



**Convention on the Elimination
of All Forms of Discrimination
against Women**

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**Committee on the Elimination of Discrimination
against Women**

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**Responses to the list of issues and questions for consideration of
the combined fourth and fifth periodic reports**

The former Yugoslav Republic of Macedonia*

Articles 1 and 2

Question No. 1

In 2005 a new Law on Labor Relations was adopted. The Law has been harmonized with: Council Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions; Directive 2002/73/EC amending Council Directive 76/207/EEC and which contains a new definition of indirect discrimination, harassment as a form of discrimination; Council Directive 97/80/EC on the burden of proof in cases of discrimination based on sex; Directive 75/117/EEC relating to the application of the principle of equal pay for men and women; Council Directive 92/85/EEC on the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding; Council Directive 96/34/EC on parental leave.

The legal framework in this area will be upgraded with the entry into force of the Law on Equal Opportunities for Women and Men, which is expected to be adopted by the Assembly of the Republic of Macedonia by the end of 2005. This Law will ensure the basis for equal opportunities for men and women in all areas of social life. The adoption of the Law on Equal Opportunities for Women and Men will set the basis for protection and advancement of gender equality as one of the values of the constitutional order of the Republic of Macedonia and will

* The present report is being issued without formal editing.

help precisely define and regulate the manner of protection against gender based discrimination and create equal opportunities for women and men.

The concept and contents of the Law are based on international norms and standards contained in international documents adopted by the United Nations, the European Union and the Council of Europe, which serve as the basis to define the legal framework regulating issues of promoting the status of women and establishing equal opportunities for women and men in the political, economic, social, educational area and in other areas of social life.

This Law prescribes the basic norms, while the specific and other measures will be regulated in greater details in other laws in the relevant areas.

The obligation to ensure equal opportunities for men and women in preventing various forms of discrimination and unequal treatment is not fulfilled only through the adoption of this and other separate laws. Instead, this is a wider scope comprehensive process, which is of concern for the entire society to be accomplished through other measures and activities, as well. For the purpose of fulfilling the objectives of this Law, there are general and specific measures defined — positive, encouraging and program measures aiming at establishing equal opportunities — defining clearly the competencies, tasks and obligations of relevant entities. In addition to this Law, the issues of importance for the establishment of equal opportunities may be also regulated by other laws and regulations, as well.

The Law on Equal Opportunities for Women and Men regulates the issue of harassment and sexual harassment as a form of discrimination. The Law defines the situations amounting to harassment, i.e. sexual harassment.

The following Directives have been implemented in the Law:

Directive 2002/73/EC amending Council Directive 76/207/EEC and which contains a new definition of indirect discrimination, harassment as a form of discrimination (Articles 4 and 5); Council Directive 97/80/EC on the burden of proof in cases of discrimination based on sex (Article 6).

It is envisaged that laws that still have not been harmonized and relevant regulations and acts be harmonized with the provisions of this Law, within a year from the entry into force of the Law on Equal Opportunities For Women and Men.

Under the Law on Equal Opportunities for Women and Men, a Sector for Equal Opportunities will be established at the Ministry of Labor and Social Policy within six months from the entry into force of this Law. The Gender Equality Department will be transformed into an Equal Opportunities Sector. However, owing to the lack of personnel necessary for the efficient implementation of envisaged tasks of the Sector, new employments are planned.

The Law on Equal Opportunities envisages that a Committee on Equal Opportunities is established, within six months from the day of entry into force of this Law, at the Assembly of the Republic of Macedonia, as a standing working body.

In accordance with the Law on Equal Opportunities for Women and Men, the state administration bodies will designate an official coordinator, within three months from the entry into force of the Law.

In accordance with the competencies defined by law, the National Ombudsman will also work on the implementation of the principle of equal opportunities and legal protection of equal opportunities of men and women.

Aiming at attaining the goals of the Law on Equal Opportunities for Women and Men, the units of local self-government will establish Equal Opportunities Committees, as standing bodies, by a decision of the Local Self Government Council. Furthermore, they will designate Equal Opportunities Coordinators in order to advance gender equality at the local level.

Question No. 2

In the last several years, the Gender Equality Department at the Ministry of Labor and Social Policy has continually been realizing a large number of priorities defined in the National Action Plan for Gender Equality, especially in the area of women's human rights, then the role of women in government and in decision making bodies, women in media, women and armed conflicts, women and employment, women and social protection. In this respect, in partnership with the women's non-governmental organizations, a large number of campaigns have been implemented in order to raise the awareness of women about their rights and their practical exercise. Thus, in cooperation with the Alliance of Women's Organizations of the Republic of Macedonia in 2000 there were local level women's empowering activities implemented. These activities were followed by a large number of seminars and campaigns advocating more women at the local elections in 2000 in order to raise the awareness of the population at large about women's rights, and especially about women's rights and their need for equal participation in the policy design at the local level.

