

ESE's WORK PROGRAM

January 2011 – December 2011

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



PROGRAM COMPONENTS

In the framework of ESE's annual program for 2011, four program components have been foreseen, as follows:

I. COMPONENT: Budget monitoring and analysis

II. COMPONENT: Direct services for vulnerable categories of women

III. COMPONENT: Paralegal assistance and facilitating the access to the legal system with an accent on the rights to health care

IV. COMPONENT: Fundraising activities aimed towards development of philanthropy

I. COMPONENT:

BUDGET MONITORING AND ANALYSIS

ESE has an exceptional background in doing advocacy in the past. This is proved by the results from our work and engagements so far. Some of those results are as follows: changes and amendments to the Criminal Code of RM; changes and amendments to the Law on family; changes and amendments to the Law on social welfare; drafting several sub-legal regulations that refer to the systems for protection from domestic violence; preparation of National program for protection from domestic violence 2008-2011; drafting recommendations for improvement of health insurance for Roma; preparation of the National action plan for health of Roma for the period 2009-2011 etc. In addition, ESE regularly uses the practice to draft the shadow reports regarding certain international documents. So far, we have prepared four shadow reports with regard to four international agreements (Convention on elimination of all forms of discrimination against women, International covenant on civil and political rights, International covenant on economic, social and cultural rights and Convention against torture). On two occasions, ESE reported in front of the UN Committees about the situation in our country.

However, despite the long years of experience in advocacy, starting from 2008, ESE began the initial application of the budget monitoring concept and accordingly the advocacy. ESE applied this concept on the issues related to Roma health. This experience was helpful for ESE to learn the importance of using this tool, as well as the possibility of its integration in all spheres where ESE works. In this context, in the long run ESE is planning to integrate this concept, i.e. to use this tool for more efficient and argument-based advocacy for issues which have been of interest for the organization for many years. Accordingly, ESE shall integrate, i.e. use this tool in the following areas of interest: health care, i.e. exercising the right to health and health care, including Roma health and women's health; gender equality, and domestic violence as one of the forms of violence against women. Given the work that ESE carried out so far, this tool shall be applied in the activities that ESE is implementing both on local and national level.

In the framework of this program component, the following activities will be implemented during the period January-December:

- ***Activities for budget monitoring and analysis on local level (municipality Kocani and Tetovo) and***
- ***Activities for building the capacities of ESE for integration of budget monitoring and analysis.***

1. Activities for budget monitoring and analysis on local level (municipality Kocani and Tetovo)

In the framework of the 2011 work program, ESE will implement advocacy activities, which will lead towards the adoption of the local action plans for improvement of sexual and reproductive health and rights of the population and protection from domestic violence in the municipalities of Kocani and Tetovo, which will make certain budget implications, i.e. that will require certain budget allocations in the local budgets of the two municipalities. These activities are continuation of the program activities that ESE realized in the framework of the 2010 work program.

In the same context, ESE will undertake a series of activities which are in line with the budget cycle on municipal level. Accordingly, ESE will undertake the following sub-activities:

1.1. Identification of target persons to do the advocacy

This activity implies identification of persons, who will be responsible for the adoption of the local action plans for improvement of sexual and reproductive health and rights and protection from domestic violence, as well as persons who can do the advocacy to the key actors in the two respective municipalities.

1.2. Budget monitoring and analysis on local level

Budgets on local level will be analyzed in order to establish the sources from which funds can be reallocated to be used for realization of local action plans for improvement of sexual and reproductive health and rights, and protection from domestic violence in the two respective municipalities. The analysis of the budgets in the two municipalities will be done in cooperation with the responsible actors for budget planning, as well as the responsible persons in the respective areas from the two municipalities.

1.3. Preparation of the document for the advocacy (Policy brief)

Following the conducted analysis, ESE will prepare a document to contain the key activities and objectives of the local action plans for improvement of sexual and reproductive health and rights and for protection from domestic violence; necessary budget allocations, as well as the sources of funds to be used for reallocation. Total of four such documents will be prepared in the framework of this activity.

