

Conducting Gender Equality and Climate Change Trainings REPORT

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I. Basic information

CRPM Consulting was engaged by UNDP in the framework of the project “Strengthening the institutional and technical capacities for improving transparency for climate change in within the Paris agreement (CBIT project)”. The project is implemented by the Ministry of Environment and Physical Planning, with support from GEF and UNDP, and in close cooperation with the Ministry of Labor and Social Policy. The CRPM was engaged to organize and deliver training on gender and climate change held in the course of July and August 2020.

The assignment had the following specific objectives:

- To increase knowledge of the participants on the gender component of the climate change;
- To understand the gender perspective on climate change;
- To get insights into gender differences in Climate Change Mitigation and Adaptation;
- To strengthen the participants’ skills to mainstream gender equality in their climate change programs, institutions and policies;
- To improve participants understanding of the basic elements of gender mainstreaming approach and strategies;
- To strengthen the implementation of the Gender and Climate Change Draft Action Plan.

a. Preparatory activities

To allow for identification of the participants the CRPM consulting team did a rapid assessment identifying potential participants through liaison with the Ministry of Labor and Social Policy, Ministry of Environment and Physical planning, ZELS working group on gender equality and environment protection, the regional development centers and the coordination unit in Ministry of local self-government. This allowed for around 200 individuals working in local and central government of relevant issues to environment, climate change and gender equality to be identified and reached out for the capacity building activities. The data base of potential participants is presented in Annex 1 of this report.

In the preparatory activities the CRPM Consulting team designed, consulted the draft Training Needs Assessment (TNA) questionnaire, embedded feedback and administered the TNA survey on-line in accordance to the physical distancing rules during COVID 19 pandemic. The TNA questionnaire is presented in Annex 2 of this report.

The results on the TNA are presented in the section training needs assessment below in this report. The TNA informed development of the training program allowing it to be tailor made

to the needs of the targeted audience for capacity building. The training program is explained in the section on training program and training delivery section below in this report.

In the preparation period the CRPM Consulting team designed, consulted the draft post-assessment training questionnaire, embedded feedback and after the delivery of training administered the questionnaire on-line in accordance to the physical distancing rules during COVID 19 pandemic. The pos-assessment / training evaluation questionnaire is presented in Annex 3 of this report.

b. Background information and training objectives

The training objectives were to strengthen knowledge and understanding on the gender dimension of climate change, acquire skills and knowledge how to introduce gender perspective in designing measures, activities as well as adaptation and mitigation plans for climate change. The aim was to support the authorities on local and national level to start with implementation of gender mainstreaming within strategic planning process, to understand the gender roles and stereotypes, how to use the sex-disaggregate data and to take into consideration the needs, priorities and benefits of all marginalized persons, men and women, children and adults in rural and urban areas.

The training was delivered on-line using the Zoom platform. The training duality was workshop where the trainers presented the content and facilitated discussions guiding the trainees to make conclusions and or development of measures, activities and plans for adaptation to and mitigation of climate change.

The process of organizing the training was the following. First CRPM Consulting sent out email invitation to all potential participants and a follow up call was made to confirm participation of those that have chosen one of the four training options offered in the course of July and August. Considering that the modality of training delivery was online the number of participants varied from one to another training ranging from 45 to 13. The main beneficiaries were the national and municipal staff dealing with gender equality and climate change (including general environmental issues – planning of strategic documents and enforcement). This was primarily because there is a growing need for implementation of measures for combating the climate change starts with the local government in the country, which in turn conveys the need for straightening the connection with the environmental, energy and the equal opportunities sectors with the topics/issues of Climate Change and Gender Equality.

The main activities performed were:

1. Development of training program;
2. Preparation of the training material (PP slides and case studies);

3. Development of the Training Agenda;
4. Delivery of four two days on-line Trainings in the period July – August 2020;
5. Conducting training post-assessment.

II. Training needs assessment

The Gender and Climate Change Questionnaire was developed to examine the perception of administration at national and local level, especially to the coordinators of the equal opportunities in terms of climate change and its impact on men and women. At the same time, the questionnaire assessed the training needs of the administration in this area, which would raise their level of understanding and managing challenges in that area.

Data collection was conducted using the free internet software (www.kobotoolbox.org) specialized for that purpose, which also provides basic automatic data processing. However, for data processing we used SPSS, which offers better quantitative data processing and cross-referencing for research purposes.

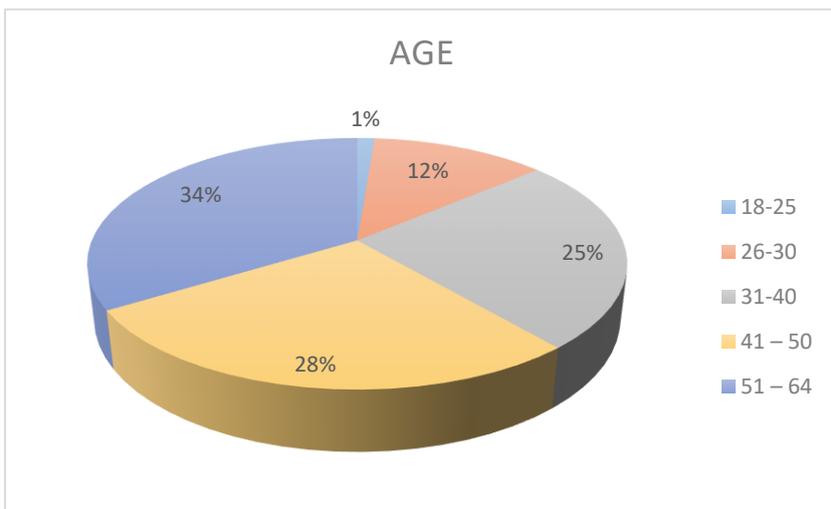
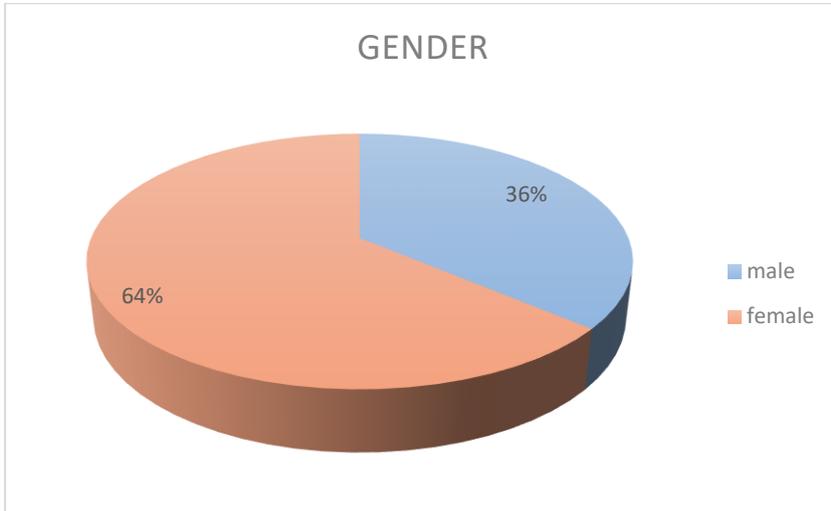
The survey was conducted in the period between July 2, 2020 and July 16, 2020. An invitation to fill in the questionnaire was sent to over 200 representatives of the state and local administration, and we received back 81 completed questionnaires. Thus, the response rate was around 40%.

Based on the findings of the analysis, a mixed team of experts on gender issues and climate change developed a training program for the administration at national and local level.

Sample features

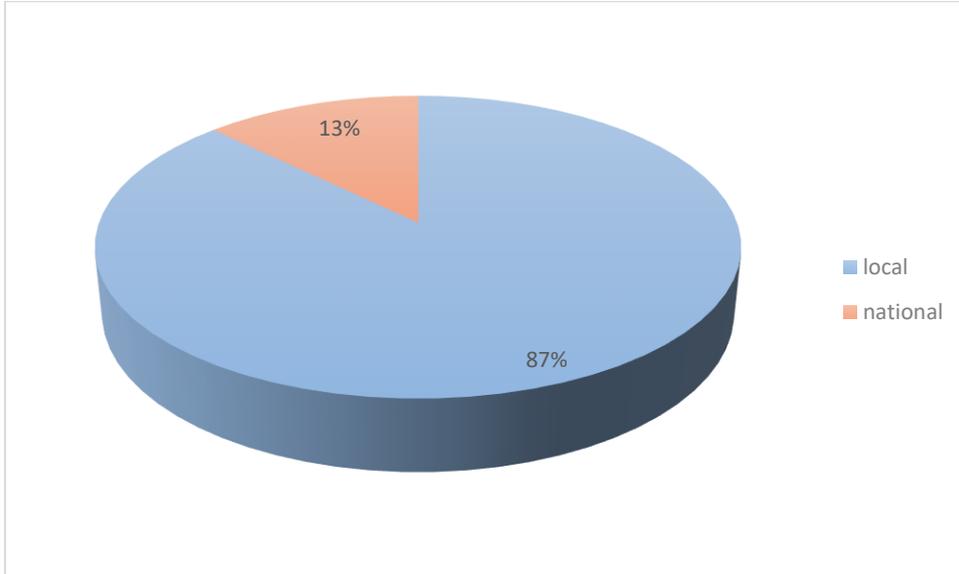
The Gender and Climate Change Training Needs Questionnaire was completed by a total of 81 respondents.

Of all respondents, 36% were men and 64% were women. In terms of the age, the largest percentage were from the age group between 51 and 64 years (34%), and second was the age group 41-50 (28%), 31-40 (25%), 26-30 (12%) and only 1% are in the age group between 18 and 25 years.



Regarding the level they work at, 87% of the respondents said that they act at the local level, while 13% of the respondents work at the national (central) level.

The average work experience of the respondents in the current workplace is 6.6 years, while the total work experience in average for the respondents is 15 years.



ANALYSIS

Regarding the area in which the respondents work within the institution, more than half said that they work on gender issues and inclusion of gender issues in policies (52%), Environmental protection (46.3%), Energy efficiency (32, 5%), Climate change (26.3%), Waste management and policy making in the field of environmental protection (25%).



