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USAID/NORTH MACEDONIA GENDER ANALYSIS REPORT JULY 2019

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Implemented by

Banyan Global

1120 20th Street NW, Suite 950
Washington, DC 20036
Phone: +1 202-684-9367

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We hope this analysis contributes to USAID's efforts to enhance gender equality and women's empowerment in North Macedonia for the coming years.

ACRONYMS

ADS	Automated Directives System
CDCS	Country Development Cooperation Strategy
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CRPM	Center for Research and Policy Making
CSO	Civil society organization
DO	Development Objectives
EU	European Union
GA	Gender analysis
GBV	Gender-based violence
GDP	Gross domestic product
GE	Gender equality
GEWE	Gender equality and women's empowerment
GoNM	Government of North Macedonia
GRB	Gender-responsive budgeting
IP	Implementing Partner
IR	Intermediate Result
J2SR	Journey to Self-Reliance
LEO	The Law on Equal Opportunities for Women and Men
LGBTI	Lesbian, gay, bisexual, transgender, and intersex
LPPDV	Law on Prevention and Protection from Domestic Violence
LSGU	Local self-government unit
MLSP	Ministry of Labor and Social Policy
OECD	Organization for Economic Cooperation and Development
SGRB	Strategy on Gender-Responsive Budgeting
UNDP	United Nations Development Program
USAID	United States Agency for International Development
WE	Women's empowerment
WEAI	Women's Empowerment in Agriculture Index
WE3	Women Entrepreneurship and Economic Empowerment
WEEE	Women entrepreneurship and economic empowerment
WEF	World Economic Forum
W-GDP	Women's Global Development and Prosperity

EXECUTIVE SUMMARY

Introduction

The United States Agency for International Development (USAID)/North Macedonia contracted Banyan Global to undertake a countrywide gender analysis (GA) to inform USAID/North Macedonia's 2020–2025 Country Development Cooperation Strategy (CDCS). The findings and recommendations in this report are intended to support USAID/North Macedonia in developing the CDCS and to guide gender integration throughout all aspects of the mission's program cycle. This GA identifies gender advances, inequalities, constraints, and opportunities in North Macedonia in three key sectors: private-sector growth, citizen-responsive governance, and improved social cohesion.

Methodology

This report was prepared at the culmination of a multistage process, which took place from April to June 2019. It included a literature review of secondary data; a USAID mission-wide staff and partner survey on gender-integration knowledge, attitudes, and practices; and primary data collection through semi-structured interviews, focus groups, and workshops in Skopje, Polog (Gostivar and Tetovo), the Southeastern (Strumica and Radovish) region, and the Southwestern (Ohrid and Struga) region. The research team consisted of three consultants—Katie Sproule (team lead), Marija Risteska (senior national gender expert), and Natasha Dimitrovska (national gender expert)—with support from Banyan Global's home office.

Findings and Recommendations

North Macedonia ranks 35 out of 189 countries in the *Human Development Report's* gender-inequality index. Women have a human-development index value of 0.73 in contrast with 0.77 for men, resulting in a country-level gender-development index value of 0.95. In the World Economic Forum's *Global Gender Gap Report*, the country ranks well above average on educational attainment, health and survival, and political empowerment, while below average on economic participation and opportunity.

North Macedonia has committed to the Convention on the Elimination of All Forms of Discrimination Against Women and aligned its legislation to achieving de jure and de facto gender equality (GE). Yet significant discrepancies exist between legal frameworks and their implementation, especially in rural areas. Gender gaps appear in labor-market activity, with high inactivity among rural and ethnic minority women. A traditional gender division of work exists in which men spend more time on paid work and women spend more time performing domestic activities. Gender roles play a part in occupational segregation. Women in rural agriculture work longer hours than men, but a larger percentage of women's work is unpaid.

There is also a significant gender gap in ownership and control over property and assets. Traditionally, property is registered in the man's name. Only 28 percent of women own property and rural women own even less. Fifty percent of women landowners are not active in the decision-making process on activities related to land, and fewer than 10 percent of women have a leading role in decision-making activities related to land. Women's lack of owning assets contributes to their economic vulnerability.

There is a visible gap in women's participation in political-party management and decision-making. Although women hold 38 percent of parliamentary seats and 16 percent of ministerial ones, this standing is facilitated by a gender quota that does not yet assist Roma or Turkish women. Participation of Roma and Albanian women in local-level decision-making, public-sector employment, education (especially for

Roma women), and the formal labor market remains low. An estimated 8.5 percent of women in rural areas are members of a political party. There are few instances of women holding leadership positions at the local level, and women effectively are excluded from policymaking and planning processes. While gender-responsive budgeting (GRB) will be compulsory with the new Organic Law on Budgeting, the capacity and understanding to carry out GRB in policy and budgets is lacking.

At the governmental level, there is a lack of awareness regarding gender inequality, as it is not prioritized in efforts to address social cohesion. For example, the country’s One Society Strategy only includes gender as a subdimension within social cohesion. Additionally, patriarchal and traditional social norms prevail, placing women’s responsibilities foremost at home—and women themselves perpetuate these gender norms and beliefs. Although a cultural shift is emerging, traditional gender norms are more prevalent among Roma and Albanian populations—especially in rural areas—making those groups particularly vulnerable. Roma girls and women are subject to early marriage, have the lowest rates of school attendance, and are generally marginalized in the political, social, and economic spheres. Youth also feel excluded, and as many as 77 percent of youth are considering leaving the country. Youth policy and youth infrastructure (such as youth centers, social content, and activities) are lacking.

Women’s lack of financial independence is a major contributing factor to gender-based violence (GBV) in North Macedonia. Roma women are especially vulnerable. The most prevalent forms of GBV include school or workplace violence. While the government ratified the Istanbul Convention, which requires the criminalization of all forms of GBV as well as effective prevention and protection measures, North Macedonia’s criminal code only criminalizes rape. The majority of the GBV-response services that exist are for survivors of domestic violence. While no specific figures exist for North Macedonia, the World Bank estimates the economic cost of GBV is 1.2 to 3.7 percent of gross domestic product in some countries due to lost productivity.

Table I: Key Findings and Recommendations

KEY FINDINGS	RECOMMENDATIONS
Private-Sector Growth	
<ul style="list-style-type: none"> • There is a 27 percentage-point gap in labor-force participation between women and men.¹ Inadequate access to childcare, transportation, and well-lit travel routes, as well as responsibilities for caring for elderly family members, limit women’s ability to work outside the home. • Women often work in the informal sector after having children; this labor does not contribute to their pension or healthcare. • Traditional gender norms and limitations on women’s freedom of movement outside the home result in some women not being in a position to learn new skills (such as teaching, information technology, hairdressing, and embroidery). 	<ul style="list-style-type: none"> • Expand, extend, and improve early childcare and elderly-care options available to families, particularly in rural areas. (Women’s entrepreneurship and economic empowerment (WE3)), Journey to Self-Reliance (J2SR): Capacity of the Economy • Target and train women to re-enter the formal workforce after having children or being unemployed for significant periods of time. (WE3) J2SR: Citizen Capacity, Inclusive Development • Support women to monetize their care duties (such as care for elderly, daycare for children, and housekeeping). (WE3) J2SR: Inclusive Development • Provide rent credits to women so they can afford to work in spaces outside the home, and provide easier access to credit. (WE3) J2SR: Capacity of the Economy • Research demand for Sharia-compliant banks as credit constraints may be greater among Muslim populations. (WE3) J2SR: Capacity of the Economy

<ul style="list-style-type: none"> • Entrepreneurs face credit constraints. They are more severe, however, for women given their limited ownership of assets needed for collateral. • Five percent of women are members of a group or association. Women who are group members and those who are economically independent report higher self-confidence and GE.² 	<ul style="list-style-type: none"> • Create female cooperatives to support women’s economic empowerment, particularly in rural areas. (WE3) J2SR: Capacity of the Economy
Citizen-Responsive Governance	
<ul style="list-style-type: none"> • Women participate less in local policy-agenda setting and decision-making, primarily due to their shortage of time and a lack of trust that their involvement would result in change. • There is a gender imbalance in decision-making bodies in political parties. • Even when represented, women struggle to voice their specific needs in policy debates. There are challenges with the policies and planning that respond to gender-specific needs. • Rural women, ethnic minority women, and youth are underrepresented in some cases, despite quotas (Roma and Turkish women) or institutional mechanisms (such as youth councils at the local level). 	<ul style="list-style-type: none"> • Raise awareness regarding the rules for providing feedback to citizens participating in policy making. J2SR: Open and Accountable Governance • Institutionalize quotas for women, especially vulnerable women groups in political parties. J2SR: Inclusive Development • Continue to support the Women’s Parliamentary Club, minority and young women, and the development of policies and infrastructure that respond to those groups’ needs and facilitate inclusion of their voices in policymaking and budgeting. Support institutionalization of GRB in the new Organic Budget Law, including implementation at the central and local levels (decentralized planning and budgeting). J2SR: Government Capacity
Improved Social Cohesion	
<ul style="list-style-type: none"> • The Roma community faces the highest rates of discrimination, segregation, and poverty. Roma girls are vulnerable to early marriage and GBV and have lower school-completion rates than non-Roma. • There is segregation among youth from different ethnic backgrounds in schools, due to language barriers and lack of shared cultural spaces in local communities. • Young people, especially in smaller and rural communities, show increasing apathy, rarely organize, and sometimes exclude young members of ethnic communities. • Albanian women show increased interest in decision-making and public life (currently of six women mayors, two are Albanian), but they still face stereotypes and prejudices. 	<ul style="list-style-type: none"> • Advocate for the integration of Roma and removal of stereotypes and segregation in schools; promote activities to prevent early marriages; and promote direct support to Roma families, such as cash incentives and documentation assistance. J2SR: Inclusive Development • Support raising awareness and removing gender (and ethnic) stereotypes in education from the earliest age. Support greater focus on gender in (multiethnic) education projects. J2SR: Inclusive Development • Support opening of cultural spaces for young people in local communities. Support youth-led grassroots organizations and forming youth councils in local communities. J2SR: Inclusive Development • Support the equal-opportunity commissions in local municipalities and their work on social cohesion and inclusion of all women in decision-making. J2SR: Inclusive Development

<ul style="list-style-type: none"> • Rural women, especially from ethnic minorities with less than 20 percent of the population, most often are excluded from public life. • Not enough media programs promote social cohesion and address GE or youth concerns. No USAID activity puts youth in the lead. Few women are in decision-making positions in media outlets. 	<ul style="list-style-type: none"> • Consider the needs and issues of rural women in programming with a special focus on differences between ethnic communities and promotion of spaces only for women. J2SR: Inclusive Development • Promote and support women and young journalists and editors to advance to decision-making roles in media. Support educational, entertainment, and other programs tackling GE and youth issues with balanced participation in relation to gender, ethnicity, and geography. J2SR: Inclusive Development
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Secondary Education	
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<ul style="list-style-type: none"> • Although by law secondary education is compulsory, 31 percent of girls aged 14 to 15 do not continue schooling beyond the primary level, with the largest disparity between the richest and the poorest youth.³ In rural areas, 42 percent of children who are secondary-school age are out of school (compared to 23 percent in urban areas).⁴ The situation is dire for the Roma population, where the primary-education completion rates are 45 to 50 percent; enrollment in secondary education is 19 percent; and enrollment in higher education is 1.5 percent. • Sixty-four percent of secondary-school-age children in the poorest quintile are out of school compared to just 7 percent in the richest quintile. Girls in rural communities and from ethnic minorities often are married early for financial reasons.⁵ • Recent studies indicate that 28 to 45 percent of youth aged 15 to 29 do not feel their education prepared them for employment.⁶ Seventeen percent stated that applied, practical, or vocational training would have better prepared them to meet labor-market demand, while 16 percent each cited foreign language and other training (which included vocational and skilled trades, sports, sciences, continued studies, and arts). 	<ul style="list-style-type: none"> • Target girls and boys in rural areas and places with a high population of ethnic minorities in education projects to decrease gaps in secondary education. J2SR: Inclusive Development • Promote measures to decrease the financial cost of secondary school for the poorest households, such as cash transfers, improved infrastructure, and alternative household solutions for children from remote areas. J2SR: Inclusive Development • Promote measures in secondary education to better prepare students for employment, including greater links between education and the labor market (such as vocational training). (WE3) J2SR: Citizen Capacity
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I. INTRODUCTION

I.1 Background

In line with the requirements in USAID's Automated Directives System (ADS) 201.3.2.9 and ADS 205, the United States Agency for International Development (USAID)/North Macedonia hired Banyan Global to undertake a countrywide gender analysis (GA) to inform USAID/North Macedonia's 2020–2025 Country Development Cooperation Strategy (CDCS). The CDCS will align with the 2012 USAID [Gender Equality and Female Empowerment Policy](#), the 2016 updated U.S. Strategy to Prevent and Respond to Gender-Based Violence, [the 2019 USAID Policy Framework](#), and the [2018 Women Entrepreneurship and Economic Empowerment \(WEEE\) Act](#).

I.2 Purpose of the USAID/North Macedonia Gender Analysis

The USAID/North Macedonia gender analysis provides data to enhance the integration of gender equality (GE) and women's empowerment (WE) in the USAID/North Macedonia 2020–2025 CDCS. More specifically, the gender analysis addresses research questions noted in Annex B of the report.

The report focuses on three priority sectors for USAID/North Macedonia: private-sector growth, citizen-responsive governance, and improved social cohesion. The report concentrates on the following populations and crosscutting themes per the scope of work: youth, inclusive development (minorities and rural populations), and gender-based violence (GBV) prevention and responses. It concentrates on Skopje, Polog, and the Southeastern and Southwestern regions.

The report's gender-analysis findings and recommendations point to linkages, by sector, with [USAID's Journey to Self-Reliance's \(J2SR\)](#) subdimensions and to opportunities for the mission to consider related to the 2018 WEEE Act and the [White House Women's Global Development and Prosperity \(W-GDP\) Initiative](#) (using a women's entrepreneurship and economic empowerment (WE3) tag).

Section 2 of the report provides an overview of findings by the USAID ADS 205 gender-analysis domain. Section 3 summarizes key findings and recommendations by sector, and section 4 provides findings and recommendations on USAID/North Macedonia's institutional framework on GE. Annex A provides the scope of work for the gender analysis; annex B presents the methodology, including research questions; annex C lists key documents consulted; annex D includes the research matrix; annex E provides the interview guides for the gender analysis; annex F provides a list of key interviewees; and annex G outlines gender laws and policies.

I.3 Country Context and Background

Since gaining independence from Yugoslavia in 1991, North Macedonia has made considerable progress in social, political, and economic reforms. Yet it remains one of the poorest countries in Europe. In 1993, North Macedonia became a member of the United Nations and international financial institutions (such as the International Monetary Fund and World Bank). These steps played key roles in the country's economic reforms, liberalization, and transformation toward a market economy. Despite a similar evolution toward a market economy as in other Central and Eastern European countries, North Macedonia has not achieved the economic growth and living standards of its neighbors. This situation is due to challenges related to employment, social inclusion (including GE), and citizen-responsive governance.⁷

The World Bank categorizes North Macedonia as an upper middle-income country, with a national average per capita income of \$15,290 (Purchasing Power Parity 2017)⁸ and a Gini coefficient of 0.36 (2015). According to the 2017 human-development index, North Macedonia ranks 80 out of 189 countries, which indicates high levels of human development.⁹ Poverty and unemployment, however, persist. According to the United Nations Development Programme (UNDP), more than 25 percent of the population lives below the poverty line. And while total poverty has stagnated, extreme poverty has worsened. Income inequality shows signs of deepening, particularly in rural areas such as the Vardar and Northeast regions.

North Macedonia scores exceptionally well on the World Bank’s *Doing Business* report; it ranked 11 out of 190 countries in 2018, making it the most-favorable business climate in the South East European region. Transparency International’s corruption perceptions index, however, ranked it 90 out of 176 countries. While the country ranked 80 overall in the global competitive index, it was 110 on the innovation pillar, in part due to a burgeoning skills gap between the education systems and needs of the labor market.¹⁰ Additionally, some of North Macedonia’s laws, regulations, and practices inhibit job creation, which results in employers facing challenges in hiring part-time employees, employing students in the summer, and establishing skills-building intern programs.¹¹

In regard to GE, the country’s 2017 female human-development index value is 0.73 in contrast with 0.77 for males, resulting in a gender-development index¹² value of 0.95. According to the gender inequality index, the country ranked 35 out of 189 countries in 2017.¹³ And per the 2018 World Economic Forum’s (WEF) *Global Gender Gap Report*, the country ranks well above average on educational attainment, health and survival, and political empowerment, but it’s below average on economic participation and opportunity.

Table 2: Human Development and Global Gender Gap Indexes

Index	Value	Rank
Human development index—male	.77	
Human development index—female	.73	
Global gender inequality index	.149	80
Global gender-gap index—economic participation and opportunity	.620	103
Global gender-gap index—educational attainment	.993	63
Global gender-gap index—health and survival	.976	73
Global gender-gap index—political empowerment	.241	45

The sex ratio at birth is 109 male per 100 female births and may point to biased sex selection. Regarding enrollment in primary schools, the data reveal that a slightly higher number of male students continue through secondary education and a slightly higher percentage of female students in higher education.¹⁴ Gender gaps exist in education for Albanian, Roma, and Turkish women. With respect to profession choice, men and women tend to choose stereotypically female and male professions.¹⁵ The labor-force survey shows a wide gender gap in terms of labor-market activity, where 48 percent of women remain inactive compared to 23 percent of men.¹⁶ The employment rates reflect similar trends: the percentage of employed women in the total working-age population is 37 percent, while for men it is 56 percent.¹⁷

Rural areas

Almost half of the population lives in rural areas, and agriculture plays an important social and economic role.¹⁸ Yet there is an imbalance in regional development and asymmetrical municipal capabilities. Rural women and men that predominantly live in Polog, the Southeastern, and the Southwestern regions of North Macedonia are faced with underdeveloped infrastructure and limited public services. In 2011, the

average rural woman had a primary education and the average urban woman had a secondary education, whereas the educational profile of the average rural male was between the primary and secondary levels.¹⁹ Labor-market activity rates indicate high inactivity among rural women: 75 percent of rural women are unemployed.²⁰ In 2011, one study found activity rates for men (urban and rural) were twice as high as for rural women, which was consistent for nearly all age groups.²¹ Though urban women 25 to 60 years old are involved more actively in the workforce than rural women, no such difference exists for urban versus rural men. Employment rates among young rural women beginning at 20 years old divert negatively from those of urban women due to their domestic responsibilities.