1.4. Meetings and contacts with the targeted persons for advocacy

Meetings with the targeted persons for the advocacy will be held in order to introduce them with the local action plans, about the need for adoption of such plans, as well as the required budget allocation for their realization. The basic tools to be used for this advocacy will be the prepared local action plans and prepared documents for the advocacy - **Policy brief**. Thus, considering the situation in the respective municipalities, i.e. depending on the type of the local action plan, the dynamics of the meetings will be agreed, as well as the directions for the personal advocacy.

1.5. Monitoring the process of local action plans adoption and budget monitoring

During the period October-December, we shall monitor the process of submission of local action plans regarding the improvement of sexual and reproductive health and rights and for protection from domestic violence to the Council of the municipality and the respective adoption. With regard to the budget monitoring, we shall monitor the phase of planning, i.e. we shall monitor the amount of funds allocated for the implementation of the local action plans.

1.6. Public outreach activities about the need for adoption of local action plans

In parallel to the above-stated activities, ESE will organize and implement open forums in the two municipalities whereby the public will be introduced to the need for adoption of local action plans and the need for adequate budget allocation for the respective plans. In each of the municipalities there will be two forums organized, the first one during the period when the mayor prepares the municipal budget, whereas the second will be in the period when the Council of the municipality will be about to adopt the municipal budget. There will be total of four forums organized. In addition, there will be programs on the local media organized, in order to familiarize the public about the need for adoption of local action plans for improvement of sexual and reproductive health and the protection from domestic violence.

2. Activities for building the capacities of ESE for long-termed use of budget monitoring and analysis

In order to ensure successful integration and application of this concept in the work of ESE, it would be necessary to implement the following activities for capacity building:

- opening a new position – coordinator for budget monitoring and analysis;
- implementation of the strategic planning process with technical assistance provided from IBP – International Budget Partnership;
- two trainings for application of the budget monitoring and analysis concept and

- organization of one study visit.

2.1. Opening a new position – coordinator for budget monitoring and analysis

As part of the budget monitoring and analysis program activities, ESE will open a new position for coordinator to be responsible for this component of the work done by ESE.

2.2. Strategic planning

Once the coordinator is hired, ESE will carry out the process of strategic planning with regard to the integration of the budget monitoring and analysis concept. This process of strategic planning will refer to the possibilities and needs for integration of this concept/tool in the program areas in which ESE works. ESE will conduct/facilitate this process with technical assistance from IBP- International Budget Partnership, Washington.

2.3. Trainings on application of the budget monitoring and analysis concept

Given the long-termed vision of ESE for integrating the budget analysis and advocacy; the existing capacities of ESE and the available trainings and courses on these issues, throughout the first year of the program this will be provided through continuous process of training the staff. Namely, part of the current ESE staff, plus the newly employed staff member- economist will participate in two trainings organized and implemented by IBP.

2.4. Study visit

In addition to the trainings, throughout this year ESE will organize one study visit to IBP or some of its partners. This study visit will be helpful for ESE's staff to become familiar with the practical aspects of budget analysis and advocacy. The study visit will be organized with technical assistance from IBP.

II. COMPONENT:

DIRECT SERVICES FOR VULNERABLE CATEGORIES OF WOMEN

Within this program component for 2011, ESE will continue the traditional provision of necessary assistance and support to the vulnerable categories of women. The work of these centers/counseling bureau aims to improve the status of vulnerable and marginalized categories of women, i.e. provision of adequate and quality health information to empower the women to reach sound decisions, as well as provision of free-of-charge legal and psychosocial assistance and support, and representation of the victims of domestic violence in front of the courts.

