

# **REPORT ON ESE's WORK**

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**January - December 2010**



**ASSOCIATION FOR EMANCIPATION, SOLIDARITY AND  
EQUALITY OF WOMEN OF REPUBLIC OF MACEDONIA**



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## I COMPONENT:

### ENHANCEMENT OF THE CAPACITIES OF THE LOCAL SELF-GOVERNMENT AND CIVIL ORGANIZATIONS ON THE LOCAL LEVEL AND ANALYSIS AND DEVELOPMENT OF POLICIES ON A LOCAL LEVEL (municipalities Kochani and Tetovo)

The activities conducted under this program component are structured in the following two sub-components:

1. Enhancement of the capacities of the local self-government and civil organizations on the local level, and
2. Analysis and development of policies on a local level.

#### 1. Enhancement of the capacities of the local self-government and civil organizations on the local level

The aim of this sub-component was to promote the capacities of the representatives of local administration, the councils of both municipalities (Tetovo and Kochani), the civil associations, as well as the responsible local institutions whose scope of work includes domestic violence and sexual and reproductive health. The capacity building process was carried out through a cycle of multidisciplinary trainings aimed at providing knowledge on the creation of gender sensitive and ethnically inclusive policies, power sharing and minority rights, as well as acquiring information on both issues subject to our interest, namely sexual and reproductive health and domestic violence.

All above stated modules were attended by representatives of the municipal administration, responsible institutions (Centers for Social Work, internal affairs departments, health care institutions, public health care institutions, general hospitals), as well as members of associations of citizens that work in the areas of interest on the local level in the two identified municipalities (Tetovo and Kochani). 59 representatives of the above institutions and target groups attended the trainings.

The implementation of the trainings enabled establishing excellent cooperation on municipal level, not only with the involved municipalities as units of the local self-government, but also with all relevant actors from the governmental and civil sector on the local level.

#### 2. Analysis and development of policies on the local level

Analysis and development of policies for promotion of **reproductive health** on the local level

As a follow-up to the multidisciplinary trainings, two working groups were established in order to remain involved in the process of Analysis and development of policies for promotion of the **reproductive health of the population on the local level** in the two identified municipalities (Kochani and Tetovo). The two working groups included selected representatives of the relevant institutions on a local level from the two municipalities. The working group from Tetovo included representatives of the Public Health Care institution – Tetovo, the Public Health Care institution – Public Health Care Center Tetovo,

the Public Health care institution Clinical Hospital Tetovo, the local office of the Health Insurance Fund, the municipal administration and members of the municipal Council of Tetovo, as well as representatives of associations of citizens (Women's Forum and Romano Suno). The working group in the municipality of Kochani included representatives of the Public Health Care institution – Kochani, the Public Health care institution general hospital Kochani, Public Health Care institution – Public Health Care Center Kochani, the municipal administration and members of the municipal Council of Kochani, as well as representatives of associations of citizens (European Kochani, Equal for all and Bright Future).

At working meetings with each of the groups the necessary data was identified, as well as the sources for its obtaining so as to use it subsequently in the preparation of the situation analysis and in the development of local action plans in both municipalities. To that end, 145 questions were prepared for the relevant local institutions in both municipalities in line with the Law on access to public information. The questions were intended and forwarded to the local municipal self-government, as well as to the local public health care institutions in both municipalities.

The received data was used to make the Local situation analysis of the sexual and reproductive health status of the population in the two municipalities. The situation analyses included the data from the survey that ESE conducted on the sexual and reproductive health of the population in the Republic of Macedonia. The Local situation analyses served as the basis for developing the Local Action Plans for promotion of the reproductive health of the population in both municipalities.

The Local action plans were developed by the working groups in the two municipalities and they applied the following methodology: defining the key problems and areas of concern in regard to the sexual and reproductive health of the population in the municipalities of Kochani and Tetovo; identifying the factors (determinants) that lead to the defined problems; prioritizing the defined problems; defining goals that will enable overcoming of the defined prioritized problems; defining activities for achieving the set goals, and moreover, for each goal specific activities were prepared; defining the required budget items for each of the planned activities; allocation of assets for realization of the planned activities and the required assets were allocated for each budget item of each activity.

In addition, activities for education of the population on promoting sexual and reproductive health were conducted as part of this program component. To that end, ESE first conducted training on reproductive health and the techniques and methods for education of representatives of the local civil organizations in the municipalities Tetovo and Kochani. The training was attended by 12 representatives of six civil organizations. The aim of the training was to enable the attendees to conduct by themselves education on sexual and reproductive health in the municipalities.

