

Centre for Research and Policy Making

Skopje

Annual Report

December 31
2012

This document summarizes the activities undertaken by the Centre for Research and Policy Making members in the course of implementation of its 2012 work program. It reports on outputs and impact the CRPM work has on policy making in Macedonia and South East Europe.

Exploring
frontiers

new

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I. General Report

1. Implementation of programs / projects and achievement of planned objectives

CRPM's Plan for Work and Growth in 2012-2015 outlines a bold vision for our think tank. We envisioned CRPM to become the biggest most influential Balkan think tank offering sound analysis and advice and influencing the policy agenda of Macedonia and the Southeast European region in the various areas of our work. This year our activities are directed towards realization of two main objectives outlined in the CRPM's Strategic Plan 2012-2015: (i) to consolidate and maintain the reputation of regional think tank leader; and (ii) to develop into high quality provider of non-formal education through the School of public policy 'Mother Theresa'.

The first objective is being achieved in the course of the year by partnering up with several regional think tanks on joint projects and organization of three regional conferences in Macedonia. We have used several vehicles to achieve this goal, the Regional research program of the Swiss Development cooperation, several EU instruments including the Democracy and Human rights program and the European social fund, and the partnerships built within the PASOS network of policy institutes. In 2012 CRPM has strengthened its visibility as leading think tank in the Western Balkan region by hosting several events and initiating discussions on topics relevant to the region's development. Namely, early in the year in February CRPM organized and hosted a one day conference on the Bologna process related reforms in education policy area, later in march another one day regional conference on Sustainable use of energy was held in Skopje organized and hosted by CRPM, and finally in November CRPM had an honour to host the first PASOS conference to be held in the Western Balkans.

The second objective is being achieved with the establishment of the School of Public Policy "Mother Theresa" in 2011 and developing its scope of work through adding new content – weekly lectures in 2012. The School is part of sixteen schools of political studies organized in cooperation with the Council of Europe. The School of Public Policy "Mother Theresa" has recruited new generation of students in 2012 who went through the program and 'graduated' with this years' World Forum of Democracy in Strasbourg. The school had over 100 applications for the 20 posts of students offered in 2012 and had impressive record of hosting around 100 speakers in the two years of existence.

The year 2012 for CRPM was very successful as it managed to implement 14 projects, published 6 books, 5 policy briefs and invigorated numerous policy debates including in some for CRPM new sectors: energy efficiency, industrial relations and anti-discrimination. CRPM analysts achieved notable academic results as well.

1.1. Academic activity of CRPM members

Throughout the 2012 we have been academically active. Our members wrote and presented papers at number of academic conferences, and participated as discussants on other.

Role of media in public dialogue on sustainable use of energy

Conference "Role of media in public dialogue on sustainable use of energy", 13-14 December 2012, Podgorica Lidija Velichkovska and Nedzat Mehmedovic took part in the Conference "Role of media in public dialogue on sustainable use of energy", that was held in the period from 13-14 December 2012 in Podgorica.

Fostering cooperation with the Macedonian diaspora

From 18 October to 21 October 2012 Mr. Riste Zmejkoski was representing the Center for Research and Policy Making at the Macedonia Global Investment Summit that was held in Ohrid. This event from enormous importance for the cooperation between the Macedonian business diaspora and all national governmental and non governmental stakeholders was organised by Macedonia 2025, business oriented NGO funded by members of the macedonian diaspora. The summit was consisted of working panels, providing networking opportunities for discussion and information sharing which will stimulate joint cooperation among Macedonian and foreign companies in various sectors. Southeast Europe and the EU leadership Development Programme

Minority Rights: Examination of Roma legal protection on the Balkans

Tamara Dimitrijevska presented her paper *Minority Rights: Examination of Roma legal protection on the Balkans* at the First International Young Researchers Conference on Law. Her paper examines the level of legal recognition and protection offered to Roma minorities living in Albania, Bulgaria, Greece and Macedonia. The Conference took place in Tirana, Albania and was organized by University of Tirana and Beder University.

Use of active teaching and learning methodologies in the higher education

Ana Mickovska-Raleva presented her paper 'Use of active teaching and learning methodologies in the higher education: The case of Macedonian Universities' at the scientific conference 'Quality of Learning and Teaching' organized by the South East European University-Tetovo in June 2012. The general question the paper aims to answer is how much Universities and academic staff apply active teaching methods and whether they perceive them as one of the preconditions for improving the quality of education.

"Global Supplementary Grant Program – Europe Spring Conference"

Dr. Marija Risteska presented the paper *"Differing worlds – academic and policy research"* presented at **"Global Supplementary Grant Program – Europe Spring Conference"**, 1 – 4 April 2012 Clare College, Cambridge

Turkey's Balkan Role?

