## ANNEX I –IPA III Action Fiche

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|  | **Indicative title of the Action** | **EU FOR FUNDAMENTAL RIGHTS** |
|  | **Programming year** | **2023** |
|  | **IPA III Window and thematic priorit(y)/(ies)** | **WINDOW 1 - RULE OF LAW, FUNDAMENTAL RIGHTS AND DEMOCRACY*****Thematic Priority 5: Fundamental rights*** |
| **Links with specific policy instruments of the enlargement process** | **The overall objective of the Action is** **to fight discrimination and ensure the protection of, and the social integration of children and women, LGBTI, people with disabilities and minorities.** The Action encompasses three components:***Component 1: Enhanced response to gender-based and domestic violence***This Component will be implemented encompasses the following outputs:**Output 1.1: Improved protection services for victims of gender-based and domestic violence** The Action will enhance the system for protecting the victims of violence. It builds upon the IPA 2022 Action “*EU for Improved Health and Social Protection and Gender Equality”*, which provides seed funding for the establishment of new and expansion of existing services for victims of domestic violence by creating modern shelters providing counselling, support and reintegration services for victims of gender-based and domestic violence, including LGBTI community. This Action will provide operational grants to successful grantees of IPA 2022 and other shelter operators[[1]](#footnote-1) in the country to maintain, extend and introduce new protection services and integrate them into the national system of social public services. The operational grants will support the shelter operators (1) improve the in-house services provided at the shelters which should cover a large spectrum of support such as preventive, counselling, temporary housing, legal aid, labour market activation, healthcare and other, and (2). make sure that the services respond to the national and international standards[[2]](#footnote-2). Special attention will be given to the social reintegration of the victims in the labour market, health, educational and social protection system. **Output 1.2: Enhanced inter-institutional cooperation at national and local level on gender-based and -domestic violence**The activity will address the data gap on violence against women. It will put in place a national online register for cases of domestic violence, supported by the interoperability platform, and integrated in the existing data management systems of the country. The activities will encompass: * Establishing of the legal and methodological grounds for data collection and processing on domestic violence, which involves the development of a rulebook for data collection and monitoring and harmonization of the relevant legislative act with other related laws,
* definition of the architecture and the optimal model of data collection and exchange, involving also definition of the roles of relevant institutions, and development of business processes,
* preparation of technical specifications for putting in place of database and technical specifications for further development of the software to support the register and/or the interface, and provide the necessary equipment.

The action involves the MLSP, police stations/Ministry of Interior, the social work centres, the e-Health system and licenced providers for the services (i.e. counselling services, shelters for victims of violence, etc.). The activity will support the enhanced data exchange and the practical implementation of the Law for Prevention and Protection of Violence against Women, and Domestic Violence adopted in January 2021 and in force since May 2021. The Law implements in practice the Istanbul Convention[[3]](#footnote-3), which is in force in the country since 2018. ***Component 2: Right to education for vulnerable people promoted in line with the EU No-one-left-Behind principle.*** The Action will contribute to combating poverty and social exclusion by providing vulnerable people with enhanced chance to complete their education.This component will achieve the following outputs:**Output 2.1. Improved school accessibility for children with disabilities**The Action will continue the process of adapting the educational infrastructure to the needs of students with disabilities / special needs (SEN).In the school year 2021/2022, 185.874 students were enrolled in the regular primary and lower secondary schools. Of them 911 are SEN students. In secondary schools, there are 69.223 students enrolled. 312 SEN students are enrolled in regular secondary schools and 232 in special schools. Only 14% of the schools dispose with partially adapted facilities. The EU financing under IPA 2017 has improved the accessibility of 14 key educational establishments located in the most underdeveloped regions – Polog, North-East, South-West + Prespa. This action will target other 20 educational establishments, selected based on a public call for applications. **Output 2.2. Stepped-Up Non-discrimination at school**This activity will advance inclusive education of children and students from vulnerable groups such as: children and students from families with low income, drop-out students (focus on females, Roma, other ethnic communities) and children and students with disabilities and special educational needs. It builds up on a successful model for supporting school integration of Roma students in the country, which will be enhanced and expanded by including a wider range of vulnerable children (children with disabilities and other vulnerable children).The activity encompasses 1). a scholarship scheme to strengthen motivation for school participation and improving the quality of additional teaching service offered to vulnerable children. 