

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>Biljana Stevkova – Coordinator for Equal Opportunities for Women and Men Elena Ivanova – Deputy Coordinator for Equal Opportunities for Women and Men</i>
<i>Reporting period</i>	<i>2024</i>
<i>Date of submission of the Report</i>	<i>7 March, 2025</i>

Responsible person who approves the Report and confirms its reliability

Dated 7 March, 2025

*First and last name
Minister of Defence
Vlado Misajlovski*

Signature

Date of receipt of the Report by the Ministry of Labor and Social Policy

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

Signature

2. LIST TO THE CONDUCTED ACTIVITIES THAT ARE 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 of Women and Men (LEOWM) (circle)

- A) Positive**
- B) Encouraging**
- C) Programmatic**

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

2.2.1 Strengthened gender equality mechanisms 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 Res.1325 of the Ministry of Defence (2021 - 2025).

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

2.2.4 Adopted 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 (GCSGF).

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

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

2.3. Do you have any indicators/goals for measuring success and progress? (Please list only output indicators.)¹

2.3.1 Strengthened gender equality mechanisms 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 covered by health care programs, the number of women covered by the agricultural subsidy program, the number of women from the target group of 24-49 years, covered by active programs and employment measures, etc. Taken from the Guidelines for the preparation of a draft budget calculation, Ministry of Finance, http://www.mfsp.gov.mk/WBStorage/Files/OP_2012.pdf

- Coordinator and Deputy Coordinator for Equal Opportunities for Women and Men in the Ministry of Defence (2017);
- Gender Equality Officer in the Office of the Chief of the Army General Staff (2019);
- Participation in the Regional Working Group – activities within the framework of the regional project with UNDP/SEESAC;
- Working Group for Coordination, Monitoring and Reporting on the Implementation of the Second NAP of the Republic of North Macedonia for the Implementation of Res.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);
- A pool of 27 certified gender trainers;

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.

- Six-monthly briefing on the results achieved from the implementation of the Second NAP before the Inter-ministerial 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 2024) and an annual report (for 2023) 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 the personnel in the Ministry and the Army in the area of gender equality and protection from all forms of harassment.

- Strengthened capacities of the 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 order to promote the gender component in the Ministry and the Army, a gender self-assessment was conducted (2023-2024), according to which a Report was prepared with the development of recommendations and the adoption of an Action Plan for the Promotion of Gender Equality in the Ministry of Defence and the Army of the Republic of North Macedonia (2024 - 2028) as the final products of the implemented RSP (2024).

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

- A Decision was adopted appointing an 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 whom 4 are men and 16 are women), in accordance with the Law on Protection against Harassment in the Workplace.

-Training was conducted on the topic: "Protection against harassment in the workplace and conflict resolution" with certified trainers from the Ministry of Defence, attended by a total of 17 participants, 15 of whom were women and 2 were men (November 2024).

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 the State Administration of Women and Men:

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 results of implementing this initiative):

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

- Incorporated principle of equal opportunities in the Law on Employees of the Ministry of Defence ("Official Gazette of the Republic of North Macedonia No. 53/24") in accordance with: Article 10 (1) The Law has a gender-sensitive approach and equal applicability to women and men. (2) All terms used in the law in the masculine gender shall mean the same terms in the feminine gender. (3) Respect for gender equality and the principle of equal opportunities for women and men shall apply in all provisions set out in this Law.

- Collective Agreement of the Ministry of Defence ("Official Gazette of the Republic of North Macedonia" no.36/24): Article 54: Trade unions, through their representatives, ensure the implementation and enforcement of measures to protect employees against discrimination, harassment, sexual harassment and psychological harassment (mobbing) in the workplace.

- Continuous incorporation of the principle of gender equality and equal opportunities for women and men into secondary legislation.

3.2.2 The Ministry of Defence will continue 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 2024.

3.3. Do you have any indicators/benchmarks for measuring success and progress (example for an 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 progress, attach them to the Report:

The progress will be outlined in the Annual Report on the Implementation of the Second NAP for Res.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 DATABASE:

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?

4.1.1 Participation in the second phase of the Regional Project "Strengthening Regional Cooperation in Integrating a Gender Perspective into Security Sector Reform in the Western Balkans" organized by UNDP/SEESAC

The project includes four countries: the Republic of North Macedonia, the Republic of Serbia, Bosnia and Herzegovina and Montenegro, and the following activities have been implemented:

Regional activities:

1. Representatives from the Ministry and the Army participated in the following activities:

-9th Regional Meeting of Gender Trainers in the Ministries of Defence and Armed Forces of the Western Balkan countries. The meeting was attended by 20 participants, representatives from the Ministries of Defence and the Armies of Montenegro, Serbia, the Republic of North Macedonia and Bosnia and Herzegovina. 2 participants in the field of gender equality from the Ministry of Defence of the Republic of North Macedonia took part in the meeting. The meeting was held in the period 17-20 September 2024, Serbia.