Prof. Zhidas Daskalovski presented the following papers in 2012: "The perception of Turkey in the Balkans" at the PRIO and TESEV International Workshop "Turkey's Balkan Role?," December 3rd, 2012, Nicosia

Internal party democracy in Kosovo

Prof. Zhidas Daskalovski presented the paper "Internal party democracy in Kosovo" at the Konrad Adenauer Stiftung and Eduardo Frei Foundation workshop "Internal party democracy in Kosovo", 14th November, 2012, Pristina

From Yugoslavia to Europe

Prof. Zhidas Daskalovski presented the paper "Macedonia - Europeanization with Obstacles" at the University of Passau workshop: "From Yugoslavia to Europe," Passau, 2-3rd November 2012

Regional cooperation and European integration

Prof. Zhidas Daskalovski presented the paper "Actors and networks influencing the Balkans in 2012" at the European Movement, SEECF and Friedrich Ebert Stiftung conference "Regional cooperation and European integration", 6th June, 2012, Belgrade

NISPA Conference 2012: Public Administration East and West: twenty Years of Development

Dr. Marija Risteska presented the paper "Gender and inter-ethnic dialogue in Macedonia" at the 20th NISPAcee Annual Conference, "Public Administration East and West: twenty Years of Development," May 23-26th, 2012, Ohrid, Macedonia

Prof. Zhidas Daskalovski presented the paper "Census taking and inter-ethnic relations in Macedonia" at the 20th NISPAcee Annual Conference, "Public Administration East and West: twenty Years of Development," May 23-26th, 2012, Ohrid, Macedonia

Regional Challenges after the NATO Summit in Chicago

Prof. Zhidas Daskalovski presented the paper "Security threats to the Balkans and Geopolitics" at the Balkan Security Forum conference "Regional Challenges after the NATO Summit in Chicago", Ohrid 12 May, 2012.

1.2. Academic publishing

Riste Zmejkoski, a research analyst, at CRPM, published a paper on e-participation. This paper brings new perspective to the traditional approach of participation that exists in Macedonia and it is valuable contribution to the research society as it is pioneering the concept of e-participation in Macedonia. The paper "*Making the virtual participation*

reality” is assessing the current possibilities for e-participation offered by the municipalities in Macedonia on their official web pages and give recommendation for further advancement in this field.

In 2012 Dr. Zhidas Daskalovski and Dr. Marija Risteska published the following refereed article: *“Ten Years of Equitable Representation in Macedonia: Affirmative Action Policies in Need of Remodeling”* in Politics in Central Europe, Volume 8, No.1, June 2012

Dr. Daskalovski also published *“Liberal Neutrality and Public Holidays: Case study Macedonia”* in The South Slav Journal, Volume 31 No. 1-2 (119-120) Spring 2012.

Risteska, M. (2012) Macedonia in *“Good practices and challenges on the Maternity Protection Convention, 1981 (No. 183) and the Workers with Family Responsibilities Convention, 1981 (No. 156): A comparative study”* ed. Adrienne Cruz, ILO

Risteska, M. (2012) *“Towards policy entrepreneurship at community level – Impact of decentralization on social public services in Macedonia”* forthcoming in *“Decentralisation and Local Development in South East Europe”* William Bartlett, Sanja Malekovic and Vassilis Monastiriotis eds., Palgrave Macmillan

Risteska, M. (2012) *“The impact of economic crises on industrial relations system in Macedonia: Policy responses as key recovery tools”*, CRPM

Risteska, M./ Daskalovski.Z. (2012) *“The Macedonian question: 20 Years of Political Struggle into European Integration Structures”* Libertas Europaeische Institut GmbH

M. Kazandziska/ M. Risteska / V. Schmidt (2012) *„Gender Pay Gap in the Former Yugoslav Republic of Macedonia”*, ILO

Risteska M./Daskalovski, Z. (2012) *“One Decade after the Ohrid Framework Agreement: Lessons (to be) Learned from the Macedonian Experience”*, FES/CRPM

2. CRPM policy research and analysis work

CRPM managed to maintain and increased the reputation of being a leading Macedonian think tank offering original, excellent quality studies and briefs. The organization developed different products such as policy studies, policy briefs that are following the internationally accepted standards, but CRPM focused on the context and environment in Macedonia. In the course of 2012 we have worked on the following research areas:

2.1. Macedonian politics

Internal party democracy in Macedonia and Kosovo

Internal party democracy is about including party members in party deliberation and decision-making processes. To what extent parties in Macedonia and Kosovo follow democratic procedures is revealed in the country studies prepared by CRPM. The scale of inter party democracy in Kosovo is evaluated using the following seven dimensions: 1) members' rights (including toleration of party factions, direct participation of members in direct decision-making and elections, in selection procedures, etc.); 2) relations between the party and its parliamentary group (including ownership of parliamentary mandates, dissenting voting, etc.), 3) prerogatives of the party president (including right to propose/appoint vicepresident, right to propose/appoint other members of the central bodies, etc.); 4) the horizontal structure of the party; 5) autonomy of the local party offices (including autonomy in decision-making concerning election and replacing local leadership, local decision-making, if party officials from higher levels are ex officio members of local bodies, 6) local branches autonomy at times of elections (dealing with the selection procedure for local elections and local coalitions); 7) the competences and the election procedure of party leaders (including prerogatives of conventions vs. executive bodies); 8) nominations of candidates for public functions and electoral lists (in proportional systems ranking the candidates).