In the course of the 2001 crisis, the Gender Equality Department at the Ministry of Labor and Social Policy participated in the realization of peace activities aiming at providing support to the process of and activities leading towards peace and inter-ethnic tolerance, underlining the rights of and need for inclusion of women in decision-making bodies in such situations.

Afterwards, there were large number of activities, seminars and campaigns implemented for increased number of women elected at local and parliamentary elections. The Ministry of Labor and Social Policy was partner or main implementing agency in many of these activities, through amendments and supplements to the Law on Parliamentary Elections in 2002 and amendments and supplements to the Law on Local Elections.

Aiming at attaining larger level of transparency in the preparations and adoption of the Law on Equal Opportunities for Women and Men, in the last several months there have been round tables organized in the country in cooperation with the representatives of the local self-government. There has been also a public debate and a campaign introducing the wider public with the issues regulated by this Law and explaining how this Law will be implemented in practice.

As part of several projects implemented in cooperation with non-governmental organizations there has been a special focus on rights and protection of women from inappropriate presentation in the media and there have been efforts made to enhance the participation of women in designing the editorial policy of printed and electronic media outlets.

In December 2004, the Gender Equality Department at the Ministry of Labor and Social Policy participated in the campaign for improvement of working conditions for women in the textile industry and their introduction to the labor rights and their encouragement to publicly speak about their problems. The campaign continued this year too through meetings organized in several cities, countrywide.

Article 3

Question No. 3

Following the adoption of the Law on Equal Opportunities for Women and Men and of other laws and regulations dealing with the issues in the area of establishing equal opportunities, a Sector for Equal Opportunities will be established at the Ministry of Labor and Social Policy, meaning that the Gender Equality Department will be transformed into a Sector of wider scope mandate and more human and financial resources.

Article 4

Question No. 4

As part of the activities for strengthening the position of women in political parties and to increase the number of women elected at the 2004 local elections, the Ministry of Justice prepared the amendments and supplements to the Law on Local Elections according to which *each gender will have at least 30% representation at the lower and upper parts of the list of proposed candidates for members of the municipal councils and of the Council of the City of Skopje.*

Article 5

Question No. 5

In the period from November 2004 to May 2005, in cooperation with the UNICEF Office in Skopje, the Ministry of Labor and Social Policy started and continually implemented a campaign against domestic violence and a campaign to raise the awareness of women victims of domestic violence, to overcome stereotypes and prejudices and to report cases of domestic violence to the relevant institutions. In this respect, the Recommendation (2002)5 of the Committee of Minister of the Council of Europe for Protection of Women from Violence has been translated into the Macedonian and into the Albanian languages. It has been distributed to all relevant institutions and NGOs, at the national and local level.

Furthermore, more recently, the Gender Equality Department of the Ministry of Labor and Social Policy, organized seminars on the position and role of women in education, family and professional life in order to overcome stereotypes and prejudices especially among rural women, according to which the place of women is only at the home doing domestic jobs. At these seminars, foreign experts promote the manners and mechanisms of achieving full equality, in all spheres of social life.

Question No. 6

After the adoption of the amendments and supplements to the Law on Family (Official Gazette of the Republic of Macedonia No. 38/04) the Republic of Macedonia introduced provisions prohibiting any type of violence in marriage and family. According to this Law, domestic violence is any conduct by a family member who by applying force, threat or intimation causes bodily injury, emotional or sexual abuse and material, sexual or labor exploitation. The Law defines among which family members there can be family violence, while the victim can be any member of the family, regardless of gender and age. The perpetrator of domestic violence can be former or present marital or extramarital partner, the person that lived or that lives in extramarital community with the victim, a person who has a child with the victim, a person of fourth line of lineage and second line of lineage of in-law relations, i.e. person with whom the victim lives in martial or extramarital or any other type of community. The Law on Family envisages the competencies of the Social Work Centers and determines the measures for protection from domestic violence that are pronounced by the competent first instance courts.

Whenever the Social Work Center has information that there is domestic violence of any type and that there is a serious threat to the life and health of a family member it undertakes the following protective measures:

- ensures accommodation for the victim of violence of up to 6-month duration, with a possibility of extending the period for another 6 months;
- ensures appropriate health care;

- ensures appropriate psychosocial intervention and treatment;
- refers the persons to appropriate counseling;
- if there is a regular pupil or student in the family, the Social Work Center assists in the continuation of regular education;
- informs the prosecution authorities;
- provides all types of legal assistance and representation;
- institutes procedures before the relevant courts;
- if necessary, it submits a request to the court for a temporary measure of protection;
- undertakes other measures if considered necessary for the resolution of the problem;

The envisaged measures are aimed at protecting the victim and other family members from further domestic violence. For purposes of implementing the law, the Ministry of Labor and Social Policy has already provided four centers for victims of domestic violence that have been established as separate organizational units at the relevant Social Work Centers. Under its program for development of this form of protection, the Ministry of Labor and Social Policy plans to enlarge the network of such centers. Immediately after the adoption of the amendments to the Law, upon the start of the practical implementation of the Law, the centers have accommodated a number of victims of domestic violence (about 25 women and 27 children). The duration of the accommodation is individual, depending on the needs in each individual case, lasting from one to several months.

