

Grant Contract title	Grant Beneficiary	Duration of the action	Grant Contract Budget in EUR	Target Group and Location of the Action	Objectives of project activities implemented
<b>Thematic priority 1: Fostering social inclusion of the disadvantaged persons into the labour market</b>					
Take action for better competitiveness on the labour market	Macedonian Red Cross, in partnership with Skopje Craft Chamber	14.12.2015-14.8.2017  20 months	171.315,42	<p>Target Group: 40 beneficiaries and their families in social risk</p> <p>Location: RM, Skopje, in the municipalities Gjorche Petrov, Gazi Baba and Kisela Voda</p>	<p>The overall objective is contribution towards increase of participation by persons in social risk and persons who are socially marginalised in the labour market for the purpose of reduction of unemployment.</p> <p>The specific objective is advancement of conditions and possibilities for employment of persons in facing social risk and is long-term unemployed.</p> <p>The project activities are:</p> <ol style="list-style-type: none"> <li>1. Identification and selection of persons in social risk who are long-term unemployed;</li> <li>1.2 Meeting by two teams of social workers and psychologist with the beneficiaries;</li> <li>1.3 Organization of workshops for advancement of the social skills of the beneficiaries;</li> <li>1.4 Preparation of individual action plans by the beneficiaries;</li> <li>1.5 Conducting individual and group Gestalt psychological therapies with the beneficiaries;</li> <li>2.1 Workshops with beneficiaries for research of the expectations, values, motives and the needs of the unemployed persons;</li> <li>2.2 Visits to craftsmen/traders for purposes of professional orientation;</li> <li>2.3 Workshop for defining groups for selection and studying of crafts;</li> <li>2.4 Informative workshop with the project beneficiaries on presentation of the active measures for employment;</li> <li>2.5 Training in occupational safety and health, medical examinations and health/sanitary examinations of the beneficiaries;</li> <li>2.6 Training in studying crafts/trades for 40 unemployed persons;</li> <li>2.7 Informative workshops for entrepreneurship and starting up a business;</li> <li>2.8 Meeting with the beneficiaries for awarding of training certificates;</li> <li>2.9 Workshop for promotion of the acquired skills and competencies of the trained target groups before the employers;</li> <li>3.1 Instructive workshop with the teams of social workers and psychologist;</li> <li>3.2 Providing psycho-social services to the families;</li> <li>3.3 Meeting with the local coordinators for monitoring and support of the project activities;</li> <li>4.1 Kick-off meetings with the governmental institutions, local self-governments, civil society organizations, agencies and business communities;</li> <li>4.2 Public round tables;</li> <li>4.3 Final workshop.</li> </ol>
Rural Employment Initiatives	Inter-municipal Centre for Social Work Prilep, in partnership with Youth Cultural Center – Bitola	14.12.2015-14.6.2017  18 months	146.057,19	<p>Target Group: People living in remote and rural areas and beneficiaries of social assistance</p> <p>Location: RM, Pelagonia Region (municipalities of Prilep, Krivogashtani and Dolneni)</p>	<p>The overall objective is to increase employability of disadvantaged persons in order to facilitate their social integration and access to the labour market.</p> <p>The specific objectives are to improve the employment skills and competences of disadvantaged persons that will lead toward sustainable employment; to encourage labour market activation through promotion of individual pathways towards employment; and to increase participation of disadvantaged persons into the labour market.</p> <p>The project activities are:</p> <ol style="list-style-type: none"> <li>1. Building capacities for job searching of disadvantaged persons;</li> <li>2. Building capacities for professional development of disadvantaged persons; and</li> <li>3. Promotion of individual career guidance of disadvantaged persons.</li> </ol>
Creating employment pathways for rural youth	Centre for Economic Analyses, in partnership with	14.12.201-14.8.2017  20 months	152.153,55	<p>Target Group: Youth (age 20 – 39),</p>	<p>The overall objective is to facilitate the labour market inclusion of young population from rural and remote areas from the North-East region of Macedonia.</p> <p>The specific objectives are to: 1) Increase the skills and understanding of employability among rural youth, 2) Build a regional workforce development system, and 3) Develop regional strategy for social and labour market inclusion of the target groups.</p>

	Federation of farmers of the RM			<p>living in rural and remote areas in the North-East region</p> <p>Location: RM, North East Planning Region, Municipalities of Kumanovo, Kratovo, Kriva Palanka, Staro Nagoricane, Lipkovo and Rankovce</p>	<p>The project activities are:</p> <p>A1.1 – Project team set-up; A1.2 – Implementation plan development; A2.1 – Research study on the labour market in the region; A2.2 – Profiling of the target group characteristics; A2.3 – Three Career Fairs for job matching; A3.1 – Set up 3 job clubs and selection of job coaches; A3.2 – Identification of the target group participants; A3.3 – Implementation of training; A3.4 – Enable practical traineeship in the business sector; A3.5 – Offer transitional employment in job-clubs; A4.1 – Establish a regional workforce support group; A4.2 – Analysis of the regional social care service, national and local policies and incentives relevant to the employment needs of the target population; A4.3 – Development of regional strategy and action plan for social and labour market inclusion of rural youth; A5.1 – Visibility and promotion; A6.1 – Project management, quality assurance and evaluation.</p>
Labour Market Inclusion of Socially Disadvantaged Youth in the Northeast Region	Municipal Secondary Technical School Nace Budjoni (NB), in partnership with Center for Development of the Northeast Planning Region	14.12.2015-14.3.2017  15 months	133.887,72	<p>Target Group: 60 disadvantaged young persons (18-30) at risk of social exclusion</p> <p>Location: RM; Northeast Region (municipalities of Kumanovo, Kriva Palanka, Lipkovo, Kratovo, Rankovce, Staro Nagoricane)</p>	<p>The overall objective is to help the labour market inclusion of young people at the risk of social exclusion from the Northeast Region of the country.</p> <p>The specific objectives are to provide young people (18-30) at risk of social exclusion with certified vocational skills; to provide young people (18-30) at risk of social exclusion with employability skills; to help young people (18-30) at risk of social exclusion through career orientation and psycho-social empowerment and to help young people (18-30) at risk of social exclusion through job matching and organization of apprenticeships.</p> <p>The project is comprised of 4 main activity packages, and in particular: Activity package 1: preparation and delivery of trainings in vocational skills; Activity package 2: preparation and delivery of employability courses; Activity package 3: preparation and delivery of career counselling and psycho-social counselling; Activity package 4: organization and implementation of apprenticeships.</p>
