## Ministry of Labour and Social Policy

**National Action Plan for the Protection, Promotion, and Fulfillment of Human Rights of Roma Women and Girls 2022-2024**

November 2021

List of abbreviations

ESARNM The Employment Service Agency of the Republic of North Macedonia

BA Bar Association

AJPP Academy for Judges and Public Prosecutors

SSO State Statistical Office

SEI State Education Inspectorate LGUs Local Self-Government Units

CPPD Commission for Prevention and Protection against Discrimination

MoH Ministry of Health

MISA Ministry of Information Society and Administration

MoES Ministry of Education and Science

MoJ Ministry of Justice

MLSP Ministry of Labour and Social Policy

NGOs Non-governmental organizations

NHRI National Human Rights Institutions

NC Notary Chamber

OMB Ombudsman

REDI Roma Entrepreneurship Development Initiative

SGE Secretariat for Gender Equality

# **Strategic goal:**

## Enhanced intersectional justice, i.e., equal and fair access to rights, opportunities, resources, and power in society for Roma women and girls

**Outcomes:**

1. Increased economic self-sufficiency of Roma women
2. Provision of conditions for acquiring and upgrading formal education for Roma women and girls
3. Increased effective protection of Roma women from any form of gender-based violence and domestic violence
4. Strengthened access to justice for Roma women
5. Strengthened access to healthcare for Roma women
6. Increased participation in public and political life and cultivation of leadership among Roma women

**Horizontal Outcomes:**

1. Countering stereotypes and prejudices and effective protection against discrimination and promotion of equality for Roma girls and women
2. Increased collection, processing, and dissemination of data on the economic, social, cultural, and societal life of the Roma people

Diagram: Action Plan by Strategic Goal, Outcomes, and Outputs

Strategic goalEnhanced intersectional justice, i.e., equal and fair access to rights, opportunities, resources, and power

in society for Roma women and girls

## Outcomes

Increased economic self-sufficiency of Roma women

Provision of conditions for acquiring and upgrading formal education for Roma women and girls

Increased effective protection of Roma women from any form of gender-based violence and domestic violence

Strengthened access to justice for Roma women

Strengthened access to healthcare for Roma women

Increased participation in public and political life and cultivation of leadership among Roma women

## OutputsThe economic activity, employment, and employability of Roma women has increased

The dropout rate of Roma girls from compulsory education has decreased

Access to protection from gender-based violence and domestic violence has been strengthened

The access to free legal aid for Roma women has been increased

Accessibility and availability of healthcare institutions for Roma women has been increased

The participation of Roma women in

the public administration, including leadership positions, has increased

The obstacles to the realization of the right to inheritance for Roma women have been identified, and the awareness and capacities for its realization have been increased

School mediators have been sensitized to gender issues

Activities to reduce and monitor child marriages have been strengthened

Legal practitioners are aware of and free of stereotypes and prejudices towards Roma women

The utilization of free healthcare services by Roma women has increased

Political parties are aware of and free of stereotypes and prejudices towards Roma wome

Scholarships for Roma girls in all levels of formal education have been increased

National human rights institutions regularly monitor multiple and intersectional discrimination

Leadership among Roma women is actively encouraged

Discriminatory content from textbooks has been removed

## Table: Action Plan by Outcome, Output, Activity, Responsible Institution, Timeframe, Monitoring and Reporting, Budget, and Evaluation