There were 500 interventions:

- advisory assistance,
- legal assistance,
- accommodation,
- judicial measures.

In accordance with the Law on the Family, the Social Work Center is obliged to undertake measures of protection whenever the victim of domestic violence is a minor or a person with diminished legal capacity.

The Social Work Centers receive information about domestic violence from citizens, official persons and legal entities that are obliged to immediately submit information on the cases of domestic violence.

The Law on Family regulates the institution and the course of the court procedure for ensuring court protection in a regular civil law procedure, regardless of the fact whether a criminal procedure has been instituted against the perpetrator of the domestic violence. The Social Work Center is the only legitimate body to submit a request to the court for institution of a procedure for a temporary measure of protection from domestic violence, being obliged to obligatory submit a request to the court for protection of minors and legally incapacitated persons. The request in respect of full aged and legally capable person is submitted only upon the consent of the victim of domestic violence. Along with the request, the Social Work Center submits minutes and reports on the activities undertaken that can also contain a proposal that a temporary measure is pronounced and a proposal for the type of measure to be pronounced.

The Law defines the temporary measures that the Court may pronounce against a perpetrator of domestic violence (one or more) as follows:

- prohibit the person from threatening to perpetrate domestic violence;
- prohibit the person to ill-treat, harass, telephone, contact or any other way communicate with a family member, directly or indirectly;
- prohibit the perpetrator from coming close to the place of residence, school, job or certain place that another family member regularly goes to;
- order removal of the perpetrator from the home regardless of the ownership status, until a final decision of the competent court has been adopted;
- prohibit the person to possess fire or other arms and impound the weapon;
- order the person to return the objects necessary to satisfy the every day needs of the family;
- pronounce the measure of obligatory family support;
- order the accused person to visit relevant counseling;
- order obligatorily medical treatment, if the person is alcohol abuser or abuses other psychotropic substances or suffers an illness;
- oblige the person to compensate the medical and other costs resulting from domestic violence;
- pronounce any other measure that the court will deem necessary to ensure the security and welfare of the other family members.

The proposal for instituting a court procedure can be submitted to the Social Work Center by the spouse, the parents or children or by other persons living in marital or extramarital community or in a joint household, former spouse or persons in close personal relations against which there has been domestic violence, regardless of the fact whether criminal proceedings have been instituted or not. A parent, guardian or legal representative may submit a proposal on behalf of a minor or a person with limited or deprived legal capacity, as well as on behalf of a person over whom the person has parental rights. The persons submit the proposal to the competent social work center according to the place of residence of the victim of domestic violence.

As regards the court decision pronouncing temporary measures for protection from domestic violence, the Social Work Center has the following competencies:

- to follow the enforcement of the pronounced measure and the course of the implementation of the measure and to report to the court upon the court's request;
- may submit a proposal to the relevant court to abolish the pronounced measure prior to the duration prescribed in the measure, if the Center assesses that the measure has attained the purpose for which it has been adopted;
- may submit a proposal to amend the pronounced measure or to extend the duration of the measure if the Center assesses that the pronounced measure is inappropriate or that it will produce the required results, but in a longer period of time.

The Social Work Center cooperates with citizens, legal entities and organizations in the implementation of the protective measures.

The law regulates the procedure for pronouncing temporary measures for protection from domestic violence, the composition of the court, the course of the proceedings and legal remedies against the decision of the court.

There are penal provisions introduced regarding entities that are obliged by law to compulsorily report domestic violence to the competent social work center.

In the jurisprudence, for the first half of 2005 inclusive, 12 temporary measures for protection against a person perpetrating domestic violence have been pronounced.

National Campaign — Operative Protocols

Domestic violence

Until 2004, family violence was not sanctioned as a separate crime in the Criminal Code of the Republic of Macedonia. Instead, all cases of domestic violence were regulated with general crimes (murder, bodily injury, grievous bodily injury and similar) while separate criminal law

protection of the family relations was ensured using the provisions on crimes under the Chapter of crimes against marriage, family and youth.

The latest amendments and supplements of the Criminal Code of the Republic of Macedonia, which entered into force in April this year, introduced certain supplements to some of the articles in respect of more appropriate regulation of certain crimes that contain elements of domestic violence in which the victim can be any member of the family, including the wife.

Supplements have been made to the part of the Code relating to crimes against life and body: Article 123 (murder), Article 125 (momentary murder), Article 130 (bodily injury) and Article 131 (grievous bodily injury); there have been also supplements to the Chapter on crimes against the human rights and freedoms of citizens; Article 139 (coercion), Article 140 (unlawful arrest) and Article 144 (endangering security); and there have been supplements to the Chapter on crimes against sexual freedom and in the Chapter on crimes against sexual freedom and sexual morals - Article 186 (rape) and Article 187 (statutory rape of helpless person).