In this context, the work of the centers/counseling bureau is foreseen, which actually work many years on the promotion of women's health and protection from domestic violence, that is:

1. Health Information Centre

2. Centre for legal assistance for women victims of domestic violence and

3. Psychological counseling bureau for women who are victims of domestic violence.

1. Health Information Centre

Considering our determination to improve the status of the woman in the health system, and also considering that if one is more informed about health problems the preparedness for making sound choices will be better, we have opened the Health information centre. At the Health Information Centre we provide accessible, quality and free-of-charge health information and services to all girls and women regardless of their age, financial status and ethnic background. This centre has been functioning in the framework of ESE since 2004.

The Health Information Centre is also open for the male population, especially regarding issues related to contraception and sexually transmitted diseases, situations related to responsibility and decision-making by both partners. The Health Information Centre is a place for support where qualified and experienced staff believe in the partner relations between the doctor and the client, or the client believes in the importance of having a balance in the physical, psychological and emotional health, which contributes to the complete wellbeing.

Our health professionals at the centre provide advice, individual and group support with regard to specific areas of women's health, such as:

- Hypertension;
- Osteoporosis;
- Contraception and
- Sexual and reproductive health.

The centre also offers free-of-charge services, such as:

- Fast testing for sugar, triglyceride and cholesterol in the blood,
- Setting the urine's parameters and
- Measuring the blood pressure

Anyone who is interested in the services provided by the Health Information Centre can call the centre every working day from 14.00-16.00 hrs and to schedule an appointment with our health professionals. The basic guiding principle of the centre's work is the confidentiality of all shared information.

Approximately 700 clients have approached the Health Information Centre so far, the annual average being 100 clients.

Within this program component, the work of the centre includes the implementation of the following program activities:

1.1. Work of the Health Information Centre

The Health Information Centre throughout the year shall: provide health advice to women on our open line and through direct meetings; provide information on the places and types of health services needed by women; provide direct health services such as measuring parameters in blood: sugar, cholesterol and triglycerides and measuring the blood pressure. Clients shall be provided with health educational materials, which have been prepared by

ESE in advance. In order to ensure promotion of the centre's work, promotional materials will be prepared as well as advertisements will be posted in the media (regular advertisements in printed media). For this purpose, four advertisements will be posted in the printed media.

1.2. Provision of vitamin preparations for prevention of osteoporosis and contraception for women in need

The Health Information Centre will provide vitamins and contraception to women/girls in need, who cannot afford them. Vitamins and contraception will be provided throughout the whole year.

1.3. Raising the awareness and health promotion for specific issues related to women's health

In the framework of this activity, ESE will organize public awareness events for issues related to women's health, that is, celebration of 28 May – Day of women's health and 20 October – International day for osteoporosis prevention. These two days dedicated to women's health will be marked by providing certain number of free-of-charge medical examinations (for osteoporosis and other) and distribution of free-of-charge medicines (medicines for osteoporosis and other)

1.4. Designing a website as source of information and referral for women's health

The website will contain educational and informative materials related to specific situations of women's health. In addition, this website will be the place for referral of women that need health services in connection with their health.

2. Centre for legal assistance

Being guided by one of the most burning issues of societal life – domestic violence and necessity of providing free-of-charge adequate legal assistance to women who are victims of this type of violence, ESE opened the centers for legal assistance. Our centers have been functioning for the past eight years. In addition to the functioning of the centre in Skopje, in order to ensure the dispersion of this work in different regions, ESE opened two additional centers. One of the centers is located in the eastern part of the country, in Shtip and the other centre was opened in the western part of the country, in Tetovo. Until last year, these centers were supported by ESE. Through our teams comprised of lawyers, social workers and psychologists we were providing free-of-charge legal assistance, psychosocial support and support for the victims of domestic violence on the whole territory of Republic of Macedonia.