The next question was: Are you familiar with international standards on gender equality and gender issues?

To this question, all respondents answered that they are not familiar with them. The results are slightly different in terms of how familiar they are with the policies and mechanisms that

the country has adopted at the national level. Here, all respondents said they were partially familiar with the policies and mechanisms. The policies and mechanisms that the respondents are familiar with are as follows:

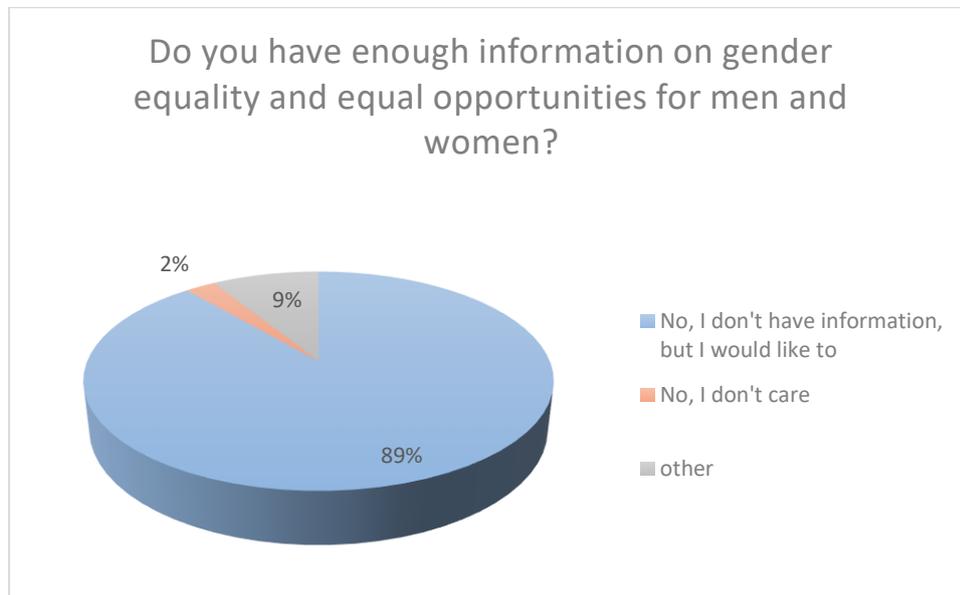
- To promote equal opportunities that are easily understood and to promote a tool for equal opportunities
- In the legislature, there is a Commission for Equal Opportunities in the Parliament of the Republic of Macedonia
- Law on Equal Opportunities for Women and Men
- Law on Equal Opportunities, Protection against Discrimination Act
- Law on Prevention and Protection against Discrimination and Mining;
- National action plan for gender equality 2007-2020
- Gender equality strategy
- The Constitution, the Law on Equal Opportunities, the Strategy for

The same answer, that they are only partially familiar with the policies and mechanisms, 98.1% of the respondents gave to the question of how familiar they are with the policies and mechanisms at the local level. As policies and mechanisms that they are familiar with, they enlisted:

- European Charter for gender equality
- The Law on Equal Opportunities, the Strategy for Gender Responsive Budgeting
- Local operational plan for gender equality
- At the local level in each municipality within the councils
- National Strategy, Law on Gender Equality of ma
- Gender budgeting
- Constitution, Law on Local Self-Government, Commission for Equal Opportunities
- Establishment of Commissions for Equal Opportunities between Women and Men

89% of respondents said they did not have enough information on gender equality and equal opportunities, and would like to have it, when asked if they thought they had enough information in this area. 2% said they were not interested in this, and 9% added additional data to the issue, such as:

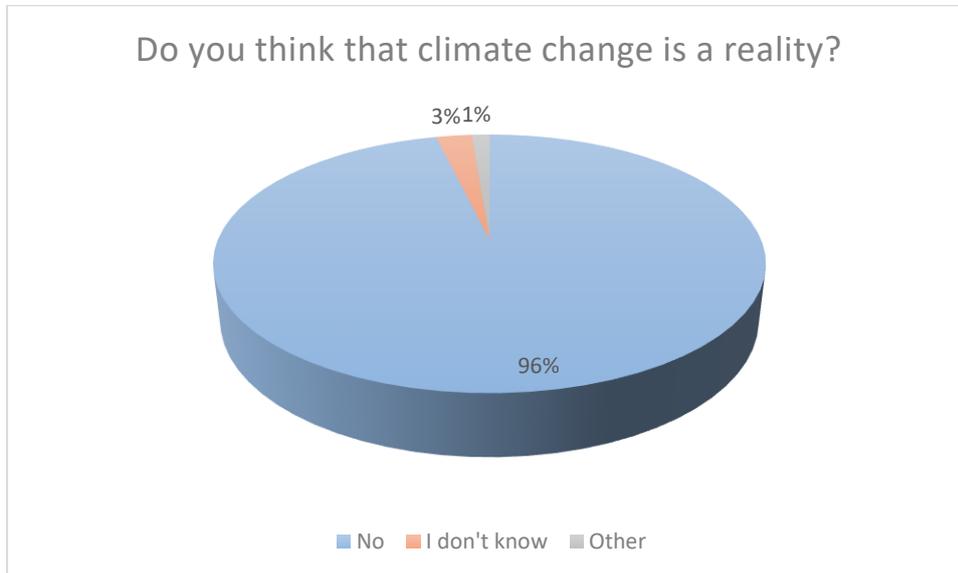
- I have partial information about gender equality
- There is information, but I don't have free time
- I'm a little familiar
- I want a continuous upgrade



According to the answers to the questionnaire, almost all respondents said that they have not attended training on gender issues, but in the next part of the question 29 respondents provided information on specific training in this area:

- Within the full execution period
- Trainings with UNWOMEN
- Trainings in ZELS
- Organized by UNDP
- IIE e-training
- identification and e stalk women trafficked people
- Gender equality training
- Training for dealing with discrimination of speech and OMP and the
- Training for gender terms, Discrimination
- Through the micro learning system of MISA
- Kvinna till Kvinna project implemented by the NGO KHAM
- Gender budgeting workshop in the Municipality of Centar
- gender issues, gender-based violence
- Gender-based violence, gender-responsive budgeting is
- Stop the violence

Interestingly, according to 96 percent of the respondents do not consider climate change a reality, and the rest answered with "I do not know".



As for the question: Are you familiar with international standards and mechanisms for environment / climate change, almost all respondents answered negatively, i.e. that they are not familiar.

Regarding the familiarity with the policies and measures at the national level, for environmental protection and climate change, 51% said that they were familiar, and the remaining 49% said that they were not familiar. The data on knowledge of policies and measures at the local level are similar. Half of the respondents said they were familiar, while the other half said they were not familiar.

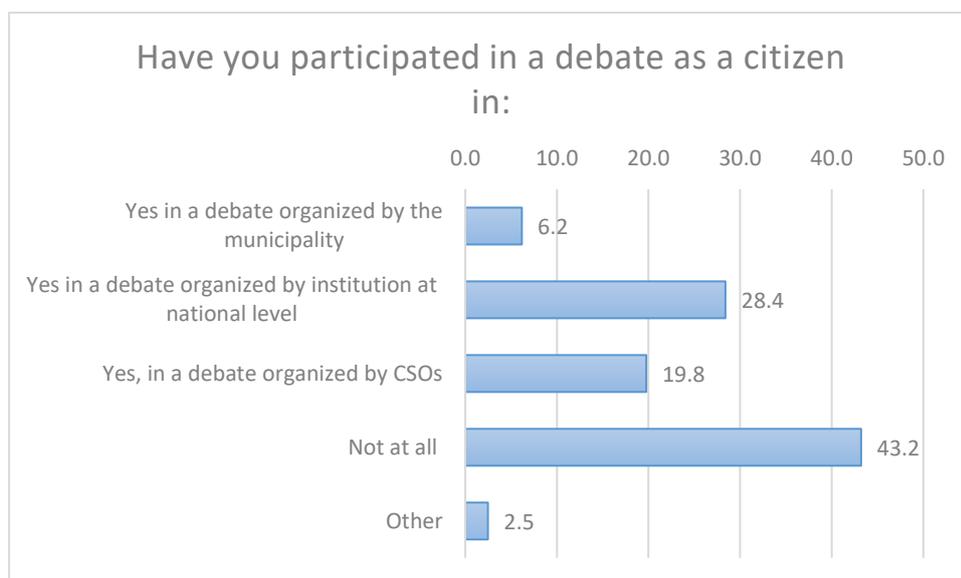
Asked whether they think there are enough information and activities from the institutions, 96.3% said they do not have and they want more information. On the other hand, 2.5% said that they do not have, but also that they are not interested in this.

Slightly less than half of the respondents (43.2%) said that they have not participated in a public debate, regardless of whether it was organized by their organization or as a representative of the same organization. 6.2% participated in a debate organized by the municipality, 28% participated in a debate organized by a national institution, and 19.8% participated in a debate organized by a civil society organization.

98% answered that they have not attended trainings on climate change. However, 17 respondents cited trainings that have something to do with climate change.

57.3% of the respondents said that they do not know whether there is any connection between gender issues and climate change.

Regarding the question whether climate change affects men and women equally, 16.6% answered negatively, 26.56% answered "I do not know" and 57.78% chose something else.



