
Annual report of the state administration bodies on the progress of the state of equal opportunities for women and men

1. BASIC INFORMATION

<i>State administration body (title)</i>	<i>MINISTRY OF DEFENCE</i>
<i>Created by (name, surname and position)</i>	<i>Elena Ivanova – Deputy Coordinator for Equal Opportunities for Women and Men</i>
<i>Reporting period</i>	<i>2025</i>
<i>Date of submission of the Report</i>	<i>18 February 2026</i>

Responsible authority for approving the Report and confirming its credibility

Date, 18 February 2026

Name and surname

Minister of Defence

Vlado Misajlovski

Signature

Date of receipt of the Report by the Ministry of Social Policy, Demography and Youth

Name and surname (of the officer from the Equal Opportunities Department who received the Report)

Signature

2. LIST THE ACTIVITIES CARRIED OUT IN ACCORDANCE WITH THE LAW ON EQUAL OPPORTUNITIES FOR WOMEN AND MEN:

2.1. Basic and special measures taken in accordance with Articles 5, 6 and 7 of the Law on Equal Opportunities (circle)

- A) Positive
- B) Encouraging
- C) Programme

2.2 Measuring the success of the measure (provide brief information - indicators of the result of implementing this measure):

2.2.1 Strengthened mechanisms for gender equality in the Ministry of Defence.

2.2.2 Monitoring and reporting on the implementation of the Second National Action Plan (NAP) of the Republic of North Macedonia for the implementation of Resolution 1325, Women, Peace and Security (2020-2025) - strategic framework.

– Operational Plan for the Implementation of the Second NAP for the Implementation of Resolution 1325 of the Ministry of Defence (2021 - 2025).

2.2.3 Strengthened competencies of personnel in the Ministry and the Army of the Republic of North Macedonia in the area of gender equality and protection from workplace harassment.

2.2.4 Implemented Action Plan for Promoting Gender Equality in the Ministry of Defence and the Army of the Republic of North Macedonia (2024 – 2028) in accordance with the Gender Self-Assessment Report (GSAR) in the Ministry and the Army – Cooperation Agreement with the Geneva Centre for Security Sector Governance (DCAF).

2.2.5 Implementation of gender responsive budgeting for a selected sub-program.

2.2.6 Functional internal mechanisms for protection against workplace harassment in the Ministry and the Army.

2.3. Do you have any specified indicators for measuring success and progress (Please list only output indicators¹)

2.3.1 Strengthened mechanisms for gender equality in the Ministry of Defence.

Functioning of already established mechanisms and strengthening of staff skills and competencies:

¹Output indicators measure the quantity of goods or services obtained by implementing the activities of individual programs, or the number of women and men covered by individual programs. An example of an output indicator is the number of men/women included in health programs, the number of women included in the agricultural subsidy program, the number of women from the target group of 24-49 years, included in active programs and employment measures, etc. Taken from Guidelines for the preparation of a draft budget calculation, Ministry of Finance, http://www.mtsp.gov.mk/WBStorage/Files/OP_2012.pdf

- *Coordinator and Deputy Coordinator for Equal Opportunities for Women and Men at the Ministry of Defence (2017);*
- *Gender Equality Officer in the Office of the Chief of the Army General Staff (2019);*
- *Working Group for Coordination, Monitoring and Reporting on the Implementation of the Second NAP of the Republic of North Macedonia for the Implementation of Resolution 1325 (2021);*
- *Working Group for the Implementation of the Action Plan for Promoting Gender Equality in the Ministry of Defence and the Army of the Republic of North Macedonia (2024-2028);*
- *Working Group for Planning and Implementing Gender Responsive Budgeting for Subprogram 11 for which a gender budget statement has been developed (2022 - 2025);*
- *Pool of 24 certified gender trainers and 2 certified trainers in the field of protection against workplace harassment.*

2.3.2 Monitoring and reporting on the implementation of the Second National Action Plan (NAP) of the Republic of North Macedonia for the implementation of Resolution 1325, Women, Peace and Security (2020-2025) - strategic framework.

