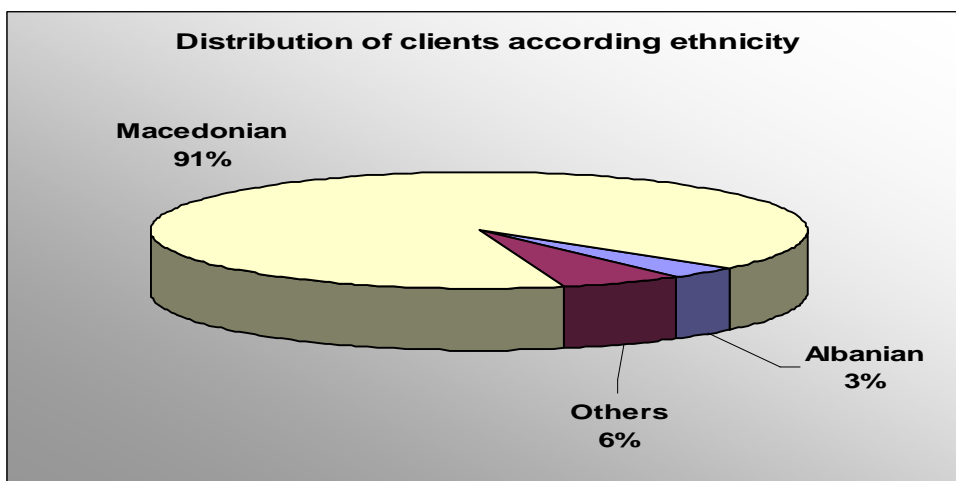
We are in continuous quest for vitamins, hormones, condoms and other things needed for the functioning of the centre in order to enlarge the scope of the services we offer and to be as much as possible responsive to our clients needs. Therefore, Women Health Information Centre continuously seeks cooperation with pharmaceutical companies, health issues newspapers and other relevant factors. The commitment of the health professionals in our centre enables women to seek for information, but also ease their access to other health services. In this period, the centre was operating once a week, by four hours, offering specialists advices and consultations concerning

women health, free of charge. Centre was operated by Dr. Emilija Trajkovska, specialist gynecologist.

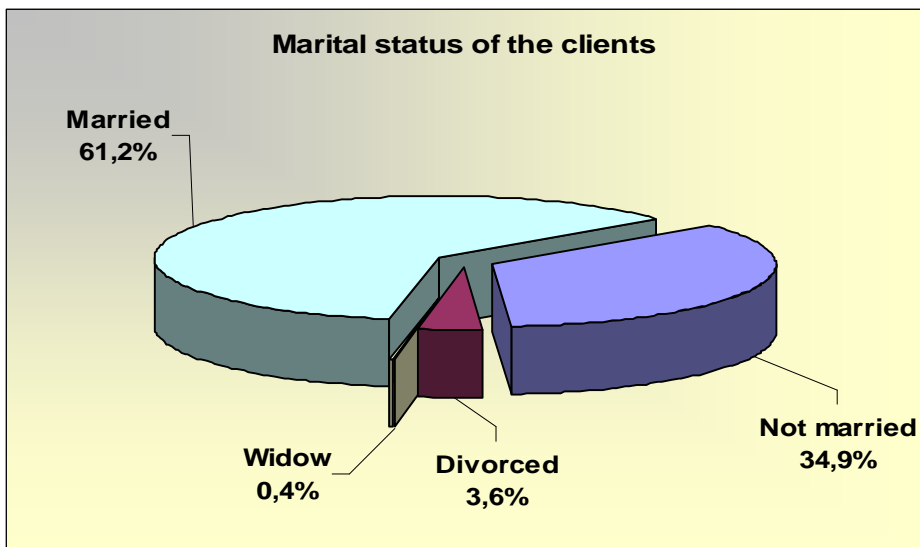
The centre was also directed towards education of young people and we delivered two workshops with students on pedagogical faculty, future teachers to schoolchildren, from 1-4th grade on topics Contraception, HIV/ AIDS prevention. In the education, we combined the peer education methodology and the importance of professional and qualified information. Established cooperation with pedagogical faculty is of a strategic interest for the program. WHIC provided two local centers with literature, brochures, informational and promotional materials.



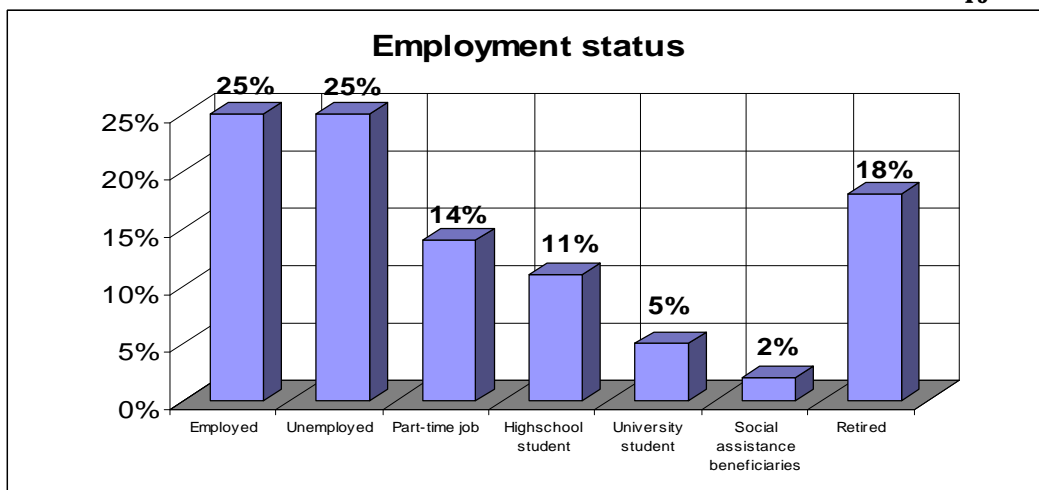
Graph No. 1. Distribution of clients of WHIC in Skopje according to their age  
Source: Data base of Women Health Information Centre- Skopje



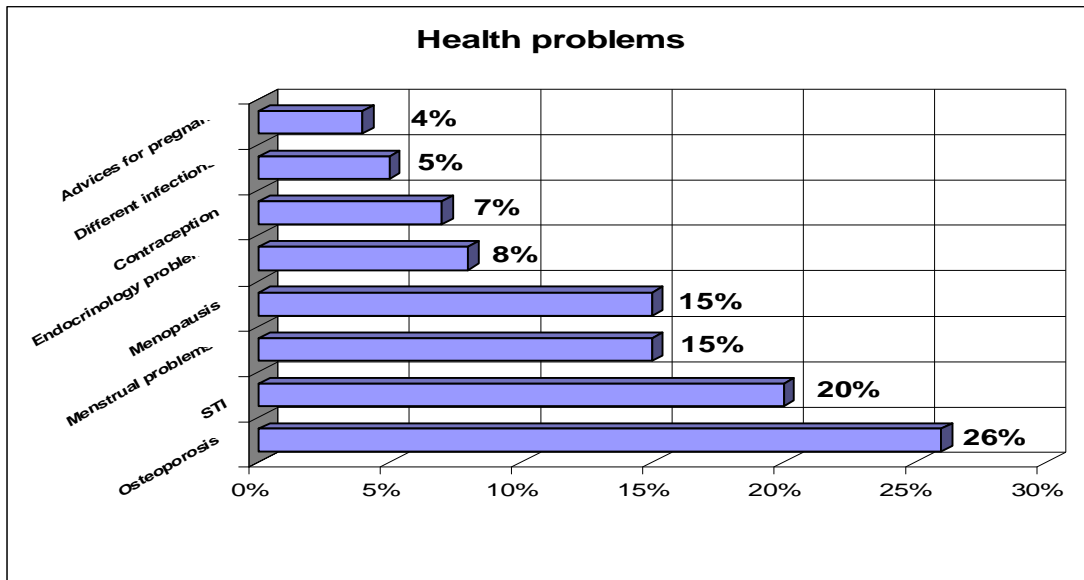
Graph No.2. Ethnicity of WHIC Skopje clients;  
Source: Data base of Women Health Information Centre- Skopje



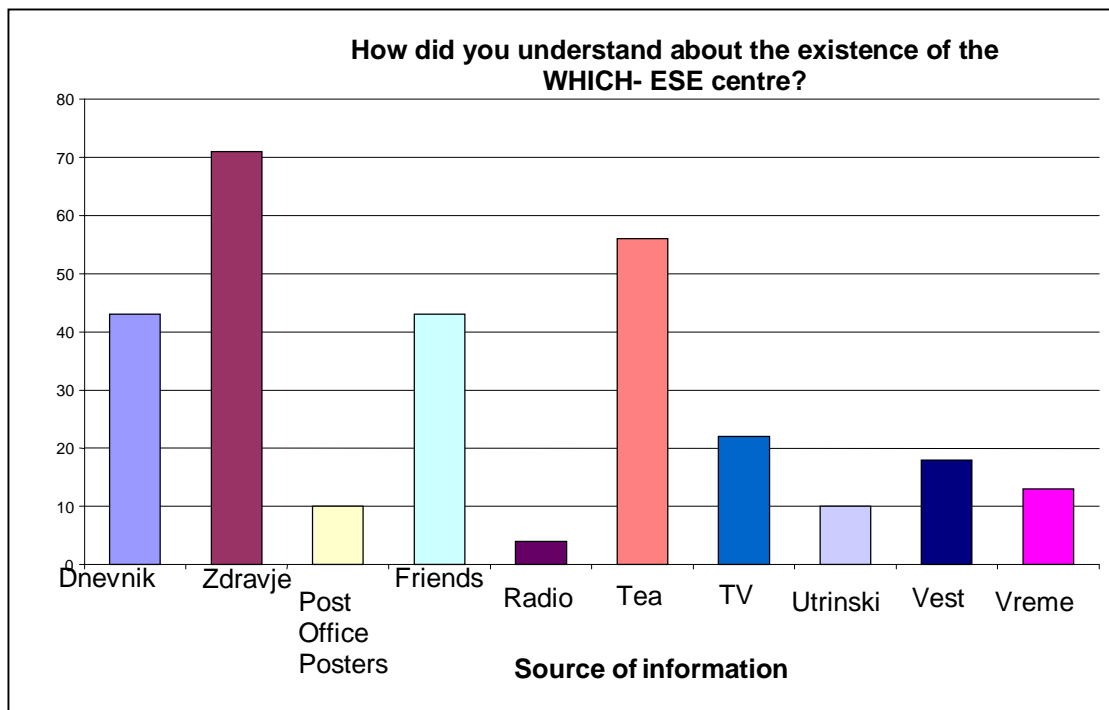
**Graph No. 3. Marital status of clients of WHIC in Skopje;**  
**Source: Data base of Women Health Information Centre- Skopje**



**Graph No. 4. Distribution of clients of WHIC in Skopje according to the employment status;**  
**Source: Data base of Women Health Information Centre- Skopje**



**Graph No. 5. Interest of different health problems of the clients of WHIC in Skopje.**  
**Source: Data base of Women Health Information Centre- Skopje**



**Graph No. 6. Source of information/promotion of WHIC in Skopje;**  
**Source: Data base of Women Health Information Centre - Skopje**

**1.5. Operation of two Local Women health information centers.**

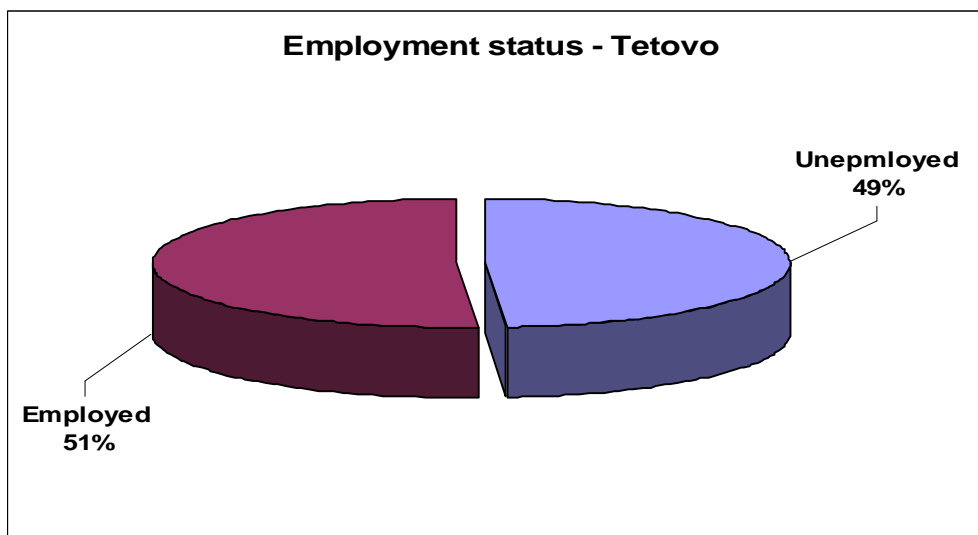
- Operation of the Women Health Information Centre -Tetovo;

In this period, two Local women health information centers were operating. The centre in Tetovo was operating twice per week, by four hours, offering specialists advices and consultations free of charge. The centre was operated by Dr. Olivera Kuzmanovska and Dr. Meral Redzeqi, specialists gynecologists. The number of clients that have visited the centre in this period is 49, Unemployed 24; Employed 25 from which 12 Albanian, 35 Macedonian, 1 Roma, 1 Serbian, 1 from other ethnicity.

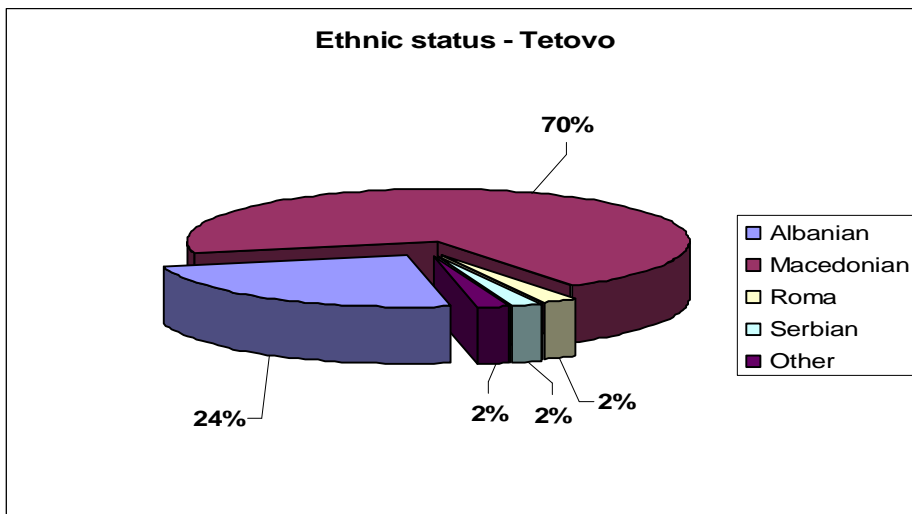
Health problems they referred for are following:

- Menopauses 11
- Contraception 2
- Osteoporosis 5
- Counseling for pregnant women 4
- Menstrual disturbances 12
- Sexually transmitted diseases 4
- Other infections 13
- endocrinology advices 4

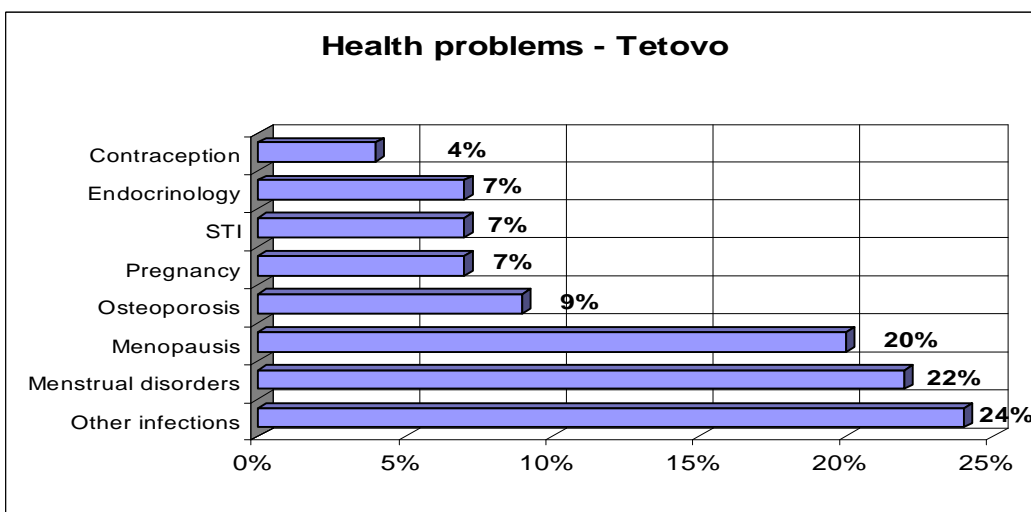
The centre is operating in partnership with Organization of women – Tetovo. Besides the counseling part, Women Health information centre in Tetovo have done several educational workshops on the topic” Puberty, transformation during puberty and Sexually transmitted diseases in the premises of the primary school “ Andrea Saveski Kikis“ on which about 50 young people with average age of 14-15 were educated.



Graph No 7. Distribution of the clients in WHIC in Tetovo according to their employment  
 Source: Data base of Women Health Information Centre - Tetovo



**Graph No. 8. Distribution of the clients in WHIC in Tetovo according to their ethnic status.**  
 Source: Data base of Women Health Information Centre - Tetovo



**Graph No. 9. Interest of different health problems of the clients of WHIC in Tetovo.**  
 Source: Data base of Women Health Information Centre - Tetovo

**- Operation of the Women Health Information Centre -Stip;**

The centre in Stip was operating once per week, by four hours, offering specialists advices and consultations free of charge. The centre was operated by Dr. Valentina Rambabova specialist gynecologists.