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| Outcome | | Activity | Link to other strategic documents | Responsible Institutions | Timeframe (from-to) | Monitoring and Reporting | | | Budget | | Evaluation | | |
| No. | Output | Institution | Reporting Obligations | | Budget Estimate | Source | Indicator | | Source |
| Quarterly | Annual | Baseline | Target |
| 1. Increased economic self-sufficiency of Roma women | | | | | | | | | | | | | |
| 1.1. | The economic activity, employment, and employability of Roma women has increased | A.1.1.1. Initiating a support program for the establishment of social enterprises by Roma women with a primary focus on working in/with the Roma community through direct investments | Action Plan for conducting the Strategy for Informal Economy | MLSP  REDI  NGO | 2022-  2024 | MLSP | X | X |  | Donor funds | There is no support program for the establishment of social enterprises with a primary focus on working in/with the Roma community, led by Roma women | The support program for the establishment of social enterprises by Roma women with a primary focus on working in/with the Roma community has been initiated | MLSP  Regular report |
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|  |  |  |  |  |  |  | The published text of the public call |
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|  |  |  |  |  |  |  |  |  | Legal documentation confirming the establishment of three social enterprises |
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|  |  |  |  |  |  |  |  |  |  | The public call for the establishment of social enterprises with a primary focus on working in/with the Roma community has been conducted |
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|  |  |  |  |  |  |  |  |  |  |  | At least three social enterprises with a primary focus on working in/with the Roma community have been established |  |
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|  |  | A.1.1.2.  Conducting research on mapping the potential for transforming the informal skills of Roma women and their interest in learning trades or acquiring new skills |  | MLSP | 2022- | MLSP | X | X |  | Donor funds | There is no comprehensive overview and assessment of the potential for transforming the informal skills of Roma women or their interests in learning trades or acquiring new skills | Mapping has been conducted, an analysis has been carried out, and recommendations/models for transforming the informal skills of Roma women and the identification of their interests in learning trades or acquiring new skills have been formulated | MLSP |
|  |  | ESARNM | 2023 |  |  |  | Regular report |
|  |  | REDI |  |  |  |  |
|  |  | NGOs |  |  |  |  |  |  |
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| Outcome | | Activity | Link to other strategic documents | Responsible Institutions | Timeframe (from-to) | Monitoring and Reporting | | | Budget | | Evaluation | | |
| No. | Output | Institution | Reporting Obligations | | Budget Estimate | Source | Indicator | | Source |
| Quarterly | Annual | Baseline | Target |
|  |  |  |  |  |  |  |  |  |  |  |  |  | A conducted analysis |
| A.1.1.3.  Developing a thematic report on combating intersectional discrimination in employment with a focus on discriminatory practices in the employment of Roma women |  | CPPD | 2022 | CPPD | X | X |  | Donor funds | There is no specific and comprehensive knowledge about discriminatory practices in the employment of Roma women | A thematic report on combating intersectional discrimination in employment has been developed by CPPD | CPPD  Regular report  A developed thematic report |
| A.1.1.4. Issuing a general recommendation for combating intersectional discrimination in employment with a focus on discriminatory practices in employment of Roma women |  | CPPD | 2023 | CPPD | X | X | There are no budget implications | Donor funds | There is no clear direction regarding the specificities of discriminatory practices in the employment of Roma women | A general recommendation on combating intersectional discrimination in employment has been formulated by the CPPD | CPPD  Regular report  A developed thematic report |
|  |  | A.1.1.5.  Including the Roma woman as a separate target group in the Operational Employment Plan on an annual level | Operational Employment Plan on an annual level for 2022, 2023 and 2024 | MLSP  ESARNM | 2022-  2024 | MLSP | Х | Х |  | Donor funds | Roma women are not a separate target group in the Operational Employment Plan | Roma women have been included as a separate target group in the Operational Employment Plans for 2022, 2023, and 2024 | MLSP  Regular report  Operational Employment Plans for 2022, 2023, and 2024 |