2). Capacity-building measures to raise the skills and motivation of the teachers working with vulnerable students and their parents in either carrying out formative assessments or targeted/tailored instruction.The activity is expected to increase student retention rates, raise of individuals' Grade Point Average (GPA) and decrease of dropouts. The activity is in line with the [EU Guidelines on the Promotion and Protection of the Rights of the Child - Leave no Child Behind](https://eeas.europa.eu/delegations/former-yugoslav-republic-macedonia/22017/guidelines-promotion-and-protection-rights-child_en).***Component 3: To ensure the right of Roma people to legal housing***This Component will support North Macedonia to prepare urban-spatial plans for 6 municipalities with a high concentration of Roma people. The feasibility studies on social housing of Roma prepared by the RCC in 2022 concluded that the detailed urban planning is necessary to legalise the settlements where Roma live, offer them urban infrastructure, and make possible the (re)construction of social houses. The Action will prepare the full technical documentation for the future EU investments in urbanising the Roma settlements. This Component will promote and support partnerships between the MLSP and Local Self-Government Units (LSGUs) in social housing, especially related to urbanisation aspects (amendment of the municipal GUPs and DUPs[[4]](#footnote-4)).The Action supports the legal and policy reforms relevant for the EU accession process and contribute to address some recommendations of the **EC Country Report 2021 in Chapter 23: Judiciary and Fundamental Rights, Chapter 19: Social Policy and Employment and Chapter 26: Education and culture.** The Action is also in line with the conclusions and recommendations of the **Stabilisation and Association Sub-Committee Justice, Liberty and Security** hold in November 2021 as concern the fields of the Fundamental Rights anti-discrimination; equality between women and men and Roma people. In relation to the Commission Communication **"A credible enlargement perspective and a stronger EU engagement with the Western Balkans"** (COM(2018) 65), this Action supports its strategic purpose related to the rule of law, fundamental rights and the need to increase efforts to protect minorities and fight discrimination, in particular against Roma, for whom social inclusion should be promoted more strongly, and the LGBTI community. Similarly, the Communication stresses the need to ensure equality between women and men and address domestic violence.The Action follows the **Economic Reform Programme (ERP) 2022-2024** and represent a solid contribution to overcoming the country’s challenges. The Programme recognises that the Government committed to take over the principles and approach stipulated in the **EU Gender Strategy 2020-2025** and apply them to all sector reforms and support measures. As concern the education, the Programme also establishes it as one of the cornerstones in the development of human capital which must adapt to the needs of the labour market. This includes the need for reforms not only in the primary education, vocational education, and training (VET), and higher education, but also in the legal framework concerned with the school-to-work transition.The proposed Action will contribute as well to achieve the objectives of the **Economic and Investment Plan (EIP) for the Western Balkans (COM (2020) 641 final).** Boosting investment and economic growth is only possible if the fundamental reforms, particularly those that strengthen or improve human and entrepreneurial capacity to innovate and develop an economic niche. As well, the EIP states that the Rule of law and respect of human rights, functioning of democratic institutions and public administration are not only at the heart of the accession process, but also the main engines for the economic recovery of the region. Respect for the Rule of law and human rights is also necessary to protect EU funds.The Action is entirely in line with the **EU Roma strategic framework for equality, inclusion and participation 2020-2030[[5]](#footnote-5)** andaddresses a need to renew and intensify the commitment to Roma equality, inclusion and participation, both at European and national levels. A strengthened commitment is reported as necessary to improve Roma inclusion in education, employment, health, and housing, as well to tackle persistent discrimination, including anti-gypsism. At the same time, the diversity and needs of specific groups within the Roma population must be recognised.The Action is also linked to **the European Convention of Human Rights**[[6]](#footnote-6)and **European Social Charter**[[7]](#footnote-7)of the Council of Europe. |