The free-of-charge legal assistance implies provision of legal advice; preparation of the required legal written documents and representation in front of the competent courts (for victims who are beneficiaries of social welfare and who have low income). The psychosocial support implies psychological assistance and support: we have approach of active listening so as to strengthen the victim's self-confidence and capacities until the formulation of the final decision for resolution of violence. Furthermore, we provide complete information on the possibilities for legal assistance in cases of domestic violence and we inform and refer the victims to the competent institutions and services that work in the spheres of domestic violence

Anyone who is interested in the work of the centers for legal assistance may call the centre every working day from 14.00-16.00 hrs and set up an appointment with our professionals. The Centre for legal assistance is functioning three days a week (Monday and Tuesday). The guiding principle in the work of the centre for legal assistance is the respect for the confidentiality of disclosed information and non-representation of clients with conflicted interests (conflict of interest).

Approximately 4000 women victims of violence have approached the Centre for legal assistance so far. Last year, 300 victims approached the Centre for legal assistance, and around 500 meetings were held for provision of adequate legal assistance.

In the framework of this program component, the work of the centre implies the implementation of the following program activities:

2.1. Work of the Centre for legal assistance

The Centre for legal assistance will provide legal assistance, counseling and representation of certain number of victims of domestic violence throughout the year. In addition to the legal assistance that implies provision of legal assistance and counseling in the sphere of civil and criminal protection from domestic violence, the Centre for legal assistance also provides assistance from social worker for the needs of the victims of domestic violence, as well as other professionals depending on the victim's needs. Team comprised of three professionals works at the Centre for legal assistance. Two outsourced professionals provide the professional assistance, i.e. the lawyer is engaged twice a week, whereas the other professional is engaged once in two weeks. The promotion of the work of the Centre for legal assistance will be made through advertisements in the printed media along with the work of the Health Information Centre.

It is foreseen that the Centre for legal assistance will work on the representation of certain number of cases of domestic violence. In the course of the year, it foreseen that the Centre will represent 10 cases, so that the court expenses for the first-instance procedure will be compensated.

3. Psychological counseling bureau for women who are victims of domestic violence

The counseling bureau is the first specialized type of counseling office that offers direct psychosocial support and treatment to all victims of domestic violence who are prepared to stop the cycle of violence and to change their lives. It is a specialized form of assistance provided by professionals (social worker and counselor therapist) who guide the victim through the process by strengthening the victim's independence in making important decisions. The counseling bureau offers several types of assistance with regard to prevention, counseling and crisis and post-crisis intervention. The counseling bureau is functioning since April 2008.

In the psychological counseling bureau we offer the following: primary psychosocial assistance; urgent intervention for protection from violence; psychological assistance and support under conditions of long-lasting exposure to violence and crisis intervention.

The beneficiaries of the psychosocial counseling bureau are women who are victims of domestic violence, as well as children who are secondary victims of violence. The process of providing assistance and support is realized through direct individual meetings or group meetings having been scheduled in advance. The counseling bureau works two days in a week (Monday and Wednesday) from 16.00 to 19.00 hrs. One of the basic guiding principles for the work of the centre is the respect for the confidentiality of disclosed information.

In the course of 2008-2010, the Psychological counseling bureau offered adequate and professional assistance to total of 22 victims of domestic violence (including their children).

Within this program component, the work of the counseling bureau implies the implementation of the following program activities:

3.1. Work of the psychological counseling bureau

Counselor- therapist provides the necessary assistance once a week for the needs of the psychological counseling bureau. The promotion of the work of this counseling bureau will be made along with the promotion of the work of the Centre for legal assistance. The work of

the Psychological counseling bureau will be advertised through regular advertisements in the printed media along with the advertising of the work of the Health Information Centre.

III. COMPONENT:

PARALEGAL ASSISTANCE AND FACILITATING THE ACCESS TO THE LEGAL SYSTEM WITH AN ACCENT ON THE RIGHTS TO HEALTH CARE

Roma are marginalized from several aspects in the public and societal life, among which are the access to justice, in particular their right to health care, access to health care services and the respective quality of services. Field research data indicate to the existence of discriminatory practices in terms of the possibility of Roma to fully enjoy their human rights, in particular their right to health care and their treatment as patients. Therefore, in 2011 ESE shall start the process of introducing programs for paralegal assistance in the Roma communities in Suto Orizari and Delcevo, which will alleviate the Roma access to the legal system with an accent on the right to health care.