In the period of May 2005 - May 2006, 85 clients have been provided; they have sought appropriate and professional information via telephone and advice through personal contact. The statistic shows that 57% of women referred to the centre for medical advice were employed; the other 43% of the women were unemployed, with part-time job, students or in retirement. The age structure of the clients shows that they are merely evenly distributed, between the clients above and below 35 years of age.

Most of the clients are with Macedonian ethnic background, more than 96%.

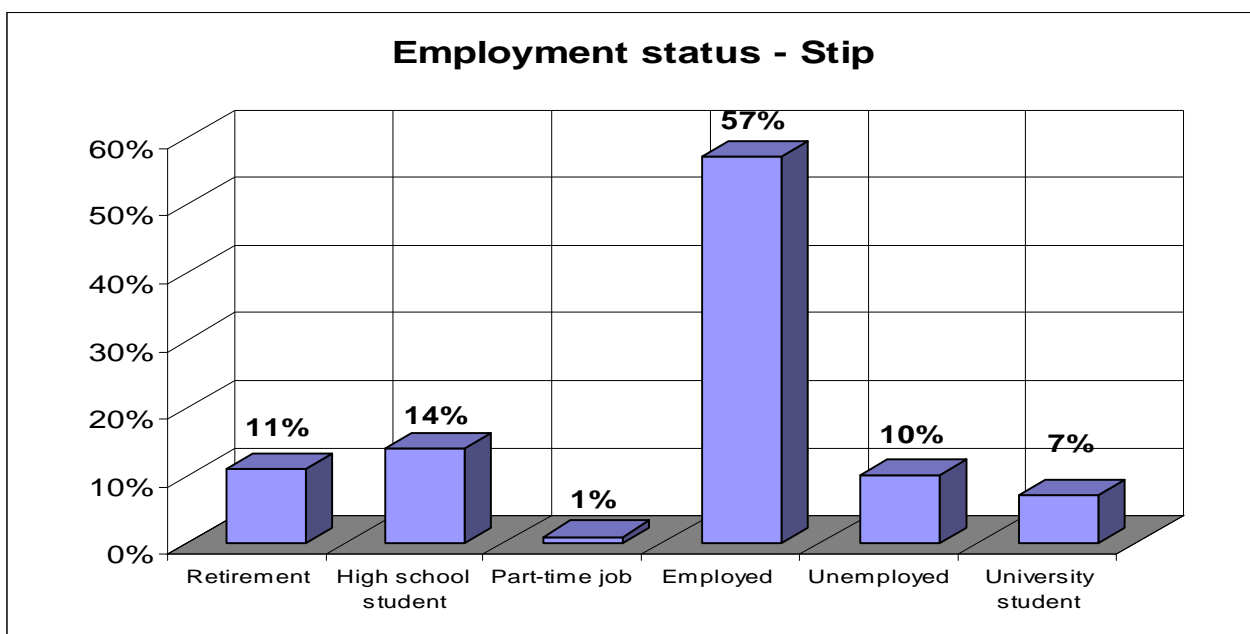
According to the marital status, 62% of the clients are married, 35% are not married, 2% are divorced and 1% is a widow. From the total number of clients, 80% have children, and 20% do not have children.

According to the employment status, 57% of the clients are regularly employed, 10% are unemployed, 21% are students, both high school and university, 11% are in retirement, and 1% has part-time job.

The overall interest according to the health issues is following: 23% of the clients contacted the centre for menopause, 18% for osteoporosis, 13% for menstrual disorders, 13% for endocrinology advices, 12% for contraception, 8% for pregnancy, 7% for different infections, and 6% for STI's.

On the question – How did they found out for the existence of the centre? Following answers were given: 67% of them found out from their friends, 17% from TV, 15% from radio, and 1% from school. It can be noticed that also in the centre in Stip clients are referring the centre to their friends. The TV and Radio shows on the local stations, which were dedicated to the centre, also had significant impact in its promotion.

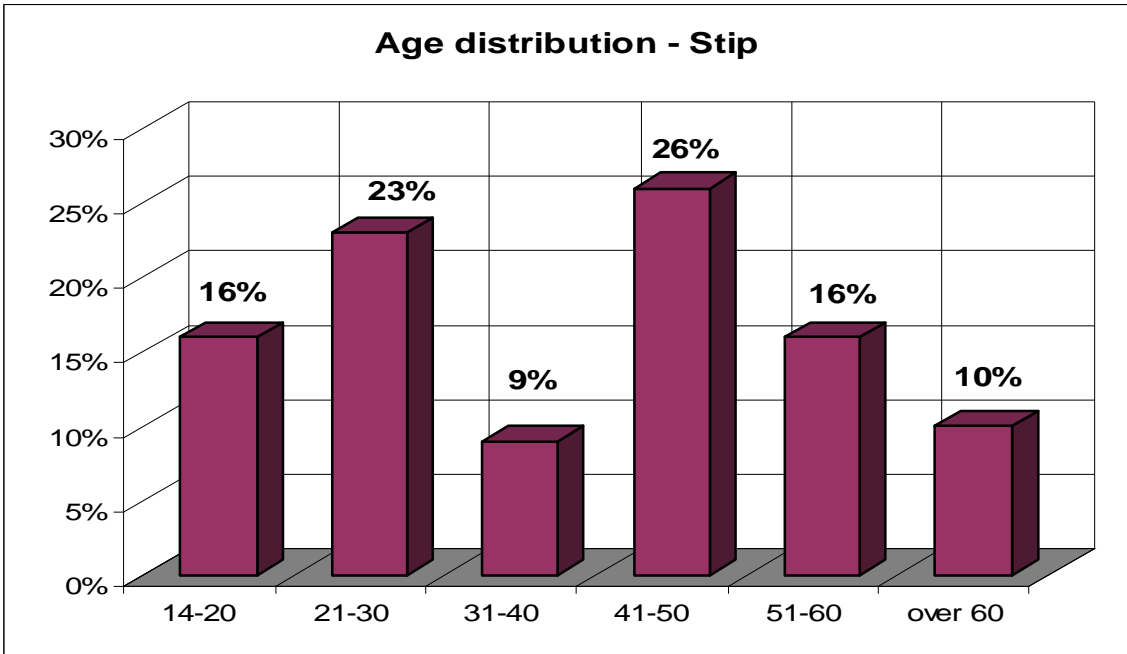
The centre is operating in partnership with NGO “Nov zivot” – Stip.



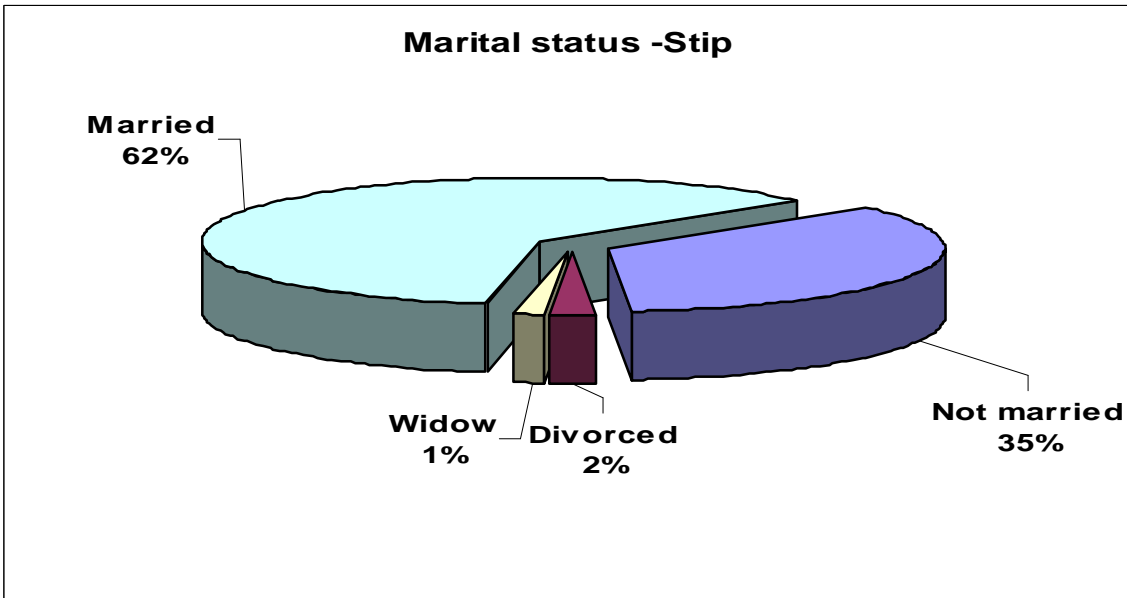
Graph No. 10. Interest of different health problems of the clients of WHIC in Stip.

Source: Data base of Women Health Information Centre - Stip

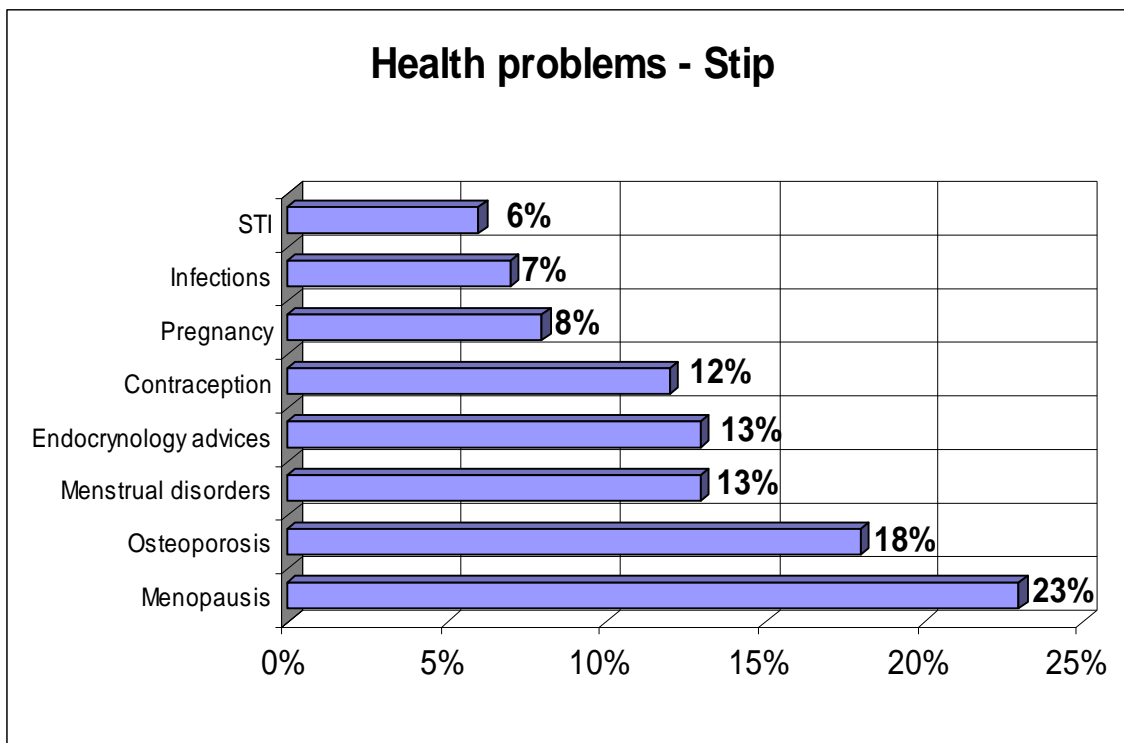




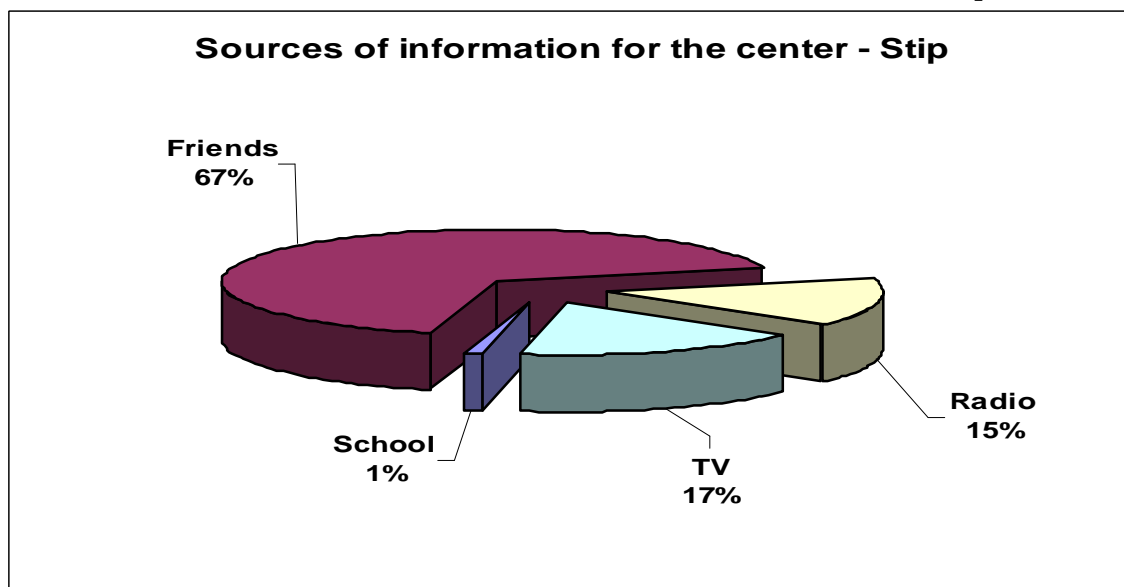
**Graph No.11. Distribution of the clients of WHIC in Stip according to their age.**  
**Source: Data base of Women Health Information Centre - Stip**



**Graph 12. Distribution of the clients of WHIC in Stip according to their marital status.**  
**Source: Data base of Women Health Information Centre - Stip**



**Graph 13. Interest of different health problems of the clients of WHIC in Stip.**  
**Source: Data base of Women Health Information Centre - Stip**



**Graph No. 14. Source of information for the clients in WHIC in Stip.**  
**Source: Data base of Women Health Information Centre - Stip**

### 2.3 Joint projects

**Goal: To strengthen cooperation and to support several NGOs to implement activities towards health promotion;**

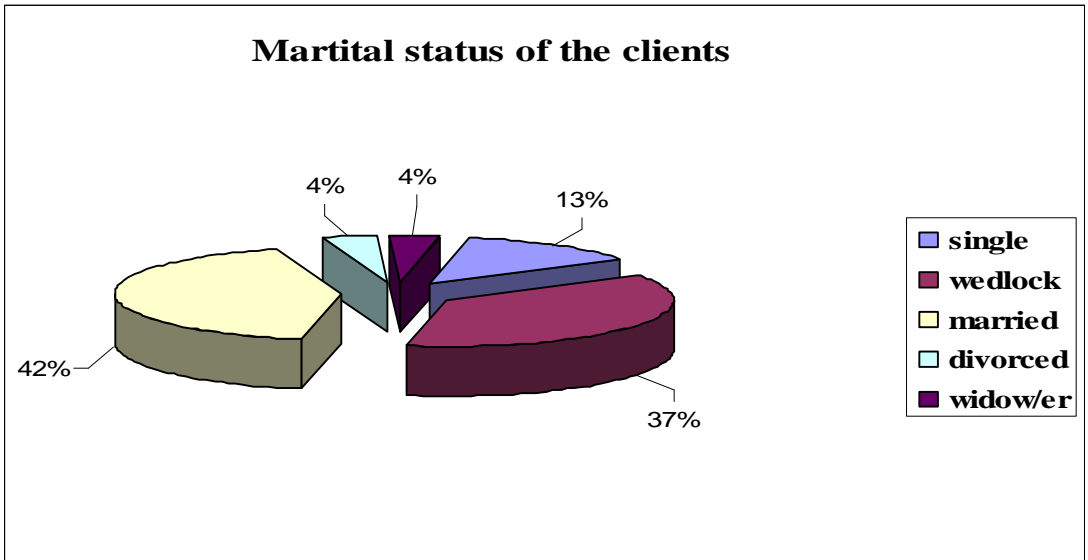
#### 2.3.1. Campaign for health promotion among youth,

**Goal: To promote healthy behaviors among youth and to increase self esteem and life skills.**

**In the period from 30.11.2005 – 12.12.2005 in Skopje Campaign for promoting health related behaviors among youth was conducted. The goal of the campaign was to promote healthy habits among young people, with emphasis on tobacco prevention and condom use. The main idea was to promote health related behavior, as cessation of smoking and promotion of condom use. The campaign started with panel discussion named “Nicotine or Health-Choose Health”. The panel was moderated by Julia Todorova (president of EMSA) and the introductory speech was done by PhD MD Mome Spasovski, Institute for Social Medicine and PhD MD Angjelko Gjorcev, Clinics for Pulmology and Allergy diseases. There were about 20 participants (medical students). Parallel in the next week, 8 workshops in primary schools for tobacco prevention were held in the primary school Goce Delcev; Workshops were delivered on the topic Health impact of smoking and life skill education How to say NO to cigarettes; Poster and promotional leaflets were printed and distributed throughout the Medical faculty. On 1.12.1005 we organized a party in the disco club “Sector” with condom promotion and distribution. Promotional leaflets of the Women health information centre were distributed. On the event, 300 condoms were distributed in exchange for cigarettes. The campaign was organized in partnership with European Medical Students Association – EMSA-Macedonia.**