| **Contribution to the IPA III Programming Framework objectives** | The Action is designed to contribute to the achievement of the objectives of the IPA III Programming Framework, thematic priority 5: **Fundamental rights** within **Window 1: Rule of law, fundamental rights, and democracy**, related to ensuring gender equality, combating all forms of sexual and gender-based; domestic violence and discrimination. Furthermore, the Action is also in relation to efforts needed to protect minorities and other vulnerable groups, and fight discrimination, including against persons of the Roma community whose continue to face social exclusion, marginalisation, and discrimination. The Action will contribute to the achievement of the objective 5.2 of the Strategic Response 2021-2027 that aims **at** **fighting discrimination and ensure the protection of children and women, people with disabilities, LGBTI and minorities.**The Action aims at:* Preventing discrimination and marginalisation of Roma people, considering the intersectional approach.
* Preventing and combating gender-based violence, considering intersectional approach, including domestic violence, and violence against LGBTI community[[8]](#footnote-8).
* Promoting Gender equality and intersectional equality.
* Enhancing equal opportunities and independence of people with disabilities, empower them to enjoy their full rights and participate in society.
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| **Links with national, regional and global strategies** | More globally, the Action is linked to **UN Sustainable Development Agenda 2030**, which defines 17 SDGs. In 2018, the Government of Republic of North Macedonia through National Council for Sustainable Development, has determined 5 priority sustainable development goals (SDGs) (1, 4, 8, 13 and 16). In 2020, the Government published the first Voluntary National Review (VNR) for the progress of the country in accomplishment of SDGs of Agenda 2030. In 2020, the UN Framework for Sustainable Development Cooperation between Republic of North Macedonia and United Nation 2021 – 2025 was signed. It establishes the actions planned by UN Agencies in the country in following 5 years. This UN Framework provides clear guidelines for progress in accordance with national development documents adjusted to SDGs and the EU legislation.The proposed Action is relevant for the following SDGs:**SDG 5. Achieve gender equality and empower all women and girls,** and more specifically with the target 5.2. Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual; and target 5.4. Recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibilities within the household and the family as nationally appropriate. **SDG 4.** **Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all**. Target 4.5. Eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples, and children in vulnerable situations; and Target 4.6. Ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy. **SDG 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable,** and inclusive institutions at all levels. The main aim being to significantly reduce all forms of violence, promoting the rule of law and human rights as the key factors for this process.Overall, the Action will contribute towards compliance with the international law, including the **Universal Declaration for Human Rights[[9]](#footnote-9); International Covenant for Civil and Political Rights**[[10]](#footnote-10)**; International Covenant for Economic, Social and Cultural Rights[[11]](#footnote-11), Convention of the Rights of a Child[[12]](#footnote-12)** and **Convention of the Rights of Persons with Disabilities[[13]](#footnote-13),** as well **ILO Decent Work Agenda[[14]](#footnote-14).** The **South East Europe (SEE) 2030 Strategy** whose objective is to reach regionally sustainable economic growth shared by all. The Strategy aims to reduce poverty and inequality, empower women, improve social inclusion, decelerate depopulation of the region through enhancing the quality of life for its citizens and speed up the green agenda and digital transition, without widening socio-economic inequalities and disrupting competitiveness and private sector development, through a genuinely regionally owned political process. The SEE establishes, among others, priority 6: Better utilisation of human capital potential of the SEE Region; priority 8: Facilitating access to education and supporting improvement of its quality; and priority 10: Improving equal access to and quality of justice and public services in SEE.At national level, the Action is in line with the following strategies:* **National Strategy for Gender Equality 2021-2026 and Action Plan for 2022-2024 and Operational Plan for 2022** envisions measures regarding advancement of gender equality in the society in which women and men, girls, and boys, have equal rights, access to resources, opportunities, and protection in all spheres of life. One of its specific objectives defines measures in regard to combating and fight against gender-based violence.
