



**The European Union's Instrument  
for Pre-accession Assistance – IPA**



# Fostering Social Inclusion Projects



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Skopje, November 2017



## **Ms MILA CAROVSKA, Minister for Labour and Social Policy**

Social inclusion and activation of citizens who are at social risk and who are farthest from the labour market was in the focus of the projects co-funded by the European Union as part of the pre-accession assistance. Component 4 of the pre-accession assistance, “Human Resources Development”, through numerous activities implemented within 48 grant projects over the past 5 years, has created opportunities for motivation of more than 2500 persons at social risk to improve their employment skills, to get involved in vocational trainings, to get activated, to acquire work experience and work skills, and to have an easier access to the labour market.

I would like to emphasise that these projects have particularly contributed to acknowledging the significance of ‘labour market integration’ in the social inclusion process. The development and the implementation of models adapted to the needs of people at social risk with specific activities on the local level, in cooperation between the key stakeholders from the governmental, civil and private sectors have constructed a modest, yet significant basic infrastructure for the future support in activating the vulnerable categories of citizens in the labour market and within the overall social inclusion process and the social protection system. Thanks to these projects implemented by the civil society sector in our country, by organisations from other EU Member States and by a number of public institutions, many partnerships have been formed and a participatory approach has been enabled in providing the support, motivation, training and opportunities for participation in the labour market. These organisations and partnerships are the pioneers in the implementation of employment and social inclusion projects in our country, following the example of the projects funded by the European Social Fund in the EU Member States. In the long run, the experiences acquired and the local capacities built will serve as the basis for the development and implementation of improved and more efficient employment and social protection policies, as well as for an increased absorption rate of the EU funds in resolving the social issues of our citizens.

Without any doubt, despite all the investments, implemented activities, results achieved and good practices developed, further challenges are yet to come. We will face these challenges remaining consistent with our commitment to achieve a cohesion and apply the European principles for social inclusion. We will continue strengthening the capacities of the non-state service providers, so as to enable them to participate in the social services market. The goal is to systematically introduce and provide high-quality non-institutional social protection and social inclusion services that will respond to the real needs of the citizens.

**MILA CAROVSKA,**  
Minister for Labour and Social Policy



## Mr SAMUEL ŽBOGAR, Head of the Delegation of the European Union

The EU's assistance, within the framework of IPA, aims to help the country complete the planned reforms necessary to obtain EU membership. This publication is prepared with the objective of presenting a better understanding of the assistance provided by the European Union. It contains a selection of the projects, their objectives and expected results, which will contribute to improving the social inclusion in the country. Every project or assisted area presented is accompanied by technical details and results providing better opportunities for disadvantaged woman, people with disability, Roma and other marginalised communities in the society. We hope that this publication will help you to improve your knowledge of specific and general issues related to the EU as well as to the concrete support provided to the citizens of this country as it continues on the journey to the EU integration.

A handwritten signature in blue ink, appearing to read 'Samuel Žbogar', written in a cursive style.

**SAMUEL ŽBOGAR,**  
Head of the Delegation of the European Union



## Preface

The purpose of this brochure is to provide a clear understanding of the objectives, activities, results and achievements of the projects funded by the European Union within the Grant Scheme "Fostering Social Inclusion" and Grant Scheme "Promoting Social Inclusion at Local Level" under IPA Component IV – Human Resource Development 2007-2013.

Under this two Grant Schemes **90 different organisations** (66 in the "Fostering Social Inclusion" and 24 in the "Promoting Social Inclusion at Local Level"), predominantly NGOs (75%) and public organisations (25%) have implemented the **38 projects**. Out of the 90 organisations, 72 organisations are national and 18 international.

The **geographical distribution** of the "Fostering Social Inclusion" Grant Scheme indicates that from the 66 organisations, 30 are located in the capital Skopje, 25 in other parts of the country, and 11 are foreign organisations. In the "Promoting Social Inclusion at Local Level" Grant Scheme, from the 32 overall organisations (8 are participating in both Grant Schemes) 5 are located outside of Skopje. In the following map the blue stars indicate the leader organisations and the green stars indicate the co-applicants.

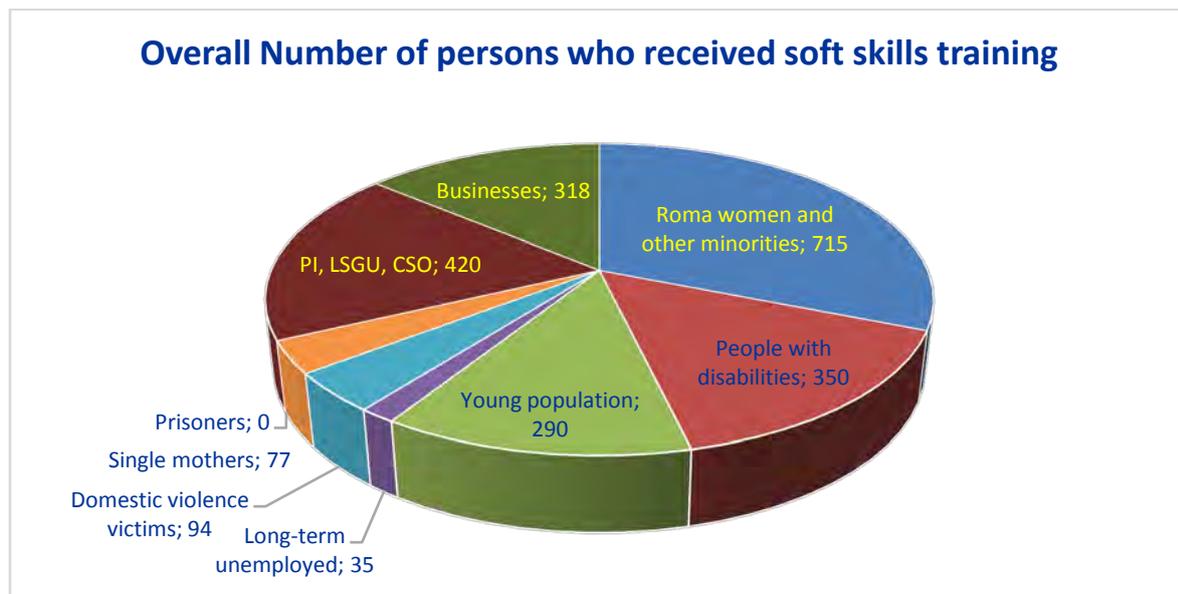


The Grantees of the "Fostering Social Inclusion" had been supported by the Technical Assistance Project, in close cooperation with the Operating Structure for IPA in the Ministry of Labour and Social Policy. The TA Project, analytically presented in the end of the brochure, has offered trainings and seminars in Grant Management and Reporting, including on-the-spot trainings and monitoring. Additional Technical Assistance Project oriented to the Financial Aspects of the Grant Scheme has operated within the Contracting Authority of the Ministry of Finance.

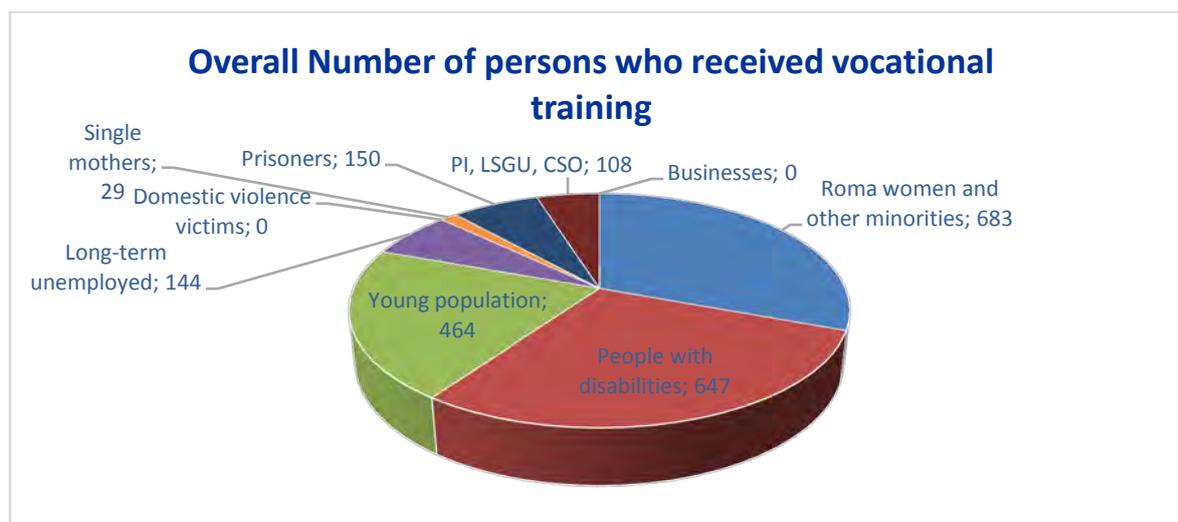


There have been significant achievements and long-term impact as the results of the implementation of the 38 Grant Projects presented in the brochure. Overall:

A total of **2.299 persons participated in soft skills trainings**, 715 were ethnic minorities – mainly Roma, predominantly women; 350 were persons with disabilities; and others included 290 young population at social risk with low skills; long-term unemployed; victims of domestic violence; single parents, predominantly mothers; prisoners; rural population; businesses etc. Public institutions (SWC, ISA, ESA), local-self-government units, civil society organisations (PI, LSGU, CSO).



More than **2.225 persons have been trained in various vocational skills**, gaining knowledge, experience and qualifications that will facilitate their entrance in the labour market. 683 were predominately Roma women and from other ethnic minorities (it is important to mention that 16 out of the 38 projects have targeted particularly the Roma community), 647 were persons with disabilities and 464 were young unemployed at risk of poverty and exclusion.

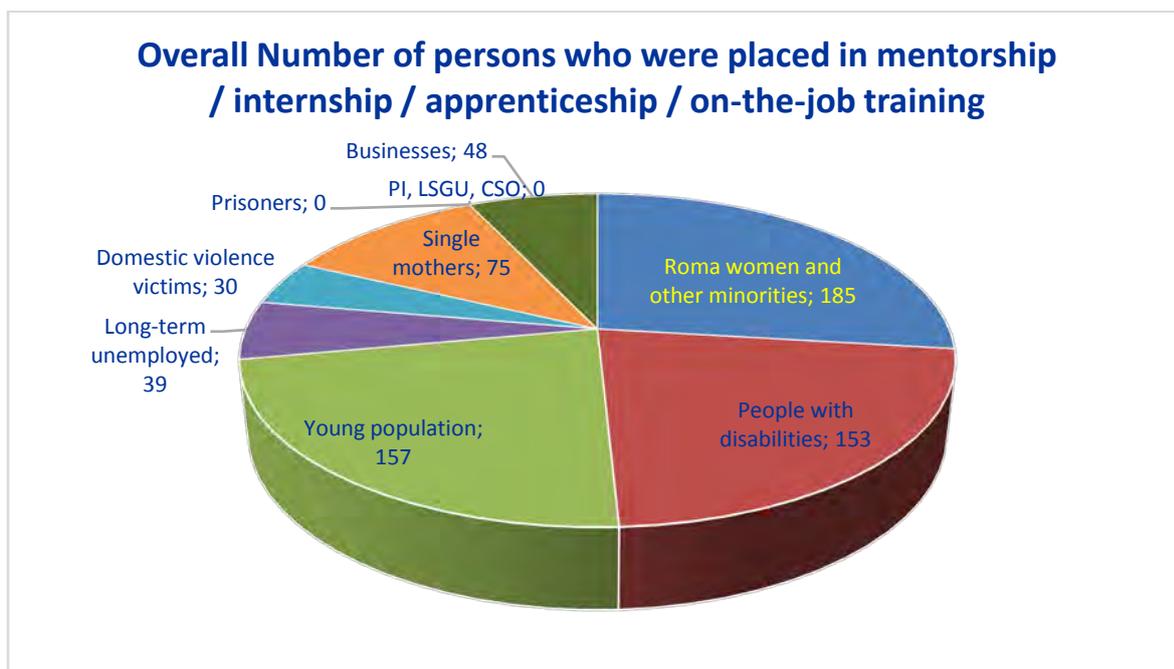


**200 training courses** were organised and **45 training modules** have been elaborated providing a sound foundation for skilling and re-skilling of vulnerable groups who are facing

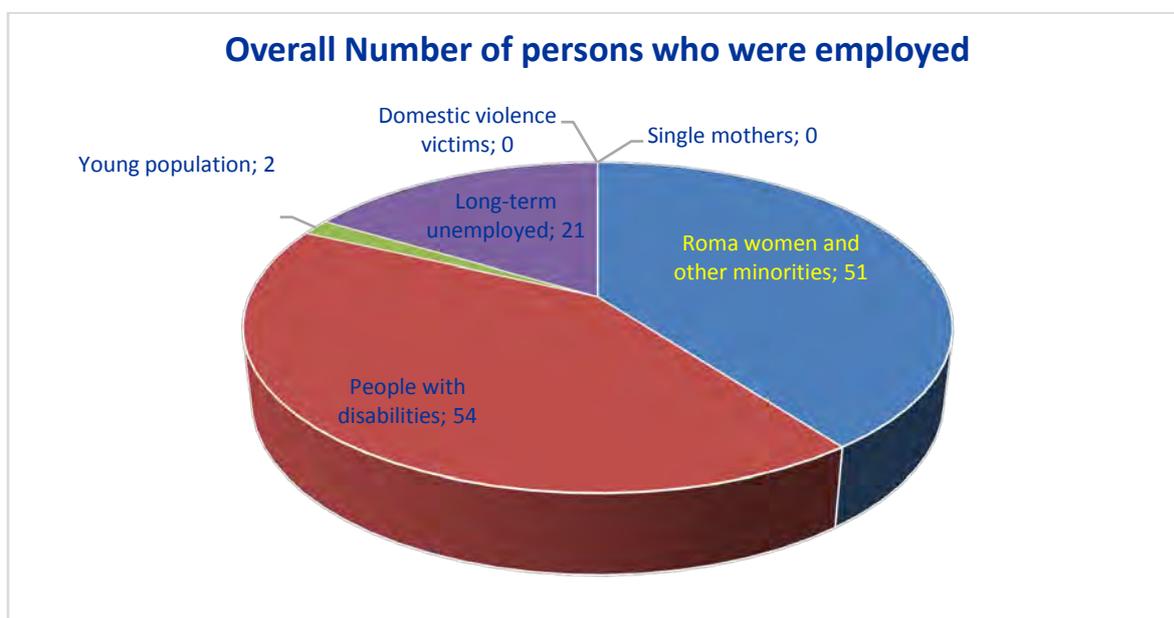
- PI - Public Institutions
- SWC - Social Work Centers
- ISA - Institute for Social Affairs
- ESA - Employment Service Agency
- LSGU - Local Self-Government Unit
- CSO - Civil Society Organizations

marginalisation and many obstacles and are jeopardised in their efforts to enter the labour market.

The 38 Grant Projects used many different methods and tools in providing skills and enhancing the employability of their target groups. In addition to soft skills and vocational training, they also placed 687 persons in mentorship, internship, apprenticeship and on-the-job training, out of which the major cohorts were 185 Roma women and other ethnic minorities, 153 persons with disabilities and 157 young unemployed at risk of poverty and exclusion.



**128 employment positions** have been already secured and more are expected as the PSILL Grant Scheme is still operational until December 2017. A very significant number of the 2.200 beneficiaries of the Grant Projects who participated in the soft skills and vocational trainings were facilitated to apply for the active employment measures operated by the Employment service Agency and further employment positions will be secured in the near future.



Nevertheless, the efforts to enhance employment opportunities in many projects are ongoing as they have sustained their services.

**480 personal self-employment/career/business plans** have been developed for the beneficiaries (individuals and local authorities) facilitated by the social professionals and experts working in the 90 organisations who implemented the projects.

A total of **129 persons were trained as trainers**, and **53 studies** have been **published**. More than **65 kick-off and final conferences** have been organised.

Beyond the significant results reported and presented in this brochure, beyond the indicators, the value added and the long-term impact that the 38 Grant Projects have achieved, are the real life-changing experiences that the **testimonies shared by the project beneficiaries, users and stakeholders have demonstrated**.

It is in their words and actions that the real value of the projects presented is measured.

One of the many testimonies of beneficiaries of these projects gives a powerful picture of the life changes achieved:

*"I am a single parent of two minor children, aged five and seven. The hardest decision in my life was to give up the care of my children and, because of the difficult economic situation, place them with the organization 'SOS Children's Village', to be taken care of.*

*This project helped me regain custody of my children, and include them in the education system, attending regular school classes. The second important step I took to improve my life was the decision to work on my own and my education, thus strengthening my opportunities for employment. For that purpose, I joined the training cycle offered by this project. This opportunity was so important to me, so I behaved in a very positive manner and gained self-confidence. In the second phase, I got an opportunity for an on-the-job training / practice as a plaster craftsman. The director of the company was more than satisfied with my work performance and work attitude. This is why, after completing the training, he offered me a job, to be regularly employed as a plasterer.*

*At the end, thanks to the opportunity that was given to me, my sad life story was successfully transformed to a happy beginning, a story full of perspective, worth living in and living for. I succeeded to become the narrator of a new, my very own, hopeful life story that promises better life conditions for me and my children."*

(Fadilj Emin, project beneficiary) *"Coaching for Employment"*, grant project funded by the European Union

Maria Marinakou

Team Leader / Senior Expert

Project "Technical Assistance in Project Management and Monitoring of the Grant Scheme 'Fostering Social Inclusion'"

# **Fostering social inclusion of disadvantaged people into the labour market**

# TAKE ACTION FOR BETTER COMPETITIVENESS ON THE LABOUR MARKET

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9124/1*

Duration: *20 months*

Period: *14.12.2015 – 14.08.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Fostering Social Inclusion of the Disadvantaged Persons into the Labour Market*

Budget: *180.332,02 EUR*

EU Contribution: *171.315,42 EUR*

## Overall Objective:

*Contribution for increasing the participation of people exposed to social risk and persons who are socially excluded from the labour market for reducing the unemployment rate in the country.*

## Specific Objectives:

1. *To promote the conditions and opportunities for employment of:*
  - *Persons exposed to social risks, and*
  - *Longterm unemployed persons*



## Target Group / Beneficiaries:

*35 recipients of social assistance and their families and Long term unemployed persons*

## Location of the Action:

*Skopje municipalities of Ćorĉe Petrov, Gazi Baba and Kisela Voda.*



**1** Providing psychosocial support; **2** Workshop for soft-skills; **3** Gestalt psychotherapy; **4** Team building; **5** Final exam for make up training.

## Results & Implemented Activities:

1. **Enhanced capacities for personal development and development of the beneficiaries of social assistance:**
  - Selection of beneficiaries, workshops for promotion of social skills, individual action plans, gestalt psychotherapies.
2. **Developed professional skills and knowledge of the beneficiaries of social assistance:**
  - Workshops with beneficiaries, visits to craftsmen, selection and training of craftsmen, workshop with the members of the Chamber of Crafts.
3. **Increased support for the families for active involvement of the beneficiaries in the process:**
  - Workshop with the teams of social workers, provision of social services for the families.
4. **Enhanced cooperation between the Red Cross, governmental institutions, local self-governments and the civic and craftsmen sector in the area of promotion of social inclusion of the beneficiaries in the labour market:**
  - Kick-off meetings with local stakeholders, public round tables, final workshop.



1 and 2: Photos of the first meeting with beneficiaries; 3: Workshop with the members of the Chamber of Crafts; 4: Training in occupational safety and health; 5: Monitoring of the training in crafts– chef;6: Final workshop.

## Major Outputs / Deliverables:

1. **Flayer for promotion of implemented activities within the project:**
  - <http://ckrm.org.mk/publikacii-cat/edu-info-materijali>(Macedonian),
  - <http://ckrm.org.mk/al/publikacii-cat/material-edukativo-informativ> (Albanian).

## Major Indicators:

1. **35 recipients of social assistance with status of long term unemployment from Gazi Baba, Kisela Voda and Ćorĉe Petrov have benefited from trainings for strengthening their capacities for better competitiveness in the labour market.**
  - Target: 40. Achievement: 35 (85.5%).
2. **48 persons at social risk with status of long term unemployment from Gazi Baba, Kisela Voda and Ćorĉe Petrov have acquired social skills.**
  - Target: 40. Achievement: 48 (120%).
3. **33 persons at social risk with status of long term unemployment from Gazi Baba, Kisela Voda and Ćorĉe Petrov are supported with Gestalt therapy.**
  - Target: 40. Achievement: 33 (82.5%).
4. **Delivered psychological and social services to 35 families of beneficiaries from Gazi Baba, Kisela Voda and Ćorĉe Petrov.**
  - Target: 40. Achievement: 35 (85.5%).
5. **70 participants were attending the 3rd public round table on the topic of “Employment Opportunities and Challenges for Vulnerable People”.**
  - Target: 100. Achievement: 70 (70%).

## Sustainability:

1. *The local coordinator and the team of social workers from the City Red Cross of Skopje will continue to work on support of the beneficiaries, which includes regular meetings, follow up of the implemented activities set out in the individual career plan, provision of information and counselling on implementation of the career plan and all the necessary support that will be required by the beneficiary for successful employment.*
2. *Also, the team will work on a project for work integration of the homeless people that is supported by the Ministry of Labour and Social Policy. This project will measure the employability and readiness for change of the beneficiary in Centre for Homeless People "Čičino Selo" and will serve as a basis for development of programmes for work integration of this target group.*
3. *The team will work on the development of the Second-Hand Shop as a social enterprise that will employ the two tailors completed training in crafts within this project. They will do their practise through activities for mending and recycling of clothes.*

*"One of the major problems that were addressed by the project is bridging the barriers of stigma and prejudice that vulnerable groups usually are faced with, when they ask for employment trainings and services."*

*(Kornelija Čipuševa Spasovska, project stakeholder, Project Manager in SOS Children's Villages)*



*"During the workshops for personal growth and development, together with the crafts and training in baking, I became a completely different person. Responsible for the workplace, confident, communicative. I feel braver now than I was before looking for a job, when I was scared from failure. Now, I am sure: I can be a successful person."*

*(Karolina Zdravkovska, project beneficiary, baker)*

*Three public round tables were organised in the municipalities of Ćorĉe Petrov, Kisela Voda and Gazi Baba, in order to share the results from the project and to discuss the promotion of employment conditions and opportunities and reduction of unemployment of persons from socially vulnerable families.*

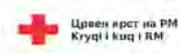
### LEADER ORGANISATION:

#### Macedonian Red Cross

Koĉo Racin 13, 1000 Skopje

+389 2 311-4355

[www.redcross.org.mk](http://www.redcross.org.mk)



### PARTNER ORGANISATIONS:

#### Chamber of Crafts– Skopje

Bitpazarska 12, 1000 Skopje

+389 2 323-7850

[www.zkomora.com.mk](http://www.zkomora.com.mk)

[www.cies.it](http://www.cies.it)



### PROJECT CONTACT DETAILS:

[www.facebook.com/CrvenKrstNaRepublikaMakedonija](https://www.facebook.com/CrvenKrstNaRepublikaMakedonija)

[www.twitter.com/macedonian\\_rc](https://www.twitter.com/macedonian_rc)

# RURAL EMPLOYMENT INITIATIVES

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9138/1*

Duration: *18 months*

Period: *14.12.2015 – 14.06.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Fostering Social Inclusion of the Disadvantaged Persons into the Labour Market*

Budget: *153,776.78 EUR*

EU Contribution: *146,057.19 EUR*

## Overall Objective:

*To increase employability of disadvantaged persons in order to facilitate their social integration and access to the labour market.*

## Specific Objectives:

- 1. To improve the employment skills and competences of disadvantaged persons that will lead toward sustainable employment.*
- 2. To encourage labour market activation through promotion of individual pathways towards employment.*
- 3. To increase participation of disadvantaged persons into the labour market.*



## Target Group / Beneficiaries:

- 1. Socially disadvantaged, unemployed citizens of the Municipalities of Prilep, Krivogaštani and Dolneni.*
- 2. Local self-governments, Employment Service Agency, business sector and general public in targeted municipalities.*

## Location of the Action:

*Municipalities of Prilep, Krivogaštani and Dolneni.*



*1 Training in soft skills and job searching methods; 2 Vocational training for obtaining a driving licence.*

## Results & Implemented Activities:

1. **61 disadvantaged people have developed their professional and job searching skills:**
  - One kick-off event, 3 field visits and 8 public presentations were organised in order to introduce the project aim and objectives to the general public and to the target group,
  - Criteria were developed and a call for applications was opened through the regional web portals, FB groups, posters, flyers and leaflets in order to reach as many youngsters as possible,
  - A module was developed, manuals were printed and 3 cycles of training in soft skills were successfully completed enabling 61 people to develop their professional and job searching skills.
2. **50 people finished vocational training for drivers with driving licences B category and 7 people finished vocational training for drivers of transport vehicles. C category Approximately 75% of them managed to obtain a driving licence or reach the final city driving test by the end of the project.**
3. **1 website was created, functional and operational and 1 regional centre was created and equipped for professional support and access to labour market, in order to promote individual pathways towards employment through building local capacities in job searching assistance and career guidance.**
4. **21 people were employed:**
5. **33 companies in Prilep, Bitola, Dolneni and Krivogaštani were visited, 3 business forums were organised, publication of booklet with final results was published and a closing conference was organised.**



1: Promotion of the training opportunity to the target group; 2: People trained in soft skills / employability skills; 3: Provision of individual support in job search processes (business forum); 4: Vocational training for drivers of transport vehicles.

## Major Outputs / Deliverables:

1. Promotion materials (leaflets, posters, brochure).
2. Education materials (manual for working readiness).
3. 3 identical 7-day trainings for job searching skills.
4. Vocational training for drivers and drivers of transport vehicles.
5. Individual career guidance for the disadvantaged persons.
6. 3 business forums.
7. One kick-off event.
8. One event for promotion of results and methodology to the general public.

## Major Indicators:

1. **60 selected people will pass vocational training for driving license and soft skills capacities during the period of implementation of the project.**
  - Achievement: 57 (95%) successfully finished the training, 42 (70%) managed to reach the final city driving test, and 7 (11.6%) managed to obtain a driving licence by the deadline of the project (majority of others got their driving licences one month after project completion date).
2. **30 people are employed as a result of the project implementation.**
  - Achievement: 21 (70%).
3. **1 counselling and individual Career Guidance Centre for disadvantaged people is created, functional and operational within the Centre for Social Work Prilep.**
  - Achievement: 1 (100%).
4. **1 specialised web page integrated with social networks and other pages useful for job seekers and disadvantaged people is created, functional and operational.**
  - Achievement: 1 (100%).

## Sustainability:

1. **At policy level, the implementation of this project has opened the door for improvement of the local municipal strategies for economic development with elements for disadvantaged people and positive practices of elimination of prejudices towards disadvantaged people.**



**Closing conference in Prilep for presentation of project results, dissemination of project outputs and promotion of developed models.**

*“Such meetings for us, the companies, are important. The immediate and relaxed communication gives us the opportunity to see our potential employees in a different light, gives an opportunity that regular interviews cannot provide. I encourage you to continue to work in this direction and use similar methods to help young people from rural areas who, unfortunately, have fewer opportunities to be offered on the labour market.”*

(Pande Ilieska, project stakeholder, “LLC BimFood”, Prilep)

*“The training gave me a lot of confidence. On Monday, I was nervous, I felt sick, but now, I have the feeling that I have learned a lot.”*

(Hristijan Ermanovski, project beneficiary)

*“I live in the village of Krušeani. Getting a driving license for me means that I will not depend on public transport that is very rare and is fairly irregular, and if I get hired I will be very comfortable traveling to my work place.”*

(Marina Pridenkoska, project beneficiary)

### LEADER ORGANISATION:

**Inter-Municipal Center for Social Work – Prilep**

Stevan Apostoloski 17, 7500 Prilep

+389 48 421-702

Inter-municipal  
Center for Social  
Work - Prilep

### PROJECT CONTACT DETAILS:

[www.rei.mk](http://www.rei.mk)

[www.facebook.com/reiprilep](https://www.facebook.com/reiprilep)

### PARTNER ORGANISATIONS:

**Youth Cultural Centre – Bitola**

Car Samuil 29, 7000 Bitola

+389 47 233-020

[www.mkcbt@t.mk](mailto:www.mkcbt@t.mk)

[www.facebook.com/mkcbt](https://www.facebook.com/mkcbt)

@mkcbt

#mkcbitola

Mkcbitola (Instagram)



# CREATING EMPLOYMENT PATHWAYS FOR RURAL YOUTH

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9139/1*

Duration: *20 months*

Period: *15.12.2015 – 14.08.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Fostering Social Inclusion of the Disadvantaged Persons into the Labour Market*

Budget: *160,161.63 EUR*

EU Contribution: *152,153.55 EUR*

## Overall Objective:

*Facilitate the labour market inclusion of young population from rural and remote areas from the North-East Region of the country.*

## Specific Objectives:

- 1. Increase the skills and understanding of employability among rural youth.*
- 2. Build a regional workforce development system.*
- 3. Develop regional strategy for social and labour market inclusion of the target groups.*

## Target Group / Beneficiaries:

- 1. Unemployed youth (aged 20-39), living in rural areas in the North-East Region.*
- 2. Centre for the North-East Planning Region.*
- 3. Municipalities: Kumanovo, Kratovo, Kriva Palanka, Staro Nagoričane, Lipkovo and Rankovce.*
- 4. MAFWE, MLSP, ESA, MLSG.*
- 5. Civil society sector from the North-East Region.*

## Location of the Action:

*Municipalities of Kumanovo, Kratovo, Kriva Palanka, Staro Nagoričane, Lipkovo and Rankovce.*



*Practical placement of trainees in 1 TV Medium KrivaPalanka; 2 Job Club Lipkovo; and 3 Insurance Agency Kumanovo.*

MAFWE - (Ministry of Agriculture, Forestry and Water Economy)

MLSP - (Ministry of Labour and Social Policy)

ESA - (Employment Service Agency)

MLSG - (Ministry for Local-Self Government)

## Results & Implemented Activities:

- **Defined gaps between the labour market needs and the existing labour skills, and enabled opportunities for job matchmaking between the employers and rural youth as potential employees:**
  - Research study on the labour market in the region,
  - Profiling of the target group characteristics.
- **Established system for personal skills development, through the job clubs, as a pilot form; conducted custom trainings for specific target group segments (120 individuals); offered practical traineeship programme (45 individuals) and provided transitional employment (36 individuals):**
  - Set up 3 job clubs in the local self government units/premises
  - Implementation of training,
  - Enable practical traineeship in the business sector,
  - Offer transitional employment in job-clubs.
- **Established workforce support group (WSG) and developed regional strategy and action plan:**
  - Establish a regional workforce support group,
  - Analysis of the regional social care service, national and local policies and incentives relevant to the employment needs of the target population,
  - Development of regional strategy and action plan for social and labour market inclusion of rural youth.
- **Increased awareness among target group and other stakeholders; and raised public awareness of the need for social inclusion of the youth through employment:**
  - Three Career Fairs for job matching,
  - Continuous promotion.