- *Semi-annual briefing on the results achieved from the implementation of the Second NAP before the Inter-agency Advisory and Consultative Group on Equal Opportunities for Women and Men within the Government of the Republic of North Macedonia;*
- *Preparation of a semi-annual report (for 2025) and an annual report (for 2024) on the results achieved from the implementation of the Second NAP for the Implementation of Resolution 1325 "Women, Peace and Security";*

2.3.3 Strengthening the capacities of personnel in the Ministry and the Army in the area of gender equality and protection from all forms of harassment.

- *Strengthened capacities of personnel in the Ministry and the Army in the area of gender equality – organization of trainings.*
- *Number of participants in trainings, courses and workshops – keeping gender-disaggregated data.*

2.3.4 Conducting a gender self-assessment in the Ministry and the Army

- *In the direction of promoting the gender component in the Ministry and the Army, an Action Plan for Promoting Gender Equality in the Ministry of Defence and the Army of the Republic of North Macedonia (2024 - 2028) was adopted and promoted as the final product of a conducted gender self-assessment in defence.*

2.3.5 Operation of internal mechanisms for protection against workplace harassment in the Ministry and the Army

- *Appointed authorized person, a deputy authorized person and mediators in the Ministry of Defence and the Army of the Republic of North Macedonia (a total of 20*

mediators, of which 4 are men and 16 are women), in accordance with the Law on Protection from Workplace Harassment.

- 2 active certified trainers in the field of protection against workplace harassment;

- Training on the topic: "Gender Equality" was conducted with certified trainers from the Ministry of Defence, in which a total of 19 participants participated, of which 16 were women and 3 were men (October 2025). It also covered topics in the area of protection against workplace harassment.

2.4. If you have documents and attachments that speak about progress, attach them to the Report.

3. LIST THE INITIATIVES TAKEN IN THE REPORTING PERIOD:

3.1. Initiatives taken to incorporate the principle of equal opportunities for women and men into the strategic plan and budget of the state administration body (SAB), in accordance with Article 11 of the Law on Equal Opportunities:

3.1.1 Incorporating the principle of equal opportunities for women and men in laws, by-laws and strategic documents.

3.1.2 Activities undertaken and measures implemented in programs and sub-programs that include a gender perspective:

- gender budget statement for Subprogram 11 - Vocational training and advanced training in the country and abroad (2022-2025)

<https://mod.gov.mk/inc/uploads/2022/08/Rodovo-Budzetstka-izjava-24.08.2022.pdf>

3.2. Measuring the success of the initiative (provide brief information - indicators of the result of implementing this initiative):

3.2.1 Incorporated principle of equal opportunities in laws and by-laws and strategic documents:

- Continuous incorporation of the principle of gender equality and equal opportunities for women and men in strategic documents, laws and by-laws, public announcements, analyses, reports, etc.

3.2.2 The Ministry of Defence will continue with the process of implementing gender responsive budgeting:

- The Ministry of Defence continues the process of implementing gender-responsive budgeting through Subprogram 11 - Professional training and development in the country and abroad;

- The results achieved according to the indicators listed in the statement will be contained in the Annual Report on Gender Responsive Budgeting for 2025.

3.3. Do you have any indicators for measuring success and progress (example indicator)?

3.3.1 Indicators are provided in the Operational Plan of the Ministry of Defence for the implementation of the Second NAP for the implementation of Resolution 1325 "Women, Peace and Security";

3.3.2 Indicators are provided in the gender budget statement for sub-Program 11 and will be monitored in the period 2022 – 2025;

3.3.3 Indicators are provided in the Action Plan for Promoting Gender Equality in the Ministry of Defence and the Army of the Republic of North Macedonia (2024-2028).

3.4. If you have documents and attachments that speak about the progress, attach them to the report:

Progress will be contained in the Annual Report on the Implementation of the Second NAP for Resolution 1325 and the Annual Report on Gender Responsive Budgeting of the Ministry of Defence. They are published on the Ministry of Defence website, sub-window "Gender Equality".