* The **Strategy for Gender Equality 2022-2027** (under parliamentarian approval). The vision of the Strategy for Gender Equality 2022– 2027 aims at accomplishing gender equality in society in which women and men, girls and boys have equal rights, access to resources, opportunities and protection in all spheres of life, as a condition for complete and sustainable economic, demographic and social development and progress of the country, i.e. a society in which women and men will have same privileges and responsibilities accomplished in real joint partnership.
* **National Strategy for Equality and Non-Discrimination 2022-2026 and Operational Plan 2022-2024** defines measures regarding prevention from hate speech and violence, as all forms of discrimination**.**
* **National Strategy for Roma Inclusion 2022-2030**[[15]](#footnote-15)
* increasing the employment rate of Roma by widening the scope of active employment measures and services, creating an enabling environment for formalization and stimulation of entrepreneurship in the Roma community and reducing the rate of young Roma in NEET.
* providing permanent, dignified, and non-segregated housing for Roma; and
* increasing the coverage of Roma children and improving their success in all spheres of education.
* **National Action Plan for protection, promotion, and fulfilment of the human rights of Roma women and girls 2022-2024[[16]](#footnote-16)** foresees activities in regard to improved effective support of Roma women and girls of all forms of gender-based and domestic violence**.**
* The **Education Strategy 2018-2025 and Action Plan of the Republic of North Macedonia** defines a vision comprehensive, inclusive, and integrated education focused on the learner, based on modern programmes for equipping future generations with knowledge, skills, and competencies in accordance with the needs of the democratic, multicultural society, labour market and the new challenges in the global scientific-technological environment. The Strategy covers six main pillars of education system: -Pre-school Education; -Primary Education; -Secondary Education; -Vocational Education and Training; -Higher Education and Research; and –Adult Learning and Education. These are followed by a seventh pillar, covering general issues in the education system.
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| **Coherence with the Sector Approach** | The Action is envisioned under the sector for Justice and Fundamental Rights., However, it is in “codeshare” with the sector for Education, Employment and Social Policy. The sector **strategic framework** is well established, and the Action correlates with the country's strategic objectives on fundamental rights related to Social Policy and Education. The Ministry of Labour and Social Policy (MLSP) and the Ministry of Education and Science (MES) are the lead institutions respectively responsible for creating and implementing the employment, social and equal opportunity policies and the creation and implementation Education policy. Within this Action, the aspects of these policies dealing with the fundamental rights will be addressed. These institutions are responsible for approximation and implementation of *acquis* across the sectors and for overall coordination of development assistance to the sectors. While their institutional capacity has been improving, more investments are needed to strengthen the institutional capacity of the stakeholders involved in combating gender-based and domestic violence, right to education and legal housing. This Action will address these needs.North Macedonia benefits from a well-established **monitoring system**, allowing regular feedback to the decision-makers and the public on the level of implementation of strategic objectives. As of 2019, the country has put in place a **performance assessment framework**, streamlining the policy objectives, the indicators, and the targets. The PAF is available under <https://pafnorthmacedonia.mk/PAF/> The **policy dialogue** is channelled mainly through the Sector Working Group (SWG) for Education, Employment and Social