

ANNUAL REPORT

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INTRODUCTION

In 2011 we closed the last support of the Think Tank fund which meant we were developed enough and sustainable to continue on our own without institutional support. We had a retreat on which the ten-year strategy of CRPM was made. We committed to become leading think tank in the region.

Since 2012 we are working on regional projects and last 2021 year our portfolio spanned across 9 countries – Albania, Armenia, Bosnia and Herzegovina, Macedonia, Montenegro, Moldova, Kosovo, Serbia and Ukraine. The University of Pennsylvania Think tank index ranked CRPM 42nd in Central Eastern and South East Europe. The NORAD selected CRPM together with two other CSOs from the region to be the channel through which all Norwegian development assistance to the Balkans will arrive to CSOs.

With great pleasure and without sacrificing our values and independence to freely speak and advocate based on evidences, I can on behalf of CRPM say that our ten-year goal we committed to in 2011 has been achieved in the ten-year time frame we have set for ourselves. We are now moving to a new frontier.

Next year we will grow our team and we will welcome at least two more colleagues. We proudly say, after a long time, with the new additions to the team we are also a gender balanced team!

We will with the NORAD supported Smart Balkan program for CSOs work on Europeanization of the Balkans, fight crime and corruption, strengthen participation and accountability, enhance effective partnerships between CSOs and the local/central governments, develop networks.

We will with the ADA, SIDA and EU supported Gender Responsive Budgeting program work on strengthening transparency and accountability for gender equality through furthering capacity of the Gender Budget Watchdog Network of CSOs from Albania, Bosnia and Herzegovina, Macedonia, Montenegro, Moldova, Kosovo, and Serbia. We will also continue developing the Master program on gender responsive budgeting.

We will with the EU and GIZ supported Industrial Relations program implement the policy models for formalization of seasonal workers and institutionalization of the posted workers, promote flexible working arrangements and new forms of work.

We will with the COE supported program fight Sexism and OSCE further develop capacity for introduction of gender in regulatory impact assessments.

Finally, we will continue developing community for stability, development and consensus building in the framework of the School of Public Policy Mother Theresa that is part of the COE Network of Schools for Political Studies.

With the Climate change program supported by GIZ we will enhance the public dialogue on the topics related to energy efficiency, transport, climate protection and urban mobility by involving the MPs from the informal Parliamentarian Green Group within the Macedonian Assembly.

Yours,
Marija Risteska
CRPM, Executive Director

02. POLICY RESEARCH AND ANALYSIS WORK

CRPM managed to maintain the reputation of being a leading Macedonian think tank offering original, excellent quality studies and briefs. The 2021 Report ranks CRPM 42nd on the List of Top 100 Think Tanks in Central and Eastern Europe and South East Europe. The organization developed different products and implemented numerous projects that invigorated policy debates and fostered policy changes.

2.1 - Macedonian politics

School of Public Policy "Mother Teresa"

Since its inception in 2003 and refashioning in January 2011, the School of Public Policy « Mother Teresa » trains future generations of Macedonian political, economic, social, and cultural leaders and policy makers. The themes covered by the School are: Improving Public Policy; Issues in Euro-Atlantic affairs and enlargement; Liberal multiculturalism in theory and practice; and Current Issues in Macedonian and Western Balkan politics. In 2021 the School continued with its activities promoting democratic culture. We organized two weekend seminars each for the generation 2020/2021 and 2021/2. In November 2021, a selected number of students from class of 2020/1 participated at the World Forum for Democracy at the Council of Europe in Strasbourg. Following a hiatus due to the COVID-19 pandemic we also reinitiated the weekly lectures and debates. Here are some photos from these activities.

Budget: €24.700

Funded by: Council of Europe, and NATO



2.2 - Labour

Improving the quality and the level of the representation of employees through organizational assimilation and the efficient use of the EWC instrument by parties interested in industrial relations EWC

In 2021, CRPM fully implemented this project through which we continued making efforts to strengthen the capacities of the social partners in the country.

Due to the pandemic, we completed most activities online. That included last years' research activities such as focus group discussions and more than 15 in-depth interviews with relevant stakeholders and actors. Our researchers also analysed the national legislation and the level of its compliance with the relevant EU directives, that are the Directive 2002/14/EC on establishing a general framework for informing and consulting employees and the transposition of Directive 2009/38/EC on establishing EWCs. The national report entitled '[European Works Council, reality or future?](#)' was based on the findings of the research conducted within the project. The report contains an analysis of the current situation and the legal framework, including an explanation of the setting of the social dialogue. The level of information and expertise of the representatives of the social partners was examined, and the research team expects that the implemented activities will provide a significant basis for paving the way for development and consistent application of this instrument for representing workers, and thus to support in building professional union workers. Additionally, the report provides appropriately designed recommendations for promoting social dialogue at the enterprise level and improving the quality of workers' representation and advocacy, through the creation of (European) Works Councils with the support of the trade unions. Furthermore, in 2021, the Institute for Public Policy based on all national reports produced the document 'Comparative Executive Summary - European Works Councils in Eastern Europe'.

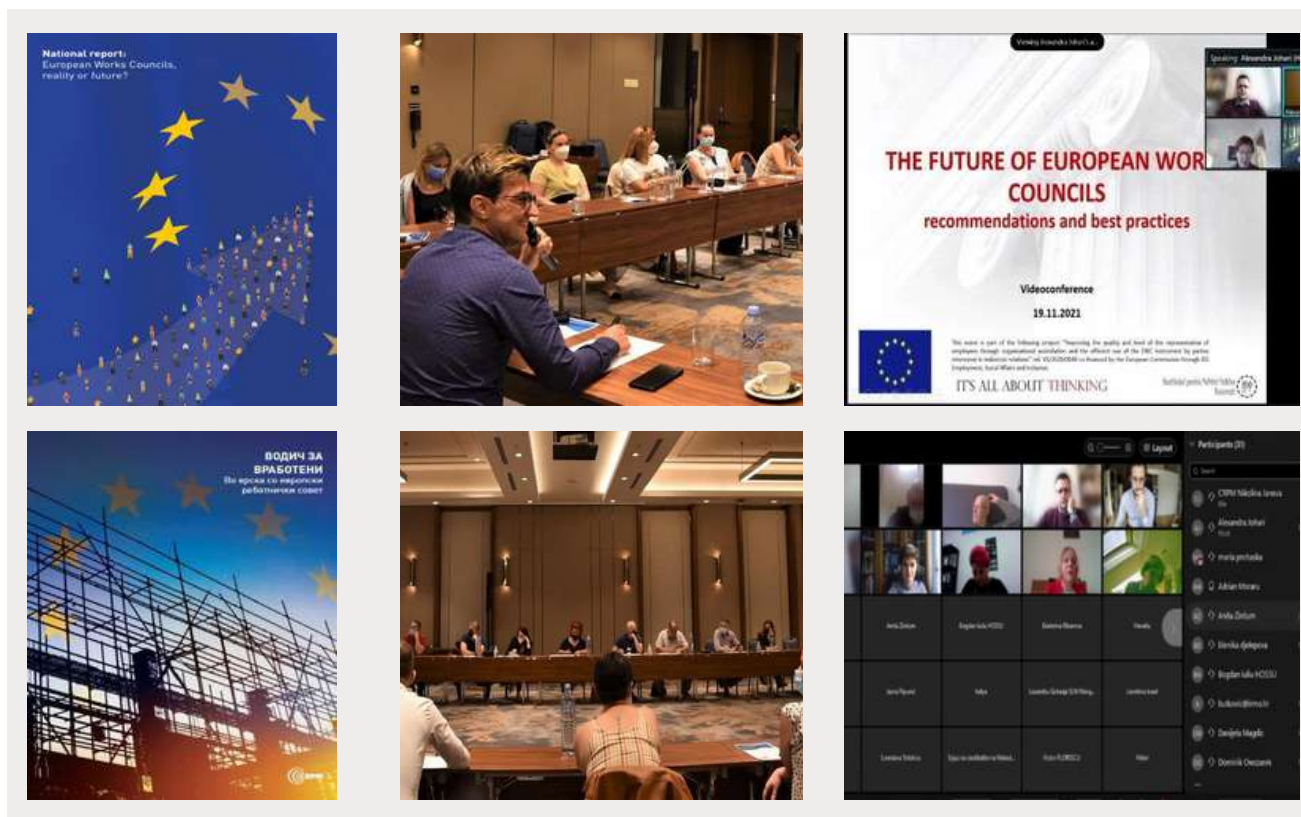
With the help of information and lessons learned through the research, the comparative summary, and the study visit organized online with German experts on EWCs, we developed curricula for the one-day training. CRPM mapped and invited relevant trade union organizations to have their representatives. The circumstances allowed to organize training with a physical presence. The two trainers developed their presentation based on the guidelines of the project team, including the advice of the trade union expert, and all participants were encouraged to take an active part throughout the training. The event achieved its goal, the participants gained new knowledge and practical skills that can help them represent their interests at the company level through the European Works Councils.

