

Grant Contract title	Grant Beneficiary	Duration of the action	Grant Contract Budget in EUR	Target group and Location of the Action	Objectives and activities implemented
Assisting conflict-affected minority women	Macedonian Centre for International Cooperation (MCIC), in partnership with NGO Florence Nightingale – Kumanovo, NGO Initiative for European Perspective and NGO Rekanski Biser	7.11.2012 - 7.5.2014 18 months	248.072,64	Target Group: Around 500 women from former conflict affected areas  Location: RM, Kumanovo (Lipkovo), Skopje (Cair and Saraj), Tetovo (Tearce, Zelino and Jegunovce) and Gostivar (Mavrovo-Rostuse)	<p>The overall objective was improving of the employment of conflict-affected women by the 2001 conflict (ethnic Albanians, Roma, Macedonian and others).</p> <p>The project focused on women who live in the former regions affected by the conflict in 2001, therefore most of the activities and beneficiaries were in these regions, particularly from Kumanovo (Lipkovo), Skopje (Chair and Saraj), Tetovo (Tearce Zelino Jegunovce) and Gostivar (Mavrovo-Rostushe).</p> <p>The project included around 500 women.</p> <p>The results achieved with this project were:</p> <ol style="list-style-type: none"> <li>1. Identified and motivated 500 women to receive assistance; and develop personal plans;</li> <li>2. Trained over 100 women for basic skills, counselling;</li> <li>3. Provided local job opportunities and matched job offers with beneficiaries</li> <li>4. Established national Coordination of projects for employment of minority women and strengthened implementing local NGOs.</li> </ol> <p>Those results were achieved through the following main activities:</p> <ol style="list-style-type: none"> <li>1.1 Identification and motivation of women to participate in the project;</li> <li>1.2 Informative meetings in former conflict areas;</li> <li>1.3 Registering employment needs/ potentials and making personal development plans for selected women;</li> <li>2.1 Organizing basic skills training (according identified needs);</li> <li>3.1 Identifying business willing to join the Project;</li> <li>3.2. Matching job offers with women from minority groups;</li> <li>4.1. Coordination with other NGOs implementing similar projects;</li> <li>4.2. Capacity building (RPC&amp; other trainings) for implementing NGOs;</li> <li>4.3. Research on national level.</li> </ol>
CAREER PATHWAY – Improvement of employability of ethnic minority women in the eastern region	Macedonian Enterprise Development Foundation (MEDF), in partnership with NGO Kham Delcevo and Macedonian Chamber of Commerce	5.11.2012 – 5.11.2014 15 months	223.071,32	Target group: Women from ethnic minorities in the rural areas in the Eastern region  Location: RM, rural areas	<p>The overall objective was contribution to integration of women from ethnic minorities from rural areas into the labour market. The specific objective was an increase of employability of women from ethnic minorities in the rural areas in the eastern region of RM.</p> <p>The project entailed implementation of the following main activities:</p> <ol style="list-style-type: none"> <li>1.1 Mapping of rural employment opportunities for women from ethnic minorities.</li> <li>1.2 Information dissemination to women from ethnic minorities on (self)employment opportunities.</li> <li>1.3 Motivation of women from ethnic minorities for (self) employment.</li> <li>1.4 Encouraging local businesses for employment of ethnic minority women.</li> <li>2.1 Needs assessment and production of personal development plans.</li> <li>2.2 Implementation of technical skills’ courses conducted by vocational training providers.</li> <li>2.3 Facilitation and implementation of apprenticeship programme.</li> <li>2.4 Training on communication and basic professional skills for self-employment.</li> <li>2.5 Training on entrepreneurial skills (financial management, sales’ skills, and access to sources of financing).</li> <li>2.6 Assistance to women from ethnic minorities in developing business ideas.</li> <li>2.7 Selection of best assessed business plans for access to start-up credits.</li> <li>3.1 Identification and formation of local advocacy groups for promotion of (self) employment for ethnic minority women.</li> <li>3.2 Training on lobbying and advocacy for local advocacy groups.</li> <li>3.3 Training on networking and managing multi-stakeholder partnerships for local advocacy groups.</li> <li>3.4 Training for preparation of applications for fund raising for employment of women from ethnic minorities.</li> <li>3.5 Promotion and debate on employment of ethnic minority women.</li> </ol>