From EIQ build-up to and Inclusive Labour Market	Municipality of Demir Kapija, in partnership with Foundation New Business Education Skopje and Municipality of Rosoman	14.12.2015 - 14.6.2017  18 months	93.800,96	<p>Target Group: At least 600 and up to 800 young unemployed persons</p> <p>Location: RM, Municipalities of Demir Kapija and Rosoman, Vardar planning region</p>	<p>The overall objective of the project is to generate long-term employment opportunities for the disadvantaged persons, and introduce a diversity of targeted employment services and assistance in the municipalities of Demir Kapija and Rosoman.</p> <p>The specific objectives are to support the disadvantaged persons in the employment process by offering specialized trainings and individual mentoring, to encourage regional employment policies by promoting close inter-municipal collaboration, to improve practical experience of the target group by transferring innovative best-practices approach tailored to the specific needs of the target groups and to promote volunteering as an alternative pathway for tackling unemployment by raising public awareness.</p> <p>The project activities are: A1.1 Preparatory activities; A1.2 Preparation of a study; A1.3 Specialized training services; A2.1 Individual and Group Mentoring; A3.1 Practice Firms; A4.1 Promotion of Volunteerism.</p>
Vocational education and training: New approach for effective social inclusion	Association Community Development Institute (CDI), in partnership with DVV International	14.12.2015 - 14.4.2017  16 months	92.598,47	<p>Target Group: Different age groups of prison population (18-65 years old) as well as different ethnic groups (Macedonians,</p>	<p>The overall objective is to contribute to the creation of a favourable environment for fast, easy and permanent reintegration of offenders into society.</p> <p>The specific objectives are to increase institutional and human capacities to deliver labour market oriented vocational skills training and can serve as good-practice models for other prisons in the country, to decrease the number of people returning back to jail after they served their sentence through building their competitiveness on the labour market, to provide with opportunity to increase their education and acquire certificates for possession of basic language, IT and vocational skills and competences and</p>

				<p>Albanians, Roma and Turks</p> <p>Location: RM, Polog and Eastern Planning Regions</p>	<p>the educational and vocational trainings to be institutionalised as a regular activities within the prisons.</p> <p>The project activities are:</p> <p>A1: Equipping of 2 classrooms with technical equipment necessary for delivering different types of classes (Computers, ICT equipment, chairs, tables etc.) and 2 workshops with technical equipment necessary for delivering of vocational training;</p> <p>A2: Designing of educational and vocational programs specially tailored for the needs of prisoners (basic literacy, foreign languages, computer skill etc.);</p> <p>A3: Practical implementation of educational and vocational trainings and courses for prisoners serving their sentence in Tetovo and Stip;</p> <p>A4: Production and printing of manual/toolkit with information/methodology about how to deliver adult education courses to prisoners;</p> <p>A5: Consultative meetings with people from the Ministry of justice and Directorate for execution of sanctions,</p> <p>A6: Three (3) regional events and one closing event and dissemination activities for promotion of the project, and project activities.</p>
<p>Fostering social inclusion through employability enhancement “Open door – for youth by youth“</p>	<p>Coalition of youth NGOs – SEGA, in partnership with Centre for economic and social development Youth Association for social action, education and prevention - EASP K.A.B.A. Slovensko</p>	<p>14.12.2015 - 14.8.2017</p> <p>20 months</p>	<p>150.011,89</p>	<p>Target Group: 126 youngsters, professional staff multipliers from the CSOs</p> <p>Location: RM: City of Skopje, Prilep, Shtip and Bitola</p>	<p>The overall objective is to facilitate the social inclusion of vulnerable young people through creation of equal opportunities for accessing the labour market.</p> <p>The specific objective is to support, encourage and increase the participation of vulnerable young people in the labour market by improving their employability, build skills to join the labour market and fully integrate into the society.</p> <p>The project activities are organized in 6 work packages (WP) :</p> <p>The first Work package Project management: Establishing of project team and communication plan; Establishing of Steering Committee; and Kick-off meeting and promotion of the project. Partner meeting organized.</p> <p>The second Work package Identification of participants and development of training needs analysis: Identification of participants – trainers to the Train of Trainers workshop; Identification of young people recipient of social welfare and Development of Study Needs Map; and Identification of participant’s young adults living in institutions and Development of Social Cards.</p> <p>The third Work package Transfer of knowledge: Development of Methodology for career counselling and early career guidance; and Organization of Train of Trainers – ToT Workshops.</p> <p>The fourth Work package Youth Info Career Centres – YIC „Open door“ set up: Identifying venues and refurbishment plan; Equipping of the „Open door“ Centres.</p> <p>The fifth Work package Piloting Career Counselling Services: Development of Plan for delivery of the trainings and description of assignment; Organization of group trainings for young people living in institutions (children without parental care and young people with educational difficulties; and Organization of group trainings for young people recipients of social welfare.</p> <p>The sixth Work package Dissemination and evaluation: Development of project dissemination information; Promotion of Study Need Map of young people recipients of social welfare; Official opening of the YIC „Open door“ Final conference; and Project evaluation.</p>
<p>Kitchen on Wheels</p>	<p>Inter-municipal Centre for Social Work– Makedonski Brod,</p>	<p>14.12.2015- 14.6.2017</p>	<p>103.515,34</p>	<p>Target Group: Vulnerable groups, elderly alone or hardly</p>	<p>The overall objective is creating opportunities for employment of people with disabilities and providing delivery of quality meals for the elderly, social disadvantaged and ill citizens in the municipality of Makedonski Brod.</p> <p>The specific objectives are empowering young people with disabilities to be competitive on the labour market and creating local</p>

	in partnership with Youth Association for Social Action, Education and Prevention(EASP) Branch office Prilep	18 months		moving and persons with disabilities  Location: RM, Municipality of Makedonski Brod	service for support of socially disadvantaged people. The project activities are: A1.1 Study visit to Serbia for transfer of know how; A1.2 Recruitment and training of young people with disabilities that will work in the kitchen; A1.3 Equipment of the kitchen; A1.4 Day to day activities of the kitchen on wheel (preparation of food, packing, delivering); A1.5 Preparation of promotional material (flyer, web page, FB page, radio advertisement); A2.1 Trainings for young people with disabilities for empowerment of their skills A3.1 Trainings for strengthening of the capacities of civil servants to provide knowledge, skills, tools and techniques to support people with a disability; A3.2 Public tribunals with business sector, local servants, NGO representatives, representatives of Agency for employment and inter-municipal Centre for Social Work in Makedonski Brod, Kicevo, Prilep and Bitola.