Results from the 2018 Women's Empowerment in Agriculture Index (WEAI) survey indicate women in agriculture work longer hours than men, with the gap particularly severe in the Northeast region.²² Because labor productivity is low and stagnant, most agricultural households can only increase their income by working more hours.²³ Women, however, are leaving rural areas in large numbers to find better opportunities for themselves due to their limited inheritance of property.²⁴

Ethnic minorities

According to the 2002 census, 64.2 percent of respondents considered themselves Macedonian, 25.2 percent identified as Albanian, 3.9 percent as Turkish, 2.7 percent as Romani, 1.8 percent as Serb, and 2.2 percent as other.²⁵ Ethnic Albanians' grievances over perceived political and economic inequities escalated into a conflict in 2001 that led to the internationally brokered Ohrid Framework Agreement, which ended the fighting and established guidelines for constitutional amendments and the creation of new laws that enhanced the rights of minorities. The majority of the population is Macedonian Orthodox (64.8 percent) and there is also a large Muslim population (33 percent).

Roma officially constitute 2.7 percent of the total population, even though some estimates say its 6 percent. Roma are dispersed throughout the country with a large concentration in Šuto Orizari in Skopje. They speak Romani, and the majority practice Islam.²⁶ The latest research shows that 70 percent of all stateless persons in the country are Roma.²⁷ Many Roma have substandard living conditions, often struggling with overcrowding and lack of access to sanitation, safe drinking water, electricity, street lighting, or public transport.²⁸ As the population experiences the highest degree of marginalization and discrimination in the country, the Roma face barriers to accessing personal identification documents due to their inability to meet evidence requirements, discriminatory attitudes of public officials, poverty, and lack of awareness of the importance of such documents.²⁹ Roma women are particularly likely to face these barriers. Female employment and unemployment rates of Roma lie at 10 and 70 percent respectively compared to 26 and 35 percent for women nationwide.³⁰

Ethnic Albanians are concentrated mostly in the western, northwestern, and middle areas of the country with small communities located in the southwest. The largest Albanian communities are located in the municipalities of Tetovo (70.3 percent), Gostivar (66.7 percent), Debar (58.1 percent), Struga (56.8 percent), Kičevo (54.5 percent), Kumanovo (25.8 percent), and Skopje (20.4 percent). Although Albanian women live in more-traditional households, which limits their participation in public life, the situation on GE has been improving over the last decade.

Youth

Young people comprise the majority of external and internal migrants, and they are changing the demographics of the country's regions by migrating from rural to urban areas and abroad. Emigration from rural to urban areas has increased the population in cities, especially in the capital, leaving many rural areas, especially in the Southeast region, with few young people.

Recent surveys also suggest that many young people (as many as 77 percent) are considering leaving the country, primarily to migrate to European Union (EU) member states (58 percent).³¹ The main reason is poor quality of life: inadequate or underpaid work, poor working conditions, political and economic uncertainty, a poor education system, and discrimination.³² Consequently, many young people suffer from poor mental health and few mental-health services are available to support them.

To address those migration issues, the Resolution on Migration Policy of the Government 2015–2020 focused on the brain drain of young, highly educated people, especially from the Skopje, Polog, and Southwest regions. As well, the government of North Macedonia (GoNM), in cooperation with the International Labor Organization, prepared the Second Action Plan for Youth Employment 2016–2020 to address the high rate of youth unemployment. The Employment Service Agency also has been implementing measures to increase the participation of youth, women, and long-term unemployed persons in the labor market. For 2018, it reported 53 percent of its beneficiaries were people up to 29 years of age.³³ The measures it took include support for internships or on-the-job training, self-employment, subsidizing employment, training, and education. Youth unemployment, however, is a large problem that requires more attention, as indicated in the agency's 2019 operational plan's focus on youth.

2. GENDER ANALYSIS PRELIMINARY FINDINGS, BY ADS205 DOMAIN

2.1 Laws, Policies, Regulations, and Institutional Practices

As a signatory of the Convention on the Elimination of All Forms of Discrimination Against Women and the UN Beijing Declaration and Platform for Action and as an EU accession country, North Macedonia has committed to achieving de jure and de facto GE. Labor laws are comprehensive and generally align with EU directives. But a significant discrepancy exists between the commitment to these legal frameworks and their implementation, particularly in rural areas.

Primary data collection in North Macedonia indicated that the government does not fully recognize GE as a challenge. As a result, it is not prioritized in national and regional planning processes.³⁴ A case in point is the North Macedonia One Society Strategy, which only includes gender as a subdimension within social cohesion.³⁵ The law requires gender-responsive policy and budgeting in North Macedonia. But it is not put into practice in all central-level institutions and 21 of the country's municipalities, despite a strong government commitment to do so. To bolster efforts in this area, it is necessary to include gender-responsive budgeting (GRB) in provisions in the new Law on Organic Budgeting.

The GoNM has ratified the Istanbul Convention, which requires the criminalization of all forms of GBV as well as the implementation of effective GBV-prevention and protection measures. North Macedonia's criminal code,³⁶ however, criminalizes only rape, and it does not do so at the level the Istanbul Convention requires.³⁷ The criminal code also does not regulate explicitly the remaining forms of violence listed in the convention. Other North Macedonian laws regulate some forms of GBV as misdemeanors.³⁸ The laws are gender neutral, however, and do not recognize gender discrimination as the cause of GBV, which the convention requires.

The majority of the GBV response services in North Macedonia target survivors of domestic violence. Since 2018, the GoNM has financially supported non-governmental organizations that provide services for survivors of domestic violence helplines, crisis centers providing accommodations for up to 48 hours, shelters providing accommodation for up to six months, and psychosocial support. The country, however, is still far from reaching the minimum standards the Istanbul Convention prescribes for those services.

2.2 Cultural Norms and Beliefs

Patriarchal and traditional social norms prevail in North Macedonia, placing women's responsibilities foremost at home. Cultural norms and beliefs do not differ widely by geographic region, but they do vary by ethnicity and are more pronounced in rural areas. Primary data collection revealed that there are still rural communities where women are not allowed to leave their home or village. The data also highlighted that men often attended public meetings, even when the gatherings were intended for women.³⁹

Women and men in North Macedonia perpetuate gender norms and beliefs. For example, about one-third of women believe that their primary roles are to give birth and care for the home and family, rather than to work in the formal labor market.⁴⁰ Women often prefer to take care of the home and children, and they largely support the myth that it is better for a preschool child if the mother does not work.⁴¹ Minority and economically inactive women more frequently hold these views.⁴²

Traditional cultural norms and beliefs are more persistent among Roma and Albanians and in rural areas. Social norms among Roma, for example, promote early marriage and limited access to continued education and condone GBV.⁴³ Evidence exists, however, that these norms and beliefs are shifting with respect to Albanian women.^{44,45} In the Southeastern region, ethnic Turkish communities exist where traditional and patriarchal values and beliefs are observed strongly, which limit women to the home and village.⁴⁶

Stereotypes regarding women's economic and political capacities remain widely accepted. Women of all ethnic groups report a lack of confidence to carry out activities that deviate from their traditional roles. Thirty-eight percent of women believe it is very difficult for women to be managers or politicians or to work in other senior positions, while 57 percent agree that there are barriers to greater engagement of women in the labor market and employment.⁴⁷ Many women also feel they are not in a position to influence politics and that their time spent in that capacity is wasted.

Women face discrimination in the labor market. There are jobs that are stereotypically aimed at women, which are among the least regulated and least paid (such as saleswomen, hotel maids, and housekeepers). As well, women often work in sectors where they are primarily employed at lower-level positions (for example, education, hospitals, and the textile industry).

A large proportion of women and men believe that the man should be "the head of the household," with approximately 32 percent believing it is important for a man to show his partner who is the boss.⁴⁸ GBV is perceived as a taboo and private matter, especially in ethnic minority communities (Albanian, Roma, and Turkish). GBV is more prevalent in rural areas,⁴⁹ where forms of physical GBV remain accepted as normal and even desirable in certain cases.⁵⁰ There are perceptions, especially in rural and ethnic communities, that psychological violence (experienced by 44 percent of women)⁵¹ is not violence and that some forms of physical violence are normal and even desired. There is not much difference among Macedonian and Albanian communities but GBV rates are higher in Roma and rural populations. In these contexts, and without comprehensive sexual and relationship education implemented in schools, adolescent girls often confuse boyfriends' control and jealousy with love.⁵²

Finally, the media perpetuates gender norms and roles. Reports belittle women in decision-making positions and focus on stereotypical images of women.⁵³ Women are presented primarily as mothers and wives. Women who do not dedicate enough time for the home and cooking are presented as failures.⁵⁴

2.3 Gender Roles, Responsibilities, and Time Use

Men spend more time on paid work while women spend more time on domestic activities.⁵⁵ Women generally bear the full load of unpaid household and care work (for children and elderly parents). Women spend three times more time (four times in rural areas) on domestic activities compared to men.⁵⁶ The time women spend on domestic activities starkly rises for women 25 to 44 years of age, while it decreases for men in the same age group.

Economically active women spend almost equal amounts of time on household activities and childcare compared to economically inactive women. Of the time spent in the home, women dedicate 12 times more time than men do to cleaning, 18 times more to dishwashing, nine times more to cooking, and three times more to childcare.⁵⁷ This finding points to a significant double burden for women who work outside the home. It also hinders their ability to participate in networking and business activities after work hours, as most businessmen do.⁵⁸

While male labor-force participation is comparable with the regional average, female labor-force participation is far below it. Women also are more likely to have part-time jobs than men, which are associated with poor remuneration, lower career prospects, and fewer chances of promotion. Among economically inactive women, 60 percent agreed that household chores are the main barrier to their labor-force participation, followed by 55 percent who believed that they were unqualified to participate in the labor market.⁵⁹ The presence of children, especially under 6 years old, reduces the likelihood of women's labor-market participation.⁶⁰

Women's work in rural areas often is not recognized, even though their contribution to agriculture is significant. Research from the 2018 WEAI survey indicated that while women in agriculture work an average of more than 11 hours per day, 42 percent of that time is unpaid. In contrast, men work an average of 9.7 hours, which is mainly paid.⁶¹ Though many rural men spend their free time gambling, rural women do not have the leisure time to do so.⁶²

Women effectively are excluded from local planning processes, including the identification of priorities, developing policies, budgeting, consultation, and adoption. This situation is due in part to their domestic responsibilities, but it is also because women do not see the effects of their participation and do not feel that these planning processes acknowledge and address their needs. There are some efforts in certain municipalities to organize meetings exclusively for women, but primary data collection revealed that these efforts often are unsuccessful, with men taking the place of women.⁶³

Primary data collection though revealed a few instances of women organizing networking and group free-time activities. One such example is in Struga,⁶⁴ where women formed an informal book club that meets monthly, and there is an informal organization of women who cook called Skillful Women.

2.4 Access to and Control over Assets and Resources

Women's lack of asset ownership contributes to their economic marginalization. The constitution of North Macedonia (article 30) guarantees men and women have equal rights to own and manage property. Property, however, traditionally is registered in the man's name. The Law on Family (article 206) further stipulates that property acquired in marriage can be registered under the name of one or both spouses.

When both spouses contribute to the purchase of property, they are often both registered as owners. But when male spouses provide the funds for purchasing property, as is often the case due to women's more-limited involvement in paid work, then the property is registered under the male spouse's name. Article 206 of the constitution further specifies that even if only one spouse is registered as the owner, it is considered joint registration; in practice, however, only the spouse registered as the owner enjoys its legal benefits. This situation means that men primarily benefit from the ability to lease the property or use it as collateral for a loan or as a business asset. Both spouses though still must agree to use the property as collateral and if they desire to sell it. Even if women own property, 50 percent of women landowners are not active in the decision-making process on activities related to land, while 90 percent of men landowners make decisions on such activities.⁶⁵ Fewer than 10 percent of women have a leading role in decision-making activities related to land.⁶⁶ Women who do not have property in their name have less to lose in leaving the village, which has resulted in higher female emigration.⁶⁷

Women also experience discrimination in the inheritance of property. Though the law on inheritance promotes GE in theory, it does not do so in practice. The constitution provides incentives for siblings living on their parent's property to be heirs of the property (article 130), whereas those that do not live on the property have the right to renounce their inheritance (article 128). In practice, daughters who are married away from their parents' houses are expected to renounce their share of inheritance. As a result, inheritance and transference of property within the family usually privileges men.⁶⁸ Seventy-two percent of all property owners are male while 28 percent are female.⁶⁹ In rural areas specifically, women own just 12 percent of agricultural land and 5 percent of assets (such as houses and apartments).⁷⁰

Rural women are empowered in their abilities to make joint decisions on credit, though it is only because it is legally prescribed (that is, a husband cannot use an asset as collateral without the consent of his wife).⁷¹ Fifty-nine percent of rural women perceive themselves as ineligible for credit, though this percentage is smaller among women farm holders who receive income from subsidies.⁷² As such, some microfinance institutions have focused on women and other vulnerable groups.⁷³ Data, however, shows a large gender imbalance, with women saving less than half of men.⁷⁴ This finding is due in part because rural women's control over income is weak, even when they earn it.⁷⁵ In farming households, women have more input in decision-making and control over income in cases where they have responsibility for farm accountancy.⁷⁶

2.5 Patterns of Power and Decision-Making

North Macedonia outperforms most countries in the region and in Europe overall regarding women's participation in politics as a result of changes to election regulations. In 2002, North Macedonia introduced a gender quota that mandated 30 percent of candidates on electoral lists must be from the less-represented gender. In 2006, a change was made specifying that every third person on the list must be of the less-represented sex. And in 2015, the quota was raised to 40 percent. Women occupy 38 percent of parliamentary seats⁷⁷ and 16 percent of the ministerial seats (four of 25).⁷⁸ Yet this system does not result automatically in women voicing their needs. It also does not result in their interests being represented "or that women have real power to improve the gender relations between women and men"⁷⁹ as "women often vote on party rather than on gender-equality lines."⁸⁰ Though women have lower participation rates in local policy, agenda setting and decision-making, they are more involved in social-protection and community-assistance activities. Regardless, they engage less frequently in local participation mechanisms (such as open days with the mayor, public debates and consultations, and community forums) due to their lack of time and beliefs that their involvement would not result in any substantive reflection of their interests and needs.⁸¹

Within work contexts, the prevailing perception voiced in interviews among public- and private-sector stakeholders alike, is that older men constitute a working elite who are paid more, have more decision-making power, and who often ignore the opinions and input of women and younger colleagues.^{82 83}

The low representation of women in government in part reflects women's low participation in party politics, where they still face a glass ceiling. While there is no official data (or sex-disaggregated data) on the number of party members, interviews during primary data collection supported this sentiment.⁸⁴ The data confirms that women are underrepresented in party-management roles. Though the Democratic Renewal of Macedonia party has a woman leader and the Social Democratic Union of Macedonia party has a woman co-chair, men lead all other active political parties, although women do serve as vice-presidents of some parties.

3. GENDER ANALYSIS

PRELIMINARY FINDINGS AND RECOMMENDATIONS, BY SECTOR

3.1 Private-Sector Growth Findings and Recommendations

Snapshot of Private-Sector Growth Relevant Data and Statistics

There are large gender gaps in labor-force participation, earnings among workers, and the decision to start a business.

- The country placed 103 out of 149 in the WEF's 2018 ranking for women's economic participation and opportunity dimension (it was 66 on the overall index). The country's 2018 ranking was a decline from 2006 when it scored 31 of 115.
- There is a 27 percentage-point gap in labor-force participation between women (51 percent) and men (78 percent).⁸⁵
- Forty percent of women are inactive in the labor market; the greatest inactivity rates are found among ethnic Albanians (46 percent) and Roma (40 percent), compared to lower rates among ethnic Wallach (29 percent) and Macedonian (31 percent).⁸⁶
- Youth also face high unemployment (41 percent) and high participation in the informal economy (35 percent).⁸⁷
- Women's employment in the informal economy is 15 percent.⁸⁸
- Although better educated than men, women earn on average 19 percent less than men do performing similar jobs.⁸⁹⁹⁰ The estimated ratio of female-to-male earned income in North Macedonia is 0.49, which represents the highest regional pay gap.⁹¹
- The female share of employment in senior and middle management is 27 percent.⁹²
- Women represent 18 percent of individuals involved in entrepreneurial activities.^{93,94}
- Seventy-two percent of landowners are male while 28 percent are female.⁹⁵
- Seventy-two percent of companies cited access to finance as a common business barrier, regardless of gender.⁹⁶

As in many former socialist economies, employment growth has lagged behind output recovery (for example, real gross domestic product (GDP)), and North Macedonia has one of the lowest incomes and highest unemployment rates in the region at approximately 23 percent.⁹⁷ Long-term unemployment is a dominant feature of North Macedonia's labor market and it is prevalent among youth, rural populations, ethnic minorities, women, and less-educated people.⁹⁸ One of the main challenges for the country is to ensure all citizens have access to gainful employment and decent work. In particular, the integration of youth, women, and people employed in the informal sector (which comprised 15 percent of GDP in 2009) into the official job market is essential.⁹⁹

Decent work and income

- **Expand, extend, and improve early childcare and elderly-care options available to families, particularly in rural areas.** Given the lack of kindergartens and daycare centers throughout the country (less than 30 percent of children attend),¹⁰⁰ childcare responsibilities limit women's ability to work. In addition, women often are responsible for caring for their parents as well as their husband's parents, which further constrains their time. (WE3) J2SR: Capacity of the Economy
- **Target and train women to re-enter the formal workforce after having children or being unemployed for significant periods of time.** Women often end up working in the informal sector after having children, but their labor there does not contribute to their pension or healthcare. Women from a focus group in Tetovo highlighted that financial independence increases their confidence and decision-making power within the home.¹⁰¹ Women's lack of financial independence is a large contributing factor to GBV in North Macedonia; thus supporting women's greater financial independence (via formal employment) may decrease GBV. (WE3) J2SR: Citizen Capacity, Inclusive Development
- **Support women to monetize their care duties (of the elderly and children, and housekeeping).** Traditional gender norms and situations in which women may not be allowed to leave their homes may limit their abilities to learn skills beyond those they already have and to reenter the workforce after having children. One example of a good practice is USAID's Small Business Expansion Project, which helped women to start daycares after giving birth as they were unable to leave their home because of their childcare responsibilities. Though such activities do reinforce cultural gender norms, for some women monetizing a stereotypically female activity still presents progress towards GE as it empowers them through greater financial independence (which is associated with greater confidence and possibly lower rates of GBV) (WE3) J2SR: Inclusive Development
- **Support employed women and men to understand their labor rights in regard to parental leave, pay, discrimination, and sexual harassment.** Article 9 of the labor code and the Law on Protection from Harassment in the Workplace regulate sexual harassment in the workplace. Yet "sexual harassment of women in the workplace remains a problem, and victims generally do not bring cases forward due to fear of publicity and possible loss of employment."¹⁰² Among the most-serious cases of GBV women experienced, 16 percent occurred at school or work and 47 percent took place in the home.¹⁰³ (WE3) J2SR: Inclusive Development
- **Provide rent credits to women so they can afford to work outside the home and provide them with easier access to credit.** Although entrepreneurs face credit constraints irrespective of their gender, the impediments are more pronounced for women due to their limited ownership of assets, which limits their access to collateral. Forty-eight percent of rural women believe they are ineligible to receive credit from a bank.¹⁰⁴ Credit constraints may be greater among Muslim populations due to a lack of Sharia-compliant banks, but further research is required in this area. (WE3) J2SR: Capacity of the Economy