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| Outcome | | Activity | Link to other strategic documents | Responsible Institutions | Timeframe (from-to) | Monitoring and Reporting | | | Budget | | Evaluation | | |
| No. | Output | Institution | Reporting Obligations | | Budget Estimate | Source | Indicator | | Source |
| Quarterly | Annual | Baseline | Target |
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|  |  | А.1.1.6.  Including a separate measure for employment of Roma women in the Operational Employment Plan on an annual level | Operational Employment Plan on an annual level for 2022, 2023 and 2024 | MLSP  ESARNM  NGOs | 2022-  2024 | MLSP | Х | Х |  | Donor funds | There is no separate employment measure for Roma women in the Operational Employment Plan  Only 2.6% of the registered unemployed Roma women utilized the employment measure from the NOP in 2020. | A separate employment measure for Roma women has been included in the Operational Employment Plans for 2022, 2023 and 2024 | MLSP  Regular report  Operational Employment Plans for 2022, 2023, and 2024  Monitoring reports for the utilization of the employment measures and services of the NOP |
|  |  |  |  |  |  |  |  | 94% of the registered unemployed Roma women have no education or they only have primary education, which means they do not meet the criteria for utilizing the measures |  |  |
| 1.2. | The obstacles to the realization of the right to inheritance for Roma women have been identified, and the awareness and capacities for its realization have been increased | A.1.2.1.  Conducting a gender and intersectional analysis of the legal framework, practices, and customs regarding inheritance within the Roma community in the Republic of North Macedonia. |  | MLSP | 2022 | MLSP | X | X |  | Donor funds | There is no data based on a gender and intersectional analysis of the legal framework, practices, and customs regarding inheritance | An analysis has been conducted | MLSP  Regular report |

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| Outcome | | Activity | Link to other strategic documents | Responsible Institutions | Timeframe (from-to) | Monitoring and Reporting | | | Budget | | Evaluation | | |
| No. | Output | Institution | Reporting Obligations | | Budget Estimate | Source | Indicator | | Source |
| Quarterly | Annual | Baseline | Target |
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| A.1.2.2. Trainings on gender-sensitive practices of inheritance with the Notary Chamber |  | MLSP  MoJ  NC | 2023 | MLSP | X | X |  | Donor funds | There are no notaries who have completed a training on gender-sensitive practices of inheritance | Six trainings have been conducted  Sixty notaries have completed a training on gender-sensitive practices of inheritance | MLSP  Regular report  Report on the conducted training  Lists of participants |
| A.1.2.3. Conducting an awareness-raising campaign among the Roma population based on the findings of the analysis (conducted within the framework of A.1.2.1.) |  | MLSP NGOs | 2024 | MLSP | X | X |  | Donor funds | The baseline will be established within the framework of the research conducted under A.1.2.1. | The awareness has increased by 5%, compared to the level established in A.1.2.1. | Findings from A.1.2.1.  Findings from data collection for evaluation |
| 2. Provision of conditions for acquiring and upgrading formal education for Roma women and girls | | | | | | | | | | | | | |
| 2.1. | The dropout rate of Roma girls from compulsory education has decreased | A.2.1.1.  Financial support for the families of Roma girls to ensure their retention in the educational process | Strategy for Education  Strategy for Gender Equality (draft) | LGUs MLSP | 2023 | MLSP | X | X |  | Donor funds | There is no financial support for the families of Roma girls to ensure their retention in the educational process | Financial support has been established for the families of Roma girls to ensure their retention in the educational process | MLSP  report |
| A.2.2.1.  Free transportation for Roma girls to ensure their retention in the educational process | Strategy for Education  Strategy for Gender Equality (draft) | LGUs MLSP MoEs | 2023 | MLSP | X | X |  | Donor funds | There is no free transportation for Roma girls to ensure their retention in the educational process | Free transportation for Roma girls has been introduced to ensure their retention in the educational process | MLSP  Regular report  MoEs regular report |
| 2.2. | School mediators have been sensitized to gender issues | A.2.2.1. Training for school mediators on gender sensitivity, intersectional awareness, and unconscious gender bias |  | MoEs |  | MLSP | X | X |  | Donor funds | Training on gender sensitivity, intersectional awareness, and unconscious gender bias has not been conducted for school mediators | School mediators have been trained on gender sensitivity, intersectional awareness, and unconscious gender bias | MLSP  Regular report |