Under these supplements, there have been significant changes introduced regarding the crime of murder, where domestic murder is qualified as a murder, with 10 years of imprisonment envisaged, introducing changes as well in respect of the crimes of rape and statutory rape against a helpless person, envisaging ex officio prosecution if the crime has been perpetrated against a person with whom the perpetrator lives in a marital or extramarital community, while the other Articles of the law envisage stricter punishment for crimes perpetrated in the context of domestic violence.

Within the State Institute for Health Protection, at the Social Medicine Department, a sector has been established for control and prevention of injury and violence with the aim of implementing preventive activities, research, education, promoting multi-disciplinary approach to accomplishing the identified goals: to reduce the number of injuries, disability and mortality as a result of accidents and violence including also women and girls. Activities for prevention of violence are priorities in the two-year agreement for cooperation signed between the Ministry of Health and the World Health Organization.

An inter-ministerial and multidisciplinary group that coordinates activities has been established, and a national report for violence and health is under preparation.

Advertising booklets have been printed to inform women about their rights in cases of violence.

In the course of 2003, the national campaign was implemented that placed a special emphasis on the violence by an intimate partner and on sexual violence.

Statistical data related to all forms of violence against women are collected and analyzed as a part of the scheduled statistics on mortality and morbidity. Preparation is under way of a new

Law on keeping registries in the field of health that will regulate the keeping of medical records and files in order to enable monitoring and comparison of data and situation in health pathology and health protection with other countries. The intensions are, among others, to establish monitoring of morbidity not only according to gender and age, but also according to nationality, regional distribution, following the new territorial division of the state into 84 municipalities, urban and rural regions.

Question No. 7

There are no statistical data on the extent to which this procedure has been used. The present statistical data relate to the total number of reported and convicted perpetrators of crimes under Article 186 (rape), but such data is not segregated, including in respect of paragraph 5. In addition, with the amendments to the Criminal Code in 2004, paragraph 5 relating to private lawsuit in cases of marital or extramarital rape was abolished. Thus all cases of rape, irrespective of the marital or other status are prosecuted ex officio.

Question No. 8

See under 6.

Question No. 9

In many countries violence against women is an area which is most crucial for gender analysis as well as for analysis the discrimination of women. Unfortunately, this is an area where data scarcity was identified at national as well as at international level.

The State Statistical Office is a producer of official statistics in the Republic of Macedonia. Its work is based on Programme for statistical survey, the last one covering the period 2002-2007. The survey for violence against women was not planned to be conducted during this period, so SSO is not in position to provide official data on violence against women.

Article 6

Question No. 10

The Law on Witness Protection was adopted in May this year. This Law regulates the procedure and conditions for granting protection and assistance to witnesses, defines the measures for protection and envisages the establishment of Witness Protection Council, and a Witness Protection Department. Later, the Council started to function (composed of representatives of the Supreme Court, Public Prosecutor's Office, the Director of the Administration for Execution of Sanctions at the Ministry of Justice and two representatives of the Ministry of the Interior). The Witness Protection Department has started functioning within the Ministry of the Interior, as well.

In the Republic of Macedonia, victims of trafficking in human beings are most often detected in organized police actions for detection of criminal activities related to trafficking in human beings and illegal migration, while to a lesser extent it is a matter of persons that have voluntarily reported themselves or about whom there are information received through international cooperation. Registered victims of trafficking in human beings are accommodated in the Skopje Transit Center where in addition to accommodation these persons are ensured psychological and legal counseling and medical assistance. After staying at the Center, all victims are repatriated to their countries of origin, which is also supported by assistance prior and after the repatriation, while upon their return to the countries of origin there are activities undertaken for reintegration of the victims. This points to the fact that in cooperation with international organizations, the relevant institutions, in addition to the undertaken legal activities, endeavor to create conditions for protection of victims of trafficking in human beings. At the same time, all registered or detected victims of trafficking in human beings are ensured support for their return and re-socialization that would prevent their re-victimization.

Question No. 11

Statistical data on prostitution

Crime related to trafficking in human beings is decreasing in the Republic of Macedonia as compared to the previous years. This is owed to several reasons among which strengthening sanctions for this type of crimes, enhanced measures and activities in the field, and especially the fact that in the last period some of the larger channels for trafficking in human beings have been cut off in the Republic of Macedonia, with the arrest and convictions of some of the larger traffickers in the Republic of Macedonia.

The following statistical data are presented in the context of this phenomenon:

- In 2004 the following cases were registered:

19 crimes of trafficking in human beings committed by 42 perpetrators

22 crimes of mediation in prostitution committed by 38 perpetrators and

4 crimes of procuring and enabling sexual acts committed by 38 perpetrators

- In 2005 the following cases have been registered:

- 2 crimes of trafficking in human beings committed by 4 perpetrators, and 3 crimes of mediation in prostitution committed by 6 perpetrators.