- **Expand, extend, and improve affordable transportation options for women employees, particularly in the evening, and improve street lights.** These concerns were cited among participants in a hairdresser training program that the Tetovo Women’s Forum carried out, as private transportation only runs until 8 p.m. in rural areas and taxis are expensive. Women in Skopje cited transportation as a safety issue. Women who walk home in the dark must choose routes carefully as there are many unlit and poorly lit areas as well as circuitous street routes. (WE3) J2SR: Inclusive Development
- **Undertake studies on the economic costs of GBV as an advocacy tool.** The World Bank estimated that GBV has significant economic consequences, costing an estimated 1.2 to 3.7 percent of GDP in some countries due to lost productivity—equivalent to the average spending of low- and middle-income countries on primary education. This situation is likely the case in North Macedonia. (WE3) J2SR: Capacity of the Economy
- **Conduct research to see what types of jobs are available and what types of jobs youth want, and adapt job (training) programs to better place youth.** According to preliminary research carried out as part of the USAID/North Macedonia cross-sectoral youth assessment, 74 percent of youth who emigrated left to find work, 17 percent wished they had learned vocational skills in school, and 16 percent wished they’d learned a foreign language.¹⁰⁵ The primary data collection for this analysis highlighted that the USAID Small Business Expansion (and Ecosystem) Projects targeted unemployed youth, but that it faced difficulties engaging youth in vocational trainings. It also found that trainings were more successful in targeting employed workers with continuing education.¹⁰⁶ J2SR: Inclusive Development
- **Target minority women to participate in private-sector-growth projects.** Labor participation rates among Albanian (11 percent) and Roma (36 percent) women are low compared to Macedonian women (51 percent).¹⁰⁷ The gender gap in labor-market participation varies dramatically by region, with Tetovo (which has a high percentage of ethnic Albanians) having the lowest female labor-force participation and with Strumica, Bitola, and Shtip having higher rates.¹⁰⁸ (WE3) J2SR: Inclusive Development
- **Promote the formalization of men’s and women’s informal businesses; assist with the registration process.** Informal businesses are currently not eligible for health insurance and pensions, and employees of informal businesses do not have legal workplace protections. Sixty-five percent of Roma women do not earn any income, which could be related to their disadvantaged position in the labor market and high involvement in the informal sector.¹⁰⁹ (WE3) J2SR: Inclusive Development

Human (and social) capital

- **Provide vocational training in economically lucrative domains for women, minorities, and youth.** Industries related to weddings and festivals, hairdressing, and makeup were cited as lucrative because of the twice annual return of diaspora populations.¹¹⁰ Primary data collection suggested that this training is happening already, particularly in areas with a high percentage of Albanian populations (Tetovo and Struga).^{111,112} Again, while these roles are stereotypically female, women’s economic empowerment provides a first step towards achieving GE in other domains. (WE3) J2SR: Citizen Capacity
- **Provide farm accountancy training for rural women.** Women in agricultural households are more empowered if they perform farm accountancy. Women farm accountants also are more likely to be active members of farming associations. Lack of control over income (which includes farm accountancy), however, is one of the top three contributors to women’s disempowerment.¹¹³ J2SR: Citizen Capacity

- **Promote Roma girls' secondary education.** The law mandates completion of secondary education for boys and girls nationwide, but it is not enforced widely. Roma girls have low rates of secondary education completion (46 percent compared to 78 percent for non-Roma girls).¹¹⁴ (WE3) J2SR: Citizen Capacity
- **Promote vocational training as an alternative to a university degree, particularly among youth.** Use media to reduce the stigma associated with technical degrees. Many industries are desperate for skilled workers. However, young university graduates lack hard skills (such as in welding or construction).¹¹⁵ Even when employed, salaries are low and youth can make more money abroad for the same work, so many of them immigrate to EU countries, particularly Germany.¹¹⁶ J2SR: Capacity of the Economy
- **Promote and assist women to join business associations and other groups to promote their interests.** The amount of unpaid work that women perform diminishes their opportunities to engage in economic and civic activities, including having active memberships in trade unions or employers' organizations. Furthermore, women working in the private sector often cannot use time after work hours for meetings and social events dedicated to networking and making informal deals (which are popular activities among men). This situation affects women's ability to conduct business.¹¹⁷ (WE3) J2SR: Capacity of the Economy
- **Create female cooperatives to support women's economic empowerment, particularly in rural areas.** The 2018 WEAI showed that only five percent of women are members of any group or association. Rural women participate less than men in productive decision-making and have less control over income, but women who are members of a group and those who are economically independent report higher self-confidence and perceive higher levels of GE.¹¹⁸ (WE3) J2SR: Capacity of the Economy

Finance

- **Support the establishment of a grant fund for women entrepreneurs.** Replicate the model used in the USAID Small Business Expansion Project, which gave grants of \$5,000 to women entrepreneurs to increase their business capacity. These grants resulted in entrepreneurs hiring other women in a context where women traditionally would have remained at home or would not have been allowed to work for men. (WE3) J2SR: Capacity of the Economy
- **Advocate for the provision of agricultural subsidies to women directly.** Men are more likely to receive subsidies and receive a greater amount than women do (\$657 vs. \$990). Also, men and women do not necessarily invest subsidies in the same way: one study found that how a household uses assistance money differs by the recipient's gender.¹¹⁹ When women receive the transfer, the proportion spent on food is 5 percent higher than when men receive it. Primary data collection in Radovish also uncovered cases of men using the agricultural subsidy money to gamble.¹²⁰ J2SR: Capacity of the Economy

3.2 Citizen-Responsive Governance Findings and Recommendations

Snapshot of Citizen-Responsive Governance Relevant Data and Statistics

- North Macedonia ranks 66 out of 149 countries in the WEF's 2018 ranking and 45 for women's political empowerment.
- Following the local elections in 2017, women were elected mayors in six of 80 municipalities.
- The share of women employed in municipalities ranges from 19 to 68 percent; women head 15 of 81 municipal councils (2016).

- Women occupy 38 percent of parliamentary seats¹²¹ and 16 percent of ministerial seats (four of 25).¹²² There have been only 18 women ministers since independence.
- 8.5 percent of women in rural areas are members of a political party or civil-society organization.
- 13.6 percent of rural women and men participate in community-level decision-making.¹²³
- Women head two of the political parties and co-chair one of them. Women constitute 50 percent of the board of only one political party (the Liberal Democratic Party), the rest are striving to achieve gender balance in internal party representation.
- There is relative gender parity in the public sector:¹²⁴ 50.5 percent of public-sector employees are men while 49.5 percent are women.¹²⁵ In general, however, a small percentage of rural women are employed in public and civil administration. Participation of Roma and Albanian women in local-level decision-making and public-sector employment is low.
- The representation of women in senior-management positions is high. Women occupy 4,250 (46.6 percent) of these jobs, while men fill 4,868 (53.4 percent). Similar gender parity is observed among non-managing positions (49.8 percent are women and 50.1 percent are men).¹²⁶
- Ninety-two percent of youth feel their voices are not represented sufficiently in the country's decision-making processes.¹²⁷
- There is a generational difference in how citizens obtain civic information: half of women age 18 to 34 obtain information regarding municipal decisions online, while women over age 55 primarily obtain information from television. Of the two age groups, young women tend to be better informed and more likely to participate in local municipal meetings.¹²⁸

The majority of North Macedonians agree that local public discussions are useful and influence municipalities' decisions.¹²⁹ Overall participation, however, is low among both women and men. The local decision-making processes are not inclusive.¹³⁰ Local self-government units are perceived as unwilling to utilize the participation mechanisms, inefficient in informing citizens about their options for participation, and closed for citizens' input in general.¹³¹ While women need more free time to be involved in local policymaking, both men and women need to see that the municipality is interested in hearing their needs and suggestions and considers their thoughts when making decisions.

Democracy, rights, and governance

- **Institutionalize quotas for women, particularly among vulnerable groups (ethnic minorities, victims of violence, single mothers, and women with disabilities) in political parties, chambers, management of company boards, and public procurement.** Social norms limit gender-balanced power and decision-making, particularly in the public sphere. Additionally, political parties exert strong control over their political activism, and party lines matter more than GE. Participation of Roma and Albanian women in local-level decision-making and political parties is limited and challenges remain to including them.¹³² Regulations of affirmative measures for women largely are missing. Recommendations include revising the Law on Political Parties to regulate gender quotas for parties' internal structures, which would support women's representation in management positions; gender-equality training for male party members so they become more aware and supportive for achieving gender balance within the party (in terms of participation and in engendering party policy), especially for executive management; and use of gender mainstreaming and GRB tools. The gender quota on election lists facilitates Albanian women's participation in politics. This allocation, however, does not facilitate the inclusion of Roma or Turkish women. The executive boards of the Albanian ethnic parties have the smallest female representation, but North Macedonian ethnic parties do not differ much, although they do have female members that campaign door-to-door.¹³³ **J2SR: Open and Accountable Governance**
- **Support greater gender mainstreaming in government and parliament.** Support a procedure to assess the impact of regulations on GE. A regulatory impact assessment has not been

submitted to parliament, nor is there a requirement for laws parliamentarians propose to be assessed from a gender perspective. While GRB is a prerequisite for central and local governments, there is still a need to improve and expand capacities to carry it out. Parliament has not been involved in introducing this tool in public-finance management.¹³⁴ **J2SR: Open and Accountable Governance**

- **Support gendered participation models of decision-making at the local level.** Such mechanisms should incorporate men's and women's feedback so both genders see that the municipality is interested in hearing their needs, is receptive to their suggestions, and considers their input when making decisions. One-third of women would like to be informed when there are consultative meetings in their municipalities. Rural women are reluctant to participate in local mechanisms, as they don't believe anyone would accept their suggestions.¹³⁵ Yet rural women are better informed (19 percent) and more likely to participate (13 percent) than urban ones (11 percent informed and 6 percent participate). **J2SR: Open and Accountable Governance**
- **Continue to support the Women's Parliamentary Club and Women's Lobby.** The Women's Lobby, together with members from all political parties and sectors of society, has facilitated policy dialogues to facilitate progress on GE, specifically GBV. It got parliament to pass the Law on Prevention and Protection from Domestic Violence in 2014 and ratify the Istanbul Convention. **J2SR: Inclusive Development**
- **Support the criminalization of all forms of violence against women including via legislative changes, awareness raising, and capacity building for improved prevention and protection services (such as shelters, psycho-sociological support, and support groups for women), particularly in rural areas and among Roma populations.** While awareness raising and capacity building are needed at all levels of society to combat GBV, such efforts are especially important among political parties, chamber management boards, and enforcement forces (judges, prosecutors, and police).¹³⁶ **J2SR: Government Capacity**

Availability of gender-disaggregated data

- **Support collecting and tracking gender-disaggregated data and indicators in the public sector and capacity building in gender analysis.** Gender-responsive policy making and budgeting require that data is available to identify and plan around the needs of women, men, boys, and girls. **(WE3) J2SR: Government Capacity**

Human capital

- **Support municipalities to apply GRB tools in local policymaking and budgeting.** GRB will be compulsory with the new Organic Law on Budgeting, but the capacity to carry out GRB in policy and budgets is still missing among central and local government employees. Only 21 of 80 municipalities have piloted GRB tools; central-level institutions piloted GRB in one program. As such, it is necessary to target all municipalities, especially those not included in the UN Women project (Promoting Gender Responsive Policies in South East Europe and the Republic of Moldova), and use the same approach of building dynamic teams to create interest more broadly in the application of GRB skills and knowledge. Through the use of GRB, in some areas (including Sveti Nikole, Strumica, Veles, and Bitola) rural women have received better services (such as transport and care). **(WE3) J2SR: Government Capacity**
- **Facilitate the inclusion of young women and men in developing policies and infrastructure that responds to their needs.** The political participation of young people is severely limited. Young people feel they have a limited say in public life and are excluded. Youth councils have been established in some municipalities to facilitate the inclusion of youth in local decision-making, but they do not achieve the objective sufficiently and uniformly across the country. **J2SR: Open and Accountable Governance**

3.3 Social-Cohesion Findings and Recommendations

Snapshot of Social-Cohesion Relevant Data and Statistics

- Preschool enrollment of Roma children is low: 14 percent aged 3–6 receive preschool education, compared to 29 percent of non-Roma.¹³⁷
- Forty percent of marginalized Roma students aged 7–15 attended segregated schools in 2017.¹³⁸
- Roma girls have the highest school-dropout rates. The school-completion rate for Roma girls is 62 percent, for Roma boys it's 76 percent, non-Roma girls it's 96 percent, and non-Roma boys it's 91 percent.¹³⁹
- Thirty-three percent of Roma women are married before the age of 18.¹⁴⁰ Twelve percent of Roma girls in North Macedonia are married before the age of 15, compared to around 1 percent nationally; 18 percent have their first child between the ages of 15 and 18.¹⁴¹
- Thirteen percent of Roma women are employed, compared to 31 percent of Roma men, 26 percent of non-Roma women, and 52 percent of non-Roma men. Fifty-eight percent of Roma women are unemployed, compared to 45 percent of Roma men, 27 percent of non-Roma women, and 14 percent of non-Roma men.¹⁴²
- Two out of 18 women ministers since the country's independence have been Albanian.
- In 2019, two out of six women mayors were Albanian (total of 80 mayors).
- In 2019, Albanian women held five out of 120 national assembly seats.

Human capital

- **Support greater focus on gender in multiethnic education projects from an early age.** The USAID Interethnic Integration in Education Program Project and the Advancing Social Cohesion Project has improved interethnic relations through education. Going forward, greater emphasis should be placed on gender in these types of projects. Gender stereotypes are formed as young as three years old, so early interventions are required to break intergenerational transmission. **J2SR: Inclusive Development**
- **Promote GE through (multi) cultural activities at local and national levels.** Mainstream gender through all multicultural activities implemented at the local and national levels. During fieldwork, many stakeholders cited a lack of cultural activities in their municipality and that there was great potential for such activities to bring people together from different backgrounds and spur tourism (Gostivar, Tetovo, and Ohrid). In Radovish, for example, there is an opportunity to promote such social-cohesion activities (like book promotions, talks, meetings, and meet and greets in the existing library and cultural center) or to support the opening of new cultural spaces (such as theaters, libraries, cinemas, sports spaces, and multi-activity spaces equipped with computers). **J2SR: Inclusive Development**
- **Support the removal of gender (and ethnic) stereotypes in education among teachers.** Promote activities with gender and ethnically mixed groups of students and teachers. Promote female teachers in leadership positions and include more male teachers (to promote GE and combat stereotypes). Educate teachers about GE, gender stereotypes, and appropriate behavior as schools do not address GBV, there is a lack of comprehensive sexual and relationship education, and boys' aggression is normalized. **J2SR: Inclusive Development**
- **Promote activities to integrate Roma girls and boys.** Roma (particularly women) face exclusion from mainstream society, and the social-protection system does not contribute sufficiently to their social inclusion, partly because the focus in the last decade has shifted to supporting families with children rather than all people who are poor and vulnerable.¹⁴³ Such exclusion begins early, as primary schools and teachers do not make enough effort to integrate and support Roma students.¹⁴⁴ Roma

children often are segregated in separate classes or special schools where the curriculum is frequently of poorer quality and academic achievement is lower. [J2SR: Inclusive Development](#)

- **Support civil-society organizations led by minority women, as well as those working on reconciliation and conflict resolution.** Grassroots women's organizations play a crucial role in social cohesion and conflict prevention and resolution. [J2SR: Inclusive Development](#)
- **Promote the Equality Commission's activities aimed at social cohesion.** Members of the Equality Commission include women from different backgrounds. Support them to amplify their role in awareness raising and advocacy. Support the commission as a separate unit with an appointed coordinator with input in budget allocation. [J2SR: Inclusive Development](#)
- **Promote communal forums as spaces where citizens meet with local authorities to discuss their problems and needs.** Support forums with a special focus on women and disadvantaged persons. Fieldwork in some areas revealed that only men attend such meetings (Strumica).¹⁴⁵ Research also indicated there may be strategic ways to communicate and engage with women, youth, and ethnic minorities. For instance, advertising meetings online for younger generations¹⁴⁶ and having women-only forums¹⁴⁷ could engage these groups. [J2SR: Open and Accountable Governance](#)
- **Account for rural women's needs and issues in programming.** Pay special attention to differences between ethnic communities and to communities containing less than 20 percent of the population. Such smaller communities are almost invisible to policymakers and other stakeholders, regardless of ethnicity. Promote women-only spaces, especially in communities with a majority Muslim population as primary data collection revealed that Muslim women often feel more comfortable participating in all women groups.¹⁴⁸ [J2SR: Inclusive Development](#)
- **Support the inclusion of vulnerable groups in employment programs.** Economic growth has not translated into improved well-being for all ethnic and income groups. Gender gaps in labor-force participation are greater for older women, less-educated women, and women from certain ethnic groups.¹⁴⁹ A review of the Ohrid Framework Agreement showed continued gender inequalities in access to the labor market and recommended a review of employment programs to ensure they target all vulnerable groups (such as ethnic Roma, women from minority communities, and rural men and women).¹⁵⁰ [J2SR: Inclusive Development](#)
- **Support youth-led grassroots organizations in the implementation of activities aimed at social cohesion.** One interview revealed that Albanian students excluded Macedonian students from their union in Tetovo.¹⁵¹ Thus, segregation remains an issue in curricular and extracurricular activities in some areas. As well, it is important to recognize young people as implementers, not just as beneficiaries. Few donors directly support youth-led grassroots efforts, though activities under the USAID Civic Engagement Project are good examples of supporting youth leaders (such as the USAID Civic Engagement Project). [J2SR: Inclusive Development](#)
- **Support opening of public (cultural) spaces for young people to facilitate social cohesion.** One such successful space is the American Corner in Struga, a place for young people to use computers, read books, and exchange ideas and experiences with their peers.¹⁵² In some communities that lack such spaces, youth gather in betting houses and casinos.¹⁵³ Research has shown that national and religious identities do not play a significant role for Macedonian and Albanian primary-school students: national identity is slightly more important for Macedonian students while ethnic and religious identity is more significant for Albanians.¹⁵⁴ There is evidence, however, of division among some Macedonian and Albanian youth, partly due to a language barrier (Albanians study in Albanian schools and Macedonians in Macedonian schools) and partly due to a lack of common spaces where young people can mix and engage in cultural or educational activities.¹⁵⁵ [J2SR: Inclusive Development](#)
- **Support media content produced by women and youth.** Men own 37 analyzed media outlets, while women are registered as the owners of just three (the owners of five media companies are

unknown).¹⁵⁶ The overwhelming majority of directors and editors in all media outlets are men. In debate and informative programs, women were only 19 percent of participants.¹⁵⁷ Increasing the number of women with decision-making power in relation to media content and including youth in production would help diversify programs (such as in the USAID Advancing Social Cohesion Project). New media content may address women and youth's problems, promote more-attainable and realistic role models, raise awareness on GE, and contribute to social cohesion among young people. **J2SR: Civil-Society Capacity**