An appropriate education manual was also made for the purpose of organizing more successful and appropriate education workshops for the general public. The education workshops on the promotion of sexual and reproductive health targeting the general public were conducted by representatives of the local civil organizations in

both municipalities. The target groups for the education process were young single girls and boys and women in their reproductive period (age 15 – 49). Particular attention was attached to the participation of the population from the rural areas and the Roma in the two municipalities. 5 education events were conducted in each municipality, or a total of 10 events were organized in both municipalities.

Analysis and development of policies for promotion of the system for protection against **domestic violence** on a local level

Concurrently with the process of analyzing and developing policies for promotion of **reproductive health** on the local level, a process was also carried out for analyzing and developing policies for promotion of the system for protection against **domestic violence** on the local level. Namely, as a follow-up to the multidisciplinary trainings, two smaller working groups were established (Kochani and Tetovo) in order to remain involved in this process. The two working groups included selected representatives of the relevant actors from the two involved municipalities. The working group from Tetovo included representatives of the Center for Social Work from Tetovo, the police station Tetovo, the municipal administration and members of the municipal council of Tetovo, as well as representatives of associations of citizens (Sun, Women's Forum and Golden Hand from Tetovo). The same applied for the municipality of Kochani as well, and the working group there included representatives of the police station Kochani, the Center for Social Work from Kochani, the Public health care institution General Hospital Kochani, the municipal administration and members of the municipal council of Kochani, as well as representatives of associations of citizens (European Kochani, Equal for all and Bright Future).

The identified working groups in the municipalities of Tetovo and Kochani had five working meetings at which they developed specific questionnaires in order to obtain quantity data required for timely, efficient and appropriate action of the responsible institutions in cases of domestic violence: the police stations, the Centers for social work, the Public prosecution offices, the basic courts (civil and criminal sections), the health care institutions and the civil organizations. In addition, for the purpose of obtaining quality information as well, the members of the working groups together with an ESE representative developed questionnaires for conducting quality interviews with representatives of the Ministry of Interior, the Center for Social Work, the municipality and a civil association.

At their working meetings, the members of the working group and the ESE representative analyzed the available documentation on the budget income and expenditures of the local self-government regarding the cases of domestic violence.

The working meetings were followed up by a process of forwarding the questionnaires and gathering the data from the relevant institutions and conducting quality interviews with professionals. Once the required data was processed, the association ESE made analyses of the institutional response to domestic violence in both municipalities (Kochani and Tetovo).

The analyses were followed up by a process of developing Local Action Plans for the two municipalities. They were developed by the working groups in the two municipalities and

they applied the following methodology: defining the key problems and areas of concern in regard to the sexual and reproductive health of the population in the municipalities of Kochani and Tetovo; identifying the factors (determinants) that lead to the defined problems; prioritizing the defined problems; defining goals that will enable overcoming of the defined prioritized problems; defining activities for achieving the set goals, and for each goal specific activities were prepared; identifying the key stakeholders responsible for the implementation of the identified activities; establishing a timeframe for their implementation and identifying indicators to serve as the basis for monitoring the implementation of the Local Action Plans.

As a follow-up to the development of the LAPs, it was essential to organize events for their broader promotion. The LAP for domestic violence and the LAP for promotion of the reproductive health of the population were promoted in each of the identified municipalities.

Namely, the members of the working group that were directly involved in the process of identifying the local actions had the obligation to present and elaborate on them in front of the decision-making structures of the local self-governments in both municipalities, in front of the relevant institutions as well as in front of the broader public in both municipalities.

#### **Achieved results:**

- Increased knowledge and sensitivity of 59 representatives of the local self-government, non-governmental organizations and relevant institutions from the municipalities of Kochani and Tetovo on issues of sexual and reproductive health and protection against domestic violence
- Improved cooperation and coordination between the involved municipalities and all relevant stakeholders from the governmental and non-governmental sector on the local level that work on issues of sexual and reproductive health and protection against domestic violence.
- 4 inter-departmental groups were established – 42 persons (one inter-departmental group for sexual and reproductive health and one for protection against domestic violence in each of the municipalities) and activities were initiated for implementation of the local action plans on domestic violence and sexual and reproductive health (one initiative in each of the municipalities).
- Enhanced capacities of a group of 12 representatives of the civil organizations from Kochani and Tetovo on issues related to sexual and reproductive health for further action in their local communities and increased public awareness of 129 persons (general public) on topics for promotion of sexual and reproductive health in the municipalities of Kochani and Tetovo.

