## ANNEX I – IPA III Action Fiche

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|  | **Indicative title of the Action** | **EU for Quality Employment and Equal Opportunities** |
| **CRITERIA FOR RELEVANCE ASSESSMENT** | **Key thematic priority** | WINDOW 4 - COMPETITIVENESS AND INCLUSIVE GROWTH ***Thematic priority 1: Education, employment, social protection and inclusion policies, and health*** |
| **Links with specific policy instruments of the enlargement process** | The action will  **1) Strengthen Safety and Health at Work**  This intervention will improve the occupational safety and health (OSH) systems and practices in the Republic of North Macedonia. It will deal with the enforcement capacities of the Labour Inspectorate (OSH department) through strengthening the competences and working methods of the labour inspectors, by modernizing their working procedures, standards and practices, including the reporting, inspection’s tools, etc.  Capacities of other relevant stakeholders (ministries, state institutions, social partners, organizations of OSH professionals, etc.) to engage in effective OSH related dialogue and deal with OSH policies and practices will be boosted.  The Action will help to step up harmonization of the OSH national legislation (law and by-laws) with the relevant EU acquis as well as to facilitate compliance with the OSH legislation. Data collection, analysis and reporting on work related accidents and injuries and occupational diseases will be streamlined, which is essential for evidence-based OSH policy creation and implementation.  The action will seek to revamp the system of insurance against work-related injuries and occupational diseases, in support to the OSH culture and practices. Finally, students will be educated and awareness of targeted audiences will be raised for the needs and benefits of well-functioning OSH systems, preventive and other protective OSH measures at workplaces.  **2. Promote Gender Equality**  This intervention will put an emphasis on policies and services for advancement of gender equality and closing the gender gap, by addressing the barriers for women’s greater participation in the society at local and national level.  First, assistance will be directed to civil society organisations that operate at local level to support capacity of municipalities on advancing local gender policy and practices. Special attention will be given to services and local initiatives which empower women in different segments of life (employment, social protection, education, health, justice and decision making at local level). In particular, it will support inactive women from ethnic minorities (especially Roma), including those with child or elder care responsibilities, and who are often multiply disadvantaged. This includes, for example support to employment of women, support to businesses owned or managed by women, support to gaining education or skills for low-skilled women or women with no qualifications, various social support services especially in rural areas, etc. The Action will also invest in preventive, counselling and other type of services for victims of gender based and domestic violence, where the focus will be on women from vulnerable groups, including women victims of violence in rural areas, women Roma victims of violence, women LBTI victims of violence, etc.  Second, the Action will include a complementary support on system level to the Ministry of Labour and Social Policy (e.g. drafting Action Plan for Roma Women), other ministries and institutions which need more understanding, practicing and monitoring of gender mainstreaming. Moreover, it will assist with the establishment of local expert commissions for equal opportunities which should provide expertise to the local self-government gender mechanisms in delivery of policies, legal and other support based on real gender needs on local level.  Furthermore, the Action will assist with the establishment of an integrated inter-ministerial system for data collection on gender based violence in line with the Law for Gender based violence adopted in 2019 and the Istanbul Convention. This will address the data gap linked to data on violence against women and it will feed with relevant data the State Statistical Office, Eurostat and the calculation of National Gender Equality Index (domain of violence).  **3. Establish Monitoring and Quality Assurance System for Social Services**  This intervention will include activities for establishment of a comprehensive monitoring system and implementation of methodology/tools for assessment of effectiveness and efficiency of social services (all types) at national, local and at the level of service providers. It will build on the basic elements and architecture of a Monitoring and Evaluation System designed in line with the Law on Social Protection under IPA II programme. Assistance will be provided with the institutional setup of a body that will be in charge for monitoring and quality assurance. Additionally, the support will be provided for review of the licensing system and its upgrading.  