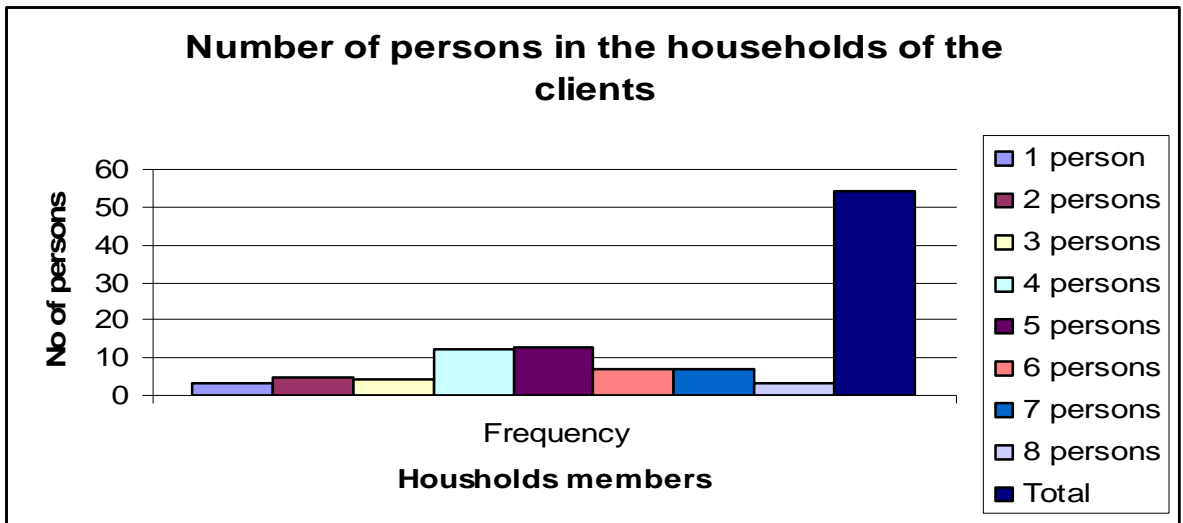
### **2.3.2. Operation of the center in Shuto Orizari**

**The center in Shuto Orizari was providing legal aid to Roma people, in order to ease the access towards the health insurance. The centre is operating from 1.12 2004. From 1.12.2006 activities of the centre are supported by the Women health program line -Joint projects. It is a joint activity with the partner Roma organization CDRIM in easing the access on Roma to health insurance and health care. The centre is a part of an ongoing activity which encompasses direct help and advocacy work (to be explained in section additional projects). The aim of the centre is to offer free and reliable information, as well as, direct help in obtaining documents needed for health insurance. Total number of clients that have received legal aid is about 300 clients, which mean families, because very often through solving the status of the member of the family, we solve the problem of the family. In this period 1.01.2006 -1.06.06 54, clients were supported in obtaining documents needed for obtaining health insurance. Besides the informational and direct support role of the centre, the centre was having health educational activities (to be explained in section additional projects). Middle age of the clients is 37, 9 years, working capable population mainly unemployed in the difficult condition of Macedonia with low educational status.**



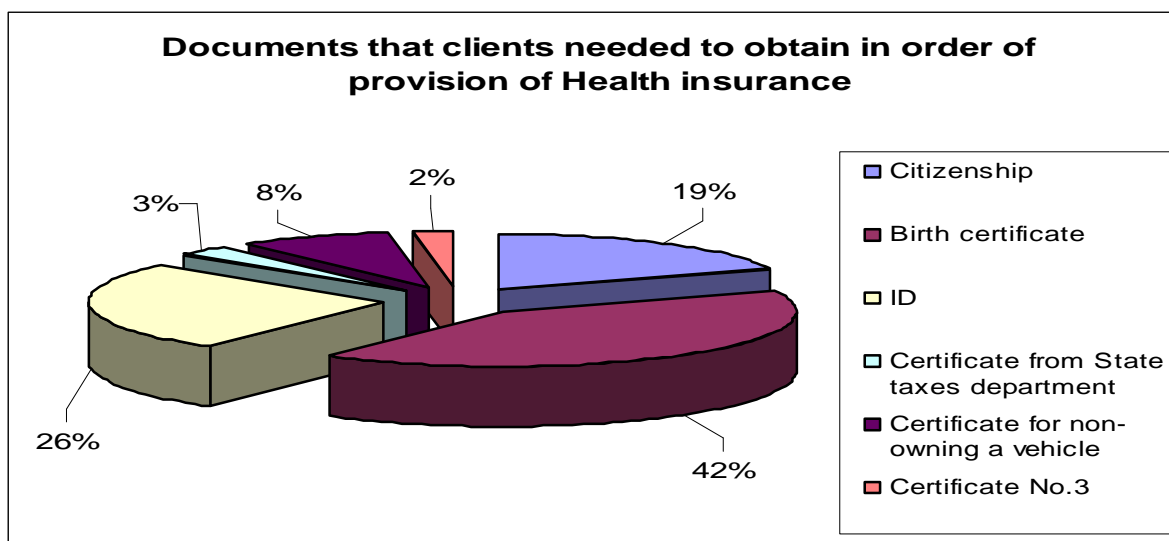
**Graph No. 15. Marital status of the clients**

Source: Data base of Roma Informational Centre – Suto Orizari, Skopje



**Graph No. 16. Clients household members**

Source: Data base of Roma Informational Centre – Suto Orizari, Skopje



**Graph No. 17. Documents needed for obtaining health insurance**

**Source: Data base of Roma Informational Centre – Suto Orizari, Skopje**

## **II. Additional projects attached to Women and Health program;**

### **1. Cooperation with the specialized health magazine “HEALTH”**

The established cooperation between ESE and the monthly specialized magazine “Health” continued. The outcomes of this activity were texts published, concerning women health issues and, in the same time, the women health centre was promoted. The articles on various women health issues were prepared by Dr. Emilija Trajkovska, engaged in Skopje, and the staff members from the program “Women and health”, ESE. We have published the following articles:

- “Reducing hormone sources, makes body change”; issue No. 65;
- “AIDS is in your neighborhood , protect yourself” issue No 70;
- “Health education, a way to prevent diseases” issue No. 63;
- “Osteoporosis – silent epidemic of the modern woman” issue No. 68;
- “Reduce the salt in your diet regime” issue No. 69;
- “Women, girls and HIV/AIDS”; issue No. 67;
- “How to communicate for condom use”; issue No. 72;

Also we have published a text in the new family magazine “Life”, upon the brochures, printed by our organization on the issue of dating violence.

- Magazine Life “Dating violence “issue No 1;

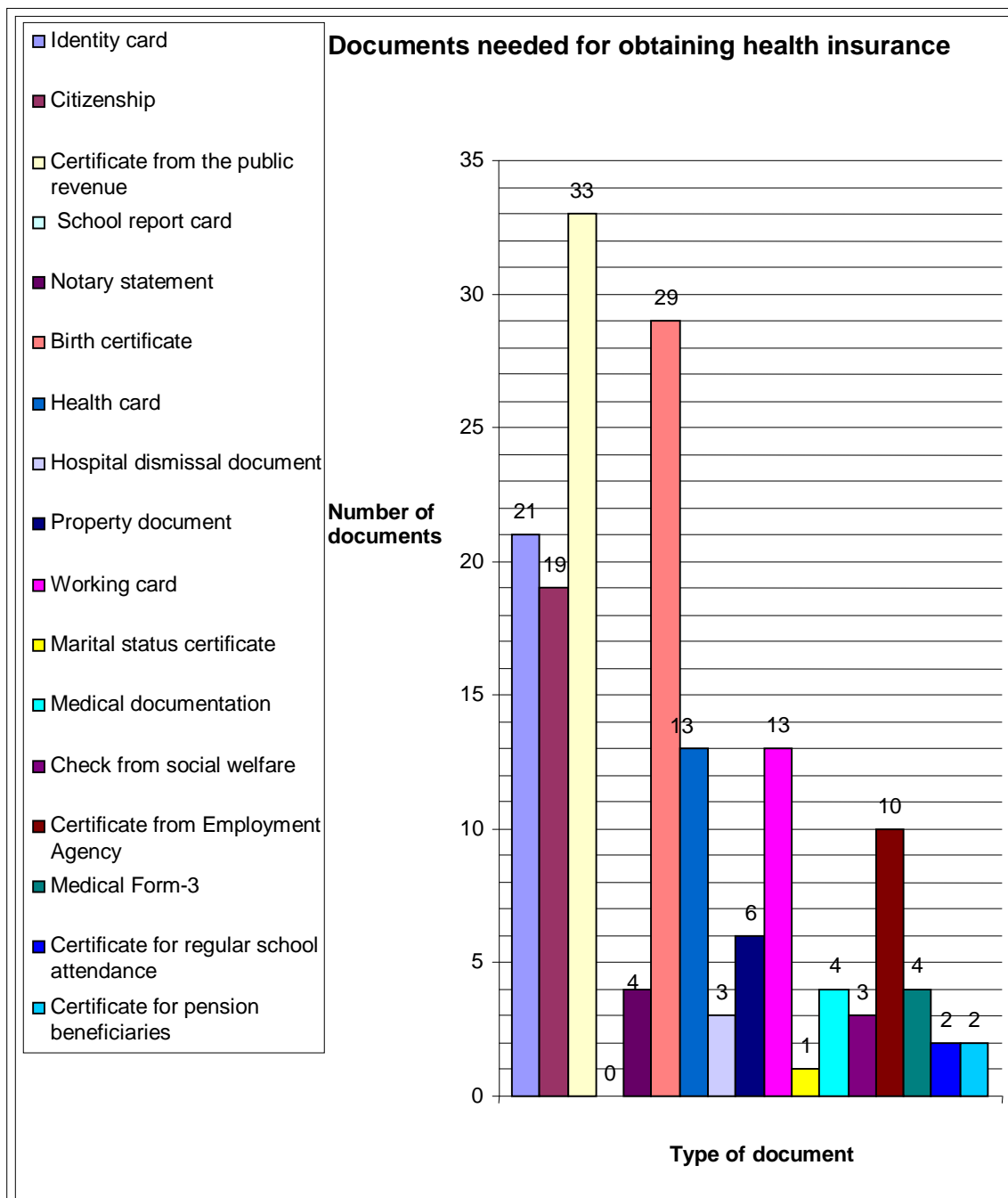
The developed cooperation is on mutual benefit, and ESE’s Women and health program plans further to maintain and even develop these types of activities.

### **2. Facilitating access for Roma population to health insurance out of Skopje;**

**Roma Informational centre- Shtip;**

In September 2005, an information centre was opened in Shtip in cooperation with ANI (Active for Independent Initiative) Shtip (local NGO where ESE’s Legal aid centre operates) and

Association for Roma Rights (ZPR). 38 clients have received direct help in obtaining documents. Besides the component of offering free of charge and reliable information, as well as direct help in obtaining documents needed for health insurance, the centre in cooperation with organization NOV ZIVOT- Shtip (where ESE's women health information operates), and distinguished health professionals, 10 educational workshops with Roma population on the topics Hygiene, Menopause, Contraception, Breastfeeding and Newborn care and Hypertension were delivered. About 160 Roma from Shtip were educated on the above mentioned topics, they were supported with vitamins, hygienic packages, baby food and etc, according to the topic of the workshop. Activities of the centre are supported by FOSIM till September 2006.



Graph 17. List of the most frequent documents that clients of the informational centre in Stip needed to obtain in order to provide health insurance.

Source: Monthly reports of the Informational centre September 2005 - July 2006

### 3. Health for all, Health for Roma -2

In the May 2005 – May 2006 programme “Women and Health” was implementing also FOSIM<sup>1</sup> funded additional project “Health for All, Health for Roma” -2

*Summary: ESE has launched a process of facilitation of Roma access to health insurance. While activities in previous project “Health for all, health for Roma’- 1 aimed towards health care providers and future ones (students and scholars in medical high schools and medical faculty), activities in this project were directed towards NGOs and relevant stakeholders in the process of issuing health insurance. As a result of continuous operation of the information centre, more than 113 families were entitled with health insurance. In this project, the concept of the information centre was promoted, as well as issue of lack of health insurance, its causes, but also consequences. We used the multi-sectoral approach in order to identify problems and propose actions by established working group and educate general population in order to overcome barriers that Roma face in the process of issuing Health insurance.*

INDICATORS: (period 12-2005-12.2006)

<i>Beneficiaries of the information centre:</i>	<i>113 families</i>
<i>No of people who attended educational workshops:</i>	<i>323 participants</i>
<i>No of people who attended affirmative workshops:</i>	<i>90 participants</i>
<i>Working group members:</i>	<i>20 participants</i>

*Established contacts: Ministry of health; Ministry of labor and social affairs; Health insurance fund; Health centers; Centre for social welfare; NGOs; Medical faculty and local government officials.*

#### 3.1. Operation of the Information Centre in CDRIM, Shuto Orizari

The Information Centre in Shuto Orizari continued with its work and from the period of January 2005 – May 2006, provided with direct support 113 families (about 452 individuals). Data base was regularly updated, in order to identify the needs they have and the problems they face when obtaining health insurance. The results that emerged from the data base were used as a basis during the problem identification workshop, accompanied with other experiences or providers of similar services, as well as available literature and conducted surveys. In this project, we have promoted the concept of the centre among, government officials, NGO`s and local community leaders which is very important, from one side, to upgrade the activities of a successful concept by sharing the idea

<sup>1</sup> Foundation Open Society Institute, Macedonia

with others, and to promote it, and on the other side, to give an idea of how informational centres proposed strategy should look like.

### ***3.2. Thematic lectures***

The thematic lectures are directed towards specific Roma health problems and needs. 10 thematic lectures were held on topics of family planning in general, and the methods of contraception, abortion and unwanted pregnancy, personal hygiene; pregnancy and breastfeeding; Hypertension – prevention; menopause – symptoms and health risks in the menopausal age. Open air activities for measurement of blood pressure were very successful. The lectures covered in total 323 participants to whom free condoms, vitamins, hygienic packages were distributed, depends on the topic of the educational workshop.

### ***3.3. Preparation and distribution of an informational leaflet***

In order to promote criteria foreseen with the positive legal provision for getting the health insurance, we prepared “easy to read” and illustrated leaflet that contains a checklist for necessary documentation and a list of relevant institutions. The leaflet is printed in 500 copies and is distributed by the activists from CDRIM.

### ***3.4. “Door to door” informational activities***

We continued with this activity, since our experience shows that most of the clients are informed directly by the activists from Shuto Orizari. They continued with screening for potential clients for the Information Centre in Shuto Orizari. While visiting households, a questionnaire was distributed for the selection of the clients in the centre.

### ***3.5. Promotional activities through organizing affirmative educational workshops***

In order to promote the legal provisions for obtaining health insurance and to promote the idea and importance of the information centre as a service to the disadvantaged, three affirmative workshops in partnership with local Roma NGOs in the communities of Stip, Bitola and Kicevo were held. Approximately 90 participants from different sectors attended the workshops. The objective was to inform the general population, NGO representatives, different professional groups (health workers, lawyers, social workers), and representatives of the local authorities in order to win their support and further to affirm IC about the concept that it provides. The workshops also helped us to identify representatives from regional centers for social care, regional units of Ministry of health- all, who will consist the coordinative body. We have realized the workshop in partnership with local organizations in Shtip on 28.02.2006 (ANI, ZPR), in Bitola (Bairska Svetlina 13.03.2006) and in Kicevo (Bela Kula 15.03.2006). Affirmative workshops agenda consisted of presentation of the Health insurance and Health protection law, Health promotion programs of the Government of the Republic of Macedonia, experiences of the operation of the information centre in Shuto Orizari and presentation of its concept.



### ***3.6. NGO capacities strengthening***

#### **25.11 – 27.11.2005 NGO capacities strengthening – part 1**

The aim of the training was to introduce the participants with the topics of gender and sex, how does gender influence on Roma health, Roma's health status and specific health needs, sexual and reproductive health of Roma women. The participants on the training were members from six Roma NGO`s that work on the field of health

#### **24.02 – 26.02.2006 NGO capacities strengthening – part 2**

The aim of the second training was to introduce the participants with the legislative for health insurance and the obstacles that Roma people face with, when obtaining health insurance. The participants identified the problems that exist, regarding health insurance for Roma on the local level.

### **3.7. Advancement of the positive legal provisions;**

#### ***3.7.1 Problem identification workshop;***

**Introductory meeting:** On 26.03.2006, the first meeting of the Working group was held in Hotel Continental in Skopje. There were 19 participants on the meeting, representatives from governmental institutions (Ministry of health, ministry of labor and social affairs, health insurance fund, centre for social affairs, local self-government, medical centers and NGOs.) The purpose of the meeting was to determine the main outcomes that are expected from the work process of the working group and to determine the methodology and dynamic of work in order to meet the expected outcomes. Also the participants got acquainted with the results from the project "Health for all, health for Roma 2" and with the National Action plan included in the Roma decade for integration, as well as with the Strategy for Roma of the Government of Republic of Macedonia.

**Problem identification meeting:** On 31.03. and 01.04.2006, the second meeting of the Working group was held in Hotel Karposh in Skopje. There were 22 participants on the meeting, representatives from governmental institutions, local self-government and NGO's (see Annex members of working group). Firstly, on the meeting there was a presentation of the surveys that are conducted in the R. of Macedonia, concerning the status of the Roma people and their difficulties in obtaining health insurance and health services. After that, workshops took place. Workshops held on this meeting were: Identification of the problems that are concerning Roma people - availability of the health services and health protection, possibilities for greater coverage of Roma people with health insurance; Identification of the priorities, divided according to the users in risk, because of the unavailability of the health services; Identification of all relevant stakeholders in the health protection system and on the local level. As mentioned above, the structure of the workshop was through input from studies already performed, to stimulate members to get an overview of Roma status, concerning the coverage with health insurance, and to recognize societal dimensions of health and further on, to select priority issues and identify the roles of stakeholders in the process of issuing health insurance.

#### ***3.7.2 Drawing practical solutions workshop: Problem solving meeting;***

**Problem solving meeting;** On 12.04. and 13.04.2006, the third meeting of the Working group was held in Hotel Karposh in Skopje. There were 22 participants on the meeting, representatives from governmental institutions, local self-government and NGO's (see Annex members of working group). Firstly, on the meeting there was a presentation of the governmental programs for health protection in the R. of Macedonia that are providing health coverage free of charge for all citizens. It was presented by Mr. Mihajlo Kostovski. After that, workshops took place. Workshops held on the first day were: Defining of the stakeholders and their tasks in the process for easier access of the Roma people to health insurance; Key points and Recommendations. On the second day, there was a presentation for Roma health and Millennium development goals by PhD. MD Fimka Tozija. After that, the participants performed analysis and finalization of the recommendations

### ***3.7.3 Drafting temporarily special measures concerning insurance for Roma people;***

**Preparation of the Analysis of Roma status concerning the coverage with health insurance (methodology, process)** All the workshops were recorded, notes were taken, after that transcribed. Process of summarization of the input of participants begun and draft document was proposed to all members of the working group. The process of preparation of the analysis was highly participative, since from the input to the preparation of the final document, members were actively included. After two reviews of the proposed document, the final meeting was held in order to analyze the concluding remarks.

