

**PERMANENT MISSION OF THE REPUBLIC OF MACEDONIA  
TO THE UNITED NATIONS OFFICE AND OTHER INTERNATIONAL  
ORGANIZATIONS AT GENEVA**

**OHCHR REGISTRY**

**23 MAR 2012**

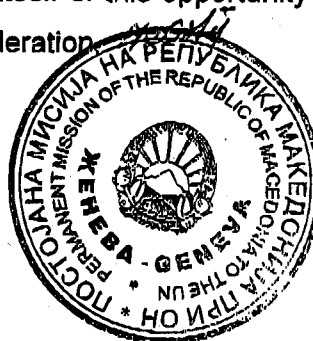
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N° 16-01-149/4

The Permanent Mission of the Republic of Macedonia to the United Nations Office and Other International Organizations in Geneva presents its compliments to the Office of the OHCHR and has the honor to transmit, in electronic way, the Information by the Government of the Republic of Macedonia on request by Ms. Kamala Chandrakirana, Chairperson-Rapporteur of the Working Group on the issue of discrimination against women, in law and practice.

The Permanent Mission of the Republic of Macedonia to the United Nations Office and Other International Organizations in Geneva avails itself of this opportunity to renew to the Office of OHCHR the assurances of its highest consideration.

March 23, 2012



Office of the OHCHR  
Ms. Kamala Chandrakirana,  
Chairperson – Rapporteur of the Working Group on issues of discrimination against women,  
in law and practice

Palais des Nations  
Genève

**Information by the Government of the Republic of Macedonia on request by  
Ms. Camala Chandrakirana, Chairperson of the Working Group on issues of  
discrimination against women in law and practice**

The Government of the Republic of Macedonia has the oner to submit the following information:

Many laws in civil and administrative legislation of the Republic of Macedonia contain explicit provisions on equal rights for women and men. According to the Labor Law ('Official Gazette of the Republic of Macedonia', no. 16 of 2 May 2010), the employer must not put the applicant or employee in an unequal position because of race, color, gender, age, health condition, or disability, religious, political or other opinion, membership in trade unions, national or social origin, family status, property status, gender orientation or other personal circumstances. In addition, women and men must be provided with equal opportunities and equal treatment in employment, job advancement, training, education, retraining, salary, remuneration, absence from work, working conditions, working hours and the cancellation of the contract for employment. (Art. 6)

The Law on Secondary Education ('Official Gazette of the Republic of Macedonia', no. 44/95, 24/96, 34/96, 35/97, 82/99, 29/2002, 40/2003, 42/2003 and 67/2004) determines that any person under equal conditions stipulated in this Law shall have the right to secondary education. Furthermore, the law prohibits discrimination based on gender, race, color, national or social origin, political or religious beliefs, property, and social status.

According to the Law on Higher Education ('Official Gazette of the Republic of Macedonia', no. 64/2000 and 49/2003), citizens of the Republic of Macedonia have, under equal conditions, the right to education in higher education institutions in the Republic of Macedonia.

The Law on Volunteering ('Official Gazette of the Republic of Macedonia' no. 85 of 9 July 2007), provided a provision (Article 9) whereby the organizer of

the volunteering must not put the volunteer in an unequal position because of race, color, gender, age, health condition or disability, religious, political or other opinion, national or social origin, family status, property status, gender orientation or other personal circumstances.

The Law on Political Parties ("Official Gazette of the Republic of Macedonia" no. 76/2004) obliges political parties in their action to care for the realization of the principle of gender equality in the availability of functions in the political party.

Laws that have special meaning in relation to the position of women are the Inheritance Law and the Family Law, which emphasized that men and women, are equal in terms of rights and obligations arising from family relations, parenting, and marriage. Under the Inheritance Law, women and men have equal rights to inheritance.

The new Law on Equal Opportunities for Men and Women ('Official Gazette of the Republic of Macedonia' no. 6/2012 of 13 January 2012) defines the term equal treatment as the absence of direct and indirect discrimination based on gender. Legal protection for determining unequal treatment on grounds of gender, pursuant to this law, is accomplished by submitting a complaint to: - a legal representative, pursuant to the Law on Equal Opportunities for Women and Men, or - the Ombudsman, pursuant to the Ombudsman Law, or - the Commission for Protection against Discrimination, pursuant to the Law on Prevention and Protection from Discrimination, or - a competent court.