Democracy, rights, and governance

- **Support alternative ways to report GBV.** Promote reporting methods that enable GBV survivors from more-distant rural communities and more ethnically closed areas to report GBV. **J2SR: Inclusive Development**
- **Promote activities aimed at integrating women (and men) with disabilities.** Advocate for accessibility and adapting public spaces, especially in local communities. Public spaces do not accommodate persons with disabilities, which is a major constraint for their inclusion in social life and education.¹⁵⁸ Eighty percent of respondents in a survey of people with a physical disability said that they do not visit theatres, cinemas, or museums due to their inaccessibility, while 67 percent mentioned that health services were unavailable due to the physical inaccessibility of healthcare institutions.¹⁵⁹ Moreover, centers for social work often are located in buildings without access ramps or elevators (in Gevgelija, Kochani, Radovish, Kriva Palanka, Shtip, Berovo, and Skopje).¹⁶⁰ **J2SR: Inclusive Development**

3.4 Secondary-Education Findings and Recommendations

Snapshot of Secondary-Education Relevant Data and Statistics

- Net enrollment rates are as follows.¹⁶¹
 - Primary: 87 percent for girls and 88 percent for boys
 - Secondary: 79 percent for girls and 81 percent for boys
 - Upper secondary: 69 percent for girls and 73 percent for boys
-
- **Set specific secondary-education targets for girls and boys in rural areas, and for girls and boys who are from minority ethnic groups, to decrease gaps in secondary education.** In North Macedonia, the gross enrollment rate in primary education is 94 percent for girls and boys combined. This figure decreases to 85 percent in lower secondary, with a student transition rate to secondary school of 100 percent.¹⁶² Though there are no significant gender disparities in primary education, there are important gaps in secondary-school enrollment, attendance, and completion. Although by law secondary education is compulsory, 31 percent of girls aged 14 to 15 do not continue schooling beyond their primary education, with the largest disparity among the richest and poorest youth.¹⁶³ In rural areas, 42 percent of children who are secondary-school age are out of school (compared to 23 percent in urban areas).¹⁶⁴ The situation is dire for the Roma population, where the primary-education completion rates are 45 to 50 percent; enrollment in secondary education is 19 percent; and enrolment in higher education is just 1.5 percent. **J2SR: Inclusive Development**
 - **Promote measures in secondary education to better prepare students for employment, including greater linkages between education and the labor market (that is, vocational training).** These actions could include a study to identify the strengths and shortcomings of education and vocational training in relation to labor-market demand. Recent studies indicate that 28–45 percent of youth aged 15–29 do not feel their education adequately prepared them for employment.¹⁶⁵

Seventeen percent said applied, practical, or vocational training would have been useful to better prepare them, while 16 percent each cited foreign language and other training (which included vocational and skilled trades, sports, sciences, continued studies, and arts).¹⁶⁶ (WE3) J2SR: [Citizen Capacity](#)

- **Promote measures to decrease the financial costs of secondary school for the poorest households, such as cash transfers, improved infrastructure, and alternative household solutions for children from remote areas.** Common reasons preventing girls from participating in secondary education are related to cultural norms as well as the costs of attending school.¹⁶⁷ Poor families cannot afford the costs associated with schooling, which can include dormitory fees to house students coming from rural areas.¹⁶⁸ Sixty-four percent of secondary-school-age children in the poorest quintile are out of school compared to just seven percent in the richest quintile. Girls in rural communities and from ethnic minorities are often married early for financial reasons.¹⁶⁹ The government's conditional cash-transfer program, with World Bank funding, aims to reduce poverty through a cash transfer directly to the poor¹⁷⁰ (the government has measures in its new package of laws on social reforms). J2SR: [Inclusive Development](#)

4. USAID/NORTH MACEDONIA INSTITUTIONAL FRAMEWORK ON GENDER EQUALITY

4.1 USAID Global Policy on Gender Equality

Numerous USAID frameworks promote GE and the social inclusion of vulnerable groups. The 2012 USAID [Gender Equality and Female Empowerment Policy](#) provides guidance on pursuing evidence-based investments in that area and how to institutionalize them into USAID missions. The U.S. Strategy to Prevent and Respond to Gender-Based Violence (updated in 2016) along with the [U.S. Global Strategy to Empower Adolescent Girls](#) (launched in March 2016) offer useful approaches to promote GE. The [USAID J2SR](#) also provides a framework for addressing the important contributions of GE to country-level self-reliance. Recently the White House announced its [W-GDP Initiative](#), which is accompanied by a fund for USAID to advance global women's economic empowerment.

4.2. USAID/North Macedonia Policy and Practice on Gender Equality

- **Mission gender or inclusive-development adviser position**—USAID/North Macedonia does not have a dedicated mission gender or inclusive-development adviser position; this role is currently a component of the supervisory program officer's role. The majority (83 percent) of USAID staff do not have access to any type of USAID gender advisor or technical expert (at the mission, regional, Washington, or other levels).
- **Gender or inclusive-development mission order**—USAID/North Macedonia does not officially have a gender or inclusive-development mission order. Among staff, there is not a consensus whether there is a gender or inclusive-development mission order: one-third of staff responses indicated it did, two-thirds that it did not.
- **Internal mission gender or inclusive-development working group**—USAID/North

Macedonia does not have a mission gender or inclusive-development working group.

- **Gender integration in procurement criteria**—There is no official policy regarding gender integration in procurement criteria, though in interviews with USAID staff and implementing partners (IPs), it was said to be a consideration in proposals and program development.
- **USAID partner gender-integration–strategy template**—There is no official gender-integration strategy template for partners. Eighty-three percent of USAID staff and more than half of IPs, however, reported integrating gender-analysis findings into USAID program and project designs.
- **Project gender indicators**—Given that this document is a gender analysis rather than an assessment, not all projects were reviewed specifically for gender indicators. Through interviews with USAID staff and IPs, some projects contained gender indicators while others did not. Gender indicators, however, are focused primarily on measuring the project participation of girls, women, boys, and men rather than tracking men’s and women’s outcomes separately (USAID Youth Ethnic Integration Project, Business Ecosystem Project, and the Small Business Expansion Project). Additionally, no GBV indicators exist: 23 percent of IPs reported that their USAID project does not track gender indicators at all. While further review should be conducted, these findings suggest more gender indicators should be collected to assess women’s and men’s current status and progress over time.

4.3. USAID/North Macedonia Staff and Implementing-Partner Gender Integration

Sixty-two percent (13 of 21) of IPs and 43 percent (six of 14) of USAID/North Macedonia staff members responded to the online GE and WE survey. Given the low response rates and small sample sizes, results should be interpreted with caution, but they are presented to highlight where gaps may exist in understanding and practice regarding GE/WE integration. In terms of the samples, 83 percent of the USAID staff members were from the General Development Office; the majority of IPs were directors (62 percent), technical advisors (15 percent), or held other positions (23 percent) on a USAID-financed project.

All USAID staff respondents saw the following GE/WE issues as moderately or very important: understanding specific GE and women’s rights issues; conducting an analysis of GE/WE; integrating GE analysis findings into program design; implementing GE/WE programming and monitoring program indicators that measure changes in GE/WE; integrating GBV prevention and response into programming; and integrating lesbian, gay, bisexual, transgender, and intersex (LGBTI) considerations into the design and implementation of programming. While IPs’ staff also primarily viewed these issues as moderately or very important, for each issue 8 to 15 percent did not see its importance—the exception was understanding specific GE and women’s rights issues, which all respondents considered important.

The majority of USAID staff were moderately to very knowledgeable about conducting a gender analysis, integrating findings into programming, developing GE indicators, and integrating GBV and LGBTI considerations into programming. There was a wider range of knowledge levels among IPs. While all had at least some knowledge of integrating GE analysis findings into programming, 31 percent were unclear how to integrate GBV prevention and design into programming and 39 percent were unclear how to integrate LGBTI considerations.

All USAID staff and 31 percent of IPs conduct GE analyses to a modest or great extent in their work. Eighty-three percent of USAID staff and 38 percent of IPs integrate GE findings into USAID strategic-framework documents, while 83 percent of USAID staff and 54 percent of partners integrate GE findings into project design to at least a modest extent. All USAID staff and 54 percent of IPs select and monitor

program indicators to measure changes in GE/WE to at least a modest extent. Half of USAID staff integrate GBV prevention and response or LGBTI considerations, compared to 54 percent and 31 percent of IPs.

The primary obstacles to integrating GE/WE into project planning, implementation, and monitoring and evaluation among both USAID staff and IPs are similar. Among USAID staff, primary obstacles include limited financial resources (83 percent), limited staff training (67 percent), and limited staff time (67 percent). Among partners they are limited financial resources (69 percent), limited staff time (46 percent), and limited staff capacity (46 percent).

More than 80 percent of USAID staff does not have access to any type of USAID gender advisor or technical expert (at the mission, regional, Washington, or other levels). Implementing partners reported slightly higher access, but it is primarily through their own organization (42 percent) or the organization's headquarters (42 percent) rather than through USAID. Half of USAID staff reported the projects they oversee have specific funds dedicated to promoting GE/WE compared to 23 percent of partners.

One-third of USAID staff reported that USAID/North Macedonia has an official policy (mission order) on promoting GE/WE. Sixty-two percent of IPs reported official policies on its promotion. Only one USAID staff member indicated his or her position description included tasks related to gender integration. Eight of 13 partners have specific job descriptions to include gender integration.

Among USAID staff (and partners), 50 percent (and 77 percent) indicated there is a system for staff to voice concerns over internal workplace practices they perceive as gender inequitable, 90 percent (and 85 percent) indicated there is a system for staff to report sexual harassment, and 100 percent (and 92 percent) reported their office often or always ensures women and men participate equally in planning and implementing project activities and pays women and men the same salary for similar positions.

Sixty-seven percent of USAID staff have attended the USAID Gender 101 course and one attended the ADS 205 course; however, most had not received training on integrating GE/WE into monitoring and evaluation. Sixty-nine percent of partners have received some kind of gender-integration training, 54 percent had received training on integrating GE in monitoring and evaluation. Sixty-seven percent of USAID staff and 60 percent of partners do not have access to any gender-analysis tools to support project design and implementation.

4.4 Recommendations for USAID/North Macedonia

Based on the results of the fieldwork and gender-integration survey, the following four recommendations are made to advance gender integration in USAID/North Macedonia programs.

1. Conduct a brief GE analysis or use findings from a project-appraisal document's gender analysis (if carried out) during development of a project's terms of reference for the specific project sector using primary and secondary data sources to identify gender gaps and needs to inform development of project objectives and activities.
2. Include gender criteria when assessing proposals. Such criteria may include whether the project was developed in consultation with women and men, whether it responds to the needs of women and men, how it theoretically will affect women and men, and the extent of gender balance among project staff. Having such criteria ensures proposals include a gender perspective in project development and that there is a gender theory of change from the beginning.
3. Adhere to U.S. Government regulations to include GE in the proposed project, which includes information on how USAID funds are allocated to activities that directly address the needs and interests of women identified in steps two and step three; whether there are budget allocations that

indirectly address women's needs or are focused on promoting GE; and whether the budget allocations have different impacts on women and men.

4. Require gender mainstreaming in project design by including at least one gender objective in each activity's monitoring, evaluation, and learning plan, including indicators for measuring GE results (input, output, and outcome/impact) and having at least 40 percent of activities that are gender responsive, of which at least 20 percent are gender specific.

ANNEX A: GENDER ANALYSIS

SCOPE OF WORK

Background

The purpose of this task order is to conduct a mandatory Gender Analysis (GA) to inform USAID North Macedonia's Country Development Cooperation Strategy (CDCS) for FY 2020 - 2025. This analysis will respond to the requirements of Automated Directives System (ADS) 201.3.2.9 (<https://www.usaid.gov/ads/policy/200/201>) regarding GA for country-level long term plans and ADS Guide to Gender Integration and Analysis.

(<https://www.usaid.gov/sites/default/files/documents/1865/201sab.pdf>).

Gender issues are central to the achievement of strategic plans and Development Objectives (DOs), and USAID strives to promote gender equality (GE), in which both men and women, boys and girls, have equal opportunity to benefit from and contribute to economic, social, cultural and political development; enjoy socially valued resources and rewards; and realize their human rights. USAID recognizes that equal opportunities for women and men advances economic and social development and promotes democratic values. USAID considers advancing GE an important cross-cutting theme that needs to be integrated throughout planned and current projects and activities, thus making programs and projects sustainable, and ensuring that both women and men, girls and boys, benefit from programs equally.

Therefore, in order to comply with ADS 201 requirements, the GA will identify significant sector-specific gender-related trends, dynamics, and development challenges generally and across the current USAID North Macedonia portfolio. Findings of the GA will be used to inform the new CDCS and future project and activity designs. Specifically, it will inform potential contributions to the new presidential initiative for WE. It will also provide practical recommendations on how to ensure gender integration throughout project planning, implementation, monitoring, and evaluation cycles.

USAID North Macedonia is currently in the process of setting the parameters for its 2020-2025 CDCS, and expects that the findings of the GA would be used to inform the DOs and Results Framework that will be developed in 2019. To inform the results framework, the GA will address how gender relations, GE, and WE issues may affect USAID's achievement of sustainable development results.

USAID North Macedonia's interim DO under a Strategic Framework that covers 2018 to 2020 is: *Macedonia becomes a prosperous, self-reliant, and inclusive democratic society*. In order to achieve this objective, there are four interim intermediate results (IR) as follows:

- IR 1: Increased Private Sector Growth
- IR 2: Enhanced Participation by Informed Citizens
- IR 3: Good Governance Strengthened
- IR 4: Improved Social Cohesion

In addition, the office has been a recipient of Local Works funding to: a) advance locally-owned development; b) build strong relationships and promote collaboration with local development actors; c) empower local networks of community-centered actors to initiate and lead development efforts; d) enable local actors to achieve sustainable outcomes toward self-reliance; and e) support local leadership and ownership of the development process.

There are several cross-cutting themes that run across the DO: youth, inclusive development, and anticorruption, for example. As USAID may continue working in the above areas during the course of its next CDCS, the GA is expected to examine gender issues in these areas that also align with agency goals for self-reliance, namely enterprise driven growth, citizen-responsive governance, and social cohesion. In addition, the GA will identify more general GE trends in North Macedonia and may include strategic partnerships to advance GE. USAID North Macedonia is pivoting its priorities and programs to support the country's journey to self-reliance, and the GA must also identify both strengths and weakness surrounding GE that can be leveraged or addressed in the next CDCS to achieve this agency goal.

Objectives

The Contractor will conduct a desk review, fieldwork, and analyses resulting in a comprehensive GA with the following objectives:

1. Structure the analysis, including the inception and gender analysis reports, around the following mission strategic priority areas:
 - a. Increased Private Sector Growth
 - b. Citizen Responsive Governance
 - c. Improved Social Cohesion
2. Collect descriptive statistics on the status of males and females in North Macedonia, disaggregated by other demographic variables, including urban/rural age, ethnicity, religion and geographic location (including for example, differences between rural Albanians and Macedonians, Roma populations and ethnic groups);
3. Identify gender-based constraints, inequalities, or differences that will impede self-reliance and the key approaches associated with it: strategic partnerships, enterprise-driven growth, citizen responsive governance, and social cohesion. The GA will determine root causes of gender-based constraints, inequalities, or differences, particularly as they relate to North Macedonia's self-reliance;
4. Recommend approaches on how USAID North Macedonia programming can better address the identified gender-based constraints, inequalities, or differences both to enhance the accessibility and equity of benefits from USAID programs to both men and women, boys and girls, and to accelerate North Macedonia's progress in planning, financing and implementing solutions to its own development challenges;
5. Recommend how gender equality and women's empowerment (GEWE) can be accelerated through USAID programming. Suggest illustrative gender-sensitive performance indicators and sex-disaggregated data for the newly designed CDCS DO(s) and IRs in order to ensure that USAID North Macedonia assistance makes contribution to GE, and that both women and men have equitable access to development activities and their benefits.
6. Provide brief findings and recommendations on GBV prevention and response within the above-mentioned strategic priority areas, listed under #1.

Tasks

1. Engage international and domestic consultant(s) with the requisite skills to successfully conduct the GA.
2. Develop an approach to data identification, collection and analyses. This includes, among other preparations, formulating questionnaires for GA interviews and field work.
3. Comprehensively review pertinent literature and documents on GE and other gender issues in North Macedonia. The Contractor will provide a summary of key findings from the literature and documents review to USAID as part of the final report.

4. Review national data and statistics. The consultant will review, analyze and include official statistics data in the GA report.
5. Review relevant Macedonian laws and policies that most affect GE. The Contractor will develop a list of Macedonian laws and policies most relevant to gender, and summarize key findings and recommendations from this review in the final report to USAID.
6. Organize and conduct discussions and interviews with staff from key national and municipal governmental bodies, private sector leaders, local gender experts, Civil Society Organizations (CSOs), academics/researchers, journalists, and USAID projects beneficiaries. The Contractor will develop a list of key informants and include a full list in the final report to USAID.
7. Identify a methodology to solicit representative input on gender issues across geographic, social and economic spheres to ensure that GA findings are accurate and adequate for country-wide conclusions (based on other than census results because the census from 2002 is outdated).
8. Conduct meetings/interviews with USAID North Macedonia staff and implementing partners (IPs) to help identify and substantiate the role of gender under the current portfolio.
9. Produce and submit to USAID a draft and final written GA report in electronic copy in Word format.
10. Participate in entry and exit briefings with relevant USAID staff to a) outline GA plan, and b) to debrief USAID staff on GA findings, conclusions, and recommendations.
11. Based on the GA, provide detailed recommendations on integration of gender considerations in the new USAID strategic priorities and approaches for self-reliance, as well as provide guidance on gender concerns to be addressed in specific program design, management and monitoring.

USAID requires that the Contractor consider the *ADS205 five Domains Framework* in their approach for this GA. It is adaptable to many contexts and regions and is one of the most comprehensive frameworks, as it helps to identify and organize information about gender differences in the following six major areas of inquiry:

1. Laws, Policies, Regulations, and Institutional Practices that influence the context in which men and women act and make decisions
2. Cultural Norms and Beliefs
3. Gender Roles, Responsibilities, and Time Use
4. Access to and Control over Assets and Resources
5. Patterns of Power and Decision-making:

The kinds of questions that should be asked while conducting GA built around the five domains can be found in the *Toward Gender Equality in Europe and Eurasia: A Toolkit for Analysis* available at [this link](#).

Deliverables

Deliverable #1: A USAID North Macedonia approved Inception Report, including a desk review, list of key documents reviewed and analyzed, GA work plan and consulting team: The literature review will include, but not be limited to, literature, policies and laws, program reports, and strategies, among others. The Contractor will create a work plan and proposed consulting team within five working days, after the start date of the consultancy. USAID North Macedonia will have 12 working days to submit the inception report. This process will continue until an approved work plan and consulting team are agreed. The Contractor will include in the work plan a draft fieldwork methodology plan, which will include the scope of the analysis, geographic areas of data collection, names and contacts of individuals to be interviewed to the extent possible, and interview protocols.