Measures undertaken to address the causes of prostitution

The problems that contribute to the occurrence of this crime can be found in the low socio-economic position which borders with poverty and the desire for fast and easy earnings, low level of education, lack of information, dysfunctional families, etc. The deterioration of the standard of living and unemployment have the effect that some of the citizens see their future existence in migrating to the countries of Western Europe. Such conditions facilitate recruitment, transport and transfer of women from these countries, who by false promises and deceit are trapped in the chain of trafficking and their re-trafficking and forced prostitution.

Having in mind the already stated and the fact that it is necessary to apply a strategic approach to the problem and the reasons leading to the occurrence of prostitution, there were activities undertaken to modernize the national legislation in order to set the legal basis for more efficient fight against trafficking and for activities to advance the conditions and possibilities to provide assistance and support to victims of trafficking in human beings, their return and reintegration. In addition expert personnel have been trained and activities for advancement of the international cooperation and coordination for the detection of perpetrators of this type of criminal activity have been carried out. Aiming at more successful fight against trafficking in human beings, a National Program for fight against trafficking in human beings has been adopted, which envisages measures for prevention and fight against trafficking in human beings and for identification and reduction of economic and social factors that contribute to women and children becoming victims of trafficking.

Furthermore, under the said Program, in the last year there has been training organized for personnel of the Ministry of the Interior, while in the context of applying a more professional approach to the work on cases in this area, a Department against trafficking in Human Beings and other violent crime has been established within the Organized Crime Section. In cooperation with the IOM and the OSCE seminars and specialized courses have been organized for the management personnel and for the members of the Unit for fight against trafficking in human beings.

The measures and activities for detection and identification of perpetrators and channels used for this type of organized crime have been upgraded, enlarged and intensified, with a focus on the establishment of more restrictive regime of sanctioning of organizers of illegal border crossing.

Many activities have been undertaken within the *health sector* regarding the prevention of sexual exploitation of women and minor girls with the aim of enhancing the health care and protection against risks of prostitution on the health and strengthening protection, rehabilitation and social re-integration of commercial sexual female workers (CSFW). Namely, as part of the activities for AIDS prevention, supported by a grant from the Global Fund for AIDS, Tuberculosis and Malaria, actions have been taken to implement a behavioral study. The study's goal is to inform about the knowledge, attitudes, beliefs and application of the acquired knowledge, attitudes, beliefs in the practice related to AIDS and sexually transmitted diseases to the youth and CSFW, but also to gather statistical data about key indicators for monitoring

under the Declaration for AIDS activities and monitoring of the accomplishment of the Millennium Development Goals.

Continual education has been carried out within the framework of this project, and pamphlets and manuals have been prepared to increase the knowledge of CSFW about the way of protection from eventual violence, way of protection from unwanted pregnancy, information about sexually transmitted diseases and measures for protection, contraception, etc.

Article 7

Question No. 12

Until 2000 the number of women councilors at local self-government councils was a 5% and 0% women mayors. At the 2000 local elections, as a result of the activities of women in the Republic of Macedonia, 8.4% women councilors and 2.4% women mayors were elected. After the amendments and supplements to the Law on Local Elections in 2004 (Article 37) 22.7% women councilors and 3.5% women mayors were elected.

At the 1998 parliamentary elections, 7.5% women members of the Assembly were elected. This number was increased after the amendments to the Law on Election of Members of the Assembly (envisaging 30% quota) and the attained result was 20.8% women members of the Assembly.

These results have been achieved through the continual and volunteer work of women in the Republic of Macedonia in the field of political empowering under the following projects: Women can do it II, Women in the Media, Women Voters, Door to Door. These projects included women representatives of government institutions, non-governmental organizations, political parties, individuals and international organizations.

Question No. 13

Such a Committee has not been established yet. After the adoption of the Law on Equal Opportunities, the Assembly of the Republic of Macedonia will be obliged to establish a Committee for Equal Opportunities for Women and Men. The task of the Committee members (members of Assembly and external experts) will be to review legislation submitted by the Government of the Republic of Macedonia from the viewpoint of gender equality, i.e. whether and to what extent the concept of gender equality has been introduced in the solutions proposed by the Government to the Assembly of the Republic of Macedonia.

Question No. 14

No relevant information at this point.

Article 8**Question No. 15**

Participation of women at the international level

Ministry of Foreign Affairs

Gender structure	Total	%
Female	97	48,74%
Male	102	51,26%
Total:	199	100%

Decision-making positions at the MFA — female:

State Counselors	1 out of 17
Heads of Sectors	5 out of 12
Assistants to the Heads of Sectors	7 out of 12
Heads of Units	11 out of 29
Total	24 out of 70

Diplomatic, consular and other representations

Gender structure	Total	%
Female	35	23,65%
Male	113	76,35%
Total	148	100%

Ambassadors — female: 2 out of 35

Total number of employed women at the MFA: 132 out of 347 or 38%

Article 10

Question No. 16

No special measures have been introduced to increase female participation in areas of study (secondary education) such as mechanical and electrical engineering.

The table below, however, presents data on the enrollment and graduation of women in the two specific faculties.