1

2

1 Business sector, local government and potential trainees, Lipkovo; 2 Training session in “Effective Communication”,.

## Major Outputs / Deliverables:

1. “Analysis of the Labour Market, Labour Force Demand in the North-East Planning Region”(ISBN 978-608-4731-24-5;<http://cea.org.mk/analiza-na-pazarot-na-trud-pobaruvačka-na-rabotna-sila-vo-severoistochniot-planski-region>).
2. “Analysis of the Labour Market, Unemployed Youth in the North-East Planning Region”(ISBN 978-608-4731-24-5;<http://cea.org.mk/istrazhuvane-na-pazarot-na-trud-mladite-nevraboteni-vo-severoistochniot-planski-region>).
3. “Review of Policies for Social Inclusion of Youth, with Focus on the Youth in the North-East Planning Region” (ISBN 978-608-4731-26-9;<http://cea.org.mk/analiza-i-pregled-na-politikite-za-sotsijalno-vkluchuvane-na-mladite>).

## Major Indicators:

1. Target: 120 unemployed youth completed training. Achievement:140 (116.97%).
2. Target: 45 unemployed youth finished three-month practical placement in companies. Achievement: 45 (100%).
3. Target: 36 unemployed youth experienced two-month traineeship in the job clubs. Achievement: 48 (133%).
4. Target: 3 opened and functional job clubs, trained personnel to service. Achievement: 3 (100%).
5. Established 1 WSG. Achievement: 1(100%).
6. Developed strategy and action plan for social and labour market inclusion of rural youth. Achievement: 1 (100%).

## Sustainability:

1. **Regional strategic document which can be used by different stakeholders.**
2. **Equipped and transferred equipment for further operation of the job clubs in three of six municipalities.**
3. **Continued actions for enhancement employability of different target groups on local level.**



*“I will strongly advocate that the internship programme carried out in the Job Club of the Municipality of Staro Nagoričane does not remain a mere formality, but be used to the maximum possible extent by the young unemployed persons, for whom the gaining of experience and practical skills is of uttermost importance.”*  
(Milovan Stojkovski, project stakeholder, Mayor of Staro Nagoričane)

*“Lipkovo Municipality is faced with unemployment rate of around 80%, thus the activities undertaken by CEA and FFRM are very important for the youth.... The project gives opportunities for the youth to be further educated and integrated and to undertake practical traineeship in order to enhance their employment opportunities and boost the currently low living standard in the municipality.”*  
(Dije Arifi, project beneficiary, LED Coordinator, Municipality of Lipkovo)

**Closing conference in Prilep for presentation of project results, dissemination of project outputs and promotion of developed models.**

*“I want to emphasise that I feel privileged that I was part of the Job Club in the Municipality of Lipkovo. The project enabled mentoring of 6 groups of practitioners in the municipality and over 15 interns related to relevant businesses. The trainees were active all the time and were constantly enriched with new knowledge.”*  
(Muhedin Abazi, project beneficiary, Local Job Club Trainer, Integrator, Liaison with LSGU Lipkovo)

### LEADER ORGANISATION:

Centre for Economic Analyses (CEA) – Skopje



Jane Sandanski 63/3, 1000 Skopje

+3892 244-4766

[www.cea.org.mk](http://www.cea.org.mk)

[www.mkbudget.org](http://www.mkbudget.org)

[www.facebook.com/ceaorgmk/](https://www.facebook.com/ceaorgmk/)

### PARTNER ORGANISATION:



Federation of Farmers of Macedonia –

Skopje Gigo Mihajlovski4-1/1, 1000 Skopje

+389 2 305-0646

[www.ffrm.org.mk](http://www.ffrm.org.mk)

### PROJECT CONTACT DETAILS:

[www.facebook.com/sozdavanjemoznosti/](https://www.facebook.com/sozdavanjemoznosti/)

<http://ffrm.org.mk>



# LABOUR MARKET INCLUSION OF SOCIALLY DISADVANTAGED YOUTH IN NORTHEAST REGION

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9142/1*

Duration: *15 months*

Period: *14.12.2015 – 14.03.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Fostering Social Inclusion of the Disadvantaged Persons into the Labour Market*

Budget: *143,965.29 EUR*

EU Contribution: *133,887.72 EUR*

## Overall Objective:

*To help the labour market inclusion of young people at the risk of social exclusion from the North-East Region of the country.*

## Specific Objectives:

- 1. To provide young people (18-30) at risk of social exclusion with certified vocational skills.*
- 2. To provide young people (18-30) at risk of social exclusion with employability skills.*
- 3. To help young people (18-30) at risk of social exclusion through career orientation and psycho-social empowerment.*
- 4. To help young people (18-30) at risk of social exclusion through job matching and organisation of apprenticeships.*



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for  
You!

## Target Group / Beneficiaries:

*Young persons at risk of social exclusion living in the North-East Region of the country, including persons with disabilities whose condition renders them fit for work, such as: former drug and alcohol addicts, victims of domestic violence, young offenders, young people who have left school early, young persons with special needs (light physical or mental disability) and young people without parental care.*

## Location of the Action:

*Municipalities of Kumanovo, Kratovo, KrivaPalanka, StaroNagoričane, Lipkovo and Rankovce.*



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*1 Training in employability skills; 2 Psycho-social counselling ; 3 Training in vocational skills.*



## Results & Implemented Activities:

- Provide the young people (18-30) at risk of social exclusion with certified vocational skills:**
  - 60 participants involved in vocational training,
  - 2 groups in Macedonian language (17 participants) for installers and moulder of residential buildings,
  - 3 groups for operator of numerical controlled machines: 2 groups in Macedonian language (19 participants) and 1 group in Albanian language (24 participants).
- Provide the young people (18-30) at risk of social exclusion with employability skills:**
  - 60 participants received 12-day training for employability skills – evaluations and reports show improved employability skills.
- Help the young people (18-30) at risk of social exclusion through career orientation and psycho-social empowerment:**
  - 60 participants have 8 days of career counselling and 8 days of psycho-social counselling.
- Help the young people (18-30) at risk of social exclusion through job matching and organisation of apprenticeships:**
  - Signed apprenticeship contracts in 7 companies with the project,
  - 59 apprenticeships,
  - 20 working days of apprenticeship by participants,
  - After finishing apprenticeship, 2 participants signed work contracts.



1 Vocational skills training; 2 Apprenticeship.

## Major Outputs / Deliverables:

- Delivered trainings in vocational skills.
- Delivered employability courses.
- Delivered career counselling and psycho-social counselling.
- Organized and implemented apprenticeships in 7 companies.

## Major Indicators:

- Number of young persons (18-30) at risk of social exclusion trained with vocational skills.**
  - Target: 60. Achievement: 60 (100%).
- Number of young persons (18-30) at risk of social exclusion empowered with strong employability skills.**
  - Target: 60. Achievement: 60 (100%).
- Number of young persons (18-30) at risk of social exclusion who were helped to build clear career goals and were psycho-socially strengthened.**
  - Target: 60. Achievement: 60 (100%).
- Number of young persons (18-30) at risk of social exclusion who took an apprenticeship with duration of 1 month.**
  - Target: 60. Achievement: 59 (98.3%).



## Sustainability:

1. **Purchased inventory (CNC machines and tools for electrical engineers) will be used in the implementation of practical instruction to regular students. The school received accreditation from the Centre for Adult Education to conduct two trainings: for installers and installer of residential buildings, and for operation of CNC machines. In the future, the school will offer implementation of this type of training for young people.**
2. **Students using CNC machines started with the production of souvenirs.**
3. **2 months after getting in touch with the participants we received information that more than 15 of them found work as a result of the trainings and strengthening of their capacities.**



**Project beneficiaries taking an apprenticeship.**

*“We were pleasantly surprised with the great amount of interest shown by the participants, and their regular attendance. We are grateful to this project for giving us the opportunity to personally meet with people who could potentially become our employees, and to coach them in the production process specific to our needs and technical requirements.*

*And indeed, at the end of the coaching programme, we have hired two of the apprentices who, in our assessment, have shown firm commitment and an honest desire to stay with our company. We gave them jobs!”*

(project stakeholder, Quality Manager at the “Mahagoni” furniture production company)

*“This project provided me with a training that helped me gain knowledge and skills for my personal confidence, how to present myself to employers and to the labour market. I gained the skills for fitter and installer of residential buildings and I know that now I can get a job.”*

(Bajram Abdulovski, project beneficiary)

*“The trainings and the apprenticeship organised through this project helped me get employed with the ‘Mahagoni’ furniture production company at the post of CNC machine operator.”*

(Branislav Veličkovski, project beneficiary)

### LEADER ORGANISATION:

**Municipal Secondary Technical School “NaceBuĝoni” –**

**Kumanovo**



Bajram Šabani bb, 1300

Kumanovo +389 31 432-180

[www.nacebugjoni.mk](http://www.nacebugjoni.mk)

### PARTNER ORGANISATION

**Centre for the Development of the North-East Planning Region – Kumanovo**



Ilindenska bb, 1300 Kumanovo

+389 31 424-878

[www.northeastregion.gov.mk](http://www.northeastregion.gov.mk)

### PROJECT CONTACT DETAILS:

[www.facebook.com/nacebudjoniproject](https://www.facebook.com/nacebudjoniproject)



# FROM EIQ BUILD UP TO ALL-INCLUSIVE LABOUR MARKET

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9130/1*

Duration: *18 months*

Period: *14.12.2015 – 14.06.2017*

Policy Area: *"Social Inclusion"*

Policy Sub-Area: *"Fostering Social Inclusion of the Disadvantaged Persons into the Labour Market"*

Budget: *110,354.08 EUR*

EU Contribution: *93,800.96 EUR*

## Overall Objective:

1. *Make improvements in the currently offered trainings by obtaining a participatory approach in crafting the training services.*
2. *Increased involvement of the target group in the labour market through a process of daily mentoring by employment experts.*
3. *Developed capacities of the practice firms who train the participants for immediate transition to the labour market.*
4. *Enhanced public awareness for reaping the benefits from volunteerism.*

## Specific Objectives:

1. *To support the disadvantaged persons in the employment process by offering specialised trainings and individual mentoring.*
2. *To encourage regional employment policies by promoting close inter-municipal collaboration.*
3. *To improve practical experience of the target group by transferring innovative best-practices approach tailored to the specific needs of the target groups.*
4. *To promote volunteering as an alternative pathway for tackling unemployment by raising public awareness.*

## Target Group / Beneficiaries:

1. *People living in remote and rural areas.*
2. *Young unemployed persons (age 20-29).*
3. *People who have not completed their high school education.*
4. *Ethnic minorities (Turkish and Serbian).*

## Location of the Action:

*Municipality of Demir Kapija and Municipality of Rosoman.*



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*1 Specialised training in "Enhancing Motivational Skills for Re-entering the Labour Market";  
2 International Volunteer Day.*

## Results & Implemented Activities:

1. **Improvements in the currently offered trainings by obtaining a participatory approach in crafting the training services:**
  - Prepared a study about Labour Market Opportunities in Vardar Planing Region.
  - Specialised training services STS.
2. **Increased involvement of the target groups in the labour market through a process of daily individual and group mentoring by employment experts**
3. **Developed capacities of the practice firm training participants for immediate transition to the labour market**
4. **Enhanced public awareness for reaping the benefit from volunteerism**



*Specialised trainings delivered in the Municipality of Demir Kapija and in Municipality of Rosoman.*

## Major Outputs / Deliverables:

1. **One study published, "Labour Market Opportunities – a Specialised Study for the Vardar Planning Region"(ISBN 978-9989-2704-7-51).**

## Major Indicators:

1. **Number of specialised trainings.**
  - Target: 50 trainings. Achievement: 50 (100%).
2. **Number of days of conducting individual and group mentoring.**
  - Target: total of 50 days. Achievement: Conducted 100 days (200%).
3. **Number of practice firm trainings organised.**
  - Target: at least 6 practice firms. Trainings Achievement: organised 6 practice trainings (100%).
4. **Number of quarterly brochures distributed.**
  - Target: 1200 copies in both municipalities. Achievement: printed 1200 brochures (100%).
5. **Number of informative sessions.**
  - Target: total of 6 in both municipalities. Achievement: organised 6 informative sessions on volunteerism (100%).
6. **Number of participants at the IVD.**
  - Target: 100 participants attending in both municipalities (at least 30, and up to 50 people in each municipality). Achievement: 70 participants present at the IVD in both municipalities (70%).

## Sustainability:

1. *At the end of the of the project implementation, certificates of participation were given to all participants who completed both parts of the specialised trainings.*
2. *At the end of the of the project implementation ,certificates of participation for having acquired certain skills were given to all participants who took active part in the three-day practice firms.*

*“During and after the project implementation we have achieved a major impact on the target group members. The tailored specialised training services made an enormous impact on the target group members in building up their skills in various fields, but the greatest impact was in the building their confidence and motivation for re-entering the labour market.”*

(Blagoj Jovanovski,  
project stakeholder)



**Meeting with the partners from the Municipality of Rosoman.**

*“I have participated in some of the specialised training services, but the one training that made change in my life was the training on IPARD Funds. I was young and unemployed person. After attending the IPARD Funds training, I learned more about the benefits from IPARD Funds for someone who wants to try and apply the self-employment measures. My grant was approved and now I run my own small business.”*

(M.P., project beneficiary)

### LEADER ORGANISATION:



#### Municipality of Demir Kapija

11 Oktomvri bb, 1442 Demir Kapija

+389 43 364-100

[www.opstinademirkapija.gov.mk](http://www.opstinademirkapija.gov.mk)

### PARTNER ORGANISATION



#### Municipality of Rosoman

Proleterska 1, 1422 Rosoman

+389 43 441-443

[www.opstinarosoman.gov.mk](http://www.opstinarosoman.gov.mk)

### PROJECT CONTACT DETAILS:

[www.podobruvanjenamoznostite.eu](http://www.podobruvanjenamoznostite.eu)

[www.facebook.com/FromEiqBuildUptoanInclusiveLabourMarket](https://www.facebook.com/FromEiqBuildUptoanInclusiveLabourMarket)

LabourMarket

### Foundation New Business Education

KostaNovakovič8, 1000 Skopje

+389 2 240-2161

[www.nbe.mk](http://www.nbe.mk)



# VOCATIONAL EDUCATION AND TRAINING: NEW APPROACH FOR EFFECTIVE SOCIAL INCLUSION

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9131/1*

Duration: *16 months*

Period: *14.12.2015 – 14.04.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Fostering Social Inclusion of the Disadvantaged Persons into the Labour Market*

Budget: *97.472.08 EUR*

EU Contribution: *92.598.47 EUR*

## Overall Objective:

- To contribute to the creation of favourable environment for re-integration of offenders into the society.*
- To provide opportunity for prisoners to learn new skills and to be competitive on the labour market after their sentence is served.*

## Target Group / Beneficiaries:

- Directorate for Execution of Sanctions.*
- Tetovo Prison and Štip Prison.*
- The Ombudsman.*
- Employment Service Agency, Centres for Social Work.*
- Chambers of Commerce and Employers, Centre for Education of Adults.*
- Municipality of Tetovo and Municipality of Štip.*

## Specific Objectives:

- The prisons in Tetovo and Štip will increase their capacities to deliver labour-market-oriented vocational skills training.*
- The number of the returnees among offenders in prisons will decrease.*
- Prisoners will be provided with opportunity to increase their knowledge/education and vocational skills.*
- Education activities will be adopted as regular activities within the prisons.*

## Location of the Action:

*Tetovo and Štip.*



*Final Conference, EU Info Centre, Skopje, 06.04.2017.*

## Results & Implemented Activities:

- **Conditions provided to realise up-to-date educational training in the Tetovo and Štip Prisons (equipment, programmes, and tools):**
  - Furnishing 2 classrooms with technical equipment necessary for delivering different types of courses (computers, ICT equipment, chairs, tables etc.) and 2 workshops with technical equipment necessary for delivering of vocational training,
  - Designing of special educational programmes specifically tailored for the needs of prisoners (basic literacy, foreign languages, computer skills, etc.).
- **In the long term, prisoners benefit from increased capacities and competitiveness on the labour market after serving their sentence:**
  - Practical implementation of educational and vocational trainings and courses for prisoners serving their sentences in Tetovo and Štip Prisons.
- **Decision makers in the relevant communities have a raised awareness and are informed on options how to support the successful re-integration of offenders:**
  - Consultative meeting with the decision makers, Ministry of Justice and the Directorate for Execution of Sanctions.
- **Local communities in Tetovo and Štip have information available on the educational schemes taking place in the prisons:**
  - Production and printing of a manual/toolkit,
  - 3 regional events and 1 closing event, with dissemination activities for promotion of the project and project activities.



*Regional event for dissemination of information and promotion of project activities.*

## Major Outputs / Deliverables:

1. 3 tailor-made education programmes specifically adapted to the needs of people serving prison sentence (programme for acquiring basic literacy, programme for English language, and programme for basic computer skills).
2. 2 tailor-made vocational training programmes specifically adapted to the needs of people serving prison sentence (cooking/bakery programme and hairdresser programme).
3. 1 manual/toolkit with educational methods for working with people serving prison sentence.
4. 20 people without primary education obtained diploma for horticulture.
5. 40 people obtained certificate for basic knowledge of English language.
6. 60 people obtained certificate for basic knowledge of computers.
7. 20 people obtained certificate for skills and competences in bakery.
8. 20 people to obtain certificate for skill and competences in hairdressing.

## Major Indicators:

1. Number of tailor-made educational programmes.
  - Target: 3. Achievement: 2 (66.7%).
2. Number of tailor-made vocational programmes.
  - Target: 2. Achievement: 3 (150%).
3. Number of produced manuals.
  - Target: 1. Achievement: 1 (100%).
4. Number of participants awarded with diploma.
  - Target: 160. Achievement: 150 (93.75%).

## Sustainability:

1. *The project has built up a valuable experience and has created useful assets, such as the two equipped training premises.*
2. *Procedures have been elaborated on how to conduct different aspects of the training process, and a manual has been produced on how to work with prisoners.*



*Final Conference, EU Info Centre, Skopje, 06.04.2017.*

*“In the Štip Prison it was impossible to meet the prisoners’ needs for education activities that could fulfil their free time in a useful and productive way. This project helped us equip a room that is now adjusted as a computer lantern, and train the management team to provide education activities. These activities will continue beyond the project completion, as part of the prison education activities.”*

*(Aneta Kirova, project stakeholder, Head of the Department for Resocialisation in the Štip Prison)*

*“This is the best opportunity for me and my business. After serving my sentence in prison I will start a bakery store, the dream that I have had ever since I finished the practice work a few years ago.”*

*(project beneficiary, participant in the baking training, Tetovo Prison)*

### LEADER ORGANISATION:



#### Community Development Institute – Tetovo

Maršal Tito 106, 1200 Tetovo

+389 44 340-677

[info@irz.org.mk](mailto:info@irz.org.mk)

[www.irz.org.mk](http://www.irz.org.mk)

### PARTNER ORGANISATION:



#### DVV International – Bonn, Germany

Obere Wilhelmstraße 32, 53225 Bonn, Germany

+49 228 9756931

[www.dvv-international.de](http://www.dvv-international.de)

### PROJECT CONTACT DETAILS:

[www.prisoneducation.mk](http://www.prisoneducation.mk)

[www.facebook.com/prisonedumk](https://www.facebook.com/prisonedumk)

# FOSTERING SOCIAL INCLUSION THROUGH EMPLOYABILITY ENHANCEMENT "OPEN DOOR – FOR YOUTH BY YOUTH"

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9148/1*

Duration: *22 months*

Period: *14.12.2015 – 14.10.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Fostering Social Inclusion of the Disadvantaged Persons into the Labour Market*

Budget: *157,923.88 EUR*

EU Contribution: *150,011.89 EUR*

## Overall Objective:

*To facilitate the social inclusion of vulnerable young people through creation of equal opportunities for accessing the labour market.*

## Specific Objectives:

*To support, encourage and increase the participation of vulnerable young people in the labour market by improving their employability, building skills to join the labour market and fully integrating them in the society.*

## Target Group / Beneficiaries:

- 1. Youth without parental care and with educational and social difficulties.*
- 2. Unemployed youth beneficiaries of social welfare aged 18-29.*
- 3. Institutions.*

## Location of the Action:

*Skopje, Prilep, Bitola and Štip.*



*Mentoring – developing Employment Plans for young persons, recipients of social welfare, Skopje.*

## Results & Implemented Activities:

- **Formed civic and professional staff multipliers from the public sector for Carrier Counselling for young people at risk of social exclusion:**
  - Develop and promote Study Needs Analysis on young people recipients of social welfare,
  - Develop Social Cards of youth living in institutions,
  - Adapt methodology for career counselling and early career guidance,
  - Organise Training of Trainers workshops.
- **Established and equipped 4 Youth Info Carrier Centres at local level:**
  - Identify venues and refurbishment plan,
  - Equip and promote "Open Door" Carrier Centres.
- **Increased employability and conditions for labour market integration of 137 youngsters:**
  - Develop plan for delivery of trainings,
  - Trainings for young people without parental care, with educational difficulties and social welfare recipients,
  - Support practical work.



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1 ToT on career counselling; 2 Certificate awarding event for youth, Bitola; 3 Promotion of Study Needs Analysis, Skopje.

## Major Outputs / Deliverables:

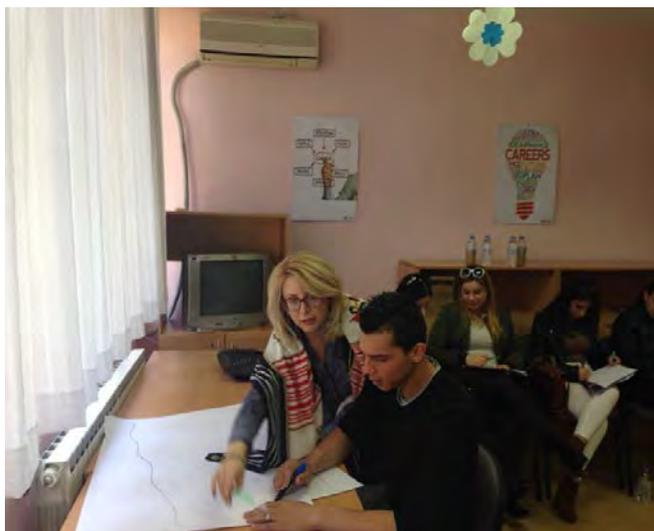
- Methodology for career counselling and early career guidance.
- Kompetenzen Bilanz (Balance of competences) methodology.
- 60 Social Cards for youth without parental care and with educational difficulties.
- Study Needs Analysis, "Social Inclusion of Vulnerable Groups through Creating Equal Opportunities for Access to the Labour Market" (ISBN: 978-608-66094-0-5).
- Multimedia DVD edition of the project results.

## Major Indicators:

1. 20 members of CSOs and institutions are selected under specified criteria and trained to deliver career counselling services.
  - Achievement: 20 (100%).
2. 4 YIC "Open Door" for capacity building of young people at risk are established and equipped within Workers' Universities.
  - Achievement: 4 (100%).
3. 98 young people recipients of social welfare and 28 young people living in institutions are trained in early career guidance and counselling by the trained trainers through tailor-made four-week workshops.
  - Achievement: 137 in total (108.7%).
4. 20 youngsters, participants in the workshops that showed the best results are awarded with 2-week internship in famous employer companies based on specific agreement.
  - Achievement: 17 (85%) (after completing the internship, 2 of them were offered jobs and got employed).

## Sustainability:

1. **Developed and promoted Study Needs Analysis for social welfare recipients (serving as a resource tool for institutions).**
2. **Set-up and equipped “Open Door” Career Centres (serving as training/meeting facility used by NGOs and institutions).**
3. **Disseminated career counselling methodology to Social Work Centres (serving as tool for addressing marginalised youth for career guidance).**



**Career counselling training.**

*“Career counseling is ‘wind in the back’ for children leaving the institutions.*

*I firmly believe that early career counseling, not only within institutions, but in the society in general, is necessary to be provided to the young people at an early stage, so that they can ‘discover’ themselves and be able to self-direct their career paths, ultimately finding their place in the society.”*

(Vera Petrovska, project stakeholder, Sociologist at the Institution for Children without Parental Care, Certified Career Counsellor)

*“The 4-day training process was focused on dedicating attention to ourselves.*

*During the trainings, we were constantly encouraged to talk, expressing ourselves through games. As a shy person, I didn’t expect that I could overcome my shyness.*

*Now I am an intern in the ‘Sim Holding’ Accounting Agency, supported by the project. I feel fulfilled, I feel being part of something.”*  
(Sara Lazarovska, project beneficiary, intern)

### LEADER ORGANISATION:

**Coalition of Youth Organisations “Sega” – Prilep**



Car Samoil 18, 7500 Prilep

+389 48 429 390

[www.sega.org.mk](http://www.sega.org.mk)

[www.facebook.com/coalitionSEGA](https://www.facebook.com/coalitionSEGA)

### PARTNER ORGANISATION:

**Association for Social Action, Education and Prevention EASP – Skopje**



11 Oktomvri 42-a, 1000 Skopje

[www.easp-youth.weebly.com](http://www.easp-youth.weebly.com)

[www.facebook.com/easpyouth](https://www.facebook.com/easpyouth)

### PROJECT CONTACT DETAILS:

[www.facebook.com/OpenDoorForYouthByYouth](https://www.facebook.com/OpenDoorForYouthByYouth)

**K.A.B.A. Slovensko, Slovakia – Martin, Slovakia**



Komenskeho 19, Martin, Slovakia

[www.kabaslovensko.sk](http://www.kabaslovensko.sk)

[www.facebook.com/kaba.slovensko](https://www.facebook.com/kaba.slovensko)

# KITCHEN ON WHEELS

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9125/1*

Duration: *22 months*

Period: *14.12.2015 – 14.10.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Fostering Social Inclusion of the Disadvantaged Persons into the Labour Market*

Budget: *111,546.70 EUR*

EU Contribution: *103.515,34 EUR*

## Overall Objective:

*Creating opportunities for employment of people with disabilities and providing delivery of quality meals for the elderly, socially disadvantaged and ill citizens in the Municipality of Makedonski Brod.*

## Specific Objectives:

- 1. Empowering young people with disabilities to be competitive on the labour market.*
- 2. Creating local service for support of socially disadvantaged people.*

## Target Group / Beneficiaries:

- 1. Young people with disabilities and civil servants.*
- 2. Socially disadvantaged people; elderly people; single parents; welfare recipients; young people with disabilities and their families.*
- 3. Business sector in the Municipality of Makedonski Brod.*

## Location of the Action:

- 1. Municipality of Makedonski Brod (for food preparation).*
- 2. Nearby villages of Samokov, Rastež, Ramne, Brest, Kosovo, Zvečan, Kovač, Zrkle and Lupšte (for delivery of meals to the elderly people).*



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*1 Cooked food is packaged in thermal bags so that the meals could be preserved fresh and warm;  
2 Packaged meals are delivered to 54 elderly people in 9 nearby villages.*

## Results & Implemented Activities:

- **Created job opportunities for people with disabilities:**
  - Study visit to Serbia for transfer of knowhow,
  - Recruitment and training of young people with disabilities that will work in the “Kitchen on Wheels”,
  - Equipment of the “Kitchen on Wheels”,
  - Day to day activities of the “Kitchen on Wheels” (preparation of food, packaging, delivering).
- **Strengthened capacities of people with disabilities to be competitive on the labour market:**
  - 8-day trainings for young people with disabilities for empowerment of their skills were organised.
- **Prompted public debate for mobilisation of local capacities for creating job opportunities for people with disabilities:**
  - Preparation of promotion material (flyer, web page, FB page, radio advertisement),
  - Trainings for strengthening of the capacities of civil servants to provide knowledge, skills, tools and techniques to support people with disabilities,
  - Public debates with the business sector, local civil servants, NGO representatives, representatives of the Employment Service Agency, and of the Inter-Municipal Centre for Social Work in Makedonski Brod, Kičevo, Prilep and Bitola,
  - Closing conference.



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1 Study visit to Serbia for transfer of knowhow; 2 Trainings for strengthening the capacities of civil servants to provide knowledge, skills, tools and techniques to support people with disabilities; 3 Public debate in Prilep.

## Major Outputs / Deliverables:

1. Booklet “Guidelines for Inclusion of Persons with Disabilities in the Labour Market” (ISBN 978-608-66113-0-9).
2. Website <http://kujnana.trkalo.net>.
3. Facebook page <https://www.facebook.com/kujnana.trkalo>.
4. Flyer.
5. Promotional set.

## Major Indicators:

1. Number of young people with disabilities engaged in the Service Centre ‘Kitchen on Wheels’.
  - Target: 12. Achievement: 12 (100%).
2. Number of people (elderly, alone or hardly moving) provided with meals or other services within Service Centre “Kitchen on Wheels”.
  - Target: 54. Achievement: 54 (100%).

## Sustainability:

- 1 **Training of 20 people with disabilities to become active job seekers in the labour market.**
- 2 **Gained work experience of the people with disabilities and the ability to share their experiences with other people with disabilities, with the purpose of expanding the project on the territory of the Municipality of Prilep.**
- 3 **Provided interest of the private sector to employ people with disabilities.**
- 4 **Gained support from the institutions and municipalities with the purpose of continuation and extensions of the project.**

*“It gives me pleasure to help the elderly and decrepit people who cannot provide for their food because of financial issues and the distant inaccessible terrain where they live.”*

*(Darko Veljanoski, project beneficiary, young person with disability involved in preparation of meals)*

*“I am a welfare user. I’m dealing with great financial and health problems. I am thankful that somebody remembered us, to come and see us, talk to us and give us a hot meal.”*

*(Mena Zlateska, project beneficiary, an elderly person living in the village of Kovač, recipient of meals)*



**Career counselling training.**

*“These youngsters are part of the local community. The project made them feel beneficial to the society. Every morning they come to their job positions in the restaurant and participate in the entire process of preparation, packaging and distribution of the food. When the young and the elderly people of our community join together in a single smile, it means a world to us!”*

*(Žarko Risteski, project stakeholder, Social Worker)*

### LEADER ORGANISATION:

**Inter-Municipal Centre for Social Work – Makedonski Brod**

Maršal Tito 9, 6530 Makedonski Brod

+389 72 321-772

### PARTNER ORGANISATION:

**Youth Association for Social Action, Education and Prevention EASP – Prilep**



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+389 76 435-535

[www.facebook.com/easpyouth](http://www.facebook.com/easpyouth)

[www.easp-youth.weebly.com](http://www.easp-youth.weebly.com)

### PROJECT CONTACT DETAILS:

[www.kujnanatrkala.net](http://www.kujnanatrkala.net)

[www.facebook.com/kujnanatrkala](http://www.facebook.com/kujnanatrkala)



# PILOTING A MODEL FOR SUSTAINABLE EMPLOYMENT OF PERSONS WITH DISABILITIES

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9128/1*

Duration: *18 months*

Period: *14.12.2015 – 14.06.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Fostering Social Inclusion of the  
Disadvantaged Persons into the Labour Market*

Budget: *93,400.94 EUR*

EU Contribution: *88,676.75 EUR*

## Overall Objective:

*To foster equal and active inclusion of persons with disabilities into the open labour market.*

## Specific Objectives:

*To pilot and promote a model of sustainable employment of persons with disabilities, based on their abilities, to contribute as equal and active citizens.*



## Target Group / Beneficiaries:

*Persons with disabilities, the business sector, public institutions, civic organizations, experts and professionals, as well as the general public.*

## Location of the Action:

*Skopje : Arachinovo, Cucer-Sandev, Ilinden, Petrovec, Sopiste, Studenicani, Zelenicovo.*



*With good and individualised support everyone can make it!*



## Results & Implemented Activities:

1. **Increased employability and access to the open labour market by PwDs:**
  - Categorized project database of PwDs who seek employment,
  - Provision of training in ('soft') employability skills;
  - Provision of individual tailor-made training in specific skills;
  - Mentoring of PwDs.
2. **Strengthened capacities of companies to offer barrier-free employment to PwDs:**
  - Research based analysis of different types of employers,
  - Workshops for human resources – personnel,
  - Practical guide for companies,
  - Tailor-made support packages to companies.
3. **Improved informing on the needs, possibilities and benefits of employing PwDs:**
  - Creation of a web platform,
  - Organisation of peer-to-peer exchange meetings between employers of PwDs,
  - Preparation of a video on three project success stories,
  - Preparation of policy brief on fostering inclusion of PwDs in the open labour market.