- Analyses have been conducted on the status and implementation of the policies on domestic violence and sexual and reproductive health in the municipalities of Kochani and Tetovo.
- Two Local action plans on sexual and reproductive health and two Local action plans on domestic violence have been developed (municipalities Kochani and Tetovo)
- The Local action plans (domestic violence and sexual and reproductive health) have been presented and elaborated in front of a broader local forum in Tetovo and Kochani (local authorities, administration, responsible institutions and civil organizations that work on these issues).



## II COMPONENT:

### **ACCESS TO MEDICATIONS FOR IMPROVEMENT OF WOMEN'S HEALTH WITH A SPECIAL FOCUS ON THE MEDICATIONS FOR OSTEOPOROSIS AND HORMONAL PREPARATIONS**

The goal of the second program component for 2010 is to improve the access of women to the medications necessary for specific conditions of women's health, with a particular emphasis on the medications for treating osteoporosis and the preparations with female hormones used in treatments of various conditions of women's health.

As part of this program component, the capacities of ESE staff and the assigned staff from the Institute for Public Health (a partner in the implementation of this project) were enhanced for the purpose of implementing appropriately the project activities. To that end, one-day seminar was held with expert lecturers from the Health Insurance Fund and the Bureau for Medications within the Ministry of Health.

The topics that were elaborated at the training sessions included: procedures for placing a medication on the positive list of medications, setting a unique price of each medication, referential pricing of the medications, procedures for registration of medications in the Republic of Macedonia, defining medication quotas in the pharmacies, refunding procedures for purchased medications from the positive list, the competencies and manner of work of the Bureau for Medications and the legislation related with the topics of interest.

In the framework of this component, ESE monitored the process of placing the medications on the positive list, the pricing policies for the medications subject to our interest and the specification of the medication procurement quotas that the Health Insurance Fund allocates to the pharmacies. We also monitored the incidence of shortage of these medications.

Under the second sub-component, the ratio between the private payment for these medications and the payment by the Health Insurance Fund was determined. The necessary data for this analysis were taken from the publicly accessible information in this area and partly obtained through public information requests submitted to the Health Insurance Fund.

The gathered data on the prices and consumption of medications from the positive list, as well as the data received from women that use these medications on a regular basis served as the basis for developing a Strategic document. The Strategic document includes all the findings and results, the main problems in terms of the accessibility of the medications for female health, as well as the conclusions and recommendations in regard to the promotion of the access to these medications by the women that need them. All project findings, as well as the strategic document were presented to the relevant factors, civil organizations, the broader public and the media for the purpose of raising the awareness on the issues related to the access to these medications.

**The activities undertaken within this program component have resulted in:**

- Analysis has been made on the differences between the referential and unit prices of the medications for promotion of women's health (osteoporosis and hormonal preparations), as well as an analysis of the costs for these medications born by the Health Insurance Fund of the Republic of Macedonia and the citizens, which will contribute to developing recommendations for improved access to these medications, and
  
- A Strategic document has been developed for access to the medications for promotion of women's health (osteoporosis and hormonal preparations).

### III COMPONENT:

#### **PROMOTION OF THE INTERNATIONAL STANDARDS FOR PROTECTION OF WOMEN HUMAN RIGHTS BY MONITORING THEIR IMPLEMENTATION ON A NATIONAL LEVEL**

Within the process of monitoring the implementation of the international standards for protection of women's human rights on a national level, ESE conducted a factual analysis of the women's status in our country in line with the provisions of the Convention for elimination of all forms of discrimination against women and the concluding recommendations that the Committee of the UN Convention for elimination of all forms of discrimination against women gave to our state upon the submittal of the combined initial, second and third periodical report in January 2006.

In order to prepare the study for determining the level and type of discrimination against women in the Republic of Macedonia, ESE developed a comprehensive questionnaire for establishing the discriminatory practices against women in all spheres of social life. An external expert prepared a representative sample of a total of 1012 respondents for the needs of the study.

The general population was interviewed by 22 interviewers who were introduced prior to the interviewing process with the goal and basic elements of the study; the contents of the questionnaire, that is, a detailed elaboration of its contents and the elaboration of the prepared representative sample and guidance for selection of a unit sample.

