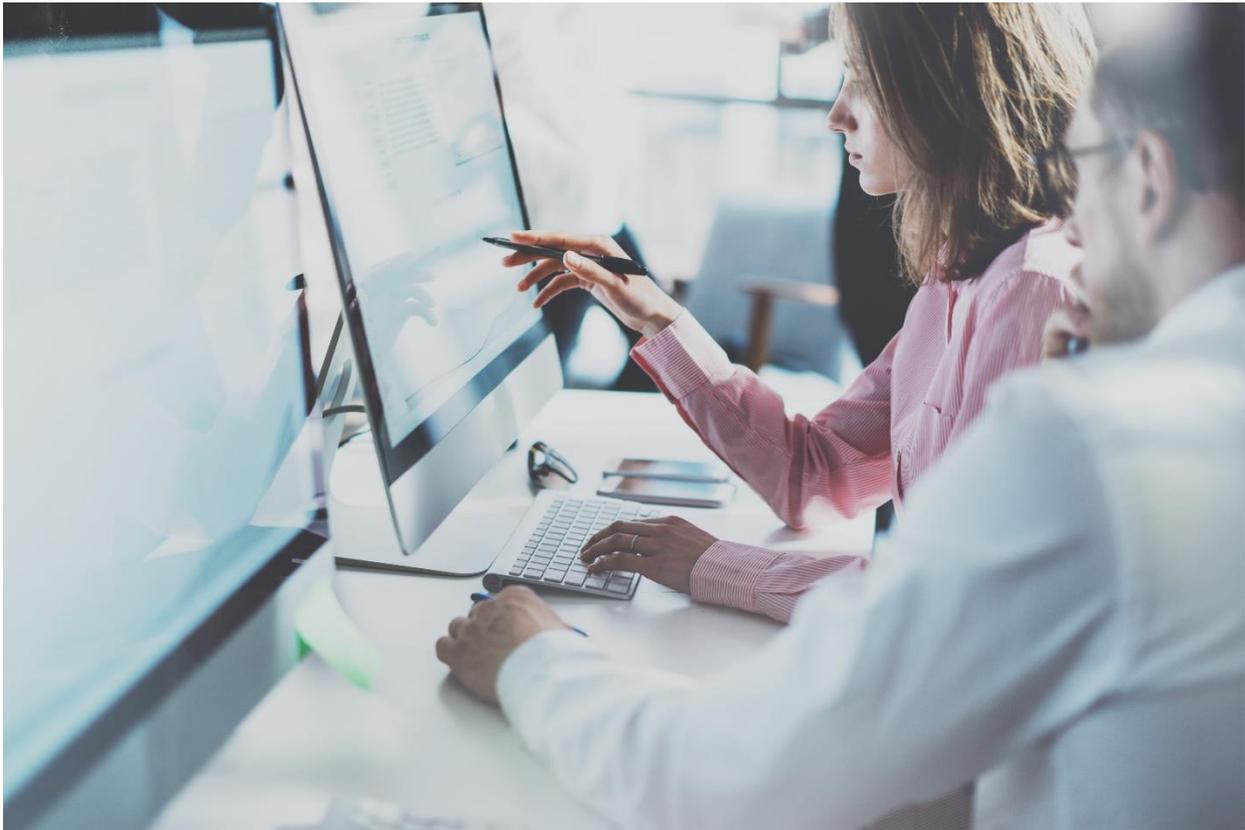


TITLE: Gender mainstreaming e-module for civil servants
COUNTRY: North Macedonia
IMPLEMENTING ENTITY: Ministry of Labour and Social Policy / UN
WOMEN
DURATION: January 2018 – ongoing



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Summary

Together with UN Women, the Ministry of Labour and Social Policy in North Macedonia has undertaken a project to develop a specific e-module on gender mainstreaming for civil servants, most of whom are men. The module will be integrated into the training programmes of the Ministry of Information Society and Administration (MISA) (2014-2015). An online module has been developed to improve civil servants' (at both national and local level) understanding of the concept of gender equality. A manual was also made available to all civil servants, introducing the gender perspective to programmes and policies. The manual includes guidelines on making the policies, programmes and activities implemented by state administration bodies gender-sensitive and ensuring that they have the same benefits for women and men alike. By the end of 2016, the Ministers of MISA and Labour and Social Policy were both promoting the e-module, and testing had begun to be carried out by MISA.

A government decision in 2018 has made it mandatory for all civil servants to complete the gender mainstreaming e-module.

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Impact of the gender mainstreaming module

The e-learning module became available in January 2018, with 273 civil servants completing the training (as of May 2018).

Transferability to other contexts

The e-module focuses on giving civil servants (who are mostly men) basic information on gender equality, equal opportunities, non-discrimination and gender-responsive budgeting. It is therefore very transferable to a variety of contexts.

Learning and capacity-building potential

All civil servants are required to implement the regulations on non-discrimination and equal opportunities for women and men. The e-module provides an opportunity for open discussion among civil servants through online discussion forms, as well as a platform for knowledge-sharing.

Sustainability of the module

As the e-module content is mandatory for all civil servants, the initiative is sustainable.

National plans and strategies

The project is part of the National Action Plan for Gender Equality 2018-2020.

Achievements and tangible outcomes

The e-module on gender mainstreaming presents a very good opportunity for civil servants – and men civil servants in particular - to learn more about gender equality and the roles of women and men in society.