<p>3Es-TreEs: Education, Employment and Equality for Ethnic Communities Women</p>	<p>Economic Chamber of Northwest Macedonia, in partnership with Association for Local Rural Development and RDA Slovakia</p>	<p>5.11.2012 – 5.11.2014  15 months</p>	<p>164.692,31</p>	<p>Target Group: Albanian ethnic women aged 20-45 (in total 100 women directly involved, 25 women in each location), long-term unemployed women from rural communities with low educational background</p> <p>Location: RM, Skopje region (Chair, Saraj and Aracinovo), Polog Region (Bogovonje and Brvenica), South-west Region (Kicevo and Struga with surrounding villages)</p>	<p>The overall objective was two-folded: to facilitate integration of ethnic minority groups of Albanian, Turk and Bosnian women in the regions of Skopje, Tetovo/ Gostivar, Kicevo and Struga into the labour market through enhancement of their employment potentials and promote equal opportunities and gender equality for ethnic women at local level through opening new learning opportunities tailor-made to their individual potentials for job acquisition.</p> <p>The specific objectives were:</p> <ol style="list-style-type: none"> <li>1. Mapping needs for increasing key competences (knowledge, attitude and skills) of Albanian, Turk and Bosnian ethnic minority women-via training needs analysis for assessment of individual skills and level of knowledge, etc</li> <li>2. To develop and deliver specific employment services and trainings in line with individual needs and conditions of ethnic minority women-via mapping the local employers, career counselling, coaching and mentoring and preparation of individual action plans, provision of information and assistance in finding employment, alternative training and on-the job-training at the selected employer;</li> <li>3. Strengthen capacities of professionals &amp; volunteers that work with ethnic minority women-via analysis of relevant NGOs and other providers of social and employment services in the target regions, involvement of their representatives in the project &amp; specific training created and delivered;</li> <li>4. Establish the first pilot Rural Incubator of Ethnic Women in Macedonia as professional place for start-up business of the target group and train the Incubator staff;</li> <li>5. Setting up a network of the key stakeholders and designing a mechanism for continuous cooperation, information and exchange of good practices in the area of employment measures and practices focused on ethnic women</li> </ol> <p>The following main activities were implemented:</p> <ol style="list-style-type: none"> <li>1. Kick-off meeting, project meetings including establishing of the project Steering Committee (SC);</li> <li>2. Development of a study mapping-analysis the 4 selected municipalities concerning ethnic minorities women situation in education and employment, and situation concerning NGOs, social &amp; employment service providers including volunteers, as well as local private and public employers;</li> <li>3. Creation of Network of all key stakeholders – private companies, self-traders, unions of employers, economic chambers, NGOs, state and self-government institutions;</li> <li>4. Preparation and printing of publicity materials about the project to disseminate them to all stakeholders in the created network, organization of initial visibility workshop. Publicity of the project on the web-sites of the project partners linked to other stakeholders;</li> <li>5. Creation of the participants profile and selection of the project participants;</li> <li>6. Provision of self-assessment job potentials, motivation training, career counselling, coaching and mentoring – individual interviews, group discussions, questionnaires.</li> <li>7. Development of individual employment action plans for the selected participants in the project.</li> <li>8. Based upon individual employment action plans general and specific training will be developed. Training will be focused also on development of self-employment.</li> <li>9. Implementation of the tailor-made trainings – internal and external for 100 ethnic women.</li> <li>10. Provision of the on-the-job-training for the training participants at the selected employers.</li> <li>11. Provision of assistance in finding jobs for the project participants.</li> <li>12. Setting up of the first pilot Rural Incubator for Ethnic Women in Municipality of Bogovinje to support rural ethnic women who decided to start-up own business and training of the incubator staff to provide services to start-up.</li> <li>13. Training needs analysis &amp; specific training to the Incubator staff and volunteers, including training materials.</li> <li>14. Reporting and dissemination including 5 Open Days implemented.</li> <li>15. Final conference – dissemination of successful project outcomes.</li> </ol>