*Trainings on development of employability skills of YPwDs*

## Major Outputs / Deliverables:

- One-day soft skills trainings were delivered; trainings in soft employability skills; PwDs received tailor-made trainings.
- Trainings for HR professionals, service package developed.
- Three peer-to-peer exchanges, video on three successful stories, web platform, research report and policy brief.
- Practical guide for companies, "Employing and Managing PwDs" published and distributed (400 in Macedonian and 100 in Albanian).

## Major Indicators:

1. **Target: 120 PwDs trained in basic employability skills.**
  - Achievement: 104 (87%).
2. **40PwDs trained in specific skills through tailor-made trainings.**
  - Achievement: 38 (95%).
3. **10PwDs received mentoring in applying for a new job.**
  - Achievement: 13 (130%).
4. **10 PwDs obtain new jobs.**
  - Achievement: 4 (40%).
5. **75 HR professionals attend 3 trainings on barrier-free employment and management of PwDs.**
  - Achievement: 69 (92%).
6. **At least 50 participants attend the 3 peer-to-peer exchange meetings.**
  - Achievement: 30PwDs and 69 HR professionals (198 %).



## Sustainability:

1. *The support service for work inclusion of PwDs combines the expertise of the two organisations and it will remain available to the stakeholders and after the completion of the project.*
2. *The findings from the research, the analysis and the recommendations for amending the Policy Brief will be used in further advocacy for improvements in the country.*

*"I admire the determination of YPwDs to learn. When they were motivated, I prolonged the classes. I wanted to use the moment of excitement for creating something that they only saw in magazines before."*

(project stakeholder, trainer)



*"The trainings were excellent and useful for persons with visual impairment who have prospective results and experience – just what the labour market demands."*

(project beneficiary, young person with visual impairment)

*Peer-to-peer meetings with PwDs and representatives from the business sector.*

### LEADER ORGANISATION:



**Open**  
The Windows

**Open the Windows – Skopje**  
Partizanski Odredi 62-2/29, 1000  
Skopje +389 2 306-8630  
[www.openthewindows.org](http://www.openthewindows.org)

### PARTNER ORGANISATION:

**KONEKT**

**"Konekt" – Skopje**

Vladimir Poležinovski 19/1-6, 1000  
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### PROJECT CONTACT DETAILS:

[www.facebook.com/groups/1029688740479017/](https://www.facebook.com/groups/1029688740479017/)

# PROMOTING ACTIVE INCLUSION OF DISADVANTAGED PERSONS EXCLUDED FROM THE LABOUR MARKET

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9137/1*

Duration: *20 months*

Period: *14.12.2015 – 14.08.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Fostering Social Inclusion of the Disadvantaged Persons into the Labour Market*

Budget: *163,851 EUR*

EU Contribution: *94,999EUR*

## Overall Objective:

*To increase the activation of persons at risk of social exclusion in the labour market by improving their skills, education, qualification and facilitating their full integration into the society and the labour market.*

## Specific Objectives:

- 1. Improve the efficiency of employment and social services as a way of promoting the social inclusion of vulnerable and disadvantaged groups.*
- 2. Empower vulnerable and disadvantaged groups and give them the skills and experience required to break down the hurdles to employment through a pre-employment training programme and work placements or internships.*
- 3. Foster improvements in service and develop effective partnerships among key stakeholders*

## Target Group / Beneficiaries:

*Disadvantaged persons who find themselves at the margins of the labour market, including: persons with disabilities; former drug and alcohol addicts; victims of domestic violence; young offenders; young school leavers; young people without parents and parental care; people living in remote and rural areas; parents of street children; single parents; beneficiaries of social assistance; homeless people; other similarly disadvantaged people.*

## Location of the Action:

*Skopje, North-East Region (Kumanovo, Kratovo, Kriva Palanka), South-West Region (Debar, Kičevo, Makedonski Brod, Ohrid), Vardar Region (Kavadarci, Negotino, Sveti Nikole, Veles), Polog Region (Gostivar, Tetovo).*



*Individual meetings between mentors and mentees.*

## Results & Implemented Activities:

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- **Strengthened skills of Employment and Social Welfare Professionals:**
  - Capacity building training programme,
  - Introduction and pilot-testing of the Social Mentoring Model,
  - Trainings “Mentors for Social Inclusion”.
- **Enhanced employment potential of people at risk of social exclusion:**
  - Work placements/internships,
  - Focus groups,
  - Pre-employment training programme.
- **Fostered networking and partnership of service providers:**
  - Seminars for key stakeholders,
  - Stakeholders Cooperation Protocol,
  - Awareness-raising and networking interventions (art exhibition, networking corners, panel discussions).
- **Local authorities and key stakeholders have benefited as the project provided recommendations and helped improve the policy and service frameworks that were needed for the replication of best practices.**
- **Stakeholder and public awareness were raised, aiming to dismantle prejudices and barriers towards the target group.**



*Training on social mentoring.*

## Major Outputs / Deliverables:

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- Stakeholders' Cooperation Protocol.
- Three seminars in Skopje for key stakeholders.
- Media plan.
- Information material (2000 leaflets, 500 posters, 1TV spot).
- Four networking corners.
- Four policy briefs presenting the results of the project.
- Four panel discussions.

## Major Indicators:

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1. **Number of vulnerable persons who have undergone pre-employment training and have their skills improved.**
  - Target:150. Achievement: 121 (80.6%).
2. **Number of vulnerable groups who have undergone social mentoring.**
  - Target: 20-40. Achievement: 22 (110%).
3. **Number of vulnerable persons who have undertaken work placements/internships in local businesses and social enterprises.**
  - Target:50. Achievement: 17 (34%).
4. **Number of employment and social welfare professionals who were trained on social mentoring and new methods to improve the activation of vulnerable groups.**
  - Target: 80. Achievement: 79 (98.75%).
5. **Number of people who were reached through the public campaign and became aware of the problems vulnerable groups face.**
  - Target: 3500-5000. Achievement: more than 5000 (>100%).

## Sustainability:

1. **Manual for Social Mentors.**
2. **Protocol for measures and services.**
3. **Capacity building seminars targeted at service providers and networking, partnership-building events targeted at stakeholders.**
4. **Policy recommendations that will encourage the national authorities to adopt appropriate legal, technical, administrative and financial measures.**

*"I am a Social Mentor for the first time in my career. Most of all, it is very useful for my mentees. During this process, I realised that I can help them in a way that is different than any of my daily activities I've been doing all my life."*

(Maja Taševa Bitkoska, project stakeholder, a professional from the Employment Service Centre in Ohrid, Social Mentor)



*"My sceptical attitude changed on the first day of my training, when I started considering things in a different manner. This project helped me find myself and encouraged me to become more active in the improvement of my community."*

(Josif Miševski, project beneficiary, Mentee)

### Seminar "Methods for Enhancement of New Employment Opportunities".

#### LEADER ORGANISATION:

**Family and Childcare Centre KMOP – Athens**   
 Skoufa75, 10680 Athens, Greece  
 +30 210 0363 7547  
[www.kmop.gr](http://www.kmop.gr)  
[www.facebook.com/kmop.eu](https://www.facebook.com/kmop.eu)

#### PARTNER ORGANISATION:

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[www.facebook.com/FinanceThink/?ref=br\\_rs](https://www.facebook.com/FinanceThink/?ref=br_rs)

#### PROJECT CONTACT DETAILS:

[www.vrabortime.mk](http://www.vrabortime.mk)  
[www.facebook.com/vrabortime.mk](https://www.facebook.com/vrabortime.mk)

# INCREASING THE SUPPLY OF THE QUALIFIED WORKFORCE AMONG THE LABOUR MARKET RISK- GROUPS IN MACEDONIA

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9132/1*

Duration *18 months*

Period: *04.01.2014 – 04.05.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Integration of Minority Ethnic Communities  
in the Labour Market with Special Focus on Women*

Budget: *153,466.69 EUR*

EU Contribution: *138,120.02 EUR*

## Overall Objective:

*To increase the inclusion of people in the weakest position on the labour market, thus creating equal opportunities for all in accessing the labour market in the country.*

## Specific Objectives:

*To widen the employability of the unemployed and socially excluded in the country through developing and implementing tailor made programmes (IAPs) and facilitating their full integration into the society and in particular their access to the labour market.*

## Target Group / Beneficiaries:

- 1. Unemployed and socially excluded persons, 120 persons.*
- 2. Labour market risk groups participating in the labour market in the Skopje and South-West Regions of the country.*

## Location of the Action:

- 1. Skopje Region.*
- 2. South-West Region.*

## 1. Major Outputs / Deliverables:

- 2. Developed individual action plan.*
- 3. Developed model for psychosocial counselling.*
- 4. Developed training needs assessment.*

## Major Indicators:

- 1. Number of developed models for psycho-social empowerment.*
  - Target: 1. Achievement: 1 (100%).*
- 2. Number of developed individual actions plans.*
  - Target: 120. Achievement: 124 (103.3%).*

# 1. Results & Implemented Activities:

1. *Developing an activation strategy of the unemployed and socially excluded based on the constraints of different target-groups:*
  - o Tendering was carried out in the period May-June 2016 and re-launched in 2017.*
2. *Developing a model for the psycho-social empowerment of the unemployed and socially excluded and piloting it:*
  - o Developed model for the psycho-social empowerment of the unemployed and socially excluded,*
  - o Conducted the model for the psycho-social empowerment for 150 persons*
3. *Developing Individual Action Plans (IAP) for the unemployed and socially excluded and piloting them in co-operation with employers:*
  - o Compiled the IAP template (assessment, mapping of jobs, activity plan),*
  - o 124 IAPs developed for 124 persons of the target group,*
  - o Training needs assessment developed.*



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## LEADER ORGANISATION:

Estonian Advice Centre – Tallinn



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info@abikeskused.ee

## PROJECT CONTACT DETAILS:

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## PARTNER ORGANISATION:

University of Information Science and Technology “St. Paul the Apostle” – Ohrid



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Civil Association for Equal Opportunities “Equal Access” – Skopje



ЕДНАКВИ МОЖНОСТИ ЗА СИТЕ  
НЕ ДИСКРИМИНИРАЈ!

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# THE SINGLE MOTHER (SELF)EMPLOYMENT PROGRAMME

Call ID No.: *EuropeAid/136315/ID/ACT/MK*

Contact No.: *12-8403/1*

Duration: *12 months*

Period: *26.12.2016 – 26.12.2017*

Policy Area: *Social inclusion*

Policy Sub-Area: *Fostering Social Inclusion of the Disadvantaged Persons*

Budget: *152,284 EUR*

EU Contribution: *142,284 EUR*

## Overall Objective:

*To pilot a comprehensive support model to assist self-supporting mothers (especially domestic violence victims) to pursue and acquire sustainable employment and self-employment opportunities.*



## Specific Objectives:

- To provide self-supporting mothers (especially ex-domestic violence victims) with competence, confidence and access to enter sustainable employment and self-employment opportunities.*
- To provide Social Work Centres and local civil society organisations with tools and resources to further support and facilitate the integration of project final beneficiaries into employment.*

## Target Group / Beneficiaries:

- Unemployed self-supporting mothers, especially domestic violence victims.*
- Local business community.*
- Social Work Centres/ local civil society.*

## Location of the Action:

- Skopje, Štip and Bitola.*



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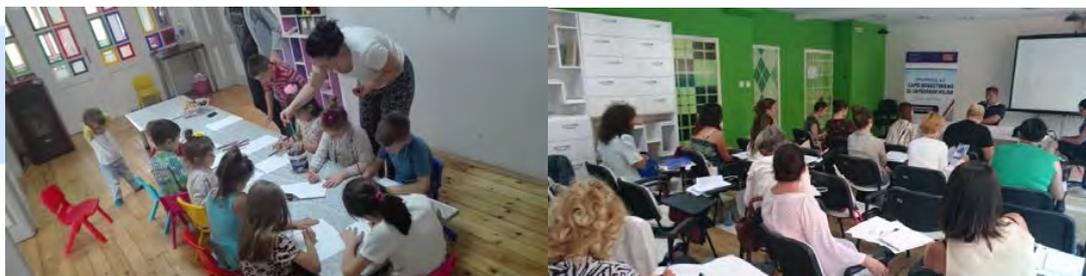


3

*1 and 2 Multi-modular education programme; 3 Collaboration with local institutions.*

## Results & Implemented Activities:

- **Self-supporting mothers have skills and confidence to be competitive on the labour market:**
  - 77 single mothers started, 64 successfully completed a long-term educational programme on basic professional and entrepreneurial skills in Skopje, Štip and Bitola,
  - 30 single moms taking part in vocational skills training,
  - Weekly psychosocial support meetings held in each locality, utilised by 60 women on regular basis,
  - Childcare services used by about 50% of project beneficiaries.
- **Self-supporting mothers have information and tailor-made access to existing employment support services:**
  - 40 businesswomen trained as mentors to support single mothers in finding sustainable employment,
  - 15 businesswomen engaged as mentors, providing tete-a-tete support to single mothers,
  - Information meetings on available government support for self-employment delivered in each locality.
- **Wider business community has information and interest to utilise target group labour potential:**
  - A research identifying the needs of local business sector undertaken, involving 148 local companies,
  - 48 companies trained in Corporate Social Responsibility.
- **Relevant institutions have the tools and resources to support the integration of the target group in the labour market:**
  - Ongoing activities for knowledge-transfer towards local CSOs and institutions.



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1 Jobcoach training and development of know-how materials; 2 IT course.

## Major Outputs / Deliverables:

1. 3 kick-off events implemented in each locality, involving variety of local actors and institutions.
2. MoUs signed with Municipality of Centar and Bitola.
3. Multi-modular education programme implemented in 3 localities.
4. Research into the local business needs conducted, engaging 148 companies.
5. Two trainings on CSR implemented, engaging 48 companies.
6. 40 businesswomen trained as mentors.
7. Over 30 psychosocial support sessions held.
8. Child care services enabled throughout project activities.

## Major Indicators:

1. 90/60 self-supporting mothers take part/complete educational programme.
  - 77(85%)/ 64 (107%) take part/complete education programme.
2. 30 beneficiaries participate in vocational education.
  - 29 (97%) beneficiaries participate in vocational education.
3. 50 beneficiaries attend the mentoring programme.
  - 75 (150%) beneficiaries attend the mentoring programme.
4. Minimum 30 beneficiaries utilise child care.
  - 27 (90%) utilise child care.
5. Minimum 30 local companies participate in CSR training.
  - 48 (160%) companies participate in CSR training.

## Sustainability:

1. *Single mom self-help group set up in each locality.*
2. *Local business women engaged as mentors to provide long-term support and networking to assist beneficiary self-employment.*
3. *150 business companies involved to facilitate beneficiary employment.*
4. *Cooperation with employment centres/relevant CSOs to further utilise project outputs.*
5. *Resource materials for outputs replication under development.*

*"I became a mentor in this programme to share my experience and knowledge, knowing how much this support means in the real world of business."*

(Jasmina Antić-Atanasovski, project stakeholder, businesswoman, mentor)



*"This is the most positive experience for me, a single mother with two minor children, searching for the courage to set-off my own business."*

(Marija-Magdalena Petkovska, project beneficiary)

**ESA presents employment opportunities to project beneficiaries.**

### LEADER ORGANISATION:

**Business Confederation of Macedonia – Skopje**



Бизнис Конфедерација на Македонија  
Business Confederation of Macedonia

Vasil Gjorgov 11, 1000 Skopje

+389 2 322-4762

[www.bcm.mk](http://www.bcm.mk)

[www.facebook.com/NCDIEL.Skopje](https://www.facebook.com/NCDIEL.Skopje)

### PROJECT CONTACT DETAILS:

[www.facebook.com/The-Single-mother-SelfEmployment-programme-280534589041745](https://www.facebook.com/The-Single-mother-SelfEmployment-programme-280534589041745)

### PARTNER ORGANISATIONS:

**The Management Support Institute – Skopje**



ИНСТИТУТ ЗА  
МЕНАЏМЕНТ  
ПОДДРШКА

Prolet 12-6, 1000 Skopje

+ 389 2 615-3642

[www.management.org.mk](http://www.management.org.mk)

**Association of Business Women – Skopje**



Здружение на  
БИЗНИС ЖЕНИ

Vasil Gjorgov 11, 1000 Skopje

+ 389 2 314-0703

[www.abw.mk](http://www.abw.mk)

[www.facebook.com/AssociationofBusinessWomenMacedonia](https://www.facebook.com/AssociationofBusinessWomenMacedonia)

# COACHING FOR EMPLOYMENT

Call ID No.: *EuropeAid/136315/ID/ACT/MK*

Contact No.: *12-8405/1*

Duration: *12 months*

Period: *26.12.2016 – 27.12.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Fostering Social Inclusion of the Disadvantaged Persons*

Budget: *176,974 EUR*

EU Contribution: *168,125 EUR*

## Overall Objective:

- 1. To enhance the economic integration and social inclusion of disadvantaged persons and people at risk.*
- 2. Coaching for Employment as an innovative concept for labour market inclusion of youth and disadvantaged / vulnerable groups. The project will adopt the coaching for employment approach, to stimulate labour market participation of the target group. It is an approach based on social and economic inclusion of vulnerable categories, vocational education and training (VET) and employment generation. It foresees a series of capacity building, cultural, socialising and awareness activities through which it could sustain the social inclusion of disadvantaged young people.*

## Specific Objectives:

- 1. To enhance the economic integration and social inclusion of disadvantaged persons at social risks*
- 2. To improve the labour market participation of victims of domestic violence and disadvantaged young people.*
- 3. Support the development of competences and social skills of the disadvantaged people.*

## Target Group / Beneficiaries:

- 1. Unemployed victims of domestic violence, young people who left school early and young people without parents and parental care who have left foster and orphan homes, coaches.*
- 2. Families of domestic violence victims, local communities where young disadvantaged people live, socially responsible companies.*

## Location of the Action:

*Skopje.*



*Group meeting for life skills and building capacities for entry in the World of Labour.*

## Results & Implemented Activities:

1. **Set up of a Coaching for Employment Service in Skopje:**
  - Coordination meeting between applicant and co-applicants, to define the team for project coordination,
  - Selection of coaches and forming of beneficiary groups,
  - Training of the selected coaches and peer exchange meetings and seminars with coaches; the training of local coaches was facilitated and implemented by two certified coaches of "TjeterVizion" who have long experience in applying the coaching for employment methodology.
2. **Improved social skills of 90 unemployed young people and victims of domestic violence:**
  - Phase 1 of the coaching cycle: life skills – lifelong learning; the types of courses are selected according to the beneficiary individual plan. VET courses generally last from 3 up to 6 months, depending on the available courses,
  - Monitoring the implementation of the Phase 1 of the coaching cycle.
3. **Enhanced employment or self-employment opportunities for 90 disadvantaged people:**
  - Phase 2 of the coaching cycle: internship & employment,
  - On-the-job training, VET, self-employment,
  - Monitoring and supporting the progress of the beneficiaries after the coaching cycle.



*Testing for professional orientation in ESA aiming to determine vocational predispositions of beneficiaries.*

## Major Outputs / Deliverables:

1. **MoU signed with MLSP and ESA; project support by national institutions ensured.**
2. **10 coaches selected and trained with "Coaching for Employment" methodology.**
3. **94 beneficiaries participated in the C4E training cycle. 94 individual self-development plans prepared.**
4. **6 community activities implemented by beneficiaries.**
5. **30 beneficiaries successfully finished on-the-job training / internship. 39 attending VET courses.**
6. **Publication "Coaching for Employment" prepared.**

## Major Indicators:

1. **Modular social skills training programme established.**
  - Target: 1. Achievement: 1 (100%) "Coaching for Employment" service set up in Skopje.
2. **Number of trained coaches by experienced trainers.**
  - Target: 10. Achievement: 10 (100%) coaches trained by trainers for C4E methodology.
3. **Number of beneficiaries coached for employment.**
  - Target: 90. Achievement: 94 (104%) unemployed, vulnerable and disadvantaged persons improved their social skills.
4. **Number of beneficiaries included in on-the-job training / internship.**
  - Target: 30. Achievement: 30 (100%) beneficiaries trained on the job as interns.
5. **Number of beneficiaries obtaining VET diploma/certificate.**
  - Target: 30. Achievement: ongoing.
6. **Number of community activities developed by the beneficiaries**
  - Target: 6. Achievement: 6 (100%).

## Sustainability:

1. MoU signed with MLSP and ESA.
2. 10 local coaches trained in “Coaching for Employment” methodology.
3. Involvement of local authorities and local NGOs in the project.
4. Visibility measures promoting the project and methodology ensured.
5. Individual development plans for each beneficiary developed.
6. Dissemination of project activities and results.
7. Established cooperation with public institutions responsible for dealing with disadvantaged youth.
8. 10 project beneficiaries employed during the project implementation as a result of the internship activity.
9. Implementing partners interested to continue working in the field.

*“Youngsters residing in our institution were lacking self-confidence to cope with life after leaving the home. This weakness was especially work-related. They were missing, so to say, the final tool and skill to overcome the feeling of disadvantage and fight their way on the labour market and win their jobs, get employed.*

*“Coaching for Employment” project strengthened their social skills and enabled them to acquire the necessary self-confidence they were lacking to enter the labour market and become proactive job seekers.”*

*(Stevčo Sokolovski, project stakeholder, Director of the “25 Maj” Foster Home)*

*“I am a single parent of two minor children, aged five and seven. The hardest decision in my life was to give up the care of my children and, because of the difficult economic situation, place them with the organisation “SOS Children’s Village”.*

*This project helped me regain custody of my children, and include them in the education system, attending regular school classes. Both I and my children received full support from ‘Alka’, through donations and funds necessary for a normal life.*

*The second important step I took to improve my life was the decision to work on my own and my education, thus strengthening my opportunities for employment. For that purpose, I joined the training cycle offered by this project. This opportunity was so important to me, so I behaved in a very positive manner and gained self-confidence. In the second phase, I got an opportunity for an on-the-job training / practice as a plaster craftsman. The Director of the company ‘Tehnoimpeks’ was more than satisfied with my work performance and work attitude. This is why, after completing the training, he offered me a job, to be regularly employed as a plasterer.*

*At the end, thanks to the opportunity that was given to me, thanks to the support by ‘Alka’, and thanks to all other involved parties in the project “Coaching for Employment”, my sad life story was successfully transformed to a happy ending, a story full of perspective, worth living in and living for. I succeeded to become the narrator of a new, my very own, hopeful life story that promises better life conditions for me and my children.*

*(Fadilj Emin, project beneficiary)*



*Participants in a group meeting at SOS Children Village.*

### LEADER ORGANISATION:

**Centre for Sustainable Development ‘Alka’ – Skopje**

Partizanski Odredi 62 1/16, 1000 Skopje

[alka@alka.org.mk](mailto:alka@alka.org.mk)

[www.alka.mk](http://www.alka.mk)

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### PROJECT CONTACT DETAILS:

[www.alka.mk](http://www.alka.mk)

### PARTNER ORGANISATIONS:

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**CIES Centre for Information and Education for Development – Rome**

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# DISABILITY EMPLOYMENT CENTRE

Call ID No.: *EuropeAid/136315/ID/ACT/MK*

Contact No.: *12-8406/1*

Duration: *12 months*

Period: *29.12.2016 – 28.12.2017*

Policy Area: *Social inclusion*

Policy Sub-Area: *Fostering Social Inclusion of the  
Disadvantaged Persons*

Budget: *181,180.50 EUR*

EU Contribution: *172,121.48 EUR*

## Overall Objective:

*To increase integration of PwDs as persons at risk of social exclusion from the labour market by improving their skills, education, and qualifications, as well as to develop community based services facilitating their full integration into the open labour market.*

## Specific Objectives:

- 1. To develop and implement specific employment services and innovative approaches tailored to the needs of persons with disabilities.*
- 2. To form a coherent and sustainable pathway towards employment of PwDs.*
- 3. To support and promote inclusion of PwDs in the open labour market and their full participation in society.*

## Target Group / Beneficiaries:

*Persons with disabilities and open labour market businesses.*

## Location of the Action:

- 1. Skopje and other major cities in the country.*

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*1 Launching conference; 2 Basic training for companies; 3 & 4 Workshops "Self-Representation in Interviewing Processes with Potential Employers"; 5 Advanced training for companies.*

## Results & Implemented Activities:

1. **Establishing an innovative employment service for PwDs:**
  - Disability Employment Centre operational with established services.
2. **Enhancing employment potentials of PwDs:**
  - Implemented courses and trainings for PwDs to further employability.
3. **Promoting individual and coherent pathways towards employment:**
  - Nine internships implemented in the Centre and at partner companies.
4. **Implementing innovative tailor-made activities aimed at development of PwDs' skills, knowledge, employability and self-esteem:**
  - Implemented trainings and workshops targeting individual needs in overcoming employment obstacles.
5. **Building the capacities of businesses for PwDs inclusion and strengthening the social corporate responsibility:**
  - Implemented trainings and workshops for businesses in order to facilitate employment processes of PwDs. Support services in furthering existing employments implemented throughout.
6. **Raising the awareness and visibility for disability and employment:**
  - A set of visibility and awareness raising materials produced.



1 Jobcoach training & development of know-how materials

## Major Outputs / Deliverables:

- Established Disability Employment Centre as an informal entity.
- Implemented English language and computer courses.
- Implemented tailored trainings and workshops for PwDs; as well as for businesses.
- Established support service for businesses facilitating inclusion of PwDs in work environments.
- Created pool of experts for furthering employment of PwDs.
- Publications: Comparative Analysis on Measures for Supporting Integration of PwDs in Employment; Business Disability Road Map; Business Sector Guidelines; Reasonable Accommodation of the Workplace Guidelines.
- Various visibility materials for the project and the donor have been produced, as well as a coherent media approach for raising awareness has been implemented.

## Major Indicators:

1. **Structured DEC services.**
  - Target: 7 DEC programmes developed. Achievement: 7 (100%).
  - Target: 7 brochures produce. Achievement so far: 6 (85%).
2. **Providing sustainable know-how.**
  - Target: 10 trainers trained. Achievement: 10 (100%).
  - Target: 1 pool of experts. Achievement: 1 (100%).
  - Target: 4 publications produced. Achievement so far: 2 (50%).
3. **Developing PwDs' general employability.**
  - Target: 3 courses implement. Achievement: 3 (100%).
  - Target: 75 PwDs gained general knowledge and skills. Achievement: 65 (87%).
  - Target: 10 trainings implement. Achievement so far: 5 (50%).
  - Target: 120 PwDs gained specific knowledge. Achievement so far: 86 (72%).
  - Target: 9 PwD sinternships. Achievement: 9 (100%).
4. **Furthered capacities of labour market businesses.**
  - Target: 8 trainings. Achievement so far: 6 (75%).
  - Target: 150 businesses representatives trained. Achievement so far: 173 (115%).
5. **Visibility and awareness raising materials.**
  - Target: 2000 flyers, 2 banners, DEC website, 1500 badges, 1500 folders. Achievement: 100%.
6. **Media outreach.**
  - Target: 4 broadcasted TV events held. Achievement so far: 2 (50%).
  - Target: 10 articles in written mass media. Achievement so far: 2 (20%).
  - Target: 1 documentary movie broadcasted. Achievement so far: 0 (0%).

## Sustainability:

1. *Business programmes and courses implemented via this project will be provided on a pay-to-deliver basis beyond project implementation.*
2. *Developed demand-led and competency-based curriculums.*
3. *Established operational linkages between employers and institutes.*
4. *Introduced workforce skills and enterprise development trainings.*
5. *Introduced instructional methods.*
6. *Introduced quality assurance mechanisms.*
7. *Vocational practices are ensured to be environmentally sustainable and disaster risks are mitigated.*
8. *Addressed environmental barriers that limit PwDs mobility*

*“Exclusion of PwDs from mainstream employment can be overcome through a joint comprehensive approach, creating/maintaining bridges for its support. DEC is the prototype bridge that should be further supported.”*

(Tomislav Ortakovski, project stakeholder, Programme Coordinator in “Polio Plus” – Movement against Disability)

*“I was involved in DEC for 3 months through the Internship Programme and I am very satisfied. It was my first practical work. I hope to improve my working skills. I’m voting for DEC to be further supported by EU programmes. However, we need additional training, mentoring, supervision and supporting in order to be able to work according to labour market demands”.*

(Žarko Petkovski, project beneficiary, DEC Disability Employment Centre Internship Programme)



### ESA presents employment opportunities to project beneficiaries

#### LEADER ORGANISATION:

**Economic Chamber of Macedonia – Skopje**



Dimitrie Čupovski 13, 1000 Skopje

+389 2324-4038

[www.mchamber.mk](http://www.mchamber.mk);

[www.facebook.com/chamber.mk](https://www.facebook.com/chamber.mk)

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#### PARTNER ORGANISATION:

**Polio Plus Movement Against Disability – Skopje**



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[www.polioplus.org.mk](http://www.polioplus.org.mk)

[www.facebook.com/polioplusmad](https://www.facebook.com/polioplusmad)

# CREATING OPPORTUNITIES FOR NEW EMPLOYMENT OF WOMEN (CONEW)

Call ID No.: *EuropeAid/136315/ID/ACT/MK*

Contact No.: *12-8408/1*

Duration: *12 months*

Period: *26.12.2016 – 26.12.2017*

Policy Area: *Social inclusion*

Policy Sub-Area: *Fostering Social Inclusion of the Disadvantaged Persons*

Budget: *152,974.80 EUR*

EU Contribution: *142,974.80 EUR*

## Overall Objective:

*To contribute to the labour market integration of disadvantaged groups, in this case, long-term unemployed women over 40 years of age. In this regard, the action will specifically increase the capacities of the CSO sector in the country in providing services and tailor-made support to particular vulnerable groups often excluded from the labour market.*

## Specific Objectives:

- 1. Improving coordination capacities of the Macedonian Red Cross through development and certification of a training curriculum for home helpers.*
- 2. Developing professional knowledge and skills of long-term unemployed women in the field of home help services and psycho-social coaching support.*
- 3. Enhance practical skills and experience in home help service provision.*

## Target Group / Beneficiaries:

- 1. 40 long-term unemployed women over 40 years of age (and their families).*
- 2. 80 vulnerable and frailelderly people in Skopje.*

## Location of the Action:

*Skopje.*



1



2

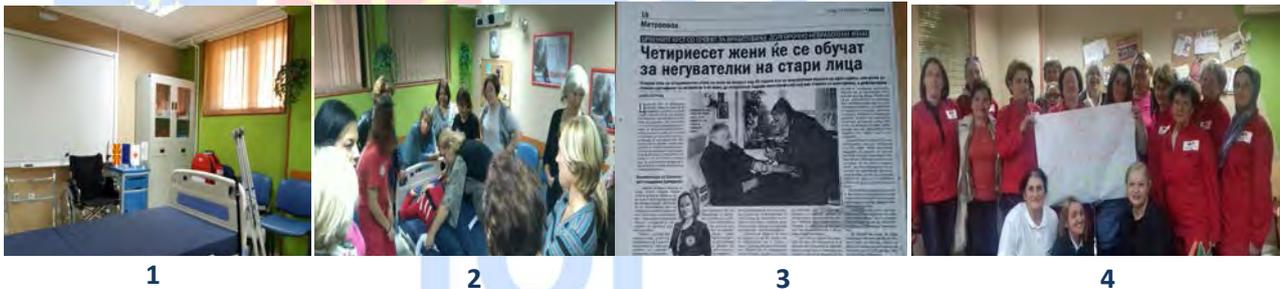


2

*1 Kick-off meeting with relevant stakeholders; 2 Practical and theoretical training for home-helpers.*

# Results & Implemented Activities:

- 1. Improving coordination capacities of the Macedonian Red Cross through development and certification of a training curriculum for home helpers:**
  - Kick-off meeting with relevant stakeholders, bilateral meetings with relevant stakeholders for preparing of training curriculum, three working meetings on the development of the training curriculum,
  - Development of training manual for home helpers,
  - Meetings with relevant stakeholders of the developed training curriculum.
- 2. Developing professional knowledge and skills of long-term unemployed women in the field to provide mobile home help services:**
  - Selection of long-term unemployed women in cooperation with the Employment Service Agency,
  - Carrying out theoretical and practical training for home helpers,
  - Individual psycho-social coaching support,
  - Selection of pilot clients.
- 3. Enhance practical skills and experience in home help service provision through testing of pilot-services and individual support programmes:**
  - Selection of pilot clients,
  - Implementation of pilot services by the trained home helpers,
  - Exchange and peer support meetings for home helpers,
  - Delivering a workshop on self-employment possibilities for home helpers,
  - Conducting a survey on the quality of services, including a feedback session for home helpers.