-An "online course on gender equality" has been finalized, prepared within the framework of the regional project with UNDP/SEESAC, which will be available to the personnel from the Ministry of Defence and the Army of the Republic of North Macedonia, in the preparation of which representatives (gender trainers) from the Ministry of Defence and the Army of the Republic of North Macedonia were actively involved.

- Regional working meeting with the aim of: training and preparing future administrators of the online course on gender equality organized by UNDP/SEESAC, attended by a representative of the gender trainers from the Ministry of Defence. The meeting was held on 27 March 2024 in Belgrade, Serbia.

2. Cooperation with the Geneva Centre for Security Sector Governance (GCSS)

-implementation of the gender self-assessment process in the Ministry and the Army.

A number of activities were carried out for its successful implementation, in which members of the working group for the implementation of the gender self-assessment (staff from the Ministry and the Army) participated:

- In 2024, the activities envisaged in the fourth phase were implemented - the phase of validation of the GSA Report and preparation of the Action Plan for Promoting Gender Equality in the Ministry of Defence and the Army of the Republic of North Macedonia (2024 – 2028).

This phase included two specially designed workshops for review, reflection and validation of the GSA report:

- Workshop on "Assessment Findings and Recommendations" held on 24-25 January, 2024;

- Workshop on "Preparation of an Action Plan - SWOT analysis, priorities, smart goals, risk analyses and building strategies for overcoming them, stakeholders, implementation and definition of future activities" held on 14-16 February, 2024.

- Working meetings and coordination with DCAF representatives and consultants/experts were held in order to organize the activities and the entire gender self-assessment process, i.e. preparation of the final report and drafting an action plan (2024-2028);

- A working group has been formed to implement the Action Plan for promoting gender equality in the Ministry and the Army (2024-2028).

3. Cooperation with the Center for Security Cooperation - RACVIAC

A "Train the Trainer" course was organized by RACVIAC in the period from 02 - 13 September 2024, Zagreb, Croatia, where a certified trainer from the Ministry of Defence - Military Academy was engaged as an instructor - union leader (<https://www.racviac.org/gender-training-of-trainers-course-successfully-concludes-at-racviac/>).

Organized by the NATO Command in Brussels, Belgium and the Center for Security Cooperation RACVIAC – Zagreb, R. Croatia, and in cooperation and support with the Nordic Center for Gender in Military Operations (NCGM), a two-week training of trainers was held in Tunisia in October 2024 for 35 participants from the Tunisian army, at which a gender trainer from the Ministry of Defence of the Republic of North Macedonia was engaged in the organization and implementation of the training as a trainer and syndicate leader.

Other activities:

- Participation in the panel discussion Deep Dive Recap: "The Balkans and the Gender Perspective", organized by NATO International Military Staff (IMS) Office of the Gender Advisor. The discussion was held on 17 January 2024 (https://www.nato.int/cps/en/natohq/news_222406.htm)

- "Orange" panel for cadets from the first, second and third years of studies and their commanders on the occasion of the International Day for the Elimination of All Forms of Violence against Women and Girls, held on 25 November 2024 (<https://www.facebook.com/share/p/15m6PvAKcj/>)
- Visit to the Resource Center at the Ministry of Labor and Social Policy with the cadets from the Military Academy, as part of the subject "Sociology", topic: Gender Equality, conducted on 19 December 2024 (https://mtspresursencentar.mk/event/on-december-19-2024-the-resource-center-was-visited-by-cadets-from-the-military-academy-2024-1219?fbclid=IwY2xjawIS6ThleHRuA2FlbQlXMAABHeuDkTEeh6cOFi3GdPG4QIm0H6TlwMn9W1_b3Gv87urVctSL9nxkOBkYAA_aem_QRj41cJbCH593Dq-6mxEfA)

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

a) Database relating to human resources. **attach a document with an overview of human resources broken down by gender (total number of employees, by title)*
Gender-disaggregated data on administrative employees in the Ministry of Defence by category in 2024, expressed as % of the total number of administrative servants:

- Category B - 54% women and 46% men;
 - Category C - 46% women and 54% men;
 - Category G - 49% women and 51% men;
- Total for all categories together – 48% women and 52% men.

ATP (auxiliary - technical personnel) - 11% women and 89% men.