**Final review of the analysis and decision upon further steps to be taken:** Final review of the analysis was done by the members on 17<sup>th</sup> of May. A Document was defined and the members agreed upon its contents. Process of proofreading and final check up was finished.

### ***3.7.4 Press conference and presentation of the analysis;***

On 29<sup>th</sup> of May 2006, press conference was held in order to present the analysis and recommendations. Several media were present (MTV, Canal 5, Radio stations). Although Roma electronic media were invited, they were not present, but the National Roma program on Macedonian television broadcasted part of the press conference. Since the recommendations refer to barriers, such as lack of information and documentations through civic informational centre, we have used the opportunity to promote the concept of Informational centre in Shuto Orizari and to promote recommendations to the representatives of the municipalities (local governments). 19 municipalities were invited for the event, but interest showed only the local governance of town of Skopje. Although this event was planned with the representative of the Ministry of labor and social affairs, low participation of local governance representatives showed that much more advocacy and promotion should be done on local level. On the event, members of NGOs and working group were present. Nevertheless, the report is sent by mail to all 19 municipalities, Ministry of Health, Ministry of labor and social affairs. The contents of the tribune consisted of presentation of Mrs. Mabera Kamberi, national coordinator of the national working group for Roma integration of the government of Republic of Macedonia who spoke about decade, the role of the local governance in implementation of national action plan in the framework of the strategy for Roma of the Government of Republic of Macedonia. After that barriers identified in the report that Roma faced

in their access to health insurance were presented, as well as the recommendations developed by the working group

Working group members

Angelina Bacanovic	Lawyer ; Ministry of Health
M.D Andrea Puzderliski	Association for emancipation, solidarity and equality of women of R.M
Anita Cvetanovska	NGO “Bela Kula”, Kicevo
M.D Borjan Pavlovski	Association for emancipation, solidarity and equality of women of R.M
Dusko Minovski	Social worker, information centre in Shuto Orizari
Idaver Redzepovski	NGO “Bela Kula:, Kicevo
M.D Isidora Kacarska	Association for emancipation, solidarity and equality of women of R.M
Islam Sakir	ECMI expert working group member
Jusein Demirov	Counselor for Roma issues in the local government of Shtip
Liljana Stanoevska	Graduated lawyer Health centre
Mabera Kamberi	Ministry of labor and social work
Mihajlo Kostovski	Graduated lawyer Health insurance fund
Mihajlo Tripunov	Graduated lawyer ministry of health
Naser Ahmed	CDRIM, Informative Centre – Shuto Orizari
PhD M.D Donco Donev	Institute for Social medicine, Medical faculty - Skopje
PhD M.D Fimka Tozija	Institute for Social medicine, Medical faculty - Skopje
Ramadan Skender	CDRIM, Informative Centre – Shuto Orizari
Remzi Medik	NGO „Bairska Svetlina”, Bitola
Songul Saban	Centre for Roma – Skopje
Suzana Veljanovska	Centre for Social work, Bitola
Vera Dimitrievska	Foundation Institute Open Society – Macedonia
Zoran Boskovski	NGO „KHAM”, Delcevo

## **PROGRAMME: "WOMEN IN POLITICS AND DECISION –MAKING STRUCTURES:"**

### **General goal:**

Increased participation on women in politics and their active involvement in advocating for women's issues and interests, through stimulating policies for development and understanding of policy.

### **Summary objective set up within the programme year**

After the commencement with implementation of the concept of decentralization in the local councils throughout Macedonia, the programme for women's participation has based an inducing research process in order to provide necessary training materials for the future familiarization with the decentralization issues on the target group set up within the programme years. Ever since there is a lack of participation on rural women on almost every level on decision making, the aim of the programme is to achieve greater democracy through raising awareness, education work shops, and an election campaign which will make women more visible in the community.

The activities within the programme year 2005-2006, were mainly focused on preparation and research for materials, due to the process of grounding of appropriate literature for the start up in September 2006, on the eve of the launching of the new 3 year programme 2006-2009.

### **1. GENDER MAINSTREAMING**

#### **Cooperation with political parties and delivering of trainings**

ESE was in constant cooperation with the senior and junior representatives from the political parties, and overseeing the process of female participation in the internal structures of each political party, i.e. bigger political parties vs. smaller one, who do not participate in the parliament. As an outcome from these meetings the need for certain trainings was identified. For this purpose, ESE has selected 8 junior and 8 senior representatives from each political party to participate on a 3 day seminar, named as "Women in politics for a European Macedonia".

The seminar was raised as a result of the need of the women and the young women from the parties to widespread their knowledge for the process of the Euro Integration in Republic of Macedonia. The reforms that are currently taking place in Macedonia, the approximation of the legislation of the EU with the Macedonian one, seek for in-depth knowledge and its application in the actual laws within different spheres. For this purpose, ESE, in cooperation with the Macedonian centre for European Training has drafted an appropriate agenda, which have taken into account the needs of the politicians about EU issues and, thus, created different clusters that would cover issues relevant for this area.

The seminar took place in h."Epinal", Bitola from 16-18 December 2005. The agenda was consisting of eleven modules, starting from the political and economical reasons for European integration, the dissemination policy of EU, institutions of EU, the European market, till the Agreement for Stabilization and Association of Macedonia to EU. With such a diverse and rich agenda, the participants managed to gain an appropriate knowledge, at the same time advancing their previous experience in dealing with EU. There were 3 trainers, who covered specific problem area within the training-Lidija Dimova (MCET), Liljana Shekerinska (MCET), and Ilija Janoski (MCET).

As a follow-up from the seminar, the participants have agreed that the following seminar would involve issues on gender and EU that would help them disseminate this information at their party colleagues.

It was also interesting that during this seminar, more likely on the 17<sup>th</sup> December, The Presidency of the European Council has announced that Macedonia was granted the candidacy status for joining the EU.

## **2. WOMEN AND DECENTRALIZATION**

**Preparation, research and translation of materials**

Relevant literature on decentralization, participation and power sharing has been translated and rich volumes of books were produced for the training needs. The following literature is just a part, prepared and accommodated for the start up of the programme:

- Decentralization –sector guidelines ;
- Women and decentralization-an equal participation;
- Strategic documents on the new territorial division within the Republic of Macedonia;
- Strategic documents form the Council of Europe that concerns the decentralization policies and inclusion;
- ZELS (*Association of the Units of Local-Self Government in Republic of Macedonia*) documents which elaborates the whole planning process for the municipalities in Macedonia.

This preparation phase was in progress for almost 5 months, till October 2005, where a well structured library was set up for the forthcoming needs of the programme implementation.

## **3. PREPARATION AND PUBLISHING OF A BROCHURE**

In January 2005, ESE has participated on the 34<sup>th</sup> Session of the UN, by presenting the first Shadow Report on the Convention of Elimination on All Forms of Discrimination against Women (CEDAW). In this report, the overall position of women in all spheres was presented, as well as articles that concerned women in politics and decision-making Article (7) and women in diplomatic missions and foreign organization (Article 8).

Encouraged by the founding of the CEDAW report, the programme on women and politics has initiated an establishment of the brochure, named as a “Women political question in Macedonia- the story behind the numbers”. As a result of the research made in 2 months period, February and March, where in-depth analysis for the 15 years of transition period from women and politics have been made, ESE has published this 24 –paged ,bi-lingual brochure in 2000 copies. This brochure entitles, not only the CEDAW articles 7 and 8- *de jure* and *de facto* analysis, but gives a detailed analytical framework on the position of women in politics, starting from the Parliamentary elections in 1991, till the one in 2002, as well as the local elections, and the changes in the female representation before and after the period of establishment of the quota mechanisms.

### 3.1. Activities affiliated towards the Parliamentary elections 2006

This year, Republic of Macedonia has held the 5<sup>th</sup> Parliamentary elections. Relevant changes in the national election legislation have occurred, after the introduction of the new Election Code, which dropped the use of the law for elections of MP’S as well as the law for local elections. The new election code has abolished the quota mechanisms and instead, it introduced an article, which proclaims each 3 place to be reserved for women, and also an article in which in all the election committees both genders needs to be represented with at least 30%. Failure to do so, the election committee would recess and the party lists would not be accepted by the State election Committee if they do not respect these rules. In this regards, the coordinator of the programme, Gabriela Loskovska was invited on the round table discussion, organized by “NDI”-Skopje, NGO “Most” to express ESE’s remarks and comments concerning the Election Code.

On the other hand, in the pre-election period, ESE have worked with women on the candidacy lists, on order to strengthen their abilities in campaign leading techniques and to train them in the pre-election period to become effective and equal partners in the election battle.

For this purpose, ESE has identified 3 cities in which it organized 3 one-day workshops with women- candidates from different political parties. The workshops took place in Sv Nikole; Bitola and Kumanovo. All 3 workshops elaborated the same thematique- “Techniques for successful leading of a campaign”.

The first workshop took place in Sv Nikole, on 13<sup>th</sup> June 2006 in the municipality centre in Sv Nikole. There were 23 participants present, with whom a fruitful discussion has been developed. The president of the City Council Ms. Valentina Arsova, an experienced campaigner has shared her experience with the rest of the participants and problems that occur in daily life in Sv Nikole were also discussed. After the presentation, four working groups have been created, where participants worked on issues important for a campaign. After the presentation of the working group, the participants had to think of slogan that is most appropriate for their community and that would encourage their community to support women-candidates. This was important because after each workshop, in each city, different slogans have been promoted, which has the same outcome- promotion and support of the female candidates by emphasizing the community problems and aspects that women are prepared to solve. As a result, Nilkole’s slogan was: “Without women in politics and water, life is impossible”

The second workshop took place in h"Bitola", on the 15<sup>th</sup> June 2006. Fourteen participants were present, and what was interesting to be mentioned on this workshop is that many new women with very little political experience were attendants and some of them were placed on the candidacy lists. Therefore, except the topics planned for the workshop, we have initiated a debate on leading a policy on female manner, why woman in politics, where many views from the experience politicians were briefed out.

Their slogan was" Honest and strong women from Bitola on the elections for moral and decent life".

The third, and the last workshop was held on 16<sup>th</sup> June 2006, in women's centre in Kumanovo. Thirteen participants attended this workshop. The situation here was very similar as the one in Bitola, and the participants wanted to work in mixed group, meaning the experienced one with less experienced women. After the presentation of working groups, they concluded that besides that women are facing many problems, their main problems is the lack of resources and therefore , they decided to create slogan that would support economic equality. It was as follows" For political and economical equality for genders-Let's vote for equal opportunity".

As a sum up, 50 participants attended these workshops out of which 1/3 were women candidates. The cooperation with these women will be carried on within the new programme line on women and decentralization.

### 3.2. Producing leaflet and a poster at the eve of the Parliamentary elections

As stated above, after the workshops and slogans driven from them, ESE has financially supported the creation of a bilingual leaflet and posters for supporting the female-candidates. For this purpose, a total of 5000 bilingual fliers (mkd-alb) and 2000 bilingual posters (mkd-alb) were produced. They were distributed not only in the cities where the workshops were held, but in almost every political party through the country.

## DEVELOPMENT UNIT OPERATION

### Development section

In order ESE to be recognized as a relevant partner of the domestic and regional organizations and institutions, with augmented capacity for societal changes, development unit aims at three objectives:

- Expand ESE's fundraising capacity towards acquiring new and diversified approaches in the direction of raising funds, needed for realization of our mission;
- Improve public relations and building partnership with strategic domestic and regional partners.
- Develop a system to evaluate programmes' achievements and staff performance.

#### 1. Fundraising activities, preparation of additional projects and the new three year programme

##### *1.1. Fundraising activities*

Although there is a perception that still it is impossible to raise money from individuals in Macedonia, because of the non existence of culture of giving, as well as the poor economic status of the Macedonian population, ESE tried to fundraise from individuals in several occasions.

Each year ESE actively participates in the international 16 days of activism against gender based violence in the period from 25th November to 10th December. On one of the promotional materials, that ESE produced for the last campaign, a poster, ESE's bank account was included together with a motto "Donate for support of victims of domestic violence". As a result during this year campaign we received a donation from individual that saw the poster in the Post office and donated ESE 4000 MKD.

The second occasion was the ceremony for celebration of the 10th anniversary of ESE. (see 2.1.)

##### *1.2. Applications Submitted*

In this period 13 projects proposals were submitted.

#### Within programme Women human rights:

- "Establishing unified and positive practices in combating domestic violence in Macedonia", submitted to UN Trust Fund to End Violence against Women managed by the United Nations Development Fund for Women (UNIFEM), in September 2005. The project was approved.
- "National programme for combating domestic violence", submitted to Institute for Sustainable communities in November 2005. The project was approved.
- "Risks factors within the Roma population regarding the phenomenon of human trafficking", submitted to International Organization for Migration, in October 2005. The project was approved.
- Quantitative analysis on risks factors within the Roma population regarding the phenomenon of human trafficking- Publishing, submitted to International Organization for Migration, in March 2006. The project was approved.
- Youth – friendly visualization and illustration of the CEDAW convention and ESE's Shadow report, submitted to UNDP in January 2006. The project wasn't approved.
- National program for dating violence – Concept note submitted to the European Commission in Brussels in January 2006. The project wasn't approved.



**Within programme Women and health:**

- “Health for all, health for Roma, 3”, submitted to Open Society Foundation in November 2005. The project was approved.
- “Health for all, health for Roma – Roma Informational Centre”, submitted to Ministry of finance, in February 2006. For this proposal, we are waiting for reply.
- “National programme for tuberculosis control”, submitted to Ministry of health, in April 2006. The project wasn’t approved.
- “Application for providers and programmes for training of teachers in elementary and high schools – HIV/AIDS”, submitted to Ministry of education, in January 2006. The application was approved (ESE HIV/AIDS training programme become part of the wider catalogue offered to schools in Macedonia).

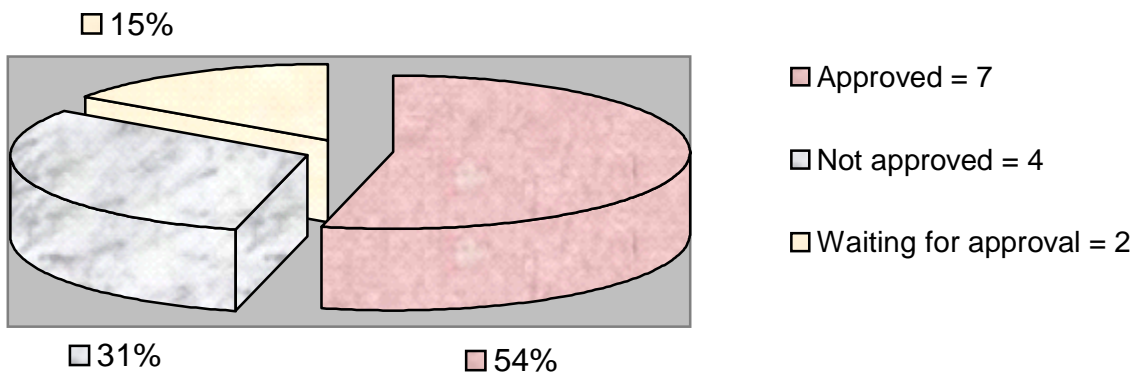
**Within programme Women in politics:**

- Building joint European future, submitted to Government of the Republic of Macedonia - Secretariat for European affairs, in February 2006. The project wasn’t approved.
- Empowerment of Rural Women in Albania, Bosnia-Herzegovina and Macedonia, Concept note submitted to the European Commission in Brussels in March 2006. For this proposal, we are waiting for reply.

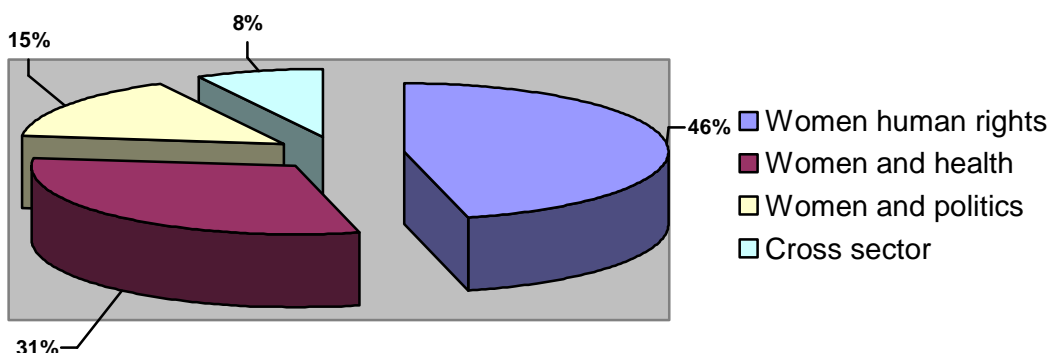
**Cross sector (all programmes):**

- “Application for providers and programmes for training of teachers in elementary and high schools – Gender relations”, submitted to Ministry of education, in January 2006. The application was approved (ESE Gender relations training programme become part of the wider catalogue offered to schools in Macedonia).