Deliverable #3: An entry briefing with USAID staff upon arrival in Skopje.

Deliverable #4: An exit briefing at the conclusion of field work in North Macedonia will summarize key methods employed for the field work. The Contractor will schedule, arrange and implement methods used during field work as agreed in the work plan. The exit briefing will also outline key findings of the GA and recommendations by the consulting team.

Deliverable #5: Draft GA Report (GAR): The draft GAR will be completed within 21 calendar days after the exit briefing to USAID North Macedonia.

Deliverable #6: Final GAR: The Contractor will submit a clear, informative, and credible GAR (not to exceed 19 pages (including 3-page Executive Summary), excluding annexes and references) within 5 working days after USAID submits comments on the draft report. This report of the GA will respond to the requirements laid out in USAID Automated Directives System (ADS) 201.3.9.3 (<https://www.usaid.gov/ads/policy/200/201>) and the ADS205 (<https://www.usaid.gov/sites/default/files/documents/1870/205.pdf>) regarding GA for country-level long term plans and ADS Guide to Gender Integration and Analysis. The final GAR shall include data from existing documents, official statistics, interviews, and other sources used to assess the role of gender relations in North Macedonia and their significance for USAID goals and programs. This GAR will make recommendations for integration of gender considerations into the USAID North Macedonia CDCS 2020-2025 and future program planning. In addition, the GAR shall include an analysis of gender issues and constraints, and provide illustrative gender-sensitive performance indicators and sex-disaggregated data that would attest to meaningful implementation of USAID goals to advance GE. Contents of the GAR will include:

Table of contents (one page maximum)

Executive Summary (three-four pages maximum)

Discussion of Key Findings and Recommendations (15 pages maximum)

Annex 1: GAR methodology, including but not limited to the questionnaires used for GA field work and interviews

Annex 2: Key documents reviewed, including but not limited to an annotated bibliography of literature reviewed in GAR preparation and a list of the most relevant laws and policies related to gender

Annex 3: Key informants

Annex 4: GAR SOW

Any data used to prepare the GAR will be presented in the MS Office compatible format suitable for re-analysis and submitted either by email, on a CD, or on a flash drive to the COR. The data should be fully documented and well organized for use. USAID will retain ownership of all records including interview transcripts or summaries, survey(s), datasets developed, copies of which are provided to the COR.

The GAR will be written in English and submitted in MS Word, Times New Roman or Gill Sans MT, 11 point font.

Level of Effort and Timing

The Contractor will begin the desk review no later than April 16, 2019 and begin field work in North Macedonia no later than May 13, 2019, and will carry out 2-weeks of data collection. The Contractor will submit final GAR to USAID no later than o/a June 28, 2019.

Table 2: Deliverables

DELIVERABLE/TASK	Timeframe/ Due Date
Deliverable 1: Submit the inception report	April 16-May 10, 2019
Deliverable 2: An entry briefing with USAID staff upon arrival in Skopje	May 13, 2019
Deliverable 3: An exit briefing at the conclusion of field work in North Macedonia	May 24, 2019
Deliverable 4: Draft gender analysis report	June 14, 2019
Deliverable 5: Final gender analysis report	June 28, 2019

USAID will review the draft gender analysis report from June 17-21, 2019.

Logistic Support

The Contractor will be responsible for all logistical support needed to conduct this analysis, including translation/interpretation, transportation, accommodation, meeting/visit arrangements, office space, equipment, supplies, insurance and other contingency planning. The Contractor must not expect any substantial involvement of USAID North Macedonia staff in either planning or conducting the analysis. Upon request, USAID North Macedonia will provide the Contractor with introductory letters to facilitate meeting arrangements. USAID requests that any forthcoming American and local holidays be considered in scheduling meetings, group discussions, surveys, and trips in North Macedonia.

Contractor's Qualifications and Experience

The International Consultant must have the following qualifications and experience:

- Master's degree or its equivalent in social science or related subject.
- Minimum eight years of experience in designing and/or conducting analyses of gender, and in integration of gender perspectives into assistance programming;
- Excellent communication, presentation, and writing skills in the English language;
- Strong team management skills;
- Good knowledge of USAID Gender Equality and Women's Empowerment Policy and the ADS205.

The 2 National Consultants must have the following qualifications and experience:

- Degree in social sciences or related subjects.
- Minimum five years of experience in designing and/or conducting analyses of gender issues in North Macedonia and/or the region, and in integration of gender perspectives programming;
- Strong team management skills;
- Good knowledge of Gender Equality and Women's Empowerment Policies.
- Excellent communication, presentation, and writing skills in English language.
- Excellent communication, presentation, and writing skills in the national languages, Macedonian and/or Albanian.
- Ability to carry out an intersectional analysis of GE, ethnicity, and religion in Macedonia.

ANNEX B: METHODOLOGY

Inception Report

The research team prepared an inception report from May 1, 2019 to May 10, 2019, which included an extensive desk review of the secondary data sources specified in Annex B. The purpose of the desk review was to identify the major GE and women's empowerment advances, gaps and opportunities in North Macedonia as a whole, with a specific focus on the four aforementioned thematic focus areas that will be the main units of analysis for the 2020-2025 USAID/North Macedonia CDCS. Based on the desk review findings, the research team designed the methodology and work plan, which included a research matrix (see Annex C) that connected the research questions to potential sources of information (both primary/stakeholders and secondary/documents) and the instruments to be used for collecting it (Annex D). It also included question guides tailored to each data collection method, as well as a list of key stakeholders to consult during primary data collection.

RESEARCH GUIDING PRINCIPLES

- Do no harm
- Free prior informed consent
- Informant confidentiality
- Protection of information
- Non-discrimination and respect
- Ethical data collection
- Holistic participation
- Collaborative learning
- Cultural sensitivity
- Intersectionality

Research Questions

- What is the gendered impact of the legal, policy, regulatory and institutional environment in North Macedonia and how does it affect women and men differently? Do they vary by region?
 - To what extent do laws, policies, regulations, and institutional practices contain explicit gender biases?
 - To what extent do laws, policies, regulations, and institutional practices contain implicit gender biases?
 - What key gender-related legislation (e.g., laws on non-discrimination, gender equality, gender-based violence, and sexual harassment) is lacking or absent?
- How do cultural norms, beliefs and gender stereotypes affect the economic and social development of men and women in North Macedonia? How are prevailing gender norms and beliefs that hinder women's equal economic and social participation supported by and embedded in laws, policies, and institutional practices? Do they vary by region, age or ethnicity?
- What are the barriers to gender equality in each of the sectors: private sector growth, improved social cohesion, and citizen responsive governance? What are the ways in which women and men, boys and girls, are impacted differently by problems and opportunities in these sectors?
- In which ways do gender roles, responsibilities and time use impact women's ability to engage in private sector economic activity (i.e. labor markets and entrepreneurship) and citizen responsive governance (i.e. local and national politics, community involvement)? Do they vary by region, age or ethnicity? What are potential measures for improving women's access to formal employment opportunities?
- What are the gendered differences in terms of reproductive (non-market) activity, unpaid work (including care and other work in the home), and community service and how can these non-market activities potentially constrain women's participation in economic and social spheres? Do they vary by region, age or ethnicity?

- To what extent does ownership, access and control over assets and resources for women and men differ in North Macedonia in terms of productive resources – assets (land, housing), income, social benefits (social insurance, pensions), public services (health, water), technology and information? Do they vary by region, age or ethnicity?
- Are there gendered differences in the ability for women and men to decide, influence, and exercise control over material, human, intellectual, or financial resources, in the family, community and at the national level? Do they vary by region, age or ethnicity?
- Are men and women equally represented in senior level decision-making positions and equally involved in the decision-making process in public, private, and civil society organizations in North Macedonia? What are the gendered impediments that reduce women’s equal participation in leadership and decision-making roles in politics and in the public and private sector? Are there regional or ethnic variations?
- What are potential measures for enhancing the leadership role that CSOs and others play on gender issues in the sectors that USAID might want to engage?
- What role does gender-based violence play as a crosscutting priority and what are potential measures to mitigate it?
- In what ways can the USAID mission in North Macedonia develop projects that address gendered constraints in North Macedonia that could be funded under the Women’s Global Development and Prosperity (W-GDP) Initiative?

Primary Data Collection

A team of two consultants (one international and one national) carried out data collection in North Macedonia from May 13, 2019 to May 22, 2019 in four regions (Skopje, Polog, Southeastern, Southwestern). The main data collection tools and number of persons consulted are summarized in Table 1 below, and include the following: semi-structured interviews, focus groups and discussion workshops, and individual gender integration online surveys of USAID staff and partners. Annex E provides a detailed list of interviewees.

Table 3: Primary Data Collection Methods and Tools

Technique	Stakeholders	Purpose	Number of Persons Consulted
Semi-structured Interviews	USAID Staff, USAID Implementing Partners (IPs), GoNM counterparts, academics/ researchers, journalists, local gender experts. Central and local level	<ul style="list-style-type: none"> • To gather data on GE advances, gaps, challenges, constraints and opportunities in line with the USAID/North Macedonia priority areas of intervention, cross-cutting issues and geographical areas of intervention. • To assess gender integration within USAID policy, planning, operations and gender capacities, and to identify opportunities for future USAID programming. • To identify opportunities for enhancing collaboration. 	<ul style="list-style-type: none"> • USAID staff: 5 (4 women, 1 man) • IP: 11 (8 women, 1 man) • GoNM: 3 (2 women, 1 man) • Academics / researchers / gender experts: 6 (5 women, 1 man) • NGO: 19 (10 women, 9 men) • Business sector: 5 (all women)

			<ul style="list-style-type: none"> Local GoNM: 13 (all women)
Focus Groups	<p>Women and Men Participants in USAID Programs/Projects.</p> <p>CSOs</p> <p>Private sector leaders (including women entrepreneurs)</p> <p>Journalists</p>	<ul style="list-style-type: none"> To capture project participants' opinions and perceptions regarding gender constraints, and the benefits and opportunities associated with USAID programming. To determine the way that the projects and the IPs are identifying and addressing the advances and gaps to inform recommendations. To identify potential opportunities for collaboration. To gather potential recommendations. 	<ul style="list-style-type: none"> Women's NGOs: 6 participants (all women) Youth NGOs: 3 participants (all women) USAID project beneficiaries: 12 participants (all women) Journalists: 5 participants (4 women, 1 man)
Online Survey on Gender Integration Knowledge, Attitudes and Practices (SurveyMonkey)	<p>USAID Staff</p> <p>USAID Partner staff</p>	<ul style="list-style-type: none"> To assess USAID staff and partner individual and institutional practices, knowledge and attitudes related to GEWE. To measure the extent to which USAID/North Macedonia staff and partners integrate GEWE in USAID's strategic objectives, programming, budgeting, implementation, monitoring, evaluation and learning plans, and Performance Management Plans. To measure the extent to which the organizational culture, systems and tools of USAID/North Macedonia and its partners support the integration of GE. 	<ul style="list-style-type: none"> 6 USAID Staff 13 IP
Debriefing Presentation for USAID on Preliminary Findings and Recommendations	USAID Staff	<ul style="list-style-type: none"> To validate the preliminary findings and recommendations from the primary and secondary data collection. 	<ul style="list-style-type: none"> 5 USAID staff

Presentation of Preliminary Findings to USAID

Toward the end of the in-country data collection, the research team provided an on-site presentation of the preliminary findings and recommendations of the Gender Analysis to USAID/North Macedonia staff.

The purpose of the presentation was to validate and expand upon the preliminary findings and recommendations.

Data Analysis and Interpretation and Report Preparation

The research analyzed and interpreted the primary data collected and delivered the draft gender analysis report to USAID/North Macedonia on June 14, 2019. The research team delivered the final gender analysis report to USAID/ North Macedonia on June 28, 2019, which addressed USAID/North Macedonia feedback on the draft report.

Protection of Informant Information

The research team obtained free and prior informed consent, both at the organizational level, from all research participants, which included taking the following steps at beginning of all semi-structured interviews, focus groups or discussion workshops.

- An explanation of the purposes of the research, how long it will take, and the procedures to be followed.
- A description of any risks to the person participating (if relevant).
- A description of any expected benefits to the person participating, or to their community, as a result of participating.
- A statement describing whether the data will be anonymous or stored confidentially.
- Contact details for the person to get in touch with if they have questions or concerns regarding the research.
- A statement that participation is voluntary, that refusal to participate will involve no penalty, and that the subject may stop participating at any time.

For interviews with individuals and/or groups at risk, the research team did not record personally identifying information of respondents, including the names, ages, organizations, and even times and dates of interviews.

Limitations of the Gender Analysis

As mentioned in the results and conclusions, in general there is a lack of gender segregated data in the country which can affect data analysis. The research team collected all the available data and combined it with the findings from the fieldwork to obtain more reliable information. The research team conducted the fieldwork in N. Macedonia from May 13th until May 24th. May 24th is national holiday in N. Macedonia (St. Cyril and Methodius), therefore the fieldwork was one day shorter. To mitigate this limitation, the research team planned more meetings, or meetings with more participants, during the other days. Another limitation during the fieldwork was the Muslim religious holiday Ramadan, due to which interviews and meetings with representatives from the Muslim community (Albanians, Turks, etc.) had to be adjusted and specifically agreed.

ANNEX C: LIST OF KEY DOCUMENTS CONSULTED

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ANNEX D: GENDER ANALYSIS RESEARCH MATRIX

The tables below include the research instrument to facilitate gathering the required information for the USAID/North Macedonia Gender Analysis. The table reports the Research questions, the specific information needs for each one of them, and the tools proposed to gather the information from both secondary (documents) and primary sources (persons and institutions/organizations). The information needs were the base for designing the information gathering tools (interviews, focus groups, online survey and workshops) that will be tailored according to each specific stakeholder and its context.

Table 4: Guiding Questions for the Gender Analysis

N°	Research Theme	Information Needs	Tools and Sources of Information
1	Current gender gaps, advances and opportunities between women and men that belong to the targeted group ¹⁷¹ regarding USAID's key priority intervention areas and main domains. ¹⁷²	<ul style="list-style-type: none"> Gender gaps, advances and opportunities in access to Increased Private Sector Growth, Citizen Responsive Governance, and Improved Social Cohesion. Specific gender gaps regarding young women and men, ethnic minorities and other relevant groups regarding vulnerability. 	<u>Literature review:</u> National statistics and data bases, research reports, global indexes, USAID's studies.
2	Key issues and constraints to equitable political, social economic participation and access to opportunities for women and men.	<ul style="list-style-type: none"> Main restrictions, obstacles and limitations to equitable access to sector's opportunities, as well as how they may differ by gender or group. Role of cultural norms and beliefs as they contribute to gender disparities (i.e. gender stereotypes, direct and indirect discrimination, gender cultural/ethnic norms). 	<p><u>Literature review:</u> Research reports, USAID and others donor's studies, national reports to international mechanisms (CEDAW, ILO Conventions, SDG's, DSOs, etc.).</p> <p><u>Semi-structured interviews:</u> USAID staff and IPs, key national and municipal governmental bodies, private sector leaders, local GEWE experts (including UN bodies), CSOs, academics/researchers, journalists</p>
3	Areas of opportunity across key priority intervention areas ¹⁷³	<ul style="list-style-type: none"> Potential entry points for gender integration Successful examples of mitigation of gender inequality Opportunities to enhance leadership role that CSOs and others play on gender issues in USAID thematic areas. 	<u>Semi-structured interviews:</u> USAID staff and IPs, key national and municipal governmental bodies, private sector leaders, local GEWE experts (including UN bodies), CSOs, academics/researchers, journalists

			Focus groups: USAID project participants, CSOs
4	Legal-policy framework that supports or inhibits gender mainstreaming, including gender-sensitive policies at central and local level.	<ul style="list-style-type: none"> • Legal framework promoting (or inhibiting) GE at local and national level • Public policies and programs addressing GE and women's empowerment in the sectors. • Relationship/coordination between sectors and national/local mechanisms for the advancement of women. • Institutional capacities for GEWE in the public implementing institutions. 	<p>Literature review: National laws, regulations and policies, GE policies and instruments at national and local level.</p> <p>Semi-structured interviews: USAID staff, public representatives, local GEWE experts (incl UN bodies), academics/researchers.</p>
6	GBV context, prevention and response within USAID/North Macedonia key priority intervention areas.	<ul style="list-style-type: none"> • Effects of GBV for the different group populations for key priority areas. • Characterization of GBV against women and girls (home, community, work place), including femicide. • Human rights violations for women and men: human trafficking, prostitution, early marriage and adolescent pregnancy, access to sexual and reproductive health services. • Successful strategies to mitigate GBV. 	<p>Literature review: USAID and others donor's studies, national reports to international mechanisms.</p> <p>Semi-structured interviews: GBV experts (including UN bodies) and CSOs, USAID staff and IPs.</p> <p>Focus groups: Women participants in USAID projects, CSOs</p>
USAID/North Macedonia Gender Capacities			
7	Gender Policy implementation and budgeting/ADS 205.	<ul style="list-style-type: none"> • Adoption, revision and periodic update of Mission Order (MO) on gender. • Compliance with the GEP in program cycle (PAD gender analysis, program objectives). • Reflection of Gender Subkey Issues in annual budget attributions in Operating Plans (OPs). • Role and impact of gender institutional mechanisms (Mission Gender Advisor or/and Gender Points of Contact). • Gender integration in solicitations. • Implementing partners' accountability on gender integration. 	<p>Literature review: USAID gender and inclusion policies; USAID/North Macedonia program documents, M&E reports and gender related documents.</p> <p>Online survey: USAID staff, USAID IPs.</p> <p>Semi structured interviews: USAID Mission Gender Advisor, program management and directors.</p>
8	USAID staff and partners gender capacity	<ul style="list-style-type: none"> • Gender training for USAID/North Macedonia staff and IPs. • Availability and use of gender integration technical/practical tools. • Production and reporting of gender-sensitive data and information. 	<p>Literature review: USAID program documents, M&E reports, and other documents produced.</p> <p>Online survey: USAID staff, USAID IPs.</p>

		<ul style="list-style-type: none"> • Existence of appropriate gender indicators in Performance Plans and Reports (PPRs). • Gender integration in staff performance plans. • Development of gender sensitizing processes (ex. gender champions). 	<u>Semi-structured interviews:</u> USAID human resources management, Mission Gender Advisor, MEL staff
9	Accountability on GEWE	<ul style="list-style-type: none"> • Coordination and dialogue spaces between USAID/North Macedonia and other actors, particularly civil society and academy. • Accountability mechanisms on GEWE (to international community, government and CSOs). 	<u>Semi-structured interviews:</u> USAID senior management, Mission Gender Advisor, IPs and GEWE CSOs.