When asked in which sectors the gender gap (the different impact of climate change on women and men) is most prominent regarding the ADAPTATION to climate change, the respondents in most cases chose the following sectors:

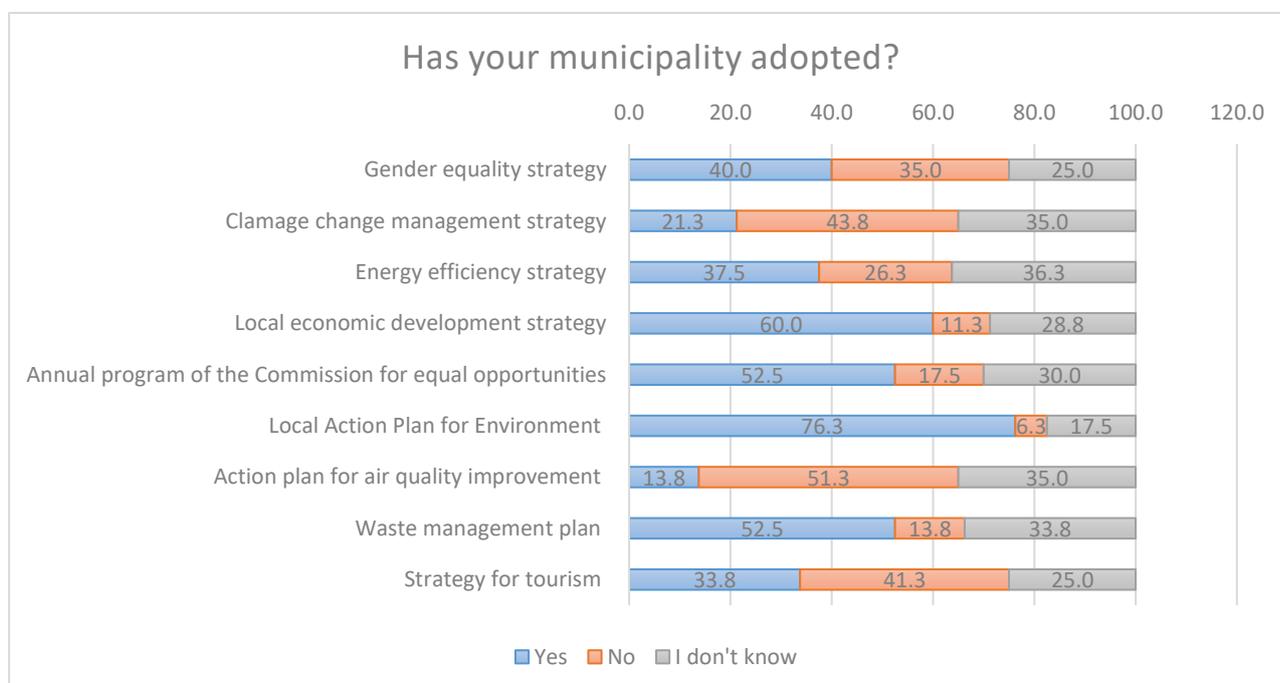
Area	Number of answers
Energy	160
Elderly care	79
Agriculture	29
Forests and land use	20
Other (write)	17

As for the same question, but in terms of mitigation of climate change, the respondents chose the following areas:

Area	Number of answers
Energy	86
Agriculture	65

Elderly care	25
Forests and land use	20
Other (write)	/

According to the answers of the respondents, their municipalities has adopted the following documents:



Conclusion

The findings of the research have shown that there is a need for capacity building related to the familiarity and knowledge among the respondents about the various international standards in the field of gender issues and climate change. For example, vast majority of the respondents are not familiar with the International standards in the field of gender equality and gender issues. This is more indicative having in mind the fact that more than have of the respondents said that within the institution they work, work with gender issues. This means that the institutions do not invest in their professional development in the field they work. Therefore, this gap should be closed or narrowed down by CSOs or the international organization and donors.

More familiar the respondents are with the policies and tools in the field of gender equality that are adopted at national level. However, the respondents are only partially familiar with these mechanisms and policies which means that this should be covered by the training program as well.

Most of the respondents are not quite familiar even with the policies and mechanism adopted at local level, and what is more, many of them think that they do not have enough information about these issues, but they would like to have if available. Therefore, one of the goals of this training program should be to provide more information in this area.

Almost all of the respondents said that they did not have enough training on gender equality, but in spite of that, 29 of them named few trainings that they have attended.

Interestingly, majority of the respondents don't consider climate change as real threat, i.e. as a reality. Hence, substantial knowledge and information should be provided on this matter through the training course.

It should be taken into consideration as well that less than half of the respondents (43.2%) said that they did not participate in a public debate, whether organized by their organization or as a representative of the same organization. 6.2% participated in a debate organized by the municipality, 28% participated in a debate organized by a national institution, and 19.8% participated in a debate organized by a civil society organization. Accordingly, more training is needed to build their capacities to participate in public debates.

III. Training program and training delivery

Within the Project, for the subject on Gender Equality and Climate Change training program was developed and four online trainings were held. Each training took two days and each day consisted of two sessions, equal to four sessions in total.

On the first day the trainers started the training with the introduction to the topics of "understanding gender and sex, discrimination, human rights, gender mainstreaming" and general "gender and climate change including gender roles in energy, transport and agriculture".

On the second day the trainers continued to discuss the "international and national strategic framework for gender and climate change" using the HRBA – human rights-based approach and the discussion was wrapped with the practical example where the participants were able to express their current challenges within their municipalities.

The training program is presented in Annex 4 of this report. Based on the training program that was developed on the basis of the TNA findings and the consultations with UNDP, MLSP and MOEPP, training agenda was determined, presented in Annex 5.

The trainers (Mrs. Slavjanka Pejchinovska Andonova and Mrs. Gordana Nestorovska) were included and contributed in the process of formation of the list of participants, the agenda and timeline for the trainings. They developed the presentations, the exercise and guidelines for the exercise. During the period of preparation of the training internal meetings were held between the experts as well with the UNDP team.

All presentations were recorded and the PPT slides will be posted on UNDP web site of the CBIT project. On the first training translation in Albanian was provided.

The following presents the process of delivery of training workshops.

 **First training workshop** conducted on two on-consecutive days (22-23.07.20) using the online application Zoom

There were around 45 participants from different municipalities (Vrapcishte, Probishtip, Gostivar, Makedonski Brod, Kavadarci, Shtip, Zelino, Mavrovo-Rostushe, Gjorce, Gazi Baba, Aerodrom, Vevcani, Veles), national institutions (Ministry of Labour and Social Policy of Macedonia, Faculty of Agricultural Sciences and Food) and UNDP representatives. Based on their current position in their representative municipality 80% of participants are Coordinators for equal opportunities within the municipality and 20% from environmental sector (planning or inspection). On the other hand, based on the gender, 70% of the participants were women and 30% were men.

Few examples that were discussed during the training-workshop are presented below under results from the first training.

 **Second training workshop** conducted on two on-consecutive days (29-30.07.20) using the online application Zoom

There were around 31 participants from different municipalities (Valandovo, Makedonski Brod, Kriva Palanka, City of Skopje, Centar, Berovo, Resen, Brvenica, Shuto Orizari, sv. Nikole, Karposh) and institution (Ministry of Labour and Social Policy of Macedonia) and UNDP representatives. Based on their current position in their representative municipality 90% come from equal opportunities sector and 10% from environmental sector. On the other hand, based on the gender 80% of the participants were women and 20% men.

Few examples that were discussed during the training-workshop are presented below under results from second training.

 **Third training workshop** conducted on two on-consecutive days (05-06.08.20) using the online application Zoom

There were around 13 participants from different municipalities (Veles, Gostivar, Kumanovo, Prilep), national institutions and UNDP representatives. Based on their current position in their representative municipality 90% come from Equally Opportunities sector and 10% from Environmental sector. On the other hand, based on the gender 80% of the participants were women and 20% were men.

Few examples that were discussed during the training-workshop are presented below under results from third training.

 **Fourth training workshop** conducted on two on-consecutive days (12-13.08.20) using the online application Zoom

There were 8 participants from different municipalities (Delcevo, Zelino, Tetovo, Debrca, Kisela Voda, Makedonska Kamenica). Based on their current position in their representative municipality 90% come from Equally Opportunities sector and 20% from Environmental sector. On the other hand, based on the gender 60% of the participants were women and 40% were men.

Few examples that were discussed during the training-workshop are presented below under results from fourth training.

In general, there were very fruitful discussions, questions raised by the participants, case studies by participant's experience so far with public procurements / subventions and environmental challenges they have. Several of participants expressed their gratitude for excellent training, they open their mind and understand better what is the link between gender and climate change and they are ready to implement the gender mainstreaming in strategic planning process.

Participant lists are presented in Annex 6.

IV. Training results

The results of the CRPM consulting are the following:

- Development of training program
- Development of pre and post assessment tools
- Development of training materials
- Training Report

- Recommendations for introduction of gender in climate change actions in 2021 local programs of 8 municipalities (10% of total number of municipalities)

All outputs of the project contribute to the implementation of the Draft Action Plan for Gender Mainstreaming in the preparation of the 4th National Climate Change Plan / 3rd Biennial Report through strengthening the capacities of all stakeholders to understand and to start thinking about gender mainstreaming during development of strategic planning documents.

For all sessions, trainers have prepared [presentations](#) that have been distributed to participants through the national climate change platform www.klimatskipromeni.mk.

In terms of the results achieved as a planned the training strengthened knowledge and understanding on the gender dimension of climate change, acquire skills and knowledge how to introduce gender perspective in designing measures, activities as well as adaptation and mitigation plans for climate change. This is demonstrated with the section on training evaluation from this report.

The aim to support the authorities on local and national level to start with implementation of gender mainstreaming within strategic planning process, to understand the gender roles and stereotypes, how to use the sex-disaggregate data and to take into consideration the needs, priorities and benefits of all marginalized persons, men and women, children and adults in rural and urban areas was also achieved. In order to contribute to the implementation of the Draft action plan on gender and climate change the workshops facilitated discussions through which the following recommendations for introduction of gender in climate change actions in 2021 local programs were developed.

The method used was gender mainstreaming. Gender mainstreaming is a strategy in achieving gender equality goals. The training centrally focused on building capacity of participants for gender mainstreaming of measures that will facilitate adaptation and mitigation of climate change on local level. The participants were therefore asked on the first day to identify and on the second day come to the training with measures for climate change or an action plan for climate change to analyse from a gender perspective and develop strategy for achieving gender equality goals through the mitigation and adaptation measures.

Only few municipalities followed the instruction and together with the trainers who guided them developed the following measures through gender mainstreaming. The rest contributed with discussion in plenary. The developed measures were in several sectors.