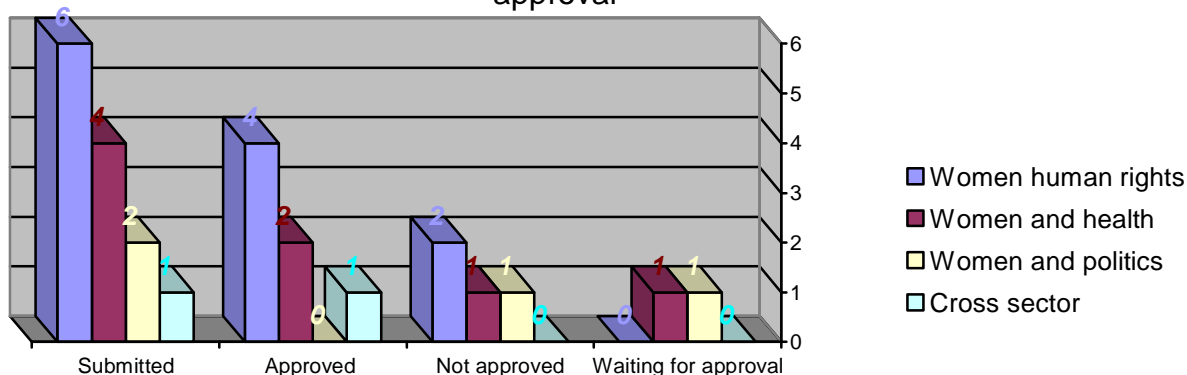
**Chart 1. Submitted proposals according to their approval**



**Chart 2. Submitted proposals according to the programme line**



**Chart 3. Submitted proposals according to the programme line and their approval**



### 1.3. The new three year programme

The new three year programme was prepared and submitted to EED, which approved the whole application. The planning process was participative and the proposal writing was divided between all programme lines. Namely, each program line developed their own plan in accordance to the participatory planning process. For that purpose, narrative and budget forms were developed. Furthermore, to ease the planning of the budget, synchronization of all budget items was done before the each particular programme line budget plan was developed.

In line with strategic orientation of ESE and additional approved applications, financial mach with new programme was done.

“Women human rights” as a programme line, will mainly be focused on the human rights of women and especially on domestic violence as a specific and severe form of violation of these rights.

Major components of this programme line will be comprised of:

- a) Provision of professional, high quality advices, counseling, support and information for victims of domestic violence, through Legal aid centers in Skopje, Tetovo and Stip ;
- b) Unification of the civil and criminal protection system towards effective implementation of recently adopted legislation on domestic violence and developing basis for continuing education on civil and

criminal justice actors. This component will be conducted with financial match from UN Trust fund, in partnership with NGO Akcija Zdruzenska, and implemented in the programme year 1 and 2.

c) Preparation of the national programme for combating domestic violence, as a strategic document towards an appropriate addressing of the issue. This component will be conducted with financial match from USAID – ISC (Institute for Sustainable communities – USA), in partnership with Ministry for labor and social affairs, in the programme year 1 and 2.

“Women and health programme” will work towards improvement of the position of women in the health system through information in order to be prepared to make sound choices.

Major components of the programme are:

- a) Offering free of charge health information, support and counseling to women through their life span, through Women health information centre
- b) Conduct research in order to assess reproductive health status of women and men in Macedonia with special emphasizes oh youth reproductive health status,
- c) Improvement of access of the Roma population to health services. This component will be conducted with financial match from Open Society Institute – Soros Foundation in the programme year 1.

The programme “Women in politics and decision making structures” will focus its efforts on getting familiar rural women, marginalized group of women and young people with the concept of decentralization, and young women from different political parties to gain knowledge of EU integration process.

Major components of the programme are:

- a) Capacity building on women from rural areas, by creating women leaders who would make a dynamic, forward looking municipalities through introducing “The open community” concept.
- b) Strengthening the capacities on the young members from the political parties, especially sectors that work on the fields of Euro Integration

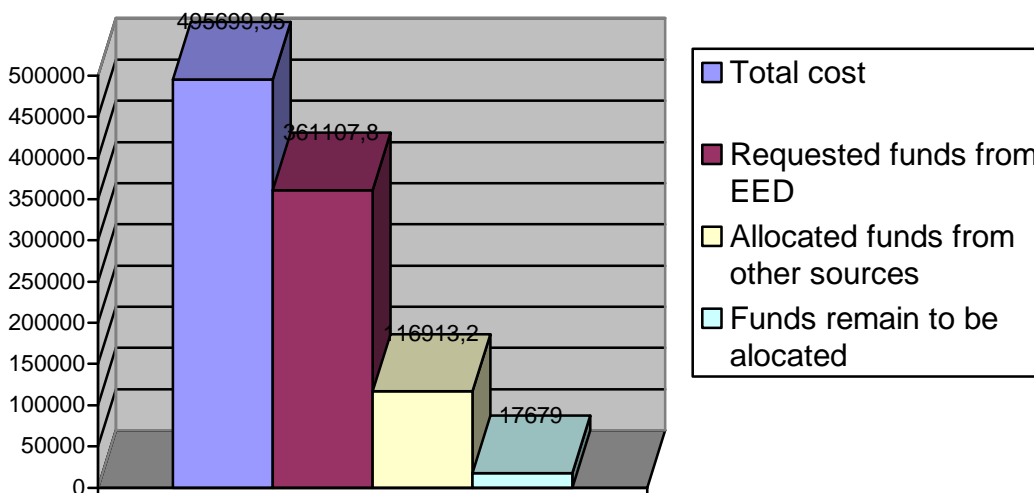
“Development Unit” will work on promoting ESE as relevant partner of the domestic and regional organizations and institutions, and on increasing its capacity for societal changes.

Major components of the Unit are:

- a) Expand ESE’s fundraising capacity towards acquiring new and diversified approaches in the direction of raising funds needed for realization of our mission.
- b) Improving relations and building partnership with strategic domestic and regional partners.

Development of system for evaluation of programme achievements and staff performance.

**Chart 4.** Financial overview, in euros, for the period 2006-2009



Total cost	495699,95
Requested funds from EED	361107,8
Allocated funds from other sources	116913,2
Funds remain to be allocated	17679

## 2. Public relations and partnership building

### 2.1. Relations with media and partners

ESE has established good relations with Media Print Macedonia (MPM). MPM is responsible for the marketing and management of the WAZ Media Group in Macedonia. They are responsible for publishing of the three biggest nationwide daily newspapers: Dnevnik, Utrinski Vesnik and Vest. ESE used their services in two occasions: first when ESE published the Concluding comments from CEDAW committee (see Women human rights report), and second when ESE joined the celebration of the World health day -07<sup>th</sup> April and International Roma day - 08<sup>th</sup> April (see Woman and health programme). Due to the social nature of the texts and the good relations, discount of 30% was approved for publishing.

ESE actively participated on the meetings of the Civic platform of Macedonia. As part of the cooperation, ESE was presented on the public hearing concerning Concept of the Strategy for cooperation of the Government with civic sector. Also, ESE gave its contribution on the meeting concerning establishment of the web site of the Platform, and sent its profile and link to our web site. ESE was also presented on the 4<sup>th</sup> meeting of the Council of the Civic platform.

Macedonian centre for international cooperation is preparing a publication as a directory/ profile of leaders and trainers. In the publication ESE is represented with 4 representatives.

### 2.2. Web page

In the reporting period ESE has continued with further development of the web page. Namely the current web page will be enriched with all information available and also a certain restructuring of the web page will be conducted. The web page information is going to be translated and available on English language too.

## 3. Develop a system to evaluate program achievements and staff performance

During April, 2006 a questionnaire for staff performance evaluation was distributed and filled in by staff members. Namely the results from the questionnaire serve as a base for further improvement in different spheres. Namely the questionnaire contains sets of questions related to staff satisfaction from working conditions, organisational set up, methodology of work, usage of their capacities and possibilities for improvement. The results from the questionnaire detected some areas for improvement. Namely, introducing a system of motivation was proposed, drafting an internal procedural book that will comprehend all formal and non formal established procedures and beside the current process of monitoring of the implemented activities an internal evaluation of the activities implemented on a determined time base should be practiced. As in regard of the usage of staff capacities and possibilities of improvement as well as for the rest of the organizational and institutional aspects all of them positively estimated the current operation of ESE.

Afterwards, four meetings with all staff members were organized in order to evaluate the operation of the Development unit. Namely, process of preparation and submitting of the project proposals was discussed, as well as equal distribution of the project proposals to certain programs of ESE. The financial operation of ESE in a sense of preparation of the financial plans was discussed too.

## II. TRAINING COMPONENT

After the strategic planning process, list of required trainings was developed, according to the needs for further development of the organization and its staff members. Some of the trainings were realized during the period May 2004 – May 2005, and are already reported, some of them were realized in the reporting period or are in the process of preparation during this reporting period. Some of them will not be realized due to change in the priorities or other reasons explained bellow. Also part of ESE employees participated on additional trainings, needed for improvement of their work positions, respectively.

According to the strategic plan, following trainings are defined as priorities for the staff:

### Women and health:

*Required training for programme coordinator and two programme assistants:*

1. *Training on youth friendly concept, principles and methodology*

Training in adolescent care and health organized by EuTEACH (European Training in Effective Adolescent Care and Health) and Medical University Lausanne, Switzerland, from 11 -15 July in the premises of the University of Lausanne, was attended by Isidora Kacarska and Andrea Puzderliski from the programme “Women and Health”.

This training is described in the May 2004-May 2005 report.

2. *Training for provision health counselling on issues of menopause and osteoporosis*

Training for provision health counseling on issues of menopause and osteoporosis was planned for the coordinator and the assistants. It was not performed, as a result of the scope of work of the centre and specificity of the issues. Namely, health counseling in the centre is done by experienced

health professional who had attended previously specialized training on the above mentioned issues; Coordinator and assistants provided health counseling to youth on issues such as STIs, proper use of condom, contraception, boosting self esteem in condom negotiation and etc. Their work in WHIC is more directed towards youth, for what they have received above mentioned training (EuTEACH) in youth friendly concept, principles and methodology and had previous experience of working with youth.

### **3. Study visit separate programme offering similar health information services**

Visit to similar health centre was not performed due to lack of time as a result of staff engagement in other program and project activities. Experiences from other similar center were taken by a youth center established in Skopje. It is a centre that offers, besides counseling, free health services to youth population. Experiences about the youth centre, shared during the UNFPA/UNHCR training dedicated to Gender based violence, family planning and maternal health in emergencies, were very useful for us for upgrading the activities of the centre, although they were lots of similarities in functioning of both health information centers. Sharing experiences with local based centre enabled us to compare services, organization of service delivery and other organizational issues with a centre that works in same settings, but is directed towards different target groups. From the other hand [Training for outreach services], attended by the coordinator of the programme, was, also tackling issues of service delivery, with special emphasizes on provision of health counseling and services for hard-to-reach population groups. Study visit was not performed, but knowledge and experiences about service delivery were gathered through other sources.

### **Women human rights (Merged programs of DV + Legal education and aid)**

#### ***Required trainings:***

#### **1. Training on the provision of legal advices to clients of Legal aid centers for three program assistants**

Training for provision of legal advices to clients of Legal aid centers was foreseen to be conducted for three program assistants. Due to the process of systematization of ESE's human capacities and furthermore rationalization of the scope of activities within the Women human rights (Merged programs of DV and Legal education and aid), this training was not carried out. Namely, provision of legal advices to clients of Legal aid centers are done by three experienced professional attorneys, that representing clients in front of the court. Their work within the LAC is assisted and coordinated by one assistant, especially appointed for Legal Aid Centers. One of the program assistants left ESE and the second one was appointed as a program assistant on monitoring and implementation of women human rights as another component of this program. In order to strengthen the position of the assistant on Legal Aid Center appointed for coordination, she has been trained by the three attorneys on the theoretical aspects, preparing legal remedies and more over on getting practical insight in the court procedures in front of the courts.

#### **2. Train program staff on counseling services**

Program staff training on counseling services, although planned after the strategic process was not performed, as a result of ESE's decision to maintain with specialized current mandate of the Legal aid center. The decision to enlargement of the current scope was thoroughly looked over by experts and ESE staff engaged within the Legal aid center, Skopje operation, as well as with ESE's management. The draft plans for enlargement of the scope with additional counseling services, as a new scope of ESE's legal aid centers, meant allocation of additional funds and person who will train, monitor and evaluate its operation of the new service provided.

The final decision that was brought shows that the new component "Training on counseling services" should be taken very seriously and professionally, with utmost commitment of the program staff involved, and clear strategy .ESE will continue with the psycho -social services, provided during the whole period of LAC operation in its planned mandate.

### **3. Train program staff in conflict resolution and use of creative arts (forum theatre) as medium**

This training, delivered by Vladimir Karaev and Nadica Kostoska from Rubikon, Macedonia, was delivered in two clusters, from 18<sup>th</sup> to 20<sup>th</sup> March and from 08<sup>th</sup> to 10<sup>th</sup> April, 2005.

This training is described in the May 2004-May 2005 report.

## **Program women in politics and decision-making structures**

### ***Required trainings:***

#### **1. Training in gender mainstreaming for ESE staff**

From 11<sup>th</sup> to 16<sup>th</sup> of January, 2005 - Training in gender mainstreaming for ESE staff was delivered by Ms. Lesley Abdela, Senior Partner Eye catcher Associates/ Shevolution, UK. The training was in house delivered.

This training is described in the May 2004-May 2005 report.

#### **2. Training in women and decentralization for programme coordinator**

Since the decentralization process is in great progress in the Republic of Macedonia, the need for coherent action in political, economical and social sphere was a component that was withdrawn as a priority goal on the programme for women and politics. Therefore, from 24-30 June 2006, Loskovska Gabriela was granted a scholarship from the OSI/LGI, to participate on the training course, named as "Diversity management and power-sharing in the local public-policy process". This training was taken as a high priority for the decentralization issues because it entitles vulnerable issues, crucial for Republic of Macedonia, as a EU candidate country. In this context, not only that questions, concerned the political and economical issues that are relevant for the decentralization were elaborated, but moreover, issues and case studies on sharing policy process in the diverse ethical communities, such as communities in Macedonia were placed and discussed. Thus, this training was multifaceted because it evolved issues on decentralization and public policy, as well as making the politics, in conditions of different ethnical environments, which as a political criteria of Copenhagen has its unambiguous place for Macedonia. Its specific goal was to increase participants'

awareness on the skills, capacity and knowledge needed for facilitating inclusive public policy processes with power sharing mechanisms in ethnically diverse communities, on how inter-ethnic encounters condition diversity management, how local level policymakers, and the presence or absence of appropriate diversity management mechanism impact inter-ethnic relations, the relevance of diversity management for all areas of LG operations and role of public institutions in integrating diverse communities through local level public policy processes, ethnic bias in the local level policy process and its impact on policy outcomes and inter-ethnic relations, types of decision-making and their impact on diverse communities and power sharing characteristics with particular focus on types of power-sharing at the local level. Issues from diversity, ethnicity and identity, analysis of inter-ethnic encounters for policy making types of local power-sharing, risks of ethnic bias in the policy process in diverse communities, to public policy and strategic approach were implemented within this training course.

## **Development section**

### ***Required trainings:***

#### ***1. Fundraising training for ESE staff***

From 17<sup>th</sup> to 19<sup>th</sup> November 2004 - Fundraising and partially public relations training for ESE staff, was delivered by Ms Wenny Kusuma, independent consultant from USA. The training was in house delivered.

This training is described in the May 2004-May 2005 report.

#### ***2. Solving the Puzzle of Fundraising for programme coordinator***

Since the development section will work on the fundraising issue in the coming three year period, there is increased need for in depth knowledge of coordinator of the development section. Therefore development coordinator will attend: Solving the Puzzle of Fundraising, Regional workshop, which will be held from 15<sup>th</sup> to 19<sup>th</sup> September 2006 in Sarajevo, Bosnia and Herzegovina. The training will cover following topics: Building Credibility, Event Management, Donor Education, Fundraising from Individuals, Fundraising from Corporate Donors, Fundraising DO's and DONT's, budgeting for Fundraising, Earned Income and Communication in Fundraising. Training will be organized by Mosaic, Community development foundation from Bosnia and Herzegovina and The resource alliance from UK.

#### ***2. Public relation training for ESE staff***

Training, delivered by Ms. Jasna Bachovska, MSc in communications, from the Macedonian Academy of Science and Art, was held from 19<sup>th</sup> to 24<sup>th</sup> May 2005. The training was in house delivered.

This training is described in the May 2004-May 2005 report.



### **3. Program and staff evaluation training for ESE staff**

Due to overengagement of the managerial staff related to implementation of the new strategic goals in a program meaning and related changes in the organizational and institutional meaning, we were not able to attend some of the planned courses, offered by MDF. With ESE's preparation for the new programme, orientation in the next three years and looking for matching funds to its three year programme, such as project National programme for combating domestic violence, from USAID/ISC, through their civil society strengthening project (CSSP), possibility for substituting this training appeared.

Namely, as part of its Performance Monitoring Evaluation Plan activities and its individualized capacity-building program, CSSP conducted annual interviews with Leader NGOs (which received grants) to assess their performance according to two indices: the Seat at the Table Index (SATT) and the Organizational Systems and Standards Index (OSS). These index interviews served as informational foundation from which Individualized Capacity Building Plans and annual targets are set for each organization. Their findings confirmed ESE's previous plan to strengthen capacities in this field. In their findings they have stated that: *ESE has envisioned undertaking evaluation every six months with the employees, but still it is just a plan. The organization is aware that they need additional skills for doing evaluation and consider participating in training for evaluation. The evaluation process is done informally and no systems are present for evaluating employees or the /executive director.*"

In line with ESE's already set priorities, training for more consistent human resource management system, including regular evaluations of staff performance, review and revision of job descriptions, and orientation for new staff will be developed and delivered by ISC experts, in the next reporting period.

This is only one of the issues that ESE's has chosen to strengthen its capacities in the next period within the project, with the support of ISC. Namely, ESE has chosen to work on strengthening its relationship with the media and to take a leading role within the Sectoral leadership as a way of constructive partnership and collaboration.

### **4. Training of Trainers for all ESE staff**

All of the ESE staff participated on Training of trainers, delivered by Mrs. Han Verhoeven, from MDF, The Netherlands, from 13<sup>th</sup> to 17<sup>th</sup> June. The training was in house delivered. This training is described in the May 2004-May 2005 report.