The main output of the research and the training was the Employee guide to EWCs addressed to the employees of the multinational companies in the country. The guide entitled '[Employee guide on the European Works Council](#)' contains practical information about the (European) works councils, their benefits and significance, and how to establish them in the company where they work. It also took into account national specificity and was developed by a relevant trade union expert.

Within the project as a last activity a final conference was organized. Due to the virus, it was organized online and it reunited project participants from all partner countries as well as relevant industrial relations stakeholders, civil society representatives, public administration representatives, members of the press etc. Each partner presented its findings. Besides that, the coordinator presented the output of the conference that is the Common Declaration supported by all trade unions representatives. The Declaration after the event was disseminated to all interested stakeholders within the European industrial relations system, specifically ETUI, ETUC, ITUC, Business Europe, etc.

Budget: €43.225

Funded by: European Union



Increasing Employment Opportunities for Seasonal Workers in the SEE Region

CRPM in the next three years will continue the reform process by providing support for the formalization of the undeclared seasonal work in agriculture. In cooperation and with support by GIZ GmbH in July 2021 we started implementing the project 'Better employment conditions for seasonal workers in MK'. The overall objective is to initiate, support and facilitate the process of reforming the system for registration of seasonal workers through adopting new or amending legal act(s) for use of software solution that will simplify the whole procedure.

Last year in the sector, we have identified a high degree of undeclared seasonal work mainly related to the small employers (individual farmers and small farms). Seasonal workers are not legally protected and do not have health insurance (in case of injury or illness). Therefore, we proposed a model to stimulate their integration into the formal economy that will also facilitate their access to employment and decent work. In accordance with the strategic goals defined in the Strategy for formalization of the informal economy in the Republic of Macedonia, 2018-2022, it was proposed to introduce a new system for electronic registration of seasonal workers in agriculture which will simplify the procedure, and will serve as a mechanism to formalize undeclared work. The software solution (portal) will enable the use of digital tools for registration (smartphone, tablet, laptop, computer, etc.). The undertaken research activities and the developed models were presented to the Working group at the Ministry of Labour and Social Policy in autumn 2020.

The activities in that direction and cooperation/coordination with the MLSP continued with the new project in 2021. The project has received support from the MLSP and the competent institutions and is expected to start working on the legal framework next year. GIZ GmbH/CRPM will also develop and implement the new portal for registration. Namely, funds are provided for developing the software solution, which includes complete harmonization with the existing E-Systems and its official launching as soon as the legal framework is adopted.

Budget: €160.000

Funded by: German Development Cooperation (GIZ)

2.3 — Education

P4P: “Passage4prevent: use of education to prevent youth online radicalization”

The overall objective of the action was to build digital resilience to youth online radicalization through use of education in prevention. Since every community depends on the active participation of its members in prevention and countering violent extremism it was important such tools to be accessible for people to be active on the Internet. Young people use internet to discuss, debate, and dissent. Building skills and raising awareness how to process and adopt topics and issues such as terrorism and extremism makes the youth and the overall community more resilient.

The action was limited to the five regions of Macedonia: the Skopje region, which gave the biggest number of foreign fighters; the Polog region and Northwest region where most Albanians live and may be subject to further radicalization through influences based on linguistic and ethnic kin of the recruiters. The action was further extended to the East region and the Vardar region where it is expected, with the current developments related to the change of the constitutional name, the far right Macedonian ethno-nationalist movement to be the strongest and facilitate radicalization processes that can lead to violent extremism. More specifically, given the fact that the action was a follow up of the project Educate2Prevent that has been implemented with Hedayah’s support, the target municipalities are the same: Aerodrom, Arachinovo, Gazi Baba, City of Skopje, Chair, Tetovo, Gostivar, Saraj, and Kumanovo. In addition, the intervention in this phase is extended to the municipalities of Shtip and Veles.

The main target group were high school students in 42 schools from these five regions, their teachers and the school support staff (pedagogues, psychologists and sociologists) from the targeted schools. In particular, at least 8,006 high school students from the total of 26,687 students from these five regions, and 764 school staff were targeted as direct beneficiaries. In addition, 10 municipal education policy staff, which plays pivotal role in radicalization prevention chain, have also directly benefited from the activities.

With the institutionalization of the CVE curriculum in teachers training and the CVE modules in education curriculum over 70,000 high school students from all Macedonia were the final beneficiaries from the project as their awareness was raised through the capacity building and awareness raising materials produced within the project were made available on the online platform. This made the 11 communities targeted with the project more resilient to radicalization that leads to violent extremism.

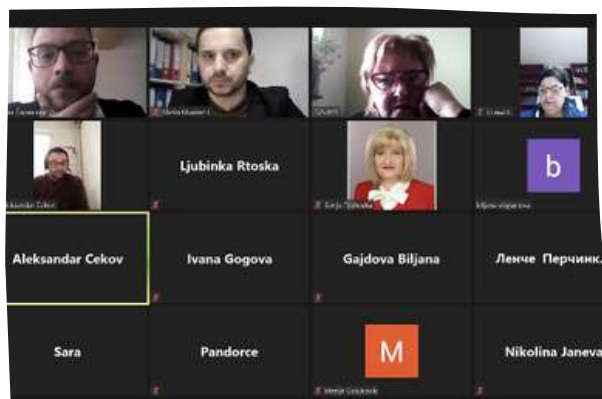
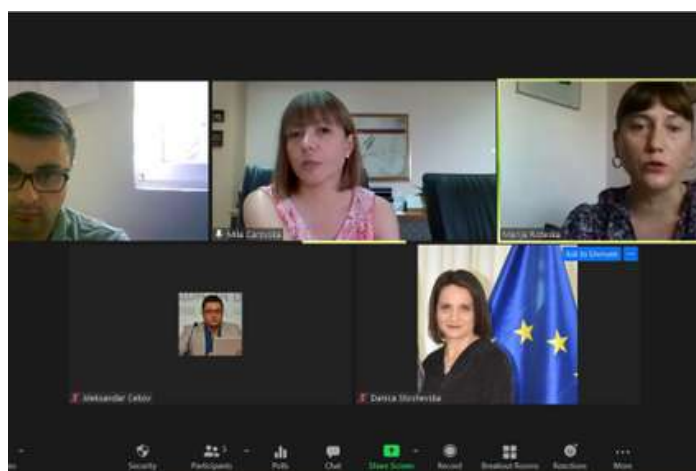
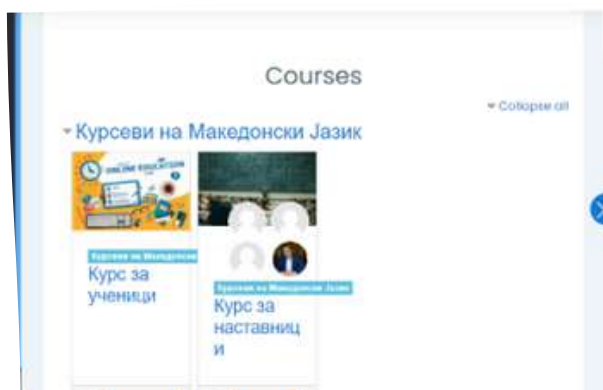
On 28.06.2021, the advocacy meeting took place with representatives of relevant institutions – Mrs. Mila Carovska, Minister of Education, Marija Mihajlovska form the Office of the National Coordinator for CVECT, Danica Stoshevska, from the EU Delegation in Macedonia. The meeting followed the following agenda:

- Presenting of the P4P project result;
- Presentation of the policy brief and the recommendations for enhancing cyber security in highs schools;
- Discussion on the possibility to institutionalize the recommendations and developed digital and hard copy materials within the project.

During the discussion and reflection from the Mrs. Carovska, she expressed readiness for endorsement of the developed materials within the project and adoption of the recommendations by the Ministry of Education. As a follow up, the CRPM team sent the materials to the head of office of Mrs. Carovska – Mrs Sanela Shkrijelj so that the team in the Ministry can proceed further the documents.