Policy, as well taking part in SWG for Justice and Fundamental Rights, which comprises all relevant national authorities, donors, partners, and civil society organisations. Both SWGs also embed the IPA programming. The SWGs meet regularly 2 to 4 times per year in the decision-making format, chaired by relevant ministers, and when necessary, in the technical format. The public dialogue is smooth and intensive. It is centred on the definition and implementation of the country's sector priorities. The contents of the AF were discussed at the Plenary session of the SWG held on the 16 of March 2022 and of the Technical session of the SWG held on the 28 of march 2022.The sector policy **budgeting** needs improvement. North Macedonia does not yet benefit from a robust Medium-Term Expenditure Framework (MTEF) to anchor the costs for the major reforms and ensure their credibility. The ongoing Public Financial Management (PFM) reform programme is expected to address this issue by adopting the new Organic Budget Law. Significant IPA support is already allocated, and implementation is ongoing to support the country in this challenge. In the absence of a solid MTEF, the country has tried to target-programmes for policies for equal opportunities and social policies to back up the sector policy objectives. As assessed so far, North Macedonia has demonstrated continuous progress performance in PFM and Domestic Revenue Mobilisation. Improvements are evident in the Fiscal Framework, budget planning, budget execution, revenue mobilisation, transparent reporting of the Budget, public financial internal control, external control, and Parliamentary oversight.The budget for policies in equal opportunities and social protection is constantly increasing which is a sign of state commitment to the established sector priorities and ongoing reforms. |
| **Regional dimension** | Not applicable |
| **Indicative budget (in EUR)** | Total: EUR 12,1 millionEU funding: EUR 11,8 millionNational/Third party co-financing: EUR 0,3 million |
| **Implementation Modality** | Direct Management  |
| **Budget Support Readiness (only in the action is implemented through Budget Support)** | Not applicable |

**LOGICAL FRAMEWORK MATRIX**

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| **OVERALL OBJECTIVE(S) / (IMPACT(S))** | **OBJECTIVELY VERIFIABLE INDICATORS** | **BASELINES (VALUE AND YEAR[[17]](#footnote-17))** | **MILESTONES (OPTIONAL)** | **TARGETS** | **SOURCES & MEANS OF VERIFICATION** |  |
| To fight discrimination and ensure the protection of children and women, people with disabilities, LGBTI and minorities | At-the-risk of poverty rate[[18]](#footnote-18) | 21.6 (2019) | / | ≤ 14. 1 % (2027) | EUROSTAT |
| Gender Equality Index[[19]](#footnote-19) | 62 points | / | 66 points (2027) | European Institute for Gender Equality (EIGE) |
| Human Development Index[[20]](#footnote-20) | 0,77 (2019) | **/** | 0,790 (2027) | HRD UNDP |
| **SPECIFIC OBJECTIVE(S) / OUTCOME(S)** | **OBJECTIVELY VERIFIABLE INDICATORS** | **BASELINE** | **MILESTONES** | **TARGETS** | **SOURCES OF VERIFICATION** | **ASSUMPTIONS** |
| 1. To enhance response to gender-based violence and domestic violence | Percentage of participants (women, LGBTI, disables and minorities) in employment, including self-employment or training, six months after leaving the support measure[[21]](#footnote-21) | 0 (2021) | / | ≥ 30% (2026) | Employment Service Agency | Positive dynamic on the societal flows and improved socioeconomic conditions in the post-pandemic period. Stable political situation and consistent reform orientation of any new government. |
| Number of newly registered victims of domestic violence | 1608 (2021) | **/** | 1400(2026) | State Statistical Office |
| 2. To promote the right to education for vulnerable people in line with the EU No-one-left-Behind principle | Number of SEN students enrolled in the regular primary, lower secondary, and special schools | 1,455 (2021/2022) | / | ≥ 1,800 (2026) | MoES |
| Percentage of the population over the age of 15 in the country with unsatisfactory level education (2020) | 38% (2020) | / | ≤ 30% (2026) | MoES |