4. COOPERATION WITH OTHER ORGANIZATIONS AND DATABASES:

4.1. Please list the activities for the promotion of equal opportunities for women and men that your institution has implemented in cooperation with social partners and non-governmental organizations active in the field of equal opportunities for women and men?

1. Cooperation with the Geneva Centre for Security Sector Governance (DCAF)

-implementation of the Action Plan for the promotion of gender equality in the Ministry of Defence and the Army of the Republic of North Macedonia (2024 – 2028).

In order to ensure its successful implementation, activities were carried out in which members of the working group participated in the implementation of the Action Plan for Promoting Gender Equality in the Ministry of Defence and the Army of the Republic of North Macedonia (2024-2028)- personnel from the Ministry and the Army).

In that respect, two specially designed workshops were conducted, namely:

- Workshop on the revision of the Gender Action Plan for the members of the working group, held in Veles from 21 to 22 February 2025 (participation of 12 people, of whom 5 men and 7 women);

- Workshop on monitoring, evaluation and reporting for the members of the working group, held in Veles, from 24 to 25 July 2025 (participation of 12 people, of whom 2 men and 10 women).

- Working meetings and coordination with representatives from DCAF and consultants/experts were held in order to organize the activities.

2. Cooperation with the UN Women office in North Macedonia – organizing and participating in conferences and events

- An event to mark 25 years since the adoption of United Nations Security Council Resolution 1325 on Women, Peace and Security – a historic commitment that recognizes the key role of women in preventing conflicts, building peace and shaping security in the world. The event was held on 31 October 2025, at the Limak Hotel, Skopje and was addressed by the Minister of Defence Vlado Misajlovski, as well as representatives from the Ministry of Defence and the Army of the Republic of North Macedonia who were speakers on the second panel – Women’s Leadership in Peace and Security Decision-Making Processes.

The event was organized by the UN Women Office in North Macedonia and the Ministry of Defence.

The event was attended by the President of the Republic, Gordana Siljanovska Davkova, representatives from the Government, the diplomatic corps, defence and security institutions, as well as international partners, so as to jointly reaffirm the commitment to promoting women's leadership in decision-making processes for peace and security.

- Conference "Gender Equality in the Focus of Accession to the European Union: A Roadmap for North Macedonia" which was held on 12 December 2025, in Hotel Limak, Skopje with the participation of the Coordinator of the WG on C, M & E of the Second NAP for the Implementation of Resolution 1325-Women, Peace and Security, Strategic Framework 2020-2025, as a representative and panellist from the Ministry of Defence on the fourth panel entitled - Partnerships for an Inclusive Approach to the EU.

The conference was organized by the UN Women Office in North Macedonia and the Ministry of European Affairs of the Republic of North Macedonia and was attended by representatives from government institutions, the European Union, civil society, academic institutions and development partners to explore how gender perspectives can be systematically integrated throughout the entire process of North Macedonia's accession to the European Union.

The discussions aimed to: highlight progress in mainstreaming gender equality within the EU accession framework; present key findings from gender gap analyses across all negotiation chapters; strengthening dialogue on institutional coordination and policy reform; and defining practical recommendations for embedding gender equality mechanisms in EU accession structures

3. Cooperation with the Center for Security Cooperation - RACVIAC

A Training the Trainers (TtT) course was implemented, organized by RACVIAC, from 8 to 19 September 2025, in Rakitje, Croatia, with the participation of three representatives from the Army.

Other activities with the participation of representatives from the Ministry of Defence and the Army of the Republic of North Macedonia:

- Participation of two representatives from the Ministry and the Army at a symposium on the topic of "Women, Peace and Security", in Vermont, USA, from 2 to 8 March 2025. The aim of the symposium was to raise awareness of the importance of including diverse perspectives in planning operations, as well as the benefit of operational capability and capacity from incorporating the WPS framework as a planning factor.