Budget: €75.772

Funded by: European Union



Sexism: Combating Sexist Hate Speech

Hate speech is a burning issue that needs to be addressed immediately. Having in mind that we have experience in developing effective tools in addressing cyber safety issues and CRPM has extensive experience in gender equality, we seek focus on combating sexist hate speech. The overall objective of this action was to contribute towards building resilience against online sexist speech amongst the youth. In doing so, the project seeks to attain the following specific objectives:

- To propose policy recommendations for combating this form of hate speech based on the survey, debates with relevant stakeholders and CoE recommendations in this area;
- To raise the awareness of the youth in N. Macedonia about the sexist hate speech; and
-

The action is in line with the Recommendation CM/Rec(2019)1 of the Committee of Ministers to member States on preventing and combating sexism, adopted on 27 March 2019, especially with the measure propose in awareness raising package, I.B.7. Promote a gender equality perspective, as well as the development of critical thinking for the countering of sexism in the content, language and illustrations of toys, comics, books, television, video and other games, online content and films, including pornography, which shape the attitudes, behavior and identity of girls and boys.

Budget: €4.935

Funded by: Council of Europe

2.4 — Gender

Advocacy and expert level dialogue with Government and Parliament to amend existing legislation in the field of gender-based violence and gender-based discrimination, in line with international standards, human rights mechanisms recommendations (UPR, CEDAW, CAT, CERD, CCPR, CESC), EU Directives and Istanbul Convention

In the first phase the project aimed to establish close cooperation with the MLSP, as well as with other relevant ministries with the aim of identifying priorities related to harmonization of the legislation in line with IC. As a result of the cooperation these 5 priorities were identified:

- Harmonization of legislation with IC and introducing new criminal acts;
- Changes in the law on criminal procedure;
- Need of increasing the number of shelter centres, centres for protection of sexual violence, psychological counselling centres on the territory of the whole country, not only in Skopje;
- Organizing trainings for judges, lawyers;
- Opening counselling centres for perpetrators.

In the second phase, CRPM organized consultations /discussions with all relevant stakeholders with the aim producing concrete recommendations for revisions of the legislation. The following results were achieved:

- On 19/10/2020, at the meeting with Minister Shahpaska, it was agreed for CSO representatives to examine the Draft law and submit comments. CSOs formed working groups, drafted comments, and submitted them to MLSP. Additional meetings were held, and certain CSO comments were accepted. The provisions regarding Services for other victims of domestic violence (elderly, boys, etc.) were accepted, while separate article on the Reintegration Program and special provisions on forms of violence were not accepted;
- At the 18th session of the Government on November 9th, 2020 on the proposal of MLSP, the ministers adopted the Draft-Law on Prevent;
- On 2 of December 2020, as part of the global campaign "16 Days of Activism Against Violence Against Women and Girls", CRPM and the National Network against Violence against Women and Domestic Violence organized a working meeting on Zoom, with the Commission for Equal Opportunities and women members of the Assembly, which discussed the progress in the implementation of the NAP for the implementation of the Istanbul Convention (2018-2023), focusing on the Draft Law on Prevention and Protection from Violence against Women and Domestic Violence and the necessary amendments of the Criminal Code in order to comply with the Istanbul Convention;

- On December 28, 2020 an Expert Level Discussion was held with the representatives of Academia, CSOs, judges (retired and incumbent) and lawyers working with victims of gender- based violence. At the Zoom Meeting the participants reviewed and examined the draft amendments of the Criminal Code, in relation to their alignment with the IC. The proposals were sent the Ministry of Justice and the working group within the Ministry;
- On 15/12/2021 CRPM, participated in the public debate organized by the commission for equal opportunities were the executive director Dr. Marija Risteska presented the draft-amendments of the Criminal Code in accordance with the Istanbul Convention.

In the third phase, the CRPM together with the National Network against Domestic Violence, conducted advocacy and lobbying activities aiming at initiating a formal procedure for amending the legislation.

Budget: €32.895

Funded by: UN Women and EU



In the course of 2021, GBWN was focused on three areas in terms of the implementation:

- (i) capacity building;
- (ii) advocacy and lobbying; and
- (iii) networking and increasing our visibility.

When it comes to the first strand (i), we managed to organize two webinars. In first one titled Gender Equality and Climate Change we managed to increase CSOs' representatives understanding of linkages between gender equality, the gender transformative actions and climate change response as well as to boost the discussion on the approach of GRB watchdogging in climate change actions funding as well as to explore CSOs' intersectoral cooperation possibilities in the WB region. In regards to the second one, titled Quest for feminist post- COVID-19 recovery we succeeded to boost the dialogue on the importance of full fledged implementation of the EU GAP III, the fiscal implications that caused challenges and pitfalls in meeting the needs of different women during the fiscal COVID-19 response, the gender responsiveness of budget during the lockdowns, the transparency of the process of responding to COVID-19, the accountability for COVID-19 response and its impact on women. In addition, we introduced ourselves with the latest UN Feminist plan as well as on the Femme Fiscale's advocacy campaign Mehr fur care. In terms of the capacity building, GBWN successfully supported (financially and with individual mentoring scheme) 36 sub-grantees from all seven project countries which delivered comprehensive GRB appraisals/reports in eight different areas - Citizen's participation in budgeting and capacity building for GRB, Social and child care, Sport and education, Disability, Women economic empowerment, Regular and menstrual hygiene, Domestic violence and Women's farmers. With the second call for training CSO on GRB we managed to bring the number of sub-grantees to 42, which means that 6 newly selected organizations are working on previously detected gender equality challenges, both on national or local level.

In terms of the (ii) advocacy and lobbying CRPM and GBWN in 2021 are proud that on 25th of February 2021, presented the gender fiscal analysis entitled "[Dealing with COVID- 19: How does public spending affect gender equality?](#)". This analysis focuses on public funds allocated to implement Government measures of the first, second and third package of crisis response measures in the total amount of 194.4 million euros, as per the March/April to July 2020 period, for which this gender perspective analysis is done. As the budget plays a central role in the Government's response to this public health issue, measures specifically designed to effectively protect the population from the spread of the virus, as well as measures to reduce the negative effects on the economy, are analyzed using gender-responsive budgeting tools, i.e. gender budget cost analysis and gender-responsive assessment of beneficiaries of measures funded through public finances.

We also presented the Knowledge product on Delivering on SDG 5.C.1. in 2019 in Western Balkans and Republic of Moldova which detects that further efforts are needed in all project countries, whereas in the case of Macedonia special attention should be given to existence of mechanisms to make resource allocations publicly available to increase accountability to women and men. Through a method of triangulation, in five areas (i) Timeliness of response; (ii) Gender responsiveness of budget (fiscal measures for COVID-19 response); (iii) Transparency of the process of responding to COVID-19; (iv) Accountability for COVID-19 response and its impact on women and (v) Gender Impact of COVID-19 fiscal measures, the Gender Budget Watchdog Network developed the Monitoring Report on the Fiscal Impact of COVID-19 Crisis on Women in Western Balkans and Republic of Moldova that provides close perspective for each of the countries GBWN how much successful were the national authorities in regards to the measures and recovery funds in mitigating and mollifying the worsen situation of women and their basic rights during the lockdowns and the pandemic. Speaking about CRPM's advocacy and lobbying efforts in Macedonia, we need to highlight the submission of amendments to the Budget Law in April 2021, specifically advocating for regulation of Gender Citizen Budget, regulation of gender budget statement, and Gender fiscal report.

In the end of November, we also organized a zoom event at which MPs from the Parliamentarian Committee on Finance and Budget, Equal Opportunities for Men and Women as well as MPs from the Club of Women MPs, alongside CSOs representatives and Macedonian GBWN sub-grantees they discussed the gender perspective of the draft budget for 2022. The main conclusion was that the Draft Budget 2022 fails to meet the gender component and does not provide easy to find finance allocations for gender equality, thus prevents citizens and civil society organizations from knowing and monitoring which gender goals the budget will achieve and with which indicators can be monitored. CRPM initiated, whereas MPs agreed that in the first quarter of next year it will be necessary to organize an oversight hearing regarding the Budget for 2021 and how much public money has been spent this year in regards to the enhancement of the gender equality in the Macedonian society. Speaking about the last strand, (iii) networking and increasing our visibility, we are proud for publishing six Newsletters which provide information of project's success and impact, inform the stakeholders on the findings in regards to the delivery of the SDG 5C1 indicator, the effectiveness of the national Covid-19 recovery packages in light of the gender equality as well as on the work of our sub-grantees. We also networked with European women's lobby and For gender justice and conducted a study visit in Spain. The main purpose of the visit was to familiarize ourselves with the GRB interventions in Andalucía, Catalonia and Barcelona where we met local officials who work on the GRB concept as well as local feminists from several CSOs and associations.

Budget: €605.759

Funded by: Austrian Development Agency & Swedish International Development Cooperation Agency

Through Gender Lenses: appraising budgets and policies; watchdogging local action plans for gender equality implementation

This year together with our project partners Journalists for human rights, Rural Coalition, Roma women and youth association-Luludi and Educational Humanitarian Organization-ECHO, we initiated the three and a half years project: "Through gender lenses: appraising budgets and policies; watchdogging local action plans for gender equality implementation". The project's main objective is through structured networking and cooperation with local governments to shape policies and budgets to respond to the needs of women and men, especially in times of crisis.

