

## BRIEF GENDER WEEK REPORT

GIZ Office North Macedonia

12.03.2020

**Prepared by:** Gender Working Group, North Macedonia

**Purpose:** GIZ HQ Documentation of Gender Week Events 2020

### Background:

Being committed to gender equality and women’s empowerment, GIZ Office North Macedonia has developed an internal 5 years strategy (2020–2024) that will place significant efforts in strengthening the GIZ portfolio in the Country by mainstreaming gender into all levels of its functions.

Following the office’s Gender Action Plan, during the Gender Week (02 – 08 March 2020), GIZ has implemented 3 activities that were focused on strengthening the internal capacities in the area of gender equality.

The aim of the activities was to improve the internal GIZ capacities through strengthening their internal capacities, familiarizing them with the national strategic framework, prepare them for equal representation approach and further enable them to get out of the box in developing their project activities where gender will play a significant role in form of gender mainstreaming and gender standalone approach.

### EVENT 1: Presentation of the Country Office Gender Equality Strategy

**Date:** March 2<sup>nd</sup>, 2020

**Objective:** Strengthened staff’s commitment over implementation of the office’s gender strategy and gender action plan.

**Achievements:** (i) representatives of projects, administration and management team familiarised with the new gender equality strategy 2020–2024 and Gender Action Plan 2020; (ii) joined commitments on implementation of the strategy achieved; (iii) capacities strengthened through open discussion on the challenges in gender equality and women’s empowerment; (iv) ideas/options for gender mainstreaming in different projects identified.

**Findings:** (i) there is a need for roundtables and open discussions for strengthening gender equality portfolio; (ii) there is an urgent need for organizing trainings on gender equality, gender mainstreaming, gender budgeting, and women empowerment.



Gender Equality Strategy 2020 – 2024

GIZ OFFICE NORTH MACEDONIA

## EVENT 2: Introducing the complex templates for Collection of Sex-Disaggregated Data

**Date:** March 4<sup>th</sup>, 2020

**Objective:** Sex-disaggregated data collection system introduced in the country office.

**Achievements:** (i) Future points of contact for collection of templates on sex-disaggregated data familiarised with the applied templated; (ii) Agreement on the quality and in-practice applicability of the proposed templates achieved; (iii) Commitment from all projects' focal points achieved for active participation to the data collection system.

**Findings:** (i) this is a new initiative and challenges should be identified and properly addressed through additional discussions, trainings etc.; (ii) the system is well developed and should be kept as it is at least for the first two testing years; (iii) the results of this year should influence the next year gender action plan.

The image shows a screenshot of a complex spreadsheet template for data collection. The columns are organized into several groups: 'National institutions', 'Municipal Administration', 'Other', 'International Organizations', 'GIZ', 'Private Sector', and 'GIZ staff'. Each group contains sub-columns for 'Sex: male', 'Sex: female', and 'Total'. The rows represent different data points or categories, with some cells containing numerical values and others containing text or formulas. The spreadsheet is titled 'Figure 3: Sex-Disaggregated Data for the Persons Participating to GIZ staff'.



## EVENT 3: Roundtable with Government Officials on gender equality and women empowerment

**Date:** March 6<sup>th</sup>, 2020

**Objective:** Improved capacities of GIZ staff in the area of national policy, vision and strategic initiatives in the area of gender equality and women's empowerment.

**Achievements:** (i) GIZ staff familiarised with the national policy, vision and ongoing initiatives in gender equality; (ii) Enhanced partnership with the Government for improved equality between women and men, girls and boys; (iii) Identified areas with potentials for further joint cooperation; (iv) GIZ positioned higher in the Agenda of the Government for future intends for collaboration.

**Findings:** (i) This approach should be replicated in other areas of GIZ work as well; (ii) The gender analysis should be open for communication due to the fact that they have been find as very relevant for use of the Government and other international community present in the country; (iii) There are gender related areas where GIZ and Government could establish a strong collaboration; (iv) This approach of GIZ has been recognized by the government officials as best practice that should be potentially replicated by all international organizations in the country.