The Action is designed to support the legal and policy reforms relevant for the EU accession process, especially with regard to the negotiations around **Chapter 19 on employment and social policies and Chapter 23 on judiciary and fundamental rights**. Especially, it will enable to step up the harmonization of the OSH national legislation with the relevant EU acquis, notably the **OSH Framework directive 89/391/EEC** and 23 related Directives. The Action will address all aspects that are essential for implementation, compliance and enforcement of the OSH legislation, from capacity strengthening of key agencies and stakeholders, to modernization of social security schemes and evidence-based policy making to forging culture of compliance among businesses and workers. The Action is also in line with the principle on ‘equality between women and men’, which is one of the EU’s core values and objectives. The Action will provide support to integrate the gender perspective in the policies, legislation and financial instruments across different sectors (e.g. employment, education, health, justice, social protection) at all levels in line with the Law for equal opportunities of women and men. It is therefore instrumental to the application of the principle of equal treatment between men and women as set in the **equal opportunity directives** 2000/78/EC, 2004/113/EC, 2006/54/EC, 2010/41/EU, 86/613/EEC, 92/85/EEC, 2010/18/EU, 79/7/EEC.  The Action will also contribute to the achievement of specific objectives of the sector for the education, employment and social policy, as defined in the IPA III Programming Framework, which aim **at raising employment level and the quality of jobs and productivity, on one hand and promoting social protection and inclusion and combating poverty, on another**. More specifically, the Action will improve the occupational health and safety standards in the country in line with the EU acquis and international standards and ensure enforcement of the OHS standards. Further on, the Action will focus on promoting equal opportunities between men and women, addressing gender inequalities and combating discrimination based on sex. Finally, it supports provision of effective, efficient, and adequate social protection throughout all stages of a person’s life by enhancing access to high quality social services.  The interventions which are part of this Action address the recommendations of the **EC Country Report 2019 in Chapter 19 Social Policy and Employment**. It will also help with the implementation of the Occupational Health and Safety Strategy 2017-2020 and in particular with intensification of the efforts to improve the capacity of the State Labour Inspectorate (SLI).  The intervention related to social services will tackle challenges related to implementation of Poverty Alleviation Strategy and the insufficient Social Work Centres’ capacity and the field level support to those in need of social services. Further on, the Action responds to the findings of the **EC Country Report 2019 (Chapter 23: Judiciary and fundamental rights)** that the country should in particular ensure that all recommendations of European and international human rights bodies are systematically disseminated and implemented, in particular those related to gender equality.  Finally, the Action is part of the social cooperation established under **Stabilisation and Association Agreement**. In particular, it will materialise the intentions to increase the level of protection of the health and safety of workers, taking as a reference the level of protection existing in the Community. Another priority of the Stabilisation and Association Agreement that is being addressed is related to respecting democratic principles and human rights, as well nationals of North Macedonia to be free of any form of discrimination. In particular, cooperation will be strengthened in regard to adjustment of legislation concerning equal opportunities for women and men, as well ensuring their effective enforcement. |
| **Links with national, regional and global strategies** | The Action is in line with the **Revised Employment and Social Reform Programme 2022**. All interventions are linked to the main policy reform areas: 1. Labour market and employment; 2. Human capital and skills and 3. Social inclusion and social protection. The first intervention dealing with strengthening safety and health at work corresponds to the specific measure in 3.1. Labour Market and Employment for s*trengthening the capacities and effectiveness of inspection services … including also improving the harmonization with the European Union standards and the enforcement of the legislation in the field of occupational health and safety*. The intervention related to gender equality is linked to the specific objective *3.1.1.3 Promotion of integration of women in the labour market and reducing the gender gap.* Establishment of a comprehensive monitoring and quality assurance system is essential for achieving the specific objective *3.3.2.1. Development and improvement of social services and inclusion of various stakeholders in high-quality and efficient provision of social services.