1 Classroom for practical training; 2 Practical training; 3 Newspaper article for the project; 4 Psycho-social coaching entrepreneurship skills and on-the-job training.

## Major Outputs / Deliverables:

*Manual for Home Helpers.*

## Major Indicators:

- 1. Macedonian Red Cross is officially verified organization by Ministry of Education and Science for provision of trainings for Home Helpers Programme.**
- 2. 39 long-term unemployed women over 40 years of age from Skopje increased their skills and capacities in providing home help services for better competitiveness in the labour market.**
  - Target: 40 long-term unemployed women. Achievement so far: 39 (97.5%).
- 3. 39 long term unemployed women from all municipalities in Skopje are attending 4 months of practical and theoretical training for home helpers.**
  - Target: 40 long-term unemployed women. Achievement so far: 39 (97.5%).
- 4. 39 long term unemployed women are receiving individual psycho-social coaching support.**
  - Target: 40 long-term unemployed women. Achievement so far: 39 (97.5%).
- 5. 2 months pilot services are provided to selected 80 vulnerable and frail elderly people by the trained home helpers.**
  - Target: 80 vulnerable and frail elderly people. Achievement so far: 80 (100%).

## Sustainability:

1. *The project will improve the opportunities for employment of long-term unemployed women, which will contribute for improvement of their economic stability. After the end of the project and the obtaining of certificates for completed trainings, the beneficiaries will have opportunity to be more competitive on the labour market.*
2. *The verification of the training curriculum for home helpers will be of crucial importance for the development of non-institutional forms for social protection of elderly people, and this will create new opportunities for raising the interest of new partners in the country and abroad for provision of support for such programmes.*
3. *MRC will advocate that also public authorities take over their role in financing home-based services for elderly people, in particular for the most vulnerable ones. This might lead to an improved national legislation in the country when it comes to social services*

*“The Training for Home Helpers is a key link for providing quality social services for elderly people in need for support at home. It strengthens the capacities of home helpers and it creates great trust among the service users.”*

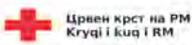
*(Daniela Stanojkovska, project stakeholder, Master of Social Policy, Institute for Social Activities)*



*Kick-off meeting with 25 representatives from the relevant institutions, civil society and the media regarding the objectives and activities of the project that will be implemented through the City Red Cross of Skopje in partnership with the Association “Humanost” and the Austrian Red Cross.*

*“Since I have home helper by my side, I feel more relaxed and safer than before. My mind is relieved because I know someone is thinking about me and will visit me through the day. I know I’m not alone.”*

*(VoshaVezira, project beneficiary, age 78)*

<p><b>LEADER ORGANISATION:</b></p> <p><b>Macedonian Red Cross</b></p> <p>KočoRacin 13,1000 Skopje +389 2 311-4355</p> 	<p><b>PARTNER ORGANISATIONS:</b></p> <p><b>Association ‘Humanost’ – Skopje</b></p> <p>Prizrenska 50/2, 1000 Skopje +389 2 266-6113, ext. 107; +389 77 963 672 www.humanost.org.mk www.facebook.com/nvohumanost</p> 
<p><b>PROJECT CONTACT DETAILS:</b></p> <p>www.redcross.org.mk www.facebook.com/CrvenKrstNaRepublikaMakedonija www.twitter.com/macedonian_rc</p>	<p><b>Austrian Red Cross – Vienna</b>  <b>AUSTRIAN RED CROSS</b></p> <p>WiednerHauptstrasse 32, 1041 Vienna, Austria <a href="http://www.rotekreuz.at">www.rotekreuz.at</a> <a href="http://www.facebook.com/rotekreuzat">www.facebook.com/rotekreuzat</a> <a href="http://www.twitter.com/rotekreuzat">www.twitter.com/rotekreuzat</a></p>

# PILOT ACTIONS TOWARD THE ACCESS TO THE RIGHT TO WORK OF THE PERSONS WITH DISABILITIES

Call ID No.: *EuropeAid/136315/ID/ACT/MK*

Contact No.: *12-8410/1*

Duration: *12 months*

Period: *27.12.2016 – 31.12.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Fostering Social Inclusion of the Disadvantaged Persons*

Budget: *191,571.73 EUR*

EU Contribution: *180,077.43 EUR*

## Overall Objective:

*To contribute to the access of PwDs to their recognised human right to work.*

## Specific Objectives:

*To promote the inclusion of PwDs into employment and self-employment paths in the country, through pilot actions.*



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## Target Group / Beneficiaries:

- 1. PwDs and their representatives, the DPOs.*
- 2. Private companies.*
- 3. National and local authorities.*

## Location of the Action:

*City of Skopje and Municipalities in Skopje.*



- 1 Representatives of the target group and direct and indirect beneficiaries in workshop Useful, Equal, Employed 21.04.2017, Skopje*
- 2 Representatives of the target group and direct and indirect beneficiaries in workshop to employment for PWDs 22.04.2017, Skopje*

## Results & Implemented Activities:

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1. *Local authorities' officers in charge of employment and social policies, CSOs and the private sector are informed, aware and able to apply the recognised right to work of PwDs according to the currently valid legal framework:*
  - *Workshops to analyse the on-going law and regulations, involving the foreseen stakeholders and representatives of PwDs,*
  - *Tailored advocacy/awareness campaign on the right to work of the PwDs,*
  - *Production and distribution of the campaign materials.*
- *PwDs have developed the required professionalism and are integrated into the labour market.*
- *New job opportunities are developed and promoted:*
  - *Creation of a multi-disciplinary team of experts to prepare IPPs,*
  - *Identification and selection of beneficiaries PwDs' group to be integrated into the labour market,*
  - *Implementation of IPPs through capacity building,*
  - *Combination of services to help PwDs to enter the labour market and follow up,*
  - *Final conference.*



1: Representatives of the target group and direct beneficiaries attending and ToT workshop "Model for Professional Rehabilitation"  
2: Representatives of the target group and direct beneficiaries attending workshop on human rights, communication tools for building relations and communication skills, and phenomena in business community relations for a better job for PwDs.

## Major Outputs / Deliverables:

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1. *Delivered documents and reports based on the thematic messages shared and analysed with all the stakeholders on the base of their different perspectives, which are the core of the tailored advocacy/awareness campaign on People with Disabilities' right to work.*
2. *Tailored advocacy/awareness campaign on the right to work of PwDs and produced and distributed campaign materials.*
3. *Created multi-disciplinary team of experts to prepare IPPs.*
4. *Identified and selected beneficiaries PwDs' group to be integrated into the labour market.*
5. *Implemented IPPs through capacity building.*
6. *Provided combination of services to help PwDs to enter the labour market and follow up.*
7. *Final conference.*

## Major Indicators:

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1. *Workshops with PwDs. • Target: 8. Achievement: 8 (100%).*
2. *Local and national entities involved in workshops. • Target: 15. Achievement: 15 (100%).*
3. *Local and national institutions involved into campaign. • Target: 15. Achievement: 15 (100%).*
4. *Number of toolkit distributed. • Target: 1000. Achievement: 1000 (100%).*
5. *Number of WEB/TV advertisement published. • Target: 3. Achievement so far: 2 (66.67%).*
6. *Number of submitted initiatives for legislative changes. • Target: 10. Achievement: 10 (100%).*
7. *Publication "Trade Unionism and Disability". • Target: 1000 copies. Achievement: 1000 copies (100%).*
8. *Experts able to train for working inclusion of PwDs. • Target: 12. Achievement: 12 (100%).*
9. *Number of PwDs involved. • Target: 50. Achievement: 50 (100%).*
10. *Number of PwDs placed in internships. • Target: 15. Achievement so far: 9 (60%).*
11. *Publication "Manager Guide". • Target: 1000 copies. Achievement: 1000 copies (100%).*

## Sustainability:

1. Partners have provided technical support in terms of business and financial plan for PwDs.
2. Collaboration with national institutions and private companies in ensuring the mobilisation of financial resources.
3. Created innovative harmonised protocol for inclusion of PwDs into the job market, a model of new policies that from local level can reach the national one (bottom-up effect).
4. The institutional sustainability is ensured by participation, transparently sharing all information, involvement of the most vulnerable groups and stakeholders.
5. Contributed to promotion of initiatives to develop and consolidate the respect of rights and fundamental freedoms of PwDs, harmonising the national legislation with the United Nations Convention on the Rights of Persons with Disabilities, i.e. social assistance and protection without discrimination on any grounds, on the entire territory.



**Representatives of the target group and direct beneficiaries at Human Rights workshop 17.05.2017**

*“All stakeholders and authorities should be involved in the process of preparing the IPP, having in mind the multidimensional aspect of coaching the PwDs through their empowering paths towards employment and their inclusion in the labour market.”*

(Veljka Juran, project stakeholder, ToT Expert)

*“There is an evident need for awareness of all involved authorities and stakeholders concerning the right to employment of PwDs. I have identified the need to further advance my education level.”*

(Darko Stojanovski, project beneficiary)

### LEADER ORGANISATION:

**Entrepreneurship and Business Association “Link” – Mostar**

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[www.linkmostar.org](http://www.linkmostar.org)  
[www.facebook.com/Linkmostar/](https://www.facebook.com/Linkmostar/)

### PROJECT CONTACT DETAILS:

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### PARTNER ORGANISATIONS:

**Movement Against Disability “Polio Plus” – Skopje**

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[www.facebook.com/polioplusmad](https://www.facebook.com/polioplusmad)  
[www.centar.gov.mk](http://www.centar.gov.mk)  
[www.cies.it](http://www.cies.it)

# **Integration of Roma and other ethnic minority communities in the labour market with special focus on women**

# ENHANCE ROMA WOMAN'S PARTICIPATION IN THE LABOUR MARKET

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9135/1*

Duration: *18 months*

Period: *14.12.2015 – 14.06.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Integration of Minority Ethnic Communities in the Labour Market with Special Focus on Women*

Budget: *193,127.29 EUR*

EU Contribution: *183,470.93 EUR*

## Overall Objective:

*To support an increased labour market inclusion of Roma women.*

## Specific Objectives:

- 1. To identify Roma women for building labour competences.*
- 2. To analyse the labour demand and supply for Roma women.*
- 3. To enhance vocational skills of Roma women.*
- 4. To improve self-employment skills of Roma women entrepreneurs.*
- 5. To inform and motivate stakeholders for increased labour market participation of Roma women.*



## Target Group / Beneficiaries:

- 1. Unemployed Roma women.*
- 2. Roma women entrepreneurs.*

## Location of the Action:

- 1. Skopje Region.*
- 2. Western Region (Gostivar, Debar, Tetovo).*
- 3. Eastern Region (Delčevo, Berovo, Pehčevo)*



*Members of the target group participating in the process of vocational skills training and on-the-job training (mentorship).*

## Results & Implemented Activities:

1. **Identified Roma women for building labour competences:**
  - Realisation of info sessions for promotion of the project,
  - Identification of unemployed Roma women in the target regions,
  - Design of database of identified unemployed Roma women.
2. **Analysed labour demand and supply for Roma women:**
  - Analysis of labour competences of Roma women and labour demand,
  - Needs assessment of labour skills and employment obstacles for Roma women,
  - Development of individual (self)-employment plans for Roma women.
3. **Enhanced vocational skills of Roma women:**
  - Selection of secondary schools for vocational training of Roma women,
  - Implementation of vocational courses for Roma women in selected schools,
  - Identification of local employers for mentorship programme,
  - Implementation of mentorship programmes for Roma women.
4. **Improved self-employment skills of Roma women entrepreneurs:**
  - Development of entrepreneurship programme for Roma women entrepreneurs,
  - Provision of consultations for selected Roma women entrepreneurs on business idea implementation.
5. **Informed and motivated stakeholders for increased labour market participation of Roma women:**
  - Establishment of 3 virtual info centres for assisting Roma women in legal, health and labour issues,
  - Provision of legal, health and labour information for Roma women,
  - Organisation of final event to promote project outcomes and lessons learned.



Members of the target group participating in the process of entrepreneurship skills training, on-the job training (mentorship) and business idea consultations

## Major Outputs / Deliverables:

1. 1 leaflet was produced and distributed to the target group; 331 questionnaires were collected and assessed; 1 database with basic personal, contact and professional information of the target group was created.
2. 1 analysis of labour skills and employment obstacles of the target group was made.
3. 2 providers were selected for provision of vocational trainings in the Eastern and Western Region.
4. 3 virtual info-centres have been established in the form of 3 info-stand points.
5. 1 handbook (ISBN 978-608-65822-3-4) and 1 brochure on "Challenges and Guidelines for Employment, Housing, Legal and Healthcare Assistance to the Marginalised Groups" were created and distributed.
6. 1 final event was organised.

## Major Indicators:

- |  |  |
|--|--|
| <ol style="list-style-type: none"> <li>1. Number of info sessions organised in Delčevo, Berovo, Pehčevo, Debar, Tetovo and Gostivar.           <ul style="list-style-type: none"> <li>○ Target: 6. Achievement: 6 (100%).</li> </ul> </li> <li>2. Number of door-to-door visits conducted in the Eastern and Western Region.           <ul style="list-style-type: none"> <li>○ Target: 20. Achievement: 55 (275%).</li> </ul> </li> <li>3. Number of Roma women entrepreneurs informed and motivated to participate in the entrepreneurship programme.           <ul style="list-style-type: none"> <li>○ Target: 40. Achievement: 60 (150%).</li> </ul> </li> <li>4. Number of Roma women informed and motivated to participate in the project.           <ul style="list-style-type: none"> <li>○ Target: 120. Achievement: 163 (133%).</li> </ul> </li> <li>5. Number of developed individual (self)-employment plans.           <ul style="list-style-type: none"> <li>○ Target: 120. Achievement: 155 (129%).</li> </ul> </li> </ol> | <ol style="list-style-type: none"> <li>6. Number of Roma women certified for participation in the first-level training.           <ul style="list-style-type: none"> <li>○ Target: 28. Achievement: 28 (100%).</li> </ul> </li> <li>7. Number of identified local employers for provision of mentorship.           <ul style="list-style-type: none"> <li>○ Target: 30. Achievement: 24 (80%).</li> </ul> </li> <li>8. Number of mentored women.           <ul style="list-style-type: none"> <li>○ Target: 57. Achievement: 70 (122%).</li> </ul> </li> <li>9. Number of employed Roma women.           <ul style="list-style-type: none"> <li>○ Target: 13. Achievement: 13 (100%).</li> </ul> </li> <li>10. Number of trained women entrepreneurs.           <ul style="list-style-type: none"> <li>○ Target: 40. Achievement: 39 (97.5%).</li> </ul> </li> <li>11. Number of developed business plans.           <ul style="list-style-type: none"> <li>○ Target: 40. Achievement: 40 (100%).</li> </ul> </li> </ol> |
|--|--|

## Sustainability:

1. **MEDF has implemented, and will continue in the future to implement social inclusion actions. Upon project completion, MEDF continued to implement a social inclusion project for the Roma community in the Skopje Region and the South-West Region of the country.**
2. **“Horizonti” has reaffirmed itself as a lead microfinance institution for provision of loans to the Roma community in Skopje, thus working in the field of their financial inclusion.**
3. **“Kham” and “Mesečina”, as the leading Roma organisations in the Eastern and Western Regions of the country, are continuously involved in implementing social inclusion projects, especially concerning the Roma community. The methodology used (mentorship and vocational trainings) will be used for implementation of future projects.**
4. **The methodology used in the project is open and will be replicated in other projects aiming to increase employability skills.**



**Final project event – Project Implementing Organisations present the project results and impact in front of project stakeholders.**

### LEADER ORGANISATION:

#### **Macedonian Enterprise Development Foundation– Skopje**

Nikola Parapunov 41a, 1000 Skopje  
+389 2 308-8988

[www.mrfp.mk](http://www.mrfp.mk), [www.facebook.com/mrfp.mk](https://www.facebook.com/mrfp.mk)

### PROJECT CONTACT DETAILS:

[www.mrfp.mk](http://www.mrfp.mk)

[www.facebook.com/mrfp.mk](https://www.facebook.com/mrfp.mk)

### PARTNER ORGANISATION:

#### **NGO “Kham” – Delčevo**

Maršal Tito 69, 2320 Delčevo  
+389 33 413-695

[www.khamdelcevo.org.mk](http://www.khamdelcevo.org.mk); [www.facebook.com/delcevo.kham](https://www.facebook.com/delcevo.kham)

#### **Microcredit Foundation “Horizonti” – Skopje**

Sv. Kliment Ohridski 58B, vlez 2, stan 3/1  
+ 389 2 309-3681

[www.horizonti.com](http://www.horizonti.com);

[www.facebook.com/horizontimikrokreditiranje](https://www.facebook.com/horizontimikrokreditiranje)

#### **Humanitarian and Charitable Association of Roma “Mesečina” – Gostivar**

Brakja Ginoski 61, 1230 Gostivar  
+389 42 222-271

[www.mesecina.org.mk](http://www.mesecina.org.mk); [www.facebook.com/hcarmesecina](https://www.facebook.com/hcarmesecina)

*“In the last three months we have provided on-the-job trainings to 2 project participants, and I believe we have mutual benefits. First, they helped us in the process of our service provision and, second, they were able to learn throughout the process and increase their skills. We are most satisfied with their performance in our organisation.”*

*(Dr. Enis Ademski, project stakeholder, “Nova Medika” Private Healthcare Office in Gostivar, provider of a 3-month on-the-job training (mentorship) to 2 project participants)*

More testimonials at:

<https://www.youtube.com/watch?v=L4OosxhSKbl>

*“The training went well, my mentors and other employees have taught me all the required skills and now I am employed with “Linea” textile factory.”*

*(Albina Demirova, project beneficiary, participant in the 3-month on-the-job training (mentorship) with the “Linea” Textile Factory in Delčevo)*

More testimonials at:

<https://www.youtube.com/watch?v=L4OosxhSKbl>

# IMPROVING ROMA EMPLOYMENT THROUGH EDUCATION AND TRAINING

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9134/1*

Duration: *24 months*

Period: *29.12.2015 – 29.09.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Integration of Minority Ethnic Communities in the Labour Market with Special Focus on Women*

Budget: *75,855.72 EUR*

EU Contribution: *181.322.83 EUR*

## Overall Objective:

*To increase the long-term employability of marginalised Roma communities through adult education and training, literacy programmes, and increased access to early childhood education and care.*



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## Specific Objectives:

- *To Increase the integration of Roma adults into the labour market through education and training in order to obtain primary and secondary school diplomas.*
- *To improve education enrolment and retention rates for Roma children aged zero to six through community involvement and increased access to early childhood education and care.*
- *To empower Roma women and combat gender and ethnic discrimination through the establishment of empowerment and education groups.*

## Target Group / Beneficiaries:

1. *Roma children aged zero to six.*
2. *Roma mothers and fathers who stopped their education before the completion of secondary education.*

## Location of the Action:

*Delčevo, Šuto Orizari – Skopje, Delcevo, Vinica, Crnik and Trabovistite.*



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*1 Members of the target group given a second chance to complete their primary education and their secondary education; 2 Empowerment of women; 3 Inclusion of children in kindergartens.*

## Results & Implemented Activities:

### 1. Adult education:

- 28 students have graduated and obtained diplomas for second chance secondary school,
- 36 students obtained diplomas for second chance primary school.

### 2. Early childhood development and care:

- 28 children from the towns of Delčevo and Vinica and from the village of Crnik are attending kindergarten.

### 3. Women and community empowerment:

- 1 reading club with Roma mothers – involving 30 mothers from 3 localities; 42 story telling sessions implemented,
- 2 HSCL activities – involving 18 mothers; 18 HSCL sessions implemented,
- 3 motivational workshops – involving 60 parents; 60 career plans for employment prepared; 36 workshops implemented.



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1 Awarding of diplomas for completed second chance primary and secondary school; 2 Training for pedagogical staff and school administrators; 3 Development of career plans for employment; 4 Children enrolled in the kindergarten.

## Major Outputs / Deliverables:

- 20 diplomas for second chance primary school.
- 28 diplomas for second chance secondary school.
- 28 children enrolled in the kindergarten (Delčevo, Vinica and the village of Crnik).
- Established 3 groups of at least 30 mothers in the targeted localities.

## Major Indicators:

1. Number of diplomas awarded for second chance primary school.
  - Target: 20. Achievement: 36 (180%). 5 of the students got jobs in the private sector.
2. Number of diplomas awarded for second chance secondary school.
  - Target: 28. Achievement: 28 (100%). 2 of the students got jobs at a pharmacy.
3. Number of children enrolled in the kindergarten (Delčevo, Vinica and the village of Crnik).
  - Target: 28. Achievement: 28 (100%).
4. Number of developed career plans for employment.
  - Target: 3 groups of at least 30-38 mothers (90-114). Achievement: 60 (66.66%).
5. Number of mothers informed about the active employment measures and their social care rights.
  - Target: 60. Achievement: 60 (100%).
6. Number of mothers who were in the role of educators in the kindergarten.
  - Target: 18. Achievement: 18 (100%).
7. Number of mothers with increased reading skills.
  - Target: 30. Achievement: 30 (100%).

## Sustainability:

1. Signed memorandum for cooperation with primary schools.
2. Signed memorandum for cooperation with secondary schools.
3. Signed memorandum for cooperation with kindergartens.
4. Excellent reputation that NGO "Kham" enjoys with all institutions.
5. Good relation of the project staff with the directors of the schools.
6. High level of cooperation with the Roma communities in all three localities (reading and literacy stimulation activities, encouraging parents, social participation, soft skills training and communication skills).
7. High level of achieved results by NGO "Kham" in education, employment, healthcare, social rights.
8. Recognised by the Roma community in the region.



Director of the "VančoPrke" Primary School in Štip and the beneficiaries who were awarded diplomas for second chance primary school through classes and exams implemented by the school.

*"We are very grateful that the NGO 'Kham' from Delčevo selected us for their partners in this project. Thanks to the mutual understanding and good cooperation, the project has been successfully implemented.*

*The team of school teachers unselfishly supported the candidates selected by the project team and guided them all the way through to finally obtaining diplomas for completed secondary education.*

*Drawing on this exclusively positive experience, the school will remain available for whatever future support and cooperation is necessary."*

(Zorančo Angelov, project stakeholder, Director of the "VančoPrke" Secondary School in Vinica)

*"This project has made it possible for me to complete my primary education.*

*I have successfully passed the exams in all required subjects. This would not have been possible if proper tutoring was not provided by the teachers from the private education institution "VančoPrke" Open Lifelong Learning University from Štip.*

*I am extremely thankful to NGO "Kham", whose project created the opportunity for me to complete my primary education. This is of enormous importance to me, as now I am qualified to apply for jobs and improve the financial situation of my family."*

(Sejme Memedova, project beneficiary)

### LEADER ORGANISATION:

REF – Hungary 

Terezrt, 46 Mark Center, Budapest, 1066 Hungary

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[www.romaeducationfund.org](http://www.romaeducationfund.org)

[www.facebook.com/RomaEducationFund](https://www.facebook.com/RomaEducationFund)

### PARTNER ORGANISATION:

NGO "Kham" – Delčevo



Maršal Tito 69, 2320 Delčevo

+389 33 413-695

[www.khamdelcevo.org.mk](http://www.khamdelcevo.org.mk)

[www.facebook.com/delcevo.kham](https://www.facebook.com/delcevo.kham)

NGO "Ambrela" – ŠutoOrizari, Skopje



ŠutoOrizari

[www.ambrela.org.mk](http://www.ambrela.org.mk)

[www.facebook.com/Ambrela-Centre-for-Integration-Macedonia](https://www.facebook.com/Ambrela-Centre-for-Integration-Macedonia)

### PROJECT CONTACT DETAILS:

[www.khamdelcevo.org.mk](http://www.khamdelcevo.org.mk)

# EPESI – ENTREPRENEURSHIP PLATFORM FOR ECONOMIC AND SOCIAL INCLUSION OF WOMEN FROM MINORITY GROUPS

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9147/1*

Duration: *20 months*

Period: *04.01.2016 – 04.09.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Integration of Minority Ethnic Communities in the Labour Market with Special Focus on Women*

Budget: *193.779.03 EUR*

EU Contribution: *174.401.13 EUR*

## Overall Objective:

*To enhance the level of economic and social integration of unemployed women from minority ethnic communities, in particular Roma, Albanian and Turkish communities, through opening regional training centres aimed at long-term education, pre-qualification and development of personal skills.*

## Target Group / Beneficiaries:

*Unemployed women from minority groups (mainly Roma, Turkish, Vlach, Bosniak and Serbian, but also Albanian, and Macedonian).*

## Location of the Action:

*Skopje, Tetovo, Kumanovo and Shtip*

## Specific Objectives:

- 1. To improve and strengthen the relations between the workforce supply and demand.*
- 2. To support and enhance the personal capacities and employment and self-employment opportunities through an increased level of acquired appropriate practical skills.*
- 3. To create a system for continuous training of specific target groups aimed at development of professional skills according to previously identified real needs of employers.*
- 4. To raise the awareness of the business community regarding the professional capacities of this category of people for the purpose of improving the economic conditions in the region.*
- 5. To enhance the institutional cooperation between NGOs and governmental institutions (Ministry of Education and Science, Ministry of Labour and Social Policy, Employment Service Agency) at local and regional level.*



1



2



2



2

*1 Social inclusion training; 2 Vocational training.*

## Results & Implemented Activities:

1. **Functional establishment of regional Vocational Education & Training (VET) centres in the four cities of Skopje, Kumanovo, Tetovo and Štip for the purposes of the project:**
  - 4 VET centres established.
2. **Functional development of 10 modules for vocational training of the target group in the regional VET centres:**
  - 10 VET modules developed.
3. **Functional development of 10 modules for social inclusion training of the target group in the regional VET centres:**
  - 10 social inclusion training modules developed.
4. **Established procedure for selection of a team of 10 professional experts who will deliver the social inclusion trainings:**
  - Team of 10 experts / professional trainers established.
5. **Organisation of four project packages for training of 300 women, in: 1) social inclusion, 2) VET, 3) on-the-job training, and 4) consultative meetings and self-employment:**
  - 300 women received social inclusion training,
  - 200 women received vocational training,
  - 40 women were trained on the job.
6. **Developed procedure for full registration of at most 10 real companies in the competent institutions:**
  - Statements from unemployed women completed.
7. **Implemented questionnaire into the employers' needs for a workforce from the target group:**
  - Database of employers created.
8. **Implemented on-the-job trainings for 40 selected women involved in the project:**
  - 40 selected women have undergone on-the-job training.
9. **Organised 4 promotion events (press-conferences) as an information campaign to introduce the results and outputs of the project to the wider public:**
  - one press conference and one final conference realised as well as information campaign covering Facebook posts, website posts, fliers, brochures, promotion material for the conference, direct contact with unemployed women and their families (on the spot, at their houses), banners, photos.

## Major Outputs / Deliverables:

1. **Developed training modules for social Inclusion trainings and vocational trainings.**
2. **Study of the unemployment specificities in Skopje, Tetovo, Kumanovo and Štip.**
3. **Social inclusion trainings.**
4. **Vocational trainings.**
5. **On-the-job trainings.**

## Major Indicators:

1. **Number of opened VET centres.**
  - Target: 4. Achievement: 4 (100%).
2. **Number of developed and applied VET training modules.**
  - Target: 10. Achievement: 10 (100%).
3. **Number of women completing the social Inclusion training,**
  - Target: 300. Achievement: 300 (100%).
4. **Number of women completing the various vocational trainings.**
  - Target: 200. Achievement: 198 (99%).
5. **Number of women receiving on-the-job training.**
  - Target: 40. Achievement: 40 (100%).
6. **Number of registered real companies.**
  - Target: 10. Achievement: Provided counseling services for registration of enterprise
7. **Number of employer database created based on completed questionnaires for workforce demand.**
  - Target: 1. Achievement: 1 (100%).

## Sustainability:

1. Regional VET centres opened in Skopje, Tetovo, Kumanovo and Štip.
2. A screening study developed on unemployment specificities in cities covered by the project.
3. Modules for training in social inclusion developed.
4. Women are trained as preparation for their inclusion in the labour market in future.