The aim of the planned activities is to improve the access of Roma population to the legal system with focus on the right to health care, that is, introduction of a program for paralegal assistance in the community in the municipalities of Suto Orizari and Delcevo, by identifying and training a group of people to provide paralegal assistance and alleviating the access to the legal system with focus on the rights to health care.

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

- 1. Needs assessment (based on the Handbook for human rights in health care);**
- 2. Recruitment of the main group of persons to provide paralegal assistance;**
- 3. Training for the persons to provide paralegal assistance;**
- 4. Introduction of program for paralegal assistance;**
- 5. Functioning of the program for paralegal assistance;**
- 6. Advocacy activities in order to improve the status of Roma and**
- 7. Preparation of annual reports on Roma access to the legal system in Macedonia.**

1. Needs assessment

The needs assessment will be carried out in order to assess the needs and obstacles encountered by Roma regarding the access to the health care system, as well as other issues related to the support that would enable Roma to exercise their rights on health care, which will include assessment of enjoyment of concrete rights in the sphere of health care, such as preventive health care, access to health services, right to be informed, right to give consent, right to free choice, privacy and confidentiality, safety, right to avoid unnecessary pain and suffering, personalized treatment, complaint, compensation, respect for the patient's time, etc. The needs assessment shall also include assessment of the violations of the rights to health care and Roma access to the legal system with regard to those violations, and also establishment of other societal issues/areas which are related to the enjoyment of the right to health care by the Roma population.

Based on the needs for the assessment, ESE along with the partner organizations will organize total of 6 focus groups (4 in Suto Orizari and 2 in Delcevo).

2. Identification of the main group of persons to provide paralegal assistance

The identification of the main group of persons to provide paralegal assistance will be done by the partner Roma organizations. Namely, the two partner organizations will have the task to identify the potential group of people to provide paralegal assistance, who will be additionally carried through the process of selection. The following draft criteria will be used

to identify the persons to provide the paralegal assistance: completed secondary education, origin from the communities included in the implementation of the program activities and possibly previous work experience in providing services to the target population. The proposed draft criteria will be subject to review by all partner organizations involved in the project. Once the criteria are agreed, the group that will provide paralegal assistance will be selected. Group of six people will be identified in the municipality of Suto Orizari to provide paralegal assistance, and group of four people in Delcevo. Total of six people will be selected and recruited to provide paralegal assistance.

3. Training for the persons to provide paralegal assistance

The training for the persons to provide paralegal assistance will be comprised of initial and continuous training process.

The initial training will be provided once the needs assessment is completed. ESE will prepare the program for the initial training (training program and materials) which will include the following topics: concept of human rights and in particular human rights to health care; structure and composition of the health and legal system; specific rights to health care and understanding the concept of paralegal assistance to be applied in Macedonia. ESE's staff has rich experience in doing trainings and therefore they will realize most of the proposed contents for the initial training. Besides the experts from ESE, ESE will also recruit experts/members of its network of external experts for the realization of the rest of the training. The initial training for the persons to provide paralegal assistance will last four days. The training will be attended by the selected groups of persons to provide paralegal assistance (total - ten), including the representatives from the respective partner organization (coordinators).

In the framework of the process of continuous training of the persons to provide paralegal assistance, there will be three additional trainings organized (three two-day trainings). The trainings will elaborate issues which are relevant to the Roma communities in the following areas: social care and social protection; questions related to the Criminal Code and criminal procedures and civil procedures.

4. Introduction of program for paralegal assistance

The process of introducing the paralegal assistance includes the specification of the time framework and the working methods for the program. System for collecting and documenting the cases will be introduced in the two partner organizations (SE has its developed system and developed database). For this purpose, an electronic database will be installed. During the initial phase of functioning, there will be practical training organized on the creation of files, filling out the entry forms and preparation of the other necessary documentation concerning the provided paralegal assistance.