*  There is a clear link with the Government’s Strategic Priority to develop the economy, increase productive employment, equal opportunities and raise citizens' living standards in the country. The priority is reflected in a number of strategic documents:   * **National Employment Strategy of the Republic of North Macedonia 2016-2020** and its Action plan 2018-2020 sets three specific objectives: 1. Increasing the effectiveness and efficiency of employment policy with special focus on vulnerable groups of population, 2. Advancement of capacities of private sector for jobs’ creation, and 3. Education which produces knowledge and skills according the employers’ needs. * **Strategy for Formalization of the Informal Economy 2018-2022 and its Action Plan 2018-2020** strives to build comprehensive and consistent system for efficient reduction of informally employed persons and unregistered businesses since this is crucial for sustainable and decent jobs and economic activities and for better living standard of people. * **Occupational Safety and Health Strategy 2020 and its Action Plan 2017-2020** aims at improving the health and safety of workers at work. It foresees measures for improving the infrastructure for OSH, decreasing the incidents caused by injuries, illnesses or death at work, advancement of health and labour capacities of workers, decreasing the exposition of harmfulness and risks at work, inter-sectoral collaboration and awareness raising. * **Decent Work Programme 2019-2022**[[1]](#footnote-1) focuses on improving the governance of the labour market and the creation of more and better jobs. It will address the key challenges, such as insufficient employment opportunities, inadequate earnings and unproductive work, lack of stability and security at work, unequal opportunities and treatment in employment, unsafe work environment, and lack of voice through representation. * **Strategy for Gender Equality 2013-2020** and the related **National Action Plan for Gender Equality 2018-2020** promulgates complete recognition and promotion of equal opportunities for women and men as a prerequisite for sustainable development, respect of human rights and practicing of democratic values. Its strategic orientations build around 1. Establishment of efficient and effective system for accomplishment of gender equality through functional support mechanisms at national and local level and measuring the progress made with this regard, 2. Improvement of the gender equality in priority thematic areas (decision-making, employment, social protection, health, justice), and 3. Building a culture for promotion of equal treatment and non-discrimination based on sex. * **Action Plan for Implementation of the Convention for Prevention and Fight Against Women’s Violence and Domestic Violence 2018-2023** defines three basic objectives: 1. Approximation of regulatory framework with the Convention’s provisions, 2. Establishment of services for reinforced protection of victims of gender-based violence and domestic violence, and 3. Prevention from gender-based violence and domestic violence. * **Strategy for development of women’s entrepreneurship 2019-2023** focuses on economic empowerment of women and building entrepreneurial eco-system for continuous development of female entrepreneurship. * **National Strategy for Deinstitutionalization 2018-2027** and its Action Plan attempt to have a system for delivery of social services in place, based on human rights approach that promotes the rights, inclusion and dignity of beneficiaries. * **Programme for Development of Social Protection 2011-2021** promotes social prevention, accessibility of social protection services, introduction of an independent monitoring system and quality control in the field of social protection. * **Revised National Strategy for Reduction of Poverty and Social Exclusion 2010-2020** envisions improvement of the social and child protection and building a new social model, activation and strengthening the local authorities and support of vulnerable groups. * **Strategy for the Roma 2014-2020** identifies employment, education, health, housing and social protection as the most crucial challenges for the marginalised Roma communities   Looking from regional and more broadly European perspective, the Action addresses several key principles defined in the **European Pillar of Social Rights** under Chapter I Equal opportunities and access to the labour market, Chapter II Fair working conditions and Chapter III Social Protection and Social Inclusion. It is linked to the principle 2 on gender equality, principle 3 on equal opportunities, principle 10 concerning the right to healthy, safe and well-adapted work environment and data protection, principle 12 social protection and 20 access to essential services  There is a compatibility with the **“Europe 2020”** and its flagship initiatives "Youth on the move", "An agenda for new skills and jobs" and "European platform against poverty". Equality between women and men is crucial to achieve the goal of smart, sustainable and inclusive growth.  The **“South East Europe 2020”** seeks to ‘increase the overall employment rate in the Western Balkan countries, as a percentage of the 15+ population’. The Action tackles key strategic activities under Dimension L: Employment. There is also a link with activities in Dimension N ‘Effective Public Services’ by improvement of the quality of public services, upgrade of policy and regulatory capacities for social cohesion.  