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| Outcome | | Activity | Link to other strategic documents | Responsible Institutions | Timeframe(from-to) | Monitoring and Reporting | | | Budget | | Evaluation | | |
| No. | Output | Institution | Reporting Obligations | | Budget Estimate | Source | Indicator | | Source |
| Quarterly | Annual | Baseline | Target |
|  |  |  |  |  |  |  |  |  |  |  |  |  | MoEs regular report  A report on the conducted training |
|  |  |  |  | Lists of participants |
| 2.3. | Scholarships for Roma girls in all levels of formal education have been increased | A.2.3.1.  Introducing minimum quotas for Roma girls in existing scholarship programs |  | MoEs  Donors | 2022 | MLSP | X | X | There are no budget implications | Donor funds | There are no specific quotas to ensure a minimum number of Roma girls in existing scholarship programs | Minimum quotas for Roma girls have been introduced in existing scholarship programs | MLSP  regular report  MoEs regular report |
| А.2.3.2.  Information campaign to inform parents and Roma girls about scholarship opportunities |  | MoEs  Donors | 2022 | MLSP | X | X |  | Donor funds | There is no data available | At least 30% of parents and Roma girls have been informed about scholarship opportunities | MLSP  regular report  MoEs regular report |
|  |  | A.2.3.3.  Revising the checklist for pedagogical records and documentation in primary education to include a category for underage marriage records |  | MoEs SEI | 2022 | MLSP | X | X | There are no budget implications | / | The checklist for pedagogical records and documentation in primary education, developed in accordance with the Law on Primary Education, does not include a category that would enable tracking of underage marriages | The checklist for pedagogical records and documentation in primary education has been revised to explicitly include tracking of underage marriages | MLSP  regular report  Revised checklist |

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| Outcome | | Activity | Link to other strategic documents | Responsible Institutions | Framework (from-to) | Monitoring and Reporting | | | Budget | | Evaluation | | |
| No. | Output | Institution | Reporting Obligations | | Budget Estimate | Source | Indicator | | Source |
| Quarterly | Annual | Baseline | Target |
| 2.4. | Discriminatory content from textbooks has been removed | A.2.4.1. Analysis of textbooks to identify discriminatory content towards the Roma, with an included gender perspective | Strategy for Education | MoEs | 2024 | MLSP | X | X | There are no budget implications | / |  |  | MoEs regular report |
| 3. Increased effective protection of Roma women from any form of gender-based violence and domestic violence | | | | | | | | | | | | | |
| 3.1. | Access to protection from gender-based violence and domestic violence has been strengthened | A.3.1.1.  Establishing services/support in the Romani language in an existing or new center (shelter) for victims of domestic violence | National Action Plan for the Implementation of the Istanbul Convention | MLSP LGUs NGOs | 2023 | MLSP | X | X |  | Donor funds | There is no shelter with a working language/support in the Romani language | A shelter with a working language/support in the Romani language has been established | MLSP  report |
| A.3.1.2.  Providing support in the Romani language on the SOS helpline for reporting | National Action Plan for the Implementation of the Istanbul Convention | MLSP NGOs | 2022 | MLSP | X | X |  | Donor funds | There is no SOS helpline in the Romani language | An SOS helpline in the Romani language has been opened | MLSP  report |
| A.3.1.3.  Providing support for rent and utility bills for victims living in rented accommodations |  | MLSP | 2023 | MLSP | X | X |  | Donor funds | There is no separate support for Roma women who are victims of gender-based violence and domestic violence living in rented accommodation | Support has been provided for Roma women who are victims of gender-based violence and domestic violence living in rented accommodation | MLSP  report |
| 3.2. | Activities to reduce and monitor child marriages have been strengthened | A.3.2.1. Campaign to raise awareness among the Roma population about the legal framework and consequences of child marriages |  | MLSP NGOs | 2022-  2023 | MLSP | X | X |  | Donor funds | There is no data available | A campaign to raise awareness among the Roma population has been conducted, covering 30% of the Roma population | MLSP  report  Campaign materials |