- Visit of members of the Army to the President and Commander-in-Chief of the Army on the occasion of the 8th of March, International Women's Day, 6 March 2025, Villa Vodno, Skopje.

- Guest appearance of the Gender Equality Officer in the Office of the Chief of the Army General Staff live on the MTV Program in Cities broadcast, on the occasion of the 8th of March, International Women's Day, 7 March, 2025, Skopje.

- Participation of an Army representative in the "Utility of Gender in Peace Support Operations Course", from 7 to 11 April 2025 at Camp Butmir, Sarajevo, BiH.

- Participation of two representatives at the workshop "Gender, Security and Peace - Challenges and Priorities with a Special Focus on Gender Perspectives in the Security System" at the RSM Chamber of Private Security, organized by the Alliance - National Council for Gender Equality, 29 April 2025, Skopje.

- Participation of a representative from the Ministry in the role of evaluator/assessor in the "NATO STO Women & Girls in Science 2025" competition organized by the NATO Science and Technology Organization, April-May 2025.

- Participation of the Deputy Coordinator for Equal Opportunities for Women and Men from the Ministry at the "Regional meeting of the gender equality mechanisms in the Western Balkans: Trends, impacts and challenges for advancing the status of women", 19 - 20 May 2025, Skopje.

- Participation of a representative from the Ministry at the annual conference of the NATO Committee on Gender Perspective "Reflecting on 25 years of Women, Peace and Security", leader of the union "Deterrence, Defence and Strategic Competition", May 2025, Brussels, Belgium.

- A representative from the Ministry of Defence held a briefing on the topic of Women, peace and security, i.e. on the Second NAP for Resolution 1325, as well as on the activities implemented in the field of gender perspective undertaken by the Ministry of Defence and the Army of the Republic of North Macedonia on 23 May 2025, at the premises of the Ministry of Foreign Affairs and Foreign Trade, and within the framework of the first

Dialogue of the EU-MKD Partnership for Cooperation in the Field of Security and Defence, 23 May 2025.

- *Online participation in a workshop organized by NATO CoE DAT (Defence against Terrorism Turkey): Training Need Analysis Workshop for the preparation of a course on Human security from a gendered perspective and child protection in CT, June 2025.*
- *Participation of a representative from the Army at the workshop "Gender Indicators and Introduction to the EU, Action Plan for Gender Affairs in the Implementation and Monitoring of EU Programs/Projects, 18 – 19 August 2025, Thessaloniki Hotel, Skopje.*
- *Participation of a representative from the Army at a conference organized by the NGO "I am a Woman", 28 September 2025, Macedonian Philharmonic, Skopje.*
- *Participation in the session of the Inter-agency Advisory and Consultative Group for Equal Opportunities for Women and Men, where the member from the Ministry of Defence was appointed as the coordinator of the group for the preparation of the Rules of Procedure of the Inter-agency Advisory and Consultative Group for Equal Opportunities for Women and Men on 12.11.2025.*
- *Participation of a representative from the Ministry as a panellist at the 2025 PfP Consortium Capstone on Human Security annual conference, Gdynia, Poland, in the session: "How are Women, Children, and Vulnerable Groups considered in Conflict Zones? 9-11 December, 2025.*

4.2. Is the database available to the SAB disaggregated by gender?

a) Database relating to human resources. *attach a document with an overview of human resources disaggregated by gender (total number of employees, by title) Gender-disaggregated data on employees by category in 2025, expressed as % of the total number of employees in the Ministry of Defence:

- *Category B - 49% women and 51% men;*
 - *Category C - 46% women and 54% men;*
 - *Category D and auxiliary technical personnel - 20% women and 80% men;*
- Total for all categories together - 34% women and 66% men.*

There is a high percentage of women in the Ministry, especially in categories B and C.