## **III.MEDIA COVERAGE OF ESE'S ACTIVITIES**

05/09/2005- Jasminka Friscik was a guest in a TV program on the national television MRTV. The TV programme was aimed at raising awareness for multi-coordinative approach in combating DV. Representatives of respected ministries and WHO were present, too.

**30/10/2005 – Isidora Kacarska was a guest in a contact program on the national TV A1, dedicated to the osteoporosis as a problem of the modern woman;**

**November, 2005- Stojan Misev gave a short interview (presentation) to national television A1; regarding this year “Campaign for interinstitutional cooperation” within the period “16 International days of activism for combating violence against women”.**

**07/11/2005 – Jasminka Friscik was a guest o national television A1. Preparation of the national report on implementation of Millennium Development Goals was promoted as well as the report on the third Millennium Goal dedicated to Promotion of gender equality.**

**11/11/2005 – Jasminka Friscik and Marija Gelevska were guest on the Macedonian Radio. ESE had the opportunity to promote the results of its 10 years of existence and to elaborate its 10<sup>th</sup> anniversary to the Macedonian public.**

**December 2005 - ESE was actively involved in the campaign for the 1<sup>st</sup> of December 2005, the World AIDS Day. We promoted the film “Women are leading change” on the following TV stations: SKY and MS television in Skopje, IRIS TV from Stip, and TERA TV from Bitola. In the same time, the story board about “Women and health program” was broadcasted on the TV stations mentioned above, at least 7 times. In the month of December, SKY TV broadcasted the film with ESE storyboard twice, MS television three times, IRIS and Tera TV once.**

**January, 2006 - an article in three daily newspapers (Utrinski vesnik, Dnevnik and Vest) was published upon the CEDAW committee concluding comments.**

**08/03/2006 - At 8<sup>th</sup> of March Marija Gelevska and Jasminka Friscic gave an interview to Macedonian National Television (MTV) and National television station (Canal 5) about the CEDAW shadow report and concluding comments of the CEDAW Committee.**

**09/03/2006 – Andrea Puzderliski was a guest in a contact program on the national TV A1, dedicated to STI (sexually transmitted infections) as a growing problem among adolescents in R.M.**

**13/03/2006 – After the affirmative workshop for access to health for Roma population held in Bitola, Andrea Puzderliski and Dusko Minovski were interviewed by Radio station from Bitola. to explain ESE’s activities in the field of facilitating access to healthcare and health insurance for Roma population**

**April – May 2006 – Dr. Emilija Trajkovska, engaged in WHIC– Skopje, was a guest on 4 contact programs on BTR TV, Roma TV station in Suto Orizari, dedicated to the topics of pregnancy, contraception, menopause and cervix cancer. Each of the contact programs lasted for 45 minutes. The guest gynecologist of WHIC-Skopje offered medical advice to interested women via phone and promoted the Women Health Information Centre and educational workshops in Shuto Orizari.**

**08/04/2006 - 8th of April, an article in three daily newspapers was published upon the International Roma day and CEDAW committee recommendations for rural women**

**29/05/2006** -Press conference was held in Hotel Continental; several TV stations were present and summary of the event was presented on the National TV.

**29/05/2006** - Andrea Puzderliski spoke for the national Radio station, about the report that ESE produced -Analysis of the situation of Roma population in regards of health insurance coverage in Republic of Macedonia.

#### **IV. CONTACTS MADE**

**07/09/2005**- Jasminka Friscik had a meeting with Kathy Stermer, senior adviser at USAID office, Macedonia. They were interested for ESE's current initiatives on the field of combating DV. ESE's findings were integrated into the Annual report of USAID for the situation in Macedonia.

**04/10/2005**- Jasminka Friscik had a meeting with the UNPFA representatives. Namely, this UN agency looked over opening an office in Macedonia and their visit was aimed at assessment of the needs of the Macedonian society.

**06/10/2005** – Jasminka Friscik had a meeting with Osnat Lubrani, head of UNIFEM regional office in Bratislava. Draft law on equal opportunities and changes proposed with it were discussed. Akcija Zdruzenska representative, Maria Savovska, president and Wenny Kusuma, current country program director were present on the meeting, too.

**18/01/2006** – Jasminka Friscik has a meeting with Svetlana Geleva, head of Multilateral Sector at the Ministry of foreign affairs. ESE's participation and attitudes towards presentation of current situation of women before the UN CEDAW committee were discussed.

**26/04/2006** – Jasminka Friscik had a meeting with Dr. Inge Baumgarten working at Violence prevention unit at WHO Regional office for Europe. The subject of discussion was ESE's initiative on the field of combating DV and possible cooperation with WHO on this field.

#### **V. PARTICIPATION AT CONFERENCES, TRAINING, FAIRS and other initiatives**

**2005-2006** – Jasminka Friscik took participation in a working group appointed for preparation of an National report for combating violence under auspices of WHO office, Macedonia by Ministry of health. Namely the report is prepared in accordance of the already prepared World report on violence and health.

**02/06 – 05/06/05** -Andrea Puzderliski, assistant of the program Women and health and Borjan Pavlovski, assistant of the program women and health, attended the Regional Strategy Meeting "Youth for youth – combat HIV/AIDS" held in Varazdin, Croatia. We presented the results from the KAP survey for HIV/AIDS among young people in the communities of Gostivar and Stip that was conducted in 2004

**06/07- 08/07/2005**-Gabriela Mihova, Assistant of the WHR program, on Legal Aid Centers, participated in the common gathering of the National Monitors, for the updating of the web page "Stop VAW", formed by Minnesota Advocates for Human Rights, and supported by UNIFEM and Women Network of Institute for open society, in Tbilisi, Georgia.

**11/07-15/07/2005-Isidora Kacarska, program coordinator and Andrea Puzderliski, assistant of Women and health program, attended the Summer school “Adolescent medicine and health training”, organized by the Lausanne University, Centre for Continuous Education and EUTEACH (Effective training for effective adolescent care and health, Lausanne, Switzerland**

**12/09/2005- Marija Gelevska participated on conferences, organized by Gender Equality Department within the Ministry of labor and social affairs, aimed at reviewing the draft Law on gender equality. Other relevant organization, and members of the working body involved in preparation of the draft law, attended as well.**

**20/10/2005- Jasminka Friscik had the opportunity to promote the findings of the CEDAW Shadow report in the week of marking of the International week for Eradication of Poverty in republic of Macedonia. Namely, Day 4, named as Promote gender Equality and Empower Women was dedicated to promotion of the third Millennium development Goals and its celebration took place in Berovo, local UNDP office and Kocani. The rest of the Millennium development Goals were celebrated over this week that was realized in a period 17/10/- 24/10/2005.**

**07/12/ - 09/ 12/2005-Marija Gelevska, participated on the Training in Gender-based violence, organized by UNFPA, UNHCR, Skopje Macedonia**

**09/08 -13/08/2005- Gabriela Mihova, assistant on Women human rights attended a press conference organized by IOM. The conference was attended by IOM Delegation from Kiev and representatives from NGO's from Ukraine active on the field of combating trafficking with human beings.**

**2005/2006 - Gabriela Mihova, assistant on Women human rights attended five trainings organized by IOM within the project “Trafficking with human beings – preventive activities and capacity building in Kosovo and Republic of Macedonia”, in the period 2005/2006. The trainings were organized within the project component named “Training and follow up micro projects”. The trainings organized by IOM were focused on human rights and trafficking, direct prevention, informative activities and project cycle management. The trainings were partially attended by Hrista Najdanov and Lence Kocevaska, lawyers engaged in the ESE's Legal aid Centers.**

**17/09 -18/09/2005- in Prishtina, Kosovo, the Coordinator of the Programme, Gabriela Loskovska had participated on the 3<sup>rd</sup> Regional WCDI Conference. The conference was a follow-up as a result on the regional WCDI programme that was implemented in the Balkan countries. For this purpose, Gabriela Loskovska had prepared comments on the previously submitted report for the WCDI activities that was presented at the conference as well as the project report, as a result of the implementation of the YWCDI project.**

**21/09-25/09/2005 -Isidora Kacarska, programme coordinator, was representative from ESE as member of WGNRR advisory board on 10<sup>th</sup> International Women and Health meeting, New Delhi, India**

**08/11-10/11/2005-Isidora Kacarska, participated on “Western Balkans Situation and Responses to HIV/AIDS, Western Balkans regional Conference”; organized by Partnership in Health, Skopje Macedonia.**

**21/11-23/11/2005-Isidora Kacarska, programme coordinator, participated on the Training in Outreach Work Targeting Most at Risk Adolescents; UNICEF, Skopje, Macedonia**

**21/11/- 25/11/2005- in Cardiff, Wales, the coordinator of the programme, Gabriela Loskovska had participated on the Women in Politics, International conference. 25 women from different countries in the world have exchanged experiences concerning the question of women's political participation. Various issues were discussed-starting from quota systems, electoral political systems, advocacy and lobbying for increased participation, to strategies for improvement of the position of women in society. Loskovska Gabriela had a presentation about the positive experience about the quota systems in Macedonia. The aim of this seminar was to exchange as much as possible experience and ideas from international stage concerning the different aspects of women in politics and all levels of the decision- making processes.**

**06/12-09/12/2005-Isidora Kacarska, coordinator of the program "Women and health" participated on the Training in Family Planning, Gender-based violence, Safe motherhood in emergency, UNFPA, UNHCR, Skopje Macedonia**

**16/01 - 03/02 /2005- Marija Gelevska and Jasminka Friscik participated on 34 session of the CEDAW Committee in UN,New York , USA. On the session ESE has a possibility to report on the status of women in accordance of the CEDAW Shadow report findings.**

**15/02/2006- Jasminka Friscik attended forum named as Global and regional initiatives – Challenges for gender equality in Republic of Macedonia in organization of NGO Akcija Zdruzenska. ESE elaborated the progress, obligation and recommendation from the CEDAW Committee reporting process. Beijing platform actions, Millennium development Goals and EU processes were discussed on the forum too.**

**14/03/2006- Jasminka Friscic participated on the meeting organized by The Macedonian President Mr. Branko Crvenkovski. The aim of the meeting was the role and position of the Macedonian civil society members in the forthcoming election period.**

**31/03/2006 – 01/04/2006 ESE's personnel working on Women Human Right issues, participated on the 4<sup>th</sup> session within the WHRTI-Women's Human Rights Training Institute, organized by BGRF- Bulgarian Gender Research Foundation, NEWW-Network of East- West Women and Center for Reproductive Rights, USA, in Sofija, R.of Bulgaria. This session was the last, planned within the two year program of WHRTI. First day of the session was focused on: Practical lecture on how to use CEDAW, its Optional Protocol and as well Human Right Committee towards effective protection of Women's Rights; and NGO strategies towards full implementation. The other part of the session was focused on working on hypothetical cases, elaborating acts of violation of women human rights, mechanisms and articles that will be applicable and useful in protecting women human rights and of course exercising the whole process of litigation in front of the so called probation Moot court members.**

**18/05- 21/05/2006 - In organization of the Zenska Infoteka, Zagreb, in Dubrovnik, Croatia, Loskovska Gabriela had participated on the 10<sup>th</sup> International "Women and Politics, seminar. The aim of the seminar was multifaceted-From one hand, different women's strategies were discussed, from social, economical, ethnical and political background, and on the other hand participants presented research studies concerning women's positions and issues in their designated countries. Gabriela Loskovska had presented a comparative research study on Macedonia and countries in the**

Middle East, due to the connection with the transition that Macedonia and some of these countries had passed, concerning the change of their political systems.

18/05-21/05 2006-Isidora Kacarska and Borjan Pavlovski attended conference “Public Health Education-New Career Perspectives” and presented the work of ESE through two poster presentations” Comparative Analysis of KAP about HIV/AIDS among adolescents in the municipality of Gostivar and Shtip” and “ Qualitative research on KAP among Macedonian women, regarding Reproductive health, Osteoporosis & Menopauses issues.

08/06/2006- Jasminka Friscik participated on the 1<sup>st</sup> Regional NGO Partners meeting in organization of IOM offices on Kosovo and Macedonia, National commission for counter trafficking of Republic of Macedonia and Kosovo PM Office for good governance. The aim of the meeting was to provide possibilities for NGOs active on the field of counter trafficking to share their experiences, discussed obstacles and recommend actions for overcoming them.

28/06/2006- Jasminka Friscik took place on the panel session of UNDP partners’ organization within UNDP retreat based on the UNDP partner survey. ESE was the only NGP organization invited to take part on the UNDP retreat. Namely, beside ESE Ministry of labor and social affairs, Ministry of foreign affairs, Association of municipalities –ZELS and Norwegian Embassy representatives were present on the panel.

18/06- 21/06/2006 From 18-21<sup>st</sup> June 2006, under the auspices of the Government of Austria, during its presidency with the EU, and in cooperation with the UN agency for Sport and Development, a European Youth Leadership Summit was held in Vienna, Austria. Gabriela Loskovska had participated on this summit, as a representative from Republic of Macedonia, as a UNDP nominee. The Summit was a landmark event, where for the first time, young leaders from across the European Union and the accession countries Bulgaria and Romania focused on the convening power of sport and culture to accelerate progress towards the Millennium Development Goals (MDG’s) and promote peace. Countries were represented by two young leaders, a young man and a young woman, ages 18 to 30. The Summit was the final in a two-year series of regional youth leadership meetings that have taken place in Africa, Asia and the Pacific, and Latin America and the Caribbean. These will culminate in the first ever United Nations Global Youth Leadership Summit to be held in New York on 30 October-1 November with youth leaders from the 191 United Nations Member States. At the closing ceremony, presided over by H.E. Karl Schweitzer, Austrian State Secretary for Sport, a torch, symbolizing the spirit of the Youth Leadership Summits, was passed from the youth leaders of Austria and Finland, representing the European Union countries, to the youth leaders of the United States, where the Global Youth Leadership Summit will be held. The delegates at the Summit adopted a final 'Vienna Declaration'. The Vienna Declaration will be presented, through the Government of Austria, to the United Nations Secretary-General, and will be presented at the European Union Summit in Finland later this year, as well as to the Global Youth Leadership Summit in New York.

24/06 – 30/06/2006 - Loskovska Gabriela was granted a scholarship from the OSI/LGI, to participate on the training course, named as “Diversity management and power-sharing in the local public-policy process”. Its specific goal was to increase participants’ awareness on the skills, capacity and knowledge needed for facilitating inclusive public policy processes with power sharing mechanisms

in ethnically diverse communities, on how inter-ethnic encounters condition diversity management, how local level policymakers, and the presence or absence of appropriate diversity management mechanism impact inter-ethnic relations, the relevance of diversity management for all areas of LG operations and role of public institutions in integrating diverse communities through local level public policy processes, ethnic bias in the local level policy process and its impact on policy outcomes and inter-ethnic relations ,types of decision-making and their impact on diverse communities and power sharing characteristics with particular focus on types of power-sharing at the local level. Issues from diversity, ethnicity and identity, analysis of inter-ethnic encounters for policy making types of local power-sharing, risks of ethnic bias in the policy process in diverse communities, to public policy and strategic approach were implemented within this training course.

27/06-28/06/2006-Gabriela Mihova has attended the annual meeting of the VAW monitors which was held in Budapest, Hungary. The focus on this meeting were the new developments in Stop VAW, vision and future orientations and presentation of the multilingual software directed toward creation of national language country page.

11/07/2006 – Marija Gelevska and Jasminka Friscic took participation on the UNHCHR and UNIFEMs informal meeting. The aim of the meeting was to assess the current situation on gender equality in Macedonia and set forth joint cooperation on the strategically important issues. As an outcome a draft plan for further coordination was set up.

18/07/2006- Jasminka Friscic took participation as lecturer on workshop named as the role of media in promotion gender equality in organization of ODIHR and OSCE office. The workshop was organized within the so called International summer University that took place in South East European University, Tetovo. Mr. Zarko Trajanovski, Euro Balkan Institute and Mr. Klime Babunski, Institute of Social, political and legal research were lecturers too on this workshop. Media representatives from media were participants on this workshop.

25/07/2006- Marija Gelevska took participation as lecturer on the Debate on the methodology and processes of preparation of CEDAW reports. The workshop was organized within the frame of the International summer University that took place in South East European University, Tetovo in organization of ODIHR and OSCE.

## **VI. ADDITIONAL PROJECTS PARTICIPATION**

**Project title: Raising the awareness for gender relations in high schools financially supported by Geneva Global USA**

**Geographical Coverage: Skopje and Kocani**

**Target Groups: professors and students in two high schools**

**Duration: one year, June 2005- June 2006**

Having in mind that gender stereotypes are created in the family, and they continue to develop in different directions during the education of adolescents, we recognized the need for further upgrading of the knowledge of high school professors and students and their introduction to gender concepts and perspectives.

The aim was to promote gender relation concept, especially between professors and students in high schools in Macedonia, and the project objective was to develop skills and knowledge about gender equality concept among professors and students in two high schools, who will be able to pass their knowledge to their peers.

The activities were comprised of:

#### **1.1 Activities for training of 8 professors, 2 directors and 2 representatives from Ministry of education**

This activity was the very first one in this project. After the selection of the two high schools a letter for permission and support of the project activities was submitted to the Ministry of Education. As ESE has already good established relations with the Ministry's Department for Secondary education, permission was promptly issued. Unfortunately, representatives from the Ministry were not assigned, due to preoccupation of the staff with coming reforms in the Secondary education. Therefore, it was decided to include professionals from the Center for social work in Kocani, as the Centre is one of the most proactive in working with victims of domestic violence, having a Unit which is treating the problem, SOS telephone line and running one of the six state shelters.

Due to the professional obligations of the participants, training was conducted in two clusters, 3 day each (starting Fridays to Sundays). The first training for the professors, principals from both schools and the representatives from Center for social work in Kocani, was held in Skopje, from the 02-04 December 2005. At the beginning, formal introduction of the project with was given by the ESE representatives. This, at the same time, presented a first meeting of the Coordinative body, consisted of involved professors, principals and professionals from the Centre for social work, as well as representatives of ESE. Coordinative body was established, in order to begin the process of "ownership" of the project activities. The role of the Coordinative body was to agree on the proposed dynamics, as well as to establish a system for monitoring quality and time bound implementation of the foreseen activities. After the meeting of the coordinative body, the training activities started. Two topics were in the focus: gender relations and introduction to human rights.

