

ESE's WORK PROGRAM

January 2010 – December 2010

**Association for
emancipation, solidarity
and equality of women
in RM**



PROGRAM COMPONENTS

The 2010 ESE's annual work program foresees four program components, as follows:

I. COMPONENT: Strengthening the capacities of local authorities and civil organizations on local level and analysis and development of policies on local level

II. COMPONENT: Access to medicines to improve women's health, with special accent on medicines for osteoporosis and hormonal preparations

III. COMPONENT: Promotion of international standards for protection of women's human rights through monitoring of their implementation on national level

IV. COMPONENT: Fundraising activities towards development of individual philanthropy

ORGANIZATIONAL DEVELOPMENT

I. PROGRAM COMPONENT

STRENGTHENING THE CAPACITIES OF LOCAL AUTHORITIES AND CIVIL ORGANIZATIONS ON LOCAL LEVEL AND ANALYSIS AND DEVELOPMENT OF POLICIES ON LOCAL LEVEL

This program component includes the implementation of a comprehensive process for strengthening the capacities of local authorities and civil organizations on local level through three training modules. The capacity strengthening process will be followed by processes of conducting analyses and development of policies on local level, that is, analysis and development of policies for improvement of reproductive health and analysis and policy for improvement of the system for protection from domestic violence on local level. In order to develop the above mentioned policies, part of the initially trained group under the capacity strengthening activities will continue to work on the analysis and development of local policies as members of the working groups, which will be established for this purpose. In addition, representatives of the other relevant institutions on local level shall participate in the work of the working groups, which will enable broad participation of all relevant actors on local level through this process.

This program component covers two types of activities:

1. Strengthening the capacities of local authorities and civil organizations on local level and
2. Analysis and development of policies on local level as follows:
 -) policy for improvement of reproductive health on local level and
 - B) policy for improvement of the system for protection from domestic violence on local level

1. Strengthening the capacities of local authorities and civil organizations on local level

The strengthening of the capacities of local authorities and civil organizations in the two municipalities will be implemented through a cycle of three trainings. The trainings will be attended by a total of 44 participants, that is, 22 participants from each municipality, among whom are representatives of local civic organizations, representatives from the Committee on equal opportunities for women and men, representatives from the Committee on inter-ethnic relations, representatives from the health home, as well as representatives from the municipal administration. Thus, attention shall be paid to the gender and ethnic structure, as well as to the adequate representation of the relevant committees – Committee on equal opportunities for women and men and Committee on inter-ethnic relations.

Trainings will be conducted on the following topics:

- ***Management of ethnic differences through provision and allocation of public services;***
- ***Reproductive health and monitoring the health budgets on local level***
- ***Domestic violence and system for protection from this type of violence.***

2. Analysis and development of policies on local level

-) policy to improve reproductive health on local level and
- B) policy to improve the system for protection from domestic violence on local level

. Analysis and development of policies on local level to improve reproductive health

1. Activities for monitoring the implementation of reproductive health programs and monitoring the budgets for these programs on local level in the two respective municipalities

One of these activities is the monitoring on the implementation of the following health-preventive programs: Program for early detection and prevention of cervical cancer; Program for active health care for mothers and children and program for timely detection, diagnostics and treatment of breast cancer.

This activity refers to the monitoring on the implementation of the three mentioned programs on local level, with special accent on the following issues: number of women covered by the program in the two municipalities as opposed to the number of women covered on national level; assessment of the ethnic structure of women who were covered by these programs in the two municipalities; assessment on the realization of the objectives and activities of these programs in the two municipalities. The monitoring on the programs' budgets will be made on the basis of the budget allocations, as well on the basis of the spending of the budgets on local level in the two municipalities for the implementation of the stated programs. Necessary information will be provided through the procedures foreseen by the Law on free access to information of public character and by interviewing the representatives from local and central institutions.

2. Preparation of the local situational analysis regarding the reproductive health and rights of the population in the two municipalities

The situational analysis with regard to the reproductive health will be prepared by ESE, and will be based on the findings from the national study on reproductive health and rights, which ESE produced in 2009. The situational analysis will be prepared for the two municipalities, and it will include the findings from the process of monitoring the implementation and monitoring of the budgets for the health-preventive programs in the two municipalities. Once the results from the situational analyses will be obtained, they will be presented in front of the relevant local institutions and the general public.

3. Preparation of local plans to improve the reproductive and sexual health

The findings from the ESE's research on reproductive health and rights of the population in RM, as well as the findings from the monitoring on the implementation of the programs for reproductive health and monitoring of their budgets will be used as base for the preparation of the local plans. Working groups will be established on local level (two municipalities), comprised of representatives from the local self-government (municipal administration and councilors), local civil organizations, local health institutions and other local relevant factors. The working group will schedule 6 meetings in each of the municipalities (total of 12 meetings in the two municipalities) for preparation of the local plans.