Funded by: KAS

School of public policy |Mother Theresa|

The 2011/2012 generation of students of the School of Public Policy |Mother Theresa| continued its activities. In April we organized the session on *EU enlargement and conditionality* in Skopje. In June 2012 in Lazaropole, a session on *Liberal multiculturalism and public policy* was held. The last session for this generation was held in October, at the World Forum for Democracy organized by and held at the Council of Europe. Our students worked in Strasbourg together with participants from seventeen other similar Schools all under the patronage of the Council of Europe. In the summer of 2012 we recruited the third generation of students of the School (generation 2012/2013). Two sessions were held in the fall of 2012 on *Public Policy* and *NATO Challenges after the Chicago Summit in 2012* both held in Ohrid. In November this year in Mavrovo, a joint session of the students of all the three generations of the School *Alumni networking, public policy and gender* was held.

This year we had twenty six speakers and guests at our *Lecturers Series*, among which prominent guests such as: Dr. Kenneth Simler (Senior Economist of the World Bank), Mr. Mark Venezia, Head of Global Fixed Income Department (Eaton Vance Investment Managers), Dr. Dimitar Bechev, Senior Policy Fellow and Head of ECFR's office in Sofia,

Stefano Sgobba, Italy (Delegation of the European Union), Naim Rashiti (Pristina, Kosovo), Balkans Analyst at International Crisis Group, Kristof Bender, Deputy Chairman at the European Stability Initiative, Metodija. A. Koloski, President of the United Macedonian Diaspora.

Funded by: Council of Europe

2.2. Human development and gender

Quality Assurance Systems in Primary Education: What works in our region?

The issue of quality education is ever so important, especially since much of ongoing education sector reforms directly or indirectly touch upon the aspect of quality. As a part of a regional project, led by the Romanian Academic Society, CRPM conducted an in-depth analysis into the Macedonian quality assurance system. Initially, the formal system setup was assessed, followed by analysis on the way it functions in practice, and especially how it addresses the so-called 'real needs' (8 key competences, student dropout, teacher education and training etc.). This phase of the research showed that compared to most of the other countries in the region, Macedonia has a relatively advanced QAS, although it is developed and implemented top-down and focused primarily on the students and teachers, without sufficient accountability mechanisms for other actors. These and other factors impede the complete functionality of the system. This finding was confirmed with the implementation review, as a third phase of the project, which included conducting interviews with 6 representatives from 6 case-study schools.

The comparative (cross-country) report is to be published by the end of December 2012, while a national report will be issued in January 2013.

Funded by: Global Development Network

Evaluation of the Roma Scholarship and Mentorship Program

The Program for providing secondary school Roma students with scholarship and mentorship support was evaluated in terms of its effectiveness, efficiency and implementation. The evaluation showed that the overall program implementation is going according to the outlined plan, with only slight modifications. The vast majority of indicators have been met, but the most critical aspect is the declining GPA of first year students, who are the most vulnerable category and most prone on losing their scholarship. A very encouraging finding was that the average the average GPA of the scholarship recipients is within the range of the GPA on the level of their school. Moreover, in three of the schools the achievement of the granted students was higher compared to the schools' average. The complete report is available at:

http://www.romaeducationfund.hu/sites/default/files/publications/ref_external_evaluation_mac052-finalmarch_21_2012_2.pdf

Funded by: Roma Education Fund

Powerful ads, strong stereotypes! Exploring the linkage between the commercials and news content and the gender stereotypes they create in the society.

How powerful the newspapers and the commercials are in creating stereotypes? This year, the challenge to answer this question was warming up our working atmosphere on daily basis during the implementation of the project “Introducing the gender sensitivity in the media in Macedonia”. The idea behind the project “Introducing the gender sensitivity in the media in Macedonia” was to provide brief assessment for the gender sensitivity of the news content in the newspapers and the TV commercials in Macedonia. This was made by a media monitoring conducted by trained students from the journalism and gender studies, applied on 5 national TV stations and 6 daily newspapers in Macedonia. In addition to this, the project increased the readiness for implementation of the concept of gender sensitivity in the Macedonian media by delivering capacity building trainings to journalists and students in the final years of the journalistic studies and empowering them with skills and knowledge about basic gender terms, gender roles and stereotypes, gender sensitive reporting e.t.c. In the final stage of the project a study based on the monitoring data will be published altogether with a video data animation from the main findings of the media monitoring. The final policy products will be promoted at the Women’s Right’s Night’s festival in March in Skopje.

Funded by: City of Skopje

Perspectives of women in rural areas – Policy brief

The study is a result of representative field research and assessment of policy frameworks in place carried out by think-tank research organisation CRPM with technical and financial support from UN Women. The aim of UN Women’s technical assistance is to contribute to the implementation of National Action Plan for Gender Equality 2007-2012.

The policy brief is available on the following web site:
[http://www.unifem.sk/uploads/doc/Perspective Rural ENG FINAL.pdf](http://www.unifem.sk/uploads/doc/Perspective_Rural_ENG_FINAL.pdf)

Funded by: UNWOMEN

Think tank support in transition times

CRPM in cooperation with PASOS has provided capacity building assistance to policy centers in Egypt. As part of this project, we as PASOS member institute partner up with an Egyptian policy center, provisioned training in the field of gender equality and political participation

of women and organized a study tour of Egyptian representative to Skopje, Bitola and Ohrid for them to study the system of equal opportunities in the country.