The survey was conducted in the period May – July 2010. In addition to the activities related to the interviewing of the general population, nine focus groups were also organized within the same period in order to determine the situation of the vulnerable categories of women. For the purpose of organizing the focus groups, ESE developed manuals for discussions to be made within the focus groups on the following topics: the role of the woman in the family in a rural environment; the status of the women over 60; the status of women/girls with physical disabilities; the status of women/girls with intellectual disabilities and the status of the women who take care of persons with intellectual disabilities. The discussion manuals were developed on the basis of the provisions of the UN Convention for elimination of all forms of discrimination against women and its ensuing recommendations (in particular the Recommendation No. 18 regarding the rights of women with disabilities). The focus groups were organized in cooperation with seven civil organizations that work with vulnerable categories of women.

Based on the results from the survey and the focus groups, ESE made a report / **analysis of the factual situation of women**, that is, the situation in terms of discrimination against women. The contents of this report, that is, each thematic section, reviews the situation established within the previous shadow report developed by ESE in 2005, as the starting basis for evaluating the progress/regress established with the survey data and providing further comments on the situation determined by the survey. It should be noted that this report addresses for the first time the issue of the women over 60 and the status of the

women with disabilities. Moreover, the report includes a detailed factual analysis of the status of the rural women in our country.

As a final activity under this program component, on 17 November 2010 ESE organized a one-day working meeting entitled “Does the state act upon the Concluding comments of the Committee for elimination of all forms of discrimination against women and to what extent?” The aim of the working meeting was to address the recommendations that the Committee sent to the Republic of Macedonia in the last reporting cycle to the UN and to evaluate the action of our country upon these recommendations. The working meeting was attended by representatives of civil organizations from entire country and other organizations that are engaged actively on the issues of interest to this working meeting.

**Achieved results:**

- Established level of discrimination against women in the Republic of Macedonia, and against specific vulnerable categories of women, such as rural women, women aged over 60 and women with disabilities by conducting a survey that encompassed 1012 women and nine focus groups of different vulnerable categories of women,
  
- A report on the discrimination against women in the Republic of Macedonia developed in compliance with the Convention for elimination of all forms of discrimination against women and its ensuing recommendations.

**IV COMPONENT:****FUND RAISING ACTIVITIES AIMED AT DEVELOPING INDIVIDUAL PHILANTHROPY**

As part of this program component, ESE continued implementing activities for developing individual philanthropy and sources for sustainment of the activities related to provision of support to domestic violence victims.

In the period April – June 2010, ESE prepared and published a letter of donations. The letter of donations was published two-sidedly in Macedonian and English. The fund raising letter is specifically designed to illustrate the life stories of domestic violence victims for whom the funds are actually intended.

The letters were forwarded to individuals (representatives of the diplomatic corps, individuals, ESE collaborators) and companies with a filled out transfer order (except the amount that the receiver would like to donate) with the following dynamics:

- on 27 May 2010, 102 letters of donations were forwarded to natural persons and legal entities;
- On 16 June 2010 100 letters were forwarded to natural persons and legal entities;
- On 30 September 2010, 100 letters were forwarded to international organizations and natural persons and legal entities, and
- On 06 December 2010, 100 letters were forwarded to natural persons and legal entities.

By means of the forwarded letters for donations ESE raised 4,800.00 MKD. Upon the reception of the donated funds, ESE made and forwarded a letter of gratitude to all donors of funds intended for the needs of women – victims of domestic violence.

**Achieved results:**

- A total of 402 letters for donations sent to international organizations, natural persons and legal entities, and
- Raised a total amount of 4,800.00 MKD.

**V COMPONENT:****PROVISION OF DIRECT SERVICES TO VULNERABLE CATEGORIES OF WOMEN****Center for Legal Aid – Skopje**

In the course of this year, the Center for Legal Aid in Skopje pursued its activities for providing free legal assistance, representation and psycho-social support. In addition, the Psychological Counseling Bureau has continued with its counseling services and treatment of women victims of domestic violence.

This year, a total of 164 clients used the services of the Center for Legal Aid in Skopje. Out of them, 135 clients requested legal assistance, whereas 59 clients needed psycho-social assistance. In terms of the type of provided assistance, the largest share of the clients requested legal advice for divorce procedures and alimony (93 requests). Furthermore, 74 requests are related to child support; 34 to property issues; 20 to custody; 14 to criminal procedures and 25 to issues out of the domain of work of the Center (contracts, working relations rights, etc.).

