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| **Strategic Objective 2: Strengthening of the participation and contribution of women in international civilian and military missions in which the Republic of Macedonia participates** | | | |
| Result | Activity | Indicator | Time frame |
| 2.1 Strengthened capacities of employees in institutions (women and men) in relation to the gender aspects of the MSDP of the Republic of Macedonia | - Training of Trainers - TOT for persons from relevant institutions;  - Creation of an expert database for Res. 1324 WPS) - Development of a training curriculum on Res. 1325, the Agenda on WPS, gender-based violence (by the people who will be trained within TOT)  - Updating of training courses for professionals (civilian and military experts) that are referred to peacekeeping missions with information on gender issues, Res. 1325, gender-based violence;  - Exchange of experiences and best practices among trainers (expert database on Res. 1325 gender issues) from the countries in the region and beyond | - Type and scope of developed curricula and training manuals on Res. 1325 Agenda for WPS and gender-based violence;  - Completed trainings and number of certified trainers by sector;  - Number of completed trainings for high and middle management;  -Учество на експерти и обучувачи за родови аспекти на МБОП во регионална и меѓународна соработка;  -Involvement of experts and trainers on gender aspects of MSDP in regional and international cooperation; | 2013-2015  In accordance with the annual operational plans on gender equality of the Ministry of Labour and Social Policy |
| 2.2 Strengthened role and function of the mechanism / institutions for referral of women in international missions | *- Adoption of guidelines and internal acts* *aimed at creating a more efficient referral procedure and participation for women n missions (for e.g., criteria for the work of the Inter-institutional Committee on Referral of Professionals to Missions; shortening deadlines for making decisions)*  *- Inclusion of international norms and procedures for referral of professionals to missions into national norms and procedures by specifying the SOFA agreements* | Proposed and adopted guidelines and internal regulations for referral of women to missions;  -Degree of compliance of national legislation with international legislation regarding the referral of professionals to international missions; | 2013-2015  In accordance with the annual operational plans on gender equality of the Ministry of Labour and Social Policy |
| 2.3 Greater representation of women diplomats in high positions at the diplomatic and consular missions and establishment of the position *adviser on gender issues* in peacekeeping missions in which Macedonia participates | *-Adoption of an internal act on the percentage representation(30%) of women to the Committee for Referral of Professionals to Diplomatic and Consular Missions;*  *- Adoption of an internal act for appointing advisers for gender issues in peacekeeping missions to the Committee for Referral of Professionals to Diplomatic and Consular Missions within the MFA*  *-Establishment of a mechanism for gender-sensitive mediation and dialogue at national and regional level* | -an increase of 30% in the number of women members of the Referral Committee as a result of an internal act;  - an increase of 10% in the number of women who have been nominated for referral;  -an established mechanism for gender-sensitive mediation  -number of women mediators  -proposed and implemented mediation initiatives (formal and informal) by women mediators | 2013-2015  In accordance with the annual operational plans on gender equality of the Ministry of Labour and Social Policy |
| Indicators for Strategic Objective 2: Number of nominated and accepted women for participation in **international civilian and military missions in which the Republic of Macedonia participates**, increased **by 10% in each area by 2015** | | | |
| Ministry of Labour and Social Policy in collaboration with the Ministry of Foreign Affairs, Ministry of Defense, Ministry of Interior, Directorate for Protection and Rescue, Department of Health, Center for Crisis Management, LGUs, civil sector, training centers and Diplomatic Academy (MFA), academic institutions, the Commission for Referral of Professionals to Diplomatic and Consular Missions, the Inter-ministerial Commission for Referral of Professionals to International Organizations. | | | |