The Action is in line with **EU Strategic Framework for Occupational Health and Safety 2014-2020 and the** **EU Gender Action Plan 2016-2020**[[2]](#footnote-2) for transforming the lives of girls and women. With regards to the later, the Action is linked to all four thematic pillars and in particular the one that focuses on economic and social empowerment and shifting the institutional culture to more effectively deliver on EU commitments.  More globally, the Action is linked to **UN Sustainable Development Agenda 2030**, especially the Sustainable Development Goal (SDG) 1, 5 and 8. SDG 1[[3]](#footnote-3) envisions ending poverty in all its forms everywhere. SDG 8[[4]](#footnote-4) promotes sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. SDG 5[[5]](#footnote-5) promotes achieving gender equality and empowering all women and girls, more specifically by adopting sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.  It is important to mention the correspondence with the **Safety + Health for All** **flagship programme of the International Labour Organisation (ILO)** as well as of the **WHO Global Action Plan for Health and Wellbeing**[[6]](#footnote-6).  Overall, the Action will contribute towards compliance with the international law, including the **Universal Declaration for Human Rights[[7]](#footnote-7); UN Convention for Elimination of All Forms of Discrimination Against Women (CEDAW)**[[8]](#footnote-8)**; International Covenant for Civil and Political Rights**[[9]](#footnote-9)**; International Covenant for Economic, Social and Cultural Rights[[10]](#footnote-10), Convention of the Rights of a Child[[11]](#footnote-11)** and **Convention of the Rights of Persons with Disabilities[[12]](#footnote-12), but also the European Convention of Human Rights**[[13]](#footnote-13)and **European Social Charter**[[14]](#footnote-14)of the Council of Europe. |
| **Coherence with the Sector Approach** | The Action is envisioned under the sector of education, employment and social policy, including health.  Sector strategic framework is well established and the Action correlates with the country's strategic objectives in labour market and employment, equal opportunities and social policies. North Macedonia benefits of 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 Action contribute to meeting several key impact indicators of the Performance Assessment Framework:   * Employment Rate (15+): total, men, women; * Employment rate (20-64): total, men, women; * Unemployment rate (15 – 74 years): total, men, women; * Long-term Unemployment Rate: total, men, women; * Activity rate: total, men, women; * Expenditures on all types of social protection expenditure as a share of GDP; * At-the-risk poverty rate (after social transfers); * At-the-risk poverty rate (after social transfers and before pensions) (% of population); * At-the-risk poverty rate (after social transfers, except pensions); * People aged 0-59 living in households with very low work intensity.   The Ministry of Labour and Social Policy (MLSP), in addition to the Ministry of Education and Science (MES) is the lead institution responsible for the creation and implementation of the employment, social and equal opportunity policies, as well approximation and implementation of acquis across the sector and for overall coordination of development assistance to the sector. While the institutional capacity of MLSP and other relevant institutions in this sector has been improving, more investments are needed for strengthening the capacity in the area of occupational safety and health, equal opportunities and social policy. This Action will also address this need.  The policy dialogue is channelled through the Sector Working Group (SWG) for Education, Employment and Social Policy, which comprises all relevant national authorities, donors, partners and civil society organisations. The SWG also embeds the IPA programming. The SWG meets regularly – 2 to 4 times in the decision-making format, chaired by both Ministers of MLSP and MES, as well 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 sector policy budgeting needs improvement. North Macedonia does not yet benefit from a robust medium-term expenditure framework to anchor the costs for the major reforms and ensure their credibility. The ongoing PFM reform programme is expected to address this issue through the adoption of the new organic budget law. Significant IPA support is already allocated to support the country in this challenge. In the absence of a solid MTEF, the country has quasi-programmes for policies for employment and labour market, equal opportunities and social policies to back up the sector policy objectives.  As assessed so far, North Macedonia has demonstrated continuous progress in PFM and Domestic Revenue Mobilisation. There is improvements in the Fiscal Framework, budget planning, budget execution, revenue mobilisation, transparent reporting of the Budget, internal control, external control and Parliamentary oversight.  The budget for policies in the areas of employment and labour market, equal opportunities and social protection are constantly increasing which is a sign of state commitment to the established sector priorities. |
| **Regional dimension** | Not applicable |
| **Indicative budget** | | Total budget: EUR 6,600,000  EU funding: EUR 6,000,000  National financing: EUR 600,000 |