In 2010, the Center provided free court representation to 5 clients. Out of these cases, one treated custody and divorce, one was a criminal charge for inflicting bodily injuries in a case of domestic violence and two cases with domestic violence involved ordering temporary protection measures against domestic violence.

The experience gained heretofore in providing the required legal and psycho-social assistance and support in the Center for Legal Aid, as well as the immediate contact with domestic violence victims have enabled us to determine the positive and negative experiences in terms of the actions of the responsible institutions in cases of domestic violence. Unfortunately, there still persist instances of inappropriate proceedings of the responsible institutions, such as: undefined occurrences of broken relations as a result of domestic violence, failure to order temporary protection measures, postponing the court procedures for rendering temporary protection measures, postponing divorce procedures, shutting down state shelters, categorizing acts of domestic violence as complaints or breaches, etc.

**Psychological Counseling Bureau for domestic violence victims**

In 2010, twenty clients requested the services of the Psychological Counseling Bureau. A total of forty one (41) meetings with clients were held in the Bureau.

In eleven cases, the motives for seeking psychological assistance were the consequences of suffered domestic violence; in three cases the motives were marital and family problems and conflicts; in four cases custody related issues and in two cases the motive for seeking help was rape.

Psychological suffering, that is, disorder was registered in nineteen out of twenty clients. These clients were provided with adequate psychological intervention and treatment and some of them were additionally forwarded to a psychiatrist or the Bureau for Mental

Health. As a result of the specialized interventions, the psychological condition was improved in all nineteen clients, and moreover, in three cases the family crisis was surpassed, two of the clients improved their communication on a non-violent level, three of them left the offender, whereas three offenders received medical treatment. Only in three cases of clients that came for psychological counseling it is still early to measure the effects of the treatment, that is, the intervention.

### **Women's Health Information Center (WHIC)**

Throughout 2010, the Women's Health Information Center within ESE continued its work, offering expert and free of charge health advice and information, as well as direct services and assistance to its clients. In the course of this year, 58 clients visited this Center. The largest share of these clients consisted of women, while only 5 of them were men. In terms of the reasons for visiting the Center, most of the clients (46%) turned to the Center for blood tests for glucose, triglycerides and cholesterol and blood pressure; the rest of the clients (43%) turned to WHIC for osteoporosis problems and obtaining the osteoporosis prevention and treatment preparation "Osteovital" which is distributed free of charge to the Center clients. The remaining portion of the clients who turned to the Center (11%) reported problems related to sexually transmitted infections, contraception and other issues regarding sexual and reproductive health. In terms of the clients that requested a blood test, 40% of them were diagnosed with high glucose level, 22% with high cholesterol level, whereas 23% were diagnosed with a high level of triglycerides. In all these cases, the clients were forwarded for check-ups to their family doctors for running additional tests and diagnoses. The clients that visited WHIC were given educational brochures on Osteoporosis and Contraception, depending on their age and needs.

### **Achieved results:**

- Provided free legal aid and support for 164 women victims of domestic violence and court representation of five victims of domestic violence;
- Provided psychological counseling and support to 20 women victims of domestic or other types of violence;
- Provided appropriate and quality health information to 58 women / girls.

## **VI COMPONENT:**

### **PROMOTION OF ROMA HEALTH**

The activities undertaken within this program component are part of the project “Equal Access to Health Care” implemented by the Roma civil organization Mesechina from Gostivar in cooperation with ESE.

The basic goal of the project, that is, the program activities is to increase the range of immunization of Roma children in Macedonia. In 2009, a survey was conducted on the coverage of Roma children with immunization and a monitoring was undertaken on the implementation of the budget expenditures from the Program for active health care of mothers and children in the Republic of Macedonia, as well as of the other preventive programs of the Ministry of Health. The obtained data was used to make a report from the survey and to develop a Policy brief, which will serve as the basis for advocacy. At the beginning of the year, a strategic planning process was undertaken in order to prepare an advocacy plan as the basis for the advocacy process to be performed for adopting appropriate measures and adequate allocation of assets for the purpose of increasing the coverage of Roma children with immunization. In addition, a communications strategy was developed for the same purpose. The developed Policy brief contained the key findings of the study, as well as the measures and activities that the Ministry of Health needs to undertake to increase the coverage of Roma children with immunization. The Policy brief was the main tool of advocacy forwarded to the Bureau for health care of mothers and children and the Ministry of Health in line with the previously developed strategy. At the end of the year, the Ministry of Health adopted most of the recommendations and activities, that is, made them part of its program for active health care of mothers and children in the Republic of Macedonia for 2011 with an appropriate budget allocation. The manner and extent of implementation of the planned activities will need to be seen in the upcoming 2011.