In order to achieve active collaboration with the selected municipalities in January we have signed memorandums of collaboration with the following municipalities: Chair, Shuto Orizari, Brvenica, Tearce, Kavadarci, Negotino, Delchevo, Makedonska Kamenica, Probishtip, Radovish, Gevgelija, Krushevo, Struga, Vevchani, Staro Nagorichane and Lipkovo. In the following period a baseline survey was conducted by 11 local researchers to analyse the pre-existing situation in the targeted municipalities on gender equality. The survey assessed the attitudes and perceptions on gender equality of the citizens, CSOs and municipal administration in targeted municipalities, their needs and challenges they face in meeting these needs and the participation of the final beneficiaries in the decision making process. The survey was answered by 618 citizens from 17 municipalities have responded the survey out of which 62% women and 38% men; 33 representatives from the municipal administration from 17 municipalities and 35 representatives from the local CSOs. Total of 686 people answered the survey.

In the end of February and beginning of March as part of the project activities a gender analysis of the 17 municipalities' annual programs and the decision-making positions on local level was conducted which resulted with a "Gender analysis of leadership positions and municipal programs for 2020/2021"[1]. The analysis was delivered to the mayors and municipality administration in order to raise awareness on the need of the inclusion of the gender perspective in the development of the programs as well as the inclusion of women on leadership positions. Through the analysis a significant level of gender inequality in decision-making positions in different areas in the municipalities was accentuated. In order to inform the public and raise awareness among the local and national public institutions regarding this issue, we joined the global campaign for International Women's Day and the project team carried out a one month long campaign named 'Month of gender equality in decision-making'. The campaign goals were:

- To reduce the reproduction and continuation of the gender hierarchy in decision-making processes on national and local level;
- To challenge the gender stereotyping in specific sectors/areas in public institutions;
- To encourage the engagement of women in political decision-making on national and local level.

[1] Available online at <https://crpm.org.mk/wp-content/uploads/2021/04/Родова-анализа-на-општинските-програми-за-2020-2021.pdf>

Starting on 8th of March the logo of the project was promoted as a frame on each of the profile pictures on Facebook of the project partners' accounts and total of 34 info graphics [2] were shared:

- 21 Specific info graphic for each of the municipalities presenting gender-disaggregated data for the following decision-making positions: the Mayors, the presidents of the municipality council, members of the council, coordinators for equal opportunities, coordinators of the municipality's crisis centres, heads of departments, presidents of the urban and local communities, directors of kindergartens and primary and secondary schools;
- 9 info graphics presenting the gender-disaggregated municipalities showing the percentage of men and women on decision-making positions[3];
- 4 Comparison cards on different positions that showed and challenged the existent gender stereotyping of particular positions.

The campaign ended on 8th of April with the closing event-Ministerial debate on the topic 'Challenges for gender equality in decision-making' . The debate was moderated by Marija Risteska and the participants were the following:

Ambassador David Geer, Head of the Delegation of the European Union
Mila Carovska, Minister of Education and Science
Jagoda Shahpaska, Minister of Labour and Social politics
Radmila Shekerinska, Minister of Defense
Irena Stefoska, Minister of Culture
Zoran Dimitrovski, Deputy Minister of Local Self-government

The main purpose of the debate was to internalize gender equality on national and local level through challenging gender stereotyping in specific areas in public institutions and at the same time strengthening the inclusion of women in political decision-making.

In the period May-June,16 community forums were organized in the targeted municipalities to identify the needs and the priorities of both women and men based on a pre-developed methodology. Each forum had three sessions, where the citizens defined the problems, found solutions and prioritized them. Due to COVID-19, the forums were organized online in total of 49 online event, two hours each, due to the physical distancing requirements. Total of 1163 local citizens were mobilized to participate in the community forums out of which 833 women and 330 men[4]. In the summer period the results of all the forums were collected and analysed.

[2] Available online at <http://www.crpm.org.mk/gender-policy-analysis-appraisal-publications/>

[3] Available online at <https://www.youtube.com/watch?v=krWFr9hqSos>

[4] See more at <https://crpm.org.mk/форуми-во-заедницата-community-forums/>

[5] See more at <https://crpm.org.mk/консулстациона-средба/>

In July, in cooperation with the Association of local self-government units and with support from the Delegation of the European Union in Skopje, we conducted consultations[5] with representatives from 19 local self-government units where we identified the priorities for the national implementation of the EU Gender Action Plan (GAP) III - An Ambitious Agenda for Gender Equality and Women's Empowerment in EU External Action. [6]

In the period September-October we developed 16 Budget policy initiatives for each of the municipalities based on the community forums' results. These documents were delivered to the municipal administration prior to the development of the annual programs and budget for 2022. The Budget policy initiatives were tailor-made for each municipality based on the needs and priorities of the local citizens including women and other vulnerable or marginalized groups. We used these documents together with the project partners to advocate for gender responsive budgeting and inclusion of the gender perspective on local level. Due to the local elections, the development of the annual programs and budget is delayed and the budget initiatives and citizens priorities are taken into consideration and incorporated in the annual programs in around 10 municipalities.

Prior to the elections we raised awareness on the need of women participation in the leading positions on local level. We monitored the participation of women in the local elections and after the devastating result where only two women out of 25 female candidates were elected for Mayors we raised awareness on the backlash of gender equality on local level. We conducted a brief analysis of the participation of women in the local elections during the last 25 years in Macedonia and created info graphics to call for public attention on the gender inequality. [7]

In November, based on a TNA report we delivered two three-day online trainings for the local CSOs to build their capacities in the use of GRB tools. Thirty local civil society organizations were strengthened and trained to use the GRB tools to provide policy analysis and recommendations as well as participate in the policy and budget processes on local level. [8] The CSOs are registered and/or implement their activities on the territories of the targeted municipalities. Additionally, our baseline survey showed the need for training on GRB for the municipalities administration so 12 representatives were involved in the introductory to GRB training. In this way we formed a network between the local CSOs and the representatives from the municipalities.

[6] Available online at https://ec.europa.eu/international-partnerships/system/files/join-2020-17-final_en.pdf

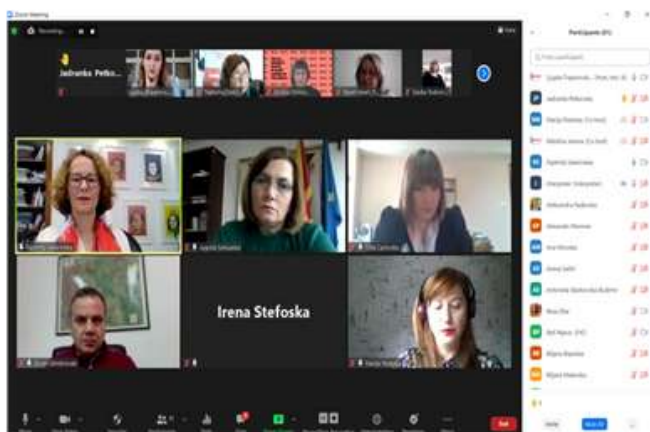
[7] See more at <https://crpm.org.mk/25-години-родова-неднaквoст-на-локално/>

[8] See more at <https://crpm.org.mk/обука-за-градење-на-капацитетите-на-го/>

Prior to the campaign 16 days of activism to end gender based violence we developed a Gender situation analysis for 2021. Together with the project partners we joined the global campaign 16 days of activism with a social media campaign on the topic "Women's safety in public spaces". By using the data collected in the baseline survey and community forums, we created infographics which were used to raise awareness among the local municipalities about the harassment of women on public spaces in the targeted municipalities. In our main focus were the unlit streets and the lack of safe public toilets as well as the menstrual hygiene, so we demanded publicly the targeted municipalities to take action and improve women's safety on public spaces. We finished the first year's activities with a call for sub-grants for the trained local CSOs to prepare gender monitoring reports for the targeted municipalities in the following year. [9]

Budget: €445.357,00

Funded by: European Commission - IPA Civil Society Facility and Media Programme 2018-2019 - Support to Civil Society Networks and Platforms in the Republic of North Macedonia