| Transition rate of Roma pupils from primary to secondary education[[22]](#footnote-22) | 87% (2018) |  | ≥ 91% (2026) | MoES |
| Transition rate of Roma pupils from secondary education to tertiary education [[23]](#footnote-23) | 40% (2018) |  | ≥ 54% (2026) | MoES |
| 3. To ensure the right of Roma people to legal housing | Percentage of urbanized settlements[[24]](#footnote-24) | 0 % (2021) | / | 60% (2026) | Regional research |
| **OUTPUTS** | **OBJECTIVELY VERIFIABLE INDICATORS** | **BASELINE** | **MILESTONES** | **TARGETS** | **SOURCES OF VERIFICATION** | **ASSUMPTIONS** |
| 1.1 Improved protection services for victims of gender-based and domestic violence | Number of support measures[[25]](#footnote-25) for GRB victims implemented through programmes for their integration in the labour market, access to justice, education, health, and social protection  | 0 (2021) | / | At least 5 (2026) | Project progress reports | Relevant institutions are supportive in implementation of services.National legislation in the areas of concern improved and in place. |
| Percentage of unemployed victims directly supported with measures dedicated to sustainable participation in employment and society[[26]](#footnote-26) | 0 (2021) | / | At least 30%(2026) | MLSPProject progress reports |
| Percentage of victims who have received psycho-social assistance  | 0 (2021) | / | ≥ 60% (2026) | MLSP |
| Percentage of victims who have received legal aid  | 0 (2021) | / | ≥ 60% (2026) | MLSP |
| Percentage of victims who have received support for protection of their social rights  | 0 (2021) | / | ≥ 90% (2026) | MLSP |
| Number of victims of gender-based and domestic violence placed in shelters | Total: 58Women: 34Children: 24(2021) | / | Total: 100Women: 50Children: 40(2026) | SSO |
| 1.2 Enhanced inter-institutional cooperation at national and local level on gender-based and -domestic violence  | Number of integrated systems for data collection on Gender Based Violence | 0 (2021) | / | 1 (2026) | MLSP |
| Number of professionals and stakeholders involved in capacity building activities | 0 (2021) |  | 400 (2026) | Project progress reports |
| 2.1 School accessibility for children with disabilities improved | Number of refurbished schools with this intervention | 0 (2022) | / | ≥ 15 (2026) | MoES |
| Number of refurbished resource centres with this intervention | 0 (2022) | / | ≥ 5 (2026) |
| 2.2 Stepped-Up Non-discrimination at school enhanced | Number of scholarships awarded to vulnerable children and students with special needs  | Xx (2022) | / | 250 (TBC) | MoES |
| Number of teachers involved in activities focused on improving skills to deal with vulnerable groups | Xx (2022) | / | TBD | MoES |
| 3.1 Detailed Urban planning for Roma settlements promoted | Number of new Roma settlements integrated in detailed urban plans at municipal level | 0 (2022) | / | ≥ 6 (2026) | Project report |
| **BROAD ARRANGEMENTS FOR IMPLEMENTATION (IF AVAILABLE)** | Direct Management as follows:Component 1: Grant Scheme and Service Contract.Component 2: Grants after a call for proposal or Contribution agreement, based on competitive seleectionComponent 3: Service Contract. |

1. If such are established in parallel [↑](#footnote-ref-1)
2. Another EU-project will support the Ministry of Labour and Social Policy to establish a monitoring system of the quality of the social services, and upgrade the methodological basis for the state financing of the public services in the social area. [↑](#footnote-ref-2)
3. <https://www.coe.int/en/web/istanbul-convention/north-macedonia> [↑](#footnote-ref-3)
4. General Urban Plan and Detailed Urban Plan [↑](#footnote-ref-4)
5. <https://ec.europa.eu/info/sites/default/files/eu_roma_strategic_framework_for_equality_inclusion_and_participation_for_2020_-_2030_0.pdf> [↑](#footnote-ref-5)
6. <https://www.echr.coe.int/Documents/Convention_ENG.pdf> [↑](#footnote-ref-6)
7. <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=090000168007cf93> [↑](#footnote-ref-7)
