

## GENDER RESPONSIVE BUDGETING REPORT

### 1. Data about the selected program

**Program name:**

*Professional training and development in the country and abroad (sub-program 11)*

**Department (organizational unit) responsible for implementing the program:**

*Human Resource Department*

**Program type**

☐ **Horizontal**

☐ **Vertical**

**How is the program related to the Gender Equality Strategy:**

*In order to implement Article 5 of the Law on Equal Opportunities for Women and Men, the Strategy for the Introduction of Gender Responsive Budgeting of the Government of the Republic of Macedonia (2012-2017), as well as the obligations contained in the Methodology for Gender Responsive Budgeting, the Ministry of Defence continues with the implementation of gender responsive budgeting by preparing a second budget statement, and at the same time continues the process of monitoring program 6 "Military Academy" for which a gender budget statement was prepared (2018-2020).*

*Considering that the Gender Equality Strategy aims to promote equal opportunities for women and men, i.e. the gender perspective, the Ministry of Defence continues the implementation of gender-responsive budgeting by selecting a new sub-program 11 "Professional training and development in the country and abroad". This sub-program ensures the planning of financial resources for education, training and other types of professional training and development of personnel in the country and abroad, for which a gender budget statement (2022 - 2025) has been prepared.*

### 2. Introduction

*Budget sub-program 11 - Professional training and development in the country and abroad covers planning and monitoring of costs related to the professional training and development of employees in the Ministry of Defence and the Army of the Republic of North Macedonia in the country and abroad. Namely, this sub-program was introduced in 2020 after the termination of the Government sub-program K2 - Professional Training and Development.*

*In sub-program 11 - Professional training and development in the country and abroad, financial resources are planned for the following:*

- daily allowances, travel expenses, accommodation and other incidental expenses for trips in the country and abroad on the following bases: seminars, workshops and other types of training for professional training and development;
- contractual services (costs for the education (specializations, postgraduate studies), seminars and trainings, as well as payment of costs for hired external collaborators for the implementation of trainings in the country);
- other current expenses (expenses for catering services for guests and delegations from the country and abroad, as well as for the purchase of promotional material).

*With the implementation of gender-responsive budgeting and the selection of this second sub-program, the Ministry of Defence continues to include the gender component in the planning and budgeting process started in 2018. Taking into account the different implications for women and men, in order to detect and recognize differences and take measures to overcome inequality and its causes; enabling proper gender distribution of budget funds from the perspective of gender equality.*

### 3. Background/context

*In accordance with the gender budget statement prepared by the Ministry of Defence for the period 2022-2025, the following output indicators have been foreseen:*

- *strengthened competencies of the personnel from the Ministry and the Army involved in the PTD (number of trainings, gender-disaggregated data on participants in gender trainings);*
- *increase in registered candidates for referral to PTD in the country and abroad by 10-20%;*
- *increase in the percentage of candidates referred to PTD in the country and abroad by 10 - 20%.*

### 4. Achieved results, changes and impacts (monitoring initial conditions and indicators indicating changes)

*The planning authority for sub-program 11 in 2024 is the Human Resource Department. The sub-program is implemented in accordance with the Annual Plan for Education, Professional Development, Specialization and Training of the Ministry and the Army Personnel.*

*Professional training and development in the country and abroad is equally accessible to both men and women through equal opportunities for professional training and development of different categories of personnel - administrative servants in the Ministry, as well as military and civilian personnel serving in the Army.*

- *Strengthened competencies of the Ministry and Army personnel involved in the PTD.*
- *Strengthened skills and specific competencies of the members of the working group for the implementation of gender responsive budgeting in the Ministry of Defence.*

### **Gender-disaggregated training data in 2024:**

**In-country training (specialized trainings) organized by the Ministry of Defence** – "Dr. Joseph Kruzel" Training Center for various target groups: administrative servants in the Ministry, military and civilian personnel from the Army.

In 2024, out of a total of the 312 participants, 137 or 44% were women, while 175 or 56% were men. Compared to 2023, there is an increase in the percentage of women referred to specialized training of 2.49%.

Conducted specialized training – seminar "Basic Training for Authorized Officials (AO)". The training was completed by a total of 395 participants – administrative servants from the Ministry, categories B, C and D, of whom 208 were men (53%) and 187 were women (47%).

### **Professional training and development abroad**

Specializations, trainings and courses abroad (courses at NATO schools, Centers of Excellence; Partner Training and Development Centers, and courses according to bilateral plans with foreign countries).

A total of 232 people from the Ministry and the Army have been referred for professional training and development abroad, of which 85% were men and 15% were women.

### **Education, specializations and postgraduate studies in the country:**

In the 2024/2025 academic year at the Command and Staff Academy (Military Academy "General Mihajlo Apostolski"), out of a total of 24 enrolled students, 14 were men and 2 were women.

In the 2023/2024 academic year, a total of 60 participants participated in the professional training and development of officers for the needs of the Army services, of which 48.3% were women.

## **5. Analysis of budget allocations** (planned and spent funds, per beneficiary, additional funds, specific costs for women).

In analyzing budget allocations, you can be guided by:

Analysis of the funds spent in relation to the indicators set for that program;

Percentage distribution of expenses between men and women;

Analysis of the effects and impact in achieving the indicators of programs, specifically intended for a certain category of citizens, men or women.

In 2024, funds in the amount of MKD 25,000,000 were approved for this sub-program, and with the revised budget they were reduced and as of 31.12.2024, they amounted to MKD 24,300,000, of which MKD 22,968,009 were spent.

In 2024, a total of 232 people from the Ministry and the Army were sent for professional training and development abroad, of which 85% were men, 15% were women.

In 2024, 312 participants took part in trainings in the country (specialized trainings) organized by the Ministry of Defence - "Dr. Joseph Kruzel" Training Center, i.e. 175 or 56% of the participants were men, and 137 or 44% were women.

In the Budget of the Ministry of Defence MKD 35,000,000 have been approved for sub-program 11 - Professional training and development in the country and abroad in 2025.

## **6. Bottlenecks and lessons learned** (How can we improve the policy/program in the future, in order to provide better results in accordance with the defined indicators)

*Lessons learned: The strengthened competencies of the personnel from the Ministry and the Army who are involved in professional training and development contribute to strengthening the skills and professional readiness in work processes and workflows, while taking into account the gender aspect.*

## **7. Conclusions and recommendations**

- 1. An electronic system for keeping statistics, i.e. the establishment of a database with gender-disaggregated data for the aforementioned program, would enable the methodological monitoring of the program by obtaining and processing data on the effects and impact in achieving the indicators and desired results.*
- 2. The Action Plan for Promoting Gender Equality in the Ministry of Defence and the Army of the Republic of North Macedonia (2024-2028) envisages activities - gender trainings for different categories of personnel in order to strengthen the specific competencies of appropriate target groups, i.e. different categories of personnel. The above-stated is aimed at raising awareness about equal opportunities for men and women, including in the area of professional training and development, as one of the components for career development of both men and women.*

**Minister of Defence  
Vlado Misajlovski**