| **Implementation Modality** | | The Action will be implemented under direct management involving procurement (service and supply contracts) and grants |
| **Budget Support Readiness** | | Not applicable |

**LOGICAL FRAMEWORK MATRIX**

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| **OVERALL OBJECTIVE(S) / (IMPACT(S))** | **OBJECTIVELY VERIFIABLE INDICATORS** | **BASELINES**  **(INCL. VALUE & REFERENCE YEAR[[15]](#footnote-15))** | **MILESTONES**  **[OPTIONAL]**  **(INCL. VALUE & REFERENCE YEAR )** | **TARGETS**  **(INCL. VALUE & REFERENCE YEAR)** | **SOURCES & MEANS OF VERIFICATION** |  |
| To support reforms and policies that promote equal opportunities and access to quality employment and social protection for men and women | Employment rate (20-64 years old), by sex | Total: 59,2%  Women: 48,4%  Men: 69,7 % (2019) |  | Total: 63,1%  Women: 49,2%  Men: 74,3% (2025) | State Statistical Office (SSO) |
| Activity rate (15 – 64 years), by sex | Total: 66,3%,  Women: 54,8%  Men:77,3% (2019) |  | Total: 66,9%  Women: 52,8%  Men: 78,4%  (2025) | State Statistical Office (SSO) |
| Labour productivity growth: growth in GDP (in volume) per person employed, relative to the previous year (%)[[16]](#footnote-16) | 0,3 (2018) |  | 2,7 (2025) | State Statistical Office (SSO) |
| At-risk-of-poverty by sex (after social transfers) | Total: 21.9%  Women: 22%  Men: 21.8% (2018) |  | Total: 15.5%  Women: 14,2%  Men: 16.8%  (2025) | State Statistical Office (SSO) |
| **SPECIFIC OBJECTIVE(S) / OUTCOME(S)** | **OBJECTIVELY VERIFIABLE INDICATORS (\*)** | **BASELINES** | **MILESTONES** | **TARGETS** | **SOURCES OF VERIFICATION** | **ASSUMPTIONS** |
| 1. To improve the OSH system and practices | Number of registered serious occupational injuries | 1,772 (2019) |  | 1,300 – 1,400 (2025) | State Labour Inspectorate | Positive dynamic on the markets and improved socioeconomic conditions in the post-pandemic period;  Stable political situation and consistent reform orientation of any new government;  Private sector companies are having opportunities to finance their operation and to grow their business. |
| Number of fatal injuries at work | 19  (2019) |  | 10 (2025) | State Labour Inspectorate |
| 2. To support establishment of effective and efficient system which promotes achievement of gender equality, empowerment of women, tackling gender stereotypes and negative gender roles, ending gender-based violence | Share of women involved in all active employment programme and measures | Ranging from 33.54% to 45.82% in different measures[[17]](#footnote-17)  (2019) |  | At least 45% women included in each measure (2025) | Employment Service Agency |
| Percentage of participants (women) in employment, including self-employment or training, six months after leaving the support measure implemented for closing the gender gap [[18]](#footnote-18) | 0 (2020) |  | ≥ 30% (2025) | Employment Service Agency |
| Persons caring for, or are involved in education of their children or grandchildren, adults or persons with disabilities, on daily basis (%, 18+ population) | Women: 39%  Men: 30% (2018) |  | Women: 37%  Men: 31% (2025) | State Statistical Office, Income and Living Conditions Survey |
| Number of registered victims of domestic violence, by sex | 1554 (2019) |  | 1400 (2025) | State Statistical Office |
| 3. To create a framework for monitoring the quality social services | Percentage of social services users stating satisfaction, added-value of specific service provided (Client satisfaction rate) | 0 (2020) |  | ≥70% (2025) | Project report/survey |
| **OUTPUTS** | **OBJECTIVELY VERIFIABLE INDICATORS (\*)** | **BASELINES** | **MILESTONES** | **TARGETS** | **SOURCES OF VERIFICATION** | **ASSUMPTIONS** |
| **1.1.** Improved OSH legislation and policy framework | Number of OSH related legal acts developed/amended | 0 (2020) |  | Min. 10 | Official Gazette | Private sector companies committed to invest in the wellbeing of their workforce;  Commitment by institution and stakeholders;  Modernised national legislation in the area of equal opportunities is in place;  Relevant institutions are supportive to enforce and promote equal opportunities;  Interest and trust by women to engage in job search or accept training/employment;  Childcare, social and healthcare services available in the community  Interoperability of the information systems of relevant bodies in charge of fighting gender based violence is in place  Sound management information system in the social protection filed is in place. |
| **1.2**. Increased capacities for implementation, compliance and enforcement of the OSH legislation | Number of participants representing various stakeholders (labour inspectors, OSH professionals, employers’ and workers’ representatives, employers, CSO, etc.) engaged in OSH related capacity building activities | 0 (2020) | Min. 400 | Min. 1000 | Project progress reports |
| Number of inspection tools developed[[19]](#footnote-19) | 0 (2020) |  | 2 | State Labour Inspectorate |
| **1.3**. Promoted positive OSH culture, practices and awareness | Number of targeted promotional materials (videos, brochures, etc.) produced | 0 (2020) |  | At least 20 | Project progress reports |
| Number of persons reached with awareness raising activities and materials | 0 (2020) | Min. 5000 | Min. 10000 | Project progress reports |