Municipality	Sector
Veles	Energy efficiency
Shtip	Transport
Delchevo	Energy efficiency

Valandovo	Transport
Skopje	Heating
Kumanovo	Transport
Delchevo	Heating
Tetovo	Rural tourism
Resen	Agriculture
Skopje	Transport / velo

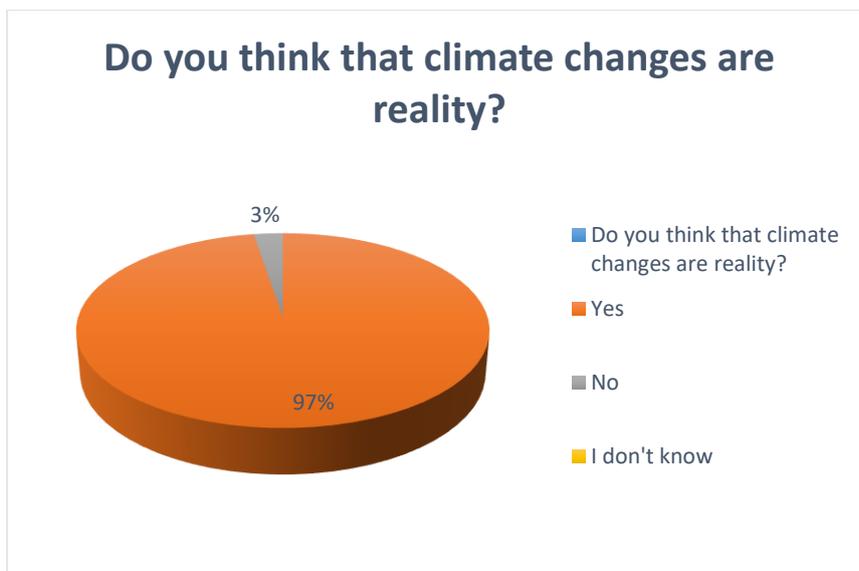
The presentation of the measures developed is presented in Annex 7 of this report.

V. Training evaluations

At the end of the training session, respondents were asked to fill in a questionnaire to evaluate the program and for the trainers to evaluate the change that occur after the training. 38 of the participants filled in the evaluation form after the training. According to them, the following findings were found.

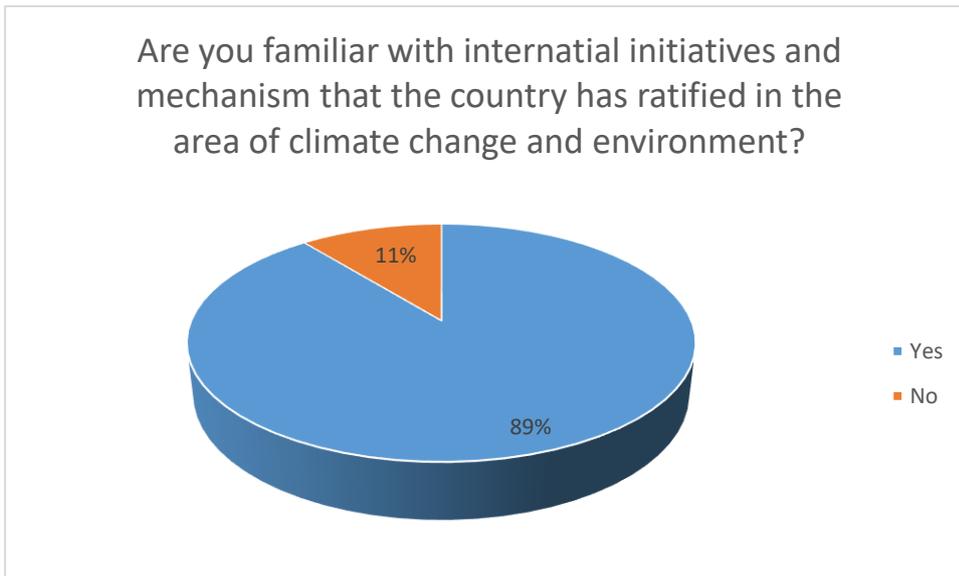
The first question was whether they think climate change is a reality?

97.4% of the respondents said that climate change is a reality, opposed to 2.6% who said they don't know.

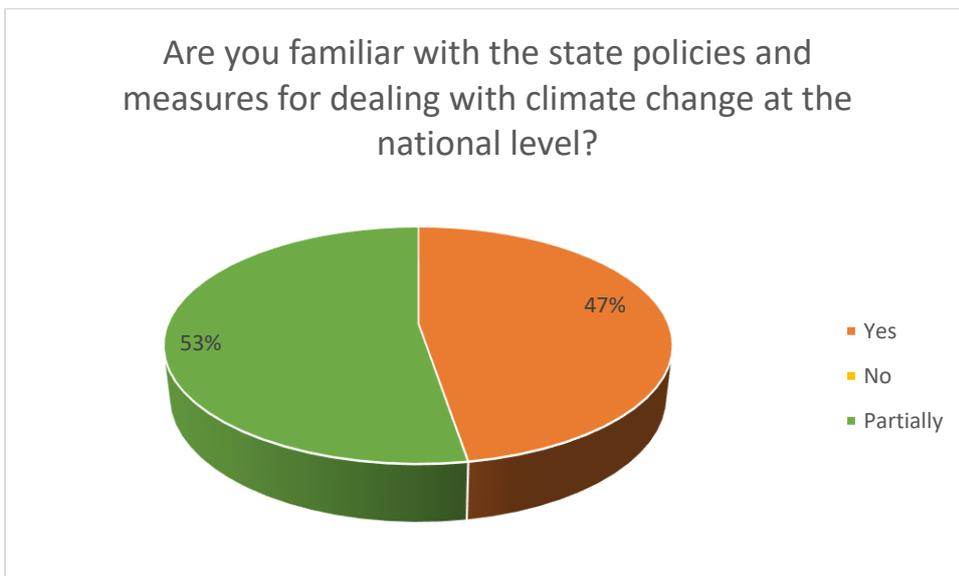


Second question that was asked, was whether respondents are familiar with the international standards and mechanisms that the state has ratified in the area of gender issues/climate change.

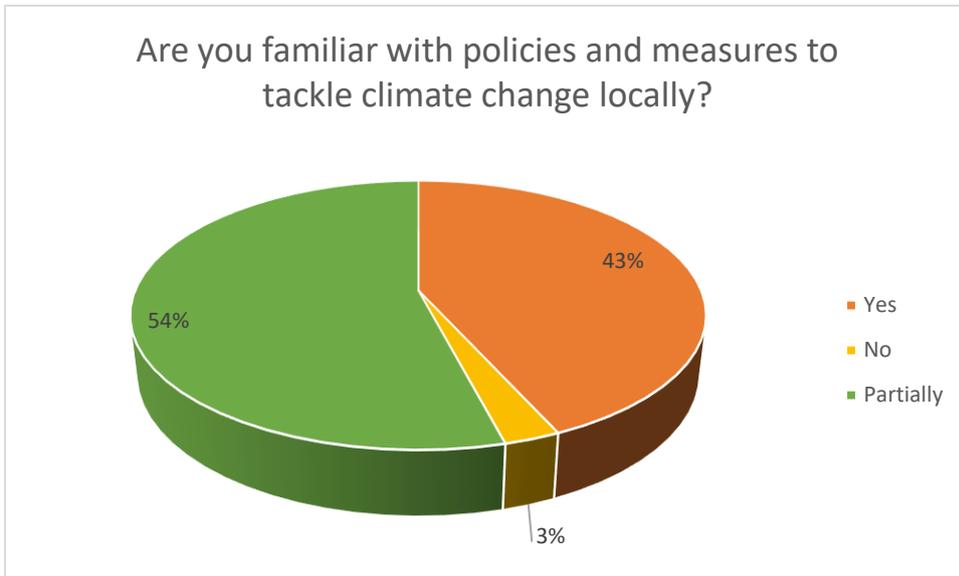
89.2% of the respondents said that they are familiar with the international standards in these areas, while the other 10.8% said that they are not familiar.



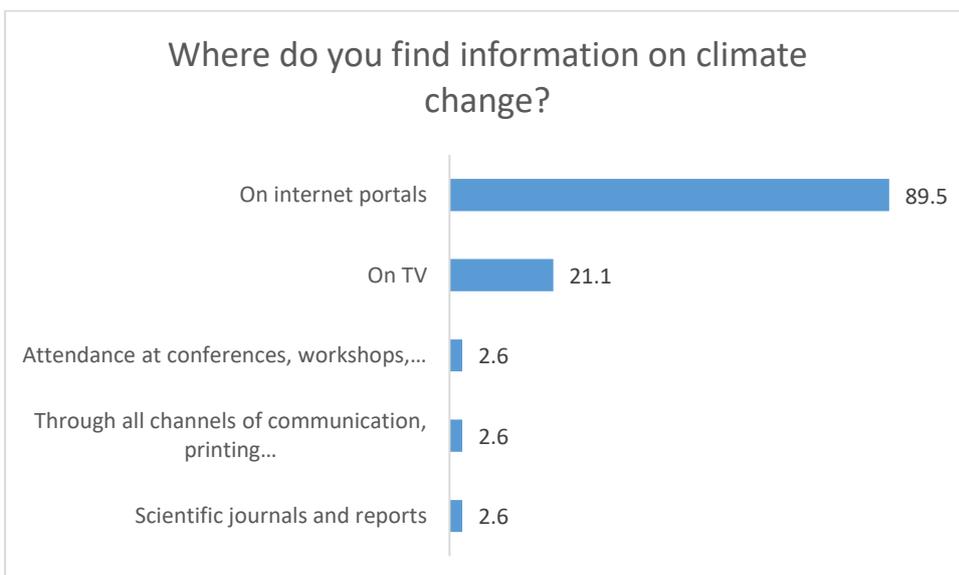
47% of the respondents said that they are familiar with the state policies and measures adopted on national level for managing climate change, while 53% are only partially familiar.