#### **Achieved results:**

- A study was conducted on the coverage of Roma children with immunization and the implementation of the costs from the Program for active health care of mothers and children in the Republic of Macedonia was monitored, as well as the other preventive programs of the Ministry of Health, and
  
- A Policy brief was developed, to serve as the basis for further advocacy for adopting measures and appropriate budget allocation of assets for the purpose of increasing the coverage of Roma children with immunization.



## **VII. COMPONENT:**

### **ORGANIZATIONAL DEVELOPMENT**

The following activities related to the organizational development of ESE were planned and implemented as part of this program component: advanced training for fund raising; developing a sustenance plan and communications strategy for ESE for 2011.

#### **Fund Raising Training**

This training was conducted as an integral part of the process of developing ESE's sustenance plan.

#### **Developing a sustenance plan 2009 – 2012**

ESE's sustenance plan was developed during the two-day workshop in the premises of ESE. It was attended by all ESE staff and it was moderated by a CIRA representative. The workshop took place on 13 and 14 November 2010 according to a previously defined agenda. Following the workshop, ESE processed and analyzed the necessary data and information for finalizing the sustenance plan, that is, the program and financial work of ESE. The subject of review was ESE's strategic plan for 2009 – 2012, the work programs for 2010 and 2011 and the work plans for 2012.

As a result of the workshop, ESE developed a sustenance plan covering the period 2009 – 2012 according to the format set by CIRA. In addition, ESE's strategic work plan for the period 2009 – 2012 was amended and supplemented based on the implemented and planned activities in the preceding and upcoming period.

#### **Developing a communications strategy for 2011**

The process of developing the communications strategy included organizing one-day training on public relations and a two-day workshop on developing a communications strategy.

The one-day training on public relations was held on 11 October 2010 in the premises of ESE. Part of ESE staff took part in the training which was held by Jelena Janevska. The content of the training was adjusted to the previously conducted questionnaire designed for that particular purpose. The program for training ESE's staff was set after the instructor analyzed the contents.

The two-day workshop on developing a communications strategy took place on 04 and 05 December 2010 in the premises of ESE. It was attended by part of ESE's staff, two persons were absent due to health problems. As a result of the workshop, ESE developed its communications strategy for 2011 in line with the planned activities within the work program for 2011. It encompasses the following topics: strategy development methodology; ESE's strategic goals for 2011; strategic communications priority goals; developing the communications goals, target groups, needs of the target groups, messages and tools for conveying the messages; timeframe for implementing the

planned activities; responsibility for implementing the strategy; required financial assets for implementing the activities and monitoring and evaluating the implementation of the strategy.

**Achieved results:**

- ESE's Sustenance plan was developed covering the period 2009 – 2012, and
- ESE's Communications strategy for 2011 was developed.

# **FINANCIAL REPORT ON ESE's WORK**

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**January - December 2010**



### Incomes by donors for 2010

Donor	
<b>Transfer of funds from the preceding program year</b>	<b>7,049,027.00</b>
<b>CIRa</b> (CIVICA)	<b>1,787,612.00</b>
<b>FOSIM</b> (Foundation Open Society Institute Macedonia)	<b>321,850.00</b>
<b>EFB</b> (European Fund for the Balkans)	<b>725,707.00</b>
<b>Mesechina</b> (promotion of Roma health)	<b>296,408.00</b>
<b>Total</b>	<b>10,180,604.00</b>

### Revenues for consulting services for 2010

Donor	
<b>CNV</b> (National Syndicate Federation – the Netherlands)	<b>962,010.00</b>
<b>Ludwig Boltzmann – Institute for Human Rights</b> (Human Rights Institute – Austria)	<b>221,824.00</b>
<b>MSI</b> (Management Systems International - USA)	<b>232,400.00</b>
<b>Studiorum</b>	<b>156,960.00</b>
<b>Total</b>	<b>1,573,194.00</b>