	2002/2003			% of women	2003/2004			% of women	2004/2005			% of women
	Total	Men	Women		Total	Men	Women		Total	Men	Women	
Total out of which at the:	45624	20003	25621	56.16	46637	20043	26594	57.02	49364	21377	27987	56.70
Faculty of electrical engineering	2367	1896	471	19.90	2371	1860	511	21.55	2395	1845	550	22.96
Mechanical Engineering Faculty	1509	1348	161	10.67	1351	1191	160	11.84	1307	1151	156	11.94

Graduated students from faculties and higher education institutions

	2002			% of women	2003			% of women	2004			% of women
	Total	Men	Women		Total	Men	Women		Total	Men	Women	
Total, out of which at the:	3618	1377	2241	61.94	4404	1696	2708	61.49	5010	1790	3220	64.27
Faculty of Electrical Engineering	205	156	49	23.90	217	159	58	26.73	216	168	48	22.22
Faculty of Mechanical Engineering	143	121	22	15.38	178	159	19	10.67	137	119	18	13.14

Question 17

With the aim to address the dropout rate of ethnic Albanian and Roma students generally, the Ministry of Education of the Republic of Macedonia has undertaken a set of measures aimed at reducing and eventually eliminating this phenomenon and facilitating conditions for the reintegration of the pupils in the education system. Seminars were organized for the school principals, teachers and representatives of the expert services at schools (pedagogues, sociologists, psychologists) who are trained for undertaking concrete measures to decrease the dropout rate. Expert and information materials have been distributed and surveys of the school teams made in order to detect the reasons for the dropout. There has been also a strategy prepared defining future activities to prevent dropout of children from the education process. The project activities are realized in cooperation with the Skopje UNICEF Office, which financially supports the “Education for All” project.

The Government has adopted a national strategy on the Roma, along with a number of action plans, one of them dealing with the education.

The basic reasons for the dropout of pupils of the ethnic Albanian and Roma communities are to be found in the tradition, lifestyle, religion, habits, economic migration abroad, poverty, the change of which require longer period. It is hoped that with the completion of the project, the situation will be positively changed and that the dropout rate will be reduced.

It is worth mentioning that Governmental efforts have been focused on the alleviation of the problem of the Turkish ethnic community, especially in the East and in the Southeastern parts of Macedonia where this problem is evident due to the configuration of the terrain, i.e. the classes in the mountainous areas are distant from the central primary schools. In the attempt to secure larger coverage of pupils from these schools, the Ministry of Education opened classes from the V to VIII grade in the Turkish language of instruction.

Dropout rates

Dropout rate for students according to the ethnic affiliation in elementary education																
Macedonians		Albanians		Turks		Roma		Vlachs		Serbs		Other		Unknown		
girls	total	girls	total	girls	total	girls	total	girls	total	girls	total	girls	total	girls	total	
0,30	0,06	0,05	0,26	0,21	1,51	1,93	3,36	3,58	-	-	-	-	0,38	0,35	-	
0,27	0,07	0,05	0,16	0,13	1,44	1,93	3,04	3,56	-	-	4,07	-	0,04	0,09	-	
0,27	0,10	0,08	0,22	0,25	1,84	2,06	1,79	1,73	-	-	-	-	0,04	0,04	-	
Dropout rate for students according to the ethnic affiliation in secondary education																
Macedonians		Albanians		Turks		Roma		Vlachs		Serbs		Other		Unknown		
girls	total	girls	total	girls	total	girls	total	girls	total	girls	total	girls	total	girls	total	
0,43	0,79	0,42	1,04	0,42	1,85	1,06	4,75	0,94	1,44	2,50	0,31	0,35	1,16	0,30	-	
0,58	0,95	0,61	0,69	0,27	1,22	0,71	5,34	3,81	-	-	0,76	0,44	2,19	1,50	33,33	
0,53	0,69	0,48	0,62	0,40	1,26	1,10	4,34	4,59	-	-	0,74	0,20	1,84	2,79	-	

Article 11**Question No. 18.**

About the new Law on Labor Relations see under 1.

Article 50 of this Law regulates the issue of concluding an employment contract for work conducted at home and Article 53 regulates the issue of employment contract for house keepers.

The Law on Protection of Children (Official Gazette of the Republic of Macedonia No. 98/00) regulates the system of organization and manner of providing protection to children. Protection within the meaning of this Law is provided through ensuring certain rights and forms of protection of children such as: child supplement, special supplement, assistance in kind for a new born baby, and protection forms such as: care and education for preschool children, rest and recreation of children and other forms of protection.

The legal framework in this area will be supplemented upon the entry into force of the Law on Equal Opportunities for Women and Men. (for more see under 1)

Question No. 19.

The enhanced role of the private sector in job creation leads to change of the structure of the employed according to the economic status. Thus, the number and significance of employers and self-employed persons is increasing at the account of participation of employees.

One of the main pillars of the macroeconomic policy of the Government of the Republic of Macedonia is the employment policy. It specifically relates to creating relevant mechanisms for encouragement of investments and job creation.