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| Outcome | | Activity | Link to other strategic documents | Responsible Institutions | Timeframe (from-to) | Monitoring and Reporting | | | Budget | | Evaluation | | |
| No. | Output | Institution | Reporting Obligations | | Budget Estimate | Source | Indicator | | Source |
| Quarterly | Annual | Baseline | Target |
|  |  |  |  |  |  |  |  |  |  |  |  |  | Report on the conducted campaign and its scope |
| A.3.2.2. Annual report on monitoring the situation of child marriages, with a specific focus on the Roma community |  | MLSP NGOs | 2022-  2024 | MLSP | X | X |  | Donor funds | There is no regular data collection on child marriages, despite the obligations of the Law on Primary Education to keep this data in the data collection maintained by each school | Regular data collection on child marriages and their publication in an annual report has been established, including data on child marriages from the data collection of each school | MSLP  report  Published annual report |
| 4. Strengthened access to justice for Roma women | | | | | | | | | | | | | |
| 4.1. | The access to free legal aid for Roma women has been increased | A.4.1.1. Conducting a campaign to raise awareness among the Roma population about the availability of free legal aid, with a focus on Roma women |  | MoJ MLSP NGOs | 2022-  2023 | MLSP | X | X |  | Donor funds | There is no data available | The awareness-raising campaign which was conducted among the Roma population covered 30% of the Roma population | MLSP  report  Campaign materials  Report on the conducted campaign and its scope |
| A.4.1.2.  Publishing data on the utilization of free legal aid based on ethnic affiliation and gender |  | MoJ | 2022-  2024 | MLSP | X | X | There are no budget implications | Donor funds | Data on the utilization of free legal aid based on ethnic affiliation and gender is not published | The reports on the utilization of free legal aid contain data on beneficiaries based on ethnic affiliation and gender | MoJ report on the utilization of free legal aid |

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| Outcome | | Activity | Link to other strategic documents | Responsible Institutions | Timeframe (from-to) | Monitoring and Reporting | | | Budget | | Evaluation | | |
| No. | Output | Institution | Reporting Obligations | | Budget Estimate | Source | Indicator | | Source |
| Quarterly | Annual | Baseline | Target |
| 4.2. | Legal practitioners are aware of and free of stereotypes and prejudices towards Roma women | A.4.2.1. Trainings on gender equality and effective access to justice for lawyers |  | BA SGE | 2023-  2024 | MLSP | X | X |  | Donor funds | / | A training on gender equality and effective access to justice for lawyers has been conducted | MLSP  Regular report  Report on the conducted training  Lists of participants |
| A.4.2.2. Trainings on gender equality and effective access to justice for judges and public prosecutors |  | AJPP SGE | 2023-  2024 | MLSP | X | X |  | Donor funds | / | A training on gender equality and effective access to justice for judges and public prosecutors has been conducted | MLSP  Regular report  Report on the conducted training  Lists of participants |
| 4.3. | National human rights institutions regularly monitor multiple and intersectional discrimination | A.4.3.1.  Developing a comprehensive annual report on multiple discrimination against Roma girls and women, with recommendations for improving access to justice |  | OMB CPPD | 2022-  2024 | MLSP | X | X | There are no budget implications | Donor funds | National human rights institutions do not monitor multiple discrimination with a specific focus | National human rights institutions publish a joint annual report on multiple discrimination against Roma girls and women, with recommendations to overcome barriers to access to justice | OMB and CPPD regular reports  Published annual report on multiple discrimination |
| 5. Strengthened access to healthcare for Roma women | | | | | | | | | | | | | |
| 5.1. | Accessibility and availability of healthcare institutions for Roma women has been increased | A.5.1.1.  The Ministry of Health collects data on the functioning and maintenance of the network of healthcare institutions based on ethnic affiliation, gender, disability, and other criteria as established in the Law on Prevention and Protection against Discrimination |  | MoH MLSP | 2023 | MLSP | X | X | There are no budget implications | Donor funds | The functioning and maintenance of the network of healthcare institutions are not monitored for potential discriminatory and segregating outcomes | A protocol for collecting data on the functioning and maintenance of the network of healthcare institutions to potentially identify discriminatory and segregating outcomes has been established | MLSP  Regular report  MoH annual report |