Funded by: National Endowment for Democracy

2.3. EU and international affairs

TRAIN Program

With the aim of fostering policy dialogue between think tanks and political actors in the Western Balkans, the TRAIN programme (Think Tanks Providing Research and Advice through Interaction and Networking) offers organizations from Albania, Bosnia-Herzegovina, Croatia, Kosovo, Macedonia, Montenegro and Serbia training and networking opportunities. CRPM junior researcher Frosina Ilievska and senior researchers Marija Risteska and Ana Mickovska participated at the 2012 TRAIN programme throughout which a brief on the relation between the visa liberalization process and student mobility was prepared (available at:

<http://www.crpm.org.mk/wp-content/uploads/2012/11/TheMobilityPatternsENG.pdf>).

The analysis was presented in front of officials from the DG Enlargement as well as representatives of the European Parliament in Brussels.

Funded by: DGAP

The Future EU Leaders Academy – What Europe in 2020?

The Future EU Leaders Academy was held in Prague from 28th of July until 4th of August. This academy gathered in one place participants from six countries from Europe: Prague, Spain, Macedonia, Poland, France and Latvia. 6 participants from each of the participating countries attended the academy. From Macedonia alumni students (from the first and second generation) of the School of Public Policy Mother Theresa are taking part in FEULA. CRPM contributed to the academy with lectures relating to Multiculturalism and EU conditionality in accession countries. More information is available at the academies web page: www.feula.eu

Funded by: EACEA program of the EU

EU policy briefs

Centre for Research and Policy Making together with its partners the Konrad Adenauer Stiftung office in Skopje published series of timely, well-targeted policy briefs addressing key challenges and opportunities of the future of Macedonia's EU accession. The topics were numerous: minority rights protection, mobility and migration, good governance, gender equality, transitional justice and etc.

Funded by: KAS

Exchange of EU best practices in implementation of anti-discrimination legislation

In Macedonia the citizens, CSOs, state actors have little awareness regarding discrimination. According to citizens' perceptions the mostly recognized form of discrimination is the one of the ground of political affiliation (80%). In addition the state is believed not to take enough effort in combating discrimination. This project raised knowledge and awareness on discrimination as well as exchange experiences with other EU countries (in particular Bulgaria) through study tour, trainings on anti-discrimination legislation application; as well as provided track record on the implementation of the Law on protection from discrimination in the country in the area of employment, domestic violence, health, and education.

Funded by: European Instrument for Democracy and Human Rights

2.4. Good governance and budget monitoring

Fostering Good Governance in the City of Skopje

CRPM is very committed towards developing policies which touch upon the lives of ordinary people through working on topics which they assess as problematic during their everyday functioning. With this general goal in mind, this project aimed at improving one good governance principle in three sectors; specifically increasing participation in the childcare services (kindergartens) in the municipality of Aerodrom, improving efficiency in the Public transportation company (JSP) and improving responsiveness of the City Parking Company. The research process included: document analysis, interviews with management, surveys with service users; while the capacity building consisted of: development of TNAs, gap analyses and custom-made trainings for each company/institution.

Funded by: Swiss Development Cooperation

2.5. Migrations and brain drain/gain

From Brain Gain Policies to Practices

Our Center and this year was partner of the Group 484 from Serbia in the implementation of the project “From Brain Gain Policies to Practices – Dissemination of Best Institutional Practise in the WB region”. This year’s focus of the project was to propose development of institutional mechanisms for establishing Brain Gain policies in Macedonia, based on the detected positive experience from Balkans, as the Brain Gain programme from Albanie is, and another successful case studies. The projects objectives were: to identify key elements of successful institutional brain gain mechanisms and practices in the region, to strengthen governmental representatives from three WB countries for developing institutional mechanism and regional cooperation for achieving brain gain, to inform public in three countries on benefits of introducing institutional brain gain mechanism for development of the countries and the region. CRPM succeeded to reach the scientific and media attention by organizing public round table and discussion (held on 15 of November in the Club of Journalists in Skopje) where the findings from last year’s study “Transforming Brain Gain from a concept to a real gain” were presented, and the preliminary recommendations from the current draft paper were brought to the public as well. CRPM’s representative, Mr. Riste Zmejkoski, presented the current situation at the project closing conference that was held in Belgrade at the premises of the Office for Cooperation with the Diaspora and Serbs, on December 11th.

Funded by: Balkan Trust for Democracy

2.6. Sustainable development

Public dialogue for sustainable use of energy in southeast Europe

The Center for Research and Policy Making supported by the GIZ office in Macedonia Implements the project “Public dialogue for sustainable use of energy in southeast Europe” which aims to establish and maintain a public dialogue between parliament, government, business sector, media and civil society for sustainable energy use, with primary emphasis on energy efficiency. The project is implemented with the cooperation of the School for Public Policy “Mother Teresa” at the Centre for Research and Policy Making and the Open Regional Fund – Energy Efficiency in South-East Europe (EE GIZ ORF) of the German Society for International Cooperation).