One of the measures to increase employment is the improvement of the qualifications of the labor force and promotion of self-employment and entrepreneurship and raising the awareness about these two types of activities.

In this respect, the Ministry of Labor and Social Policy in the National Action Plan for employment has envisaged priorities that are primarily related to the following: harmonization of the national legislation with that of the EU, fight against differences at the labor market and differences in pay, promoting access of women to new areas or to areas where they are not represented sufficiently; improvement of the conditions for life and work and sustainability of their family life and promoting training in the area of equal opportunities.

In this context, the Ministry of Labor and Social Policy, in cooperation with the NGO's, will organize seminars in order to introduce women with the new Law on Labor Relations which defines measures in accordance with the EU Directive and with the new Law on Equal

Opportunities for Women and Men which will be adopted by the end of 2005. Both laws contain provisions and mechanisms to encourage women to self-employment and work in the private sector. There will be also training for private sector employers.

Question No. 20

Under the CONSENSUS Program (a part of the PHARE Program), for support of legislative reforms in the area of social protection in countries of Central and Eastern Europe, there has been an analysis made of the compatibility of the legislation of the Republic of Macedonia with the EU legislation in the area of social protection from the viewpoint of gender equality. In addition to other laws, there has been an analysis made of the previous Labor Relations Law (Official Gazette of the Republic of Macedonia No. 80/93) from the viewpoint of gender equality. The experts making the analysis have concluded that with the provisions contained in the 1993 Law on Labor Relations greater compatibility is attained with the EU legislation in this area (or more specifically with Directive No. 92/85 and the Framework Agreement on Parental Leave).

Question No. 21

Article 165 of the new Labor Relations Law (Official Gazette No. 62/05) regulates the leave of absence for pregnancy, giving birth and parenthood. If the parental leave of Article 165 of the Labor Relations Law is not utilized by women workers, then the father or adoptive parent of the child will use this leave.

A very small percentage of fathers use parental leave.

Question No. 22

According to the data of the census of population, households and dwellings in the Republic of Macedonia conducted in 2002 the total number of individual households is 564 237. The percentage of households with women as the head of the households is 14.8%. According to the marital status, the largest percentage of 63.7% are divorced women –heads of households, while 18.1% married women are heads of households.

According to the age structure, women are heads of households in their older age, i.e. 28.75 are women at the age of 70 and more.

Question No. 23.

Thus far there has not been a research conducted as regards the various types of discrimination against women of different ethnic groups. In respect of rights in the area of education, health services, and political representation, all women in the Republic of Macedonia have the same rights and obligations regardless of their ethnic background.

In order to improve women's socio-economic status, the NGOs in the Republic of Macedonia organize large number of trainings so that women acquire experiences for opening small and medium sized enterprises and information about their rights in the area of education, health care, politics, especially for women in small rural areas, regardless of the ethnic community they belong to.

The Ministry of Labor and Social Policy continually supports such activities of the NGO sector and actively participates with its representatives.

Such trainings are necessary as shown by the 2002 Parliamentary elections when for the first time a woman of an Albanian political party was elected for member of Parliament, while at the 2005 local elections, 40 Albanian women or 22% have been elected out the total number of elected Albanian councilors, 4 women councilors Roma, 2 women councilors Turks, 2 women councilors Bosniaks and 2 women councilors Serbs. Out of three women mayors, one is Albanian.

Article 12

Question No. 24

In compliance with the activities regarding the reforms in the health care sector, one of the key components of the project for promotion and development of the health sector, is the preparation of a new strategic document, National Health Strategy, for which the Ministry of Health has set up an expert working group that will prepare the draft of the National Strategy. In the preparation of this document, an external consultant having international experience will be also engaged.

Question No. 25

Given the information that abortion is still used as a method for family planning, the Republic of Macedonia, in cooperation with the UNICEF, has started implementing activities to institute the concept of "Services-friends to the young" in all services that offer help to the young and adolescents. Within the regular health system, these activities are aimed at strengthening the capacities for providing health services to the young in many areas (reproductive health, mental health, nutrition, etc.). Namely, a new approach is planned which is based on the principles of confidentiality, safety and professionalism that will enable better approach to the young and their problems and provide for right information about everything related to their health.

To achieve these goals, the Ministry of Health has set up a national body with its own expert working bodies and subgroups, composed of representatives from the Ministry of Health, Ministry of Education and Ministry of Labor and Social Policy that supports the principle of multi-sectoral cooperation for solving the problems of the young.

A scientific research has been conducted and a report has been prepared about the situation related to the capacities of the current institutions that offer services to the young, which shall be a solid basis for preparation of the National Strategy for the Adolescents and Young.

The Ministry of Health carries out, on a regular basis, a program for active health protection of mothers and children that comprises activities in the field of family planning (education, visiting-nurse services, visiting counseling services for family planning, prescription of contraceptives, etc.).