Piloting a Model for Sustainable Employment of Persons with Disabilities	Open the Windows, in partnership with Association Konekt Skopje	14.12.2015 - 14.6.2017  18 months	88.676,75	Target Group: Persons with disabilities  Location: RM, Skopje region (the ten urban municipalities and the following: Aracinovo, Cucer-Sandevo, Ilinden, Petrovec, Sopiste, Studenicani, Zelenikovo)	The overall objective is to foster equal and active inclusion of persons with disabilities into the open labour market. The specific objective is to pilot and promote a model of sustainable employment of persons with disabilities, based on their abilities to contribute as equal and active citizens. The project activities are: A1.1 Selection of persons with disabilities to participate in the action; A1.2 Provision of training in basic employability (soft) skills; A1.3 Provision of individual tailor-made training in specific skills relevant for concrete identified vacancies; A1.4 Mentoring of persons with disabilities in applying for and starting a new job; A2.1 Research among different types of employers on the attitudes, needs and obstacles that enterprises face regarding disability employment; A2.2 Workshop for human-resources personnel; A2.3 Practical guide for companies: "Employing and Managing PwD" A2.4 Tailor-made support packages to companies; A3.1 Creation and functioning of a web-platform for exchange of information and experiences; A3.2 Organization of peer-to-peer exchange meetings between employers of persons with disabilities; A3.3 Preparation of video on three project success stories (i.e. employed persons with disabilities); A3.4 Preparation of policy brief fostering inclusion of persons with disabilities in the open labour market.
Promoting Active Inclusion of Disadvantaged Persons Excluded from the Labour Market	Family and Childcare Centre – KMOP, in partnership with Association for economic research, advocacy and policy-making "Finace Think" Skopje	14.12.2015 - 14.8.2017  20 months	155.659,34	Target Group: 150 persons in vulnerable and holding much marginalized positions in the labour market  Location: RM, Skopje, North-east region, South-west region, Vardar region and Polog region	The overall objective is to identify and reach policy and education stakeholders, including end-users and the general public, in order to raise their awareness regarding the outputs of the project and encourage them to support and adopt the project's recommendations and outcomes. The specific objectives are: to improve the efficiency of employment and social services as a way of promoting the social inclusion of vulnerable and disadvantaged groups by assisting professionals from the Employment Centers and the Centers for Social Work in developing new skills as 'Mentors for Social Inclusion'; to empower vulnerable and disadvantaged groups and give them the skills and experience required to breaking down the hurdles they encounter on their journeys into long-term work and independence through a pre-employment training programme and work placements in local businesses and social enterprises; and to foster improvements in service delivery by designing new family support services and referral mechanisms, raising public awareness, and developing effective partnerships among key stakeholders (local self-government units, governmental institutions, non-governmental organizations involved in service delivery, social partners, education and training providers) to produce results on the ground. The project activities are: Cluster 1: Enhancing the skills of Employment and Social welfare professionals include: Activity 1.1: Provision of Training to Employment and Social welfare professionals to become trainers on Social Mentoring Practices; Activity 1.2: Piloting of the Social Mentoring Model; Activity 1.3: Delivery of a Manual for „Mentors for Social Inclusion“; and Activity 1.4: Delivery of Training to a larger group of Professionals, future “Mentors for Social inclusion”.

					Cluster 2: Reinforcing the motivation, participation and employability of the groups at risk include: Activity 2.1: Design and delivery of a pre-employment training programme; Activity 2.2: Provision of Work experience; and Activity 2.3: Design of family support services and referral mechanisms. Cluster 3: Fostering networking and partnership-building of service providers include: Activity 3.1: Organization of seminars for service providers; Activity 3.2: Delivery of a stakeholders cooperation protocol; Activity 3.3: Organization of a Public awareness-raising campaign; and Activity 3.4: Project dissemination.