| Number of developed/adapted OSH related training packages for primary and secondary education | 0 (2020) |  | 2 | Project progress reports |
| **2.1.** Integrated gender perspective in the policies on local and national level | Number of supported municipalities in implementing gender related initiatives | 0 (2020) |  | Min. 30% of the municipalities (2025) | Project progress reports |
| **2.2.** Reduced gender gap in the labour market and enabled equal and non-discriminatory access to justice, education, health and social protection | Number of support measures[[20]](#footnote-20) implemented for closing the gender gap in the labour market, equal and non-discriminatory access to justice, education, health and social protection at local level | 0 (2020) |  | At least 5 (2025) | Project progress reports |
| Number of women and men directly supported with measures dedicated to sustainable participation and progress of women in employment and society | 0 (2020) |  | At least 500  (of them min 100 Roma)  (2025) | Project progress reports |
| **2.3.** Increased capacity to address issues related to gender-based and -domestic violence, including through better inter-institutional cooperation in data collection on national and local level | Established an integrated system for data collection on Gender Based Violence | 0 (2020) |  | 1 (2025) | MLSP |
| Number of professionals and stakeholders involved in capacity building activities | 0 (2020) |  | 400 (2025) | Project progress reports |
| **3.1.** Strengthened monitoring and quality assurance of social services at all levels | Extent to which the monitoring and evaluation of social services is in place | Some extent[[21]](#footnote-21) (2020) |  | Significant extent[[22]](#footnote-22) (2025) | MLSP |
| Number of mechanisms and sets of tools for monitoring and quality assurance of social services developed and deployed[[23]](#footnote-23) | 0 (2019) |  | At least 5 (2025) | MLSP |
| Number of managers, social work professionals, practitioners and service users trained and empowered for monitoring the performance of social services | 0 (2019) |  | Min. 500 (2025) | Project progress reports |
| **BROAD ARRANGEMENTS FOR IMPLEMENTATION (IF AVAILABLE)** | Direct management involving procurement and grants | | | | | |

1. <https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---sro-budapest/documents/genericdocument/wcms_676193.pdf> [↑](#footnote-ref-1)
2. <https://europa.eu/capacity4dev/public-gender/wiki/eu-gender-action-plan-2016-2020> [↑](#footnote-ref-2)
3. <https://sustainabledevelopment.un.org/sdg1> [↑](#footnote-ref-3)
4. <https://sustainabledevelopment.un.org/sdg8> [↑](#footnote-ref-4)
5. <https://sustainabledevelopment.un.org/sdg5> [↑](#footnote-ref-5)
6. <https://www.who.int/publications/i/item/stronger-collaboration-better-health-global-action-plan-for-healthy-lives-and-well-being-for-all> [↑](#footnote-ref-6)
7. <https://www.un.org/en/universal-declaration-human-rights> [↑](#footnote-ref-7)
8. <https://www.ohchr.org/en/professionalinterest/pages/cedaw.aspx> [↑](#footnote-ref-8)
9. <https://www.ohchr.org/en/professionalinterest/pages/ccpr.aspx> [↑](#footnote-ref-9)
10. <https://www.ohchr.org/EN/professionalinterest/pages/cescr.aspx> [↑](#footnote-ref-10)
11. <https://www.unicef.org/child-rights-convention/convention-text> [↑](#footnote-ref-11)
12. <https://www.un.org/disabilities/documents/convention/convention_accessible_pdf.pdf> [↑](#footnote-ref-12)
13. <https://www.echr.coe.int/Documents/Convention_ENG.pdf> [↑](#footnote-ref-13)
14. <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=090000168007cf93> [↑](#footnote-ref-14)
15. 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-15)
16. 2005 prices (2005 is the base-line year) [↑](#footnote-ref-16)
17. 33.54% in measure “Support for self-employment”, 45.82% in measure “Support for job creation” and 43.21% in trainings of ESARNM [↑](#footnote-ref-17)
18. 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-18)
19. On-line tool for inspection supervision, tool for reporting/registration of accidents at work, sets of checklists [↑](#footnote-ref-19)
20. Measures may include development and delivery of services for women (and/ or managed by women) at local level, initiated and run through the cooperation among 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-20)
21. Some extent meaning there is a legal framework in place, there are quality standards for some aspects of service delivery and limited number of indicators, reporting lines are defined, but need further refining, a limited set of tools is developed and in use. [↑](#footnote-ref-21)
22. Significant extent meaning there is a legal framework in place, clearly defined quality standards and full set of indicators for all aspects and phases of service delivery, established body tasked with monitoring and quality assurance, established clear reporting lines, developed and adopted set of tools, functioning complaints mechanism. [↑](#footnote-ref-22)
23. Mechanism (for quality control, complaints, licencing) and sets of tools for monitoring and quality assurance (guides, checklists, questionnaires, etc.) at the level of social service providers, at the level of social work centers, at local and national level for all types of social services foreseen in the Law on Social Protection [↑](#footnote-ref-23)