**Vocational training.**

*“The women were interested in learning the process of sewing, especially in the practical part of the training, where they have improved and successfully made skirts, pants, shirts and jackets. They have mastered how to implement the procedures of sewing according to the needs of the clients and, in general, they are prepared to start their own business.”*

(Verica Dimitrievska, project stakeholder, C.E.S Training Centre, trainer in the sewing course)

*“The participants have shown great interest to learn the skills and competences of the hairdresser profession. The unemployed women have acquired knowledge for the processes of hair treatment, forming, and dyeing, as well as for the proper hair care. Under my opinion, the participants have met the training needs and have acquired the basic skills necessary for starting their own business. They have understood the process of dyeing, forming and haircut.”*

(Elizabeta Saveva, project stakeholder, C.E.S Training Centre, trainer in the hairdresser course)

*“I was actively involved in the sewing training for about three months. I am grateful to this project, because it allowed me to strengthen my capacities.*

*Although my finances are quite limited at the moment, I really want to open a company of my own one day.”*  
(Isnje Sadik, project beneficiary)

*“I have attended the hairdresser training. I am very much satisfied with it because my hairdresser knowledge and skills were enhanced.*

*I know that the project offers the possibility to start my own business, but due to personal, mainly financial reasons, I am currently not in the position to realise it.*

*However, this remains my intention for the future.”*  
(Radica Dimiškovska, project beneficiary)

### LEADER ORGANISATION:

#### Vocational Education and Training Centre – Skopje



ЦЕНТАР ЗА СРЕДНО ОБРАЗОВАЊE И ОБУКА  
VOCATIONAL EDUCATION AND TRAINING CENTRE

GoceDelčev 8, 1000 Skopje  
[www.csoo.edu.mk](http://www.csoo.edu.mk)

### PROJECT CONTACT DETAILS:

[www.epesi.mk](http://www.epesi.mk)  
[www.facebook.com/epesiproject](https://www.facebook.com/epesiproject)

### PARTNER ORGANISATION:

Association “Multikultura” – Tetovo



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[www.facebook.com/multikultura](https://www.facebook.com/multikultura)

Roma Community Centre “Drom” – Kumanovo



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Macedonian Development Centre for Civil Organisations – Skopje and Štip



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# EQUAL OPPORTUNITIES OF ROMA WOMEN TO PARTICIPATE IN LABOUR MARKET

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9127/1*

Duration: *18 months*

Period: *14.12.2015 – 14.06.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Integration of Minority Ethnic Communities  
in the Labour Market with Special Focus on Women*

Budget: *109,306 EUR*

EU Contribution: *103,841 EUR*

## Overall Objective:

*To enhance the level of economic and social integration of unemployed women from minority ethnic communities, in particular Roma, Albanian and Turkish communities, through opening regional training centres aimed at long-term education, pre-qualification and development of personal skills.*



## Specific Objectives:

- 1. To increase the employment opportunities for Roma women through developing key competitiveness (knowledge, attitudes and skills) by particular trainings for communications skills development according to their individual needs for employment.*
- 2. To support self-employment efforts of Roma women through the design of tailored trainings and provisions of support for developing an idea (business plan) and vocation (work) to open one's own business.*
- 3. To offer assisting instruments for support of unemployed Roma women to be closer to the employment offers.*

## Target Group / Beneficiaries:

- 1. 100 unemployed Roma women capable for work, aged 20-55.*
- 2. 45 women are direct participants in trainings.*
- 3. 30 men will participate in the campaign.*
- 4. Final beneficiaries are 1000 persons.*

## Location of the Action:

*Skopje: communities of Šuto Orizari, Topansko Pole and Čair on the east side of the city, and Ćorče Petrov on the west side of the city.*



*The skilful hands of our professionally trained beneficiaries are now ready to make any product you need.*

## Results & Implemented Activities:

1. **Self-empowerment of Roma women for gender equity and gender opportunity to change stereotypes in labour market access:**
  - Finished 10 informative sessions with 270 women and 30 men,
  - Door-to-door meetings with 2000 women and men,
  - Achieved 6 self-empowerment workshops with 100 participants, gender self-esteem.
2. **Improve female integration in the labour market through organising tailored informative and vocational workshops and trainings:**
  - Finished 2 months of trainings and mentoring to 10 women to develop Business Plan as hairdressers, nail artists and seamstresses-tailors,
  - Finished 2 months of trainings for 20 women to write their own CV and Career Plan,
  - Within 4 months of trainings, 20 women learned computer design, hairstyling, nailstyling, and sewing-tailoring,
  - Organised Children Centre to educate 11 children.



*Informed women are the power of the labour market.*

## Major Outputs / Deliverables:

1. 23 skilled Roma women with acquired certificates in hairdressing, nail styling, computer design, and sewing-tailoring.
2. 10 Career Plans for competitiveness in the labour market.
3. 10 CVs for women who search jobs.
4. 5 Business Plans for hairdressers and nail artists.
5. 1 study "Labour Market Assessment".
6. 2 Marketing Plans.
7. 1 Strategic Plan.

## Major Indicators:

1. **Target: 4 months of informative campaign with 10 meetings.**
  - Achievement: 100%. Completed in 7 months.
2. **Target: 6 months of 3 trainings for skills and knowledge, with 10 trainees.**
  - Achievement: 100%. Completed in 6.5 months with 53 trainees.
3. **Target: 3 months of 5 self-empowerment workshops for fighting stereotypes and for gender equality in labour market search.**
  - Achievement: 100%. Completed in 2 months with 6 workshops.
4. **Target: 1 Project Centre with 3 rooms for training, day care, and business incubator temporary established in rented premises in the local community.**
  - Achievement: 100%.
5. **Target: 5 days team building event and creating successful project team of 11 persons.**
  - Achievement: 100%.
6. **Target: 1 Mini Fair organised for promotion of developed businesses and artisan skills.**
  - Achievement: 100%. Completed 1 Fair in the Open Square and 1 final membership meeting.
7. **Target: 1 CSO has the capacity to build its own membership and 2 CSOs raise technical capacity.**
  - Achievement: 100%. Completed with 20 CSOs.
8. **Target: 5 institutions and organisations establish cooperation**
  - Achievement: 100%. Completed with 14 institutions : Employed Service Agency Chamber of Commerce, (6) municipalities, (3) Kindergartens and Ambulance in Shuto Orizari.

## Sustainability:

1. **Developed Strategic Plan of the Training Centre.**
2. **Certification of educational curricula.**
3. **Final beneficiaries have continued on-the-job training.**
4. **The Training Centre as well as promoted.**
5. **Social entrepreneurship has been promoted.**
6. **Beneficiaries will start business with PR cards and flyers and will share the equipment with the Training Centre.**
7. **Beneficiaries will apply in ESA for employment.**
8. **Advice is constantly provided on business maintenance, and on good communication with employers.**
9. **Established Cooperation with institutions and stakeholders.**
10. **Developed New sewing-tailoring training for youth.**

*“Thanks to this project, a former housewife has now become competitive on the labour market. You have helped increase Integration of Roma women into both education system and labour market.”*  
(project stakeholder, member of the Trade Union Organisation)



*Close relations with all people.*

*“We did not have an idea of a particular job. You came and sought us. We arrived, we studied, we learned, and this is our result.”*  
(project beneficiaries, group of Roma women who learned computer design skills)

### LEADER ORGANISATION:

**ORT-Training for Sustainability – Skopje**



JaneSandanski 61/47, 1000 Skopje  
+38970359-882, +3892511-1345  
www.ort.mk

www.facebook.com/ORT-training-for-sustainable-development-ORT-обука-за-одржлив-развој-123037594435135

### PROJECT CONTACT DETAILS:

www.facebook.com/ednakvimoznostinaromki/

### PARTNER ORGANISATION:

**Roma Women and Youth Association “Luludi” – Skopje**



Makedonsko-kosovskabrigada 61, 1000 Skopje  
+38970726-538, +3892616-1187  
www.luludi.mk

www.facebook.com/romaNgoluludi

# SUPPORT FOR INCLUSION OF ROMA WOMEN AND WOMEN FROM OTHER ETHNIC MINORITIES INTO THE LABOUR MARKET

Call ID No.: EuropeAid/135012/M/ACT/MK

Contact No.: 12-9146/1

Duration: 15 months

Period: 15.12.2015 – 15.03.2017

Policy Area: Social Inclusion

Policy Sub-Area: Integration of Minority Ethnic Communities in the Labour Market with Special Focus on Women

Budget: 67,100 EUR

EU Contribution: 61,000 EUR

## Overall Objective:

*To foster social inclusion of disadvantaged women, with special focus on Roma women and women from other ethnic minorities, by creating equal opportunities in accessing the labour market.*

## Specific Objectives:

1. To facilitate the involvement of Roma women and women from other ethnic minorities in the labour market, through strengthening their skills and qualifications, assisting by that their full integration into the society.
2. To strengthen the role of the Employment Service Agency in implementing the social inclusion programmes for Roma women and women from other ethnic minorities, with special focus on building partnerships and cooperation.
3. To raise the awareness for economic independence and social and labour integration of disadvantage women, especially of Roma women.
4. To assist the personal growth through preparation of individual development plans for each project participant, with the purpose of facilitating their search for jobs and entering the labour market.

## Target Group / Beneficiaries:

### 1. 60 women in total:

- Roma women,
- Women from other ethnic minorities.

## Location of the Action:

1. Skopje.
2. Kumanovo.
3. Bitola.



Training "How to write a CV", NGO "Bairska Svetlina", Bitola.

## Results & Implemented Activities:

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1. **Job seekers personally developed, personal development plans prepared and implemented:**
  - Personal development of job seekers, including preparation and implementation of personal development plans,
  - Community outreach–information sessions,
  - Individual assessments for selection of beneficiaries,
  - Preparation of the development plans,
  - Counselling activities for job seeking.
2. **Tailored trainings in accordance with the needs of the target group prepared and delivered:**
  - Preparation and delivery of tailored trainings in accordance with the needs of the target group,
  - Organisation of courses for developing vocational, general, language and basic IT skills in cooperation with the Employment Service Agency,
  - Organisation of on-the-job trainings.
3. **Obstacles that hinder women participation in the labour force overcome:**
  - Overcoming the obstacles that hinder women participation in the labour force.



Training “How to behave during a job interview”, “26 Juli” school, Skopje.

## Major Outputs / Deliverables:

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1. 9 Roma women from the project were employed, 7 in Skopje and 2 in Kumanovo. The target was to employ 5% from 60 women, meaning that by the end of the project 3 women will be successfully employed. Since we worked with 52 women, and 9 got employed, the achieved percentage is 300%.
2. 5 Roma women from Skopje participated in the computers courses organised by ESA.
3. 12 Roma women were registered in ESA Skopje; 7 became active job seekers.
4. 20 Roma women were registered in ESA Kumanovo; 4 participated in computer, caregiver and language courses.
5. 16 Roma women were registered in ESA Bitola; 2 applied and were selected by ESA for accounting and language courses.
6. A total of 48 Roma women were registered as active job seekers in ESA.

## Major Indicators:

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1. **Number of information sessions.**
  - Target: 6 sessions, 2 in each targeted city. Achievement: 100%.
2. **Number of potential beneficiaries attending the information sessions.**
  - Target: 60. Achievement: 200% (120).
3. **Number of motivation exercises with the purpose of selecting the project beneficiaries.**
  - Target: 3 exercises (60 women). Achievement: 100%.
4. **Number of selected women to participate in the project.**
  - Target: 60 women, 20 per city. Achievement: 100%.
5. **Number of conducted individual assessment.**
  - Target: 60. Achievement: 100%.
6. **Number of prepared and developed individual development plans.**
  - Target: 60. Achievement: 100%.
7. **Number of women who received counselling on professional orientation.**
  - Target value: 60. Achievement: 92% (52).
8. **Number of conducted workshops.**

## Sustainability:

**The concluded MoU between the Shelter Centre and the Employment Service Agency will serve as a solid basis for the requested institutional sustainability and for realisation of similar activities in the future. The action will also contribute for improving the capacities of the implementing organisations through generating additional experience with regards to the issue of long-term unemployment among women who are victims of domestic violence and gender-based violence. In this way, the implementing organisations will be in the position to influence the policy creators (the Government) beyond the action lifetime in finding appropriate solutions in the longrun.**



**Training “How to behave during an interview”, NGO “Drom”, Kumanovo.**

### **LEADER ORGANISATION:**

**Macedonian Women’s Rights Centre “Shelter Centre” – Skopje**



Vera Jocić 35, 1000 Skopje  
+389 75 43 00 43

### **PARTNER ORGANISATION:**

**Roma Community Centre “Drom” – Kumanovo**



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Kumanovo +389 31 411 406  
info@drom.org.mk

### **PROJECT CONTACT DETAILS:**

[shelter\\_centar@gmail.com](mailto:shelter_centar@gmail.com)

[www.facebook.com/MЦЖП-Шелтер-Центар-1705979429670100](https://www.facebook.com/MЦЖП-Шелтер-Центар-1705979429670100)

*“At first, we thought it would be a challenge and a risk for our company to hire people of low social status and almost without any education. But, to our surprise, the women who came to the job interview were obviously incredibly motivated and well prepared to talk to someone who offers a job.*

*They all brought with them a CV and a motivation letter. This step for our company meant a lot. We realized that regardless of education and social status, motivation was the strongest among these women. Our experience speaks that precisely these people are most suitable for employment in the company. We hired many women, more than 10, but we also employed members of their near and wider families, who heard that our company has vacancies to offer. We will be more than pleased to accept in the future all the candidates who will have received such training.”*

*(Katerina Popovska, project stakeholder, “Securicom” Professional Cleaning Provider)*

*“I did not match all the criteria to take part in this project, but I knew this was my last chance to do something for me and my daughters. I made a living cleaning houses, but it was my dream to be officially employed. My girls both finished high school, and were unemployed. I didn’t want them to struggle every day cleaning houses like me. The educators in this project found me in Topaana, asking me for directions to a local NGO they were going to. They briefly explained the education opportunity they were offering: to train unemployed women and assist them in finding jobs.*

*I immediately accepted the amazing opportunity. I came to adore my trainers, two young girls making friends with all of us. I felt that there was no discrimination, we even went out and had coffee together. We’ve learned how to write a CV and a motivation letter. They took us to ESA.*

*One day one of the educators told me that she had scheduled a meeting for me through an employment agency to meet the managers of one hotel. I brought my CV, but I also brought my daughter with me. In one day, we both got jobs!!! I could not believe how lucky I was! They even asked me to open a bank account!*

*I will be forever grateful to this project. My life is not the same any more. With my salary I can buy food for the week and even shop some clothes for me and my daughters. My daughter has become more secure, and happy. This adventure was not hard, we just needed a helping hand to show us how to do it! Now, I just pray for good health, because my salary is good, my children are healthy and happy...*

*I feel I can live to 102!”*

*(Azime Mamuti, project beneficiary, 46 years, Topaana)*

# PATHWAY TO EMPLOYMENT THROUGH SKILLS DEVELOPMENT AND SUSTAINABLE LABOUR MARKET INTEGRATION OF THE ROMA, IN PARTICULAR ROMA WOMEN (PATHSKILL)

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-1895/1*

Duration: *15 months*

Period: *06.04.2016 – 05.07.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Integration of Minority Ethnic Communities in the Labour Market with Special Focus on Women*

Budget: *191,888.61EUR*

EU Contribution: *182,294.18 EUR*

## Overall Objective:

*The project activities contributed to the national efforts in poverty reduction and socio-economic inclusion of Roma, particularly Roma women, in line with the objectives of the national strategies, creating equal opportunities for all in accessing the labour market.*

## Specific Objectives:

*The specific objective of the action is to facilitate sustainable labour market integration of individuals from Roma ethnic communities, especially women through the enhancement of their employment potentials and addressing obstacles that hinder participation in the labour market.*

## Target Group / Beneficiaries:

- 180 direct beneficiaries of Roma ethnicity, with the focus on Roma women.*
- More than 1200 individuals from beneficiaries' families, the communities as a whole that benefited from the enhanced socio-economic inclusion of the Roma population.*

## Location of the Action:

- Skopje: Municipalities of Čair and ŠutoOrizari.*
- Tetovo.*



1



2

*1 Awarding of certificates; 2 Vocational skills training – manicurist.*

## Results & Implemented Activities:

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1. **Enhanced labour skills of beneficiaries:**
  - Vocational skills trainings (caregivers for elderly, cosmeticians, hairdressers, Tailor/Sewer training)
  - On-the job trainings.
2. **Reinforced key workplace competences of 180 beneficiaries:**
  - Interpersonal and communication skills training,
  - Motivational workshops.
3. **Enhanced employment prospects of beneficiaries through job search activities:**
  - Job search activities and mediation.



*Vocational skills training–hairdresser.*

## Major Outputs / Deliverables:

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1. A video “Your Path to Employment” was produced. During the project life, the video reached 48.405 people and had 17.718 views.

## Major Indicators:

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- **Target: At least 180 beneficiaries included in the skills trainings and job search activities.**
  - **Achievement: 118% (212 beneficiaries were trained on Interpersonal and communication skills).**
- **At least 90% of 60 beneficiaries obtain certificate on the completed skills trainings.**
  - **Achievement: 98% (59 beneficiaries obtained certificates).**
- **At least 30% of 54 beneficiaries employed within the project duration.**
  - **Achievement: 37% (20 beneficiaries, who attended the vocational skills trainings, found employment).**

## Sustainability:

1. **Employment, education and other possibilities for Roma have continued to be announced on the project Facebook page.**
2. **All vacancies that comply with the beneficiaries' background and education have been posted by IOM so they are informed on time.**

*The involvement of our company in this project i.e. the trainings we have provided for the Roma women, has helped us acquire a completely new experience and has facilitated our daily work a lot. At the same time, 15 women were provided with a sewing training and a certificate that will certainly allow them to secure their existence, socialisation, and social inclusion.*

*The candidates for the Tetovo training were particularly regular and interested, with a clear commitment to get a sewing job.*

*Throughout the whole 5 months of the duration of the sewing course, we were unselfishly supported and assisted by the IOM staff.*

*We would be more than glad to take an active part in a similar project in the future.*

*(Anastasija Paneva, project stakeholder, "Lia" Fashion Studio – "Hipa" DOOEL)*



**Project Facebook page.**

### LEADER ORGANISATION:

**IOM International Organisation for Migration – Skopje**



International Organization for Migration (IOM)  
The UN Migration Agency

Jordan Mijalkov 50a, 1000 Skopje

+389 2 308-8100

[www.iomskopje.org](http://www.iomskopje.org)

[www.facebook.com/iomskopje](https://www.facebook.com/iomskopje)

### PROJECT CONTACT DETAILS:

[www.facebook.com/PATHSKILL/](https://www.facebook.com/PATHSKILL/)

### PARTNER ORGANISATION:

**Roma Democratic Development Association "Sonce" –**



**Tetovo**

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[www.sonce.org.mk](http://www.sonce.org.mk)

[www.facebook.com/RomaDemocraticDevelopmentAssociationSonce](https://www.facebook.com/RomaDemocraticDevelopmentAssociationSonce)

**Association for Roma Community Development "Sumnal"**

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[www.sumnal.mk](http://www.sumnal.mk)

[www.facebook.com/Sumnal-Association-for-development-of-the-Roma-community-in-Macedonia-51109100886](https://www.facebook.com/Sumnal-Association-for-development-of-the-Roma-community-in-Macedonia-51109100886)

# FACILITATING INTEGRATION OF ETHNIC MINORITIES INTO THE LABOUR MARKET

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9126/1*

Duration: *20months*

Period: *14.12.2015 –14.08.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Integration of Minority Ethnic Communities in the Labour Market with Special Focus on Women*

Budget: *127,864.80 EUR*

EU Contribution: *112,201.36 EUR*

## Overall Objective:

*To facilitate the process of integration of young people from ethnic minorities in the country and to increase their competitiveness on the labour market.*



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## Specific Objectives:

- 1. To increase the employability and self-employment skills of minority young people through flexibly structured capacity building programmes based on individual skill-level assessments.*
- 2. To help young people from minority ethnic groups set up new businesses.*
- 3. To create a capacity building task force for continuous support of minority young people in their professional development.*

## Target Group / Beneficiaries:

- 1. Young unemployed people from ethnic minorities, with secondary education.*
- 2. Roma community (30%).*
- 3. Women.*
- 4. Potential employers.*
- 5. Relevant CSOs.*

## Location of the Action:

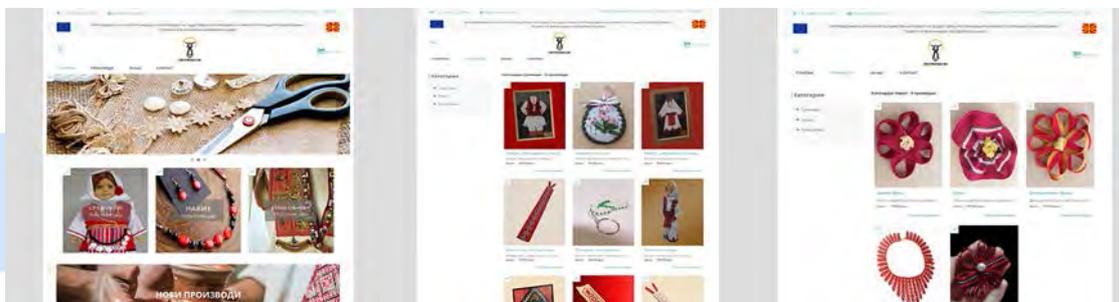
*Skopje (Saraj), Kumanovo, Tetovo, Štip.*



*Implementation of awarded businesses plans.*

## Results & Implemented Activities:

1. **Preparation of local conditions for activities implementation:**
  - 7 promotional events organised in 4 regions for 167 young people,
  - Career counselling delivered to 153 young people.
- **Stakeholder base established:**
  - Identification and cooperation with 20 stakeholders.
- **Training of young people from ethnic minorities:**
  - 4 employability trainings delivered to 117 young people,
  - Entrepreneurial (self-employment) courses delivered to 150 young people,
  - Creative workshops delivered to 50 rural women,
  - 30 internships provided,
  - Employability and 3 self-employment online courses delivered to 53 participants (135 participants are enrolled as online students).
- **Local actions for continuous employment and self-employment support:**
  - Training of trainers (TOT) organised for 20 CSOs and public institutions,
  - 5 businesses awarded and established,
  - Online saleschannel for craftwork introduced.



Online craftwork sale channel.

## Major Outputs / Deliverables:

1. Promotional events organised.
2. Career counselling for young people from ethnic minorities.
3. Trainings for increasing employability and self-employment skills.
4. 2-months internship programmes.
5. Business plan competition and subsidies awarded.
6. Creative workshops.
7. E-commerce web site.
8. Trainings for CSOs and public institutions.
9. Online courses for employability and self-employment.

## Major Indicators:

- |  |   |
|--|---|
| <ol style="list-style-type: none"> <li>1. 6 promotional events for 120 participants organised.           <ul style="list-style-type: none"> <li>○ Achievement: 136%; 163 young people informed in 7 promotional events.</li> </ul> </li> <li>2. Career counselling for 150 young people.           <ul style="list-style-type: none"> <li>○ Achievement: 102%; 153 young people counselled.</li> </ul> </li> <li>3. 255 young people trained in employability and self-employability skills.           <ul style="list-style-type: none"> <li>○ Achievement: 103,5%; 264 young people trained.</li> </ul> </li> <li>4. 30 2-months internships realised.           <ul style="list-style-type: none"> <li>○ Achievement: 100%; 30 internships realised.</li> </ul> </li> </ol> | <ol style="list-style-type: none"> <li>5. 5 new businesses established.           <ul style="list-style-type: none"> <li>○ Achievement: 100%; 5 new businesses established.</li> </ul> </li> <li>6. Creative workshops for 50 rural women.           <ul style="list-style-type: none"> <li>○ Achievement: 100%; 50 women participated.</li> </ul> </li> <li>7. E-commerce web site created.           <ul style="list-style-type: none"> <li>○ Achievement: 100%.</li> </ul> </li> <li>8. ToT for 20 CSOs.           <ul style="list-style-type: none"> <li>○ Achievement: 100%; 20 CSOs trained.</li> </ul> </li> <li>9. Online courses created and delivered to 40 young people.           <ul style="list-style-type: none"> <li>○ Achievement: 132.5 %; 53 trained.</li> </ul> </li> </ol> |
|--|---|

## Sustainability:

1. *Redesign of the website “pretpriemac.mk”.*
2. *Introducing online sale channel for craftwork–  
www.eshop.pretpriemac.mk.*
3. *Five businesses established and functional after finishing the project.*
4. *On-line courses for employability and self-employability developed and available to a wider audience.*

*“This project has responded completely to the needs of the Roma population to acquire IT skills in order to integrate themselves into the labour market.”*

*(Naser Ahmed, project stakeholder,  
Coordinator in CDRIM)*



*Roma and Albanian participants in IT courses.*

*“This project helped me determine my career path. I founded my own company and my entrepreneurial dreams came true!”*

*(Vedat Džaferi, project beneficiary, one of the winners of the business plan competition)*

### LEADER ORGANISATION:

**Youth Entrepreneurial Service Foundation–Skopje**   
16-ta Makedonska brigada 13 B, 1001 Skopje  
+389 2 310-3660  
[www.yes.org.mk](http://www.yes.org.mk)  
[www.facebook.com/YES.Foundation](https://www.facebook.com/YES.Foundation)  
[twitter.com/biznisinkubator](https://twitter.com/biznisinkubator)

### PROJECT CONTACT DETAILS:

[www.pretpriemac.mk](http://www.pretpriemac.mk)  
[www.facebook.com/pretpriemac.mk](https://www.facebook.com/pretpriemac.mk)

### PARTNER ORGANISATION:

**ZIP Institute –Skopje**   
Partizanski odredi 106/ 1-3, 1000 Skopje  
+389 2615-9832  
[www.zipinstitute.mk](http://www.zipinstitute.mk)  
[www.facebook.com/zipinstitute](https://www.facebook.com/zipinstitute)

**Macedonian Roma Women’s Organisation “Daja” –Kumanovo**   
Ivo Lola Ribar 46, 1300 Kumanovo  
+389 31413-662  
[www.daja.org.mk](http://www.daja.org.mk)

**Foundations “Future 21<sup>st</sup> Century” –Plovdiv**   
Kamenitsa 2, ap.6, 4000 Plovdiv, Bulgaria  
+359 88 868-6872

# RURAL WOMEN: KEY TO ECONOMIC GROWTH

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9140/1*

Duration: *18 months*

Period: *14.12.2015– 14.06.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Integration of Minority Ethnic Communities in the Labour Market with Special Focus on Women*

Budget: *116,883 EUR*

EU Contribution: *109,543 EUR*

## Overall Objective:

*To increase participation of rural woman from ethnic communities into the labour market by creating opportunities and enabling environment for their employment and self-employment.*



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## Specific Objectives:

- 1. To develop and deliver tailored made capacity building programme according to individual needs and conditions of ethnic minority women.*
- 2. To support the development and expansion of rural women economic activities and self-employment.*
- 3. To design and establish a mechanism/advisory body in the area of employment measures and practices focused on ethnic women.*

## Target Group / Beneficiaries:

- 1. Ethnic minority women (Turkish, Albanian, Bosniak, and also Macedonian) aged 20-45.*
- 2. 150 women from rural areas of the Polog Region directly involved in the implementation.*

## Location of the Action:

*Rural municipalities in the Polog Region: Bogovinje, Brvenica, Vrapčište, Tearce, Želino, Mavrovo i Rostuše, Jegunovce.*



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3

*1 Women in the sewing course; 2 Awarding of certificates; 3 Women in the wild herb/mushroom collection course.*

## Results & Implemented Activities:

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1. **Analysis of the selected municipalities concerning employment of ethnic women:**
  - *Mapping process.*
2. **150 women from the Polog Region enrolled in project activities and prepared IEAPs tailor made to the real potential of the beneficiary:**
  - *Selection process of 150 women;*
  - *Preparation of 150 IEAPs. (Individual Employment Actions Plans)*
3. **Delivered and implemented general and special tailor-made training according to individual training needs analysis:**
  - *Training needs analysis and plan,*
  - *Development of sets of training materials and training handbook,*
  - *Implementation of trainings for practical skills (sewing and hairdressing& cosmetics).*
4. **At least 100 women trained and licenced as wild herb collectors in the Polog Region:**
  - *Implementation of trainings for wild herb collectors.*
5. **Expansion of at least 10 women-owned small businesses with additional employment of women and at least 10 women-owned start-up businesses:**
  - *Implementation of trainings for self-employment and small business development (business plans).*



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2

1: Education for start-up businesses; 2: Education for small and medium businesses managed by women.

## Major Outputs / Deliverables:

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- *Mapping process. Mapping assessment and report on the target groups (assessment available on request at office@zlr.org.mk).*
- *Assessment of employment potentials, skills and preparation of Individual Employment Action Plans .IEAPs prepared.*
- *Development of trainings. Document with detailed training needs analysis.*
- *Database of women who received trainings for certification as wild herbs and mushroom collectors.*
- *Database of identified opportunities for small business start-ups.*
- *Database of identified women-owned small businesses with potentials for expansion.*
- *Visibility and promotional materials: project fact sheet, flyers, banners, folders, notebooks, pens, booklet and documentary movie (available on request at office@zlr.org.mk).*

## Major Indicators:

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1. **Target: 150 women from the Polog Region enrolled in project activities and prepared IEAPs.**
  - *Achievement: 120% (180 women in total enrolled in project activities).*
2. **Target: At least 100 women trained and licenced as wild herb collectors in the Polog Region.**
  - *Achievement: 100% (100 women trained and certified as wild herb collectors).*
3. **Target: Practical skills and on-the job training for 30 women.**
  - *Achievement: 200% (60 women trained for practical skills for sewing and hairdressing & cosmetics).*
4. **Target: Created 20 business plans: 10 for start-up businesses and 10 for expansion of SMEs owned by women.**
  - *Achievement: 100% (20 business plans created).*

## Sustainability:

1. **Dissemination of information to other ethnic women about the possibilities to be involved in activities provided by Employment offices, local governments, CSOs.**
2. **Keeping continuous contacts with local governments to ensure the effect of the project activities.**
3. **Built capitalities for establishment local business and base for further support in development and support small business**

*"I am very pleased with this project and its activities. We've had an opportunity to engage the women from this area and raise their awareness that they, too, can provide for their families on their own."*

(Ikmet Ejupi, project stakeholder, Mavrovo National Park, worked closely with the project team on designing and implementing the wild herb and mushroom collection workshops)



**Kick-off meeting with stakeholders at Municipality of Bogovinje.**

*"All my life I've wanted to become a qualified seamstress, but never got the opportunity. Thanks to this project, I mastered the sewing process through theoretical and practical work. Now I have the chance to do what my heart really wants. The training was very interesting, instructive; I learned things that I did not know. Now I can more easily and more self-confidently apply for jobs!"*

(Ibadet Ameti, project beneficiary)

### LEADER ORGANISATION:

**Association for Local and Rural Development – Tetovo**



Maršal Tito, Unibal, Lokal 18,1000 Skopje  
 +389 2324-6793  
[www.zlrr.org.mk](http://www.zlrr.org.mk)  
[www.facebook.com/ZLRR.ALRD](https://www.facebook.com/ZLRR.ALRD)

### PARTNER ORGANISATION:

**Municipality of Bogovinje**



Ulica 1, 1220 Bogovinje  
 +389 44 371-500  
[www.komunabogovine.gov.mk](http://www.komunabogovine.gov.mk)

### PROJECT CONTACT DETAILS:

[www.ruralwomenkeg.wordpress.com](http://www.ruralwomenkeg.wordpress.com)

## GET TRAINED , GET SUPPORT, GET A JOB!

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9162/1*

Duration: *20 months*

Period: *14.12.2015 – 14.08.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Integration of Minority Ethnic Communities in the Labour Market with Special Focus on Women*

Budget: *83,638.45 EUR*

EU Contribution: *79,456.53 EUR*

### Overall Objective:

*Integration of Ethnic Minority Women in the Labour Market.*

### Specific Objectives:

- 1. To conduct vocational trainings.*
- 2. To conduct individualised counselling.*
- 3. To create conditions for sustainable employment.*



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### Target Group / Beneficiaries:

- 1. Ethnic minority women of working age.*
- 2. Women from ethnic minorities, business sector and the national and local state institutions.*

### Location of the Action:

*The Eastern Planning Region of the country, 11 municipalities: Štip, Karbinci, Kočani, Češinovo-Obleševo, Zrnovci, Makedonska Kamenica, Delčevo, Pehčevo, Berovo and Probištip.*



*Training of the final beneficiaries, trainers previously trained assisting experienced trainers.*

## Results & Implemented Activities:

1. **Developing and implementing of tailored trainings:**
  - A limited in scope study,
  - Theoretical and practical training.
2. **Job matching in cooperation with local employers:**
  - Series of info days.
3. **Build capacities of at least 60 ethnic minority women:**
  - Theoretical and practical trainings,
  - Individual counselling.
4. **Individual counselling for personal development plans:**
  - Individual counselling.
5. **At least 10 people trained for trainers:**
  - Training of trainers.
6. **At least 60 women from ethnic minorities involved in the individual counselling:**
  - Individual counselling.
7. **At least 20 companies from the region involved in the job matching:**
  - A series of info days.
8. **Improved socio – economic conditions of the minorities:**
  - Individual counselling,
  - A series of info days.