Funded by: GIZ ORF

The impact of economic crises on national industrial relations systems: policy responses as key recovery tools

The project “The economic crisis impact on Industrial relations national systems: Policy responses as key recovery tools” is a 6-countries (3 member states – Poland, Estonia, Bulgaria and 3 candidate countries – Croatia, FYROM and Turkey) collective response to the current IR situation in Europe and involves research, intermediation and communication activities which target to analyse the implications of the global economic crisis on the national industrial relations (focus will be given to employees unions) systems and to introduce effective key recovery tools. It is of key importance for the project to intervene actively in the national social dialogue mechanisms, to investigate the methods of work and interaction, to present best practices in the field and to also develop policy recommendations in European and comparative terms how those industrial relations systems can be further improved and integrated into the European social dialogue

Funded by: European Union Structural Funds

3. CRPM events

CRPM Conference: Experiences from the implementation of the Bologna Process

The conference aimed to reflect on the experiences from the implementation of the Bologna Declaration in the Macedonian higher education system through welcoming renowned Bologna experts from Macedonia and abroad. Speakers included the Macedonian Bologna promoters, as well as a representative of the Danish Agency for Universities and Internationalization and a representative of the Ljubljana University (Faculty of Social Sciences). Based on the presentations and discussions, CRPM developed a policy document with recommendations to the Ministry and Universities for future more successful adaptation and implementation of the Bologna process.

Public debate: “Public dialogue for overcoming of problems in the implementation of the legislative framework on energy efficiency”.

On February 21, 2012 at the Skopje Fair MBC Diplomatic Hall, CRPM, supported by GIZ ORF EE, organized public debate: “Public dialogue for overcoming of problems in the implementation of the legislative framework on energy efficiency”. The aim of the meeting was to encourage a discussion to improve the legal system in the area of energy efficiency, with particular focus to identify existing problems in the implementation of the legal framework as well as to define topics for further discussion and reform.

At the debate the following persons participated and gave introductory presentations: Mr. Strahil Panev, representative of the GIZ office; Mr. Lazar Gecevski, Director, Energy Agency

of the Republic of Macedonia and Mr. Ismail Luma, representative department for Energy Efficiency of the Ministry of Economy. The discussion started after the presentation of Ms. Marija Risteska from CRPM who presented the ways of establishing the public dialogue for energy efficiency among stakeholders in the society. Further on, Mr. Darko Janevski, presented the legal perspectives of the public dialogue for energy efficiency. Ms. Marijana Loncar Velkova focused on the problems and challenges for citizens as final consumers and at the end Mr. Ismail Luma who focused on the perspective and challenges during the implementation of energy policies, renewable sources of energy and energy efficiency issues.

CRPM Conference: “Achieving social and economic sustainability through energy efficiency on central and local level”

The conference was part of the project "Public dialogue initiative for the sustainable use of energy efficiency" organized by the Centre for Research and Policy Making (CRPM) and was supported by the Open Regional Fund for Energy Efficiency (EE GIZ ORF) of the German Society for International Cooperation .

The conference was comprised of two panels: (1) Energy efficient local communities and (2) Energy poverty. On these panels presenters were: Carlo Rajic official representative of REAGEA; Zoran Bogunovic representative of UNDP Croatia; Ljupco Dimov representative of Karpos municipality; Mr. Strahil Panev representative GIZ office; Ilija Sazdovski representative of UNDP; Robert Sharlamonov representative of KfW Skopje, Aleksandar Kovacevic-independent consultant, Stefan Buzarovski from the University of Birmingham and Zoran Bogunovic, Independent Consultant.

CRPM Conference: “Status of women in rural areas in Republic of Macedonia”

Status of women in rural areas of the Republic of Macedonia was main focus of the conference held on 22 May 2012 in Skopje, organized jointly by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and Center for Research and Policy Making (CRPM). It was an opportunity to discuss conclusions and recommendations from recently concluded study summarized in a new publication “Perspectives of women in rural areas – Policy brief”. The study is a result of representative field research and assessment of policy frameworks in place carried out by the CRPM with technical and financial support from UN Women. For full information from the conference and download links from the study please visit the following link: <http://www.unifem.sk/index.cfm?Module=articles&Page=ArticleShow&ArticleID=201>

Public debate: International rural women day

On 15 October CRPM marked the International rural women day by presenting the study: "Perspectives of Rural Women in Macedonia - A Rural Women Baseline Study" in the public library in Negotino that was followed by a debate on the very topic with local stakeholders.

CRPM Conference: Open Government Deeper Democracy

The Center for Research and Policy Making has organized the conference "Open Government, Deeper Democracy" in association with the annual international think-tanks' conference of PASOS – Policy Association for an Open Society. The Conference was held on 9-10 November 2012 at Hotel Continental, Skopje.

On this Conference, leading think-tanks co-operated in order to explain and influence national and international policies, including EU policies, on a range of issues facing the Western Balkans and other transition regions, while building on EU new member-states' experience of democratic transition and EU integration to debate transition know-how with think-tanks from EU's neighboring regions.