Increasing the supply of the qualified workforce among the labour market risk-groups in Macedonia	NGO Estonian Advice Centres - Estonia	4.1.2016-4.5.2017  15 months	138.120,02	Target Group: 150 socially excluded persons  Location: RM, Skopje region and South-western region	The overall objective is to increase inclusion of people in the weakest position on the labour market, thus creating equal opportunities for all in accessing the labour market in Macedonia. The specific objectives is to widened employability of the unemployed and socially excluded in Macedonia through developing and implementing tailor made programmes and facilitating their full integration into the society and in particular their access to the labour market. The project activities are: <ul style="list-style-type: none"> <li>• Activation strategy of the unemployed and socially excluded based on the constraints of different target-groups developed;</li> <li>• Model for the psycho-social empowerment of the unemployed and socially excluded developed and piloted accordingly;</li> <li>• Individual action plans (IAPs) for the unemployed and socially excluded developed and implemented in co-operation with employers;</li> <li>• Specific training programmes focusing at ICT, entrepreneurship and field work for the unemployed and socially excluded developed and piloted.</li> </ul>
<b>Thematic priority 2: Integration of minority ethnic communities in the labour market</b>					
Enhance Roma women's participation in the labour market	Macedonian Enterprise Development Foundation (MEDF), in partnership with NGO "KHAM" Delchevo Humanitarian and Charitable Association of Roma (HCRA) Mesecina Microcredit foundation - Horizonti	14.12.2015 - 14.6.2017  18 months	183.470,93	Target Group: 220 Roma women  Location: RM, Skopje, Western region (Gostivar, Debar, Tetovo) and Eastern region (Delcevo, Berovo, Pehcevo)	The overall objective is to provide support to increased labour market inclusion of Roma women. The specific objective is to contribute for developed labour potential of Roma women for labour market entry. The project activities are: A.1.1 Realization of info sessions for promotion of the project; A.1.2 Identification of unemployed Roma women in the target regions; A.1.3 Design of data base of identified unemployed Roma women; A.2.1 Analysis of labour competency of Roma women and labour demand; A.2.2 Needs assessment of labour skills & employment obstacles of Roma women; A.2.3 Development of individual (self) employment plans of Roma women; A.3.1 Selection of secondary schools for vocational training of Roma women; A.3.2 Implementation of vocational courses for Roma women in selected schools; A.3.3 Identification of local employers for mentorship programme; A.3.4 Implementation of mentorship programmes for Roma women; A.4.1 Development of entrepreneurship program for Roma women entrepreneurs; A.4.2 Provision of consultations for selected Roma women entrepreneurs on business idea implementation; A.5.1 Establishment of 3 virtual info centres for assisting Roma women in legal, health and labour issues; A.5.2 Provision of legal, health and labour information for Roma women; A.5.3 Organization of press-conference promoting policy paper on Roma women labour competencies.
Improving Roma Employment through Education and Training	Roma Education Fund/Roma Oktatasi Alap (REF), in partnership with NGO KHAM Delchevo	14.12.2015-14.12.2017  24 months	181.322,83	Target group: Romani children aged zero to six and Romani mothers and fathers who stopped their education before the completion of secondary education, and	The overall objective is increasing the long-term employability of marginalized Roma communities through adult education and training, literacy programmes, and increased access to early childhood education and care. The specific objective is to increase the integration of Roma adults into the labour market through improved education level and training for skills, to improve access to enrolment and retention in pre-school and schools for disadvantaged Roma children aged zero to six in selected communities and to empower Roma women and combat gender and ethnic discrimination through the establishment of empowerment and education groups. The project activities are:

	NGO Ambrela Shuto Orizari			Roma children between the ages of zero and six  Location: RM, Shuto Orizari – Skopje, Delchevo, Vinica, Crnik, and Trabotivishte	<ol style="list-style-type: none"> <li>1. Adult education activities <ol style="list-style-type: none"> <li>a. Education and training for Roma adults who have previously dropped out in order to obtain official, state-issued primary and secondary education diplomas</li> </ol> </li> <li>2. Early childhood development and care activities <ol style="list-style-type: none"> <li>a. Conduct training for pedagogical staff and school administrators</li> <li>b. Provide after-school training and support to Roma pupils</li> <li>c. Provide enrolment support, transportation, immunization and vaccinations, and information to Romani children and their families</li> </ol> </li> <li>3. Women’s and community empowerment <ol style="list-style-type: none"> <li>a. Establish weekly women’s empowerment and support groups</li> <li>b. Conduct monthly community meetings to discuss issues pertaining to employment, education and gender rights</li> </ol> </li> </ol>
Entrepreneurship Platform for Economic and Social Inclusion of women from minority groups (EPESI)	Vocational and Educational Training Centre of RM, in partnership with Macedonian Development Center for Civil Organizations NGO Multikultura Roma Community Centre DROM	4.1.2016 - 4.9.2017  20 months	174.401,13	<p>Target Group: 300 socially excluded women</p> <p>Location: RM, Municipality of Skopje, Municipality of Tetovo, Municipality of Kumanovo, Municipality of Shtip</p>	<p>The overall objective is to enhance of 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.</p> <p>The specific objective is to support Entrepreneurship Platform for Economic and Social Inclusion of women from minority groups.