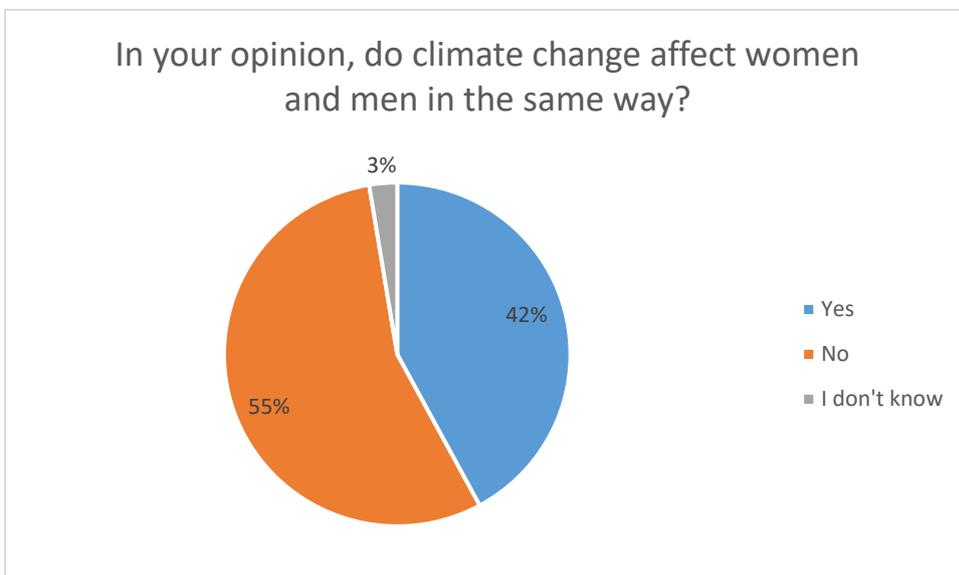
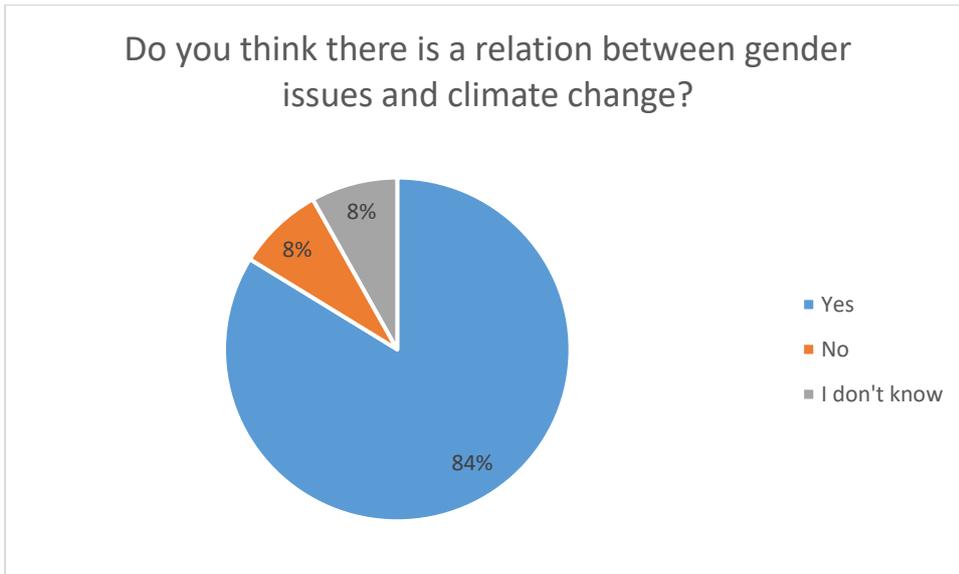
At local level, 43% of the respondents are familiar with local policies for managing climate change, while 54% are only partially familiar.



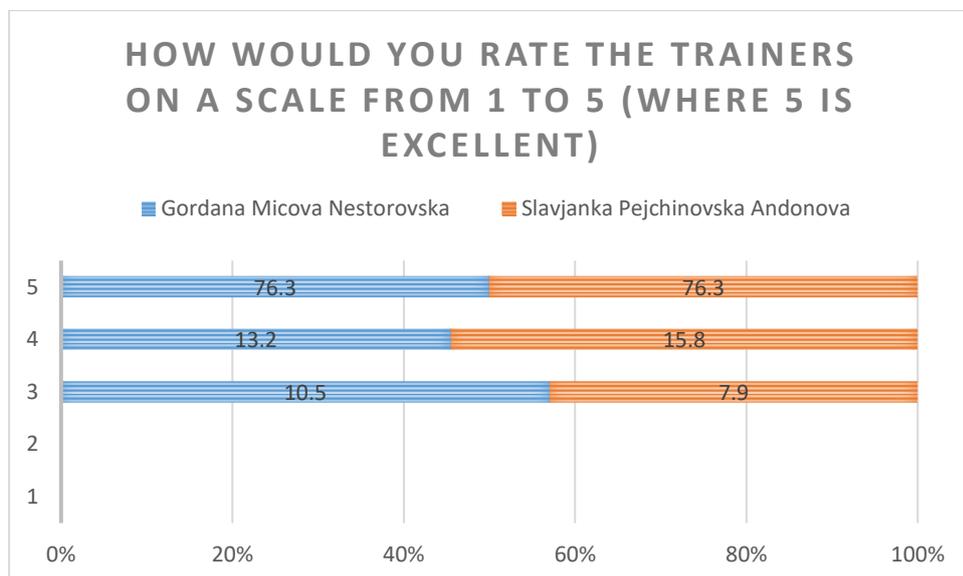
Regarding the main source of information, 89.5% of the respondents said that they inform themselves on the internet, while 21.1% get information on TV. Attendance at conferences, workshops, and scientific journals and reports constitute only 2.6% of the information on these topics.



For 84% of the respondents, there is a relation between the gender issues and climate change, and that relation is expressed in the perception that 53.5% think that climate change unequally affects men and women. Conversely, 42.1% think that climate changes affect equally affect men and women.



Bellow, are the results of evaluation of the trainers on a scale from 1-5.



VI. Conclusions and Recommendations

Conclusion

The training has managed to change perception to the participants, and in some cases even dramatically. For instance, after the training 97% of the participants said that climate changes are reality, as opposed to the majority of the respondents in the TNA questionnaire. Furthermore, the familiarity with international contracts and standards in the area of gender issues and climate changes have also changed, which can be seen through the fact that most respondents said that are familiar with these documents. The same trend is followed when participants were asked about the familiarity with policies and measures that that state has adopted at national and local level. The percentage of the respondents in the evaluation questionnaire said that after the training they are more familiar with these policies than before the training. The trend of positive change before and after, continues in the following questions.

Since the pre and post assessment was not made on the same group (the pre-assessment was sent out to all identified participants for the training – over 200 individuals; and the post-assessment was filled in by the participants that took part of the training, one cannot make an individual change analysis of pre-and-post training assessments.

Hence, the training could be seen as very transformative for the participants, which means that the program was well tailored according to the needs of the participants. This is an evidence that good analysis of the TNA questionnaire could be crucial in designing and developing good training programs. The successfulness of the program was corroborated by the participants as well, knowing that all of them evaluated the program as successful, and the trainers as well were positively evaluated.

The acquired knowledge will be used by the authorities on local and national level to start with implementation of gender mainstreaming within strategic planning process, to understand the gender roles and stereotypes, how to use the sex-disaggregated data and to take into consideration the needs, priorities and benefits of all marginalized persons, men and women, children and adults in rural and urban areas. To this end the developed gender mainstreamed measures presented in Annex 7 of this report will also contribute to the policy and budget process for 2021 programming cycle and will provide enabling environment for the implementation of the Draft action plan on gender and climate change the workshops facilitated discussions through which the following recommendations for introduction of gender in climate change actions in 2021 local programs were developed.

Recommendations for improvement of the training

Having in mind that the workshops demonstrated that the targeted audience for the training needs to have prior skills and knowledge for gender analysis, gender disaggregated statistics, development of gender indicators and in order to ensure that everyone has the same skillsets we propose the following improvement of the training content for future delivery.

Content wise improvement

If the training is implemented stand-alone and not in conjunction with basic gender equality, mainstreaming and gender analysis training the following content needs to be included to the training program so that every participant is at the same starting point, has knowledge and understanding on how to conduct gender mainstreaming in the climate change actions.

- *Gender disaggregated statistics*: Gender-differentiated data and information must be available for policy makers to be able to assess the situation and develop appropriate, evidence-based responses and policies. Such data must be collected and analysed within the policy-making process, ideally covering several years to track changes and take corrective action. The training module should introduce the participants to the concept, methods of gathering and keeping gender disaggregated statistics.
- *Gender indicators*: Gender indicators (sometimes referred to as statistical indicators) are the measure(s) upon which data is collected. Gender indicators should be devised to show gender gaps in access to resources and opportunities and effectiveness in

implementation of measures to mitigate or adapt to climate change. The module should introduce participants to the concept, but also acquire skills to formulate gender indicators.

- **Gender analysis and gender beneficiary assessment:** Gender analysis refers to the variety of methods used to understand the relationships between men and women, their access to resources, their activities, and the constraints they face relative to each other. Gender analysis provides information that recognizes that gender, and its relationship with ethnicity, culture, age, disability, and/or other status, is important in understanding the different patterns of involvement, behaviour and activities that women and men have in the measures for adaptation and mitigation of climate change. This module should introduce to the concept and the variety of methods for gender analysis, primarily building skills for gender beneficiary assessment which proved as most relevant through the workshops held in the training conducted.