Gender-disaggregated data on military personnel in the Ministry and the Army in 2025:

- Of the total number of personnel in the Army – 12.14% are women and 87.86% are men.
- Officers - 22.79% women and 77.21% men;
- Non-commissioned officers – 11.70% women and 88.30% men;
- Professional soldiers – 7.49% women and 92.51% men;
- Civilians - 23.17% women and 76.83% men;



In the Army, there is an evident increase in the percentage by 1.12% in the category of women officers compared to 2024.

b) Database relating to the program part (scope of beneficiaries by gender of certain programs, services, measures, etc.).

**** attach a document with a brief description of the program/service and data, disaggregated by gender for intended beneficiaries, target groups and data disaggregated by gender for covered beneficiaries, target groups, etc.***

The Ministry of Defence applies the principle of equal opportunities and conducts a review of gender-disaggregated data in the area of professional training and development. At the same time, it is noteworthy that the percentage of participation of women sent for training in the country and abroad has remained stable.

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

In 2025, out of a total of the 571 participants, 195 or 34% were women, while 376 or 66% were men.

-Professional training and advanced training abroad (courses, seminars, trainings) to which personnel from different categories are sent: employees of the Ministry and active military personnel from the Army.

In 2025, a total of 228 people from the Ministry and the Army were sent for professional training and education abroad, of which 21% were women and 79% were men.

5. IMPLEMENTED ACTIVITIES AND ACHIEVED RESULTS IN ACCORDANCE WITH STRATEGIC DOCUMENTS IN THE FIELD OF GENDER EQUALITY:

5.1. Please indicate your commitments under the Gender Equality Strategy (GES), the National Action Plan and the Operational Plan for the reporting year.

Describe according to:

The Ministry of Defence includes a gender perspective in all segments of work processes and strategic and planning documents.

Status of implementation of Goal 2: Improving the position of women in all spheres and private life, i.e. Objective 2.7: Promoting gender equality for achieving and sustaining positive peace (Women, Peace and Security). Within this specific goal, results have been projected and indicators have been provided at the level of planned results, as well as the implementation of several activities.

a) Achieved results

5.1.1 Increased participation of women in the field of defence, especially in decision-making positions

The Ministry of Defence in 2025 maintains a high percentage of representation of women in categories B and C.

In 2025, there was an increase in the representation of women in the Army compared to 2024, which was 11.99%, as well as an increase of 1.03% in the officer category, maintaining the percentage among professional soldiers and an increase among civilians of 3.61%.

In the 2025/2026 academic year, there was an increase in the percentage of enrolled cadets, which amounted to 29.16%, in contrast to the 2024/2025 academic year, which amounted to 21.87%,

A total of 28 participants participated in the professional training and development of officers for the needs of the Army services, of which 39.28% were women.

Two women are assigned to work at the Permanent Delegation of the Republic of North Macedonia to NATO in Brussels, Kingdom of Belgium. One woman is assigned to the Permanent Mission to the OSCE in Vienna, Austria, and one woman is assigned to the Center for Security Cooperation – RACVIAC, Republic of Croatia.

At the same time, the public announcements for employment in the Ministry emphasize the principle of equal opportunities for women and men. The same goes for the competitions for enrolling cadets at the Military Academy, the announcements for the admission of professional soldiers and civilians to serve in the Army, where there is a special paragraph encouraging girls and women to apply.

5.1.2 Gender-sensitive personnel in the defence

The Ministry of Defence continuously includes a gender perspective in education and training.

In order to raise awareness of the gender aspects of the military profession among cadets - future officers and their role in promoting those values and implementing them in

practice, the Military Academy has integrated content from this area into the subjects: Military Psychology, Sociology, Military History and Human Rights.

The Ministry has 24 certified gender trainers (14 women and 10 men) who are involved in strengthening gender awareness of staff and 2 (1 woman and 1 man) certified trainers who are involved in building institutional capacities and promoting prevention and protection from workplace harassment in the Ministry and the Army.

b) Realized activities

5.1.1 The Ministry of Defence continuously implements activities to popularize the military profession in order to attract quality personnel for manning the Army.