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| Outcome | | Activity | Link to other strategic documents | Responsible Institutions | Timeframe (from-to) | Monitoring and Reporting | | | Budget | | Evaluation | | |
| No. | Output | Institution | Reporting Obligations | | Budget Estimate | Source | Indicator | | Source |
| Quarterly | Annual | Baseline | Target |
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| A.5.1.2.  The Ministry of Health reports on the results of monitoring the functioning and maintenance of the network of healthcare institutions, ensuring the identification and elimination of potential discriminatory or segregating outcomes based on ethnic affiliation, gender, disability, and other criteria as established in the Law on Prevention and Protection against Discrimination |  | MoH MLSP | 2024 | MLSP | X | X | There are no budget implications | Donor funds | The functioning and maintenance of the network of healthcare institutions are not monitored for potential discriminatory and segregating outcomes | A protocol for collecting data on the functioning and maintenance of the network of healthcare institutions to potentially identify discriminatory and segregating outcomes has been established  A report on monitoring the functioning and maintenance of the network of healthcare institutions with the aim of preventing discrimination and segregation has been published | MLSP  Regular report  Separate MoH report on monitoring the functioning and maintenance of the network of healthcare institutions with the aim of preventing discrimination and segregation |
| A.5.1.3.  Developing a thematic report on combating intersectional discrimination in the healthcare sector with a focus on discriminatory practices towards Roma women |  | CPPD | 2023 | CPPD | X | X |  | Donor funds | There is no specific and comprehensive knowledge about discriminatory practices in the healthcare sector | A thematic report on combating intersectional discrimination in the healthcare sector has been developed by CPPD | CPPD  Regular report |

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| Outcome | | Activity | Link to other strategic documents | Responsible Institutions | Timeframe (from-to) | Monitoring and Reporting | | | Budget | | Evaluation | | |
| No. | Output | Institution | Reporting Obligations | | Budget Estimate | Source | Indicator | | Source |
| Quarterly | Annual | Baseline | Target |
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| A developed thematic report |
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|  |  | A.5.1.4. Issuing a general recommendation for combating intersectional discrimination in the healthcare sector with a focus on discriminatory practices towards Roma women |  | CPPD | 2024 | CPPD | X | X | There are no budget implications | Donor funds | There is no clear direction regarding the specificities of discriminatory practices in the healthcare sector | A general recommendation for combating intersectional discrimination in healthcare has been formulated by CPPD | CPPD  Regular report  A formulated general recommendation |
| 5.2. | The utilization of free healthcare services by Roma women has increased | A.5.2.1. |  | MoH | 2022 | MLSP | X | X |  | Donor funds | / | Informational materials have been distributed to at least 30% of the total Roma population. | MLSP |
|  | Conducting an informative campaign on free healthcare services targeting the Roma population, with a specific focus on women's health |  |  |  |  |  |  | Regular report |
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|  |  |  |  |  |  |  |  | MoH annual report |
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|  |  |  |  |  |  |  |  |  | Informational materials |
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|  |  | A.5.2.2. |  | MoH | 2023- | MLSP | X | X |  | Donor funds | / | Three cycles of training for GPs to promote the utilization of healthcare services by Roma women have been conducted | MLSP |
|  |  | Conducting training sessions for GPs to promote the utilization of healthcare services by Roma women |  | 2024 |  |  |  |  | Regular report |
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|  |  |  |  |  |  |  |  |  | MoH annual report |
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|  |  |  |  |  |  |  |  |  | Report on the conducted training |
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|  |  |  |  |  |  |  |  |  | 15 representatives from youth wings of political parties have been trained | Lists of participants |
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| Outcome | | Activity | Link to other strategic documents | Responsible Institutions | Timeframe (from-to) | Monitoring and Reporting | | | Budget | | Evaluation | | |
| No. | Output | Institution | Reporting Obligations | | Budget Estimate | Source | Indicator | | Source |
| Quarterly | Annual | Baseline | Target |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| A.5.2.3.  The annual programs for copayment in the utilization of healthcare services for specific medical conditions and healthcare services for breastfeeding mothers and infants provide funds for copayment in the healthcare services related to abortion for women in socially vulnerable situations as a service provided to insured individuals, regardless of age, if they are not covered by another program | Annual programs for copayment in the utilization of healthcare services for specific medical conditions and healthcare services for breastfeeding mothers and infants | MoH | 2022-  2024 | MLSP | X | X | There are no budget implications | Donor funds | Due to financial reasons, access to abortion is still unavailable for Roma women in socially vulnerable situations | Free access to abortion services for women in socially vulnerable situations has been enabled | MLSP  Regular report  Reports of the healthcare institutions to the MoH  MoH annual report  Adopted annual programs for 2022, 2023, and 2024, including the provision of free abortion services for women in socially vulnerable situations |
| 6. Increased participation in public and political life and cultivation of leadership among Roma women | | | | | | | | | | | | | |
| 6.1. | The participation of Roma women in the public administration, including leadership positions, has increased | A.6.1.1.  Conducting a training on unconscious gender bias with the human resources departments |  | MLSP | 2024 | MLSP | X | X |  | Donor funds | / | A training on unconscious gender bias with human resources departments has been conducted | MLSP  Regular report |