*Individual counselling for development of a personal career plan with a representatives of the target group.*

## Major Outputs / Deliverables:

- **Analysis of the number of unemployed women, classified by ethnic background, level of education, gained skills and region. One limited in scope study prepared.**
- **ToT and training of final beneficiary programmes. Training materials on CD and distributed to stakeholders.**

## Major Indicators:

1. **Training plans developed and implemented.**
  - Target: 1. Achievement: 1 (100%).
2. **Trainings held.**
  - Target: 9. Achievement: 9 (100%).
3. **Needs assessment conducted.**
  - Target: 1. Achievement: 1 (100%).
4. **Info days organised.**
  - Target: 6. Achievement: 6 (100%).
5. **Women participating in the info days.**
  - Target: 60. Achievement: 99 (165%).
6. **Companies participating in the info days.**
  - Target: 20. Achievement: 11 (100%).
7. **Women involved in individual counselling.**
  - Target: 60. Achievement: 60 (100%).
8. **Number of ethnic minority women participating in series of training.**
  - Target: at least 60. Achievement: 64 (106%).
9. **Number of career plans developed.**
  - Target: 60. Achievement: 60 (100%).
10. **ToT conducted. Number of trainers who obtained certificates.**
  - Target: 1 ToT + 10 trainers. Achievement: 1 ToT + 15 trainers (100% & 150%).
11. **Number of women involved in individual counselling.**
  - Target: 60. Achievement: 60 (100%).
12. **CD with project materials printed.**
  - Target: 100. Achievement: 100 (100%).
13. **Number of companies hosting info days.**
  - Target: 20. Achievement: 20 (100%).
14. **Women effectively searching for a job.**
  - Target: 60. Achievement: 84 (140%).
15. **Number of women employed.**
  - Target: 10. Achievement: 15 temporary employment (150 %).

## Sustainability:

1. A limited in scope study, reliable information on the situation with the target group.
2. Training of trainers, 15 individual career consultants trained.
3. Individual counselling, 60 individual career plans developed.
4. A series of Information Days, employers and potential employees established initial contacts.

*“We, as employers, are in constant search of qualified workers and the doors of our factory are always open to interested job seekers. This kind of job matching is of great importance for us, because the contact with the potential employees is direct.”*

*(Kiril Naskov, project stakeholder, owner of the “Lars” Textile Factory in Štip, hosted the Info Day in Štip)*



*Info day in Delčevo.*

*“I work with Roma women on helping them participate in different fields of social life. The Training of Trainers I passed within the project will enable me to consult them in the process of job seeking.”*

*(Beti Tolevska, project beneficiary, ToT participant)*

*“Participating in the trainings helped me understand the importance of the CV and prepared me for the interviews. My personal career plan helped me reconsider my wishes and affinities, gave me a chance to rethink and focus. At the end the whole process enabled me to gain confidence and ultimately find a job I want.”*

### LEADER ORGANISATION:

**Local Community Development Foundation – Štip**



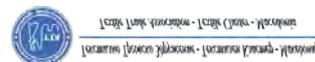
Sremski front bb, 2000 Štip  
+38935381-116

### PROJECT CONTACT DETAILS:

[www.frlz.org.mk](http://www.frlz.org.mk)

### PARTNER ORGANISATION:

**Textile Trade Association “Textile Cluster” – Štip**



Goce Delčev bb, 2000 Štip  
+ 389 2324-4093

**Rodopi Chamber of Commerce and Industry –Komotini**



Vas. Georgiou 2B, Komotini, Greece  
+30 25310 22831

**Agency for Economic Development – Kostinbrod**



Asen Zlatarov 8, Kostinbrod,  
Bulgaria + 359 2 813 96 00

# INCLUSION OF ETHNIC MINORITY WOMEN IN THE LABOUR MARKET

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9133/1*

Duration: *18 months*

Period: *20.01.2016 –20.07.2017*

Policy Area: *Social Inclusion , equal opportunity*

Policy Sub-Area: *Integration of Minority Ethnic Communities in the Labour Market with Special Focus on Women*

Budget: *210,519.86 EUR*

EU Contribution: *199,993.90 EUR*

## Overall Objective:

*To realise an inclusive labour market in the country, where all citizens, including those from vulnerable categories, will have equal access opportunities.*

## Specific Objectives:

*To increase the access and presence of women from ethnic minorities in the labour market in the country, through strengthening their employment potentials and creating a favourable social environment.*

## Target Group / Beneficiaries:

- 1. Approximately 150 ethnic minority families from the target regions included in outreach project activities.*
- 2. 5 local communities included in the project community activities.*
- 3. 250 women participating in the project trainings.*
- 4. 30 women included in the professional practice component.*
- 5. Professionals in Employment Service Agency.*

## Location of the Action:

*Skopje, Tetovo, Bitola, Kumanovo and Štip.*



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*1 Training in soft skills, Skopje, ŠutoOrizari; 2 Training in business basics, Tetovo.*

## Results & Implemented Activities:

1. **Employment potentials of women from ethnic minority communities strengthened:**
  - a. Conducted 61 training days on 4 subjects: soft skills, job counselling, gender concepts and business basics,
  - b. 44 creative workshops involving a total of 360 of the participants children organised,
  - c. 51% (167 women) finished additional 3-month vocational trainings and other courses,
  - d. 30 women successfully finished the 3-month professional practice.
2. **Minority communities in the country have favorable attitude towards employment of women and support their employment:**
  - a. Over 200 families were targeted with psychosocial support, by the 10 local mediators, with the door-2-door methodology,
  - b. 406 participants actively participated in the 15 social dialogue sessions,
  - c. Strengthened capacities of 5 local CSOs on gender concepts, psychosocial support, targeting and linkages with stakeholders through the 2 2-day trainings on gender education and psychosocial support.
3. **Comprehensive outreach activities for enhancing the social environment for employment of ethnic minority women are successfully implemented:**
  - a. 13 professionals from the Employment Service Agency participated in the 2-day gender concepts training,
  - b. 14 joint presentations with ESA for the promotion of active employment measures.



*Individual counselling for development of a personal career plan with a representatives of the target group.*

## Major Outputs / Deliverables:

1. Project Study Report (<http://sheisbuildingfuture.org/en/research-on-women-s-employability/>).
2. Project brochure (<http://sheisbuildingfuture.org/en/project-facts-and-results/>).
3. Project leaflet (<http://sheisbuildingfuture.org/mk/liflet-taa-grad-idnina-za-korisnitsi/>).
4. Media coverage ([https://www.youtube.com/channel/UCXjR18Bnjxj4zb0N33hrtRg/videos?view\\_as=subscriber](https://www.youtube.com/channel/UCXjR18Bnjxj4zb0N33hrtRg/videos?view_as=subscriber)).

## Major Indicators:

1. **Number of women strengthened through project trainings.**
  - Target: 250. Achievement: 326 (130%).
2. **Number of women legally employed by the end of the project.**
  - Target: 0 Achievement: 31 (100%, as additional value).
3. **Number of women who attended additional vocational courses and obtained certificates from licenced institutions, thus becoming more competitive on the labour market.**
  - Target: 167 ( Achievement: 163 (98%, as an additional value).
4. **Increasing motivation for employment. Number of women who changed their status from passive to active job seekers.**
  - Target: 0 Achievement: 75 (100%, as additional value).
5. **Number of women who applied for active measures in ESA.**
  - Target: 0 Achievement: 5 (100%, as an additional value; 3 of the women have been qualified for the self-employment grants, 2 were enrolled in the active measure –professional practise).
6. **Number of women who were offered employment after obtaining certificates from vocational courses.**
  - Target: 30. Achievement: 31 (103.33%).
7. **The increased number of participants in the social dialogue sessions clearly indicates the interest in the subject.**
  - 71 participants in the first round, 135 participants in the second round, 219 participants in the third round.
8. **Number of recommendations (in total) from the social dialogue meetings developed and shared with local authorities/institutions, in order to be included in their official operational plans.**
  - Target: 15. Achievement: 15 (100%).
9. **Less than 5% of the initially targeted women were not able to take part in the project activities. This information is based on the intensive outreach activities and psychosocial support dealing with traditional norms and attitudes.**
10. **Strengthened capacities, knowledge and links with local institutions of 5 local CSOs (10 of their members) on the topics of gender basics, basic psychosocial support, facilitation techniques, outreach activities etc. (100%achievement).**
11. **Number of media coverage of the project activities on national and regional TV, radio, and in electronic media.**
  - Target: 15. Achievement: 65 (433.33%).

## Sustainability:

1. **Strengthened capacity of 10 members from 5 local CSOs enabling them to perform more qualitative work in the communities on the topics of gender equality issues; fighting traditional norms; mediating, facilitation techniques, basics of psychosocial work etc., so they could continue using these techniques on their own or in partnership with other institutions/organisations, after project is officially over.**
2. **Strengthened linkages between ANTIKO, the local CSOs and the relevant stakeholders so they could continue communication even beyond project lifespan.**
3. **ANTIKO is maintaining the project webpage for at least 3 years after the project lifespan.**
4. **At least 17 presentations of the project methodology for replication and further usage by interested parties dealing with similar issues.**



**Gender training for Employment Service Agency staff.**

*"I have been in the business for 10 years total, and manager of my kindergarten for 4 years. I was a head of a private school when I had my baby. As a young mother, I was faced with a lot of problems. There were only 5 kindergartens in the city, and I was on a waiting list for a placement of my child. I met mothers who had the same problem: they also wanted to work, but they couldn't, there was no one to take care for their children. So, the idea to open the kindergarten came to me. I applied for the self-employment project, I have passed that phase, and I received the grant. I faced various problems, but I was convinced that I would overcome and succeed. Today we have a successful business."*

(project stakeholder, motivational speaker in one of the project events, Tetovo)

*"I was reluctant to become part of the trainings provided through the project as I haven't believed that they could support me in any way. Eventually, I decided to give them a chance and the knowledge I'd gained helped me to prepare the CV and motivation letter on my own. I used them to apply for professional practice with the Employment Service Agency in Kumanovo and got it!*

*I am attending professional practice in Tutunska Banka and there is even a chance to get a permanent job at the bank after completion of practice. At the same time, I'm participating German language course provided by the project. The combination of professional practice and German language course will help me increase my capabilities and competences and eventually my chances for employment"*

(Ardiana Ramadani, project beneficiary, Kumanovo)

*Now I'm employed in a textile factory and very satisfied!"*

(Džejlan Jusin, project beneficiary, participant in trainings and individual counselling)

### LEADER ORGANISATION:

Care Deutschland / Luxembourg E.V



Gazmenda Zajmi 21, 10000

Priština +38138224-779

contact@care.org

### PROJECT CONTACT DETAILS:

[www.sheisbuildingfuture.org/en/home](http://www.sheisbuildingfuture.org/en/home)

### PARTNER ORGANISATION:

Women's Civic Initiative "Antiko" – Skopje



Vukovarska 23/1-2, 1000 Skopje, P. fah 1090-1010

+389 2 261-4641

contact@antiko.org.mk

antiko@t.mk

www.antiko.org.mk

## FIT FOR THE FUTURE

Call ID No.: *EuropeAid/136315/ID/ACT/MK*

Contact No.: *12-8356/1*

Duration: *12 months*

Period: *24.12.2016 – 23.12.2017*

Policy Area: *Social inclusion*

Policy Sub-Area: *Inclusion of Roma into the Labour Market*

Budget: *208,656.00 EUR*

EU Contribution: *198,223.20EUR*

### Overall Objective:

*To facilitate the integration and inclusion of young Roma people who are not in education, employment or training into the labour market and raise their chances of employment.*



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### Specific Objectives:

- 1. Enhancing employment potentials of young Roma people not in education, employment or training.*
- 2. Strengthening capacities of professionals working with young disadvantaged people.*

### Target Group / Beneficiaries:

- 1. Young Roma people not in education, employment or training (NEET) in Skopje.*
- 2. Professionals, staff and volunteers implementing the project.*

*NEETs and their families; Local community in Topaana; Institutions & NGOs with the mission to improve the employability of Roma NEETs.*

### Location of the Action:

*Skopje, Topaana Neighbourhood (largely inhabited by marginalised Roma population).*



*Participants of the hairdresser/make-up course and sewing course in the vocational training centre EVA.*

## Results & Implemented Activities:

1. **Successful preparation of the job coaches for the tasks:**
  - Jobcoach trainings with a German expert,
  - Development of methodological materials.
2. **Implementation of the literacy, computer and soft skills training courses:**
  - Literacy course – the participants are taking course to rise their knowledge of Macedonian language,
  - Computer course – participants gaining knowledge in basic computer skills (using MS Office, using e-mail etc.) to be able to write job applications or communicate with employers,
  - Soft skills course – helping the participants to get more skilled in communication and team work, punctuality, reliability.
3. **Empowerment:**
  - Personal competences (self-confidence etc.), personal knowledge: civil rights, women's rights, social security etc., application training.
4. **Vocational trainings for the participants:**
  - Hairdressing, make-up, manicure, sewing & tailoring,
5. **Raising awareness about the target group and the project through the website and public appearances on TV and radio.**



1: Jobcoach training & development of know-how materials; 2: Photoshoot for make-up course; 3: IT course.

## Major Outputs / Deliverables:

- **Contracts with staff members, process description, advertising the project (in TV and radio stations).**
- **Prepared job coaches, staff & volunteers.**
- **Participants for vocational inclusion programme.**
- **Website, leaflets & posters.**
- **Job profiles, individual education plans, professional orientation.**
- **Certificates for job coaches.**
- **Vocational certificates for participants.**
- **Certificates for the participants who successfully finished the programme.**
- **Action plan with recommendations for similar projects**
- **A booklet with a toolkit on how to implement a combined programme of outreach work and vocational inclusion programme for disadvantaged young persons in the country (in making).**

## Major Indicators:

1. **Training of job coaches.**
  - **Target value: 6. Achieved value: 6.**
2. **Number of interested participants – NEETS – as highly motivated participants during the whole programme.**
  - **Target value: 50 interested participants. Achieved value: 45.**
3. **Number of women obtaining the certificate (female/male ratio).**
  - **Target value: 22 women obtaining the certificate. Achieved value: 32 women.**

## Sustainability:

1. *Contact with companies to ensure possible future employment.*
2. *Strengthening the contacts with the beneficiaries, local companies and community.*
3. *Creating a toolkit for other interested organisations or parties.*



*Participants, their families and our job coaches on a picnic.*

*“Thanks to the project, the participants are more confident and are also able to work with computers and have improved literacy skills. These are necessary for the work in our supermarket. 5 of the participants finished 2 weeks of training in our markets located in areas where the Roma live. My plan is to employ at least 2 of them.”*  
(FatmirArifi, project beneficiary, owner of the “Graprom” DOOEL Supermarket)

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### LEADER ORGANISATION:

**Internationaler Bund e.V., IB Süd – Stuttgart**   
Heusteigstraße 90/92, 70180 Stuttgart, Germany  
+49711 645-4401  
[www.internationaler-bund.de](http://www.internationaler-bund.de)

### PROJECT CONTACT DETAILS:

[www.fit-for-the-future.org.mk](http://www.fit-for-the-future.org.mk)  
[www.facebook.com/Fit-for-the-Future-263982184042774/?fref=ts](https://www.facebook.com/Fit-for-the-Future-263982184042774/?fref=ts)

### PARTNER ORGANISATIONS:

**IrhomTopaana – Skopje**

**Civil Society IRHOM- TOPAANA**  
Street: Blagoja Parovic 13-2/9 Skopje



BlagojaParović 13-2/9,1000 Skopje  
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[www.facebook.com/Association-of-citizens-Irhom-Topaana-267534847042](https://www.facebook.com/Association-of-citizens-Irhom-Topaana-267534847042)

# ROMA ACCESS TO (SELF)EMPLOYMENT

Call ID No.: *EuropeAid/136315/ID/ACT/MK*

Contact No.: *12-8404/1*

Duration: *12 months*

Period: *27.12.2016 – 27.12.2017*

Policy Area: *Social inclusion*

Policy Sub-Area: *Inclusion of Roma into the Labour Market*

Budget: *151,580.85 EUR*

EU Contribution: *144,001.81 EUR*

## Overall Objective:

1. *Contribution to the inclusion of the Roma community in the labour market.*

## Specific Objectives:

1. *Increased skills of Roma women and self-declared Egyptian community members for self(employment).*



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## Target Group / Beneficiaries:

1. *Roma population and the self-declared Egyptians (for the South-West Region), both women and men.*
2. *Up to 25% of the target group may come from members from other ethnic groups, sharing the same interest and goals for (self)employment and social inclusion.*

## Location of the Action:

*Skopje Region and the South-West Region.*



*Training in increasing the potentials for finding employment and training in self-employment skills.*

## Results & Implemented Activities:

- 1. Increased potentials for finding employment of Roma:**
  - Development of questionnaires (90)
  - Identification and selection of unemployed Roma for increasing employment skills,
  - Identification of renowned Roma organizations and organizations of self-declared Egyptians.
  - Provision of on-the-job training/internship,
  - Training in finding employment and communication skills.
- 2. Increased self-employment skills for potential Roma entrepreneurs:**
  - Identifying start-ups and entrepreneurs,
  - Training on entrepreneurial skills.
- 3. Developed vocational skills among Roma and self-declared Egyptian community:**
  - Identification of potential vocational training providers,
  - Training in vocation skills.
- 4. Addressed motivational factors for registration of business start-ups:**
  - Conducting interviews with start-ups and entrepreneurs,
  - Analysis of obstacles for business start-up registration and self(employment),
  - Presentation of project results and the analysis.



Target group members participating in trainings for finding employment and communication skills.

## Major Outputs / Deliverables:

- 1. On-the-job training / internship implemented (identification of organizations of Roma and self-declared Egyptians, development of questionnaire and profiles, delivery of employment and communications training, and on-the-job internships).**
- 2. Established business owners and Roma start-ups profiled and trained; business plans developed.**
- 3. Vocational training delivered to target group members.**
- 4. Interviews, a survey and an analysis made regarding the (self)employment obstacles for the Roma and self-declared Egyptians.**
- 5. Final event organized.**

## Major Indicators:

- 1. 2-month on-the-job training/internship for unemployed Roma. • Target: 20. Achievement: 190% (38).**
- 2. 4-days of training in finding employment and communication skills. • Target: 30. Achievement: 143% (70).**
- 3. Identification of 30 established business owners and Roma start-ups, creation of short professional profiles. • Target 30. Achievement: 100%.**
- 4. Training of established business owners and Roma start-ups. • Target: 30. Achievement: 227% (68).**
- 5. Organization of trainings for entrepreneurial skills. • Target: 2. Achievement: 100%.**
- 6. Ongoing: 1 presentation of business plans will be organized and 3 awards will be given to the best evaluated business plans.**
- 7. Identification of vocational training providers. • Target: 2. Achievement: 250% (5).**
- 8. 3-month vocational skills training in target group members. • Target: 10. Achievement: 170% (17).**
- 9. 17 target group members rewarded with the certificate for successful completion of basic level vocational training.**
- 10. 20 interviews conducted with small business owners, target group start-ups and entrepreneurs, micro business owners, non-registered businesses specifically from the target group.**
- 11. 1 survey on a representative sample conducted for analysing the (self)employment obstacles of the Roma population in the country and self-declared Egyptian population.**
- 12. Analysis printed and distributed to the target group civil organizations, public institutions, relevant state bodies which are working on labour market policies, social inclusion and education.**
- 13. 1 final event organized where the project results and findings will be presented.**

## Sustainability:

1. **MEDF has implement and will continue to implement in the future actions for social inclusion.**
2. **LDASTruga in South-Western Region is continuously involved in implementing social inclusion projects.**
3. **The methodology used (mentorship and vocational trainings) will be used in further implementing projects.**
4. **The methodology used in the project is available to wider public and could be replicated in other communities and regions**



**Awarding of certificates for successful completion of the training in finding employment and communication skills in the Skopje Region.**

*“This is one of the most beneficial programs in which the Savings House ‘Možnosti’ and MEDF have worked together. The two participants have most certainly shown great commitment, engagement and have been in great assistance to our employees during the on-the-job training.”*

(Suzana Kostova, project stakeholder, Human Resources Director at Savings House ‘Možnosti’, Skopje, provider of a 2-month on-the job training/ internship for 2 project participants)

*“My experience with this on-the-job training has been by far one of the most interesting professional experiences that I have encountered. It teaches me something new each day and there is more to learn, I’m sure.”*

(Alen Umer, project beneficiary, participant in the 2-month on-the-job training/internship at the Saving House “Možnosti”, Skopje)

### LEADER ORGANISATION:

**Macedonian Enterprise Development Foundation – Skopje**

Nikola Parapunov 41A, 1060 Skopje

+389 2 308-8988

[www.mrfp.mk](http://www.mrfp.mk)

[www.facebook.com/mrfp.mk/](https://www.facebook.com/mrfp.mk/)

### PROJECT CONTACT DETAILS:

[www.mrfp.mk](http://www.mrfp.mk)

[www.facebook.com/mrfp.mk/](https://www.facebook.com/mrfp.mk/)

### PARTNER ORGANISATIONS:

**Association Local Development Agency – Struga**

DimceKovačeski 30/2, 6330 Struga

+389 46 784 151

[www.ldastruga.org](http://www.ldastruga.org)

# DEVELOPING SUSTAINABLE MODEL FOR THE ROMA EMPLOYABILITY

Call ID No.: *EuropeAid/136315/ID/ACT/MK*

Contact No.: *12-8407/1*

Duration: *12 months*

Period: *01.01.2017– 31.12.2017*

Policy Area: *Social inclusion*

Policy Sub-Area: *Inclusion of Roma into the Labour Market*

Budget: *181,282.50 EUR*

EU Contribution: *168,592.73 EUR*

## Overall Objective:

*To contribute to sustainable integration of Roma into the labour market, improving their employability in the housing construction and energy efficiency sector.*



## Specific Objectives:

- To increase employment potentials of Roma providing suitable and market validated personal capacities.*
- To facilitate access to the labour market with a focus on the construction sector.*

## Target Group / Beneficiaries:

- Roma men and women involved in the project and other marginalised groups that will benefit from the developed employability model.*

## Location of the Action:

*Kumanovo and Prilep.*

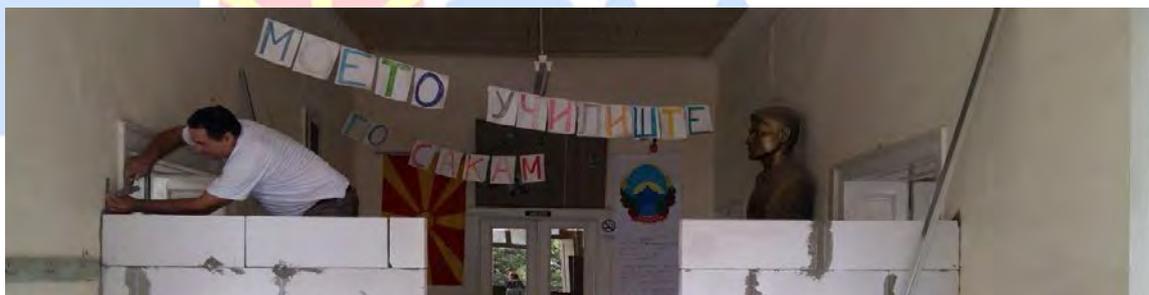


*Roma men gaining practical skills in drywall construction in Prilep.*

## Results & Implemented Activities:

---

- 1. Competences in the construction skills and methods developed in the target groups:**
  - *Training needs assessment was conducted among pre-selected Roma workers,*
  - *Theoretical trainings in façade works & drywall construction and in masonry & doors and windows installation,*
  - *Practical training in façade works & drywall construction and in masonry & doors and windows installation.*
- 2. Construction Employment Network established:**
  - *Mapping local construction companies and relevant stakeholders,*
  - *Workshop for intercultural learning,*
  - *Database of certified construction workers and contraction companies developed.*
- 3. Confidence to find employment improved:**
  - *Training in employability,*
  - *Job fairs for construction sector,*
  - *Matching of potential employees and employers.*



*A Roma man gaining practical skills in masonry in Prilep.*

## Major Outputs / Deliverables:

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- *67 Roma men trained in façade works & drywall construction and in masonry & doors and windows installations.*
- *43 construction workers certified.*
- *74 men and 48 women had strengthened their job searching skills.*
- *20 local construction companies engaged in the Action via meetings and local workshops.*
- *Database of certified construction workers and local construction companies developed.*

## Major Indicators:

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- 1. Number of Roma who completed the training and capacity building programme.**
  - *Target: 120. Achievement so far: 110 (92%).*
- 2. Number of Roma men and Roma women who completed the training in employability.**
  - *Target: 120 men. Achievement so far: 74 (62%).*
  - *Target: 20 women. Achievement so far: 48 (240%).*
- 3. Construction Network operational and staffed (in progress).**
- 4. Indicator: Database established and records input (in progress).**

## Sustainability:

1. **Trainings in employability skills.**
2. **Certification of 43 construction workers in Kumanovo and Prilep.**
3. **Database of certified construction workers and local construction companies developed.**

*“Roma people with appropriate training can learn to become hardworking and reliable construction workers. This project will help to connect the Roma workers with the local construction companies in Prilep and create base of workers that will seek employment within the sector.”*

*(Goce Stojanovski, project stakeholder, owner of “Rabusplast” Roma Construction Employment Network)*



**A Roma man working on window installation in Kumanovo.**

*“I am Ali, and in this project, I have not only learned how to apply façade and drywall construction, but I have also learned how to be professional when I look for a job. In the future, I want to become Chief Master and open my own construction business.”*

*(Ali Ajdarovski, project beneficiary)*

### LEADER ORGANISATION:

**Habitat for Humanity Macedonia – Skopje**



Nikola Parapunov 41, 1000 Skopje

+389 2 306-0890

[www.habitat.org.mk](http://www.habitat.org.mk)

### PROJECT CONTACT DETAILS:

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[www.facebook.com/HFHMacdonia](https://www.facebook.com/HFHMacdonia)

### PARTNER ORGANISATIONS:



**ZBK'Kreacija' – Skopje** Partizanski

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321-6903

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**RCC'Drom' – Kumanovo**

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# SCHOOL COMPLETION AS PATHWAY TOWARDS EMPLOYMENT

Call ID No.: *EuropeAid/136315/ID/ACT/MK*

Contact No.: *12-8409/1*

Duration: *12 months*

Period: *28.12.2016 – 29.12.2017*

Policy Area: *Social inclusion*

Policy Sub-Area: *Inclusion of Roma into the Labour Market*

Budget: *215,342.95 EUR*

EU Contribution: *199,913.95 EUR*

## Overall Objective:

*To promote equal opportunities in employment for Roma women and men by supporting Roma adults to complete primary and secondary education and empowering them to better access the labour market through training and community actions.*

## Target Group / Beneficiaries:

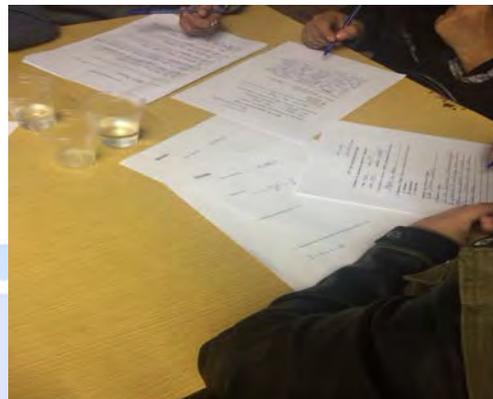
- 125 Roma adults, aged 18-40 (80% women) with incomplete primary education, covering 9 localities.*
- 70 Roma adults, aged 18-40 (37.1% women) with incomplete secondary education, covering 9 localities,*
- Target group's families, teachers and school administrators from the selected localities, local labour markets and businesses, and local employment offices.*

## Specific Objectives:

- Increase the integration of Roma adults into the labour market through enhancing basic skills development, education and training in order to secure primary and secondary school diplomas.*
- Empower Roma women and men to combat gender and ethnic discrimination on the labour market through the establishment of community groups which promote continuous education and pathways to employment.*

## Location of the Action:

*Topaana Roma neighbourhood in Skopje, Bitola, Prilep, Delčevo, Pehčevo, Berovo and Vinica.*



*Roma women are attending exam session in Macedonian language and grammar.*

## Results & Implemented Activities:

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- **125 Roma adults aged 18-40 (80% women) to receive their primary education diploma:**
  - Organized primary school education classes for adults in the targeted regions.
- **70 Roma adults aged 18-40 (37.1% women) to receive their secondary education diploma:**
  - Organized secondary school education classes for adults in the targeted regions.
- **Established five empowerment and community support groups composed of at least 15 secondary school participants:**
  - Organized 30 meetings and workshops to promote continuous education and pathways to employment.
- **Minimum 75 adults (at least 60% women) to complete soft skills and active job search training:**
  - Organized 60 trainings on empowerment and employment aiming to increase soft skills and active job seeking (communication, time management and job searching skills).
- **Strengthened cooperation and increased networking with local employment offices and businesses:**
  - Organized 30 meetings and workshops to promote continuous education and pathways to employment.