The second training was conducted in the period from 16-18.December, 2005 in Skopje. This training was dedicated to three topics: violence and types of violence, with emphasis on Domestic violence and Trafficking in women; health issues and woman in political life. At the end of the third day, meeting of the Coordinative body was held, in order to define the last preparation about the winter camp for the high school students in Krusevo.

#### **2.1 Activities for development of interactive skills of 80 students for conducting gender relations workshops**

This activity started with selection of 80 students that voluntarily applied on the call for participation in the project. This number included 39 students from Rade Jovcevski Korcagin -High



school from Skopje and 41 students from Gjoshë Vikentiev -High school from Kocani. The selection was made on previously established criteria, prepared in collaboration with the principals and professors from both schools. Attention was paid to gender and age balance. The main criteria were motivation, marks and social background of the students. Parents of all selected students signed a statement that they fully agree their juvenile students can attend the camp, and further participate in the project activities.

To gather the students from both schools, four day camp was organized from 15<sup>th</sup> to 18<sup>th</sup> January, 2006. In order to have optimal number for group work, students from the two schools were divided into 4 groups, 20 students each, per 10 from each school. Educated professors and social workers took the role of trainers on the winter camp with the support of ESE staff, as facilitators on the sessions. Therefore, previously to the camp, meeting of the already established Coordinative body was held in order to form eight teams of two professors and social workers, each team consisting of trainers coming from different school/institution. Each team was assigned with three to four themes/sessions, so the trainer teams took turns in the groups which were working with same schedule, but with different trainers. That positively influenced the working dynamics in the groups and made the training more interesting and colorful.

For each trainer, manual, with more than 100 pages, was prepared by ESE trainers. The manual consisted of theoretical and practical part, containing all the topics covered on previously organized two trainings for the professors/social workers, with lot of theoretical input (with obligatory and additional part), as well as practical part, containing lot of exercises for interactive work, plus starters and energizers. Before each session was elaborated, aims of the session, its duration, working methods and need materials and visual aids were given. The topic covered in the manual were as follows: Social origin of gender relations; Stereotypes, values and norms, patriarchy and potential for transformation; Gender division of labor and triple role of women; Human rights and international documents, regarding human rights and women rights, Universal Declaration for Human Rights, International Convent for economic, social and cultural rights, International Convent for citizen's and political rights, CEDAW Convention; Domestic violence; Trafficking in women; Gender and health and aspects of adolescent health; Reproductive and sexual rights; and Peer education.

The topics of the manual plus the session design of gender sensitive messages for peers formed the agenda for the winter camp. All the sessions were delivered by the formed training teams, except the sessions for Peer education and design of messages that were delivered by ESE trainers. Parts of the messages developed on these sessions were incorporated into the design and the content of the brochure.

Interactive educational techniques were used, to allow students analysis and discussion about the perceived topics in a creative way. Introducing the high school students with the basic concept of gender equality and its practical usage in the daily life and work, and also as a possibility to look from another aspect on inequality was provided. Students, peer educators-to-be, had shown high motivation and interest for the topics.

Beside the formal sessions, non formal, evening sessions were held, when movies like “Lilia forever” (about trafficking in girls), “Women are leading change” (women’s vulnerability to HIV/ AIDS) and “The milk is black” (implementation of Convention for elimination of all forms of discrimination against women – CEDAW in Georgia) were performed. At the end of the camp, a quiz was organized in order to check the gained knowledge, but also to acknowledge the efforts and the high motivation of these young people.

Added value of this activity was the opportunity for students from different regions in Macedonia and different ethnicity to spent time and work together.

### **3.1 Activities for development and conduction of gender relations workshops in selected high schools**

After the training of the high school teachers from two High schools- Rade Jovcevski Korcagin High school from Skopje and Gjoshu Vikentiev High school from Kocani, and the winter camp for 80 students, the peer educators conveyed the gained knowledge to their peers in the both schools. This was realized in the most cost – effective manner. Namely, the peer educators were transferring their knowledge on workshops, held during the school hours. In that manner, in the period of one and a half month (March and April), 580 students from Rade Jovcevski Korcagin -High school from Skopje were covered with education and 930 students from Gjoshu Vikentiev- High school from Kocani. That gives the number of 1510 students, who together with 80 peer educators, gives a total number of 1590 students, educated through peer education on several topics.

The topics that were elaborated were the following: social origin of gender relations, domestic violence, HIV/AIDS, human rights and trafficking in women. In each school class, 5 workshops were organized in previously determined dynamics. The total number of workshops held in both schools was 255.

Before the peer education started, all peer educators received manuals, prepared by ESE trainers. The manuals consisted of two parts, containing theoretical part and exercises for interactive work. For each session more than one exercise was given, so peer educators could creatively prepare themselves for the coming sessions. Before each session they had briefings with their mentors (professors that were involved in the project) for advices and to require needed visual aids (flipcharts, markers, stickers, CD’s etc).

In order to measure the impact of the action pre and post test were conducted in the randomly chosen classes.

### **4.1 Activities for increasing the flow of information about gender relations between high school populations**

Brochure that contains the covered topics and messages developed from the students that participated on the winter camp (peer educators) was prepared and disseminated in 2000 copies. The attention was paid to disseminate the brochure to the students that were not actively included in the project activities (from classes which have not participated in the peer education), so another

2000 students get acquainted with the covered topics. The brochure is consisted of five topics: Social origin of gender relations; Women human rights; Sexual and reproductive health and rights, including HIV/AIDS/STI; Trafficking in women; Domestic and dating violence, in total of twenty four pages. For each topic there were basic information and educational messages. The idea for the design of the brochure was given by the students, it is in shape of a hand, and each topic is in different color. The title of the brochure is “Given hand from youth for youth”.

**Project title: Risks factors within the Roma population regarding the phenomenon of human trafficking- publishing of the report, financially supported by International organization for migration -IOM**

**Geographical Coverage: Skopje, Prilep and Shtip**

**Target Groups: Roma population**

**Duration: 5 weeks, 27 April- 31 May 2006**

Considering the existence of non comprehensive and partial empirical data available, in regard of the vulnerability of Roma population towards the trafficking in human beings, ESE realized the necessity to initiate survey that will focus more in-depth on the risks factors that contribute and enlarge the possibility for Roma population to be trapped up in trafficking in human beings.

Unfortunately, this survey is partially treating this phenomenon, if we take into consideration the fact that it is directed only to one ethnical community (Roma ethnical community). Besides this, the aim of the research “Risks factors within the Roma population regarding the human trafficking phenomenon, has preventive purpose – to create relevant base for identification of the risks factors and in that context, to act for their decreasing and elimination. Also, it will enable provision of systematic governmental and non-governmental respond in protecting this population from involving in human trafficking.

#### **Survey subject**

Starting point for the identification of the survey subject was the legal definition of human trafficking, as it is described in the Criminal Code. Regarding the fact that this definition incorporates several forms of manifestation of trafficking, the research team in coordination with the coordinator of the research, has decided this research to be focused only on few particular manifestation of trafficking, recognized as forms that are possible to exist in this population, as well as the forms which has a real base to exist in Roma communities because of traditional and cultural context.

Therefore, three manifestation/forms of human trafficking were identified as a subject of the survey:

- 1. trafficking in human beings for the purpose of exploitation through prostitution or other forms of sexual exploitation,**
- 2. Forced marriages**
- 3. Illegal adoption**

Each of these three forms has been analyzed separately and from different aspects.

In regard to the trafficking in human beings for the purpose of exploitation through prostitution or other forms of sexual exploitation, the focus was put on the identification of the factors that contribute to the vulnerability of Roma population to become victim of trafficking. More over, trafficking in human being and its close interrelation with the prostitution was analyzed through the separate cluster of questions dedicated only to the Roma women population. The second thematic survey subject was focused on forced marriages as phenomenon that is real concern in Roma communities. This approach has been motivated from the general perception of its existence, and that's why within this thematic cluster, researcher had intention to identify at least indicators for existence or non existence of this phenomena within the Roma community, whether this tradition exist, its prevalence, whether it contains elements of coercion or not. The third thematic survey subject, was directed to the illegally adoption, adoption for the purpose of exploitation of the adopted person. Our intention within this survey was to identify whether this phenomenon exist in Roma community.

### **Project results**

Within the project, through implementing all project activities, specific project objectives and results, as it was foreseen within the project, has been met and accomplished:

1. Qualitative analyzes was prepared on the base of the conducted survey;
2. Research findings titled : Risks factors within the Roma population regarding phenomenon of human trafficking were prepared, printed and distributed (500 copies on Macedonian and 500 on Roma language)
3. Survey summary findings and recommendations for prevention were promoted in three towns (Stip, Prilep, Skopje);
4. Experiences exchanged and cooperation improved among the relevant actors (governmental and non-governmental) working on this issue and
5. Flyers containing key survey findings, prepared printed and distributed (1000 copies).

### **Activities carried out within the project:**

#### **Preparation of the qualitative analysis**

Researcher from the Institute for Sociological and Political Legal Researches, from the previously gathered survey data, further more explored the other relevant data that can be used and interpreted for the purpose of having valid empirical material. The most difficult process in regard of determining risks factors was to identify how its existence will be measured in a concrete situation. Namely, the question was put on how the selection of those factors that are increasing or it is likely to increase potential risks of Roma population, to become victim of trafficking, is going to be conducted. Therefore, the basic starting approach was: All interviewees that are ready to go abroad are potential victims of trafficking. The second level on which we analyzed the relevant data is that the risk is higher among the interviewees that will accept offer to work abroad, without legal documents such as passport, visa, and working permit. The last level were the interviewees that are with the highest risk to become victim of trafficking, and that are those that are willing to pay to get illegal documents (visa, passport, working permission), only to get the job abroad.

As a result of the conducted survey, and above mention criteria, several summary findings were highlighted as the most important: There is enormous ground and high potential for recruiting

victims of trafficking among the Roma population. Namely, it can be concluded that 72, 6 % from the interviewed persons are potential victims of trafficking, (in that percentage interviewees accepted the offer to go to work in the foreign country).

This risk is much higher among the 17, 1 % from the interviewed population and those are the interviewees that are willing to accept the offer to go to work in a broad, without legitimate identification documents (passport, visa, etc).

The highest risk to become a victim of trafficking, can be identified among the 11, 6% from the interviewed population, and they are the persons that expressed readiness to pay for getting illegal documents.

### **Tribunes for promotion of the research findings**

The most important part of the project was focused on the promotion, and presentation of the results, obtained from the conducted survey, in the towns in which the survey was conducted. Organizing this tribunes in Stip, Prilep and Skopje, on one hand enabled gathering of all relevant actors on local level (governmental and non-governmental), working both on trafficking issues and improving the status of Roma population, and on the other hand, they enabled encouraging of a further broader cooperation among this relevant actors. In order to organize tribune in Stip and Prilep, initial contact has been conducted with local organization, recognized among the local communities, and as well the Roma communities as organization that continuously worked on this issue. The organization "Association of Roma rights" from Stip and the organization "Center for civil initiative" from Prilep were selected as organizations that helped in the organization of the tribune (Stip and Prilep). The project implementing organization together with the identified local organizations agreed on the agenda, structure of the participants, and expected outcomes. Two representatives from the implementing project organization facilitated the tribunes, trying also to encourage the participants' discussions, and focused the debate to the subject matter of the tribunes.

The first tribune was organized in Stip, in cooperation with "Association of Roma rights", on 08.06.2006, and 28 participants attended it. Representatives from the Ministry of Interior, Ministry of Labor and social affair, local government, basic court, primary school, as well as representatives from NGO's working on human rights issue and Roma issue, took active part and contributed in great manner to the discussion itself.

The second tribune, attended by 20 participants, took place in Prilep, on 21.07.2006.

The second tribune had similar dynamics, and mostly, representatives from the NGO sector and the representatives from the Ministry of Interior took an active part, discussing the problem and other phenomena closely related with it, such as prostitution, hidden prostitution, juvenile prostitution, and as well as the problem of internally trafficking. The participants agreed that mutual coordination among relevant actors, particularly on local level is the most important, in building long term preventing strategy towards combating this phenomenon.

The third tribune was organized by the project implementing organization, in Skopje, on 13.07.2006, and sixteen (16) participants attended it. After the presentation of the project, Violeta Caceva, coordinator of the research presented the results. During the presentation, mostly representatives from the Roma NGO's gave input, explained their experiences on the field, and the

perception of the Roma population. They provided the participants with the information on their expertise and working on the field with the most vulnerable groups of the Roma population.

#### **Preparing, printing and distributing flyers**

Aiming at promoting the relevant numbers, risks factors, among the broader group of Roma population in the identified towns (Stip, Prilep and Skopje), 1000 copies of flyers (on Macedonian and Roma language), were disseminated to the identified and relevant organizations, on the organized tribunes, so they can distribute further on to other NGO's, working on this field.

Discrepancy among the previously agreed content and the prepared flyers occurred, since the fact that it was realized that it would be more effective, if the crucial risk factors and the data obtained within the research are in the flyers, so they can be alarm for taking pro-active approach, when combating this phenomenon.

#### **Distribution of the booklet: Risks factors within the Roma population, regarding the phenomenon of human trafficking**

Consequently due to the printing delay, the research: "Risks factors within the Roma population regarding phenomenon of human trafficking" on Macedonian language was distributed only on the tribune in Skopje. The copies of the research on Roma language were published one week after. Therefore, the project implementing organization in cooperation with the identified local organizations agreed that they will distribute both copies of the research (Macedonian and Roma) on the organizations that were present on the tribunes in Stip and Prilep. The produced materials can be further used on local level, aiming at organizing activities towards preventing this phenomenon among the Roma population.

**Project title: Violence against women: A VIOLATION OF HUMAN RIGHTS financially supported by EU office Macedonia, through EDIHR programme**

**Geographical Coverage: Cities of Skopje and Tetovo**

**Target Groups: professors and students in two high schools**

**Duration: one year, December 2004 - December 2005**

Violence against women is usually seen as occurring between adult men and women, but children and young people are often present in the house as witnesses, trying to intervene, attempting to seek help, and/or becoming secondary victims of violence. Adolescence is also a critical period, as young people often start their intimate relationships. Researches on dating violence suggest that it can be present, if there is a history of domestic violence for the young people involved. It is to say, that the beliefs and attitudes developed in violent environment can lead to belief that violence is acceptable as a mean of control.

The overall objective was promotion of women rights as human rights among high school population and the project purpose was to increase the awareness among high school population of the nature and the extent of violence against women.

The activities were comprised of:

***1. Activities towards training a pool of 20 people (high school teachers, ESE staff and members of the ESE professional groups) in conflict resolution, human rights and use of creative arts as medium***

Selection of 80 high school students (50 students from DSEPU "Vasil Antevski Dren" from Skopje and 30 students from DSEU "8th September" from Tetovo), in accordance of the capacities of the participating school, was made in accordance to following criteria: solid knowledge and behavior of the student, ethnic background) and gender balance (so 28% of the participants were from Albanian ethnicity and more than 40% were male). Afterwards, selected students filled questionnaires for selection of the teachers that will participate. Due to the already established cooperation with the participating schools, ESE has proposed the group of teachers that already gained knowledge on these issues.

Also, trainers from ESE and 5 members of the professional groups that ESE cooperates with, were selected to participate on the training.

Preparation of training materials and implementation of 2 x 3 day TOT for conflict resolution and use of creative arts as medium (hotel Continental, 18-20 March, 2005; 08-10 April, 2005-Skopje).

The training of trainers was conducted in two clusters, by trainers from RUBIKON, Macedonian organization.

The first cluster was focused on conflict resolution concept, as well as introduction of the techniques and concept of the forum theatre. During the training, particular techniques for using the body as a medium of expression, techniques for defining and orientation in the surrounding, awareness of the audience existence and ways how to make a contact with audience, were introduced. With such tailored activities, participants became familiar with the forum theatre techniques.

The second cluster was focused on the subject: Forum theatre characteristics; forum theatre objectiveness; the role of the joker in forum theatre; making a first contact and animation of the audience; forum theatre rules; recognizing the role of the antagonist and protagonist, risks and preventions in forum theatre, creation of new forum theatre scenes and its presentation.

Implementation of separate 2 day training for human rights for the selected teachers (Skopje, 26-27 May, 2005)

A two day training for human rights for participating teachers was conducted in ESE, facilitated by ESE's trainers. The main focus was: learning about the concept of human rights, general corpus of human rights and recognizing its characteristics. Special attention was paid to women human rights.

