



Влада на Република Северна Македонија  
Qeveria e Republikës së Maqedonisë së Veriut

ЦЕНТАР ЗА УПРАВУВАЊЕ СО КРИЗИ  
QENDRA PËR MENAXHIM ME KRIZA

## GENDER EQUALITY PLAN OF THE CMC (2026–2028)

### 1. Introduction & Commitment

The Crisis Management Centre (CMC) is committed to the full integration of a gender perspective into the system for prevention, early warning, and crisis management. This plan (2026–2028) is a strategic response to the identified need for greater involvement of women in operational sectors and decision-making processes, in accordance with the Law on Crisis Management.

### 2. Situation Analysis (Subject of Analysis)

- **Location of Activity:** Operations and Coordination Sector and E-112 Sector (Skopje, Kumanovo, Shtip, Veles, Strumica, Bitola, Ohrid, and Tetovo).
- **Problem:** A small number of women employed in operational positions (shift work) and insufficient active participation of women in creating policies and strategic plans within the Crisis Management System (CMS).

### 3. Strategic Goals and Measures (2026–2028)

#### A. Gender Balance in Leadership and Decision-Making

- **Goal:** To increase the participation of women in governing bodies and positions where crisis management decisions are made.
- **Measure:** Establishing targets (percentage goals) for female representation in working groups responsible for drafting operational crisis response plans.

#### B. Integration of the Gender Dimension in Operational Work

- **Goal:** Implementation of a gender perspective when creating measures for emergency conditions at both central and local levels.
- **Measure:** Specific training for operational workers regarding the distinct needs of men and women in crisis situations.

#### C. Training and Awareness Raising (Gender Indicator)

- **Indicator:** Number of trained women and men employed in the CMS for active participation in planning and coordination.
- **Activity:** Conducting modular training sessions to recognize unconscious gender bias within the security sector.

### 4. Budgetary Framework and Financing (2026–2027)

Since the CMC's core budget for 2026 does not provide sufficient funds, implementation will be carried out through international donations and partnerships.



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Year	Training Location	Required Funds (Denars)
2026	Skopje and Kumanovo	300,000
2027	Ohrid, Strumica, and Veles	600,000
2028	Skopje and Kumanovo	300,000
<b>Total</b>		<b>1,200,000</b>

## 5. Institutional Support Mechanisms

For the successful implementation of the GEP, the CMC will establish the following structures:

- **Gender Equality Coordinator:** An appointed staff member with a 3-year mandate.
- **Working Group:** Composed of at least 5 members from the administrative and operational staff.
- **Confidential Person:** For reporting cases of gender-based violence or harassment in the workplace.

## 6. Monitoring and Reporting

- **Annual Report:** Preparation of a publicly available report on the progress of gender indicators.
- **Data:** Collection of gender-disaggregated data for all employees across the 8 regional centers.
- **Revision:** The plan will be revised every three years based on training results and changes in the employee structure.

**Conclusion:** Through this Plan, the Crisis Management Centre is transforming into an inclusive institution that recognizes the diverse capacities of women and men as a key factor for a more effective response to crises in the Republic of North Macedonia.



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**Gender Responsive Budget Statement**

Section	Content
1. Name of Proposer	<b>Crisis Management</b> Operations and Coordination Sector and E-112 Sector
2. Name of the Proposal	Strengthening the capacities of the Crisis Management Center and the Crisis Management System
3. Act from which the proposed subject of analysis originates	Pursuant to the Law on Crisis Management ("Official Gazette of the Republic of Macedonia" no. 29/05, 36/11, 41/14, 104/15, 39/16, and 83/18 and "Official Gazette of the Republic of North Macedonia" no. 215/21)
4. Objective of the proposed subject of analysis	<p>The Center's mission consists of ensuring a constant level of communication, coordination, consultation, and inter-institutional data exchange, in function of the readiness and interoperability of the entities that are part of the system for prevention and early warning of risks and hazards that may cause certain disasters and crisis situations, as well as providing a coordinated response and overcoming the consequences of events and phenomena that may endanger human life and health, natural, material, and cultural goods, and the general security of the Republic.</p> <p>Implementation of a gender perspective in the work and the creation of measures and programs during emergency conditions and crisis situations at the central and local levels. Established mechanisms for the integration of gender equality policies in emergency and crisis situations.</p>
5. Brief description of the proposed subject of analysis	The Law on Crisis Management regulates 24/7 operations in the Crisis Management Center across 8 regions as Main Regional Centers (Skopje, Kumanovo, Shtip, Veles, Strumica, Bitola, Ohrid, and Tetovo). According to the Rulebook on Systematization of Job Positions in the Operations and Coordination Sector and the E-112 Sector, there are operational workers responsible for receiving emergency calls and operational workers for communication and coordination with entities in the Crisis Management System. In the positions where shifts are established, there are female employees, though their number is not very large. A similar situation exists with operational workers from other participating entities in the system, where the number of female operatives is also small. The problem is not only in the number of employed women but also in the active participation of women in policy creation, planning, decision-making, etc., within the Crisis Management System.
6. Gender indicator	Raising awareness among women employed in the entities that are part of the Crisis Management System regarding active participation



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Section	Content
	in planning, decision-making, and coordination of activities for early warning, prevention, and during crisis situations in the country.

### 7. Value of gender indicator

Year t	Year t + 1	Year t + 2	Year t + 3	Year t + 4	Year t + 5

### 8. Proposed budget for the realization of the proposed subject of analysis

Year t	Year t + 1	Year t + 2	Year t + 3	Year t + 4	Year t + 5

### 9. Linkage with: Budget program (code and name) and Budget sub-program (code and name)

From the total Budget of the Crisis Management Center planned for 2025, there are insufficient funds for the realization of the activity. To implement the activity, efforts will be made to secure support/donations from international organizations.

The projected budget for the realization of the training sessions is as follows:

- **For 2026:** Conducting training in Skopje and Kumanovo – a total of **300,000 MKD** is required;
- **For 2027:** Conducting training in Ohrid, Strumica, and Veles – a total of **600,000 MKD** is required;
- **For 2028:** Conducting training in Skopje and Kumanovo – a total of **300,000 MKD** is required.



Head of Budget User  
Muhamet Ali

*MAL*