*Roma women practicing job interview and formal application for job.*

## Major Outputs / Deliverables:

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1. **Increased integration of Roma adults into the labour market through enhancing basic skills development, education and training in order to secure primary and secondary school diplomas.**
2. **Empowered Roma women and men to combat gender and ethnic discrimination on the labour market through the establishment of community groups which promote continuous education and pathways to employment.**

## Major Indicators:

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1. **Roma adults aged 18 to 40 (at least 60% Roma women) with incomplete primary education received their primary education diploma.**
  - Target: 125. Achievement: 125 (100%).
2. **Roma adults aged 18 to 40 (at least 60% Roma women) with incomplete secondary education completed their secondary education.**
  - Target: 70. Achievement: 70 (100%).
3. **Bi-monthly meetings/workshops aiming to increase soft skills and active job-seeking, through networking and active involvement of local stakeholders, potential employers, held.**
  - Target: 90. Achievement: 90 (100%).
4. **Empowerment and community support groups composed of at least 15 secondary school participants, with a special emphasis on women's empowerment (at least 60% women) established.**
  - Target: 5. Achievement: 5 (100%).

## Sustainability:

1. *Facilitated meetings between the community support group and key stakeholders such as Agency of Employment and business community built a trend and tradition of organizing quarterly meetings to be practiced after the project closure as well with an aim to observe opportunities and provide job places.*
2. *Open Civic University for Life-Long Learning “VančoPrke” Štip and all three partner organizations committed to support and prepare all secondary school graduates who would like to enter graduation exam in June 2018 after the official closure of the project.*
3. *30 Roma community members started using active measures for employment as a result of community support group follow-up agreements.*

*“Having both certificate for completed primary school education and training for employment should be a systematic approach. There are many women asking to enrol in the middle of the project because they become aware that this opportunity provides the grounds for starting their own business.”*

(Ermina Redžepova, project stakeholder, Local Coordinator, NGO “Ternipe”, Delčevo)



*“Now, I feel that I have higher self-confidence to face both my family members but also employers who usually discriminate Romani women in the very beginning of their application for work.”*

(Amela Demirova, project beneficiary, primary school pupil, mother of three children, participant in Employment and Empowerment Training, Bitola)

### Workshop for further qualification of unemployed Roma youth.

<p><b>LEADER ORGANISATION:</b></p> <p><b>Roma Education Fund – Budapest</b></p>  <p>Terezkt. 46, 1066 Budapest, Hungary +36 1 235-8030</p>	<p><b>PARTNER ORGANISATIONS:</b></p> <p><b>Development Association of the Roma Community in Macedonia</b></p> <p>“Sumnal” – Skopje </p> <p>Maksud Sadić bb, 1000 Skopje +38970699-743 www.sumnal.mk www.facebook.com/Sumnal-Association-for-development-of-the-Roma-community-in-Macedonia-51109100886</p> <p><b>Roma Cultural and Education Centre “Ternipe” – Delčevo</b> </p> <p>Ilindenska 2, 2320 Skopje +38978428-562; +38933412-600 www.facebook.com/ternipemkdelcevo</p> <p><b>IRHOM “Topaana” – Skopje</b> </p> <p>Blagoja Parović 13-2/9, 1000 Skopje +38971262-221 www.facebook.com/Association-of-citizens-Irhom-Topaana-267534847042</p>
<p><b>PROJECT CONTACT DETAILS:</b></p> <p><a href="http://www.romaeducationfund.org">www.romaeducationfund.org</a> <a href="https://www.facebook.com/RomaEducationFund">www.facebook.com/RomaEducationFund</a></p>	

# EMPOWERING ROMA WOMEN THROUGH SOCIAL ENTERPRISE CREATION

Call ID No.: *EuropeAid/136315/ID/ACT/MK*

Contact No.: *12-8411/1*

Duration: *12 months*

Period: *27.12.2016 – 27 .12.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Inclusion of Roma into the Labour Market*

Budget: *125,915.00 EUR*

EU Contribution: *112,579.80 EUR*

## Overall Objective:

*To support Roma women to increase their economic independence by building and enhancing their business and life skills by providing employment opportunities for them in order to be self-sufficient in respectful and empowering ways.*

## Specific Objectives:

- 1. To increase job opportunities for Roma women in palliative treatments sector through promotion of social enterprise model.*
- 2. To strengthen the capacities of CSOs in social enterprise creation and Roma women employment.*



## Target Group / Beneficiaries:

- 1. Roma women.*
- 2. Local authorities in Skopje.*
- 3. CSOs interested in social enterprise creation.*
- 4. Elderly people.*
- 5. Health Education and Research Association – HERA.*

## Location of the Action:

*Skopje.*



*Roma women engaged in the newly established Social Enterprise "Nega+" at the photoshoot for the promotion video.*

## Results & Implemented Activities:

1. **20 Roma women are trained and qualified for providing palliative care:**
  - Working integration workshops,
  - Education in palliative treatment,
  - Social enterprise establishment.
2. **Situational analysis and business plan for potential social enterprises supporting Roma women employment:**
  - Needs assessment and market research,
  - Business plans for CSOs.
3. **Collaboration between the Municipality of Centar and HERA towards social enterprise creation:**
  - Social Innovation Enterprise Strategy with micro financing tool,
  - Social enterprise info days and individual coaching of CSOs.
4. **80 CSO staff are trained to implement social enterprise strategy employing Roma women:**
  - CSOs created business plans and established social enterprises employing Roma women.
5. **CSOs have knowledge and capacities to design and establish social enterprises:**
  - Trainings in social entrepreneurship,
  - Social Enterprise Guide.



Info days, March 2017, EU Info Centre – Skopje.

## Major Outputs / Deliverables:

- 4 Info Days.
- Manual for non-governmental organisations wishing to establish social enterprises for employment of vulnerable people (ISBN 978-608-4598-77-0; <http://bit.ly/2xlqFGm>).
- Project Subdomain <http://bit.ly/2kSGRnf>.
- Project Facebook page <https://www.facebook.com/otvoramemoznosti/>.
- Publication “Needs Analysis for the Development of Social Enterprises in the Republic of Macedonia” (ISBN 978-608-4598-85-5; <http://bit.ly/2gJB7I9>).
- 4 Working Integration Vocational Trainings for Roma Women.
- 4 Workshops for Social Business Development for CSOs.
- 16 Business Plans developed by the CSOs.
- Follow-up Training for Business Plan and Market Research Development.
- 10 Roma women gained Certificates for successfully finished programme in professional palliative care.
- Market research for “Nega+”.
- Social enterprise “Nega+” established <http://bit.ly/2zbvQAO>; <http://bit.ly/2fYtpck>; <http://bit.ly/2xllciL>.

## Major Indicators:

Achievements so far:

1. % of Roma women who completed vocational training.
  - 43 women or 53.75%.
2. % of Roma women who received certificates for palliative care and who were placed in job.
  - 10 women received certificates or 50 %; 10 women are placed in job or 100%.
3. % of Roma women who are engaged in the social enterprise in palliative care.
  - 10 women or 100%.
4. Number of CSOs working with Roma who are trained in social enterprise creation.
  - 56 CSOs staff trained or 70%.
5. Number of CSOs who established social enterprises employing Roma women.
  - 1 CSO or 100%.

## Sustainability:

1. **Obtaining premises (administrative office) from Municipality of Centar for 'Nega+'.**
2. **Local policies for social entrepreneurship jointly developed with local authorities.**
3. **Micro financial tool for enabling financial environment of CSOs willing to create social enterprises developed, ready for further advocacy in corporate sector / banks.**



**Training in Social Enterprise Concept, June 2017, Hotel Arka, Skopje.**

*"We worked hard with the "Nega+" team for four months. This training proved, once again, that professionalism is not linked to ethnic background, skin colour or societal status, that all it takes is great love for the job."*

(Stanka Božinovska, project stakeholder, nurse specialist, trainer at NGO "Humanost")

*"This enterprise is different from the traditional forms of enterprises in that it is guided by its social mission, which is supporting and assisting Roma women in their employment. The profit generated by the enterprise is exclusively allocated to covering the monthly income of the employed Roma women and for the operational costs necessary for quality delivery of these services."*

(Blagica Petrova, project beneficiary, social entrepreneur, 'Nega+')

*"I was looking for a job for a very long time, and could not find any. I joined 'Nega+', got my diploma, and now I am ready to deliver home care for the elderly".*

(Idafete Beriša, project beneficiary, caregiver, "Nega+")

### LEADER ORGANISATION:

**Health Education and Research Association H.E.R.A.**

–Skopje 

Ruzveltova 51a, 1000 Skopje

+389 2 3290 395

[www.hera.org.mk](http://www.hera.org.mk)

### PROJECT CONTACT DETAILS:

[www.socialnopretpriemnistvo.hera.org.mk](http://www.socialnopretpriemnistvo.hera.org.mk)

[www.facebook.com/otvoramemoznosti](https://www.facebook.com/otvoramemoznosti)

### PARTNER ORGANISATIONS:

**Insertion et Alternatives Group SOS – Paris** 

102C rue Amelot, 7 boulevard Voltaire, 75011 Paris, France

+775 685 506 00872

[www.facebook.com/LeComptoirDeLInnovation](https://www.facebook.com/LeComptoirDeLInnovation)

**Municipality of Centar – Skopje** 

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+389 2 3203 602

# RISE! – ROMA INCLUSION THROUGH SOCIAL ENTREPRENEURSHIP

Call ID No.: *EuropeAid/136315/ID/ACT/MK*

Policy Area: *Social inclusion*

Contact No.: *12-8412/1*

Policy Sub-Area: *Inclusion of Roma into the Labour Market*

Duration: *12 months*

Budget: *192,625 EUR*

Period: *28.12.2016 – 27.12.2017*

EU Contribution: *182,988 EUR*

## Overall Objective:

*To foster social inclusion of young Roma through social entrepreneurship education. The project aims to empower Roma to become active society actors through entering the field of social entrepreneurship and to create environment for youth inclusive social entrepreneurship development.*

## Location of the Action:

- 1. Skopje and Štip – establishment of SE Hubs and 5-day sustainability workshops.*
- 2. Skopje, Štip, Kumanovo, Bitola and Strumica – 3-day trainings on SE. (Social Entrepreneurship)*
- 3. Skopje – ToT (Training of Trainers) and SE competition;*
- 4. Nationwide – multiple promotional events.*

## Specific Objectives:

- 1. To provide tailored training for social entrepreneurship development for Roma and NEETs.*
- 2. To establish SE (Social Entrepreneurship) hubs in Skopje and Štip for supporting young entrepreneurs with focus on the disadvantaged groups of youth.*
- 3. To organise SE competition where the trainees will apply their knowledge in practice.*
- 4. To start an awareness raising campaign for Roma integration through social entrepreneurship.*
- 5. To engage key stakeholders in the country for long-term support of the SE Hubs.*

## Target Group / Beneficiaries:

- 1. Young unemployed representatives from Roma minority and other disadvantaged youth, especially NEETs (Not in Employment, Education or Training).*



*Promoting the project and SE competition on the 3-day SE training in Bitola, 27-29.06.2017.*

## Results & Implemented Activities:

1. **Increased level of skills, knowledge and experience in entrepreneurship and social entrepreneurship:**
  - TNA (Training Needs Assessment) and development of a tailored training methodology,
  - Selection of trainers and ToT (Training of Trainers),
  - Implementation of six 3-day trainings with 180 Roma trainees.
2. **Established SE Hubs in Skopje and Štip:**
  - Organising the facilities and equipment; recruiting employees and volunteers,
  - Development of a Strategic Work Plan for SE Hubs.
3. **Developed at least ten SE business ideas:**
  - Organisation and promotion of SE competition,
  - Selection of the best proposals and awarding the first three places.
4. **Raised awareness about the Roma integration and self-employment through social entrepreneurship:**
  - Preparation and distribution of online and printed promotion materials,
  - Multiple information and promotion events,
  - Dissemination activities, development of webpage and social media channels.



*Jobcoach training & development of know-how materials*

## Major Outputs / Deliverables:

- TNA (Training Needs Assessment). TNA questionnaire; background study; TNA report.
- Training Module. Materials for ToT and trainings; 12 trainees on the ToT obtained certificates; 180 trainees on the 3-day trainings obtained certificates.
- SE Hubs Strategy for Sustainability. Strategic Working Plan and Action Plan.
- Promotion and Dissemination Strategy. Project flyers, banner, brochure, promotional materials with printed project logo, 6 newsletters, media posts and press releases; paper "Tackling the Roma Social Exclusion and Marginalisation with Social Entrepreneurship" submitted for publication in the academic journal "Economic Thought and Practice" ("Ekonomiska misao I praksa"), published December 2017.

## Major Indicators:

1. **Training module successfully tested during ToT.**
  - Achievement 100% (all 12 participants assessed it positively).
2. **2 social hubs opened and started activity.**
  - Achievement 100%(SE Hubs in Skopje and Štip are fully functional).
3. **2 hubs provided 4 working placements.**
  - Achievement 100% (SE Hubs staffed since the beginning of the project).
4. **2 hubs provided 10 voluntary placements.**
  - Achievement 100% (this indicator will be exceeded by the time the project is completed).
5. **180 young people successfully and fully attend the trainings.**
  - Achievement 100%.
6. **More than 10 ideas submitted and evaluated from the project.**
  - Achievement 100%. (So far more than 10 ideas are submitted).

## Sustainability:

*The main pillar for ensuring project's sustainability are the SE Hubs that will remain active, accessible and open for involvement after the end of the project.*

*The following specific actions are undertaken:*

- 1. Hubs' staff and volunteers are trained through 5-day sustainability workshops.**
- 2. The Strategic Work Plan for SE Hubs is developed, including detailed Action Plan for the next year (2018).**
- 3. Connections with numerous stakeholders are established and Memorandums of Understandings are signed.**

*"This project addresses the marginalisation and lack of employment and self-employment skills of the Roma community in the country through social entrepreneurship education, creating an environment for further youth inclusive development."*

*(Erol Ademov, project stakeholder, President of the Association of Multi-ethnic Society for Human Rights and Senior Officer for Relations with Communities at Municipality of Štip; trainer in the 3-day trainings)*



*"The training provided me with new insights about social entrepreneurship, as well as valuable skills for further development and practical implementation of my business ideas."*

*(Gari Muslievski, project beneficiary, participant in the 3-day training in Kumanovo)*

**Promotion of Entrepreneurship Strategy for Roma in Bitola, 25.08.2017.**

<p><b>LEADER ORGANISATION:</b></p>  <p><b>National Centre for Development of Innovation and Entrepreneurial Learning – Skopje</b>          Dame Gruev 1/2-17, 1000 Skopje          +389 2 309-9481  <a href="http://www.ncdiel.mk">www.ncdiel.mk</a></p>	<p><b>PARTNER ORGANISATIONS:</b></p>  <p><b>YouNet – Bologna, Italy</b>          Via dello Scalo 21/3, 40126 Bologna, Italy  <a href="http://www.you-net.eu">www.you-net.eu</a>  <a href="https://www.facebook.com/younetit">www.facebook.com/younetit</a>  <a href="https://www.twitter.com/YouNet">www.twitter.com/YouNet</a></p>
<p><b>PROJECT CONTACT DETAILS:</b></p> <p><a href="http://www.rise.org.mk">www.rise.org.mk</a>  <a href="https://www.facebook.com/RISE.org.mk">www.facebook.com/RISE.org.mk</a>  <a href="https://twitter.com/RISE_org_mk">https://twitter.com/RISE_org_mk</a></p>	



# EMPLOYMENT FOR ROMA YOUTH

Call ID No.: *EuropeAid/136315/ID/ACT/MK*

Contact No.: *12-8413/1*

Duration: *12 months*

Period: *27.12.2016 – 26.12.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Inclusion of Roma into the Labour market*

Budget: *158,297.34 EUR*

EU Contribution: *150,382.47 EUR*

## Overall Objective:

*Facilitate the labour market inclusion of Roma youth living in the municipalities with significant Roma population.*



## Specific Objectives:

- 1. Increase the skills and understanding of employability in accordance with the labour market demands in the municipalities.*
- 2. Building a local workforce development system.*
- 3. Develop local strategic guide for social and labour market inclusion of the target group.*

## Target Group / Beneficiaries:

- 1. Unemployed Roma youth (age 15-35) living in Skopje, Kočani, Tetovo and Bitola.*
- 2. Municipalities of Skopje, Kočani, Tetovo and Bitola; MLSP, LED and civil society sector from the targeted municipalities; business sector, Employment service.*

## Location of the Action:

*Municipalities of Skopje, Kočani, Tetovo and Bitola.*



*Practical placement of trainees in CSO Sumnal – Bitola, CEA – Skopje, Bamika Medika – Tetovo, Lawyer Vladimir Petkovski – Bitola and Merkator – Kočani.*

## Results & Implemented Activities:

1. **Defined gaps between the labour market needs and the existing labour skills and enabled opportunities for “job matchmaking” between the employers and Roma youth as potential employees:**
  - Research study on the labour market in the targeted municipalities,
  - Profiling of the target group characteristics,
  - Four Promotion Events for matching the employers/traineeship providers and potential employees/trainees.
2. **System for personal skills development established, custom trainings conducted for specific target group segments and practical traineeship program and transitional employment provided:**
  - Setting up 4 employability points,
  - Identification of the target group participants,
  - Implementation of training based on job search,
  - Enable practical traineeship in the business/NGO sector,
  - Offering transitional employment/training.
3. **Analysis of the current system for social inclusion of the target group prepared and Local Strategic Guide and action plan developed:**
  - Analysis of the labour market services, national and local policies and incentives relevant to the employment needs of the target population,
  - Development of Strategic Guide and Action Plan for Labour Market Inclusion of Roma youth
4. **Increased awareness among target group and other stakeholders of the Action’s activities and public awareness raised of the need for social inclusion of the youth through employment:**
  - Four promotion events and visibility promotion material of the activity,
  - Press conference for the activities of the action and local strategy.



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1 Promotion event in Bitola; 2 Promotion event in Kočani; 3 Training session 2 – Interpersonal and Soft Skills; 4 Training session 4 – Access to Funding.

## Major Outputs / Deliverables:

1. **Research study of the labour market needs in the targeted municipalities, Labour demand features: small and micro enterprises (ISBN 978-608-4731-31-3; <http://cea.org.mk/wp-content/uploads/2017/05/1.-Business-Labor-Demand-Employment-Roma-Wo-logo-WCip.pdf>).**
2. **Profiling of the target group characteristics, Profile of unemployed Roma youth from Skopje, Bitola, Kočani and Tetovo (ISBN 978-608-4731-32-0; <http://cea.org.mk/wp-content/uploads/2017/05/Profile-Labor-Supply-.1.pdf>).**
3. **Analysis of the labour market services, national and local policies and incentives relevant to the employment needs of the target population (ISBN 978-608-4731-35-1; <http://cea.org.mk/wp-content/uploads/2017/09/Analiza-na-nacionalnite-uslugi-i-politiki-za-socijalna-zastita-.pdf>).**
4. **Local Strategic Guide and Action Plan for Social and Labour Market Inclusion of Roma youth (ongoing).**

## Major Indicators:

1. **Target: 40 interviews with businesses in Skopje, Tetovo, Kočani and Bitola. Achievement: 40 (100%).**
2. **Target: 80 interviews with representatives. Achievement: 85 (106%).**
3. **Target: 20 representatives from local business sector in promotion event. Achievement: 22 (110%).**
4. **Target: 4 promotion events. Achievement: 4 (100%).**
5. **Target: 80 unemployed Roma youth for training session. Achievement: 79 (99%).**
6. **Target: 20 Roma youth for traineeship in CSOs. Achievement so far: 15 (75%) (ongoing).**
7. **Target: 20 Roma youth for traineeship in business sector. Achievement so far: 15 (750%)**



## Sustainability:

1. **Preparing and presenting regional strategic documents and action plans that can be used by different stakeholders**
2. **Equipped and transferred equipment for further operation in the partner organisations.**
3. **Continued actions for enhanced employability of Roma youth.**



**Joint stakeholder discussion and info-session for the purposes and goals of the project, Kočani.**

*"I would like to point out and I will strongly advocate that the internship that will be carried out in the business sector and local CSOs within the Municipality of Kočani will be of crucial importance for the unemployed Roma youth where they will have opportunity to be part of the project and gain experience and practical skills. From my point of view, there is a big interest, especially by Roma youth at the age of 20-25, in getting an internship with an opportunity of future employment."*

(Manueala Saidova, project stakeholder, local mentor in CSO 'Svetlaldnina' from Kočani, part of the project)

*"I want to emphasise that I feel privileged that I was chosen as an intern and was part of the internship program through the project "Employment for Roma Youth" in CSO CEA in Skopje. This internship helped me get acquainted with the SPSS program and the possibilities offered by it through the exercises of the program for the purposes of the research I worked on. This is especially important for me in order to improve my technical and statistical knowledge. Moreover, I have learned how to organise and which approaches to use in field research. I can surely say that after the two months of internship I gained more confidence and better knowledge in the area of writing papers for research purposes."*

(Elson Iljaz, project beneficiary, intern in the Centre for Economic Analyses in Skopje)

### LEADER ORGANISATION:

Centre for Economic Analyses – Skopje



Jane Sandanski 63/3, 1000 Skopje  
+389 2 244-4766  
[www.cea.org.mk](http://www.cea.org.mk)  
[www.facebook.com/ceorgmk](https://www.facebook.com/ceorgmk)

### PARTNER ORGANISATIONS:

Roma Democratic Development Association "Sonce" – Tetovo

Ivo Ribar Lola 381/3, 1200 Tetovo  
+389 44 352-391  
[www.sonce.org.mk](http://www.sonce.org.mk)



Association for Roma Community Development "Sumnal" – Bitola

Dimitar Vlahov 22, 7000 Bitola  
+389 78 421-182  
[www.sumnal.mk](http://www.sumnal.mk)



### PROJECT CONTACT DETAILS:

[www.facebook.com/romayouth](https://www.facebook.com/romayouth)

Centre for Culture, Communication and Education of the Roma "Svetlaldnina" – Kočani

Veljko Vlahović 46, 2300  
Kočani +389 33 272-253



## **Empowering relevant actors in the field of social inclusion**

# SEAP – SOCIAL AND ECONOMIC ASSISTANCE PLATFORM OF MUNICIPALITY OF ČAIR

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9144/1*

Duration: *20 months*

Period: *14.12.2015 – 14.08.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Empowering Relevant Actors in the Field of Social Inclusion*

Budget: *145,153.95EUR*

EU Contribution: *137,896.26 EUR*

## Overall Objective:

*Contribution to greater social and economic inclusion of vulnerable groups on municipal level, in order to decrease poverty and unemployment level, and improve the standard of living for vulnerable groups in the Municipality of Čair*



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## Specific Objectives:

- To promote a cross-sector social & economic inclusion model for vulnerable groups in the Municipality of Čair, in order to improve capacity of local actors engaged in identifying vulnerable groups at risk of social and economic exclusion in the Municipality of Čair.*
- To adopt strategic and multi-stakeholder approach for social & economic inclusion of vulnerable groups in the Municipality of Čair.*
- To develop and pilot social and economic guidance model for vulnerable groups in the Municipality of Čair.*

## Target Group / Beneficiaries:

- Professionals from the Municipality of Čair.*
- Centre for Social Work, Agency for Employment.*
- Local NGOs.*
- Vulnerable groups living in the Municipality of Čair.*

## Location of the Action:

*Municipality of Čair, City of Skopje.*



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*1 Training of SEAP members in cross-sector partnerships; 2 Preparation of the Social Inclusion Strategy for the municipality.*

## Results & Implemented Activities:

- 1. Developed consultative mechanism for increased social and economic inclusion of vulnerable groups:**
  - Meetings between key stakeholders, formation of a local Social and Economic Assistance Platform – SEAP,
  - Development of training programmes for experts from SEAP, implementation of trainings for SEAP on assistance to vulnerable groups in the Municipality of Čair.
- 2. Enhanced strategic approach towards increasing social and economic inclusion of vulnerable groups:**
  - Analysis of available data on social & economic inclusion and profiling of vulnerable groups in the Municipality of Čair,
  - Adoption of Strategy for Social and Economic Inclusion of vulnerable groups in the Municipality of Čair.
- 3. Promoted a Pilot Social and Economic Assistance Programme for vulnerable groups on municipal level:**
  - Design and launching of SEAP portal for linking the vulnerable groups in the Municipality of Čair,
  - Opening of SEAP helpline for guiding vulnerable groups in Čair to social and economic assistance,
  - Formation of SEAP mobile teams for provision of social and economic guidance to vulnerable groups in the Municipality of Čair.



*Individual counselling for development of a personal career plan with a representative of the target group.*

## Major Outputs / Deliverables:

- **Social and Economic Assistance Platform as part of an innovative cross-sector mechanism for addressing the needs of the vulnerable groups in the Municipality of Čair.**
- **Adopted 1 strategy for social and economic inclusion of vulnerable groups in the Municipality of Čair based on identified needs and profiling of various vulnerable groups, to be included in the strategic targeting of the responsible institutions on local and national level.**
- **Promoted 1 diverse social and economic guidance model for vulnerable groups in the Municipality of Čair: innovative interventions such as mobile teams, web portal and helpline for addressing the needs of the vulnerable groups for social inclusion (and employment information).**
- **Assisted vulnerable groups in the Municipality of Čair for social inclusion and offering pathways for (self)employment by promoting existing social benefits and employment programmes, as well as information on other legal, tax and social and economic related obligations towards the authorities.**

## Major Indicators:

- 1. 22 regular meetings within the SEAP platform.**
- 2. 1 cross-sector platform formed: Social and Economic Assistance Platform – SEAP (Municipality of Čair, Inter-Municipal Centre for Social Work Skopje, Employment Service Agency and NGOs) of 40 members.**
- 3. 2 training programmes developed for members of the SEAP: 1 training programme for facilitation of cross-sector partnerships and 1 training programme for interaction with vulnerable groups; 2 training packages developed alongside references and tools for trainers; selected 2 trainers/training company for delivering of trainings.**
- 4. 4 three-day trainings delivered to 40 members of SEAP on facilitation of cross-sector partnerships and interaction with vulnerable groups.**

## Sustainability:

1. *On technical level, the newly established portal and helpline will continue to exist as part of the Local Development Unit within the Municipality of Čair, which pledges its continuity.*
2. *On policy level, by adoption of the Strategy for Social and Economic Inclusion of Vulnerable Groups in the Municipality of Čair 2014-2020, the local self-government will become one of the first municipalities with special focus and programmes for the vulnerable groups.*

*“The project gave us a very powerful tool - the Platform that was created – to unite all key stakeholders and synchronise their activities, and to further work together to complete the joint mission: helping the vulnerable groups.”*

*(Sefer Seferi, project stakeholder, President of NGO “Shpresa”, involved in the development of the strategy)*



*Mobile teams working with target groups.*

*“I feel that the gained knowledge through the trainings and the continuous activities related to the social inclusion of vulnerable groups gave me more confidence to support this target group in the future.”*

*(Asip Farizi, project beneficiary, member of SEAP)*

### LEADER ORGANISATION:

**Municipality of Čair – Skopje**



Hristijan Todorovski Karpoš, 1000 Skopje  
+389 2 261-6865  
[www.careks.org](http://www.careks.org)

### PARTNER ORGANISATION:

**Citizens Association for Development of Democracy Initiative for European Perspective – Skopje**

Krste Grmov Šakir 19, Ćorĉe Petrov, 1000 Skopje  
[inic.eupers@gmail.com](mailto:inic.eupers@gmail.com)

### PROJECT CONTACT DETAILS:

[www.seap.mk](http://www.seap.mk)

**Inter-Municipal Centre for Social Work – Skopje Nikola**

Vapĉarov 11, 1000 Skopje  
+389 2 329-7700

# PROMOTING SOCIAL INCLUSION THROUGH EFFECTIVE USE OF EU FUNDING

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9143/1*

Duration: *15 months*

Period: *14.12.2015 – 13.03.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Empowering Relevant Actors in the Field of Social Inclusion*

Budget: *135,611.000 EUR*

EU Contribution: *128,830.45 EUR*

## Overall Objective:

*To promote social inclusion through strengthening the capacity of local stakeholders.*

## Specific Objectives:

*To strengthen the role of the Social Work Centres, the Institute for Social Activities and civil society organisations to develop innovative social inclusion programmes and upgrade social inclusion plans through better utilisation of EU funds.*



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## Target Group / Beneficiaries:

- 1. Social workers from Social Work Centres.(SWC)*
- 2. Institute for Social Activities.(ISA)*
- 3. CSOs that work in the field of social inclusion and protection.*

## Location of the Action:

*All cities of the country*



*Joint trainings for SWCs and CSOs on preparation of EU projects, project management, implementation and reporting.*

## Results & Implemented Activities:

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1. **Increased capacities of social workers from SWCs and ISA with regard to their ability to effectively utilise EU funding for developing sustainable social inclusion programmes:**
  - **Survey for SWCs on their capacities, activities and existing social inclusion plans. All 30 SWCs responded to our questionnaire,**
  - **Large scale survey on living conditions in the country and problems related to social exclusion. Two public opinion surveys were conducted,**
  - **Joint trainings for professionals from SWCs and CSOs on preparation of EU projects, writing of applications, project management, implementation and reporting. 70 social workers in addition to ISA representatives and 38 civil society representatives are trained in EU project design and management.**



*Training for CSOs on social research, use of analytical research methods, and dissemination of research results.*

## Major Outputs / Deliverables:

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- **“Social Care Receivers Experience and Perceptions about the Living Conditions and Opportunities”** (<http://idscs.org.mk/wp-content/uploads/2016/12/Report-soc-care-recievers.pdf>).
- **“Handbook for EU Project Design and Management”** (<http://tinyurl.com/ycx22qgl>).
- **“Social Protection and Inclusion at Local Level – Volume of Monitoring Reports” [Macedonian] [English translation] March 2017.** (<http://idscs.org.mk/wp-content/uploads/2017/03/WEB-Volume-of-Monitoring-Reports.pdf>)

## Major Indicators:

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1. **Target: 15 local partnerships of SWCs and CSOs are created.**
  - **Achievement: By the end of the project 15 bilateral partnerships (100% achievement of the indicator) were established out of the participants on the trainings.**
2. **Target: 10 project applications jointly drafted by SWCs and CSOs are developed.**
  - **Achievement: The teams of SWCs and CSOs developed 11 draft project applications (110% achievement of indicator) in the area of social inclusion.**

## Sustainability:

1. 15 local partnerships of SWCs and CSOs are created.
2. 11 project applications jointly drafted by SWCs and CSOs are developed.
3. A training manual for EU project design and management is prepared and the module including the training material is included in the ISA ( Institute for Social Affairs) curriculum.