4. Raising the public awareness about the improvement of reproductive health with special accent on the rural population

This activity implies strengthening of the capacities of civil organizations on local level with regard to the sexual and reproductive health and rights, so that educational workshops for the general public are conducted in the two municipalities. The strengthening of the capacities of civil organizations will be carried out through four three-day trainings. The training will include topics from the sphere of reproductive health and rights, as well as acquiring skills to transfer the acquired knowledge to the general population. The workshops for the general population will be carried out by ESE in cooperation with the local civil organizations and will include educational topics from the sphere of sexual and reproductive

health. In addition, educational materials will be prepared in order to raise the knowledge of the population about reproductive and sexual health and the rights. Educational materials will be printed in total of 600 copies in Macedonian and Albanian language.

B. Analysis and development of policies on local level for improvement of the system for protection from domestic violence

1. Activities for conducting quantitative and qualitative analysis of the actions taken by the actors in the civil and criminal legal system

In the framework of this activity, ESE will identify the members of the working group, that will participate in the preparation of the analyses on the institutional response (action taken by the actors from the civil and criminal legal system for protection of victims of domestic violence on local level). Once the members of the working group are identified, informative meeting will be scheduled so that they can be thoroughly introduced to the subject matter of the joint work, the assignment of tasks and responsibilities and specifying the further dynamics of the work. Meetings will be coordinated by authorized representatives from the two municipalities and ESE.

The established working groups through five working meetings will design individual questionnaires in order to establish the actions taken by each of the competent institutions on local level. These questionnaires will be used to collect quantitative data regarding the timely, efficient and adequate actions taken by the competent institutions in cases of domestic violence on local level. Two of the total of five foreseen working meetings will be used to analyze the available documentation for budget revenues and expenditures of the local self-government that refer to the question of domestic violence. Besides the data to be collected through the questionnaires, interviews will be made with one representative from each competent institution. In addition, interviews will be made with the victims of domestic violence in order to establish the gaps in the system for protection and their needs for assistance and support on local level.

On the basis of the collected and processed quantitative and qualitative data on local level, analyses will be prepared about the situation regarding the systems for protection in the two municipalities. The analysis will contain conclusions and recommendations to improve the system for protection on local level. The formulation of the conclusions and the development of the recommendations will be done in close cooperation with the working groups, which given the local context will propose adequate and concrete prioritized actions towards prevention of domestic violence in their municipalities.

2. Preparation of local action plans for improvement of the system for protection from domestic violence

Based on the analyses, i.e. results, conclusions and recommendations of the working group, the process of preparing the action plans will be initiated regarding the manner to tackle domestic violence on local level. The local action plans will be designed during five working meetings. The prepared action plan will be submitted to numerous representatives of the stated institutions in each of the identified municipalities.

The findings from the analysis and the prepared Local action plan for tackling domestic violence will be presented in front of the representatives of the local self-government, adequate competent institutions on local level, citizen associations and the general public.

II. COMPONENT:

ACCESS TO MEDICINES TO IMPROVE WOMEN'S HEALTH WITH SPECIAL ACCENT ON MEDICINES FOR OSTEOPOROSIS AND HORMONAL PREPARATIONS

This program component covers four types of activities:

- activities for monitoring of the procurement of medicines for osteoporosis and female hormonal preparations, which are on the positive list and are financed by the Health insurance fund – HIF, as well as monitoring the shortages of these medicines;
- activities to determine the proportion of private payments as opposed to the payments on the part of the HIF for the medicines for osteoporosis and female hormonal preparations, which are on the positive list;
- preparation of Strategic document and
- activities for awareness raising regarding the access to medicines of interest, and issues related to the procurement of these medicines.

1. Monitoring the procurement of medicines for osteoporosis and female hormonal preparations, which are on the positive list and are financed by the Health Insurance Fund, as well as monitoring the shortages of these medicines

Subject of monitoring the procurement will be the medicines for osteoporosis and female hormonal preparations. The required information will be obtained from the competent institutions through the mechanisms of the Law on access to public information. The quotas that the HIF provides for these types of medicines will be of primary interest for review, then the allocation of budget funds for these medicine and the budget spending respectively. In order to obtain information from the beneficiaries of these medicines, ESE will additionally request information from certain pharmacies regarding the use of these medicines and will announce a telephone line where women can report the shortage of these medicines.

2. Establishing the proportion of private payments as opposed to the payments made by the HIF for medicines for osteoporosis and female hormonal preparations, which are on the positive list

The analysis regarding the establishment of the proportion of private payments as opposed to the payments made by the Health Insurance Fund will be made on the basis of the data obtained from: Health Insurance Fund, with regard to the funds allocated for these preparations, as well as the amount of the payment of the participation fee for these medicines and preparations. In addition, this proportion will be analyzed also through the opinion obtained from the women beneficiaries of these medicines and preparations. For this purpose, three focus groups will be organized.