Training modality improvement

If the training continues to be delivered online the following should be taken in consideration:

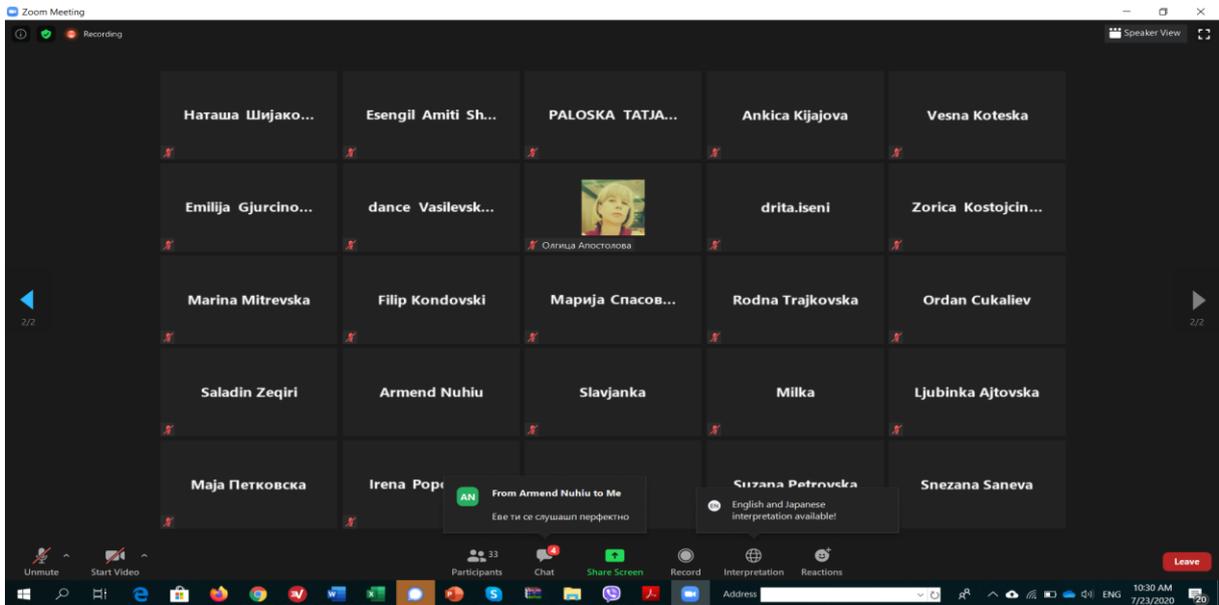
- Keep the sessions max up to 40 minutes with short breaks for 10 minutes in order to allow participants to stretch and avoid long seating Infront of the computers;
- Keep the training groups smaller (up to 20) since it is also difficult for the trainer to follow reactions (face reactions of those that are with camera on), chat on the side of the screen and to follow the input from participant, but also participants are more engaged in the training;
- For on line trainings, preparation of participants or home work should be part of the training. For example, for this topic (gender and climate change), at least the persons from both sectors, before the training should seat together and list all of the current programs and strategies of the municipalities and to select program or measures that will be subject of analyses;
- Gender issues are very sensitive topic and contact with participants is needed. In that direction, if we want contact with participants we should ask the municipalities to make sure that the persons that are at the training that day are in the separate room or in the office where there are no side sounds in order participants to have a safe space for expressing them self in front of the camera.

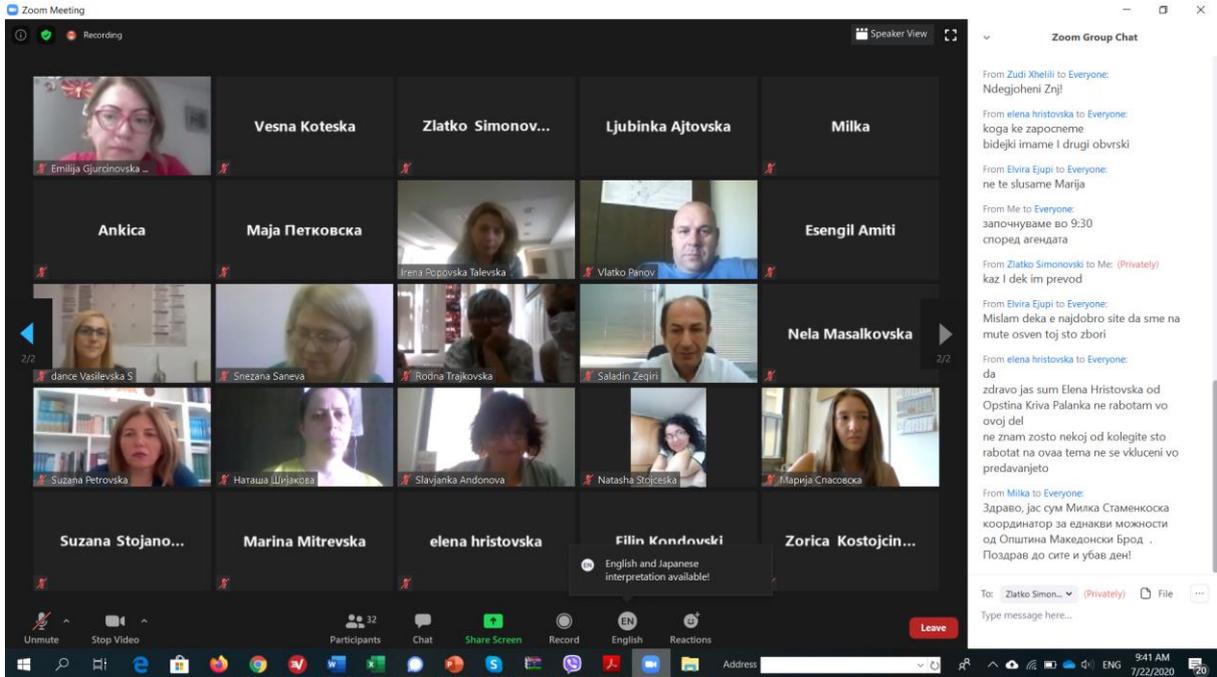
Recommendations for further expanding the scope of capacity building and capacities of the participants

The training proved successful but for sustainable results several recommendations to UNDP and MLSP are provided in terms of expanding the scope of the capacity building program through:

- Expend the training target group with representatives from public enterprises and representatives from sectors for public procurement. They are important not just if the money is spent to respond to needs of women and men but because works/services/product and their procurement (e.g. purchasing a new car/s for the municipality, printing paper, electronic equipment, new buses, new garbage trucks, etc. or preparation of the call for subvention of replacement of existing ovens in the households with air conditioners, promotion of more usage of public transport, partially support the purchasing of bicycles, etc) have impact on climate change.
- Expend the capacity building program with mentoring - since the group have started to ask questions and to understand the connection between gender and climate change, for the next period, based on the expressed willingness, **mentorship support** should be assured for those that would like for the next year budget (which is again in the line with the budget planning process at local level) to prepare programs/measures and if possible, to provide small amount to support those measures (activities) just as an example and practical exercise. Additionally, they need training or guidance how to make evaluation of the programs in order to improve them and especially impact on marginalised groups.

VII Photographs





Родова перспектива при креирање на политики од областа на климатските промени



* Извор Прирачник за обука – Родовата еднаквост и климатски промени
Проект: Четврта национална комуникација и трет БУР за климатските промени кон UNFCCC

Материјалите се изготвени во рамките на проекти за климатски промени, кои Министерството за животна средина и просторно планирање ги имплементира со финансиска и техничка поддршка од GEF и UNDP. Обуката е спроведена од ЦИКП Консалтинг

Recording SHOW TASKBAR DISPLAY SETTINGS END SLIDE SHOW You are viewing Slavjanka Andonova's screen View Options

0:02:15 11:21

Next slide



Сесија 2:
Род и климатски промени

М.р. Славајанка Пејчиновска Андонова, министерство за животна средина
Датум 12.08.2020

Материјалите се изготвени во рамките на проектот за климатски промени, кои Министерството за животна средина и просторно планирање ги имплементира со финансиска и техничка поддршка од GEF и UNCP (Обука и спроведба од IPAC) Консалтинг

No Notes.

Marja Risteska
Gordana Nestorovska
Slavjanka Andonova
Radmila Angjalkovska
Zlatko Simonov...

Unmute Stop Video (Alt+V) Participants 10 Chat 2 Share Screen Record Reactions Leave

Slide 1 of 37



ANNEX 1: List of participants

Presented in separate excel file

ANNEX 2 : TNA Questionnaire

1. Municipality.....,
Sector/Department.....
Position.....
Experience on this position (years/months) _____
Total working experience (years) _____

2. Level of action:
A) Local b) National

3. Sex:
a) Female b) Male

4. **Age:**
a) 18-25 b) 26-30 c) 31-40 d) 41 – 50 e) 51 – 64 f) 65 and more

5. **Education:**
a) Elementary
b) High school (vocational school)
c) High school (General)
d) Graduate
e) Master
f) PhD
g) Other:

6. In your institution, do you work on one of the issues/fields below:
a) Gender issues and their policy inclusion
b) Climate change
c) Energy efficiency
d) Environmental protection
e) Water and sanitation
f) Agriculture
g) Transport
h) Waste management
i) Regulation and inspection of small/middle and large production capacities
j) Policy making in the field of environmental protection at national/local level
k) Other:.....

7. Are you familiar with the international standards and mechanisms that the country has ratified in the field of gender equality and gender issues?
- a) YES
 - b) NO

If YES, please specify:

-
-
-

8. Are you familiar with the policies and mechanisms that the country has adopted in the field of gender equality and gender issues at **national level**?
- a) Yes
 - b) No
 - c) Partially
 - d) Other

If YES, please specify:

-
-
-

9. Are you familiar with the policies and mechanisms that the country has adopted in the field of gender equality and gender issues at **local level**?
- a) Yes
 - b) No
 - c) Partially
 - d) Other (please specify)

If YES, please specify:

-
-

10. Do you think that you have enough information about the activities of the institutions for the gender related issues/problems and equal opportunities?

- a) YES, I am regularly informed on the topic
- b) NO. I don't have any information, but I would like to have
- c) NO, I am not interested in it
- d) Other (Please specify)

11. Have you ever attended any gender training? (E.g. What are gender issues, gender based violence, gender responsive budgeting, etc.).

- a) YES
- b) NO

If YES, please specify which training have you attended?

12. Do you think that climate change is real?

- a. YES
- b. NO
- c. Don't know
- d. Other

13. Are you familiar with the policies and mechanisms that the country has adopted in the field of environment/climate change?

- a) YES
- b) NO

If YES, please specify:

14. Are you familiar with the policies and measures of the country to cope with climate changes at national level?

- a) Yes
- b) No
- c) Partially
- d) Other (please specify)

If YES, please specify several measures:

15. Are you familiar with the policies and measures of the country to cope with climate changes at local level

- a) Yes
- b) No
- c) Partially
- d) Other (please specify)

If YES, please specify several measures implemented at local level:

16. Do you think that you have enough information about the activities of the institutions for the climate changes and environmental issues/problems?