[9] Available online at <http://www.crpm.org.mk/25227/>

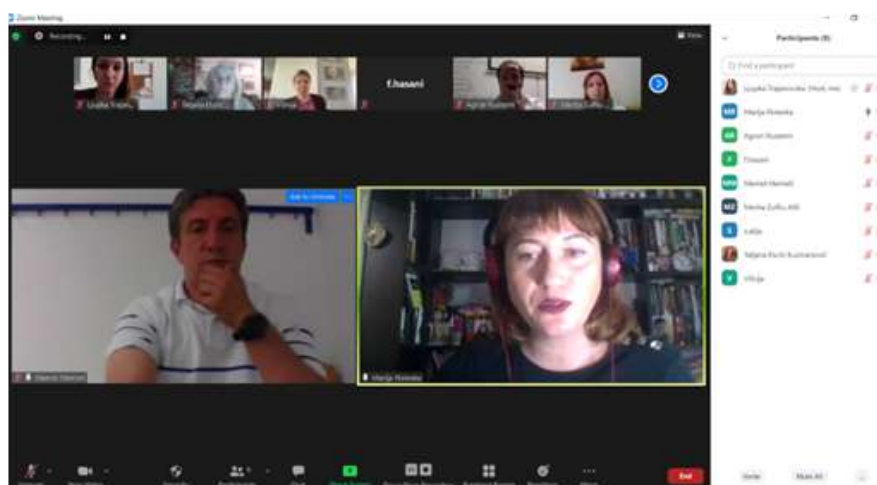
Gender Responsive Budgeting Master Program

In the beginning of the year we also started the project "Master class in Gender responsible budgeting" in partnership with South East European University, Gender Knowledge Hub, 20.000 Frauen-Austria and Novi Sad School of Business. The main objective of the project is promotion of the concept of Gender responsive budgeting through establishing the Master course in GRB. The collaborative and innovative curricula will be of strong benefit to students and teaching staff as the main target groups in the project and higher education overall. Our direct target groups are undergraduate students, civil servants, counselors and representatives of Local Self - Government. Our indirect groups are the staff from HEI's and the NGO's which are interested in GRB topic.

In the first half of the year, the Center for Research and Policy Making in close consultations with the project partners developed a manual and methodology for the GRB course and we delivered a short-term joint staff training event for the partners and their staff. In the second part of the year, we developed two modules for each of the first three curriculums: Introduction to GRB, policy and watchdog reporting; Gender budget analysis, assessing relationships and target groups and Gender budget expenditures analysis and beneficiaries assessment. We also developed a module in collaboration with different partners for each of the curriculums. In December we took active participation in the second short-term joint staff training event organized online due to the COVID-19 situation by our project partner Novi Sad School of Business.

Budget: €20.250,00

Funded by: Erasmus+ - National Agency for European Educational Programmes and Mobility



Introduction of gender in RIA processes

At the end of the year prior to the adoption of the new Law on Gender Equality we initiated the project activity "Introduction of gender in RIA process as part of OSCE's project Supporting Democratic Governance and Inclusion Processes. The overall objectives relates to creating g/ender sensitive legislation and assessing the impact of legislation on gender equality.

In November we develop a research methodology and a Training Needs Assessment questionnaire for policy makers in order to depict the status of understanding of the gender concepts and skills for gender analysis and gender mainstreaming of the RIA process. The TNA was administered online and the gathered data was used to produce a training program/curriculum.

Based on previously developed training curricula, we delivered two, two-day trainings to central government line ministries' administrative servants on gender mainstreaming of the regulatory impact assessment process. The trainings were held online due to the COVID-19 measures. Total of 40 administrative servants have been involved in the interactive trainings out of which 8 men and 32 women. They were introduced with the concept of gender equality, the gender inequalities in different areas as well as how to use the gender perspective in the regulatory impact assessment processes. We also developed a draft Manual for introduction of gender in regulatory impact assessment which will be delivered in all the relevant institutions in the beginning of next year.

Budget: €2.000

Funded by: OSCE Mission to Skopje

The image shows a presentation slide from a video conference. The slide is titled "ЧЕКОР 1- ДЕФИНИРАЊЕ НА ПРОБЛЕМОТ" (Step 1 - Defining the Problem) and features a tree diagram. The trunk of the tree is labeled "Главен проблем" (Main Problem). The branches are labeled "Причина 1", "Причина 2", "Причина 3", "Причина 4", "Причина 5", "Причина 6", "Причина 7", "Причина 8", "Причина 9", "Причина 10", "Причина 11", "Причина 12", "Причина 13", "Причина 14", "Причина 15", "Причина 16", "Причина 17", "Причина 18", "Причина 19", "Причина 20". The roots are labeled "Причина 1", "Причина 2", "Причина 3", "Причина 4", "Причина 5", "Причина 6", "Причина 7", "Причина 8", "Причина 9", "Причина 10", "Причина 11", "Причина 12", "Причина 13", "Причина 14", "Причина 15", "Причина 16", "Причина 17", "Причина 18", "Причина 19", "Причина 20". The slide also contains a list of steps and a video call interface on the right side.

2.5 — Sustainable development

Corruption risks assessment: environment and health

Overall objective of the project was reducing health and environmental corruption by building partnerships between civil society and institutions. To that end the project set the following specific objectives:

Specific objective 1: The platform identifies corruption risks and works to improve policies in the areas of environment and health

Specific objective 2: The platform works in partnership with the institutions in embedding an anti-corruption approach in the sectoral sector for planning reforms in the areas of life environment and health

Specific objective 3: The platform actively provides support and knowledge to civic networks and platforms working in the fields of environment and health

Specific objective 4: Increase the capacity of the Anti-Corruption Platform of CSOs for Advocacy and Policy Making

The CRPM team conducted research with an aim of mapping the risk of corruption in the area of environment. For that purpose, a methodology was developed that included the following aspects:

- identification of risks;
- analysis of risks; and
- risk assessment.

In the first step, relevant theories were used in the identification of the risks, then historical data on corruption risks in this area, expert opinions and input from relevant stakeholders and stakeholders.

Once the risks were identified, the risks were analyzed in order to understand their nature, range and factors that contribute to their occurrence.

Finally, an assessment of their impact was made from economic, social and political character. Policy recommendations for risk management and mitigation of their impact on the environment will be developed and sent to the relevant institutions.

Budget: \$44.985

Funded by: Foundation Open Society

Regional cooperation and competence development of parliamentarians of South-East Europe on energy efficiency, climate topics and sustainable urban mobility

We continue to upgrade our “green portfolio”. With these action we are aiming at bringing dynamics to the informal green parliamentary group within the Assembly. By increasing their familiarity and knowledge on the topics of energy efficiency, transport and climate protection we want to see these group more active as a key stakeholder in the monitoring and watch dogging processes in our country. In November, 2021 we organized an event at which 9 MPs discussed on what has been done in the past 30 years since the independence until nowadays, highlighting the progress, but more so the additional efforts and tasks that should be implemented in terms of meeting the EU criteria and other international contracted pledges on the relevance of environmental protection, energy efficiency, climate change mitigation and promotion of urban mobility. In addition, the modalities to improve the work of the so-called Green parliamentary group were also elaborated. Finally, we promoted the [findings of the survey on the involvement of MPs and members of the informal Green parliamentary group in the local election campaign](#), as well as their perception and views on the way the group works. The research data indicate that the group is not visible to the public and the media, and there is much room for improvement in the way MPs from this group communicate with citizens through social networks. In other words, training is needed to focus on improving the communication with the general public in a clear and concise manner. Additionally, through the interviews with some of the MPs, it was pointed out that additional professional/expert support is needed in the work of the group, frequent unofficial meetings among the members and civil society actors, trainings in order to expand the knowledge on the energy ,climate protection and urban mobility related topics, but also closer ties with journalists.

Budget: €20.000

Funded by: GIZ – Open Regional Fund for South East Europe - Energy, Transport and Climate protection on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ)

03. EVENTS

Study tour Spain 11-15 October 2021

The main purpose of the visit that was carried out as an integral activity within the Gender Budget Watchdog Network, funded by the Austrian Development Agency (ADA) and supported by the Swedish International Development Cooperation Agency (SIDA), was to familiarize ourselves with the GRB interventions in (i) Andalucía, (ii) Catalonia and (iii) Barcelona where we met local officials who work on the GRB concept as well as local feminists from several CSOs and associations.

In terms of the (i) Andalucía's experience, a lot of novelties were learned while meeting Paula Cirujano, the Coordinator of the GRB Programme from the Institute of Finance Public Studies – IEHPA, Ministry of Finance. Namely, the gender budgeting strategy of Andalucía contributes to the economic growth, is a prerequisite for sustainable development and social cohesion, and enhances the policy efficiency, transparency and accountability. The Andalusia GB Strategy is consisted of five phases. In Phase 1, the public law, passed in 2003, established a commission in the Regional Institute of Finance to ensure that gender equality is promoted throughout the budget. The legal framework development is included in the second phase, which resulted in the establishment of the Gender Impact Commission of the Budget. The gender mainstreaming part is included in Phase 3 of the budget process, in which the gender equality principles were introduced, whereas for the purpose of prioritization of issues, the G+ Methodology was launched in Phase 4 in 2007. The 159 budgetary programs are focused on the cash flow and the involvement of people. Lastly, GB Audit is performed in Phase 5 since 2013, and assesses the degree of gender integration in planning and performing of the budget programs and public entities. The audit is the only document that is compiled of all relevant gender related information.