ANNEX E: INTERVIEW GUIDES FOR THE GENDER ANALYSIS

Interview Guide – North Macedonia Government Officials (Skopje and in regions)

Interview:	
Date:	
Meetings goal:	
Participants:	

Good morning/afternoon _____ First of all, we would like to thank you for your availability to participate in this gender analysis for USAID/North Macedonia. The gender analysis will inform USAID/ North Macedonia’s 2019-2024 Country Development Cooperation Strategy. The interview will take approximately 1.5 hours. The report that we are producing will be made publicly available on the USAID website in about two to three months from now. Here is my contact information in case you have any questions. Participation in this interview is voluntary, and if you would like to stop the interview at any time, please let us know. Please also let us know if you would like for any information to remain confidential or if any information is just for our ears. Do we have your permission to continue?

1. Does your ministry / office have any policy documents or other guidance related to gender equality or women’s empowerment? If so, what documents? (Ask for copies.) Are there any issues related to gender that you encounter in your work for which you would like to have guidance? If so, what kinds of issues? Probe if any issues related to private sector growth, citizen responsive governance or social cohesion, as appropriate.
2. Have there been any strategies introduced or best practices such as policies, programs, initiatives, etc. that address the gendered barriers in..... (legal, labor market, political, economic inclusion, social cohesion, access to resources and assets)? Are people knowledgeable of these policies/programs/initiatives and are they being enforced/scaled? If not, why?
3. Please tell me briefly about your work and how it relates to gender (specific needs and capacities of women, men, boys and girls). In your view, what are the most important issues related to gender, equality and women’s empowerment in your work / ministry / sector?
4. Thinking about your work in this ministry / office / sector, over the past 5-10 years, what progress do you think has been made in relation to gender equality and women’s empowerment? Can you provide some examples of successes? In your opinion, what were the main reasons for these successes?
5. In your view, what are the main challenges in your work / sector / ministry / office to working on gender equality and women’s empowerment?
6. In what ways has USAID supported your work in relation to gender and women’s empowerment? In your opinion, what kind of support would be most useful for USAID to provide in the future?
7. Thinking about the future of work in your ministry / sector / office, what recommendations do you have for changes in policy or approach related to gender equality and women’s empowerment?
8. What opportunities, if any, do you see to for strategic partnerships for gender equality and women’s empowerment with USAID? What opportunities do you see with other public/government, private or CSO partners?
9. Can you suggest anyone else at the ministry we should talk to about these issues?

Interview Guide – USAID Staff, including Office Directors and Program Office

Interview:	
Date:	
Meetings goal:	
Participants:	

Good morning/afternoon _____ First of all, we would like to thank you for your availability to participate in this gender analysis for USAID/North Macedonia. The gender analysis will inform USAID/ North Macedonia’s 2019-2024 Country Development Cooperation Strategy. The interview will take approximately 1.5 hours.

USAID Office Directors and Technical Staff:

1. Please tell us about how gender equality and women’s empowerment are integrated into your work.
2. In your view, what are the most critical areas related to gender equality and women’s empowerment in your sector? In your opinion, what are the biggest challenges to addressing these issues? Are there additional or different challenges faced by youth, ethnic minorities, rural populations?
3. In your opinion, over the past 5-10 years, what have been the biggest successes in gender equality and women’s empowerment in your sector? Can you provide some examples?
4. Our team will conduct interviews on gender in Skopje and several other regions (name here). Do you have advice for the team on key issues we should explore? What questions do you think are the most important for the team to investigate?
5. If you had to cite three main results that your office has produced (through the programs it manages, and during the current CDCS) or is producing in terms of addressing gender equality and women’s empowerment, what would they be?
6. Has your office prepared a Project Appraisal Document (PAD)? [PAD is a strategy document that authorizes USAID (sector) teams to make new awards]. Have you prepared a gender analysis as part of the development of the PAD? (This is not a requirement, but a good practice by some USAID missions.)
7. Which measures has your office taken to mitigate the risk of GBV or to address GBV when it occurred in the past or during program implementation?
9. Can you mention any successful examples/good practices of USAID on addressing gender equality, women’s empowerment and/ or GBV? Is there anything more that you would like to do going forward in this domain?
10. Do the partners for the activities that your office implements have gender specialists (not USAID, implementing partners)? No/Full-time/Part-time? Do the Terms of Reference of the chief of party and technical staff include knowledge of gender equality as a requirement?
11. How do you monitor and evaluate the performance of the implementing partner in terms of actions implemented and results on promoting more equal gender relationships and women’s empowerment through the programs? Do you think the monitoring is effective?
12. What are the main constraints your office faces to ensure that the implementing partners integrate gender equality and women’s empowerment in a concrete and effective way such as in solicitations, the development of activity approval memorandum, Project Appraisal Documents (PADs), program-level gender strategies, program monitoring, evaluation and learning (MEL) plans, program quarterly reports, and program annual reports? Any suggestions on what USAID could do to support them?

13. What kind of support do you receive internally (USAID/North Macedonia and beyond) to strengthen the gender integration capacities of this office, its staff and implementing partner staff? Do you have any suggestions on how to improve them if necessary?
14. Is there any support that your office needs to be able to support partners to integrate gender equality and women's empowerment more effectively?
15. Who are the leading government and non-government organizations as well as a private sector entities supporting women's empowerment and equality in North Macedonia?
16. Can you suggest anyone else we should talk to about these issues?

Mission Program Office:

17. Does the mission have a gender or inclusive development work order? Who is in charge of implementing it? What measures has the mission taken to implement it?
18. Does the mission have a gender or inclusive development working group? How does it function? What purpose does it serve? What are its greatest advances and challenges in this regard?
19. What type of support does the mission provide to its implementing partners to integrate gender equality or to facilitate cross-partner learning in this domain?
20. Once the CDCS is complete, what steps will you undertake to ensure that gender equality and women's empowerment is incorporated into the Performance Management Plan (PMP)? (The PMP is like a project monitoring, evaluation and learning plan, but for the whole mission).
21. Do previous USAID/North Macedonia PADs adequately address gender equality and women's empowerment? What are the greatest advances and challenges in this regard?
22. Is gender integrated in the selection criteria for new awards? In practice, does this ensure that new awards adequately and comprehensively address gender equality and women's empowerment (GEWE)? Does OAA take measures to ensure that GEWE is included, as required, in award documents?
23. How do you monitor and evaluate the performance of (a) the USAID staff and (b) implementing partner staff in terms of actions implemented and results on promoting more equal gender relationships and women's empowerment through the programs? Do you think the monitoring is effective?
24. How do activity managers (AORs and CORs) ensure that their implementing partners adequately address gender equality and women's empowerment? Good practices or challenges to cite?
25. How does OAA ensure that their implementing partners adequately address gender equality and women's empowerment? Good practices or challenges to cite?
26. Are you coordinating / working with other donors to generate synergies for achieving greater gender impact?
27. What opportunities, if any, do you see to for strategic partnerships for gender equality and women's empowerment with USAID? What opportunities do you see with other public/government, private or CSO partners?
28. What other institutional measures are needed (if any) to support mission staff or partners to integrate gender equality and women's empowerment?

Guide for Interviews with Implementing Partners and Regional-Level Implementers

Interview:	
Date:	
Meetings goal:	
Participants:	

Good morning/afternoon _____ First of all, we would like to thank you for your availability to participate in this gender analysis for USAID/North Macedonia. The gender analysis will inform USAID/ North Macedonia's 2019-2024 Country Development Cooperation Strategy. The interview will take approximately 1.5 hours. The report that we are producing will be made publicly available on the USAID website in about two to three months from now. Here is my contact information in case you have any questions. Participation in this interview is voluntary, and that if you would like to stop the interview at any time, please let us know. Please also let us know if you would like for any information to remain confidential or if any information is just for our ears. Do we have your permission to continue?

1. Please tell us how your work addresses the specific needs of women, men, girls and boys, youth and elderly, ethnic minorities, urban and rural populations.
2. In your experience working on this project (or in another capacity), what are the main gender equality and women's empowerment issues in your area of work? Can you provide some examples?
3. In your experience working on this project (or in another capacity), what have been some important successes related to gender equality and women's empowerment? Can you provide some examples?
4. How do you think your project / work has contributed to addressing challenges and to successes related to gender equality and women's empowerment?
5. Which measures has your office taken to mitigate the risk of GBV or to address GBV when it occurred in the past or during program implementation?
6. Can you mention any successful examples/good practices of USAID on addressing gender equality, women's empowerment and/ or GBV? Is there anything more that you would like to do going forward in this domain?
7. Can you tell us about any national mechanisms or protocols to identify, support and care for GBV victims (such as hospital, police, justice)?
8. Can you suggest some recommendations about what work in your sector should be done in the future, related to gender and women's empowerment?
9. What opportunities, if any, do you see to for strategic partnerships for gender equality and women's empowerment with USAID? What opportunities do you see with other public/government, private or CSO partners?
10. Can you suggest any one else we should talk to about these issues?

Guide to Interviews and FGDs with NGOs and Civil Society Groups, Private Sector Leaders, Journalists

Interview:	
Date:	
Meetings goal:	
Participants:	

Good morning/afternoon _____ First of all, we would like to thank you for your availability to participate in this gender analysis for USAID/North Macedonia. The gender analysis will inform USAID/North Macedonia's 2019-2024 Country Development Cooperation Strategy. The interview will take approximately 1 hour. The report that we are producing will be made publicly available on the USAID website in about two to three months from now. Here is my contact information in case you have any questions. Participation in this interview is voluntary, and that if you would like to stop the interview at any time, please let us know. Please also let us know if you would like for any information to remain confidential or if any information is just for our ears. Do we have your permission to continue?

1. In your view, what are the main gender equality and women's empowerment issues for your community, in North Macedonia? Probe how these relate to private sector growth (i.e. women's economic opportunity), social cohesion and citizen responsive governance.
2. What have been some of the successes for your community in recent years when it comes to gender equality? What made them successes?
3. What have been some of the biggest challenges for your [region] for gender equality and women's empowerment in recent years? What made them challenges?
4. What have been some of the advances and challenges for your [region] on gender-based violence prevention and response?
5. What progress do you want to see with respect to address gender equality and women's empowerment in the future? What is your dream for your community?
6. What should donors, such as USAID, do to help your community to address gender equality and women's empowerment?
7. Who are the leading government and non-government organizations as well as a private sector entities supporting women's empowerment and equality in North Macedonia?
8. What opportunities, if any, do you see to for strategic partnerships for gender equality and women's empowerment with USAID? What opportunities do you see with other public/government, private or CSO partners?
9. Can you suggest any one else we should talk to about these issues?

Questions on Gender and Private Sector Growth

- What barriers exist to women's access to private sector work? Do these barriers differ for youth and elderly women, ethnic minority women, rural women? How?
- What are the differences, if any, in the ways that women and men access productive inputs necessary for enterprise growth and entrepreneurship?
- What are potential measures for improving women's access to employment opportunities?
- To what extent have the efforts of labor unions and women's groups reduced gender-related pay disparities in the private sector?
- How do social and economic networks factor into women's access to job opportunities, for example, by promoting access to information and facilitating access to markets?

- Do initiatives exist to increase women's leadership and participation in networks, cooperatives, or business associations? How have or can these initiatives affect women's engagement in private sector growth?
- Do women play key roles in decision-making in networks, cooperatives, and business associations?
- What key issues have women's business associations prioritized over the past five years?
- What stereotypes affect women's ability to take on leadership positions at various levels in different sectors?

ANNEX F: LIST OF KEY INTERVIEWEES

Disclaimer: In cases where an individual or organization could be at risk of legal, social, or physical harm due to their participation in this research, names, dates and contact information have been redacted or omitted in order to protect participants, ensure quality data collection, and adhere to Do No Harm and Ethical Data Collection protocols and standards. For all interviewees, free and prior informed consent was obtained before the interview.

Table 5: List of Interviewees

Name	Organization	Contact Info
Ivica Vasev	USAID/North Macedonia	Samoilova 21, 1000 Skopje ivasev@usaid.gov 389 2 310 2486
Tatjana Markovska	USAID/North Macedonia	tmarkovska@usaid.gov
Antoaneta Skartova	USAID/North Macedonia	askartova@usaid.gov
Natasha Buleska	USAID/North Macedonia	nbuleska@usaid.gov
Sladjana Srbinoska	USAID/North Macedonia	ssrbinoska@usaid.gov
Njomza Shaqiri	Gostivar Municipality	078 337 757
Radmila Angjelkovska	Tetovo Municipality, Commission for Equal Opportunities	076 423 977
Besa Ziba	Struga Municipality, Commission for Equal Opportunities	besa.ziba@gmail.com 070 451 928 046 782 015
Server Shashko	Struga Municipality, Commission for Equal Opportunities	Contact via Besa Ziba
Slavica Petreska	Ohrid Municipality, Commission for Equal Opportunities	Contact via Tatjana Paloska
Tatjana Paloska	Ohrid Municipality, Commission for Equal Opportunities	078 330 429
Renata Arnaudova	Ohrid Municipality, Commission for Equal Opportunities	Contact via Tatjana Paloska
Eleonora Kunoska	Ohrid Municipality, Commission for Equal Opportunities	Contact via Tatjana Paloska
Keti Rosic	Ohrid Municipality, Social Protection	Contact via Tatjana Paloska
Vesna Avramoska	Tetovo Municipality, Social Protection	
Xhane Kreshova	Tetovo Women's Forum (plus FGD)	info@forumi.org.mk
Nela Masalkovska	Strumica Municipality, Commission for Equal Opportunities	070 395 377
Slavica Postolova	Radovish Municipality, Commission for Equal Opportunities	radovis@radovis.gov.mk
Kristina Miteva	Radovish Municipality, Commission for Equal Opportunities	Contact via Slavica Postolova
Kristina Hadzi-Vasileva	Strategic Development Consulting	kristina@sdc.com.mk (+389 2 3119 106 / (+389 70 340 773
Ana Mickovska Raleva	Macedonian Civic Education Center	Vasil Gjorgov 16, Floor 2 (Zebra Center), 1000 Skopje

Xhevahire Pruthi Zajazi	Macedonian Civic Education Center	Vasil Gjorgov 16, Floor 2 (Zebra Center), 1000 Skopje
Natasha Stankovic	East West Management Institute	Kliment Ohridski 58 B/1-2, 1000 Skopje 389 2 3204 450
Dejan (Dan) Dokuzovski	East West Management Institute	Kliment Ohridski 58 B/1-2, 1000 Skopje 389 2 3204 450
Vilma Venkovska Milchev	Search for Common Ground	vilma@sfcg.org Mitropolit Teodosij Gologanov br.54 1/7 389 2 3118 572/389 70 252 438
	Search for Common Ground	Mitropolit Teodosij Gologanov br.54 1/7 (4 sprat)
Mirjana (Mimi) Makedonska	Palladium International	Mirjana.Makedonska@thepalladiumgroup.co m Veljko Vlahovic 31-1/3 389 2 311 8299 / 389 70 327 531
Suzana Naumoska	Izida SPA Ohrid	Bul. Turisticka 44-3/1 070 304 565
Ana Blazheva	Professor - Institute for Sociological, Political and Juridical Research	ana.blazeva@isshs.edu.mk
Nikolina Kenig	Professor - Gender and violence at University Sts. Cyril and Methodius	ninakenig@yahoo.com
Ivana Novakova	Bottega Eventi - private sector	070 333 981, contact@bottegaeventi.com
Marija Zekmanovska	Bottega Eventi - private sector	marija@bottegaeventi.com
Bojana Naceva	World Bank	bnaceva@worldbank.org
Nikica Mojsovska	Faculty for Business Administration UACS	075 232 792
Marina Nacka	Faculty for Agricultural Sciences and Food	marina.nacka@yahoo.com
Jadranka Arizankovska	Senior Advisor and Project Manager - Economic Chamber of N. Macedonia	02 324 4000
Irena Orovchanec	Advisor - GoNM - Agency for Realization of Rights of Communities Smaller than 20 percent	070 261 062
Fatmir Bytyqy	Advisor of Prime Minister - GoNM	070 306 610
Olimpija Zarevska Hristova	Advisor of Prime Minister - GoNM	071 364 663
Biljana Prlichkova	Operations director MASIT ICT chamber of N. Macedonia;	Kosta Veselinov no.6, 1st floor, Skopje 1000 075 280 506
Goran Lazarevski	Alliance of microfinance organizations	Mito Hadzivasilev Jasmin St, Skopje 1000
Aleksandra Cvetkovska	Program Manager - NDI	Dimitrija Ćupovski #5, Skopje 1000 023 131 177
Samet Skender	Program coordinator - INSoc	078 215 004

ANNEX G: GENDERED LAWS, POLICIES, STRATEGIES, AND ACTION PLANS

Table 6: Gender Equality in Legislation in North Macedonia

Gender-Equality Legislation in North Macedonia	
Accessing institutions	
Does the constitution contain a clause on nondiscrimination?	Yes
If there is a nondiscrimination clause in the constitution? If so, does it explicitly mention sex or gender?	Yes, sex
Does the constitution contain a clause on equality?	Yes
Is customary law recognized as a valid source of law under the constitution?	No
If customary law is recognized as a valid source of law under the constitution, is it invalid if it violates constitutional provisions on nondiscrimination or equality?	N/A
Is personal law recognized as a valid source of law under the constitution?	No
If personal law is recognized as a valid source of law under the constitution, is it invalid if it violates constitutional provisions on nondiscrimination or equality?	N/A
What are the quotas for women on corporate boards?	No quotas
What are the legislative quotas for women representatives in national parliament?	30 percent
What are the legislative quotas for women representatives in municipal councils?	No quotas
What are the legislative quotas for women on candidate lists in elections for national parliament?	40 percent
What are the legislative quotas for women on candidate lists in elections for municipal councils?	40 percent
Are there sanctions for noncompliance with mandated quotas for women on corporate boards?	N/A
Are there sanctions for noncompliance with mandated quotas for women on candidate lists for national parliament elections?	No
Are there sanctions for noncompliance with mandated quotas for women on candidate lists for municipal council elections?	No
Are there incentives (such as financial ones) to include women on corporate boards?	No
Are there incentives (such as financial ones) for political parties to include women on candidate lists for national parliament elections?	No
Are there incentives (such as financial ones) for political parties to include women on candidate lists for municipal council elections?	No
Going places	
Can an unmarried woman apply for a passport in the same way as an unmarried man?	Yes
Can a married woman apply for a passport in the same way as a married man?	Yes
Can an unmarried woman obtain a national ID card in the same way as an unmarried man?	Yes
Can a married woman obtain a national ID card in the same way as a married man?	Yes
Can an unmarried woman travel outside the country in the same way as an unmarried man?	Yes
Can a married woman travel outside the country in the same way as a married man?	Yes
Can an unmarried woman travel outside her home in the same way as an unmarried man?	Yes
Can a married woman travel outside her home in the same way as a married man?	Yes
Can an unmarried woman get a job or pursue a trade or profession in the same way as an unmarried man?	Yes
Can a married woman get a job or pursue a trade or profession in the same way as a married man?	Yes