- a) YES, I am regularly informed on the topic
- b) NO. I don't have any information, but I would like to have
- c) NO, I am not interested in it
- d) Other (Please specify)

17. Have you ever participated as citizen or representative of your institution/organization in a public debate on topics related to climate changes and environment organized by another institution/organization?

- a) YES, a debate organized by the local self-government unit
- b) YES, a debate organized by a national institution (Government, Ministry of Environment, Inspectorate of Environment, etc.)
- c) YES, at a debate organized by a civil society organization/citizens
- d) No, I have never participated
- e) Other (please specify)

18. Have you ever attended any training in the field of environment and climate changes?

- a) YES
- b) NO

If YES, please specify which trainings you have attended and the topics of the trainings?

19. Do you think there is connection between gender issues and climate changes?

- a. YES
- b. NO
- c. Don't know
- d. Other

20. In your opinion, have climate changes affected equally men and women?

- a. YES
- b. NO
- c. Don't know
- d. Other

21. In your opinion, in which sectors the gender gap is mostly felt (different effect of climate changes over man and women) when ADAPTING to climate changes? Choose three sectors in each column.

Adaptation	
Agriculture	
Tourism	
Health	
Water resources	
Food	
Transport	
Education	
Energy	
Biodiversity (ecosystems and ecosystemic services)	
Forestry and land use	
Waste management	
Cultural heritage	
Retail	
Wholesale	
Child care	
Aged care	
Other (Please specify)	
(Specify)	

22. Have you ever participated in some policy creation process at local level? (e.g. strategy development, program development, etc.)

- a) YES
- b) NO

If YES, please specify the document in which development you have been involved:

23. Has your municipality adopted one of the following:

Document	Yes	No	Don't know
Gender Equality Strategy			
Air Quality Improvement Action Plan			
Energy Efficiency Strategy			
Waste Management Plan			
Annual Program of the Committee on Equal Opportunities			

Local Economic Development Strategy			
Climate Changes Coping Strategy			
Local Environment Action Plan			
Tourism Strategy			
Other (Please Specify)			
(Specify)			

24. Which area would you like to have more information in:

Area	Choose 5
Different role of men and women in coping with climate changes	
Different effect of climate changes in labour division between men and women	
Connecting gender and climate changes in sector policies	
Other (please specify)	
(Specify)	

25. Please choose training date that suits you best:

- a) 22-23 July
- b) 29-30 July
- c) 5-6 August
- d) 12-13 August

26. Please write your e-mail address.

Thank you for your answers.

Please send the completed questionnaire to...

ANNEX 3: Questionnaire for workshop evaluation

1. Дали сметате дека климатските промени се реалност ?

- А) Да
- Б) Не
- В) Не знам
- Г)

2. Дали сте запознаени со меѓународните договори/иницијативи и механизми кои државата ги има ратификувано во областа на животната средина/климатски промени?

- а) Да
- б) НЕ

3. Дали сте запознати со политиките и мерките на државата за справување со климатските промени на национално ниво?

- А) Да
- Б) Не
- В) Делумно
- Г).....

4. Дали сте запознати со политиките и мерките за справување со климатските промени на локално ниво?

- А) Да
- Б) Не
- В) Делумно
- Г).....

5. Каде наоѓате информации за климатски промени?

- А) На интернет портали Наведете некој:
- Б) На телевизија
- В) Друго

6. Дали сметате дека има поврзаност помеѓу родовите прашања и климатските промени?

- А) Да
- Б) Не
- В) Не знам
- Г)

7. Според вас, дали климатските промени на ист начин ги погодуваат и жените и мажите?

- А) Да
- Б) Не
- В) Не знам
- Г)

8. Како би ја оцениле спроведената обука?

- А) успешна
- Б) неуспешна

9. Како би ги оцениле обучувачките на скала од 1 до 5 (каде 5 е одличен)

Гордана Мицова Несторовска	1	2	3	4	5
Славјанка Пејчиновска Андонова	1	2	3	4	5

ANNEX 4: Training program

Време	Тема	Опис на сесијата	
Приклучување на учесниците и пред тест на обука			
30 минути	Отварање на обуката	<p>А) Претставување на учесниците</p> <p>Б) Презентација на целите на обуката и темите</p> <p>В) Договор околу правила на однесување онлајн</p>	<p>Претставување (10 мин)</p> <p>Имајќи ја предвид интердисциплинарноста на темата и потребата да знаеме со кого ќе работиме за време на обука, ќе ги замолиме учесниците на почетокот да се претстават со име, од која општина доаѓаат и на која тема работат. Добро би било доколку пред обуката добиеме список барем на пријавени учесници за да може да одбележуваме за нас.</p> <p>Презентација на целите на обуката и кои теми ќе бидат опфатени (10 мин)</p> <p>Во овој дел ќе дадеме кратко претставување кои теми ќе се работат, накратко претставување што сме добиле како резултат од прашалникот за проценка на потребите</p> <p>Договор околу правилата (10 мин)</p> <p>Бидејќи не сите користеле зоом, накратко ќе ги информираме како се користи, како се крева рака или кога ќе бидат поделени во групи, како се делат и како тоа функционира. Препорака е да на сите учесници им се испрати кратко упатство (прилог 1)</p>

<p>60 минути</p>	<p>Сесија 1: Разбирање на род и пол</p>	<p>Презентација и теми за дискусија</p> <p>а) родов идентитет (поклопување на полов и родов и/или не поклопување; родова неутралност)</p> <p>б) родови улоги</p> <p>в) родов систем</p> <p>г) родови потреби (практични и стратешки) фактори и родови јазови/нееднаквост</p>	<p>Дискусија за разбирање на род и пол (20 мин)</p> <p>Прашања за дискусија: - што е род/пол (како општо прашање) - како разликуваме род од пол- примери?</p> <p>КВИЗ (во текот на дискусијата):</p> <p>Во следните искази се работи за род или пол?</p> <ul style="list-style-type: none"> • Жените раѓаат деца, мажите не. • Девојчињата се нежни, момчињата се груби/силни. • Жените дојат, а мажите можат да нахранат со шишенце млеко. • Најголем дел од градежните работници се мажи. • Најголем дел од текстилните работници се жени. <p>- зошто ни е важно да знаеме кога зборуваме за род, а кога за пол? - што се родови стереотипи и прерасуди</p> <p>КВИЗ: <u>Вистина или мит (стереотип/предрасуда)?</u></p> <ul style="list-style-type: none"> • Жените се слаби и многу емотивни. • Жените не се способни да преземаат лидерски функции, а мажите се родени лидери/водачи бидејќи тие се многу рационални.
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			<ul style="list-style-type: none"> • Жените се добри медицински сестри и наставнички. • Затоа што мажите заработуваат, има економска стабилност во домот. • Сите жени сакаат да бидат сопруги и мајки. • Татковците го имаат последниот збор. • Грижата за децата е прва одговорност на мајките. • Сите мажи се добри во спорт. • Жени и возење! <p>Важно да запомнат: Предрасуда = стереотип + емоција Дискриминација = предрасуда + акција</p> <p>Презентација за род, пол, стереотипи, улоги и сл Презентација на родова интеграција во политики (gender mainstreaming) 10 минути (како сублимат на кажаното)</p> <p>Вежба (20 мин): Моментална положба и улога на жените и мажите во: домот, работа (економија и образование), Јавниот и политичкиот живот и креирање мерки кои одговараат на нивните потреби заради унапредување на статусот.</p> <p>Учесниците се делат во мешани групи (три), на трите подтеми:</p>
--	--	--	--

			<p>- Моментална положба и улога на жените и мажите во: домот (еднаквости, нееднаквости, очекувања, влијание врз пошироката околина....)</p> <p>- Моментална положба и улога на жените и мажите на работа (економија и образование), (работни позиции, капацитети, напредување, разлика во плати, општествено признавање/негирање ...)</p> <p>- Моментална положба и улога на жените и мажите во јавниот и политичкиот живот (влијание во процесот на креирање на политики)</p> <p>Групите ќе имаат x 10 минути за дискусија и 3-4 за презентација (вкупно време 20 мин)</p> <p>Заклучоци од дискусијата и идентификување на фактори за родова нееднаквост и мерки за нивно надминување (10 минути)</p>
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ANNEX 5: Training Agenda

Обука во рамки на проектот: **Родова еднаквост и климатски промени**

09:00-09:30 Приклучување на учесниците и пред тест на обука		
09:30 - 10:00	Отварање на обуката	А) Претставување на учесниците Б) Презентација на целите на обуката и темите В) Договор околу правила на однесување онлајн
10:00- 11:15	Сесија 1: Разбирање на род и пол	Презентација и теми за дискусија а) родов идентитет (поклопување на полов и родов и/или не поклопување; родова неутралност) б) родови улоги в) родов систем г) родови потреби (практични и стратешки) д) фактори и родови јазови/нееднаквост ѓ) родова интеграција
11:15- 11:30	Пауза	
11:30- 13:00	Сесија 2: Род и климатски промени 30 минути презентација 40 минути работа во група 20 минути презентација пленарна	Родови улоги и родови стереотипи и предрасуди и климатски промени Што се климатски промени Што е ублажување Што е прилагодување Како родовите улоги, стереотипи и предрасуди, влијаат на справување со климатски промени
Втор ден		
45 мин 09:30- 10:15	Сесија 3: Меѓународна и национална стратешка рамка за род и климатски промени	Меѓународните стандарди и механизми кои државата ги има ратификувано во областа на родовата рамноправност и родовите прашања и национална правна рамка
45 мин 10:15- 11:00		Меѓународните стандарди и механизми кои државата ги има ратификувано во областа на животната средина/климатски промени и национални политики Родова интеграција Родова статистика Интерсекторски групи Цели за оддржлив развој