The second meeting in Andalucía was held with Ms. Maria del Mar, Director of Gender Equality Agencia Andaluza de Cooperación Internacional para el Desarrollo, Junta de Andalucía. It was said that the regional mechanism is to the level of administration, more specifically civil society and the unions should be reached, and for that reason they aim to utilize the regional framework as a tool for identifying the best approach for investing that takes into consideration the gender-based factors across the investment. Their current budget of 36 million is concentrated in human development, more specifically action aid; contributing in countries, such as Latin America, Morocco and many others, sensitization in Andalucía universities and CSOs and etc.

The last meeting in this region was with feminist CSOs Casa del Pumarejo, represented by Antonia Avales, coordinator of the program “Women survivors of gender-based violence” and AMECOOP-Andalucía, Association of Women Entrepreneurs of Cooperatives of Andalusia, represented by the President Carmen Perea Moreno. Casa del Pumarejo started as an initiative for protecting an old historic building “Pumarejo Palace House”, which was exposed to a risk of demolition in 2000, furthermore for protection of stakeholders rights at risk of expulsion. On the other hand, AMECOOP-Andalucía is a non-profit organization that was founded in 2004 with the aim of promoting and defending the human, social and professional values of women in their capacity as business woman. Both organizations are actively involved in defending and promoting the rights of women as well as in providing different services tailored to the needs of their target groups.

While in Catalonia (ii), GBWN delegation paid a visit to the General Budget Directorate in to meet Esther Pallarols i Llinà, Head of Spending Analysis and Monitoring. In 2006, the General Budget Directorate introduced a section in regards to the gender impact. However, due to the 2008 crisis, it was not followed through. The new legal framework which imposes a responsibility for gender impact of the determined programs and gender audits, was adopted in 2015. The gender perspective in the department’s program memories was introduced later in 2020. Unfortunately, it was said that the gender impact assessment is performed by only one third of the relevant stakeholders. Furthermore, more than 4000 public bodies and institutes, in addition 14 ministries use the public budget. The Women’s Institute is responsible for creating annual reports on mainstreaming of the gender perspective in the Government of Catalonia. In addition, the Institute developed a gender equality action plan, setting six priorities and more than 3000 activities. Currently, the annual pay gap in the equality plan of the Government of Catalonia is 18.9%, and women are faced with reduced working days. It was also said that for the first time this year, the proposal of the budget is accompanied with the gender budgeting report. Although the Women’s Institute produced a gender impact report in 2019, gendered information was not publicly available in the budget and not all of the programs were gender disaggregated.

The second meeting was convened in the Mujeres Pa’lante, located in Hospitalet de Llobregad, the second most populated city in Catalonia that is characterized by being a city that has welcomed large numbers of immigrants. Mujeres Pa’lante, represented by Ms. Beatriz Cantero, started its first activities in 2007 as a group of women from different countries of origin who have decided to create a space to meet and support each other. The organization’s services include providing both information and assistance in the area of immigration and residency papers, gender-based violence, psychological counselling to women, computer consultancy and classes and social-labor consultancy. Apart from that, occupational training courses to women are also offered, such as language courses, and in addition to psychological care and legal advice services, a course is given once a year to train “community promoters against gender-based violence. Mujeres Pa’lante participated with the Platform against Gender-based Violence of Catalonia in different public events to demand the Government to allocate more resources for the implementation of the Law on violence against women and domestic violence.

The municipality of Barcelona (iii) was the last place to visit in order to meet the Municipal Manager of the City Council Sara Berbel, the Budget Director at the Barcelona City Council Carlos Vivas; Sonia Ruiz; and Jusup, Taxation and Strategic Planning Director. Namely, the main objective of the City Council is to improve the quality of the policies. They aimed to achieve increased gender equality in the City Council, where the administration counts up to 16.000 employees. For a number of years now, initially in 2016, the City Council performs gender impact analysis. The obtained results showed that 41% of the 2021 expenditures transform the gender inequalities and have a positive impact when it is executed, whilst the remaining reproduced gender inequalities. The City Council has been awarded recognition as the only city in Spain working on tax policies from gender perspective. The actions for gender equality in the public procurement include gender criteria for subsidies and use specific data collection forms for budget inspection. Although the City Council meets with the participatory board of the feminist movement once a year, there is a need for increased promotion and involvement of women's organizations and CSOs, as well as independent monitoring of actions.



Green group workshop

The event entitled "Support to the Green Parliamentary Group in the process of implementing the Green Agenda in the Western Balkans and North Macedonia" was organized within the project "Capacity development of the informal Green Parliamentary Groups from SEE on EU complaint energy and transport goals", financially supported by the Open Regional Fund for South East Europe - Energy, Transport and Climate protection in framework of GIZ, that operates on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ).

The event encapsulated two project activities - the Macedonia Forum (marked as "j" in the project plan) and the Introductory session for the Macedonian MPs on the current state of affairs in regards to the EU accession path and energy and transport criteria (marked as "a" in the project plan). During the event participants discussed on what has been done in the past 30 years since the independence until nowadays, highlighting the progress, but more so the additional efforts and tasks that should be implemented in terms of meeting the EU criteria and other international contracted pledges on the relevance of environmental protection, energy efficiency, climate change mitigation and promotion of urban mobility. In addition, the modalities to improve the work of the so-called Green parliamentary group were also elaborated. The event was attended by 8 MPs, as well as representatives from the relevant institutions such as Secretariat on European affairs, The Ministry of Economy, Energy Agency, the Ministry of Environment and Physical Planning, as well as representatives from the civil society that work on the respective matters; in total there were 25 attendees.

It is worthily saying that prior to the event, a special op-ed was published during the COP26 meeting at which the project coordinator introduced the GIZ funded project and the upcoming event, as well as the correlation of the COP26 outcome and the future work of the Macedonian Green Parliamentarian Group.

The event was opened by HE Otto Graf, Deputy Ambassador of Germany. Mr. Graf stressed that the German support will continue, in order to consistently implement the green agenda and the pledges from the Sofia Declaration from 2019. Afterwards, Maja Moracanin and Velika Stojkova Serafimovska, MPs and members of the Green Parliamentary Group addressed the audience. Both MPs pointed out that there is progress, but the list of tasks on what needs to be done is longer; among all, a priority should be given to higher fines for polluters in the new Law on Misdemeanors, full operation of the Environment Fund, clear legal provisions for waste management and treatment, etc. MP Stojkova Serafimovska also mentioned the need to strengthen the communication between the civil society and the Parliament, in order to achieve the set goals and commitments.

This was followed by the speech of Dusica Perisic, Executive Director of Association of the Units of Local Self -Government of the Republic of North Macedonia –ZELS who clearly asked for legal reforms that would enable to transfer part of the profits made by the companies for production of green energy to the respective municipality where the given facilities are located so that the transfers can be spent on new local green projects. Otherwise, she stressed, municipalities will continue to struggle to fund such activities.

Afterwards, Hristina Odzaklieska, Deputy Minister of Environment and Physical Planning, announced that the Draft Law on Climate Action is in its final stage, so it will soon be uploaded on the ENER platform and called on present representatives of civil society to take an active part by proposing ideas and recommendations for improving the text of the drafted law. After a short discussion which focused on the need for more tangible coordination between the competent institutions, the Assembly and civil society in order to improve the legislation, as well as proper implementation and raising general public awareness, Igor Pancevski, an independent energy expert, delivered a presentation on the topic "Where should we direct our efforts for the next period?". Improving the regulatory framework, accompanied by the political will to implement it, new technological measures such as the improvement of renewables operated energy production capacities, higher energy efficiency, especially in the area of public and residential buildings, construction of energy storage facilities, renewal of the public transport fleet for the purpose of modern and clean transport, as well as investment in human capital were the key messages that Pancevski addressed.

Timcho Mucunski, Mayor of Municipality of Aerodrom and former MP and member of the Parliamentary Green Group, also took part in the event. Mucunski pointed out that he now sees the (dis)advantages of being mayor, compared to being a MP, and told his former colleagues in Parliament to intensify their efforts to amend the Law on Construction, which will stipulate mandatory minimum green areas as a pre condition to issuing building permits.