8. Combating gender-based violence, including domestic violence is addressed in the Strategic response for the Thematic Priority 1: Education, employment, social protection and inclusion policies, and health under Window 4 - competitiveness and inclusive growth. The focus there is on strengthening institutions of the social system and especially creation of support services. [↑](#footnote-ref-8)
9. <https://www.un.org/en/universal-declaration-human-rights> [↑](#footnote-ref-9)
10. <https://www.ohchr.org/en/professionalinterest/pages/ccpr.aspx> [↑](#footnote-ref-10)
11. <https://www.ohchr.org/EN/professionalinterest/pages/cescr.aspx> [↑](#footnote-ref-11)
12. <https://www.unicef.org/child-rights-convention/convention-text> [↑](#footnote-ref-12)
13. <https://www.un.org/disabilities/documents/convention/convention_accessible_pdf.pdf> [↑](#footnote-ref-13)
14. <https://www.ilo.org/global/topics/decent-work/lang--en/index.htm> [↑](#footnote-ref-14)
15. https://mtsp.gov.mk/content/pdf/2022/Strategy%20for%20inclusion%20of%20Roma%202022-2030%20final%20version.pdf [↑](#footnote-ref-15)
16. <https://mtsp.gov.mk/content/pdf/2022/N%D0%90P_za%20zastita%20promocija%20i%20ispolnuvanje%20%20na%20cov.%20prava%20na%20zenite%20i%20devoj%20%20Romki%2015.03.2022.pdf> [↑](#footnote-ref-16)
17. The baseline value may be “0” (i.e. no reference values are available as the Action represents a novelty for the beneficiary) but cannot be left empty or include references such as “N/A” or “will be determined later”. [↑](#footnote-ref-17)
18. <https://ec.europa.eu/eurostat/databrowser/view/tespm010/default/table?lang=en> [↑](#footnote-ref-18)
19. <https://eige.europa.eu/north-macedonia> [↑](#footnote-ref-19)
20. <http://hdr.undp.org/en/composite/HDI> [↑](#footnote-ref-20)
21. Unemployed or inactive persons (women) who have received IPA support and who are in employment, including self-employment or in training, six months after leaving the IPA Action. This indicator is to be understood as change in the employment status 6 months after leaving compared to the situation when entering the IPA Action (with the participant being unemployed or inactive when entering the IPA Action). [↑](#footnote-ref-21)
22. Directorate for Promotion and Development of the Education of the Ethnic Minorities within the Ministry of Political System [↑](#footnote-ref-22)
23. Directorate for Promotion and Development of the Education of the Ethnic Minorities within the Ministry of Political System This indicator is taken from National Roma Strategy 2022-2030 [↑](#footnote-ref-23)
24. It is calculated dividing the number of Roma settlemens with urban plan by the total number of Roma settlements. [↑](#footnote-ref-24)
25. Measures may include development and delivery of programmes for integration encompassing services for women (and/ or managed by women) at local level, initiated and run through the cooperation with local self-government units (their equal opportunity committees) and civil society organisations. Example of social services are childcare, long-term care, housing schemes; targeted social services, such as advise and counselling, crisis centres, family protection services, services for persons with disabilities and chronic illnesses, labour market related services; other services of general interest, such as education, healthcare and essential services. Measures also include those aiming at changing attitudes, behaviours and practices that hamper progress towards equality, measures for tackling gender stereotypes in educational and occupational choices, economic and political participation of women, supporting women to exit the vicious cycle of domestic violence, including women from vulnerable groups such as Roma, women from rural areas, etc. [↑](#footnote-ref-25)
26. This indicator encompasses number of women victims of domestic violence involved in active employment programmes and measures, training, services such as employment mediation, profiling, preparation of an Individual Employment Plan, access to information on vacancies for employment, etc. This number shall present cumulative number of all supported victims of gender based-violence and domestic violence at national level. [↑](#footnote-ref-26)