

POLICY RECOMMENDATIONS

Parliament: to improve the Law for Prevention and Protection against Discrimination i.e. to incorporate the ground of “sexual orientation” in the Article 3; to empower the Commission for Protection against Discrimination (CAD) to deliver legally binding decisions; to clarify the level of competences and subordination between CAD and other bodies with anti-discrimination mandate; to provide sufficient resources for operation of CAD.

Commission for Protection against Discrimination: to study the experience of its international, incl. European counterparts; to organize annual consultations with civil society representatives; to initiate national/local promotional campaigns on an annual or biannual base; to continue advocating for its professionalization and capacity building including allocation of resources necessary for its operation.

Central government: to initiate changes of the legal framework which will allow for documentation of different forms of discrimination; to unify the existent national legal provisions related to discriminatory actions; to deliver follow up specialized training to its administration; and to provide incentives for the established gender equality points in every Ministry to take proactive roles in anti-discrimination issues.

Municipal Commissions for Equal Opportunities: to upgrade their capacities vis-à-vis anti-discrimination issues and to take active promotional measures for educating local communities on protective mechanisms.

Judicial system: to improve the existing pattern for recording cases and to upgrade regularly its knowledge on the European and national legislation contents, enforcement mechanisms and court practices in the area of anti-discrimination.

Private sector and employers’ unions: to secure consistent human resources policies and visible internal corporate management self-regulation systems which are capable to prevent cases of discrimination in the work place; and to allow for documenting and evidence gathering of different forms of discrimination on the work place.

Civil society: to attract additional financial resources; to generate expertise and to build sustainable partnership coalitions so as to keep on effective registration of cases of discrimination on various grounds, to communicate those with CAD; to be able to provide legal, psychological, social and other re-integration support to citizens affected by discriminatory actions; and to take active promotional measures for educating local communities on protective mechanisms.

Individual citizens: to get acquainted with the existent anti-discrimination national legislation and policies so as to avoid situations which might lead to their victimization, segregation and inequality.

Media: to build its capacities on how to communicate discrimination cases without prejudice and to channel informed and consistent public messages related to discriminatory actions.

Donors: to include the anti-discrimination issues in their funding portfolio and to support awareness, capacity, partnership building and networking initiatives which will educate the society and its institutions on the various policy, legal, social and human aspects of the anti-discrimination domain.





Center for Economic Development
46, Chervena Stena St., 1421 Sofia
www.ced.bg; ced@ced.bg



Center for Research and Policy Making
6-2/9, Cico Popovic St., 1000 Skopje
www.crpm.org.mk; crpm@crpm.org.mk