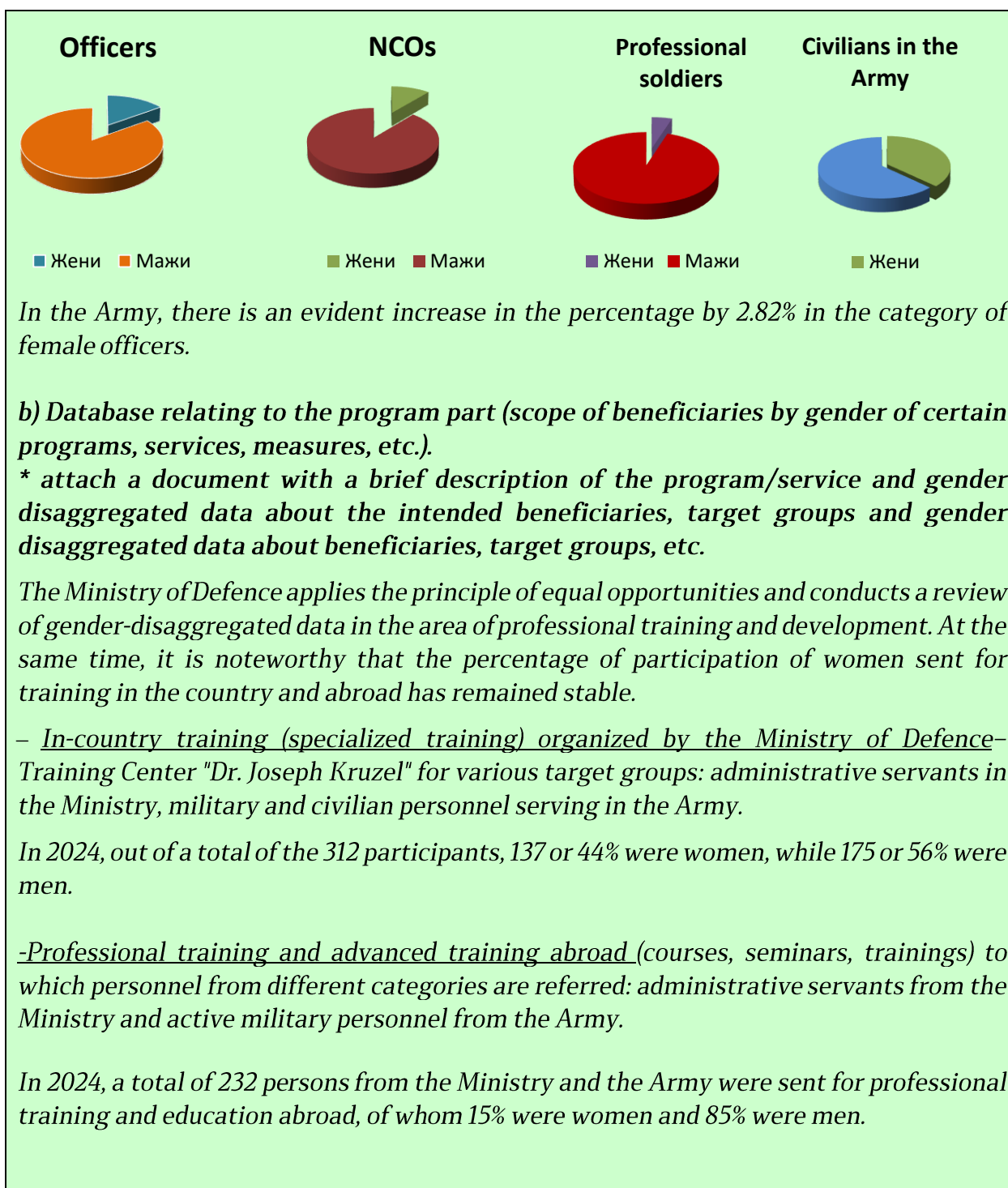
There is an increase in the percentage of women in the Ministry, especially in category B by 5% and category C by 2%, but also in the total percentage for all categories by 1%.

Administrative servants in the MOD



Gender-disaggregated data on military personnel in the Ministry and the Army in 2024:

- Out of the total number of personnel in the Army – 11.99% are women and 88.01% are men.
- Officers – 21.67% women and 78.33% men;
- Non-commissioned officers – 11.99% women and 88.01% men;
- Professional soldiers – 7.04% women and 92.96% men;
- Civilians - 26.78% women and 73.22% men;



5. IMPLEMENTED ACTIVITIES AND ACHIEVED RESULTS IN ACCORDANCE WITH THE STRATEGIC DOCUMENTS IN THE AREA 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 the gender perspective in all segments of work processes and strategic and planning documents.