3. Preparation of a strategic document

The findings and results from the implemented activities will be used as base to prepare the strategic document which will contain the weaknesses regarding the availability of medicines for women's health, as well as the conclusions and recommendations regarding the improved availability of these medicines

4. Raising the public awareness on the access to the medicines of interest, as well as about issues related to their procurement

These activities imply organization of two public events for promotion of the program activities and for promotion of the findings from the conducted analyses. In order to ensure wide dissemination of the results from this activity, i.e. the findings from the conducted analyses, special website will be created. The website will be used for regular posting of all the findings that emerged from the implementation of the activities.

III. COMPONENT:

PROMOTION OF INTERNATIONAL STANDARDS FOR PROTECTION OF WOMEN'S HUMAN RIGHTS THROUGH MONITORING OF THE IMPLEMENTATION ON NATIONAL LEVEL

One powerful control mechanism to monitor the implementation of women's human rights is the preparation of the Shadow Report for the Convention on elimination of all forms of discrimination against women. Namely, in 2006 ESE prepared and presented the first Shadow Report on this convention in front of the UN Committee on elimination of all forms of discrimination. In accordance with the reporting process, the Committee that monitors the implementation of conventions sent concluding recommendations to our country. In 2011 our country was supposed to submit the combined fourth and fifth report on the implementation of the convention. This speaks about the importance of the preparation of the second Shadow report, which will provide relevant information in parallel to the information provided by the state. Therefore, within this program component ESE will make factual analysis of the discriminatory practices encountered by women in our country in spheres of society, as well as analysis of the progress in our country with regard to the recommendations given by the Committee on elimination of all forms of discrimination against women.

In the framework of this component, a series of activities will be realized in order to establish the situation of women in our country. For this reason, it is planned to conduct a survey, that is, to interview 1200 adult women. The survey will help to establish the discriminatory practices that women encounter in the areas regulated by the Convention on elimination of all forms of discrimination against women - CEDAW as follows: political and public life, education, employment and employment rights, access to health services, economic and social security, violence against women, legal and civil matters, family relations and obtaining, changing and keeping the nationality. In order to establish the situation of especially vulnerable groups of women, other ten focus groups will be organized in addition to the interviews.

Based on the collected and processed data, ESE will prepare report on the factual situation of women in RM, that is, Shadow Report based on the Convention for elimination of all forms of discrimination against women. Secondary sources of information will be used for the preparation of the shadow report, as follows: statistical documentation, research reports, analyses etc. The report will contain the areas of concern, conclusions and recommendations to improve the situation.

In order to introduce the experts' audience and the general public to the results from the conducted survey, as well as to assess the extent to which the recommendations given by the Committee are being implemented, one central promotional event will be organized.

IV. COMPONENT:

FUNDRAISING ACTIVITIES TOWARDS DEVELOPMENT OF INDIVIDUAL PHILANTHROPY

In the framework of this program component, the following activities will be implemented:

1.Preparation and printing of the letter for donations and distribution to individual donors

The letter will be sent to 100 potential donors every three months. This will require the printing of 400 copies of the letter for collecting donations. The letter for donations will be prepared on the basis of the letters for donations prepared previously. Funds collected from donors will be used to provide the necessary legal assistance to the women victims of domestic violence at the ESE's Centre for legal assistance.

2. Upgrading the database for donors and sending the gratitude letter

On the basis of the collected funds or donors, the database of ESE's donors will be regularly updated. ESE will send gratitude letter to each of the donors.

ORGANIZATIONAL DEVELOPMENT OF ESE

In 2010, with regard to the organizational development of ESE it is foreseen that certain trainings will be attended, fundraising plan will be prepared and plan for public relations.

The needs regarding the organizational development of ESE are stated below, as follows:

1. Training on fundraising (advanced, based on the previous experiences of ESE in fundraising);
2. Training on monitoring the public procurements;
3. Preparation of plan on fundraising and
4. Preparation of plan for public relations.

The training on fundraising and preparation of plans on fundraising and public relations are integrated into certain program activities and certain budgeting is made within the Annual program in the part designed for professional development. All ESE's staff will participate in the training and in the process of designing the respective plans, which will be held at the premises of ESE.

The training on monitoring the public procurements is constituent part of the second program activity "Access to medicines to improve women's health with special accent on medicines for osteoporosis and hormonal preparations". This training is budgeted as an activity in the framework of this component and is aimed for ESE's staff and the designated person from the Public Health Institute, which is the partner in the implementation of this activity. The training will be carried out by experts who have knowledge and practically work on the issues related to access to medicines and do monitoring of public procurements in the health sector.