*“Our group was involved in drafting a joint project on the establishment of a regional centre for victims of domestic violence. Such an institution does not exist in the country at the moment.”*

*(Jovče Krsteski, project stakeholder, SWP Demir Hisar, local partnership SWCs and CSOs)*



*Project final conference.*

*“The training equipped me with the necessary tools to conduct monitoring of local action plans in the area of social inclusion.”*

*(Kristina Hadži-Vasileva, project beneficiary)*

### LEADER ORGANISATION:

Institute for Democracy “SocietasCivilis” – Skopje



Teodosij Gologanov 42A/3, 1000

Skopje +389 2309-4760

[www.idscs.org.mk](http://www.idscs.org.mk)

[www.facebook.com/IDSCS](https://www.facebook.com/IDSCS)

### PROJECT CONTACT DETAILS:

[www.idscs.org.mk/mk/2015/12/01/unapreduvanje-na-socijalnata-vkluchenost-preku-efektivno-iskoristuvanje-na-eu-fondovite-3](http://www.idscs.org.mk/mk/2015/12/01/unapreduvanje-na-socijalnata-vkluchenost-preku-efektivno-iskoristuvanje-na-eu-fondovite-3)

### PARTNER ORGANISATION:

Association for Democratic Initiatives – Gostivar



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[www.adimacedonia.org](http://www.adimacedonia.org)

[www.facebook.com/adimacedonia](https://www.facebook.com/adimacedonia)

Women’s Organisation of the Municipality of Sveti Nikole – Sveti Nikole



Leninova 1, 2220 Sveti Nikole

+389 32 444 620

[www.womsvetnikole.org.mk/INDEX\\_E.HTM](http://www.womsvetnikole.org.mk/INDEX_E.HTM)

[www.facebook.com/womsvetnikole](https://www.facebook.com/womsvetnikole)

# LOCAL PARTNERSHIPS FOR SOCIAL INCLUSION

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9141/1*

Duration: *20 months*

Period: *14.12.2015 – 14.08.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Empowering Relevant Actors in the Field of Social Inclusion*

Budget: *159,523.52 EUR*

EU Contribution: *151,547.34 EUR*

## Overall Objective:

*To empower key local stakeholders and civil society in developing local action plans, to increase the level of cooperation and to increase the participation of key stakeholders in local activities and social inclusion policies.*



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## Specific Objectives:

- 1. To facilitate partnerships between local authorities, civil society and private sector in solving local socio-economic problems.*
- 2. Build the capacity of local stakeholders to act as proactive social actors in identifying and addressing social needs of local communities.*
- 3. Raise awareness of all key stakeholders in local communities about the advantages of local partnerships and participative local development.*
- 4. Promote the local partnerships as effective model of developing concrete local action plans.*

## Target Group / Beneficiaries:

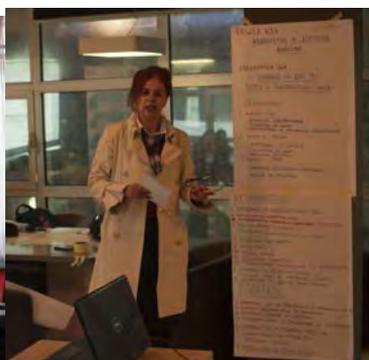
*Local self-governments, civil society organisations, representatives of public institutions, private sector, vulnerable groups, citizens, general public.*

## Location of the Action:

*Gostivar, Prilep, Kicevo, Vrapchiste and Brvenica.*



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*1 Identifying local socio-economic priorities. 2 Working on draft projects for dealing with the identified priorities which were included in the action plan.*

## Results & Implemented Activities:

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- 1. Establishment of 5 local partnerships in the field of social inclusion:**
  - *Assessment of institutional competences for addressing social exclusion on a local level,*
  - *Consensus building workshops,*
  - *Partnership building workshops.*
- 2. Enhanced capacity of local stakeholders and CSOs to engage in local policy development and implementation:**
  - *Consensus building workshops,*
  - *Partnership building workshops,*
  - *Targeted capacity-building and consultancy.*
- 3. Development of 5 local social inclusion action plans:**
  - *Consensus building workshops,*
  - *Partnership building workshops,*
  - *On-going support for local partnerships,*
  - *Adoption of the local social inclusion action plans.*



**1: Training for capacity building for the local stakeholders. 2 & 3: Creating the partnerships and development of local action plans for social inclusion.**

## Major Outputs / Deliverables:

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- *Assessment report/background document produced.*
- *Ten workshops (2 days each) for consensus and partnership building with 250 participants in total.*
- *5 local partnerships created.*
- *Five (5) draft versions of local action plans for social inclusion developed.*
- *Four (4) local Action Plans for Social Inclusion adopted, by the municipal councils.*
- *Three trainings (2 days each) with 68 participants in total for capacity building conducted.*
- *“Manual for Implementation of Local Partnerships for Social Inclusion” developed and published*
- *Final conference with 40 participants organized*

## Major Indicators:

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- 1. Target: Five (5) partnerships established.**
  - *Achievement: 100%.*
- 2. Target: Five (5) prepared social inclusion action plans.**
  - *Achievement: 100%.*
- 3. Target: Five (5) adopted Social Inclusion Action Plans.**
  - *Achievement: 80%. (4 out of 5 SIAPs adopted by municipal councils)*
- 4. Target: Three (3) capacity building trainings and 60 participants.**
  - *Achievement: 100%.*
- 5. Target: One (1) Manual prepared.**
  - *Achievement: 100%.*
- 6. Target: One (1) Conference and 40 participants.**
  - *Achievement: 100%.*

## Sustainability:

1. **5 partnerships created in all of the targeted municipalities which will continue addressing the social needs and initiating projects and ideas for dealing with the identified local social problems and needs.**
2. **5 action plans for social inclusion prepared which will be incorporated in the municipal regulative and will provide a basis for dealing with the identified problems.**
3. **Enhanced capacity of local stakeholders and CSOs to be engaged in local policy development and implementation**
4. **Raised awareness about the role of CSOs and benefits of participative local development.**
5. **Manual for implementation of (LPSI) developed and published.**



**Final conference of the project. Presenting the project results, conclusions and recommendations for the stakeholders and beneficiaries.**

*“Representatives of the Municipality of Brvenica were involved in project activities from the very beginning. First, through needs assessment, we identified the major social problems in the municipality. Then, through our participation in the consensus and partnership workshops, we created partnerships that will operate in the long run.*

*We have developed project ideas to deal with the strategic priorities.”*

*(Jusuf Shaini, project beneficiary, LED sector in the Municipality of Brvenica)*

*“The activities of the key actors from the Municipality of Vrapčište within this project contributed for the adoption of the social inclusion action plan by the Municipal Council. The action plan covers the foreseen time frame of 4 years. Municipality of Vrapčište has not had one such document before. And there was indeed a clear need to develop one.*

*I consider that the action plan as well as its implementation is all the more important because it was developed with the engagement from the residents of the municipality and representatives of the key local stakeholders.*

*With their active participation in the project activities, they contributed to identifying the problems and offering potential solutions.”*

*(Bari Ebibi, project stakeholder, LED sector in the Municipality of Vrapčište)*

### LEADER ORGANISATION:

Association for Democratic Initiatives ADI– Gostivar



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[www.facebook.com/adimacedonia/](https://www.facebook.com/adimacedonia/)

[twitter.com/ADI\\_Macedonia](https://twitter.com/ADI_Macedonia)

### PARTNER ORGANISATION:

Centre for Civic Initiative– Prilep



Dimo Narednikot bb, Zgrada Erik, 7500 Prilep

+38948 400-480

[www.cgimk.org.mk](http://www.cgimk.org.mk)

Centre for Information Service, Co-operation and Development of NGOs CNVOS– Ljubljana, Slovenia



Povšetova 37, 1000 Ljubljana, Slovenia

+386 1 542-1422

[www.cnvos.si](http://www.cnvos.si)

### PROJECT CONTACT DETAILS:

[www.lpsi.mk](http://www.lpsi.mk)

# MACEDONIAN ACTIVE PLATFORM FOR SOCIAL INCLUSION – MAPSI

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9145/1*

Duration: *18 months*

Period: *14.12.2015 – 14.06.2017*

Policy Area: *Social Inclusion*

Policy Sub-Area: *Empowering Relevant Actors in the Field of Social Inclusion*

Budget: *112,855.72 EUR*

EU Contribution: *107,212.93 EUR*

## Overall Objective:

*To create a MAPSI – Macedonian Active Platforms for Social Inclusion – total of 18 active platforms – networks which will include a wide range of subjects and target groups, in order to significantly improve the status of the vulnerable groups on local level.*

## Target Group / Beneficiaries:

- 1. Vulnerable groups and individuals exposed to social risks on local level in each of the 18 municipalities selected.*
- 2. The staff of the local and central administration, public institutions, and CSOs working in the field of social inclusion of the most vulnerable groups.*

## Specific Objectives:

- 1. To strengthen the role of the relevant stakeholders (local self-government units, governmental institutions, non-governmental organisations and other relevant stakeholders) in the development, implementation and monitoring of social inclusion programmes with special focus on building partnerships, networking and cooperation.*
- 2. To increase participation of all the local stakeholders to improve or create opportunities for the people at social risk and persons experiencing social exclusion to have easy access to the labour market.*
- 3. To enable an active role of the local stakeholders in the development, implementation and monitoring of social inclusion programmes at local level.*

## Location of the Action:

*18 municipalities:*

*Bitola, Čair, Češinovo-Obleševo, Debar, Delčevo, Kavadarci, Kičevo, Kumanovo, Mavrovo i Rostuše, Pehčevo, Prilep, Sveti Nikole, Struga, Strumica, Šuto Orizari, Štip, Tetovo, and Veles.*



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*1 Workshops in Sveti Nikole and Kavadarci for creation of LAPSI; 2 Folders for national promotion of the MAPSI project.*

## Results & Implemented Activities:

1. **Macedonian Active Platform for Social Inclusion (MAPSI) – nationwide multipartite platform for all-inclusive stakeholder partnership on social inclusion:**
  - Meetings and creation of the CSO coordination network – 18 CSOs on local level,
  - Workshop and training on capacity building for coordination and monitoring of the Local Active Platform for Social Inclusion (multipartite social dialogue in the municipality),
  - Creation of the unified strategy for creation of an all-inclusive programme by all stakeholders.
2. **18 Local Active Platforms for Social Inclusion (LAPSI) – partnership for mutual approach in the process of fostering social inclusion:**
  - Individual meetings with stakeholders on local level and creation of all-inclusive lists of all the local stakeholders present in the targeted municipality,
  - 18 all-inclusive local conferences coordinated by the local CSOs,
  - 3 workshops on local level in every target municipality. Total 52.
3. **Increased dialogue and raised awareness for the importance of the social dialogue of women and youth.**
  - Conference of the Macedonian Active Platforms for Social Inclusion – national level – all 18 Local Platforms presenting the strategies and programmes executed and open public discussion on the outcomes,
  - Promotion of the MAPSI programmes on local level and internet platform [www.mapsi.mk](http://www.mapsi.mk).



National promotion of MAPSI, 13.06.2017; 2: Workshop in Delčevo, 31.03.201.

## Major Outputs / Deliverables:

1. **Trained 36 representatives from 18 CSOs, on coordination of platforms and monitoring of implementation of proposed plans and programmes. Shared model on monitoring and provided ToT on coordination and monitoring. Established CSO coordination partnership and networks on national level. Creation of 18 Programmes – based on needs and constraints in the relevant municipality. Sectoral and needs assessment analysis in the municipalities. Creation of unified mechanism –local ownership for all municipalities.**
2. **Created 18 multipartite networks (LAPSI) and 18 strategies for social inclusion of the two vulnerable groups – youth and women. Strengthened network and multipartite dialogue (all-inclusive partnership on local level). Strengthened capacities of the local stakeholders and improvement of the conditions of the vulnerable groups.**
3. **Strong multiplication factor, greater visibility, created online tool for linking all the activities on national level and creation of system for knowledge, know-how and information exchange.**

## Major Indicators:

- **Trained network of 18 local platforms for social inclusion.**
  - Target: 18. Achievement: 100%.
- **List of local stakeholders in all 18 municipalities actively involved in creation of the local plans and further monitoring.**
  - Target: 18. Achievement: 100%.
- **Unified strategy for creation of LAPSI.**
  - Target: 1. Achievement: 100%.
- **List of attendance from 18 local conferences.**
  - Target: 18. Achievement: 100%.
- **List of attendance from 52 workshops.**
  - Target: 54. Achievement: 99%.
- **18 draft local strategies for social inclusion of woman and youth.**
  - Target: 18 local strategies. Achievement: 100%.
- **18 filled MATRIX and questionnaires' regarding the work of LSGU.**
  - Target: 18 MATRIX and questionnaires. Achievement: 100%.

## Sustainability:

1. **All-inclusive multipartite dialogue:** this project directly affected 18 CSOs across the country and raise their capacities primarily for monitoring of public institutions, but also for research, advocacy and communication as important skills which can strengthen their capacity and role in the society.
2. **Strengthening the capacities of the local self-government bodies (stakeholders).** The created networks – 18 LAPSI and 1 MAPSI– represents a support system and also a platform for strengthening the local self-government units in the process of social inclusion.

*“The opportunity that we were given by the Institute Ohrid and the MAPSI project regarding the local issues related to social inclusion, especially for young people and women, is a great honour for us. At the same time, the cooperation that had emerged from all these workshops, and above all, the final product in which we participated, is of great importance to us as non-governmental organisations that act on a local level. We hope that the citizens of our municipality in the future will be even more active in creating documents and policies that concern them.”*

(Nadire Selman, project beneficiary, NGO “Esma”, ŠutoOrizari)



*Workshop for creation of LAPSI in Strumica.*

*“Thank you for allowing us to hear the problems of our fellow citizens. At the same time, we thank you for the opportunity to hear the local proposals for solutions to many of the situations and the opportunity to create a local strategy for social inclusion.”*

(project stakeholder, Municipality of Kavadarci)

### LEADER ORGANISATION:

Ohrid Institute for Economic Strategies and International Affairs – Skopje



Vasil Glavinov 14-1/4, 1000 Skopje  
+389 2 322-4457  
[www.oi.org.mk](http://www.oi.org.mk)

### PARTNER ORGANISATION:

Macedonian Women’s Lobby – Skopje



MACEDONIAN WOMEN’S LOBBY

11 Oktomvri 42a, “Dare Džambaz”, kat2, kanc. 60 & 61,  
1000 Skopje  
+389 2 323-1933  
[info@mzl.org.mk](mailto:info@mzl.org.mk)

### PROJECT CONTACT DETAILS:

[www.mapsi.mk](http://www.mapsi.mk)  
[www.facebook.com/MacedonianActivePlatformForSocialInclusion](https://www.facebook.com/MacedonianActivePlatformForSocialInclusion)

# SAFE AND EQUAL:NON-DISCRIMINATION AND DIVERSITY MANAGEMENT IN EMPLOYMENT

Call ID No.: *EuropeAid/135012/M/ACT/MK*

Contact No.: *12-9146/1*

Duration: *20 months*

Period: *04.01.2016 – 04.09.2017*

Policy Area: *"Social Inclusion"*

Policy Sub-Area: *Empowering Relevant Actors in the Field of Social Inclusion*

Budget: *123,229.97 EUR*

EU Contribution: *117,068.47 EUR*

## Overall Objective:

*To promote active inclusion of people in the weakest position on the labour market, thus creating equal opportunities for all in accessing the labour market (focus on non-discrimination of vulnerable groups at workplace and diversity management in employment).*



## Specific Objectives:

- 1. To strengthen the role of relevant stakeholders (NGOs, social partners etc.) in implementation and monitoring of social inclusion programmes.*
- 2. To improve capacity of local stakeholders/NGOs in issues related to social inclusion.*
- 3. To train the trainers in the field of inclusive labour market and fight against discrimination at work.*
- 4. To empower and train local stakeholders for conducting monitoring of local situation and social needs.*
- 5. To promote an inclusive labour market.*
- 6. To establish network for social inclusion and non-discrimination among HR NGOs and social partners.*

## Target Group / Beneficiaries:

- 1. Professionals and/or experts from governmental and non-governmental sector working in the field of social inclusion of the most vulnerable groups.*
- 2. Vulnerable groups and people exposed to social risk in employment.*
- 3. Social partners.*
- 4. Policy/decision makers.*
- 5. Society in general.*

## Location of the Action:

*Skopje, Ohrid and Tetovo.*



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*1 Diversity Days Festival; 2 Exhibition of awarded photos; 3 International conference.*

## Results & Implemented Activities:

1. **Visibility and awareness raising on non-discrimination and social inclusion in employment improved:**
  - Information dissemination,
  - Social media campaign,
  - National roundtable discussion “The Role of Non-governmental Organisations in Promotion of Equal Opportunities and Non-discrimination in Employment”,
  - International conference “Together for Justly Employment: Inclusive Labour Market for Inclusive Society”,
  - Diversity Days Festival.
2. **Trainings of local stakeholders implemented:**
  - 6 trainings on non-discrimination of vulnerable groups in employment in Skopje, Ohrid and Tetovo (2016),
  - 6 trainings on diversity management in employment in Skopje, Ohrid and Tetovo (2017).
3. **Methods/knowledge on non-discrimination and diversity management in employment transferred to professionals in NGOs / 2 methods, 2 brochures.**
4. **Capacity of local stakeholders/NGOs increased and strengthened in issues related to social inclusion and fight against poverty and discrimination/ 12 trainings.**
5. **Research and analysis – best practice in EU, region and in the country / 2 brochures developed and published.**



*The Role of Non-governmental Organisations in Promotion of Equal Opportunities and Non-discrimination in Employment*

## Major Outputs / Deliverables:

1. **Project's graphic design (logo, banners, conference folders, Diversity Days Festival brochure, publications etc).**
2. **Website [www.raznolikost.org](http://www.raznolikost.org).**
3. **Manual “Measures against Discrimination of Vulnerable Groups in Employment”(ISBN 978-608-65983-0-3;<http://www.raznolikost.org/images/raznolikost/prirocnik-makedonija.pdf>).**
4. **Brochure “Good Practices in Anti-Discrimination Measures in the Workplace”(ISBN 978-608-65983-1-0;<http://www.raznolikost.org/images/raznolikost/dobra-praksa-za-merki-protiv-diskriminacija-pri-vrabetuvanje.pdf>).**
5. **Brochure “Good Practices in Diversity Management in the Workplace”(ISBN 978-608-65983-4-1;<http://www.raznolikost.org/images/raznolikost/dobri-praktiki-pri-upravuvanjeto-so-razlichnosta-na-rabotnoto-mesto.pdf>).**
6. **Manual “Diversity Management for Justly Employment. Manual for Non-Governmental Organisations, Trade Unions and Employers”(ISBN 978-608-65983-5-8;<http://www.raznolikost.org/images/raznolikost/upravuvanje-so-razlichnostite-za-pravedno-vrabetuvanje.pdf>).**
7. **Catalogue “Diversity Days Festival”(http://www.raznolikost.org/images/raznolikost/diversity-days-festival-2017-brochure.pdf).**

## Major Indicators:

- 1) **Increased awareness, visibility and interest from media, social partners and other stakeholders on cultural diversity and non-discrimination in employment issues. Achievement: 100%.**
- 2) **Development of trainings methods and implementation of trainings for trainers for sustainable work with social partners on equality policies in employment. 2 methods developed, and 12 trainings implemented. Achievement: 100%.**
- 3) **2 manuals on non-discrimination and diversity management in employment successfully developed and 2 survey's brochures on best practice in EU, region and in the country, printed and disseminated (1000 copies each). Achievement: 100%.**
- 4) **Increased level of dialogue among NGOs, policy makers and social partners on equality policies in employment. At trainings/seminars, national roundtable discussion and international conference. Achievement: 100%.**

## Sustainability:

- 1) **Trained trainers from the country HR NGOs for working with social partners in the future will bring sustainability of project results.**
- 2) **Raised awareness of public servants will also create a sustainable environment for non-discrimination policies in the long term.**
- 3) **Raised awareness and education of social partners on non-discrimination and diversity management issues will bring policy level sustainability and structural impact; it will strengthen sensibility towards vulnerable groups in the labour market and will bring inclusive employment policies and codes of conduct.**
- 4) **Raised awareness of policy makers will bring policy level sustainability and structural impact; it will lead towards improved legislation, to inclusive policies and high democratic values.**



*“This project has contributed immensely for raising the awareness of people in terms of motivation, sensitisation, education, promotion, amendment to the law and effective enforcement.”*

*(Julijana Nikolova, project stakeholder, conference speaker, Member of Parliament)*

*“One of the benefits from this project is speaking out and raising the awareness of the importance of the concept of non-discrimination and diversity in employment. Lack of information and inability to accept the diversity are one of the key reasons for the existence of discrimination in the society.*

*This is an issue that we must focus on together, to create and implement measures the purpose of which will be to safeguard the quality life for everybody.*

*MLSP remains open for cooperation, and recommends that we seek options for joint implementation of the recommendations that have resulted from this project.”*

*(Svetlana Cvetkovska, project beneficiary, seminar participant, Equal Opportunities Department, MLSP)*

**“Together for Justly Employment: Inclusive Labour Market for Inclusive Society” – international conference (HR NGOs, social partners and policy makers).**

### LEADER ORGANISATION:

#### Students’ Cultural Centre ŠKUC – Ljubljana

Stari trg 21, 1000 Ljubljana, Slovenia

+ 386 1432-7368

[www.skuc.org](http://www.skuc.org),

[www.facebook.com/Sekcija-%C5%A0KUC-LL-898596363539749](https://www.facebook.com/Sekcija-%C5%A0KUC-LL-898596363539749)

### PARTNER ORGANISATION:

#### Women’s Alliance – Skopje

Volgogradska 5/42, 1020 Skopje

+ 389 75 243 648

[www.womensalliance.mk](http://www.womensalliance.mk)

[www.facebook.com/wamacedonia](https://www.facebook.com/wamacedonia)

[www.twitter.com/wamacedonia](https://www.twitter.com/wamacedonia)

### PROJECT CONTACT DETAILS:

[www.raznolikost.org](http://www.raznolikost.org)

[www.facebook.com/wamacedonia](https://www.facebook.com/wamacedonia)

# TECHNICAL ASSISTANCE IN PROJECT MANAGEMENT AND MONITORING OF THE GRANT SCHEME “FOSTERING SOCIAL INCLUSION”

Call ID No.: *EuropeAid/132633/C/SER/MULTI*

Policy Area: *Social Inclusion*

Contract No.: *12-8028/1*

Policy Sub-Area: *Technical Assistance Project*

Duration: *24 months*

Budget: *202,785 EUR*

Period: *26.11.2015 – 25.11.2017*

EU Contribution: *202,785 EUR*

**OVERALL OBJECTIVE:**

To provide conducive environment for efficient and effective implementation of social inclusion grant projects.

**SPECIFIC OBJECTIVES:**

To strengthen the skills and increase the knowledge of grant recipients awarded under the Call for Proposal “Fostering Social Inclusion” - EuropeAid/135012/M/ACT/MK in order to do effective, efficient and ethical implementation (sound administration) of the grant contracts.

**TARGET GROUP / BENEFICIARIES:**

1. 26 grant projects endorsed under the Grant Scheme “Fostering Social Inclusion”.
2. 66 different applicant and co-applicant organisations (CSOs, municipalities, social work centres, high schools) implementing the projects endorsed under the Grant Scheme “Fostering Social Inclusion”.
3. Ministry of Labour and Social Policy / IPA units

**LOCATION OF THE ACTION:**

1. Skopje (for trainings and seminars).
2. Delčevo, Demir Kapija, Gostivar, Kumanovo, Makedonski Brod, Prilep, Skopje, Štip, Tetovo (for on-the-spot visits – locations where applicant organisations are headquartered).



*A series of Grant Management Trainings and Leadership & Management Seminars as a regular activity within the Technical Assistance Project.*

**RESULTS & IMPLEMENTED ACTIVITIES:**

1. Design, organisation and delivery of grant management trainings:
  - o Training curricula and training materials developed, i.e. training folder for each training prepared,
  - o Training plan with clear implementation timeframe and location covering the project duration prepared,
  - o Eight two-day trainings delivered for approximately 240 participants in total (8 trainings X 30 participants).
2. Online support to the grant recipients:
  - o An interactive website with online helpdesk developed and launched,
  - o A toolkit for grant recipients designed/adapted and disseminated,
  - o Day-to-day support to grant recipients provided as evidenced by the number of responded questions and inquiries from the grant recipients and maintenance of the web page for the project duration.
3. On-the-spot visits and guidance to the grant recipients:
  - o On-the-spot visits plan developed on the spot visits conducted providing on the job training.
  - o Six “exchange day” meetings with grant recipients organized (5 Leadership and management seminars plus 1 Final event).



*Many procedural verifications and a lot of practical coaching was provided during the On-the-Spot Visits.*

**MAJOR OUTPUTS / DELIVERABLES:**

1. Training curricula and training materials developed, i.e. training folder for each training prepared.
2. Training plan with clear implementation timeframe and location covering the project duration prepared.
3. Eight two-day grant management trainings delivered for approximately 240 participants in total (8 trainings X 30 participants).
4. An interactive website with online helpdesk developed and launched.
5. A toolkit for grant recipients designed/adapted and disseminated.
6. Day-to-day support to grant recipients provided as evidenced by the number of responded questions and inquiries from the grant recipients and maintenance of the website for the project duration.
7. On-the-spot visits plan developed on the spot visits conducted providing on the job training and coaching
8. Six “exchange day” meetings with grant recipients organized (5 leadership & management seminars + 1 final event).

**MAJOR INDICATORS:**

- |  |   |
|--|---|
| <ol style="list-style-type: none"> <li>1. Training curricula fully developed.           <ul style="list-style-type: none"> <li>o Target: 1. Achievement: 1 (100%).</li> </ul> </li> <li>2. Training materials for each training elaborated.           <ul style="list-style-type: none"> <li>o Target: 4 training thematic areas. Achievement: 9 (225%). (Additional 5 training materials for leadership &amp; Management seminars).</li> <li>o Number of developed training materials (PPTs): 19.</li> </ul> </li> <li>3. Training plan report with implementation timeframe covering the project duration prepared.           <ul style="list-style-type: none"> <li>o Target: 1. Achievement: 1 (100%).</li> </ul> </li> <li>4. Number of grant recipient representatives trained in contractual and financial issues related to grant management (the output is measured on the basis of total participations in the trainings).           <ul style="list-style-type: none"> <li>o Target: 120 individual participants. Achievement: 142 (118.3%).</li> </ul> </li> <li>5. An interactive website with online helpdesk developed and launched.           <ul style="list-style-type: none"> <li>o Target: 1. Achievement: 1 (100%).</li> <li>o Visitors: 2,697 unique visitors; 6,000 hits only in 2017.</li> </ul> </li> </ol> | <ol style="list-style-type: none"> <li>6. A toolkit for grant recipients developed/adapted and disseminated.           <ul style="list-style-type: none"> <li>o Target: 1. Achievement: 1 (100%).</li> <li>o User-friendly PPT-based resources developed and disseminated.</li> </ul> </li> <li>7. Number of responded questions and inquiries from the grant recipients.           <ul style="list-style-type: none"> <li>o Target: ~ 1,440. Achievement: &gt;200%.</li> <li>o More than 3,000 individual and group communications throughout the 24 months of the project lifespan.</li> </ul> </li> <li>8. Plan for on-the-spot visits and on-the-job trainings developed.           <ul style="list-style-type: none"> <li>o Target: 1. Achievement: 1 (100%).</li> </ul> </li> <li>9. Number of on-the-spot visits and on-the-job trainings/ on the spots visits delivered.           <ul style="list-style-type: none"> <li>o Target: 52. Achievement: 53 (101.9%).</li> </ul> </li> <li>10. Number of leadership and management seminars with grant recipients organised.           <ul style="list-style-type: none"> <li>o Target: 6. Achievement: 6. 100%.</li> </ul> </li> </ol> |
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**SUSTAINABILITY:**

1. The Technical Assistance Project has developed a sustained and interactive website where all training and supporting materials have been uploaded (methodological papers, PPTs, exercises). These resources have been made available not only to participants, but also to the wider public. There have been more than 800 individual downloads of the website resources. The website will remain active and operational after the completion of the project, and thus, the project results and achievements will be sustained in the future, increasing its overall impact and added value.
2. Similarly, the project FB page has been regularly maintained, promoting project activities. As an illustration, only in one event post the project reached more than 2,600 persons.
3. The overall project sustainability and long-term impact is related to the capacity building provision to the organisations participating in the grant scheme.



*Young people with disabilities in on-the-job training placement, sharing their positive experiences and hopes for a better future, Makedonski Brod, 07.06.2017.*

*"All 26 grant projects to which the Technical Assistance was provided had access to an on-going support covering issues emerging during the project implementation and to guidance through all phases of the project cycle. I consider these as very valuable benefits not only for the success of the projects themselves, but also for the organisations and institutions involved, providing them opportunities for organisational learning and resources they could use in the future. Particular areas where expert advice and support was of key importance are monitoring, reporting and indicators. Joined workshops and trainings were designed to contribute to learning and to practical application of the new knowledge, having the networking aspect as added value."*

(Sunčica Szadovska, project stakeholder, Resident Advisors, TACSO)

Monitoring Officers are preoccupied with administrative issues related to the implementation of the Grant Scheme, that they have a limited input regarding the other aspects that are also very important in implementation of Grant Projects, such as target groups, indicators and project results. With the Technical Assistance provided through intensive training and seminars for the project staff involved in the implementation of the Grant Projects, through on-the-spot visits for verification of the progress of the Grant Projects, and through on-the-job coaching to the Grantees and Monitoring Officers, I believe that the Monitoring Unit has had an opportunity to learn and gain experiences and knowledge more closely to follow the achievement of the results.

Most of the Grant Projects have been designed in such a way as to produce the results by the end of the project period, but nevertheless, now is the time to make sure that the projects are on the right track, and in spite of the administrative issues, at the end, good results and successful stories are achieved. Based on all these local initiatives, developed and piloted activities and ideas, established local partnership and networking, the social inclusion services will become important support to all people in the local community.

(Ankica Ivanovski, project beneficiary, Head of IPA Monitoring Unit, MLSP)

*"The on-the-spot visits by the Technical Assistance Project have been very important for our grant project as it showed us the right path how to properly implement our activities in accordance with the relevant EU grant management rules. We have closely followed all the recommendation that were given by the two experts of the Technical Assistance Project, which helped us enhance our work methodologies and achieve better results.*

*We are indeed very grateful for the Technical Assistance that has been provided to us."*

(Ljupka Petkovska, project beneficiary, Macedonian Red Cross)

**CONSORTIUM OF:**

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**PROJECT CONTACT DETAILS:**

[www.taeugrants.net](http://www.taeugrants.net)

[www.facebook.com/technicalassistancetoegrants](https://www.facebook.com/technicalassistancetoegrants)



## For additional information, please visit the web pages of:

Delegation of the European Union

[https://eeas.europa.eu/delegations/former-yugoslav-republic-macedonia\\_en](https://eeas.europa.eu/delegations/former-yugoslav-republic-macedonia_en)

Ministry of Labour and Social Policy

<http://www.mtsp.gov.mk/>

Central Financing and Contracting Department

<http://cfcd.finance.gov.mk/>

Operational Programme for Human Resources Development

<http://ophrd.gov.mk/en/home/>

<http://ophrd.gov.mk/en/2016/01/17/second-grant-scheme-fostering-social-inclusion-europeaid135012mactmk/>

<http://ophrd.gov.mk/en/2017/01/10/third-grant-scheme-social-inclusion-and-employment-at-local-level-europeaid136315idactmk/>

The Technical Assistance Project

<http://taeugrants.net/>

[www.facebook.com/technicalassistancetoegrants](http://www.facebook.com/technicalassistancetoegrants)



Beneficiary  
Ministry of Labour and Social Policy

Contracting Authority  
Ministry of Finance

Central Financing and Contracting Department (CFCD)

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AECOM's Consortium