The Conference themes were the following: (i) *Forging a New Impetus towards Open Government*; (ii) *Mobility and Integration of Migrants through Participatory Policymaking*; (iii) *Reform of Regional Co-operation Structures with an Enhanced Role for Non-State Actors*; and (iv) *Prospects for European Integration and Regional Integration*. Speakers of the Conference at the opening were Ms. Marija Risteska, Executive Director of the Center for Research and Policy Making and the Resident representative of Friedrich Ebert Stiftung in Skopje, Dr. Heinz Bongartz. Key note speaker was the Minister for Foreign Affairs of Republic of Macedonia, Mr. Nikola Poposki, moderated by Ms. Agnieszka Lada. During the first day Mr. Jeff Lovit presented the awards in recognition of think-tank achievements in 2011/2012.

4. Outputs / Results:

4.1. Books

Translation in Macedonian of selected chapters from the *European industrial relations 2010 report* which focuses specifically on the impact the crises had on social dialogue in the European member states. The translated report may be downloaded from this link: <http://www.crpm.org.mk/wp-content/uploads/AboutUS/KE-AS-10-001-EN-C1-mk01-2%20%28Repaired%29.pdf>

The Impact of the economic crises on industrial relations system in Macedonia: Policy responses as key recovery tools - National report

The publication may be downloaded from this link: <http://www.crpm.org.mk/wp-content/uploads/AboutUS/NationalReportENG.pdf>

The Macedonian question: 20 years of political struggle into European integration structures

This book is an important contribution to the study of the new political history of Macedonia. It deals with a number of important issues since independence including the problem with the Greek objections to the name of the country and the impossibility to brand the nation on the global scale. Issues such as war crimes, the role of international organizations, economic successes and failures, problems of democratization and consolidation are all dealt by the authors of the book. It identifies challenges, failures and successes, but most importantly it also provides important recommendations for the future.

Shadow Report on Antidiscrimination

The Shadow Report on Antidiscrimination was result of extensive desk and field research aimed to assess the implementation of the antidiscrimination legal framework. This report examines the European Union's framework for protection against antidiscrimination, the national legal and institutional mechanisms for protection against discriminations and the level of enforcement of the Law on Prevention and Protection against Discrimination. In addition, the report contains case studies of discrimination in the field of education, health, domestic violence and employment. Last but not least, the report provides recommendations to all relevant institutions and organizations and to citizens. The report is available online at

http://www.crpm.org.mk/wp-content/uploads/2012/11/Shadow_Report_Final_MKD.pdf

Internal party democracy in Kosovo

Internal or intra party democracy is a very broad term describing a wide range of methods for including party members in internal party deliberation and decision-making. The research aims to analyze a number of aspects of internal party democracy of the Kosovan political parties. The report concludes that Kosovo party democracy suffers similar problems as other countries in the Southeast European region. To varying degrees in different countries of SEE problems of democratic party functioning also include low levels of representation of women, youth and minorities in the higher echelons of the parties, no statutory provisions for party factions, no clear criteria and nomination procedures for electoral candidates and party positions, and a centralized mode of running the party with a

low level of member participation. Read more here: <http://www.crpm.org.mk/wp-content/uploads/2012/11/Internal-Party-Democracy-in-Kosovo.pdf>

How to eliminate discrimination in the public sector?

The study initially provides an overview of the Macedonian antidiscrimination policy, assessment of the legal and institutional framework, followed by an analysis on different types of discriminatory actions. Besides the inclusion of the typically protected grounds, which are related to employment ethnic origin, religious affiliation, gender, sexual orientation and disability, the analysis also includes the ground of political affiliation, which is considered to be very prominent in Macedonian context. Further, the study includes subsection on protection on the HIV infected people which have not received appropriate legislative attention so far and as such need greater affirmation for awareness raising purposes. Finally, the study assesses the protective mechanisms available, draws conclusion which underscores the weakest aspects of the antidiscrimination policies, and provides recommendations for overcoming the same.

<http://www.crpm.org.mk/wp-content/uploads/2012/03/How-to-eliminate-discrimination-in-the-public-sector.pdf>

4.2. Videos

Video coverage from the conference "Achieving social and economic sustainability through energy efficiency on central and local level"

The Center for Research and Policy Making on 20.03.2012 held a regional conference titled "Achieving social and economic sustainability through energy efficiency on central and local level"

The conference featured regional experts that discussed on the issues in the field of energy poverty and energy efficient local communities. The conference had high visibility as it was opened by the Minister for economy, Mr. Valon Saraqini and had over 100 participants. Video coverage from the conference is available at CRPM's You Tube channel: CRPMMAcedonia under the conference title: Achieving social and economic sustainability through energy efficiency on central and local level or use this link to watch the conference: <http://bit.ly/YPFZxk>.