Can an unmarried woman sign a contract in the same way as an unmarried man?	Yes
Can a married woman sign a contract in the same way as a married man?	Yes
Can an unmarried woman register a business in the same way as an unmarried man?	Yes
Can a married woman register a business in the same way as a married man?	Yes
Can an unmarried woman open a bank account in the same way as an unmarried man?	Yes
Can a married woman open a bank account in the same way as a married man?	Yes
Can an unmarried woman choose where to live in the same way as an unmarried man?	Yes
Can a married woman choose where to live in the same way as a married man?	Yes
Can an unmarried woman confer citizenship to her children in the same way as an unmarried man?	Yes
Can a married woman confer citizenship to her children in the same way as a married man?	Yes
Can an unmarried woman be the head of household or head of family in the same way as an unmarried man?	Yes
Can a married woman be the head of household or head of family in the same way as a married man?	Yes
Can a married woman confer citizenship to a non-national spouse in the same way as a man?	Yes
Are married women required by law to obey their husbands?	No
Do married couples jointly share legal responsibility for financial maintaining the family's expenses?	Yes
Using property	
What is the default marital property regime?	Partial shared property
Who legally administers marital property?	Both
If the husband administers property, is spousal consent required for major transactions?	N/A
Are there special provisions for major transactions concerning the marital home?	No
Does the law provide for the valuation of non-monetary contributions?	Yes
Do unmarried men and unmarried women have equal ownership rights to property?	Yes
Do married men and married women have equal ownership rights to property?	Yes
Do sons and daughters have equal rights to inherit assets from their parents?	Yes
Do female and male surviving spouses have equal rights to inherit assets?	Yes
Going to court	
Does the law recognize customary courts that adjudicate exclusively on customary law?	No
If customary law courts are recognized, can their decisions be appealed to the formal state justice system?	N/A
Does the law recognize personal law courts that adjudicate exclusively on personal law?	No
Does a woman's testimony carry the same evidentiary weight in court as a man's?	Yes
How many justices are on the constitutional court?	Nine
Of those, how many are women?	Two
Is the chief Justice a woman?	No
Is there a small claims court or a fast-track procedure for small claims?	No
If yes, what is the maximum amount for a small claim?	N/A
Does the law mandate legal aid in civil or family matters?	No
Does the law mandate legal aid in criminal matters?	Yes
Are there dedicated and specialized family courts?	No
Does the law establish an antidiscrimination commission?	Yes
Providing incentives to work	
Are mothers guaranteed an equivalent position after maternity leave?	Yes
Do private childcare centers receive non-tax benefits?	No
Does the government provide childcare services?	Yes
Are there specific tax deductions or tax credits that are only applicable to men?	No
Are there tax deductions or tax credits specific to women?	No
Are payments for childcare tax deductible?	No
Do parents receive non-tax benefits (child allowance) for children under 6 years?	No

Is primary education free and compulsory?	Yes
Must employees provide leave to care for sick relatives?	Yes
Building credit	
What is the minimum loan amount covered in the private credit bureau or public credit registry?	0
Do retailers provide information to private credit bureaus or public credit registries?	No
Do utility companies provide information to private credit bureaus or public credit registries?	Yes
Do microfinance institutions provide information to private credit bureaus or public credit registries?	No
Do retailers provide positive information to private credit bureaus or public credit registries?	No
Do retailers provide negative information to private credit bureaus or public credit registries?	No
Do utility companies provide positive information to private credit bureaus or public credit registries?	Yes
Do utility companies provide negative information to private credit bureaus or public credit registries?	Yes
Do microfinance institutions provide positive information to private credit bureaus or public credit registries?	No
Do microfinance institutions provide negative information to private credit bureaus or public credit registries?	No
Does the law prohibit discrimination by creditors on the basis of sex or gender in access to credit?	No
Does the law prohibit discrimination by creditors on the basis of marital status in access to credit?	No
Does the law mandate paid or unpaid maternity leave?	Yes
What is the length of paid paternity leave?	Same as maternity leave
What is the length of paid parental leave?	N/A
Who pays maternity leave benefits?	Government
Who pays paternity leave benefits?	Government
Who pays parental leave benefits?	N/A
What percent of wages is paid during maternity leave?	100
What percent of wages is paid during paternity leave?	Not clear, but seems that it is the same as maternity
What percent of wages is paid during parental leave?	N/A
What is the length of unpaid maternity leave?	Up to three months
What is the length of unpaid paternity leave?	Seven days
What is the length of unpaid parental leave?	N/A
How many days of unpaid parental leave must be taken by the mother?	0
How many days of unpaid parental leave must be taken by the father?	0
How many days of paid parental leave must be taken by the mother?	45 days
How many days of paid parental leave must be taken by the father?	0
Does the law mandate equal remuneration for work of equal value?	Yes
Does the law mandate nondiscrimination based on gender in employment?	Yes
Does the law mandate nondiscrimination based on gender in hiring?	Yes
Does the law mandate nondiscrimination based on gender in promotions?	No
Does the law mandate nondiscrimination based on gender in dismissal?	No
Is it prohibited for prospective employers to ask about family status?	Yes
Is the dismissal of pregnant workers prohibited?	Yes
Are employers required to provide break time for nursing mothers?	Yes
Can parents work flexibly?	Yes
Getting a pension	
What is the age at which a man can retire and receive full benefits?	64

What is the age at which a woman can retire and receive full benefits?	62
What is the age at which a man can retire and receive partial benefits?	N/A
What is the age at which a woman can retire and receive partial benefits?	N/A
What is the mandatory retirement age for men?	N/A
What is the mandatory retirement age for women?	N/A
Getting a job	
Can nonpregnant and non-nursing women work the same night hours as men?	Yes
Can nonpregnant and non-nursing women do the same jobs as men?	Yes
Can nonpregnant and non-nursing women work in jobs deemed hazardous in the same way as men?	Yes
Can nonpregnant and non-nursing women work in jobs deemed morally or socially inappropriate in the same way as men?	Yes
Can nonpregnant and non-nursing women work in jobs deemed arduous in the same way as men?	Yes
Can nonpregnant and non-nursing women work in mining in the same way as men?	Yes
Can nonpregnant and non-nursing women work in factories in the same way as men?	Yes
Can nonpregnant and non-nursing women work in construction in the same way as men?	Yes
Can nonpregnant and non-nursing women work in agriculture in the same way as men?	Yes
Can nonpregnant and non-nursing women work in the water sector in the same way as men?	Yes
Can nonpregnant and non-nursing women work in the energy sector in the same way as men?	Yes
Can nonpregnant and non-nursing women work in transport in the same way as men?	Yes
Can nonpregnant and non-nursing women work in metalworking in the same way as men?	Yes
Can nonpregnant and non-nursing women engage in jobs requiring lifting weights above a threshold in the same way as men?	Yes
Can nonpregnant and non-nursing women work in all other jobs in the same way as men?	Yes
Protecting women from violence	
Is there domestic-violence legislation?	Yes
If there is no legislation specifically protecting against domestic violence, are there aggravating penalties for crimes against a spouse or family member?	N/A
Are there clear criminal penalties for domestic violence?	Yes
Does domestic-violence legislation cover physical violence?	Yes
Does domestic-violence legislation cover sexual violence?	Yes
Does domestic-violence legislation cover emotional violence?	Yes
Does domestic-violence legislation cover economic violence?	Yes
Does domestic-violence legislation cover stalking?	Yes*
Does domestic-violence legislation protect former spouses?	Yes
Does domestic-violence legislation protect unmarried intimate partners?	Yes
Do protection orders for domestic violence exist?	Yes
Do protection orders provide for removal of the perpetrator from the home?	Yes
Do protection orders cover prohibition of contact and maintaining distance from the survivor?	Yes
Is there legislation that specifically addresses sexual harassment?	Only in the workplace
Is there legislation on sexual harassment in employment?	Yes
Are there civil remedies for sexual harassment in employment?	Yes
Are there criminal penalties for sexual harassment in employment?	No
Is there legislation on sexual harassment in education?	No
Is there legislation on sexual harassment in public space?	No
What is the legal age of marriage for boys?	18
What is the legal age for marriage for girls?	18
Are there any exceptions to the legal age of marriage?	Yes
What is the minimum age of marriage with parental consent for boys?	N/A
What is the minimum age of marriage with parental consent for girls?	N/A

What is the minimum age of marriage with judicial authorization for boys?	16
What is the minimum age of marriage with judicial authorization for girls?	16
Does the law prohibit or invalidate child or early marriage?	Yes
Are there penalties in the law for authorizing or knowingly entering into child or early marriage?	No
Does legislation explicitly criminalize marital rape?	No
If there is no specific provision that explicitly criminalizes marital rape, can a woman otherwise file a criminal complaint against her husband for rape?	Yes
Has legislation provided for the removal of provisions that exempt perpetrators from facing charges for rape if the perpetrator marries the victim after the crime?	No

Key: * = Changed by North Macedonia gender team based on latest legislation

Source: Women Business and the Law 2018 Database (<https://wbl.worldbank.org/>)

Table 7: North Macedonia’s Key Gender Equality and Women’s Empowerment Laws

Legal Instrument	Key Aspects Regarding Gender Equality and Women’s Rights
General instruments	
Constitution, article 23	Rights can be restricted only in cases determined by the constitution. This restriction “cannot discriminate on grounds of sex, race, color of skin, language, religion, national or social origin, property, or social status.”
Constitution, article 9	Regulates that “citizens have equal rights and freedoms regardless of sex, race, color of their skin, national or social origins, political or religious beliefs, their material and societal position. All citizens are equal before the Constitution and law.”
Constitution, article 42	“The Republic particularly protects mothers, children and minors. A person under 15 years of age cannot be employed. Minors and mothers have the right to particular protection at work.”
Constitution, article 41	“It is a human right freely to decide on the procreation of children.”
Constitution, article 8	“Equitable representation of persons belonging to all communities in public bodies at all levels and in other areas of public life.”
Specific gender-equality legal instruments	
<i>Law on Labor Relations (2015)</i>	<p>Article 6 states that the employer cannot put the candidate or the employee in an unequal position based on racial or ethnic origin, skin color, sex, age, health condition, disability, religious, political, and other convictions; membership in a union; national, social, or family status; wealth; sexual orientation or other personal characteristics. Women and men must be provided equal opportunities and treatment in relation to access to employment, including promotion, expert and professional on-the-job training, work conditions, equal pay for equal work, professional social-security schemes, absence from work, work time, and cancelling of employment contract.</p> <p>Article 7 further regulates and determines direct and indirect discrimination in relation to the grounds stated in Article 6.</p> <p>Article 9 defines and prohibits harassment and sexual harassment in the workplace.</p> <p>Article 9b regulates protection from discrimination of women based on pregnancy, giving birth, and motherhood.</p> <p>Article 24 prohibits publication of job advertisements aimed specifically at women or men - i.e. preference of a specific sex.</p> <p>Article 77 p.3 states pregnancy, giving birth, motherhood, care for a member of the family, and unpaid parental leave among unsubstantiated reasons for dismissal.</p>

	<p>Article 101 states that the employer shall not dismiss a woman during her pregnancy, while she is on a maternity leave, or during a leave of absence for child care. This prohibition also applies to fathers on parental or adoption leave.</p> <p>Article 108 states that the employer is obliged to pay equal wage to employees for equal work, with equal responsibilities in the same job position, regardless of gender.</p> <p>Article 161 regulates the protection of employees in cases of pregnancy and parenthood. The employer is obliged to provide adjustments that align with women's family and professional obligations.</p> <p>Article 162 prohibits working or conducting job activities that might endanger the female employee's health and the health of the child from pregnancy to one year of age. Pregnant employees working with dangerous chemical materials need to be informed about the risks.</p> <p>Article 163 regulates the special protections that the employer needs to provide to pregnant employees.</p> <p>Article 164 regulates night and overtime work during pregnancy and parenthood, stating that during pregnancy and up to one year after giving birth, a female employee cannot work overtime and/or at night.</p> <p>Article 165 regulates absence from work due to pregnancy, giving birth, and parenthood, stating that a female employee is entitled to nine months continual paid parental leave and 15 months in the case of giving birth to more than one child. Based on the findings of authorized medical institutions, female employees may begin maternity leave 45 days before delivery (compulsorily 28 days before delivery). Female employees who have adopted children are entitled to leave from work until the child is nine months of age, and in cases of more than one child, 15 months.</p> <p>Article 166 regulates the return to work after absence due to pregnancy, childbirth, or parenthood, stating that the female employee can return before the expiry of the legal period of absence but not before 45 days after the child's birth. It also states she has the right to salary and salary compensation for leave due to pregnancy and parenting.</p> <p>Article 167 states that the father has the right to use the leave regulated in Article 165 if the mother does not use it.</p> <p>Article 168 regulates a female employee's rights for leave and compensation in cases of stillbirth.</p> <p>Article 169 regulates the parents' rights to part-time work in cases of children with developmental problems and special-educational needs.</p> <p>Article 170 regulates the right to salary for employees on leave for pregnancy, childbirth, and parenthood.</p> <p>Article 170a regulates the right of a female employee for unpaid leave of up to three months, in a maximum of three parts, until the child is 3 years of age.</p> <p>Article 171 regulates the right of a female employee who is breastfeeding a child to an hour-and-a-half break during a full workday.</p>
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	<p>Articles 264, 264a, and 265 regulate the fine imposed to the employer for violating the provisions of the aforementioned articles.</p>
<p><i>Law on Protection from Harassment in the Workplace (2013)</i></p>	<p>Regulates psychological and sexual harassment in the workplace, the measures and the procedures for protection against harassment, and other issues related to the prevention of harassment in the workplace.</p> <p>Article 5 defines sexual harassment as “any verbal, nonverbal or physical conduct of a sexual nature, which has the purpose or constitutes a violation of the dignity of the candidate for employment or of the employee, which causes a sense of fear or creates discomfort or humiliation.”</p>
<p><i>Law on Prevention of and Protection from Discrimination (2010)</i></p>	<p>Prohibits “any direct or indirect discrimination, recourse and incitement to discrimination and aiding in discriminatory treatment based on sex, race, color, gender, membership of a marginalized group, ethnicity, language, citizenship, social origin, religion or religious beliefs, other types of beliefs, education, political affiliation, personal or social status, mental and physical disability, age, family or marital status, property status, health status or any other basis established by law or ratified international agreement.”</p> <p>A new law is in the adoption process that will widen the basis for discrimination and improve the definition of discrimination. The new law includes gender identity and sexual orientation as bases of discrimination. It also will change the Commission for Protection against Discrimination into the Commission for Prevention of and Protection from Discrimination, widening its activities in the field of prevention.</p>
<p><i>Election Code (2006)</i></p>	<p>Each gender shall be represented in the election-management bodies with at least 30 percent.</p> <p>Article 64 The candidate list for members of parliament from paragraph two of this article and for members of municipal councils and the city of Skopje from paragraph three of this article should have 40 percent of candidates belonging to the lesser represented sex, presented in the following order: on every three places, at least one from the lesser represented sex, and in addition, at least one more candidate on every 10 places of the list.</p>
<p><i>Law on Family, Official Gazette of Republic of Macedonia no. 80/1992, 9/1996, 38/2004, 33/2006, 84/2008, 67/10, 156/10, 39/12, 44/12, 38/14, 115/14, 104/15, 150/15</i></p>	<p>The law determines equality in a family relationship (Article 3) and defines the marriage as a community of a man and a woman (Article 6) in which spouses are equal. Further equality is enshrined in Article 8, which regulates parental rights and duties towards children to be exercised jointly by the parents in accordance with the needs and interests of the children.</p> <p>The family law provisions equal treatment between parental rights and duties for children born in or out of wedlock (Article 9), as well as between consensual unions and marriages (Article 13).</p> <p>The equality between men and women is further established in relation to property that spouses acquire in the course of the marriage. The law considers it to be a common property (Article 205) to be registered in the public books under the name of both spouses (Article 206). Article 207 stipulates that “the spouses manage and dispose the property mutually and in agreement.”</p>
<p><i>Law on Pension and Disability Insurance (2013)</i></p>	<p>Article 18, regulates women’s and men’s retirement. Namely, an employed person with pension insurance can retire at 64 years of age if a man and 62 years of age if a woman; both must have at least 15 years of pension insurance. Employers have interpreted this article differently: while some see the right of a woman to retire at 62, others interpreted it as a requirement that they do so. In principle, the earlier retirement leaves women in a more disadvantaged position, as their pension entitlements will be lower than those of men (number of years in pension insurance is basis for calculation of the pension as regulated in Article 20).</p>

Table 8: North Macedonia's Key Gender Equality and Women's Empowerment Policies, Strategies, and Action Plans

National Policies, Strategies, and Action Plans	Key Aspects Regarding Gender Equality and Women's Rights
<i>"3-6-9" Plan</i>	<p>The first phase advances a set of reforms within three months in key areas identified by the European Union (EU) as priorities, including public administration and judiciary. The second phase is a six-month package which aims to convince the EU that the country has improved its position as an EU candidate; this final is a nine-month reform package.</p> <p>Specifically mentions provision of active support to the Assembly, by means of ensuring conditions for functioning and demonstrating political support to the MPs multi-party interest groups, such as the Club of Women MPs and the Club of young MPs.</p>
<i>2017–2020 Development Plan</i>	<p>Priorities include acceleration of EU and NATO integrations, better social protection, stronger support for local companies, introduction of a more egalitarian tax system, investment in road and railway infrastructure; and lower energy imports.</p> <p>Includes specific plans to: (i) Gender mainstream and collective bargaining on all levels to empower and protect women workers. (ii) Guarantee the right to reinstatement after maternity leave and maintaining the same position for at least a year. (iii) Improve labor rights by introducing additional protection of pregnant workers. (iv) Introduce legal grounds for joint parental leave in the first 1-3 months (at the end of the 3rd month, the mother or father continues until the end of the parental leave). (v) Education, media and cultural reforms that overcome existing gender stereotypes and stimulate greater opportunities for girls and women in the country. (vi) Ratification of the Council of Europe convention on preventing and combating violence against women and domestic violence of 2011 (Istanbul Convention) and establishment of a network of standardized institutions guaranteeing the minimum package of services for protection of domestic violence victims (a new law on GBV and amendment to the Criminal Code will be added). (vii) Programs for assistance and empowerment of women entrepreneurs, especially those residing in rural areas.</p>
<i>Ohrid Framework (2001)</i>	<p>Establishes basic principles of the Macedonian state such as cessation of hostilities, voluntary disarmament of ethnic Albanian armed groups, government devolution, and the reform of minority political and cultural rights. While the focus was originally on minorities, there was a revision towards social cohesion to be operationalized in the "One Society" strategy.</p>
<i>Strategy on Gender Responsive Budgeting (SGRB)</i>	<p>National strategy which aims to promote GE and the establishment of equal opportunities for women and men by adjusting the existing processes for planning and budgeting of policies and programs to consider the different implications for women and men. The SGRB is focused on three strategic areas: 1) introducing a gender perspective in the programs and budgets of beneficiaries at central and local level; 2) improving the legal framework for the inclusion of gender responsive budgeting, and; 3) strengthening institutional mechanisms and capacity building required for incorporation of gender perspective in the creation of policies and programs and related budgets. The concept of gender responsive budgeting is stipulated in the Law on Equal Opportunities for Women and Men (LEO) and the National Action Plan for Gender Equality.</p>
<i>National Action Plan for Gender Equality</i>	<p>National strategy that recognizes gender budgeting as a tool for improvement of the status of women and continuous development in the realization of GE.</p>
<i>Committee on Equal Opportunities for Women and Men</i>	<p>Organizes public debates and discussions on issues related to equal opportunities for women and men; analyzes and gives opinions about the impact of legislation</p>

	on the status of women and men; asks for reports and documentation from the competent institutions in terms of their scope of work; and, publishes reports about its work.
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Table 9: Democracy and Governance Gender Equality and Women’s Empowerment Laws