		<p>Мејнстриминг во секој меѓународен акт за животна средина Граѓанско учество (Аархус)</p> <p>Практично: развојни проекти</p>
11:00- 11:15	Пауза	
90 мин 11:15- 12:30	<p>Сесија 4 Прилагодување и ублажување на последиците од климатските промени</p> <p>10 минути вовед 40 минути работа во групи 40 минути презентација</p>	<p>Мерки за прилагодување и ублажување на последиците од климатските промени Родови улоги во процесот на адаптација(ублажување) и прилагодување Презентација на мерките развиени ЛЕАП ЛЕР Животна средина Управување на отпад Програма за родова еднаквост</p>
Онлајн евалуација на обуката		

ANNEX 6: Participants list

Name (Original Name)	User Email	Affiliation
22/07/2020		
Vesna Markovska	vesnamarkovska0203@gmail.com	Аеродром
Zudi Xhelili	zudixhelili768@gmail.com	Тearце
Марија Спасовска	mspasovska@mtsp.gov.mk	илинден
Snezana Saneva	snezesaneva@yahoo.com	Штип
Ljubinka Ajtovska	ajtovska@mail.com	Кочани
Marina Mitrevska	marina.jovanovic@stip.gov.mk	Штип
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Esengil Amiti	komunazh@gmail.com	желино
Drita Iseni	drita.iseni@centar.gov.mk	центар
Билјана Вељанова		велес
Anita Pivkova		велес
Букурије Беќири		маврово растуше

Замира Зејнулаи		желино
Шабан Лимани		желино
Angelka Angelkovska		новаци
lena Hristovska		крива паланка
23/07/2020		
Name (Original Name)	User Email	Affiliation
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ANNEX 7: Developed gender mainstreamed measures for climate change adaptation and mitigation

Example from mainstreaming in agriculture (municipality of Resen)

Challenge: Apple insect damage in spring and summer 2020 and decreased productivity as a result of climate change – increased temperature and air humidity in February and March

Goal: Through mitigation measures and adaptation to climate change to increase production and quality aiming towards better price for the apples

Measures / activities	Gender responsive analysis	Indicators
<p>Training for use of best tools for protection of fruits from insecticides</p> <p>Equal access of owners to training information in all local languages</p>	<ul style="list-style-type: none"> Equal access of women and men owners of apple estates through information dissemination 	<ul style="list-style-type: none"> % of women and men participants in the training % of women and men owners that are ready to accept new technology

Example from mainstreaming in transport (city of Skopje)

Measure: Enhanced use of bicycles, walking and introduction of parking policy

Goal: Decreased local air pollution

Description: Campaign for awareness raising and subsidy scheme for increased use of new and rented bikes, walking and parking policy introduction which will decrease the use of automobile in city area.

Measures / activities	Gender responsive analysis	Indicators
<p>Marking of cycling paths;</p> <p>Building of new bicycle paths;</p> <p>Subsidies for bikes.</p>	<ul style="list-style-type: none"> How many women/men use bikes; Are there bicycle paths available; For what the biking paths are used? Women/Men perceptions on security of infrastructure; What % of women/men use bicycles throughout the year; 	<p>% of men/women that have used the subsidies;</p> <p>Number of bicycle paths and parking places for bikes available</p>

	<ul style="list-style-type: none"> • Age analysis of bike users and for what reason (recreation/transport); • Are bike maintenance stores available? 	<p>Number of bike path users</p>
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Example from mainstreaming in energy efficiency (city of Skopje)

Measure: Information campaigns and network of energy efficiency information centers

Goal: increased public awareness of the target groups on the meaning, benefits and the opportunities for purchasing of appliances of higher class of efficiency and investments in the home that will improve energy efficiency and implementation of the municipal plan.

Description: The city of Skopje plans to open energy efficiency information centers in the municipalities (10) that are encompassing the metropolitan area. In the centers energy advisors will work providing free of charge advise to interested citizens for the energy and financial savings in their homes.

Measures / activities	Gender responsive analysis	Indicators
<ul style="list-style-type: none"> - Use of existing data bases of gender disaggregated data and their upgrade - Preparation of a Guidebook that is user friendly (for women men and elderly) with basic and practical information - Training of young engineers/students to become energy advisors. 	<ul style="list-style-type: none"> - Gendered data on owners of homes and the heating ways - Type of home (flat, house) - Number of family members - Information on energy spending (what, when and for what) - Energy class of the appliances - Use of water 	<ul style="list-style-type: none"> - % of women/men that use the services of the information centers; - Number of households that improved their energy efficiency as a result of the consultation conducted with the info centers - Number of single mothers that applied energy efficiency measures in their homes

Example from mainstreaming in energy efficiency/heating (municipality of Delchevo)

Measure: Reconstruction of the municipal building and heating system improvement

Goal: With the reconstruction to contribute to the energy efficiency goal set in the Action plan of the municipality

Description: The municipality of Delchevo moved to a new building that has high ceilings and the office spaces are pool like so heating is uneven and provides discomfort to different age of employees.

Measures / activities	Gender responsive analysis	Indicators

<ul style="list-style-type: none"> • Energy audit; • Change of the system for heating and cooling and change of roof, windows, doors and improvement of the isolation through change of the façade. 	<ul style="list-style-type: none"> • % of women and men users of the public municipal building; • Period when the building is used; • Women's and men's perception on the temperature of the employees (age difference). • Number of employed (women/men) that need to additionally heat the office space 	<ul style="list-style-type: none"> • % women/men representation in auditing; • Consumption of energy/oil for cooling heating before and after the implementation of the measure; • Number of users (men/women) satisfied of the changes made
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Example from mainstreaming in energy efficiency (municipality of Veles)

Measure: financial aids for air condition inventors to replace the current heater (wood stove or similar)

Goal: to reduce emissions due to the heating of the homes

Description: The current situation shows that many households are being heated with firewood or oil to heat their homes. The municipality conducts a public call for social families and only one family member can apply for financial aids for air condition inventors. Monitoring is planned after 1 year to compare the situation and assess the improvements of the implemented measure.

Measures / activities	Gender responsive analysis	Indicators
<ul style="list-style-type: none"> ▪ Energy audit of the households before financial aid is provided ▪ Gender and poverty beneficiary assessment of the financial aid redistribution and affirmative measures for increased number of women (poor and marginalized) as beneficiaries to this measure 	<ul style="list-style-type: none"> ▪ Target group assessment of gender roles before tender is made • % of men and women that improved energy efficiency of their homes as result of the received subsidy • % of women and men beneficiaries of the subsidies 	<ul style="list-style-type: none"> • % of women and men that contributed to the reduction of the emissions due to heating of their homes; • Number of single parents/mothers beneficiaries of the measure and • % alleviation of energy poverty

- Energy audit for post assessment of effectiveness of measure towards achievement of the goal

Example from mainstreaming in rural tourism (municipality of Tetovo)

Measures and actions: one of the ongoing measures in the municipality is the one about the support for women in rural areas and their greater involvement in the tourism sector.

Goal: reduce the CO₂ footprint.

Description: the representative from the municipality stated that there is no support for the rural part of the municipality including its tourism

Measures / activities	Gender responsive analysis	Indicators
<ul style="list-style-type: none"> - Mapping of service providers using gender lenses - Training of women and men from rural areas on Eco label - Subsidies for services providers - placing adequate containers for recycling and waste separation 	<ul style="list-style-type: none"> • Gender analysis of economic activities of providers • Number of women and men using green energy; better management of the water by placing water saving taps; • Number of women and men included in production of products from the region in order to reduce the CO₂ footprint used in the rural tourism capacities; • Number of women and men tourist operators participate in tourist waste separation and recycling 	<ul style="list-style-type: none"> • % of women and men included in mapping • % of women and men included in training • Number of women and men beneficiaries

Example from mainstreaming in transport in rural areas (Municipality of Shtip)

Challenge: The municipality does not have public transport. There are about 40.000 inhabitants, of which 10.000 live in the settlements around the city of Stip. About 20.000 vehicles are registered in Stip, out of which 7.000 are in the rural areas in the vicinity of the city of Stip. Two-thirds of the vehicles are older than 10 years. Women are less likely to drive cars and often use taxis to get around and do business in the city and surrounding suburbs.

Goal: reduction of vehicle emissions, helping and facilitating all citizens (especially women, children, the elderly) easier, more economical and environmentally friendly movement through the city.

Measure: providing public transport to rural areas using green energy

Description: Introduction of public transport in three directions (organization of lines and frequency according to the needs of the citizens - according to the analysis of the movement of citizens) through procurement of 5 buses of natural gas

Measures / activities	Gender responsive analysis	Indicators
<ul style="list-style-type: none"> - Introduction of three 'rural' routes: (Zelesnicka, Tri Cesmi, Chardaklija. - about 10.900 inhabitants;) - Financial aid for 1.000 bicycles (3.000 denars per bicycle) - Adequately informing the citizens about the measures, setting up well-marked and safe bus stops. 	<ul style="list-style-type: none"> • Gender beneficiary assessment of the transport users • Gender disaggregated data base to be created • Design bus stop network, information sharing, price and public transport delivery addressing the needs of women • Affirmative measures to increase participation of women in public transport delivery 	<ul style="list-style-type: none"> • % of women and men included in public transport delivery • Number of women and men beneficiaries

Example from mainstreaming in transport for pre-school children (Municipality of Valandovo)

Measure: van that will collect the children from their homes and take them to the kindergarten

Goal: reduce the number of vehicles that orbit in the Municipality but also help the women that have young children in order to be able to find job and provide finances for their household.

Description: Smaller villages around the city of Valandovo does not have kindergarten, so the parents need to drive them to the closest one (around 20km) with their own vehicle. Some of the villages are populated with Turkish population and the families are traditional meaning the women are stay-at-home moms. Most of the families have only one car and usually the women do not have driving license, also most of the Turkish population do not speak Macedonian.

Measures / activities	Gender responsive analysis	Indicators
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- Purchase a van
- Develop transport route
- Employ a bilingual caregiver that will know Turkish and Macedonian in order to help the children to embrace their differences for better integration in the society

- Number of women and men beneficiaries
- Culture and tradition bias analysis
- Number of women and men that will become active on the labor market

- % of women and men included in mapping
- % of women and men included in service delivery
- Number of women and men beneficiaries