Incomes from other sources	
<b>Membership fees</b>	<b>/</b>
<b>Donations</b>	<b>37,800.00 MKD</b>
<b>Interest</b>	<b>85,790.00 MKD</b>
<b>Own incomes – consulting services</b>	<b>18,450.00 MKD</b>

### Review of costs by program component in 2010

<b>Program component</b>	<b>Costs</b>
<b>I. Enhancement of the capacities of the local self-government and civil organizations on the local level and analysis and development of policies on the local level</b>	<b>1,182,335.00</b>
<b>II Access to medications for improvement of women's health with a special focus on the medications for osteoporosis and hormonal preparations</b>	<b>307,595.00</b>
<b>III. Promotion of the international standards for protection of women human rights by monitoring their implementation on a national level</b>	<b>547,912.00</b>
<b>IV. Fund raising activities aimed at developing individual philanthropy</b>	<b>20,924.00</b>
<b>V Provision of direct services to vulnerable categories of women</b>	<b>415,147.50</b>
<b>VI. Promotion of Roma health</b>	<b>296,408.00</b>
<b>VII. Organizational development</b>	<b>10,989.50</b>
<b>Pays</b>	<b>2,489,011.00</b>
<b>Operational costs</b>	<b>906,750.00</b>
<b>Capital expenditures</b>	<b>551,522.00</b>
<b>TOTAL</b>	<b>6,728,594.00</b>

## Review of costs per component:

### I Component

#### **Enhancement of the capacities of the local self-government and civil organizations on the local level and analysis and development of policies on the local level**

- For compensation for instructors, members of the working groups in both municipalities (Kochani and Tetovo), educators and interpreters, a total sum of **652,540.00 MKD** was paid.
- For travel expenses for the trainees and ESE staff, accommodation costs, lunch and refreshments during the training sessions and the working meetings in both municipalities (Kochani and Tetovo), a total sum of **195,024.00 MKD** was paid.
- For refreshments during the working meetings, promotion of the work plans in both municipalities, costs for interpretation during the promotion, expenses for food and refreshments for the participants in the training and the workshops, costs for renting the training premises, a total amount of **158,982.50 MKD** was paid.
- For preparing and publishing and translation of the analysis and the local action plans, translation of the manual for sexual and reproductive health and preparation and publishing and translation of the brochure for sexual and reproductive health, a total sum of **175,790.00 MKD** was paid.

### II Component

#### **Access to medications for improvement of women's health with a special focus on the medications for osteoporosis and hormonal preparations**

- For compensation for instructors and moderators of the focus groups, transcription of the discussions in the focus groups and costs for the participants in the focus groups, a total sum of **167,387.00 MKD** was paid.
- For working materials for the working meeting for project activities, refreshments and food during the training sessions, a press conference and focus groups, for renting the premises for the working meetings, the focus groups and the press conference, a total sum of **66,635.00 MKD** was paid.
- For publishing the strategic document, a fee for the preparation and updating of the web page and publishing in the media, a total sum of **73,573.00 MKD** was paid.

### III Component

#### **Promotion of the international standards for protection of women human rights by monitoring their implementation on a national level**

- For compensation for interviewers, moderators and participants in focus groups, for a report review and compensation for preparing a representative sample, a total sum of **314,368.00 MKD** was paid.
- For travel expenses for the interviewers **24,500.00 MKD** was paid.
- For copying questionnaires, food and refreshments during the interviewer training, refreshments at regional meetings, renting premises for the focus groups and the regional meetings and for promotion of the report and simultaneous translation at the promotion, a total sum of **163,144.00 MKD** was paid.

- For compensation for proof-reading and translation of a report, a total sum of **45,900.00 MKD** was paid.

IV Component

**Fund raising activities aimed at developing individual philanthropy**

- For costs for preparation and publishing a letter of donations and postage for sending the letters of donation, a total sum of **20,924.00 MKD** was paid.

V Component

**Provision of direct services to vulnerable categories of women**

- For compensation for the experts in the center for Legal Aid, as well as for provision of medical and vitamin preparations in the Women's health Information center, a total sum of **415,147.50 MKD** was paid.

VI Component

**Promotion of Roma Health**

- A total amount of **296,408.00 MKD** was paid for this component.

VII Component

**Organizational development**

- Food and refreshments for the Fund raising training, a total of **3,204.00 MKD** was paid.  
- Food and refreshments for the Developing of a public relations plan, a total sum of **7,785.50 MKD** was paid.