</p> <p>The project activities are:</p> <p>A1 Establishing project training infrastructure</p> <p>A1.1. Setting up local offices and allocating local administrative staff</p> <p>A1.2. Regular meetings with the local staff, visits to the locations and to the communities and participation in events</p> <p>A1.3. Establishment of a network of 4 VET regional centres in Skopje, Tetovo, Kumanovo and Shtip</p> <p>A2 Training preparations</p> <p>A2.1. Selection of members for creating a team of 10 experts for Social Inclusion</p> <p>A2.2. Selection of the candidates based upon motivation and availability of the candidates</p> <p>A2.3. Making 10 training modules for Social Inclusion</p> <p>A2.4. Making a screening study for the character of the unemployment of women from the minority communities in Skopje, Tetovo, Kumanovo and Shtip</p> <p>A3 Continuous trainings for professional skills development</p> <p>A3.1. Implementing trainings – Social Inclusion Training Modules according to the prepared training modules</p> <p>A3.2. Implementing VET according to the prepared VET modules</p> <p>A3.3. Implementing consultative services for self-employment</p> <p>A3.4. On-the-job training at potential employer</p> <p>A4 Support to the process of employment through connection of the workforce offer and the employers needs</p> <p>A4.1. Collecting data for the needs of the companies for employment</p> <p>A4.2. Conducting a questionnaire of employers</p> <p>A5 Project management and promotion</p> <p>A5.1. - Kick-off Conference</p> <p>A5.2. Forming a project management group (PMG)</p> <p>A5.3. Implementing an informational campaign in four languages (Macedonian, Albanian, Turkish, Roma)</p> <p>A5.4. Integration of the project activities with the other national/European projects and programmes</p> <p>A5.5. Promotion and sustainability</p> <p>A5.6. Managing the financial part of the realization of the project activities</p> <p>A5.7. Reporting; half year progress report, annual report and final report</p>
Equal Opportunities for Roma Women to Participate in Labour Market	ORT-Training for Sustainability, in partnership with Roma Women and Youth Association	14.12.2015- 14.6.2017  18 months	103.841,00	<p>Target Group: 200 unemployed Roma women</p> <p>Location:</p>	<p>The overall objective is to support self-empowering of Roma women for gender equity and gender opportunity to change stereotype access in labour market, and to Improve female integration at the labour market through organizing tailored informative and vocational workshops and trainings.</p> <p>The specific objectives are: increasing the possibilities for employment of the Roma Women through developing the key competitiveness (knowledge, attitudes and skills) by particular trainings for skills developing for communication according to</p>

	LULUDI			RM, Skopje, Community of Shuto Orizari, Topansko Pole, Chair, Madzari at east side of capitol city, and community Gjorche Petrov at west city side	<p>their individual needs for employment; supporting self-employment efforts of Roma Women with design of tailored training and giving support for developing an idea (business plan) and vocation (work) for own business opening; and offering assisting instruments for support of unemployed Roma women to be closer to the employment offers.</p> <p>The project activities are:</p> <p>A1 Work package: Starting up phase of the project</p> <p>A1.1 Preparation of logistical frame for project start-up</p> <p>A1.2 Project Team selection</p> <p>A1.3 Team building for starting up the project</p> <p>A2 Work package: Info campaign</p> <p>A2.1 Visibility and publication preparation</p> <p>A2.2 Preparation of info public meetings</p> <p>A2.3 Dissemination of posters and flyers for info campaign</p> <p>A2.4 Running the Info public meetings</p> <p>A3 Work package: Self-empowering of target group</p> <p>A3.1 Preparation of self-empowering workshop</p> <p>A3.2 Invitation and selection of participants</p> <p>A3.3 Accomplishing of self-empowering workshop</p> <p>A4 Work package: Skill-improvement training”</p> <p>A4.1 Establishing standardized selection procedure for trainings</p> <p>A4.2 Preparation of trainings</p> <p>A4.3 Invitation, selection and definition of groups</p> <p>A4.4 Accomplishing personal profile training</p> <p>A4.5 Accomplishing managerial skill training</p> <p>A4.6 Accomplishing professional knowledge training</p> <p>A5 Work package: Daily care for children of women at training</p> <p>A5.1 Constructing a daily child care Centre</p> <p>A5.2 Running the daily child care centre</p> <p>A6 Work package: Project outputs public promotion</p> <p>A6.1 Activity: In-kind incentive to support start-ups</p> <p>A6.2 Marketing plan design</p> <p>A6.3 Logistical preparation of Mini Fair</p> <p>A6.4 Accomplishing Mini Fair</p>
Support for inclusion of Roma women and women from other ethnic minorities into the labour market	Macedonian Women’s Rights Centre - Shelter Centre, in partnership with Roma Community Center DROM	14.12.2015-14.3.2017  15 months	61.000,00	<p>Target Group: 60 disadvantaged women</p> <p>Location: RM, focus on the City of Skopje, Bitola and Kumanovo</p>	<p>The overall objective is to foster social inclusion of disadvantage women, with special focus on Roma women and women from other ethnic minorities, creating thus equal opportunities in accessing the labour market.</p> <p>The specific objectives are 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; and to strengthen the role of Employment Service Agency in implementation of social inclusion program for Roma women and women from other ethnic minorities, with special focus on building partnerships and cooperation.</p> <p>The project activities are:</p> <p>A1 - Personal development of the job seekers, including preparation and implementation of personal development plans: community outreach –informative sessions will be organized and held; individual assessments for selection of the beneficiaries prepared; development plans recommendations for each beneficiary for possible job-positions on the labour market or need to be retrained; and counselling activities for job seeking will be performed.</p> <p>A2 - Preparation and delivery of tailored trainings in accordance to the needs of the target group: educational trainings for preparing CV, motivation letter and lessons on how to behave during an interview will be organized as well as courses for developing vocational, general, language and basic IT skills in cooperation with Employment Service Agency and on the job trainings.</p> <p>A3 - Overcoming of the obstacles that hinder women participation in the labour force : conducting program for promoting gender</p>

					equality and empower Roma woman, women from other ethnic minorities for overcoming cultural and traditional factors in the family and society; and preparing assessment for respecting tradition but not at the expense of women's rights.