***2. Activities towards training of 80 high school students in conflict resolution, human rights and use of creative arts as medium***

## **Two introductory workshops organized in both participating schools**

**In order to provide an atmosphere where participating high school students can learn and speak openly together with their classmates, introduction workshops in each of the participating schools were organized.**

**Implementation of a 7 day camp for conflict resolution, human rights and the use of creative arts as a medium. -The summer camp held in hotel Montana –Kruisevo, from 23 to 29 of June.**

**The summer camp started with the opening ceremony, where representative from ESE, had a short ceremony speech. Then, representatives from each of the participating schools gave a brief introduction of the school and presented important results and achievements done so far.**

**In the structural mean, the training itself was divided in two part. The first part was educative-theoretical, and it was conducted by the previously trained teachers, with facilitation of the ESE's trainers, and the second part was conducted by trainers from Rubikon, with facilitation of the professors from both schools and ESE' representatives. Therefore the sessions in the morning (educative – theoretical) were conducted in four groups separately, so each group was consisted of 20 persons. These sessions were meant to provide the participants with the necessary theoretical background about the identified topics. Creative techniques – forum theatre sessions were conducted in two groups, 40 students per group, in order the group dynamics to be provided.**

**All four groups worked upon the same training agenda, by this following order:**

**Gender concept, Human rights concept and types of Violence - in the morning;**

**Group dynamics, Basic Theatre techniques, Introduction of the Forum theatre, Designing message, analyzing the roles (antagonist and protagonist), Rehearsal of the Forum theater scenarios, and Risks at Forum theatre; - in the afternoon.**

**In order to make an available equal group dynamic for all 80 high school participating students, divided in four groups, it was necessary to identify four teams, so each identified team had a responsibility to work with its own group.**

**Special attention was put on use of creative arts as a medium, particularly Forum Theater and visual arts, as means of raising their awareness and increasing their skills and ability to deal with domestic and dating violence. Subsequent to this educational process, students developed four different scenarios (two for the domestic violence and two for the dating violence. These scenarios were true cases/stories that were shared by the participants from their personal and family live, neighborhood, community, or problem, heard from someone close. Sharing these experiences made them feel closer, safely and secure to speak without dilemma about such sensitive issues.**

**The last phase within these interactive creative activities was focused on designing of creative messages and statements (part of them were incorporated within the prepared brochure).**

**At the last day on the summer camp, the prepared scenarios were presented in front of the whole group of students and teachers.**

**It should be highlighted that the most valuable result were that students from different regions and ethnicity met and worked together.**



### ***3. Activities towards development and performance of “arts” approach***

Due to the fact that participating students do not have professional artist experiences and they would feel inconvenient when speaking in front of the audience, three theatre performances were visited. After the performances, they discussed about their perception on the whole process, difficulties and other practical issues, which were needed for the successful performance conduction. The participants were more than satisfied with the observed performances, they perceived and understood structural elements, upon which the upcoming forum theatre performance would be conducted.

#### **Rehearsal of the scenarios for forum theatre**

After the first performance, the high school students from the participating schools, started with rehearsal of the two scenarios, on domestic violence and on dating violence. The rehearsal of the scenarios, were completed through 5 workshops per school.

#### **Organization of celebration events and carrying out four final theatre performances.**

In order to present the forum theater scenarios in front of the broader audience, two celebration events were organized. The first forum theatre was performed in Skopje on 16.12.2005 in the hall of DSEPU Vasil Antevski Dren, and the second forum theater performance was conducted on 23.12.2005 in the hotel Elektra in Tetovo. Participating students and teachers from schools, broader group of schoolmates, their parents, other teachers, as well representatives from the local community were present on these events. In order once again to gather all 80 participants on these two final celebration events, first the students and teachers from the school in Tetovo were invited on the performance in Skopje, and the students and teachers from the school in Skopje were invited guests on the performance in Tetovo. Given possibility to the students once again to meet, work together, and exchange experience in playing forum theatre, was remarked by them as an essential added value to the project.

Possibilities of highlighting the message of promoting non-violent behavior, by the actors -students through the forum theater, once again verify the powerful and valuable means of this technique. Enthusiasm, creativity, emotions, and spontaneous behavior in front of the audience, were meaningful and memorable achievements that were recognized and supported by the broader audience, which took an active role in offering different solution towards the combating the domestic and dating violence problem.

An open satisfaction of the audience, and the satisfaction of the participating students at the end of performance, confirmed the quality of the process itself, which enabled awareness raising about the domestic violence and dating violence problem by the broader group of students and the broader community as well.

100 DVD copies (working material from summer camp) and 100 Frisbees were given to the teachers, so they can further distribute it to the high school students.

Poster and brochure containing the topics, covered by the project was prepared in 2000 copies in Macedonian and Albanian language and disseminated among the students from both participating schools.

**Project title:** Quality of jobs for women in Republic of Macedonia financially supported by UNIFEM, Regional office, Bratislava  
**Geographical Coverage:** Macedonia  
**Target Groups:** women  
**Duration:** March 2005- June 2006

For quite some time, the Republic of Macedonia has been in a period of transition, in which the country was subject to changes in the social and economic spheres. The main characteristics of the Macedonian transition are stagnation and decrease in the economic development, which have had a major impact on the quality of life of the population and the status of workers on the labor market. This particularly influenced the status of women.

Considering these circumstances, particularly the position of women on the labor market, it is evidently necessary to analyze certain elements of their characteristics. The Association for Emancipation, Solidarity and Equality of women in the Republic of Macedonia - ESE and the Division of women within the Trade Union of the Republic of Macedonia has taken the initiative to prepare a study, which will reflect the factual position of women on the labor market, particularly the position of women in employment. The subject of research of the study was the working conditions for women on the labor market, particularly emphasizing the employees in the textile industry. Namely, we have witnessed numerous findings and articles which have been published and are related to the extremely unfavorable working conditions for women, as well as the consequences on their position. The unfavorable working conditions have also been imposed by employers against the established work standards, which act as a means of protection which the employer has to provide for his employees in the working environment. On the other hand, the extremely unfavorable working conditions do not dampen women's ambitions (existential pressure) towards particular employment posts, which have been noted to some extent in the textile industry, which contributes significantly in GDP and the value of national imports.

The preparation of this section which is part of a more detailed regional study has been executed by the Development Fund for Women within the United Nations organization - UNIFEM and it is related to the position of women on the labor market in countries in South-Eastern Europe and the community of independent states. The working title of the study is "What official numbers don't say".

Aside from the assessment of the factual position of women on the labor market, this study and simultaneously the regional study aimed to initiate a public discussion in terms of this issue, as well as to establish concrete recommendations, based on which the executors of macro policies will adequately address this issue. The results and prepared recommendations which ought to serve as a

powerful instrument for initiating changes in the legislation, as well as real life, aim to strengthen the position of women in every segment of the employment process and society in general. Moreover, these results and recommendations ought to serve for lobbying purposes before the executors of economic policy by the social partners (syndicates, employers' association), non-governmental organizations, donors and other institutions.

### **Project results**

- MOU signed between local partners organisation and Ministry of LSA appointed;
- survey conducted among 10 firms on the previously determined questionnaire among project partners;
- data collected in accordance of the needs of the development of the report;
- study report prepared;
- conference named "Prospect of women on the labour market" held;
- Promotion and dissemination of the study report, scheduled for the autumn (when study report published).

### ***Implemented activities***

#### ***MOU signed between project partners and MLSA representatives appointed***

As previously agreed, two project partners have signed an MOU. The MOU contained all necessary information or division of responsibilities and duties among the project partners organisation for efficient and fruitful cooperation. The MOU was signed by the executive director of ESE and the president of the Women's section of the Trade union of Macedonia, Liljana Jankulovska on March, 31<sup>st</sup>, 2005, immediately after signing of the contact between ESE and UNIFEM. One person from each partner organisation was appointed to be responsible for the implementation of the project. Namely, George Janev, economist was appointed by ESE and Iskra Lazarova Kondarko, economist was appointed on behalf of the Trade union of Macedonia.

On April, 26<sup>th</sup> 2005, two representatives from the Ministry of labour and social affairs were appointed to take participation by the State secretary of MLSA. Their names are: Vesna Petkovic, Head of sector and Mirjanka Aleksievska, Head of department.

### ***Survey***

The Employers' survey was carried out subsequently to a previously prepared questionnaire and selection of territory and type of activities of the legal subjects. The number of employers was determined, based on a recommendation by UNIFEM. The survey was implemented during the months of May and June 2005. The questionnaire contained 23 questions which were related to the type of ownership, the number of employees, according to gender, type of contracts, working hours and overtime, salaries and compensation, working conditions, other words special working

conditions for women, managerial positions taken by women and import orientation of the employers that participated in the survey.

Please note that the original hard versions of the answered questionnaires are attached to this report.

### *Data collection*

Beside the data gathered with the questionnaire, additional data was collected. Namely, relevant publications from the State statistical office were acquired. MLSA representatives also submitted most of the data, needed for the preparation of the study report.

The data collection lasted till the final version of the study report was developed, due to the fact that project partners organisation decided to include newly published data in order to show the trend of development.

### *Study report*

After collection of the data and determination of the basic structure of the study report, the process of development has started. Both project representatives were involved in the development of the study report. Namely, in accordance with the duties and responsibilities, set in the MOU, both project partners' representatives: Gorge Janev, on behalf of ESE and Iskra Kondarko, on behalf of the Women section of the trade union of Macedonia, started with the development of the study report. The process of development started immediately after the survey was conducted i.e. in the summer of 2005 and lasted till the end of 2005.

The analysis of the working conditions faced by women in the Republic of Macedonia was focused on the following several components:

- Types of work contracts (security of the employment post);
- Salaries/compensation and payment differences;
- Working hours;
- Technical-physical working conditions; and
- Positions (horizontal and vertical discrimination).

Two methodological procedures were used for the preparation of this study, namely:

- Analysis of officially published and available data;
- Data analysis received from the survey of ten employers.

The report is structured as follows:

- Introduction;
- Subject of the research and methodological procedure

## **1. GENERAL CHARACTERISTICS OF THE REPUBLIC OF MACEDONIA AND THEIR GENDER ANALYSIS**

- 1.1. Geographical and demographical characteristics;
- 1.2. Literacy and education of the population;
- 1.3. Economic characteristics
  - 1.3.1. Gross domestic product
  - 1.3.2. Trade balance
  - 1.3.3. Foreign direct investments
  - 1.3.4. Structure of legal entities
  - 1.3.5. Labor
- 1.4. Poverty

## **2. LEGAL FRAMEWORK IN THE REPUBLIC OF MACEDONIA**

- 2.1. Equality
- 2.2. Employment

## **3. FEMALE LABOUR FORCE**

- 3.1. Unemployment
  - 3.2. Employment
    - 3.2.1. Employment by sectors
    - 3.2.2. The employed according to the economic status
    - 3.2.3. Employment according to the type of contracts
    - 3.2.4. Some characteristic of employment
  - 3.3. Salaries
  - 3.4. Working hours
  - 3.5. Working conditions
  - 3.6. Managerial positions
- Conclusive observations
  - Directions to overcome the existing situation

Several sources of officially published and available data were used in the analysis, such as data from the State Bureau of Statistics and the Employment Agency. In terms of the data taken from the State Bureau of Statistics for the purposes of this analysis, it used data from annual statistics and labor market surveys, even though a different methodology was used for the data collection. Namely, in order to display the factual condition in the analysis, the use of the data sources, adequately corresponds to the availability of the necessary type of data which were subject to our research.

We have to emphasize that the preparation of this study additionally exacerbated the statistics separated according to gender, in terms of the issues which were subject to our research, as well as the availability of several sources of the official data. The latter will frequently instigate confusion and contradiction in terms of the produced data, particularly if we consider that the gap between the official data sources differs on several occasions.

In order to determine the normative prescription and harmonization of the legislation, the Constitution was also analyzed, including its legislation and other laws, not only from the aspect of

employment, but also in terms of discrimination of women. Other studies, reports and written material from 1991 to 2004 were used as additional data sources in the preparation of the analysis.

The analysis of collected data, preparation and formulation of the recommendations aimed at the resolution of the previously identified problems also included representatives of the Ministry of labor and social policy of the Republic of Macedonia. Their role in the preparation of this study was primarily of a consultative nature.

### *Conference*

Conference named in accordance to the title of the report “Prospects of the women on the labour market”, took place on 01-02 June in Struga.

The draft agenda for the conference was developed by the project partners. The final agenda was set forth with the experts help. Potential participants were identified by the project partners. Prior to sending the invitation, project partners have divided the responsibly in inviting the participants to the conference. For the purpose of the conference, working materials were prepared. Namely, copy of the NAP, Labour code, Economy annual program and EU road map for equality between women and men 2006-2010 and CEDAW shadow report were disseminated. A bound version of the report was prepared and disseminated to participants.

The conference was opened by ESE’s representative opening speech and UNIFEM’s representative Ms. Wenny Kusuma. Afterwards, the conference continued with the planed flow of the sessions. The presenters of the conference were: Jasminka Friscic, ESE’s executive director; Liljana Jankulovska, representative of the Women’s section of the Trade union; Mr. Stojan Trajanov, Head of the labour sector at the Ministry of labour and social affairs; Jasmina Popovska, representative of the UNDP local office in Struga and Elizabeth Vliagomez, expert.

The conference was conceptualized in a way to give the possibility to each participant to take an active role in discussions, scheduled after each presentation. Most of them have chance to present their view and points on the themes, covered by the conference.

The participants on the conference were representing the key stakeholders that can contribute to the position of the women on the labour market and can improve their prospects. Following key stakeholders were present: MLSA; State labour inspectorate; Organization of employers; Trade union of Macedonia, Cluster of textile industry within the trade union; Pension fund; State statistical office; Agency for employment; Ministry of education, Independent trade union-women’s section Organization of women of Macedonia; organization of women of city of Skopje and Forum of Albanian women from Tetovo. Unfortunately even tough timely invited Ministry of economy representatives and centre of Roma of city of Skopje, were not able to come on the conference.

During the last session participants were divided into groups and had a task to revise and give comments and suggestions on the directions for overcoming such a situation of women, presented

into the report. One of the group members had presented the results from the group work. All of them were recorded, and later on, integrated into the final version of the report.

### ***Promotion***

As for the promotion of the report, two project partners on the last meeting held for the integration of the conference participants, the main comments and recommendations into the final version of the report, concluded that it's best to hold the promotion in autumn 2006. The main reason for postponing the promotion was that the report has to be once more revised by the expert. Having on mind this, the printed version of the report will be available one month after its submission for printing, which leaves us in situation of having the promotion during the summer holidays.

The project partners decided that the most appropriate place for the promotion is Stip, the city where most of the textile factories are situated. The trade union has offered to organize the promotion of the report within the premises of the Municipality of Stip, local branch of the Trade union. *For dissemination of the report, a list of institutions, organizations and individuals will be developed.*

Meanwhile on June 15<sup>th</sup> in a daily newspaper "Vecer", information for the conference and the project implementation was published. The article is attached to this report in an original hard version.

## **VIII. ORGANIZATIONAL SET-UP AND STRUCTURE + GENERAL ASSEMBLY**

The annual meeting of the General Assembly was held on 11<sup>th</sup> November, 2005.

The working agenda was the following:

17:00 – 17:15 Opening

17:15 – 17:40 Presentation of the narrative and financial report

17:40 – 17:50 Voting procedure for adoption of the narrative and financial report

17:50 – 18:05 Nomination of members of the Executive board – presentation of short biographies of the nominated members

18:05 – 18:15 Election of Executive board members of the

18:15 – 18:30 Nomination and election of working body for assessment and proclamation of the votes

**On the General Assembly meeting, 96 members, out of whom 34 with right to vote were present. Welcome speech was given by Marija Gelevska, who, in the same time moderated the meeting.**

**Narrative report for the period May 2003 – May 2004, was presented by Stojan Mishev and Andrea Puzderliski, who in turn presented aims, undertaken activities and achieved results of each programme line, incorporating activities from the additional projects, implemented in the reporting period.**

**Financial report for the period May 2003 – May 2004, was presented by Gorge Janev. He outlined the programme and administrative costs for the reporting period. Afterwards, he gave review on the budgets for ESE's additional projects in 2003-2004 period. At the end, he presented the findings from the external audit for the reporting period.**

**After the presentation, the voting procedure for adoption of the narrative and financial report took place. Three member commissions was formed and counted the votes. 34 members voted for the narrative and financial report, there were no contra or reserved votes.**

**Isidora Kacarska presented the short biographies of the nominated members of the Executive board. At the beginning, she explained that according to the by-law, the mandate of the members of the Executive board is four years with right for re-election in the next mandate. In accordance with this, the mandate expired for four members, who already served for the second time in ESE's Executive board. Prior to the meeting, seven candidates for Executive board members were proposed by five members from the General assembly, according to the by-law of ESE. The nominated members were presented with short biographies. Three of them are serving their second mandate and four of them are serving for the first time.**

**After the presentation of the nominated members, the working body for assessment and proclamation of the votes was formed, and the voting procedure took place. 34 members voted for the nominated members of the Executive body, there were no contra or reserved votes.**

#### **+ EXECUTIVE BOARD**

**The Executive Board of ESE held two sessions during this programme year. The composition of the Board members**

**The first session of Executive Board took place on 26/04/2006. Five members of the EB attended this session. Two board members were not able to attend the first session.**

**On the sessions four items were discussed. Namely, a brief intro to ESE's programme work and organisational structure was given. Elaboration of the role and composition of the body was separately elaborated and presented to the EB members. In depth explanation of the procedure for election of the president and deputy president of the EB in accordance with the new set rules was given. A Board policy document was prepared and presented to the EB. EB members concluded that they will review the text of the newly proposed policy and give their feedback till the next session of the Board. As the last item of the working agenda, a small change into ESE's systematization of**



working places was proposed. Namely, Stojan Misev, programme assistant on WHR programme was appointed as program coordinator of the program for development of the national programme for combating domestic violence, supported by ISC and USAID. The session was also used as a possibility for the Board members to meet and get acquainted, due to the newly elected Board members. A date for the next Board session was set up. A set of working material on written were prepared for the session.

The second sessions was held on 16/05/2006. Five EB members attended and two were absent. This session was dedicated to reviewing and announcement of the voting results for the president of the Executive Board members. Namely, prior to the session and e-mail message (letters) with a voting card were sent to the EB members. They had a possibility to vote, in accordance to the brief biographies that were previously prepared for each Board member. Unfortunately, one of the Board members, due to health reasons, was not able to vote till the working session took place. That's why it was concluded that, after acquiring the results from her voting, all of them will be informed for the results. Also a feedback on the EB policy was provided from some of the Board members.

On 07/06/2006, an e-mail message was sent to all EB members. They were informed for the results of the voting. In accordance of the voting results, Tatijana Temelkoska- Milenkovic (Board member serving her second time in ESE EB), was elected on the position President of the EB. As for the deputy- president, the results showed that no one of the candidate get the needed majority of votes to be elected. That why all of them were asked to vote again.

On 11/07/2006 the voting procedure for deputy- president of the EB president concluded. Namely, Marija Savovska (Board member serving her first time in ESE's EB) was elected.

With this ESE completed the procedure that will be formalized with signing of the Decision for election. This decision will be announced at this year annual General Assembly meeting.