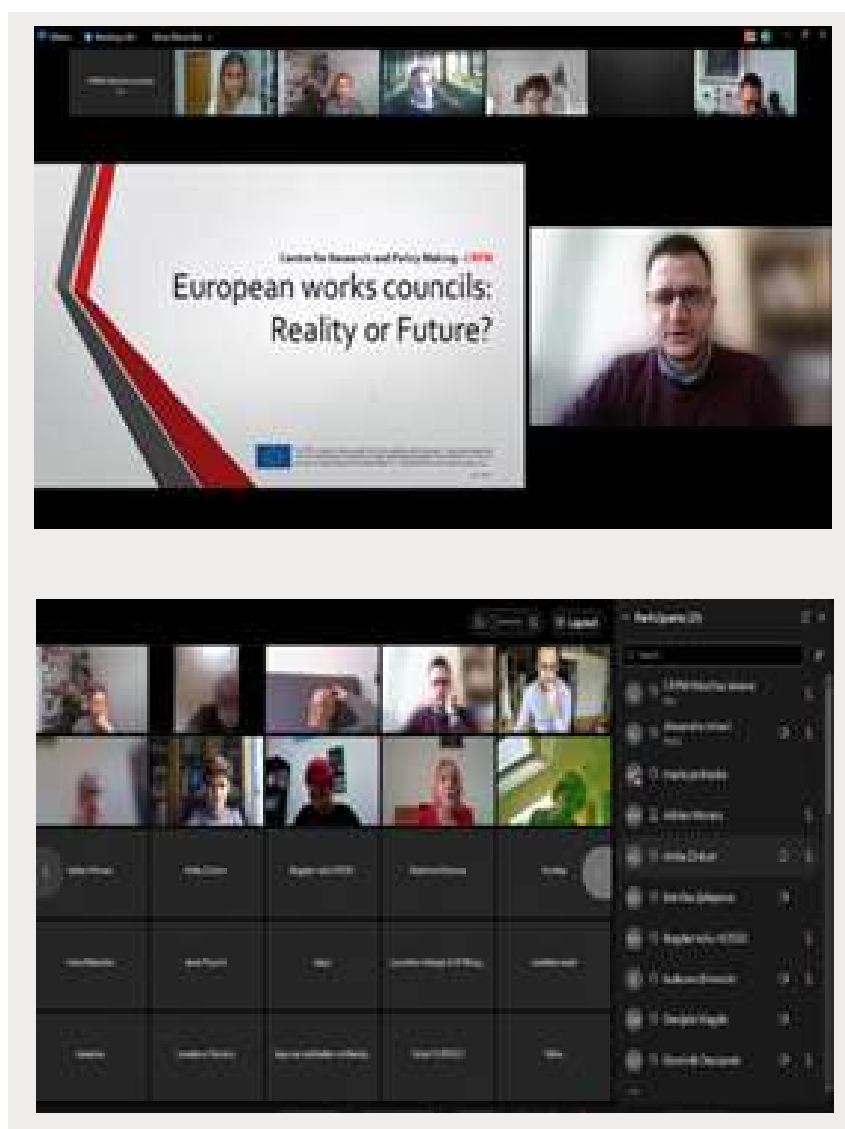
The last speaker was Zlatko Simonovski, project coordinator for the "Capacity development of the informal Green Parliamentary Groups from SEE on EU complaint energy and transport goals" project, who presented the findings of the survey on the involvement of MPs and members of the informal Green parliamentary group in the local election campaign, as well as their perception and views on the way the group works. The research data indicate that the group is not visible to the public and the media, and there is much room for improvement in the way MPs from this group communicate with citizens through social networks. In other words, training is needed to focus on improving the communication with the general public in a clear and concise manner. Additionally, through the interviews with some of the MPs, it was pointed out that additional professional/expert support is needed in the work of the group, frequent unofficial meetings among the members and civil society actors, trainings in order to expand the knowledge on the energy ,climate protection and urban mobility related topics, but also closer ties with journalists.

A final discussion followed in which almost all MPs and civil activists participated; as a conclusion from the discussion we can underline the need and possibility of formalizing the so-called Green group into a regular parliamentary committee in which these issues will be discussed.



Final video-conference 'The future of European Works Councils, recommendations and best practices' 19 November 2021

This conference was the last activity organized within the project 'Improving the quality and the level of the representation of employees through organizational assimilation and the efficient use of the EWC instrument by parties interested in industrial relations EWC'. At the event, a representative of the CRPM presented the main findings of the research conducted in the country on the topic 'European works councils: Reality or Future?'. Michael Whittall, EWC expert and researcher of the Friedrich-Alexander University and Florian Marin, a trade union expert from Romania shared their views on EWC along with the recommendations and best practices. The conference was closed by the project coordinator of the Institute for Public Policy with the presentation of the Common Declaration on the EWC, a document with commitments to improve the process of informing and consulting employees.



STRIVE conference

On 11 November 2021, CRPM's Aleksandar Cekov participate to STRIVE Global Program closing event "STRIVE for Impact. At the event, Mr. Cekov presented the two projects that CRPM has implemented within the STRIVE global program focusing on the results and outcomes of the projects. In particular, with the first project, CRPM has built capacities to the relevant stakeholders in the communities with focus on frontline school workers, to recognize, act and prevent radicalization in the schools. For that purpose, 2 main tools were developed, supported by policy analyses relevant to the topic. With the second project we focus on strengthening the resilience of the local stakeholders towards online radicalization, producing digital tools that can be used in the extracurricular activities.

04. WEBINARS

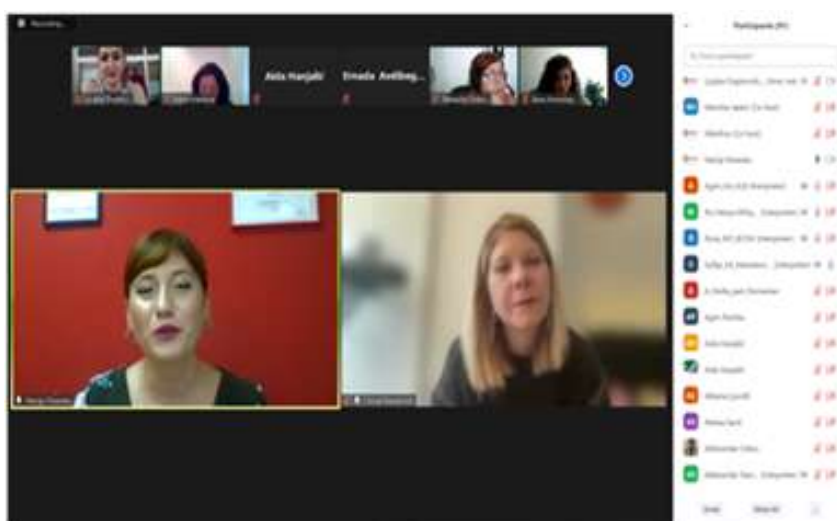
Gender Responsive Budgeting in Climate Change Action Funding

On 13 July we held an online webinar on the topic “Gender Responsive Budgeting in Climate Change Action Funding” as part of the projects “Gender Budget Watchdog Network” (GBWN) and “Through gender lenses: appraising budgets and policies; watchdogging local action plans for gender equality implementation”.

The webinar objectives were:

- To increase the understanding of linkages between gender equality, gender transformative actions and climate change response;
- To discuss the approach to gender responsive budgeting watchdogging in climate change actions funding;
- To explore CSOs’ intersectoral cooperation possibilities in the WB region.

Marija Risteska was the moderator of the webinar while Irena Ivanova, Task Manager at Delegation of the European Union opened the event and stated the importance of the webinar in terms of regional cooperation. Višnja Bačanović, Executive Director, Gender Knowledge Hub was talking about gender and climate change issues - inequalities and transformative responses; Ms. Jana Angelovska, from Ekomozaik-Macedonia talked about climate change response policies and the Green Deal; Mr. Mihallaq Qirjo, Director of Resource Environment Centre, Albania and Emina Veljović, from Aarhus centre-Bosnia and Herzegovina represented the voices from the field - women’s efforts and battles for the protection of the natural resources. A discussion moderated by Ljupka Trajanovska followed. Total of 100 participants followed the event. Working language of the webinar was English and we have provided simultaneous translation in Macedonian, Albanian, Serbian and Romanian language.