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| Outcome | | Activity | Link to other strategic documents | Responsible Institutions | Timeframe (from-to) | Monitoring and Reporting | | | Budget | | Evaluation | | |
| No. | Output | Institution | Reporting Obligations | | Budget Estimate | Source | Indicator | | Source |
| Quarterly | Annual | Baseline | Target |
|  |  |  |  |  |  |  |  |  |  |  |  |  | Report on the conducted training |
|  |  |  | Lists of participants |
| 6.2. | Political parties are aware of and free of stereotypes and prejudices towards Roma women | A.6.2.1.  Conducting a training on inclusion of Roma women in political parties with representatives from the leadership bodies of political parties, including addressing unconscious gender bias |  | MLSP | 2023 | MLSP | X | X |  | Donor funds | / | A training on the inclusion of Roma women in political parties with representatives from the leadership bodies of political parties has been conducted  15 representatives from leadership bodies of political parties have been trained | MLSP  Regular report  Report on the conducted training  Lists of participants |
|  |  | А.6.2.2.  Conducting a training on the inclusion of Roma women in political parties with representatives from youth wings of political parties, including addressing unconscious gender bias |  | MLSP | 2023 | MLSP | X | X |  | Donor funds | / | A training on the inclusion of Roma women in political parties with youth wings of political parties has been conducted  15 representatives from the youth wings of political parties have been trained | MLSP  Regular report  Report on the conducted training  Lists of participants |
| 6.3. | Leadership among Roma women is actively encouraged | A.6.3.1.  Implementing leadership trainings for Roma women |  | MLSP | 2022 | MLSP | X | X |  | Donor funds | / | 6 leadership trainings for Roma women have been conducted, one in each planning region | MLSP  Regular report |

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| Outcome | | Activity | Link to other strategic documents | Responsible Institutions | Timeframe (from-to) | Monitoring and Reporting | | | Budget | | Evaluation | | |
| No. | Output | Institution | Reporting Obligations | | Budget Estimate | Source | Indicator | | Source |
| Quarterly | Annual | Baseline | Target |
|  |  |  |  |  |  |  |  |  |  |  |  |  | Report on the conducted training |
| 120 Roma women have been trained | Lists of participants |
| A.6.3.2.  Establishing a network of Roma women leaders |  | MLSP | 2023 | MLSP | X | X |  | Donor funds | There is no network of Roma women leaders | A network of Roma women leaders has been established | MLSP  Regular report |
|  |  |  |  |  |  |  |  | Report from the founding meeting of the Roma Women Leaders Network |
|  |  |  |  |  |  |  |  |  | List of members of the network |
| A.6.3.3. Leadership award (the specific name of the award can also be inserted) |  | MLSP | 2023 | MLSP | X | X |  | Donor funds | There is no award for Roma women leaders | An award for Roma women leaders has been established | MLSP  Regular report  A ceremony has been held to present the award |

**Monitoring the implementation of the National Action Plan for the Protection, Promotion, and Fulfillment of the Human Rights of Roma Women and Girls 2022-2024**

### **Timeframe for implementation:**

01.01.2022 to 31.12.2024.