Video coverage of the policy discussion on the impact of economic crises on industrial relations

With this video CRPM to intervened actively in the national social dialogue mechanisms, investigated the methods of work and interaction, and invigorated discussion on the role of

social dialogue has on industrial relations systems in times of crises. The video maybe downloaded from the following link:

<http://www.youtube.com/watch?v=b2OgUNefrbc>

4.3. Policy briefs

Policy brief: *"Trends of minority rights' protection in the countries of the Adriatic area and the Republic of Macedonia: comparative analysis and perspectives"* published in the joint venture between CRPM and KAS office in Skopje - the EU policy briefs project: <http://www.crpm.org.mk/wp-content/uploads/2012/10/PB-1.pdf>

Policy brief: *"Minority protection in the Republic of Macedonia under the Weight of EU Conditionality: Pre-accession monitoring as a mechanism of furthering compliance?"* published in the joint venture between CRPM and KAS office in Skopje - the EU policy briefs project: <http://www.crpm.org.mk/wp-content/uploads/2012/10/PB-2.pdf>

Policy brief: *Transforming 'Brain gain' from a concept to a real gain* published in partnership with Group 484 <http://www.crpm.org.mk/wp-content/uploads/2012/07/TRANSFORMING-BRAIN-GAIN-FROM.pdf>

Policy brief: *"Perspectives of women in rural areas – Policy brief"* published by UN WOMEN <http://www.unifem.sk/index.cfm?Module=articles&Page=ArticleShow&ArticleID=201>

Policy brief: *"The mobility patterns of students after the visa liberalization"* published by the DGAP <http://www.crpm.org.mk/wp-content/uploads/2012/11/TheMobilityPatternsENG.pdf>

5. CRPM Trainings

Efficiency in governance of local transport

The CRPM team has delivered a workshop on good governance of public transport company in Skopje with special focus on boosting efficiency in the operation of JSP Skopje. The training program included: Introduction to making of process based public transport efficiency strategy Increasing efficiency at the beginning of the trip Increasing efficiency in transit between stations Increasing efficiency at the end of the trip The training was held from 24-25th April 2012 in Ramada Plaza in Gevgelija. The training featured lectures from Andrej Pulejkov and Marija Risteska together with Jeton Kransiqi and Ana Mickovska Raleva. The training resulted with design of an action plan for increasing efficiency in public transport. The project is funded by the Swiss Development Cooperation

Opening doors to policy making in South Caucasus and Central Asia

CRPM training in policy analysis, stakeholder analysis and policy advocacy for public officials and policy advisers from South Caucasus and Central Asia

Participation in governance child care sector

The CRPM team has delivered a workshop on good governance of child care services with a special focus on amplifying participation of parents in delivery of services in kindergartens from the municipality of Aerodrom . The training program included: The basics of citizens participation Importance and models of parents' participation in the delivery of childcare services Presentation of findings from the field survey with parents and SWOT analysis based on the findings Preparing instruments for fostering participation of parents The training was held from 23-24th April 2012 in Ramada Plaza in Gevgelija. The training featured lectures from Besim Nebiu and Ana Mickovska Raleva together with Marija Risteska and Jeton Krasniqi. The training resulted with design of several instruments for fostering communication with parents: brochures, questionnaires and an action plan for activities in which parents can take part.

Responsiveness in governance of public parking

The CRPM team has delivered a workshop on good governance in the public parking company in Skopje with special focus on developing responsiveness practices. The training program included: Introduction to the institutional and legal framework for corporate social responsibility, and customer care The communication models, information sharing mechanisms and the response schemes to citizens requests, claims and complaints The quality of information provided in response to citizens requests, claims and complaints (precise, clear and prompt responses) The professionalism and ethics of the service The citizens satisfaction from the responsiveness of public services The training was held from 26-27th April 2012 in Ramada Plaza in Gevgelija. The training featured lectures from Marijana Velkova Lonchar and Marija Risteska together with Jeton Krasniqi and Ana Mickovska Raleva. The training resulted with design of a strategy and an action plan for increasing responsiveness practices in public parking companies.

Exchange of EU best practices in area of antidiscrimination legislation enforcement

Two trainings were held in Shtip on 18th of September and in Ohrid on 21st of September. The participants at the first training were representatives of civil society organizations and trade unions. The participants at the second training were representatives of municipal commissions for equal opportunities between men and women.

Gender sensitive reporting

One of the objectives of the project “Introducing the gender sensitivity in the media in Macedonia” was to increase the capacities of the professional journalists and students in journalism studies for gender sensitive writing and reporting. The trainings that were organized within the project “Gender sensitive reporting” were great opportunity for capacity building for both target groups. First training was organized in September 2012 and it was visited by 15 students of journalism and gender studies, and the second one dedicated for the professional journalists was organized in December when the preliminary results from the media monitoring were presented to them. This was excellent floor for discussion and peer learning based on the concrete examples for gender sensitive/ or not sensitive reporting from newspapers in Macedonia.

6. Study visits

Industrial relations system in Europe, Brussels June 2012

In June 2012, under the project “The economic crisis impact on Industrial relations national systems: Policy responses as key recovery tools”, 5 day study visit in Brussels was organized. Experts from 6 partner countries had meetings with representatives from trade union confederations and employers' confederations, members of the EU Commission and other EU institutions, research centers and media. The project “The economic crisis impact on Industrial relations national systems: Policy responses as key recovery tools” is implemented by CRPM in partnership with Centre of Economic Development from Bulgaria, TEPAV from Turkey, the Institute for applied studies of University of Tartu from Estonia, the Institute for international relations from Croatia and the Institute for Public Affairs from Poland.