Pathway to employment through skills development and sustainable labour market integration of the Roma, in particular Roma Women (PATHSKILL)	International Organization for Migration (IOM), in partnership with Association for development of the Roma Community Sumnal Roma Democratic Development Association SONCE	5.4.2015-4.7.2017 15 months	191.888,61	Target Group: 180 beneficiaries of Roma ethnicity, with focus on Roma women  Location: RM, in particular the areas of Skopje (Suto Orizari and Chair) and Tetovo inhabited by Roma population	The overall objective is to contribute to the national efforts in poverty reduction and socio-economic inclusion of Roma, particularly Roma women, in line with the objectives of the “National Strategy for Social Inclusion and Poverty Reduction”, “National Roma Strategy” and “National Strategy for Improving the position of Roma women” creating equal opportunities for all in accessing the labour market. The specific objective 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. The project activities are: A1 – Development and implementation of vocational skills training module A2 – Development and organization of on the job training A3 Organization of personality and communications skills training A4 establishment of cooperation mechanism among the key stakeholders and implementation of the job search activities A5 Implementation of thematic sessions for Roma women, information campaign, referral services for family care of dependant family members A6 Signing and implementation of cooperation agreements among the key stakeholders on socio-economic empowerment of Roma
Facilitating integration of ethnic minorities into the labour market through enhancement of their employment potentials	Youth Entrepreneurial Service Foundation (YES), in partnership with Future 21 Century Foundation ZIP ZERI I POPULLIT INSTITUTE Association Roma organisation of women in Macedonia DAJA Kumanovo	14.12.2015 - 14.8.2017 20 months	112.206,28	Target Group: Young people from the ethnic minorities in Macedonia, with a special focus on young people from the Roma community (at least 30%) and women (at least 40%); potential employers; relevant minority and women support institutions and organisations.  Location: RM	The overall objective is to facilitate the process of integration of young people from ethnic minorities in Macedonia and to increase their competitiveness on the labour market. The specific objectives are to increase the employability and self-employability skills of young people from ethnic minorities in Macedonia through flexibly structured capacity building programs based on individual skill-level assessments, to help the creation of new businesses set up by young people from minority ethnic groups and Creation of a capacity building task force for continuous support of young people from ethnic minorities in their professional development. The project activities are: A1 Project Management A2 Organizing public promotional campaign in cooperation with CSOs A2.1 Organizing promotional events A2.2 Identification and cooperation with stakeholders A3 Capacity Building Programme A3.1 Career counselling A3.2 Employability trainings A3.3 Entrepreneurial (self-employment) courses creative workshops) A3.4 30 internships provided A3.5 Employability and self-employment online courses developed A4 Measurement of the programme effectiveness A5 Capacity building for CSOs) A5.1 Capacity building for CSOs and public institutions A5.2 Piloting online courses) A6 Business plan competition and web portal development) A6.1 Translation of web portal <a href="http://www.pretpriemac.mk">www.pretpriemac.mk</a> in Albanian A6.2 Development of an on-line shop for crafts A6.3 Business plan competition organization
Rural women: key to economic growth	Association for Local Rural Development, in partnership with Municipality of	14.12.2015-14.6.2017 18 months	109.542,85	Target Group: Ethnic women (Turk, Albanian, Bosnian, and Macedonian) aged of 20-45 (in total 150 women	The overall objective is to increase participation of rural woman from ethnic communities into the labor market by creating opportunities and enabling environment for their employment and self employment. The specific objectives are to develop and deliver tailored made capacity building programme according to individual needs and conditions of ethnic minority women, to support the development and expansion of rural women economic activities and self employment and to design and establish a mechanism/ advisory body in the area of employment measures and practices focused



	Bogovinje			<p>directly involved in the implementation from rural areas of Polog region</p> <p>Location: RM, rural municipalities of Polog region (Bogovinje, Brvenica, Vrapchsihte, Tearce, Zhelino, Mavrovo and Rosushe, Jegunovce)</p>	<p>on ethnic women.</p> <p>The project activities are:</p> <p>WP1: Project management</p> <p>WP2: Study mapping, analysis and selection of participants</p> <p>A 2.1. Assessment of employment potentials and skills</p> <p>A 2.2 Development of individual EAPs</p> <p>WP3: Assessment of employment potentials, skills and preparation of individual employment action plans</p> <p>A 3.1 Training needs analysis and plan (TNA)</p> <p>A 3.2 Selection of training providers</p> <p>A 3.3 Development of sets of training materials and training handbook</p> <p>A3.4 Procurement of materials/equipment/resources for vocational skills training</p> <p>A3.5 Developing detailed training plan for vocational/practical skills</p> <p>A3.6 Implementation of trainings for vocational /practical skills</p> <p>A3.7.On the job training provided</p> <p>WP4: Development of trainings</p> <p>A4.1 Implementation of the trainings for wild herbs collectors:</p> <p>WP5: Implementation of trainings for practical skills and on-job trainings for rural women</p> <p>A5.1 Signing contractual agreements with collection centre</p> <p>WP6: Trainings and certification of rural women as wild herb collectors</p> <p>A6.1 Identification of existing women economic initiatives with potential for registering of micro businesses</p> <p>A6.2 Implementation of the trainings for self employment / small business development</p> <p>WP7: Implementation of activities for support of rural women entrepreneurship</p> <p>A7.1 Identification of women in business in the selected region with special focus of women owned businesses that employ women in their supply chain</p> <p>A7.2 Follow up support for women owned businesses in rural communities</p> <p>WP8: Establishment and administration of Women Advisory Body</p> <p>WP9: Dissemination, visibility and promotional activities</p>
Get trained, get support, get a job	Local Community Development Foundation Stip, in partnership with Rodopi Chamber of Commerce and Industry Agency for Economic Development Kostinbrod Textile trade association - Textile cluster – Stip	14.12.2015-14.8.2017  20 months	79.456,53	<p>Target Group: Ethnic Minority Women of working age with special focus on Roma Women</p> <p>Location: RM, Eastern part</p>	<p>The overall objective is to support integration of ethnic minority women in the labour market.</p> <p>The specific objectives are to conduct vocational trainings, to conduct individualized counselling and to create conditions for sustainable employment.</p> <p>The project activities are:</p> <p>A1. A limited in scope study</p> <p>A2. Selection criteria for the women that will be the final beneficiaries</p> <p>A3. Training of trainers</p> <p>A4. Theoretical and practical training of the final beneficiaries</p> <p>A4.1 Theoretical and practical training of final beneficiaries</p> <p>A4.2 Individual counselling</p> <p>A5. A series of Information Days</p> <p>A6. Awareness, communication and exploitation of results</p>