5. Functioning of the program for paralegal assistance

The program for paralegal assistance, which will be introduced in the partner organizations, shall cover three sub-activities:

- Provision of paralegal assistance in individual cases;
- Informative activities under the principle „from door to door“, and
- Educational activities to introduce the Roma community with the right to health care.

5.1. Paralegal support shall be provided by a selected group of persons that provide paralegal assistance, who will work in the partner organizations according to previously agreed time schedule. The program shall function under the principle of unannounced visits, and when possible appointments can be scheduled with the clients. The persons who will be providing the paralegal assistance will offer their support at specified hours during the working days. Namely, these people will be engaged on part-time basis twice a week. With this engagement, the program for paralegal support in Suto Orizari will provide paralegal support four days a week, and two days a week in Delcevo.

5.2. Informative activities „from door to door” shall be directed towards promotion of the provision of paralegal support for the Roma population and shall provide direct information to the Roma population. Namely, persons who will provide paralegal support in Suto Orizari and Delcevo in groups of two will visit the Roma households according to previously established plan for promotion (at least once in two months, that is, total of six visits in each Roma community). These activities will be carried out on continuous basis during the whole year. Besides visits to the households, the persons to provide paralegal assistance will have to check which are the institutions for health care in their communities and schedule days for visits. The scheduled days for the visits to the health institutions will be included in the promotional plan. In the framework of these activities, patients will be informed about the activities undertaken as part of the programs for provision of paralegal assistance, and also interested patients can be informed how to seek the necessary assistance through these programs.

5.3. The educational activities have the purpose to increase the awareness on specific health problems relevant for the community (children, women, men, people with disabilities, elderly people and other vulnerable groups). In each municipality, i.e. in Suto Orizari and in Delcevo, series of 6 round tables will be organized (one round table after two months). Some lectures will refer to the rights of the patients and their protection (with additional information on the functioning and support offered by the programs for paralegal assistance) and the speakers will be the persons that provide paralegal assistance.

6. Advocacy activities to improve status of Roma

Based on the acquired experience and data collected during the functioning of the paralegal assistance program, two public debates will be held in the two Roma communities. Namely, in each of the selected Roma communities there will be two public debates organized, that is, total of four debates. Public debates will be organized so that the beneficiaries/clients and professionals that offer the assistance can discuss the question of protection of patient's rights. Mayors, members of the health committee and the municipal administration will also be invited at the debates so that they can raise their awareness to be able to increase their response to the general situation of Roma, and concretely the health status of Roma. Representatives of the government who are responsible for the implementation of the Roma Decade shall also be invited, so that they can take into account all the opinions when they design the new activities and support for the Roma civil organizations.

7. Preparation of annual reports on Roma access to the legal system in Macedonia

Partner organizations will have the obligations to prepare an annual report that contains a summarized analysis of collected data, experiences and lessons learnt from the provision of paralegal assistance in Suto Orizari and Delcevo. These reports shall also contain the outcomes from the discussions at the public debates, as well as recommendations for improving the Roma health status in each of the respective Roma communities. The report will be in electronic form and will be made available to the general public, professional and academic audience and any other interested parties. In addition, these reports will be posted on ESE's website.

IV. COMPONENT:

FUNDRAISING ACTIVITIES TOWARDS DEVELOPMENT OF PHILANTHROPY

In the framework of this program component, it has been foreseen to undertake activities which are aimed at:

- 1. Development of individual philanthropy and**
- 2. Development of the societal responsibility concept.**

The purpose of the planned activities is to promote the concept of individual philanthropy and societal responsibility, that is, development of individual philanthropy and development of the concept of societal responsibility.

The activities, which have been stipulated with the ESE's Sustainability plan for the period 2009-2012 will be implemented in the framework of this program component. The activities within this program component will include development of individual philanthropy and development of the concept of societal responsibility. The plan is to implement these activities both on national and local level.