5.1.1 Public campaigns, public debates, production of video/audio/printed materials

- Published Scientific article "The path towards gender equality in military: Case study of the Republic of North Macedonia", Aleksandar Grizhev & Ivan Blazhevski, International conference: Challenges of adapting the military in times of conflict. National experiences and case studies, Bucharest, Romania, ISBN: 978-973-32-1408-3, 2025.

5.1.2 Encouraging equal participation in training for both men and women in defence (seminars/workshops).

c) Performance measurement indicators

5.1.1 Defence employees, by gender, by job positions, by categories

5.1.2 Increasing the number of women employed in the defence and appointed in decision-making positions

5.1.2 Availability of separate and integrated educational programs/modules, by institution

5.1.2 Employees who have undergone gender equality training, by gender:

In 2025, a training on the topic of "Gender Equality" was organized and conducted at the Ministry of Defence for a total of 19 participants (16 women and 3 men).

Gender training is also part of the pre-deployment training for personnel deployed to international and humanitarian missions and operations.

d) Funds spent on implemented activities in the field of gender equality and resourcing

- Budget of the Ministry of Defence.*
- Support (donations) from international organizations.*

5.2. Are the responsibilities and tasks of the coordinator and deputy coordinator specifically determined in the act on systematization of job positions in the state administration bodies?

The responsibilities of the coordinator and deputy coordinator are not specifically determined by the Act on Systematization of Job Positions in the Ministry. According to the decision for their determination, they are responsible for the organization and

implementation of measures within the competence of the Ministry and the Army for the establishment of equal opportunities for women and men in accordance with the Law on Equal Opportunities for Women and Men and other normative acts.

At the same time, they have access to and have access to the necessary information for the proper implementation of the assigned tasks, they directly cooperate with the person appointed to the systematized position of Junior Associate for Gender Equality, with other mechanisms (internal) in the field of gender equality, as well as with all organizational units in the Ministry of Defence. At the same time, they cooperate with the Gender Equality Officer in the Office of the Chief of the General Staff of the Army.

5.3. What trainings have the coordinator and deputy coordinator attended during the reporting period?

Did they appear in the trainings as:

a) attendants

b) trainers

5.4. Within the entire period of performing the function, indicate which trainings (specify thematic and gender equality and anti-discrimination, human trafficking, domestic violence, gender equality and social protection, etc.) have been attended by:

Female Coordinator for Equal Opportunities for Women and Men:

a) Female attendant

b) Female trainer

Participation

– Female Coordinator of the working group on Gender Responsive Budgeting in the Ministry.

– Participation in the activities for conducting a gender self-assessment in the Ministry of Defence (project with DCAF) and development of the Action Plan for Promoting Gender Equality in the Ministry of Defence and the Army of the Republic of North Macedonia (2024 - 2028), as a member of the working group.

- Mediator in case of workplace harassment in the Ministry.

Female Deputy Coordinator for Equal Opportunities for Women and Men:

a) Female attendant

b) Female trainer -/

Participation

- Participation in a working group on Gender Responsive Budgeting in the Ministry.

- Mediator in case of workplace harassment in the Ministry.

- Regional meeting of the gender equality mechanisms in the Western Balkans: Trends, impacts and challenges for advancing the status of women", 19-20 May 2025 in Skopje.

5.5. How is the acquired knowledge further transferred to your SAB, do you have a method or system of knowledge transfer in place (transferring information, sharing materials, holding short sessions for knowledge transfer to colleagues, etc.)

Please describe:

5.5.1 Preparation and sharing of reports and materials from participation in activities in the field of gender perspective and protection from workplace harassment.

5.5.2 Preparation of reports on conducted gender trainings, which are part of the semi-annual and annual analyses.

5.5.3 Sharing materials (presentations, etc.) from the implemented trainings, briefings/meetings of gender trainers.

- Holding working meetings on working groups established in the Ministry, transferring acquired knowledge, experiences, sharing good practices.