The same law provided the legal provisions for basic and special measures for the establishment of equal opportunities between women and men.

Basic measures for realizing the principle of equal opportunities between women and men are normative measures in all areas of society, which prohibits discrimination on grounds of gender. Such measures are also the policies and programs for the systematic promotion of the principle of equal opportunities between women and men and respect for diversity, and the measures that

introduce systematic inclusion of equal opportunities for women and men in decision-making, implementation, and monitoring of policies and budgets in specific social areas. Basic measures are also the measures in education and vocational training to ensure equal opportunities for women and men. Such measures are an integral part of the education and professional training, preparation, adoption and implementation of education programs, preparation of textbooks and school aids related to the establishment of equal opportunities.

Special measures are temporary measures taken to overcome current unfavorable social position of women and men. They are directed toward removing the obstacles to achieving equal treatment of women and men. In addition, the special measures include positive, encouraging and program measures aimed at prioritization, introduction of special incentives in order to eliminate the circumstances that lead to inequality between women and men and to raise awareness for the promotion of equal opportunities. They are adopted by the organs of the legislative, executive and judiciary authorities, local government, agencies and organizations from public and private sector, media and civil society, based on the analysis and description of the situation in which women and men are living. Entities that adopt special measures make implementation plan and submit for that an annual report to the Ministry of Labor and Social Policy on results from the application of specific measures.

Pursuant to the Law on Equal Opportunities of 2006, in September 2006, the Macedonian Parliament established the Commission on Equal Opportunities between Women and Men that considers that draft laws and other regulations with respect to the inclusion of gender awareness in them; it also initiates adoption and amendment of laws and regulations concerning equal opportunities between women and men. For this purpose, the Commission has organized several public hearings, on such topics as domestic violence, detection of malignant disease in women, entering gender awareness in budgetary policy.

To achieve the objectives of this law, in all 14 ministries and 10 state institutions there are coordinators for equal opportunities (24). At the local level,

out of 84 local government units, 81 have formed the Commissions on Equal Opportunities for Women and Men and 81 coordinators for equal opportunities from the ranks and files of the civil servants.

Given that changes in the Law on Elections of MPs that stipulated in the proposed list of candidates each gender to be represented by at least 30%, did not satisfy the requirements for the participation of women in the legislature, in 2006 changes were made in the Electoral Code (Art. 64), which now stipulates that, in the submitted list of candidates for MPs and members of the municipal councils and the city of Skopje, for every three places at least one place must belong to the underrepresented gender.

In accordance with these changes, women's participation in political life in the Republic of Macedonia has registered a positive trend as shown also by the results of parliamentary elections in 2006, whereby 35 women MPs were elected, 7 of them Albanian women. At the early parliamentary elections in 2008, 37 women MPs were elected, of them 7 women belonging to the Albanian nationality. In the 20 parliamentary committees, only 3 had women as their chair. 5 women were appointed as deputy chairpersons of parliamentary committees. In the Government of the Republic of Macedonia, 2 ministerial posts belonged to women, three deputy ministers were women, and 7 women held the position of state secretaries.

At the early parliamentary elections in 2011, 34 women MPs<sup>1</sup> were elected. The Government has now two women ministers, two women as deputy ministers and 4 women as state secretaries.

At the presidential elections in 2009, for the first time a woman, otherwise member of the Albanian ethnic community, appeared as presidential candidate.

At the last local elections in 2009, no woman was elected for mayor, and the number of women councilors is 377 of a total of 1,387 councilors in local government.

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<sup>1</sup> Official Gazette of the Republic of Macedonia' no. 42/2002 and 46/2004.

The Election Law provides for the equitable and gender representation in the electoral authorities, and those municipalities in which at least 20% of citizens belong to other communities reflect the principle of equitable representation of all communities. In addition, in the election authorities, each gender is represented by at least 30%.

To implement the electoral process, the State Election Commission appoints 510 persons for municipal election commissions. Of these, 230 are women, or 45.28%.