Status of implementation of Goal 2: Improving women's position in all spheres and private life, i.e. Specific Goal 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.

a) Achieved results

5.1.1 Increased participation of women in Defence, especially in decision-making positions

In 2024, there is a 1% increase in the total number of women in the Ministry compared to 2023, as well as an increase in the representation of women in category B by 5%, as well as in category C by 2%.

In 2024, there was an increase in the representation of women in the Army compared to 2023, which was 11.99%, compared to 2023 when the percentage was 11.23%. As in the officer category, there was an increase of 2.85%, whereas among professional soldiers, the increase was 0.7%.

In the 2024/2025 academic year, the high percentage of enrolled female cadets was maintained, accounting for 21.87%.

A total of 60 participants, 48.3% of whom were women, participated in the professional training and development of officers for the needs of the Army services.

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.

Also, in the competition announcements for enrolling cadets at the Military Academy, and in the advertisements for admission of professional soldiers and civilians to serve in the Army, there is a special paragraph encouraging girls and women to apply.

5.1.2 Gender-sensitive personnel in defence

The Ministry of Defence continuously includes the 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 27 certified gender trainers (18 women and 9 men) who are involved in strengthening gender awareness among staff.

b) Realized activities

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

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

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 defence and assigned to 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 2024, a training on the topic of "Gender Equality" was organized and conducted at the Ministry of Defence for a total of 20 participants (13 women and 7 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 activities conducted in the field of gender equality and a source of funds

➤ Ministry of Defence budget.

➤ Support (donations) from international organizations.

5.2. Are the responsibilities and tasks of the Coordinator and Deputy Coordinator specifically determined in the act on job systematization in state administration bodies?

The responsibilities of the Coordinator and Deputy Coordinator are not specifically defined by the Act on Job Post Systematization in the Ministry. According to the decision on their appointment, 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.

Concurrently, they have access to the necessary information for the proper implementation of the assigned tasks, they directly cooperate with the person appointed on 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?

Were they in the trainings in the role of:

a) attendees

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:

Coordinator for Equal Opportunities for Women and Men:

a) Attendee

b) Trainer

Certified trainer for training on the topic: "Mobbing and Conflict Resolution in the Workplace" engaged as a lecturer in the implementation of training on this topic, November 2024.

Participation

- *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 drafting 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.*
- *Participation in activities stemming from the regional project "Strengthening regional cooperation in integrating a gender perspective into security sector reforms in the Western Balkans" organized by UNDP/SEESAC.*
- *Mediator in a case of workplace harassment in the Ministry.*

Deputy Coordinator for Equal Opportunities for Women and Men:

a) Attendee

- *Training on the topic: "Protection from harassment in the workplace and conflict resolution", November 2024.*

b) Trainer -/

Participation

- *Participation in a Working Group on Gender Responsive Budgeting in the Ministry.*
- *Mediator in a case of workplace harassment in the Ministry.*

5.5. How is the acquired knowledge further transferred to your SAB, do you have a method or a 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 harassment in the workplace.

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.

- Meeting with gender trainers from the Ministry and the Army (May 2024) implemented.

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

5.5.4 Information availability - sub-window of the Ministry of Defence website "Gender Equality".

5.5.5 Information availability - sub-window on the Ministry and Army's website "Stop Harassment".

5.6. How many and which initiatives (draft laws, draft strategies, draft information submitted 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 have been 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.

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 A regional "online course on gender equality" has been developed and will be available to Ministry and Army personnel.

6.1.4. Gender self-assessment process implemented to promote gender equality on the institutional level. Based on the GSA findings, a report with specific recommendations was prepared, as the basis for drafting an action plan, 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 a 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 the personnel in the Ministry and the Army – a total of 27 NATO certified trainers.

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

6.2.3 Cooperation and support from international organizations (through regional projects and project activities at the bilateral level) largely provides input into the processes of integrating 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 a 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. Coordination, monitoring and evaluation of the Second National Action Plan of the Republic of North Macedonia for the implementation of Resolution 1325 (2020 - 2025) in

accordance with the Operational Plans for implementation of all stakeholders developed by the Working Group for Coordination, Monitoring and Evaluation.

7.1.2 Implementation of projected activities from the Operational Plan of the Ministry of Defence for the implementation of the Second NAP for Res. 1325 of the Republic of North Macedonia (2020-2025), with the aim of achieving the envisaged results in the five strategic objectives thereof.

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

7.1.4. 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).

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

7.1.6. Continuous implementation of gender training and training on protection against harassment in the workplace for Ministry and Army personnel.

7.1.7 Activities supported by international organizations in 2025 (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.

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

8.1 Please provide your suggestions or initiatives to SEM - 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 state progress regarding the 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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