

Facts and Figures on Gender Equality Macedonia

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LEGAL FRAMEWORK:

ILO Conventions ratified:

No. 100, 111 and 156 – ratified in 1991

No 183 – not ratified

(**No. 103** – ratified in 1991)¹

National legislation:

No specific law exists on non-discrimination or gender equality. The *Constitution*, from 1991, includes a general provision against discrimination on several grounds including sex. In

addition, the Constitution underlines that all jobs should be open to everyone under equal conditions. The *Labour Relations Act* has been amended concerning non-discrimination at work. Moreover, the Act contains protective provisions for pregnant women or women with small children, regarding over-time and night work. Further amendments related inter alia to section 8 on non-discrimination at work and section 24 on work at home, were adopted and supplemented to this

act in March 2003 - date of entry into force: 2003-04-16².

Furthermore, the *Penal Code* criminalizes discrimination in general and prohibits

violence against women based on an abuse of position.

¹ ILO/Ilolex

² ILO/Natlex

GENDER EQUALITY MACHINERY:

Following the Beijing Declaration, the *Unit for Promotion of Gender Equality* was established in 1997. The unit is situated within the *Ministry of Labour and Social Policy*. The main undertakings of the department are to monitor, promote and coordinate activities for equality in accordance with international conventions and to review legislation additional to offer its own proposals. The *National Committee for Gender Equality*, with the task to coordinate the implementation of the Platform of Action of the Fourth World Conference on Women, has recently been reactivated. The committee consists of members of public institutions as well as NGO's and academicians.

The *National Ombudsman's Office*, established in 1997, protects the rights of citizens that have been violated by public authorities. Although not a specific authority for complaints on gender discrimination, the office has one deputy that pays special attention to women's rights within the broader context of human rights.

The *Macedonian Women's Lobby*, which was established in 2000 as a response to the Gender Equality Task Force within the Stability Pact, is a coalition of women from NGO's, government bodies, political parties and academia. The MWL works as a pressure group aiming at more women in decision-making bodies and to improve the gender equality legislation. (No changes) .The UPGE in collaboration with UWOM realized the Project " Strengthening women on local level" .As result of this project by now are established ten **Commissions on Gender Equality within the ten Local Municipal Councils in Macedonia.**

In 2003 in frames of the regional project "Regional women's parliamentary caucus project" of the Working table for gender equality of the Stability Pact in which realization the Unit is involved in, the Women's MP Club was formed, which works on promotion of gender equality and represents a service for elected women in the Parliament.

SOME BASIC INDICATORS:

Female/male activity rate and unemployment: In 2003, women made up 43.4% and men – 65.6% of the total economically active population (age 15-64). In the same year the total unemployment rate of women was 36.3% and men- 37%³.

Employment in public/private sector: In 2001, women made up 43% of the total employment in the public sector and 38% of total employment in the private sector⁴.

University graduates: In 2001, 62% of all university graduates were women⁵.

Retirement age: The retirement age is currently undergoing transformation and will change to 62 for women and 64 for men, both with 15 years of work. During the transition period, until 2005, women can retire after 30 years of work and men after 35 years of work without any age limit⁶.

Maternity and parental leave: Maternity leave is granted for 9 months after the birth and 45 days before the birth, with 100% pay and additional leave can be granted if the child needs further care. The father is entitled to use these benefits as well⁷.

³ ILO/Laborsta

⁴ UNECE

⁵ UNECE

⁶ ILO Report 2001

⁷ World Bank

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UNIFEM Database on National Women’s Machinery completed by KARAT Coalition, November 2004, bratislava.unifem@undp.org

KARAT website www.karat.org