<p>Supporting Roma Women accessing the labour market in the RM</p>	<p>COSV-Comitato di Coordinamento delle Organizzazioni per il Servizio Volontario, in partnership with PREDA – Pelagonia</p>	<p>2.11.2012 – 2.2.2014  15 months</p>	<p>183.597,31</p>	<p>Target Group: 70 unemployed Roma women, mediation office, local social welfare office, Roma NGOs</p> <p>Location: RM, Pelagonia region, Prilep,</p>	<p>The project aimed at achieving efficient implementation of measures facilitating integration of Roma women excluded from the labour market by strengthening their employment potential.</p> <p>The specific objective was to increase employability of Roma women through improving their key competencies and fostering employment specific services in Pelagonia Region.</p> <p>In this context, the project contributed towards increasing key competences among a selected target Roma women and developing a new approach promoting alternative and specific employment services focused on the needs of Roma people.</p> <p>The project entailed implementation of the following main activities:</p>

	Regional Development Agency			Bitola and Resen	<p>1.5 Selection of 3 job advisors for employment in Prilep, Bitola &amp; Resen.</p> <p>1.6 Training of job advisors.</p> <p>2.8 Conducting assessment and identification of Roma Women.</p> <p>2.9 Elaboration of personal dossiers.</p> <p>2.10 Development of jobseeker's skills improvement path.</p> <p>2.11 Training modules on abilities for approaching the labour market.</p> <p>3.1. Awareness raising campaign focus on employers through round tables, regular meeting with relevant stakeholders, radio programs and leaflets.</p> <p>3.2. A communication protocol designed and established, to allow constant communication between these actors.</p> <p>3.3. Development of communication channel between the employment facility services and the human resource department or/and potential employers.</p> <p>3.4. A common database of public and private employers established.</p>
Labour Pool for unemployed women from ethnic minorities in the RM "Training & Mediation & Self-employment"	Stichting SEED (SEED Foundation), in partnership with Economic Education of Young manager – Junior Achievement Macedonia, RCC Drom Kumanovo, Women's Action Skopje, Centre for educational support Dendo-vas Skopje, Women's Centre Debar and Sustainable Development Centre Porta Strumica	2.11.2012 – 2.2.2014 15 months	216.065,73	<p>Target Group: Women 18-45 years of age from 5 specific ethnic minority communities</p> <p>Location: RM, Northern, Central, Western and Eastern region (Debar, Kumanovo, Skopje and Strumica)</p>	<p>The overall objective was to improve labour market potential of women from ethnic minorities in the labour and to support realization of their potential in the labour market by mediating, provision of lacking skills or preparation for self-employment in order to decrease the rate of unemployment in the country.</p> <p>The project implementation entailed the following main activities:</p> <p>Activity 1: Adjustment of the Labour Pool model to local circumstances and implementation of the project structure.</p> <p>Activity 2: Training of 5 NGOs in Labour Pool model in the specific minority communities in Macedonia.</p> <p>Activity 3: Support to 300 women from ethnic minorities through participation in the Labour Pool/ Job Finding Club.</p> <p>Activity 4: Stimulation of regional and local stakeholders to support integration /mediation of women from ethnic minorities into the labour market.</p> <p>Activity 5: Improving the relationship between ethnic women and companies through enhanced networking.</p>
Integrated Programme for Employment Competencies	TRIAGOLNIK Centre for non-formal education	28.11.2012 – 28.2.2014 15 months	249.556,26	<p>Target Group: Ethnic Albanian women, their family members and local women's CSOs</p> <p>Location: RM, Skopje (Cair and Saraj), Tetovo, Gostivar i Struga (urban and rural areas)</p>	<p>The overall objectives were:</p> <ol style="list-style-type: none"> <li>1. Ethnic Albanian woman in targeted communities to gain the competencies and confidence to actively participate in labour process</li> <li>2. The wider community to support the integration of ethnic Albanian woman in the labour market.</li> </ol> <p>The specific objectives were:</p> <ol style="list-style-type: none"> <li>1. Targeted woman to gain information, competence and will to participate in the labour market and gain skills for specific jobs relevant in their communities;</li> <li>2. Targeted woman are trained and confident to initiate employment and self-employment opportunities;</li> <li>3. Targeted communities encourage the inclusion of woman in the labour process;</li> <li>4. Long-term mechanisms developed at local level to support woman in seeking and creating employment opportunities.</li> </ol> <p>The results achieved were:</p> <ol style="list-style-type: none"> <li>1. Targeted woman trained in basic digital literacy;</li> <li>2. Targeted woman skilled to perform locally relevant vocational job;</li> <li>3. Targeted woman have developed soft skills necessary to operate in working environment;</li> <li>4. Targeted woman are competent to successfully present themselves to potential employers;</li> <li>5. Targeted woman are able to identify and analyze self-employment opportunities;</li> <li>6. Family members &amp; wider community provide direct support to targeted woman to be proactive in seeking employment opportunities;</li> <li>7. Local woman CSOs have the resources to provide support to local woman in the process of employment.</li> </ol>