Deputy Minister of Labour and Social Policy and  
GIZ Country Director



**giz** GIZ North Macedonia  
March 6 at 1:05 PM · 🌐

Дополнителната заменичка министер за труд и социјална политика, Санела Шкријељ и Раководителката на Одделот за еднакви можности, Гултен Мустафова, беа гости на ГИЗ за завршниот настан на #GenderWeek2020 - Дискусијата за политиката, стратешките иницијативи и визијата на земјата во областа на родова еднаквост и зајакнување на жените.

The Additional Deputy Minister of Labour and Social Policy, Sanela Shkrijelj and the Head of Department of Equal Opportunity, Gjulten Mustafova were GIZ guests for the final event of the #GenderWeek2020 the discussion about the policy, strategic initiatives and vision of the country in the area of Gender Equality and Women Empowerment.






**giz** GIZ North Macedonia  
March 6 at 3:15 PM · 🌐

„Воведувањето квоти е решението за зголемување на бројот на жени на извршни позиции во владата,“ Санела Шкријељ, Дополнителна заменичка-министер за труд и социјална политика.  
#GenderWeek2020

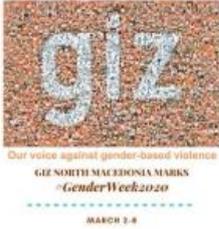


**SANELA SHKRIJELJ**  
ADDITIONAL DEPUTY MINISTER OF  
LABOUR AND SOCIAL POLICY

“Introducing quotas is the solution for increasing the number of women in executive positions in the government.”

#GENDERWEEK2020

**giz** GIZ North Macedonia updated their cover photo.  
March 2 at 1:44 PM · 🌐



**giz** GIZ North Macedonia  
March 3 at 11:15 AM · 🌐

Announcing the Regional Conference  
“Economic Empowerment of Women in South East Europe”  
12-13 March, Hotel Park Skopje  
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Ја најавуваме Регионалната конференција  
„Економско јакнење на жените во Југоисточна Европа“  
12-13 март, Хотел Парк Скопје

„Претходниот проект за родова еднаквост ја подигна свеста за клучната улога на нотарите како чувари на законот и заштитници на правата на послабите, особено на жените и малцинствата, со фокус на законот за недвижности и наследство. Новиот проект „Зајакнувањето на економската моќ на жените“ ќе ни овозможи да продолжиме во оваа насока и да ги истражуваме понатамошните аспекти, како и да ја зајакнеме улогата на нотаријатот како институција во служба на сите граѓани“.

Панелист:  
Др. Ловро Томашиќ,  
Германска нотарска комора



12-13 MARCH, HOTEL PARK SKOPJE

**REGIONAL CONFERENCE**  
ECONOMIC EMPOWERMENT  
OF WOMEN IN SOUTH EAST  
EUROPE

“The past project on gender equality has raised awareness about the crucial role of the notary as a guardian of the law and protector of the rights of weaker parties, notably women and minorities, with a focus on real estate and inheritance law. The new project “Strengthening the Economic Empowerment of Women” will allow us to build on these insights and results and explore further aspects and to strengthen the role of the notariat as an institution at the service of all citizens.”

**SPEAKER:**  
Dr. Ljovro Tomasić,  
Notary, UINL and Bundesnotarkammer

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**giz** GIZ North Macedonia  
March 5 at 10:24 AM · 🌐

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„Унапредувањето на правата на жената и родовата еднаквост е трајна задача на сите општествени чинители. Еден од тие чинители се нотарите, како неизбежен и еден од најбитните сегменти во создавањето на правната сигурност преку почитување на законските правила и нудење на совети за заштита на посебните категории на граѓани, вклучувајќи ги и жените.“

Панелист:  
Васил Кузманоски  
Претседател на Нотарска комора на Република Северна Македонија



12-13 MARCH, HOTEL PARK SKOPJE

**REGIONAL CONFERENCE**  
ECONOMIC EMPOWERMENT  
OF WOMEN IN SOUTH EAST  
EUROPE

“The promotion of women’s rights and gender equality is a permanent task for all social actors. One of those factors are the notaries, as inevitable and one of the most important segments in creating legal certainty by respecting the legal rules and offering advice on protecting specific categories of citizens, including women.”

**SPEAKER:**  
Vasil Kuzmanoski,  
President of the Notary Chamber of the Republic  
of North Macedonia

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