Inclusion of Ethnic Minority Women in the Labour Market	CARE Deutschland – Luxemburg e.V, in partnership with Women's Civic Initiative	20.1.2016-20.7.2017  18 months	199.993,86	<p>Target Group: 150 ethnic minority families from the target regions included in outreach project activities – work with</p>	<p>The overall objective is realizing an inclusive labour market in Macedonia, where all citizens, including those from vulnerable categories, will have equal access opportunities.</p> <p>The specific objective is to increase the access and presence of women from ethnic minorities on labour market in Macedonia, through strengthening their employment potentials and creating a favourable social environment.</p> <p>The project activities are:</p> <p>Inception phase:</p>

	ANTIKO			<p>families; 5 local communities included in the project community activities; 250 women participating at the project trainings; 30 women included in the professional practice component; professionals in Employment Service Agency</p> <p>Location: RM, regions of: Skopje, Tetovo, Bitola, Kumanovo and Stip</p>	<p>0.1 Recruit staff</p> <p>0.2 Organize orientation meeting with co/applicants, signing of agreements and MoUs with the co/applicant and associates.</p> <p>0.3 Selection of 10 implementation associates (2 from each project region), members of 5 local grass root CSOs.</p> <p>0.4 Organization of the training for 10 implementation associates from the target project regions, on basic gender and employment issues and project methodologies for the social dialogue and work with entire beneficiaries' families.</p> <p>0.5 Organize meetings with local authorities and stakeholders to present the project.</p> <p>0.6 Carry out baseline survey – assessment of the current employment situation among minorities and on labour market in the target area, particular needs assessment for vulnerable women.</p> <p>0.7 Organize the initial press conference in Skopje.</p> <p>Cross-cutting activities:</p> <p>0.8 Conduct partners meetings.</p> <p>0.9 Production of visibility and information sharing materials.</p> <p>0.10 Carry out internal mid-term evaluation.</p> <p>0.11 Arrange external final evaluation.</p> <p>0.12 Organize the final project event with partners and stakeholders</p> <p>A1.1 Information sharing on the project activities for potential beneficiaries in the local communities.</p> <p>A1.2 Establishment of the Selection Committee; final tuning of the criteria for the selection of beneficiaries.</p> <p>A1.3 Application process in 5 regions. Selection of 250 women for the project capacity building program.</p> <p>A1.4 Design and implementation of the capacity building program for the selected women to increase their employability.</p> <p>A1.5 Organization of professional practice for 30 most successful beneficiaries.</p> <p>A2.1 On the job training for 10 implementation associates in techniques of outreach psychosocial support to the beneficiaries' families.</p> <p>A.2.2 Continuous outreach psychosocial support to the 150 families of women participating in the trainings</p> <p>A2.3 Organization of working meetings with local stakeholders on prioritization of problems and possible solutions regarding the employment of women.</p> <p>A.2.4 Community information sharing events on employment of women from vulnerable groups and ethnic minorities.</p> <p>A3.1 Organization of regular information sharing/coordination meetings with the Agency for Employment.</p> <p>A3.2 Capacity building training in gender concepts for the Agency staff.</p> <p>A3.3 On the job demonstration of the project methodology to the professionals from the Agency for Employment.</p> <p>A3.4 Joint and/or coordinated presentations of activities around inclusion of women from ethnic minority groups to the stakeholders in the local communities.</p> <p>A3.5 Outline the project methodology into a comprehensive model of outreach work, presentation to the Agency for Employment and promotion of its implementation.</p>
<b>Thematic priority 3: Empowering relevant actors in the field of social inclusion</b>					
SEAP - Social and Economic Assistance Platform of Municipality of Cair	Municipality of Cair, in partnership with Inter-Municipal Centre for Social Work Citizens Association for Development of Democracy 'Initiative for European Perspective'	14.12.2015 - 14.8.2017  20 months	137.896,26	<p>Target Group: Experts of municipality of Cair, Centre for Social Work, Agency for Employment, NGOs and vulnerable groups living in municipality of Cair</p> <p>Location: RM, Municipality of Cair, City of Skopje</p>	<p>The overall objective is to contribute to greater social and economic inclusion of vulnerable groups on municipal level.</p> <p>The specific objective is to promote a cross-sector social &amp; economic inclusion model for vulnerable groups in municipality of Cair.</p> <p>The project activities are:</p> <p>1.1 Meetings between key stakeholders on social &amp; economic inclusion of vulnerable groups in municipality of Cair</p> <p>1.2 Formation of a local Social and Economic Assistance Platform - SEAP (municipality of Chair, centre for social work, agency for employment and NGOs)</p> <p>1.3. Development of training programmes for experts from SEAP</p> <p>1.4 Implementation of training for SEAP on assistance to vulnerable groups in municipality of Cair</p> <p>2.1 Analysis of available data on social &amp; economic inclusion of vulnerable groups in municipality of Cair</p> <p>2.2 Profiling of vulnerable groups in municipality of Cair</p> <p>2.3 Adoption of Strategy for Social and Economic Inclusion of vulnerable groups in municipality of Cair (2014-2020)</p>

					<p>3.1 Design and launching of SEAP portal for linking vulnerable groups in Municipality of Cair to social and economic assistance</p> <p>3.2 Opening of SEAP “hot” line for guiding vulnerable groups in municipality of Cair to social and economic assistance</p> <p>3.3. Formation of SEAP mobile teams for provision of social &amp; economic guidance to vulnerable groups in Municipality of Cair</p>
Promoting social inclusion through effective use of EU funding	Institute for Democracy “Societas Civilis” Skopje (IDSCS), in partnership with Organization of Women of Municipality of Sveti Nikole (OZOSV) Association for Democratic Initiatives (ADI)	14.12.2015-14.3.2017 15 months	128.830,45	<p>Target Group: People exposed at risk of social exclusion are a target group of SWCs, ISA and CSOs working in the area</p> <p>Location: RM</p>	<p>The overall objective is to promote social inclusion through strengthening the capacity of local stakeholders.</p> <p>The specific objective is to strengthen the role of the Social Work Centers (SWCs), the Institute for Social Activities (ISA) and civil society organizations (CSOs) to develop innovative social inclusion programs and upgrade social inclusion plans through better utilization of EU funds.</p> <p>The project activities are: WP1: Baseline assessment, consisted of: A1: Surveys for SWCs and CSOs on their capacities, activities and existing social action plans. A2: Large scale survey on living conditions in Macedonia and problems related to social exclusion. WP2: Education and training, consisted of: A3: Joint trainings for professionals from SWCs and CSOs on EU project design and management. A4: Training for CSOs on social research and dissemination of research results. A5: Preparation of a training module for EU project design and management. WP3: Local level actions and partnerships, consisted of: A6: Monitoring and evaluation of local social inclusion plans by CSOs. A7: Municipal (local) partnerships by SWCs and CSOs for promotion of social inclusion.</p>