5.5.4 Availability of information - sub-window of the Ministry of Defence's website "Gender Equality".

5.5.5 Availability of information - sub-window on the Ministry and Army's website "Stop Harassment".

5.6. How many and which initiatives (draft laws, draft strategies, draft information to the government, draft action plans, draft budgets, draft strategic plans) have the coordinator and deputy coordinator for equal opportunities for women and men submitted to the SAB?

5.6. How many of those initiatives were successful?

5.7. Please indicate whether and what challenges you faced during the reporting year and what suggestions you made for overcoming them:

6. CHALLENGES, GOOD PRACTICES AND LESSONS LEARNED:

Good practices and lessons learned:

6.1.1. Implementation of the gender perspective in strategic documents, laws, by-laws, programs and sub-programs of the Ministry of Defence, public announcements, public notices, competitions, etc.

6.1.2. Maintaining a database of gender-disaggregated data in the area of human resources management and in the implementation of training, professional development and improvement, incorporating the gender principle and equal opportunities for career development of women and men in the Ministry and the Army.

6.1.3. Adoption and promotion of an Action Plan for Promoting Gender Equality in the Ministry of Defence and the Army of the Republic of North Macedonia (2024-2028), which will further promote the institutional culture that provides equal opportunities for women and men in the Ministry and the Army.

6.2. Share an example of good or bad practice

Good practices

6.2.1. The Ministry of Defence has certified gender trainers who are directly involved in the process of gender sensitization of personnel in the Ministry and the Army – a total of 24 NATO certified trainers and 2 certified trainers in the area of protection against workplace harassment.

6.2.2. Functioning of internal mechanisms for protection against workplace harassment and their availability on the Ministry's website through a special sub-window "Stop Harassment".

6.2.3 Cooperation and support from international organizations greatly provides input into the processes of integrating the gender perspective in the Ministry and the Army.

6.3. Give examples of lessons learned

6.3.1. Exchange of experiences, cooperation and participation in activities of regional and international nature.

7. DESCRIBE YOUR NEXT STEPS:

7.1 Briefly describe your plan of activities for the next year and what they will contribute to (implementation of the Gender Equality Strategy, other strategic document of the SAB, etc.)

7.1.1 Implementation of provided activities in the Action Plan for Promoting Gender Equality in the Ministry of Defence and the Army of the Republic of North Macedonia (2024 – 2028) with the purpose of achieving the intended goals and activities.

7.1.2. Implementation of activities in accordance with the Gender Equality Strategy (2022 – 2027).

7.1.3. Strengthening the capacities in the area of gender equality of different categories of personnel in the Ministry and the Army (trainings, courses and seminars at national and international level).

7.1.4. Improving the skills of certified gender trainers in the Ministry and the Army.

7.1.5. Continuous implementation of gender training and training on protection against workplace harassment for personnel in the Ministry and the Army and certification of new trainers in this area.

7.1.6. Activities with support from international organizations in 2026 (continuation of cooperation with DCAF).

– Implementation of activities from the Action Plan for Promoting Gender Equality in the Ministry of Defence and the Army of the Republic of North Macedonia.

– In the coming period, and in order to implement the activities from the Action Plan, a Gender Training Manual will be developed and an animated video will be produced to inform staff about the procedure for protection against harassment, and from 24 to 27 February 2026, the pool will be expanded with 6 (six) new certified trainers from the Ministry and the Army (9 women and 3 men) in the area of protection against workplace harassment.

8. PROPOSALS AND SUGGESTIONS TO THE MINISTRY OF LABOR AND SOCIAL POLICY:

8.1 Please provide your suggestions or initiatives to DEO - MLSP towards improving:

a) The functionality and coordination of gender equality mechanisms

– Improving the content of the Annual Report of the state administration bodies on the progress of the state of equal opportunities for women and men.

– Improving monitoring and reporting mechanisms through the preparation and submission of semi-annual reports, as well as the implementation of interdepartmental meetings for the exchange of experiences, sharing of good practices and coordination.

– Networking of coordinators for equal opportunities for women and men from institutions.

b) Implementation of the Gender Equality Strategy in sectoral policies/programs

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