In 2005, the Government of the Republic of Macedonia has approved, for the first time, the implementation of the program for prevention of malignant neoplasm on reproductive organs in women that envisages activities to prevent the cervix cancer by PAP-test and preparation of health-propaganda material.

The Project “Rehabilitation of the visiting-nurse service system in the Republic of Macedonia”, implemented with the UNICEF assistance, strengthens the role of the visiting-nurse services in preventive and therapeutic protection of children, young, women in reproductive period, and women in general.

In general terms, the Government takes care of the public health in the country by implementing its preventive programs, but also by preparing and implementing several national strategic documents and action plans for: food and nutrition, health of the living and working environment, tobacco control, mental health, improvement of health and life of the Roma within the Decade of the Roma, AIDS prevention and prevention of communicable diseases, and many other documents on national, regional and local level.

Question No. 26

Further to the request for data about the number of HIV/AIDS cases in the Republic of Macedonia according to gender and ethnicity, the Epidemiological Sector of the State Institute for Health Protection has presented the following data: up to 2005, 43 men and 17 women were reported to have AIDS, 11 men and 5 women have the HIV virus or totally 76 cases. Out of them, 38 are Macedonian, 26 are Albanian, 7 are Roma, and 1 Turk, Serb and Macedonian Muslim, each while 2 are foreigners.

In regard to the measures that the Ministry of Health takes for prevention of HIV/AIDS, activities are underway by which the Ministry of Health implements the program for HIV/AIDS prevention, supported by a grant from the Global Fund for the fight against AIDS, tuberculosis, and malaria.

These activities are aimed at designing coordinated response for prevention of possible epidemic of HIV/AIDS in the Republic of Macedonia.

This is implemented through the following program activities:

1. HIV/AIDS prevention among the following groups of interest:

- The young
- Intravenous drug users
- Commercial sexual workers
- Men that have sex with men
- The Roma
- Prisoners

2. Improvement of the access to services for HIV/AIDS counseling and testing

3. Improvement of the national systems for HIV/AIDS monitoring and strengthening the national response

4. Improvement of the care and support to HIV/AIDS persons

5. Strengthening the capacity and coordination within the national response to HIV/AIDS.

This Program is aimed at providing integrated and balanced approach to the prevention and treatment, and it does not integrate the gender aspect.

Each year, the Government of the Republic of Macedonia adopts a Program for protection of the population from AIDS in the Republic of Macedonia that is implemented in compliance with recommendation of the UN Program for the prevention and fight against HIV/AIDS in the world – UNAIDS (UNICEF, INDPA, UNFPA, UNESCO, WHO, WORLD BANK) and it includes the following measures and activities:

a) system of program epidemiological checks and supervision

b) laboratory analysis

c) education of the health workers

d) health-educational activity for the entire population in the Republic of Macedonia, especially for endangered population groups.

In order to implement these activities for uninsured persons, the Government provides funds from the Budget of the Republic of Macedonia.

Question No. 27

The Law on Health Protection guarantees to each citizen of the Republic of Macedonia the right to health protection which includes, inter alia, access to health services also for women-migrants. Thus far, a statistical system has not been developed that would provide data for indicators related specifically to women-migrants and their health status.

Article 13**Question No. 28**

Women are substantially involved in activities realized under the two projects financed by the International Fund for Agriculture Development –IFAD – the Project for rehabilitation of the southern and eastern regions of the Republic of Macedonia IFAD 1 and the Project for financial services in agriculture IFAD 2.

Namely, the two credit lines are aimed at crediting small individual agriculture producers and processing companies from the Republic of Macedonia, providing advisory services and technical assistance for credit beneficiaries through the Unit for Coordination of projects, established at the Ministry of Agriculture, Forestry and Water Economy.

The level of participation of women in the project activities is raised each year, especially in light of the fact that an increasing number of women are direct credit beneficiaries.

Table of women's participation and credit users in absolute values and percentages

	1998-2001	2002	2003	2004
Total number of approved credits to formers	501	81	58	100
Approved credits to women farmers	109	13	13	35
In percentages	21.8%	16%	23%	35%

The advisory activities ensuring expert and technical assistance to target groups (individual farmers and enterprises for processing of agriculture products) by the Unit for coordination of the two IFAD projects are aimed at encouraging female rural population to become actively involved in the process of agriculture production, and to acquire favorable funds from the previously mentioned credit lines. The advisory services of the experts are to the greatest extent funded within the projects, which means that the target groups receive them free of charge, with the intention that these services are gradually transferred towards the market principles of work.

As regards the participation of women in the decision making process for awarding credits, it should be underlined that great progress has been made in this area considering that the management personnel of this Project are women (Project Director, Deputy Director and the Manager of the Agriculture Credit Discount Fund which in fact approves and pays the credit funds). It should be also underlined that women are largely involved in the decision making bodies of the financial institutions (banks and savings houses) through which these credit lines are implemented.

Article 14

Question No. 29

Information on this issue may be found under other questions.

Article 16

Question No. 30

This issue is in the competence of courts and the relevant government institutions do not have adequate information available.