Local Partnerships for Social Inclusion	Association for Democratic Initiatives (ADI), in partnership with Association Center for Civic Initiative CNVOS – Centre for Information Service, Co-operation and Development of NGOs	14.12.2015-14.8.2017 20 months	151.547,34	<p>Target Group: Local self-governments, CSOs, representatives of public institutions, private sector, citizens, the vulnerable groups</p> <p>Location: RM, Municipalities of Gostivar, Prilep, Kicevo, Vrapcishte and Brvenica</p>	<p>The overall objective is to empower key local actors and civil society for development of social inclusion action plans on local level.</p> <p>The specific objectives are: to facilitate partnerships between local authorities, civil society and private sector in solving local socio-economic problems; to build the capacity of local stakeholders to act as proactive social actors in identifying and addressing social needs of local communities; to raise awareness of all key stakeholders in local communities about the advantages of local partnerships and participative local development; to promote the local partnerships as effective model of development concrete local action plans.</p> <p>The project activities are: A1.1 Assessment of institutional competences for addressing social exclusion on a local level A1.2 Introductory events for establishment of the local partnerships for social inclusion A1.2.1 Consensus building workshops A1.2.1 Partnership building workshops A2.1 On-going support for Local Partnerships A2.1.1 Adoption of the local social inclusion action plans A3.1 Targeted capacity-building and consultancy A4.1 Dissemination and awareness-raising activities A4.1.1 Manual on development of Local partnerships and action plans on social inclusion A4.1.2 Final national conference</p>
MAPSI- Macedonian Active Platforms for Social inclusion	Ohrid Institute for Economic Strategies and International Affairs, in partnership with Association Macedonian Women Lobby	14.12.2015-14.6.2017 18 months	107.212,93	<p>Target Group: Vulnerable groups and individuals exposed to social risks on local level in each of the 18 municipalities selected and the employees of the local and central administration, public institutions, and CSOs working in the field of social inclusion of the</p>	<p>The overall objective is to foster social dialogue and empower relevant actors in the field of social inclusion on local level</p> <p><i>The specific objectives is to create a MAPSI – Macedonian Active Platforms for Social Inclusion - total of 18 active platforms – networks which will include wide array of subjects and target groups, in order to significantly improve the status of the vulnerable groups on local level</i></p> <p>The project activities are: Working package (WP) No.1 Work with the local CSOs Creation of a CSO coordinative network- capacity building and creation of a strategy (model)- unified approach in realization of the inclusion program and network A1 Meetings and creation of the CSO coordinative network A2 Workshop and training on capacity building for coordination and monitoring of the Local Active Platform for Social Inclusion (multipartite social dialogue in the municipality) A3 Based on the monitoring model the CSO coordinative network will create the Unified strategy for creation of an all inclusive</p>

				<p>most vulnerable groups</p> <p>Location: RM, 18 municipalities from 6 electoral districts</p>	<p>program by all stakeholders. Working package (WP) No. 2 Work with the local stakeholders A4 Individual meetings with stakeholders on local level and creation of all-inclusive lists of all the local stakeholders present in the targeted municipality. A5 All-inclusive local conferences coordinated by the local CSOs. Creation of the Local Active Platforms for Social Inclusion. A6 Continuous work of the LAPSI -Three workshops on local level in every target municipality. Working package (WP) No. 3 Visibility and communication of project results A7 Conference of the Macedonian Active Platforms for Social Inclusion - national level- all 18 Local Platforms presenting the strategies and programs executed and open public discussion on the outcomes A8 Promotion of the MAPSI programs on local level- Preparation of press releases and media campaign A9 Creation of MAPSI webpage</p>
<p>Safe and Equal: Non-discrimination and Diversity Management in Employment</p>	<p>Students' Cultural Centre SKUC, in partnership with Women's Alliance Skopje</p>	<p>4.1.2016-4.9.2017 20 months</p>	<p>117.068,48</p>	<p>Target Group: Professionals from governmental and non-governmental sector working in the field of social inclusion of the most vulnerable groups</p> <p>Location: RM; 3 town(s): Skopje, Tetovo and Ohrid</p>	<p>The overall objective is 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. The specific objectives are to strengthen the role of relevant stakeholders (local self-government units, governmental institutions, NGOs, social partners and other relevant stakeholders) in the development, implementation and monitoring of social inclusion programs with special focus on building partnerships, networking and cooperation; to improve capacity of local stakeholders/NGOs in issues related to social inclusion; to train the trainers in the field of inclusive labor market, integration of disadvantaged groups and fight against discrimination in employment; to empower and train local stakeholders for conducting monitoring of local situation and social needs; promotion of inclusive labor market, visibility and awareness raising in general society; and to establish network for social inclusion and non-discrimination among HR NGOs and social partners. The project activities are: A1.1 – Awareness raising campaign A1.1.1 Communication Strategy &amp; Action plan development A1.1.2 Website establishment and upgrading A1.1.3 Information dissemination of project's aims, OPHRD and EU measures A1.1.4 Logo/identity development A1.1.5 National awareness raising campaign A1.1.6 Diversity Days Festival A1.1.7 National Award Contest A1.1.8 National roundtable discussion A1.1.9 Final International Conference A2.1 – Education and empowerment of partners A2.1.1 – 6 Trainings for trainers A2.1.2 – 2 manuals (Non-discrimination in employment and Diversity management in employment) A2.1.3 – 2 surveys and brochures (good practice on non-discrimination and diversity management in employment in EU and Macedonia) A2.1.4 Monitoring of social inclusion programs with special focus on building partnerships, networking and cooperation A3.1 – On-going civic dialogue with policy makers and social partners A3.2 – Civic dialogue &amp; networking - national network for social inclusion and non-discrimination establishment (among HR NGOs and social partners) A4.1 – Internal evaluation A5.1 – Overall project management (including Reporting, Evaluation/internal and external/ and Daily project management and coordination)</p>