### **Monitoring and Reporting:**

The Ministry of Labor and Social Policy will establish a **Body for the Coordination, Monitoring, and Evaluation of the National Action Plan for the Protection, Promotion, and Fulfillment of the Human Rights of Roma Women and Girls 2022-2024** (the Body) by 31.12.2021. The Body will include three representatives from MLSP (or two from MLSP and one from the Secretariat for Gender Equality if/when it is established), one representative each from the MoJ, MoEs, and the ESARNM, two representatives from the NHRI (one from the OMB and one from the CPPD), and three representatives from NGOs. The Body will regularly hold quarterly meetings throughout the entire implementation period of the NAP.

For the implementation of NAP activities, MLSP, in collaboration with NGOs, will support the development of **operational plans for implementing the NAP at the local level**. These plans should be developed within the first six months of the deadline for initiating the implementation of the strategy.

The Ministry of Labor and Social Policy will prepare regular **quarterly and annual reports** on the implementation of the NAP. These reports will be submitted to the Body for review at least one week before the regular **quarterly meetings**. Other institutions and organizations involved in the implementation of NAP activities will also submit quarterly reports to MLSP.

Based on the reports from MLSP, the Body will draw **conclusions and make recommendations for improving the monitoring and implementation of the NAP**.

At the invitation of MLSP, donors, NGOs, or other international and domestic institutions and organizations supporting or interested in supporting NAP activities, as well as experts supporting the monitoring and implementation process of the NAP, may be invited to attend the Body's meetings.

### **Partnership Initiative for Data Collection, Processing, and Dissemination on the Economic, Social, Cultural, and Societal Life of Roma Women:**

In collaboration with the Regional Cooperation Council and the SSO, the MLSP will work on establishing a methodology for **data collection, processing, and dissemination** on the economic, social, cultural, and societal life of Roma women disaggregated by gender and other grounds of discrimination defined in the Law on Prevention and Protection against Discrimination (Official Gazette of the Republic of North Macedonia, No. 258/2020). Within this collaboration, the SSO will be supported to: include gender as a variable in all data collection processes, statistical operations, and other analytical operations defined in the methodological foundations of statistical research and in the research implementation tools; develop and incorporate new gender indicators that will contribute to a more comprehensive understanding of differences in values, roles, situations, conditions, aspirations, and needs of Roma women and men, as well as their behaviors and interactions; design and implement indicators and operations that will enable the monitoring of multiple and intersectional discrimination; periodically review and revise existing statistical definitions and protocols to ensure their continued usefulness and to avoid gender stereotyping or stereotyping of Roma women; and regularly process, publish, and disseminate data collected on Roma women while safeguarding the protection of personal data in accordance with the Law on Personal Data Protection.

### **Evaluation Report and Development of a New NAP:**

Six months before the expiration of the time frame for implementing the NAP, the Body will establish a time frame for evaluating the implementation of the NAP. Three months before the expiration of the time frame for implementing the NAP, a draft evaluation of its implementation will be developed. The final evaluation report will be completed and published no later than 31.01.2025.

The draft evaluation will serve as a basis for the Body to initiate the process of developing a new NAP. Alongside the review of the draft evaluation, the Body will establish a time frame for developing the new NAP, which will imperatively include consultations with relevant stakeholders at national and local levels. The new NAP will be adopted by 31.12.2024 at the latest.

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| Јас, долупотпишаната, тврдам дека правилно го извршив преводот од македонски на англиски јазик:  Овластен судски преведувач, Софија Ставреска  Датум: 29.05.2023 | I, the undersigned, hereby declare that I have faithfully and accurately translated the content of this document from Macedonian into English:  Sofija Stavreska, Certified Court Translator  Date: 29.05.2023 |