Quest for feminist post- COVID-19

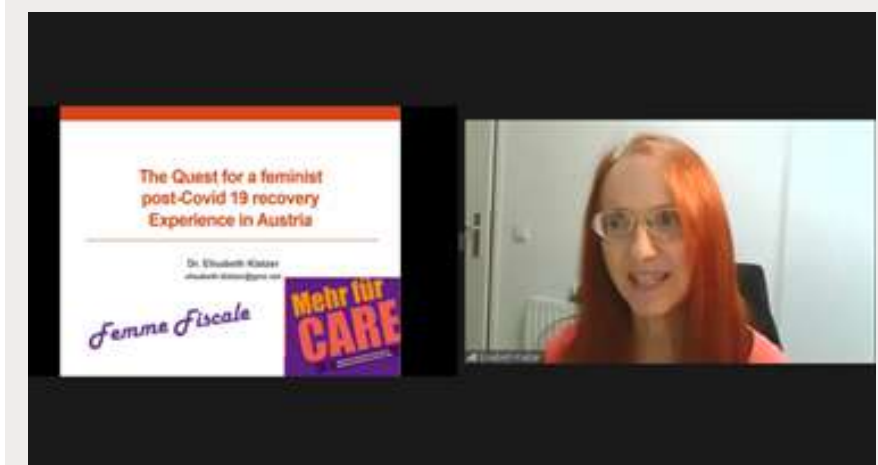
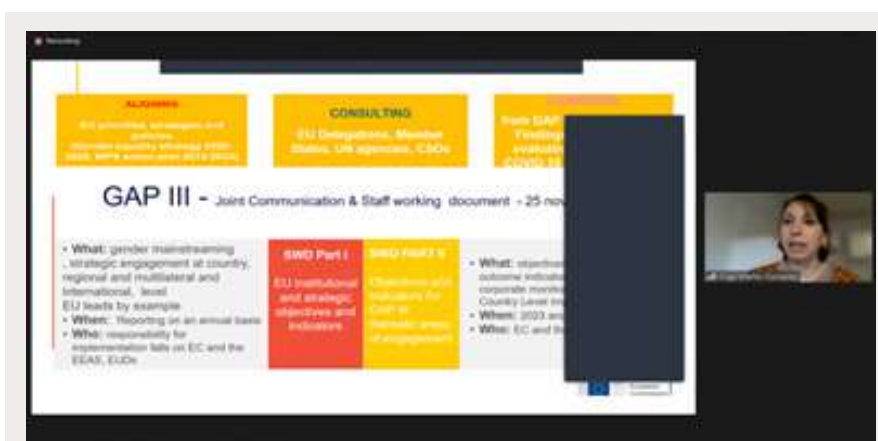
The official part of the webinar was opened by Olga Martin Gonzalez who serves as a Gender focal point at DG NEAR in the European Commission. She explained the EU GAP III and its commitment to gender responsive budgeting. She highlighted that the document is composed of five pillars – engagement for gender equality, strategic EU engagement, six key areas for engagement, EU leads by example and the accountability pillar.

She was followed by Marija Risteska, executive director of the Center for Research and Policy Making and regional director of GBWN. Risteska presented the key findings of the monitoring of the fiscal impact of COVID-19 on Women in Western Balkans and Republic of Moldova. She said that serious challenges and pitfalls in meeting the needs of different women and men have been noticed in almost all researched areas – timeliness of response, gender responsiveness of budget (fiscal measures for COVID-19 response), transparency of the process of responding to COVID-19, accountability for COVID-19 response and its impact on women and the gender impact of COVID-19 fiscal measure. She also focused on the recommendations for improving the detected situation such as more support for women entrepreneurs, digital platforms and networking in order to have better access to finances, gender criteria for the budget support and recovery packages delivered by EU as a requirement for approving them and etc.

As a next speaker was presented Laura Turquet-UN Women Policy advisor and deputy chief Research and data team. She elaborated on the “Feminist plan” for sustainability and social justice. She highlighted that more than 54 mil. women have lost their jobs in the last two years and that the care sector remains to be seriously unpaid. Serious matter is the fact that women remain to be under represented in the task force teams all over the world, so a new social contract is more than needed, based on feminism, social justice and ecology.

As a last speaker we had Elisabeth Klatzer from Femme Fiscal, Austria who spoke on the Femme Fiscale’s advocacy campaign Mehr für care. She also reflected on the three main investment packages that would bring some balance in the care sector – future education, the care package and life-saving / solidarity package. Klatzer said that more public money is essential for more personnel, better working conditions, minimum income for those in need, children care and preventing domestic violence. She also said that the pandemic cause serious backsliding in the care sector and criticized the EU recovery plans for being gender blind.

Then a space and time was given for discussion which focused on the need for involving CSOs and women organization in the public dialogue, to shift the lenses on the monitoring to improving the measures and investing in the care sector. In this regard, the Macedonian MP Snezana Kaleska Vanceva highlighted that all this aspects must be mirrored in the upcoming Law on gender equality that is in drafting phase, including the gender responsive budgeting component.



05. OUTPUTS

Policy Briefs

[Dealing with COVID-19: How does public spending affect gender equality?](#)

[Delivering nn SDG 5.C.1. in 2019 in Western Balkans and Republic of Moldova - Proportion of Countries With Systems to Track and Make Public Allocations for Gender Equality – A CSO Perspective](#)

[How can we make the Green parliamentary group more effective? – State of affairs, challenges and opportunities / Како до поделотворна Зелена собраниска група? – состојби, предизвици и можности](#)

Policy Studies

[Национален извештај: Европски работнички совети, реалност или иднина? National report: European Works Councils, reality or future?](#)

[Monitoring the fiscal impact of COVID-19 crisis on women in Western Balkans and Republic of Moldova](#)

[Родова анализа на лидерските позиции и општинските програми за 2020/2021 година](#)

Policy Initiatives

New model for registering seasonal workers

In 2021, the CRPM with support from GIZ GmbH started the implementation of the Project 'Better employment conditions for seasonal workers in North Macedonia. The electronic system connects with the existing databases and through an easy-to-use portal, the employer (natural person or legal entity) enters the required data about the worker and in several minutes records the work engagement. The proposed model is expected to contribute towards formalization of the undeclared work which is in line with the Strategy for formalization of the informal economy implemented under coordination by the MLSP.

Amending Criminal Code

Amending the Criminal Code and its harmonization with the Istanbul Convention was one of the policy initiatives on 2022 for CRPM. The CRPM's executive director, Marija Risteska is part of a working group working to amend the Criminal Code. At the public debate held in December, 2021, together with colleagues from the civil sector and members of the Platform for Gender Equality, we stressed the need to criminalize psychological violence as a separate crime as well as processing the physical harm as a bill of indictment. In addition, we proposed regulating sexual extortion as a form of corruption, but also gender-based violence against women and sexual harassment.

Sixteen GRB initiatives for enhanced women's participation on local level and decision making

Improving social care, better access to sport, youth participation and various infrastructure projects are just part of the sixteen local initiatives [10] that were produced upon intensive civil forums and idea collecting and developed in the framework of the Through gender lenses: appraising budgets and policies; watchdogging local action plans for gender equality implementation project. For more, please visit this link where you can find all 16 initiatives.

Guides

[Водич за вработени во врска со европски работнички совет](#)

[10] See more at <https://crpm.org.mk/gender-policy-analysis-appraisal-publications/>

06. FINANCIAL REPORT

Income Statement

REVENUE

1.	Revenue from interest rates and exchange rates	127.299
2.	Revenue from memberships, donations and other sources of revenue	23.591.790
3.	Revenue from consultancy and other services	931.997
4.	Other revenue	188.480
5.	Transferred surplus from last year	16.218.566

Total revenue

41.058.132

EXPENSES

1.	Costs for office supplies	132.923
2.	Costs for energy supply	79.008
3.	Other services	771.929
4.	Transport and transport related costs	21.593
5.	Commercials and presentations	52.090
6.	Costs for rent of venues and equipment	765.421
7.	Other material costs	1.075
8.	Bank fees	100.307
9.	Interest on loans	8
10.	Insurance premiums	4.478
11.	Travel costs and per diems	258.113
12.	Compensation of costs to workers and citizens	2.750
13.	Negative exchange rates	33.555
14.	Membership costs	3.625
15.	Other costs	4.710.713
16.	Transferred assets	11.313.048
17.	Equipment	-
18.	Other capital assets	-
19.	Assistance, donations and other givings to subjects	11.650
20.	Assistance to individuals	20.000
21.	Gross salary	5.689.490

Total expenses

23.971.776

Balance Sheet

ASSETS

1. Non-current assets	
• Basic assets	222.641
2. Cash	
• Denar account	9.606.921
• Foreign currency account	7.361.943
• Petty cash	0
• Other cash assets	85.116
3. Buyers	24.600
4. Prepaid expenses	31.737
5. Buyers	
<hr/>	
Total assets	17.332.958

LIABILITIES

1. Sources of funds	
• Business fund	222.641
2. Short-term liabilities	
• -Supplier	20.291
• Short-term financial liabilities	0
• Other short-term financial liabilities	3.670
3. Accrued liabilities	
• Assigned funds for 2021	17.086.356
<hr/>	
Total liabilities	17.332.958