Policy and institutional framework for gender equality, Skopje

Study tour to Macedonia for colleagues from Egypt within the PASOS project "Policy Institute Support on Transition Times".

EU Enlargement: More than a box-ticking exercise

Think tank representatives from the Western Balkans visit Berlin

Policy analysts from Bosnia-Herzegovina, Croatia, Kosovo, Macedonia, Montenegro, and Serbia take part in the 2012 TRAIN programme, which supports regional think tanks in the development and realization of their policy research. While the participating institutes

pursue research in different thematic areas, their work shares a common reference point in the EU integration of the Western Balkan countries.

In addition to dealing with their specific research topics, the participants discussed their views on the EU integration process with Berlin-based policy analysts. In this context, criticism was not only voiced against the governments of the countries aspiring for EU membership - also the EU should not limit the association process to a “box-ticking exercise” while ignoring whether reforms are actually put into practice. EU enlargement was also the subject of an exchange with German institutions and decision makers.

The EU and Western Balkans in Dialogue

Policy analysts from the Western Balkans visit Brussels

The participants of the TRAIN Programme 2012 paid a four-day visit to the EU capital to present the results of their policy research on the EU integration process in the Western Balkans. They had the opportunity to discuss their work with representatives from the European Commission, the European Parliament, current and future member states, as well as Brussels-based think tanks.

Among the issues discussed were free access to information, which was also among the ten reform priorities for Croatia in the European Commission’s latest Monitoring Report; threatening export losses for its neighbor Bosnia and Herzegovina due to Croatia’s EU accession; an impact assessment of EU financial assistance; and the role of civil society in EU accession negotiations.

Additional discussion topics included the “enlargement package” published on October 10, 2012 in which the European Commission assessed the progress of candidate countries, as well as Croatia’s entry into the European Union, which is scheduled for July 1, 2013.

Exchange of EU best practices in implementation of discrimination protection legislation

In the period 2-6 April, Macedonian Delegation led by CRPM’s representative Tamara Dimitrijevska composed from representatives of the Commission for protection against discrimination, the Office of the Ombudsman, the Ministry for Labor and Social Affairs, Secretariat for European Affairs, Parliamentary Commission for equal opportunities between women and men, the Academy for judges and prosecutors, the Macedonian Bar Association, Macedonian Young Lawyers Association, Civil Society Research Center, and the Coalition: Sexual and Health Rights of Marginalized Communities realized a study visit in Bulgaria. The Macedonian Delegation had meetings with representatives of the Ministry of Labour and Social Policy, Ministry of Health, Commission for Protection against Discrimination, National Council for Cooperation on Ethnic and Demographic Issues, Ombudsman of the Republic of Bulgaria, Open Society Institute, Bulgarian Helsinki

Committee, Bulgarian Gender Research Foundation, Center for Independent Living, Bilitis Resource Center Foundation. The aim of the visit was to familiarize the Macedonian Delegation with the legal and institutional framework on antidiscrimination in the Republic of Bulgaria.

Enhance your organisation's role in addressing policy issues

Tamara Dimitrijevska, CRPM representative participated in a study visit to Poland which was held between 23rd and 26th April 2012. The study visit "***Enhance your organisation's role in addressing policy issues***" provided forum for exchange of experiences and lessons learned by Polish CSOs with the representatives of CSOs from Western Balkans and Turkey. The overall objective of the study tour was to contribute to the capacity development of CSOs and partnership creation.

II. Financial Report

SOURCES	EUR	Source of funding	Status
Sub-program: Macedonian politics			
CRPM book series	5.000	Libertas Institute	completed
Egypt capacity building for gender equality	5.000	NED	completed
School of public policy MT	60.000	CoE, NED, SDC	completed
Internal party democracy in Macedonia and Kosovo	7.000	KAS	completed
Exchanging experiences on antidiscrimination policies	71.620	EC-EDIHR	completed
Sub-program: Good governance			
Fostering good governance in the City of Skopje	20.000	SDC	Completed
Sub-program: Human Development			
Quality assurance in education	5.000	SAR/GDN	To be continued in 2013
Evaluation of the Roma Scholarship and Mentorship Program	3.600	REF	Completed
Powerful ads, strong stereotypes! Exploring the linkage between the commercials and news content and the gender stereotypes they create in the society	1.800	City of Skopje	Completed
TRAIN Program	3.000	DGAP	Completed
Sub-program: Sustainable development / Energy			
Public dialogue initiative SEED	20.000	GIZ	Completed
The impact of economic crises on national industrial relations systems: policy responses as key recovery tools	22.000	EC	Completed
Sub-program: Migrations			
From Brain Gain Policies to Practices	3.600	BTD	Completed
Sub-program: EU and international relations			
EU Future Leaders Academy	5.000	EACEA	Completed
TOTAL	225.620 EURO		