					<p>The main activities were:</p> <ol style="list-style-type: none"> <li>1. Research of deficiency of job profiles in each community;</li> <li>2. Campaign for awareness raising of local population to support the integration of ethnic Albanian women at the labour market;</li> <li>3. Integrated Programme for Employment capacities in each locality targeting a total of 240 Albanian women over age of 35. It was a 5 month programme that entails – Employment and Self-Employment Course; Basics of IT course; Vocational training Course and Internship at a local company;</li> <li>4. 10 day training for local CSOs to be able to further support woman in the process of job seeking;</li> <li>5. Development of Employment toolkit.</li> </ol>
<p>Enhancing employability of Women in Minority Communities through profiling/ assessment, training programmers and job counselling</p>	<p>Internationaler Bund e.V. (IB) Verbund Wurttemberg, in partnership with NGO Derya Skopje, Women's Forum Tetovo and NGO Irbom Topana</p>	<p>28.11.2012 – 28.4.2014 17 months</p>	<p>287.889,90</p>	<p>Target Group: Long-term unemployed women from ethnic minorities due to care responsibilities, women from ethnic minorities force living in urban areas including those formerly employed in agriculture, disadvantaged unemployed women and staff of local partner organizations</p> <p>Location: RM, Skopje (Topana, Suto Orizari and Cair), Radovis (Alikoc and Konce) and Tetovo (Sipkovica and Odri)</p>	<p>The overall objective was to improve the employability of women from ethnic minorities (i.e. Turks, Roma, Serbs and Bosnians, but also Macedonian and Albanian women, because women in general have low chances in the labour market of RM), their inclusion in the labour market and support women entrepreneurship in Skopje (including the villages Alikoč, Konče, and the Roma areas Topana, Šuto Orizari and Čair), Radoviš and Tetovo (including the villages Šipkovica and Odri).</p> <p>The specific objectives were:</p> <ul style="list-style-type: none"> <li>- Qualifying women fro ethnic minorities and preparing them for entering the labour market or creating their own business by providing them with a profiling and assessment programme and subsequent vocational training courses;</li> <li>- Facilitating the integration of women from ethnic minorities into the labour market;</li> <li>- Raising public awareness for women's participation in the labour market;</li> <li>- Strengthening capacities and cooperation with other NGOs;</li> <li>- Potential companies, i.e. employers, will be involved in the project by informing them exactly about project and by visitations of the participating women etc.</li> </ul> <p>The results achieved were:</p> <ul style="list-style-type: none"> <li>- Identification and motivation of the ethnic minority women by building confidence with them with the aid of organizations which work especially with women of minority groups and have their offices in the appropriate areas;</li> <li>- At least 360 women from ethnic minorities have completed individual vocational training course and educational support programmes;</li> <li>- At least 100 women from ethnic minorities have completed business training course;</li> <li>- 180 additional women fro ethnic minorities have participated in educational support programmes (540 in total with course participants);</li> <li>- After passing the course the women get a certification for their acquired qualifications;</li> <li>- Successfully operating training facilities in different locations;</li> <li>- 20% have found employment and 25 % plan/have own business;</li> <li>- Increased motivation to enter labour market and active participation in civil society;</li> <li>- Better individual labour market integration of women from ethnic minorities;</li> <li>- More awareness for women's issues in society;</li> <li>- More cultural openness towards women employment;</li> <li>- Trained staff and widened activities of local partner organizations.</li> </ul> <p>The main activities were:</p> <ul style="list-style-type: none"> <li>- Profiling and assessment programme, vocational training, educational programme, business training, support and assistance for women from ethnic minorities (including the villages Alikoč, Konče, and the Roma areas Topana, Šuto Orizari and Čair), Radoviš and Tetovo (including the villages Šipkovica and Odri);</li> <li>- Awareness raising and networking;</li> <li>- Provision of childcare;</li> <li>- Exchange know-how and expertise between partners and stakeholders and human resources development.</li> </ul>