Legal and Policy Instrument or Strategy	Relevance
General instruments	
<i>Convention on the Elimination of All Forms of Discrimination and Optional Protocol (1994)</i>	The preamble of the Convention recalls that the elimination of discrimination against women and the promotion of equality between women and men are central principles of the UN and constitute binding obligations under the Charter and other instruments. It states that discrimination against women violates the principles of equality of rights and respect for human dignity and amounts to an obstacle to women’s participation on equal terms with men in the political, social, economic and cultural life. It also indicates that sustainable development and world peace require the full participation of women on equal terms with men in all fields. The preamble is followed by sixteen substantive articles that bind countries that have ratified or acceded to its terms to certain specific obligations.
Specific gender-equality legal instruments	
<i>Law on Equal Opportunities for Women and Men (2006)</i>	Promotes the principle of establishing equal opportunities for women and men in the political, economic, social and educational arenas, as well as in other areas of social life. Article 11. "The state administration bodies are obliged to incorporate the principle of equal opportunities for women and men within their strategic plans and budgets; to monitor the effect and impact of their programs on women and men and to report within their annual reports"
<i>Law on Equal Opportunities for Women and Men (2012)—second law</i>	Promotes the legal framework for creating equal opportunities for women and men and introduced gender responsive budgeting. In 2012, The LEO was modified to extend the list of situations where discrimination might appear, regulating discriminatory bias, and to introduce conceptual reforms. The law regulates basic (Articles 5 and 6) and specific measures (Article 7), which are considered temporary measures to overcome the existing gender inequality arising from historical and sociocultural circumstances. The law obliges public institutions to take specific measures (Article 8) and prioritize persons belonging to the less represented sex until equal representation is reached in all government bodies, public institutions, and services (Article 7, p.3). LEO also commits all institutions to submit an annual report to the Ministry of Labor and Social Policy (MLSP) about the specific measures taken as well as to collect, record, process, and submit statistical data in a gender-disaggregated manner (Article 18). Article 5 of LEO establishes gender-responsive budgeting (GRB) and defines specific obligations for central and local institutions. Article 14 extends such obligations to the local self-government units (LSGUs) and requires the establishment of a consultative advisory intersectoral working group on gender equality within which a specific subgroup on GRB is provisioned. The law regulates an institutional network for its implementation, consisting of the Department on Equal Opportunities within the MLSP (Article 12); gender focal points appointed in ministries, also called coordinators on equal opportunities within the ministries (Article 11); a parliamentary commission on equal opportunities of men and women with a task to monitor the legal regulation proposed by the government from a gender equality perspective as well as

	<p>implementation of the national strategy for gender equality (Article 9); the intersectoral working group tasked to promote the inclusion of gender in the general policies of all public institutions and to monitor the integration of the concept in sectoral policies (Article10); the ombudsman, responsible for establishing equal opportunities through legal protection for women and men (Article13); commissions on equal opportunities on women and men within the LSGUs that develop and adopt local action plans on gender equality (Article14); and coordinators on equal opportunities on women and men within the LSGUs that coordinate the work of the EOCs and also report to the MLSP on specific gender-mainstreaming activities that occurred on municipal level (Article14).</p>
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Table 10: Gender-Based Violence Laws, Policies, and Regulations

Legal and Policy Instrument or Strategy	Relevance
General instruments	
<p><i>Law on Prevention and Protection from Domestic Violence (2015)</i></p>	<p>Up until the adoption of the Law on Prevention and Protection from Domestic (LPPDV), the definition on GBV was only included in the National Strategy for Gender Equality 2013-2020, adopted in January 2013. This definition was taken from the UN Declaration for elimination of violence against women (1993) where GBV is defined as violence against women, which includes every act of gender based violence which inflicts, or it is likely to inflict physical, mental or sexual harm or suffering, threats of such acts, coercion and other deprivation of liberty, no matter whether in public or private life.</p> <p>In Macedonian legal framework the definition of GBV is included in the LPPDV, adopted in 2014, which states that GBV denotes “violence directed at women because she is a woman or it disproportionately affects her”. Previously, violence against women was regulated on the basis of different laws and bylaws, most notably within the Law on Family.</p> <p>Family violence refers to abuse; insulting; threatening the security; physical abuse; sexual; or other psychological, physical, or economic violence that causes a feeling of insecurity, threat, or fear. It include threats of such acts against spouses, parents, children, or other persons living in marital or extramarital community or household, as well as against a current or former spouse, common-law partner, or persons having a child with or persons in close personal relationships, regardless of whether the perpetrator shares or shared the same residence with the victim or not.</p> <p>GBV in the National Strategy primarily focuses on the violence directed at women, and it has been used interchangeably with the term “violence against women”. This approach is in line with the Council of Europe’s Convention on preventing and combating violence against women and domestic violence. The idea is to put emphasis on the aspect of human rights violation of the criminal act, which provides more legal instruments in combating GBV.</p>
<p><i>Law on Ratification of the Convention on Preventing and Combating Violence Against Women and Domestic Violence (2017)</i></p>	<p>The North Macedonian Parliament adopted the Law on Ratification of the Convention on Preventing and Combating Violence Against Women and Domestic violence (Istanbul Convention) December 28, 2017. As stipulated by the Constitution, there is unity in the Macedonian legal system between domestic and international general legal acts. With the adoption of the Law on Ratification of the Convention, this international legal act is transformed in the Macedonian legal system and the Convention and its standards have equal treatment as domestic legal acts.</p>

	The Country adopted an Action Plan for implementation of the Istanbul Convention. However, no significant changes to laws or procedures have been made to date.
<i>Action Plan for the Implementation of the Convention on Preventing and Combating Violence against Women and Domestic Violence 2018–2023</i>	The National Action Plan has three main objectives: harmonizing the legal framework with the provisions of the Convention; establishing general and specialized services for improvement of the protection of victims of GBV and victims of domestic violence; and conducting activities for prevention of GBV and domestic violence.
<i>Criminal Code (1996)</i>	<p>The criminal code defines family violence (Article 122, p. 21) as “abuse, rude insults, threatening of the safety, inflicting physical injuries, sexual or other physical and psychological violence which causes a feeling of insecurity, being threatened, or fear towards a spouse, parents or children or other persons which live in a marital or other community or joint household, as well as towards a former spouse or persons which have a common child or are have close personal relations.”</p> <p>North Macedonia treats family violence as an aggravating factor for sentencing purposes if it is present when other crimes were committed. Such crimes include:</p> <ul style="list-style-type: none"> • Article 123: Murder; • Article 125: Momentary Murder (murder committed in a “state of strong irritation or as a consequence of family violence without his own fault”); • Article 130: Corporal Injury; • Article 131: Aggravated Corporal Injury; • Article 139: Coercion; • Article 140: Unlawful Arrest (illegal deprivation of liberty); • Article 144: Endangering Security; • Article 188: Sexual Assault of a Juvenile under Age 14; and • Article 191: Mediation in Conducting Prostitution (enticement to prostitution).
<i>Law on Free Legal Aid (2009)</i>	<p>Regulates the right to free legal aid, among other beneficiaries, to women victims of domestic violence.</p> <p>New law is in the procedure of adoption with improvements in the accessibility to free legal aid of vulnerable groups.</p>
<i>Law on Family (2014)</i>	Regulates domestic violence defined as “harassment, insulting, endangering safety, bodily harm, sexual or other psychological or physical violence causing a feeling of insecurity, endangerment or fear towards: spouse, parents or children or other persons living in a marital or extra-marital union or a common household; former spouse or persons who have a common child or are in close personal relationship, including relationships that arise with adoption and guardianship”.
<i>Law on Social Protection (2009)</i>	Regulates the right of victims of domestic violence to financial support and accommodation in a shelter.

Gender-Responsive Budgeting in North Macedonia

The SGRB focuses on three strategic areas: introducing a gender perspective in the programs and budgets of the budget beneficiaries at central and local levels; improving the legal framework for the inclusion of GRB; and strengthening the institutional mechanisms and capacity building required for incorporating the gender perspective in the creation of policies, programs, and related budgets. There is an institutional mechanism for supporting the implementation of the GRB strategy: the Coordinators and Commissions for Equal Opportunities between Women and Men, which directly supports the implementation of the strategy. The subgroup on GRB in the framework of the intersectoral group on GE monitors and advises the process. The process received continuous technical assistance on behalf of U.N. Women, including

developing the GRB methodology for central-level institutions that operationalizes the SGRB, introduces an intra-institutional system for applying GRB, and outlining a three-phase strategy to cover all central institutions by 2019.

The GRB implementation framework is implemented in four phases, and involves identification of a program, gender analysis of the program and determination of gender objective, adoption of engendered measures, formulation of gender sensitive output indicators and allocation of budget for implementation; monitoring of implementation by generating gender disaggregated statistics.

To support capacity building in this area, the MLSP's Department of Equal Opportunities developed a manual and methodology for applying GRB. It also has mentored and served a coordinating function among the institutions responsible for carrying out GRB. In this way, the Department of Equal Opportunities ensures that all relevant actors are involved and actively contribute to GRB, and that the budget proposals comply with the agreed-upon methodology. In addition, U.N. Women has provided technical assistance to build the capacity for GRB in cooperation with Ministry of Finance and MLSP through training for selected ministries and public institutions. These efforts encompass 20 LSGUs, divided into two phases (2015 and 2017). Through cooperation with the Association of the Units of Local Self-Government (ZELS), such capacity-building support will be extended to all LSGUs. GRB also is integrated in specific strategies of the ZELS's, such as the City of Skopje GE Strategy and Gender Equality Action Plan (2016–2020), the Local Strategy on Equal Opportunities and Non-Discrimination of the Municipality of Bitola (2015–2019), the GE Strategy of the Municipality of Strumica (2017–2020), and the GE Strategy of the Municipality of Gjorce Petrov (2017–2022).

Several other laws reaffirm these principles, including the Law on Courts; the Law on the Protection of Patient's Rights, the Law on Social Protection; the Law on the Protection of Children, the Law on the Ombudsman's Office, and the 2006 LEO. Moreover, the Youth Guarantee Scheme; the National Strategy for GE 2013–2020; and its predecessor, the National Action Plan for Gender Equality 2007–2012 also speak to the importance of equal opportunities for women and men of all ethnic and age groups. Finally, the Public Administration Reform Strategy and the Financial Management Reform Program call on the government to ensure full implementation of these reforms, encourage the country to further strengthen professionalism by improving transparency and equitable representation, and ensure full respect of merit-based recruitment for public-service positions.¹⁷⁴

¹ World Economic Forum (WEF). 2018 Global Gender Gap Report, 2018.

² Ibid.

³ Ibid.

⁴ Ibid.

⁵ Interview with Equality Commission Coordinator. Struga. May 20, 2019. Interview with Equality Commission Coordinator, Strumica, May 22, 2019.

⁶ Navanti. USAID Cross Sectoral Youth Assessment North Macedonia, 2019.

⁷ IMF. Former Yugoslav Republic of Macedonia: 2018 Article IV Consultation – Press Release, Staff Report and Statement by the Executive Director for Former Yugoslav Republic of Macedonia, 2019.

⁸ The World Bank Group. Data, GDP per capita, PPP (current international \$), 2019.

⁹ UNDP. Human Development Indices and Indicators: 2018 Statistical Update, 2018.

¹⁰ OECD. Assessment of the National Innovation System of the Former Yugoslav Republic of Macedonia: Report in support of the formulation of a National Innovation Strategy, 2013.

¹¹ United States Agency for International Development. Youth Employability Skills Network Final Performance Evaluation. Prepared by Ramon Balestino and Rozalija Vasilevska, 2016.

¹² The global-development index is a sub-index of the human-development index.

¹³ UNDP Human Development Report, Former Yugoslav Republic of North Macedonia, 2018.

¹⁴ Government of North Macedonia. State Statistical Office, 2016.

¹⁵ Women choose medicine (80 percent), humanities (70 percent) and natural sciences and mathematics (57 percent), while men study technical and technological sciences (63 percent), biotechnological (53 percent) and religious sciences (50 percent).

¹⁶ Mojsoska-Blazevski, Nikica, Petreski, Marjan and Ayhan, Oztas. National Research on Low Female Labour Market Participation: Quantitative-based Evidence from a New Survey. UN Women, 2017.

¹⁷ Ibid.

¹⁸ Food and Agriculture Organization of the United Nations. North Macedonia and FAO Partnering to Achieve Sustainable Agriculture and Rural Development, 2019.

¹⁹ Center for Research and Policy Making (CRPM)/UN Women. Perspectives of Rural Women in Macedonia - A Rural Women Baseline Study, 2012.

²⁰ Overall unemployment among 15-64 years old is estimated at 41 percent (Kotevska, Ana and Martinovska Stojcheska, Aleksandra. Association of Agricultural Economist of Republic of Macedonia. The Impact of Socio-Economic Structure of Rural Population on Success of Rural Development Policy: Macedonia, Serbia and Bosnia Herzegovina, 2015.

²¹ Ibid.

²² Nacka, M. Measuring Women's Empowerment in Agriculture with Survey-based and Experimental Economics Method. UN Women/Faculty of Agricultural Sciences and Food, 2018.

²³ World Bank Group. Seizing a Brighter Future for All: Former Yugoslav Republic of Macedonia Systematic Country Diagnostic, 2018.

²⁴ Risteska, M. Mickovska-Raleva, A. and Lazarevski, G. Perspectives of Women in Rural Areas. Baseline Study of the Status and Livelihoods of Women in Rural Areas and Recommendations for Gender Responsive Policy Responses, CRPM/UN Women, 2011.

²⁵ Macedonia has not conducted a census since 2002; Romani populations are usually underestimated in official statistics and may represent 6.5 percent to 13 percent of Macedonia's population (CIA World Factbook, 2019).

²⁶ Minorities Rights Group International. Roma in the Republic of Macedonia: Challenges and Inequalities in Housing, Education and Health, 2018.

²⁷ Macedonian Young Lawyers Association. Regional Research on Statelessness: Macedonia, Serbia, Kosovo, Montenegro, Bosnia and Herzegovina, Croatia, 2015.

²⁸ Ibid.

²⁹ Macedonian Young Lawyers Association, Institute on Statelessness and Inclusion, European Network on Statelessness, European Roma Rights Centre & Minority Rights Group International. Joint Submission to the Human Rights Council at the 32nd Session of the Universal Periodic Review, 2018.

³⁰ UNDP/World Bank Group/European Commission. The Situation of Roma in 11 EU Member States: Survey Results at a Glance, 2011.

³¹ Krstinovska, Ana. European Integration and Youth Mobility. CPRM, 2018.

³² Ibid.

³³ Government of North Macedonia. Employment Service Agency. Annual Report 2018, 2018.

³⁴ Interview with Olimpija Zaevska, Advisor in the Cabinet of the Prime minister Zoran Zaev, May 17, 2019.

³⁵ Seven pillars include: education, media, legal, culture, local gov't, social cohesion and youth.

³⁶ Government of North Macedonia. Criminal Code, Official Gazette of the Republic of Macedonia 37/1996, 80/1999, 4/2002, 43/2003, 19/2004, 81/2005, 60/2006, 73/2006, 7/2008, 139/2008, 114/2009, 51/2011, 135/2011, 185/2011, 142/2012, 166/2012, 55/2013, 82/2013, 14/2014, 27/2014, 28/2014, 115/2014, 132/2014.

³⁷ The Criminal Code does not regulate the absence of consent as a qualifying factor for rape.

³⁸ Family Law, Law on Protection from Discrimination, Law on Labour Relations, and Law on Domestic Violence.

³⁹ Interviews with Equality Commission Coordinators in Radovish and Strumica, May 22, 2019.

⁴⁰ Mojsoska-Blazevski, Nikica, Petreski, Marjan and Ayhan, Oztas. National Research on Low Female Labour Market Participation: Quantitative-based Evidence from a New Survey. UN Women, 2017.

⁴¹ Ibid.

⁴² Ibid.

⁴³ UNICEF. Realizing the Rights of Roma Children and Women in Bosnia and Herzegovina, the FYR of Macedonia and Serbia, 2014.

⁴⁴ Interview with Equality Commission member, Gostivar, May 16, 2019.

⁴⁵ Interview with Xhane Creshova, Women's Forum, Tetovo, May 16, 2019.

⁴⁶ Interview with Equality Commission Coordinator, Radovish, May 22, 2019.

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- ⁴⁸ OSCE. OSCE-led Survey on Violence Against Women: North Macedonia, Well-being and Safety of Women, 2019.
- ⁴⁹ Ibid.
- ⁵⁰ Interview with Equality Commission Coordinators, Strumica and Radovish, May 22, 2019.
- ⁵¹ OSCE. OSCE-led Survey on Violence Against Women: North Macedonia, Well-Being and Safety of Women, 2019.
- ⁵² Interview with Kristina Hadzi-Vasileva. Skopje, May 17, 2019.
- ⁵³ FGD with Journalists. Skopje, May 15, 2019.
- ⁵⁴ Ibid.
- ⁵⁵ Government of North Macedonia. State Statistical Office, Time Use Survey 2014/2015, 2015.
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- ⁵⁷ Ibid.
- ⁵⁸ Interview with representatives from the private sector. Skopje, May 17, 2019.
- ⁵⁹ Mojsoska-Blazevski, Nikica, Petreski, Marjan and Ayhan, Oztas. National Research on Low Female Labour Market Participation: Quantitative-based Evidence from a New Survey. UN Women, 2017.
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- ⁶² Interview with Equality Commission Coordinator and President. Radovish, May 22, 2019.
- ⁶³ Interview with Equality Commission Coordinator, Strumica, May 22, 2019.
- ⁶⁴ Interview with Equality Commission Coordinator. Struga, May 2019.
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- ⁷⁰ Nacka, M., Measuring Women's Empowerment in Agriculture with Survey-based and Experimental Economics Method. UN Women/Skopje, Ss. Cyril and Methodius University, Faculty of Agricultural Sciences and Food, 2018.
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- ¹⁰⁰ Interview with Tatjana Markovska. USAID Staff, May 13, 2019.
- ¹⁰¹ FGD with beneficiaries, Tetovo, May 16, 2019.
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- ¹⁰⁵ Navanti. USAID Cross Sectoral Youth Assessment North Macedonia, 2019.
- ¹⁰⁶ Interview with Mirjana Makedonska, Palladium International, May 22, 2019.
- ¹⁰⁷ Mojsoska-Blazevski, Nikica, Petreski, Marjan and Ayhan, Oztas. National Research on Low Female Labour Market Participation: Quantitative-based Evidence from a New Survey. UN Women, 2017.
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