



Non-governmental organization “Women’s Forum”, Tetovo

## **ANNUAL REPORT 2015**

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### **1. About NGO „Women’s Forum“**

## Description of the organization

„Women’s Forum- Tetovo“, (WF) is non-governmental, non-partisan, non-profit and humanitarian body, established in January 2001 in Tetovo, with registration number 1/2001 under the name „Forum of the Albanian Women“ (FAW). The organization name was changed in February 2008 into „Women’s Forum- Tetovo“, (WF). WF is consisted of 39 members who are actively involved in the activities of the organization. The members are experienced in the work with children and women.

## Vision

„Women’s Forum- Tetovo“, (WF) strive towards emancipation of the woman, especially in the rural areas, self-awakening of the woman and awareness raising of her unequal status in the society, protection of the human rights and equality between the sexes.

## Mission

„Women’s Forum- Tetovo“, (WF) is non-governmental organization, working in the north and west part of Macedonia in the field of awareness raising of women about her independence, strengthening of her self-confidence and integration in the society.

## Main goal

Promotion of the woman as equal partner in decision-making process and contribution in the strengthening of the woman in taking important roles in the development of the civil society.

## Strategic goals and programmes

In accordance with its strategic plan and strategic goals, these are the main strategic goals and programmes of the organization:

- Institutional development of the Forum (Capacity building);
- Economic development and strengthening of the woman
- Protection and improvement of the human rights

## **2. Implemented projects in 2015**

**Name of the project: Increased access of the Roma children and the marginalized families and children in the early child development**

**Location:** Municipality of Tetovo

**Target group:** Roma and marginalized women, children and families in Tetovo

**Activities:**

- activities for improvement of the parenthood, with main goal of distribution of the necessary information about the characteristics and phases in the development of the children and how to stimulate the children development from 0 to 3 years old;
- education in accordance with the Standards of early children development of children from 0 to 6 years old that are part of marginalized, rural and suburban areas and are lacking possibilities for preschool education;
- helping the mothers to gain literacy skills and improvement of their capacities and knowledge necessary for everyday life;
- lobbying to the local communities and municipalities for opening of new Center of early children development and overtaking of the existing centers.

**Time framework:** December 2013- 2016

**Donor:** UNICEF

**Goal of the project:** to support the Roma, rural and marginalized communities in Tetovo in establishment of Centers for early children development supported by the municipality;

**Achieved results:**

- increased number of services for early children development and open Centers in Roma, rural and marginalized areas by the municipalities or private companies;
- support to the local communities for establishment of practices for social mobilization for identification of the most vulnerable groups of children and families;
- support to local communities in the organization of activities related to the early children development;
- support to the local communities for the access to the basic services (health, education, social protection) by setting mechanisms in the cooperation with the institutions;
- usage of the Standards for early education and development as a base in the implementation of the activities with the children and monitoring of their advancement

**Name of the project: Citizen action for gender equality**

**Location:** Municipality of Tetovo

**Target group:** Representatives from the municipality council, administration and members of the Commission for equality between men and women, civil organizations, citizens of the municipality;

**Activities:**

- preparation and printing of posters and banners and their distribution
- organization and conduct of press-conference
- organization and conduct of research

- processing of the questionnaires and analysis of the results
- preparation, translation and printing of publication
- organization of meeting with the mayor of Municipality of Tetovo
- organization of public debates in the urban communities
- creation of working group and design of draft version of Local action plan for gender equality
- organization of debate for presentation of the draft version of the Local action plan for gender equality;
- presentation of the Local action plan for gender equality on the meeting of the municipality council and its adoption;
- sign of a Memorandum for cooperation with the municipality and KEM for implementation of the Local action plan for gender equality

**Time framework:** 20.01.2015 – 20.05.2016 (16 months)

**Donor:** USAID and FOSM

**Main goal:** Information of the citizens for gender rights and their inclusion in the creation of policies for gender equality on local level;

**Short-term goals:**

- Shared information for the positions related to the gender equality and the knowledge of this issue among the citizens, council members, KEM and civil organizations with gender rights and policies;
- Development of the cooperation with Municipality of Tetovo and activation of the existing Commission for equal possibilities in the framework of the municipal council;
- Information of the citizens for gender rights and consultation with the citizens for gathering of recommendations, comments and opinions regarding the gender equality in the municipality;
- Participation of the citizens in the process of creation of the local action plan for gender equality.

**Results:**

- Implementation of research of the positions and conditions related to the gender equality and the knowledge among the citizens, civil organizations, member of the council and the commission about the gender rights and policies;
- Published and distributed publication with the results of the conducted research
- Established cooperation with the Municipality of Tetovo and improved activity of the Commission for equal possibilities in the framework of the municipal council;
- Increased information of the citizens for gender rights, communication with the citizens and gathered recommendations, comments and opinions and the priorities related to the gender equality in the municipality;
- Working group for preparation of local action plan for gender equality created
- Local action plan for gender equality for the next three years prepared with contribution from the citizens;

**Name of the project:** Center for traditional crafts „Old Skopje bazaar“-  
**Revitalization of weaving skills**

**Location:** Skopje and Tetovo

**Activities:**

- Creation of weaving workshop (setting up of weaving machine; interior setting up of the workshop)

- organization of trainings for weaving and business skills (selection of candidates, creation of program plans, implementation of theoretical and practical trainings for weaving and business skills, involvement of designer for designing of innovative models)
- Promotional activities (promotional activities, interviews, promotion on tv, radio, promotional presentations for children and young people, closing event for handing of certificates)

**Time framework:** July, August and September 2015

**Donor:** Ministry of culture of Republic of Macedonia

**Main goal:** Revitalization of crafting skills in the Old bazaar in Skopje with improvement of traditional weaving as a perspective for keeping of the traditional values and development of new cultural industries.

**Specific goals:**

1. Capacities improvement of the “Center for traditional crafts of the Old Skopje bazaar“ through creation of weaving workshop;
2. Advancement of the knowledge for traditional crafts among young people and its dissemination through the usage of the weaving as a positive example and pilot model;
3. Increasing of the visibility and perspective of the traditional crafts in the community;

**Results:**

- Weaving workshop created;
- Weaving and business skills trainings organized; 8 candidates trained
- Promotional activities realized (TV and radio presentations, 2 interviews in print media, 2 presentations on crafts in front of children and young people: around 50 to 100 children and young people will be introduced with the basics of the traditional crafts- weaving; one promotional event for handing of certificates to the trainees).

**Name of the project: Improvement of the working skills of the unemployed Roma and other categories of risks from social exclusion in the Municipality of Tetovo**

**Location:** Municipality of Tetovo

**Target group:**

- at least 125 citizens of Tetovo (women, children and elderly people)
- 25 elderly Roma and around 100 members of their families

**Activities of the Women’s Forum:**

- participation in dissemination of information about the project, particularly about the competition for people who will be working for prevention of domestic violence;
- help in the preparation of CV’s for the interested candidates;
- supply of necessary materials for information of the citizens (leaflets, posters, etc.);
- training of the people related to the prevention of domestic violence;
- follow-up of their work
- cooperation and information to the Municipality

**Time framework:** May- November 2015

**Implementing institution:** Municipality of Tetovo

**Partners:** Organization for democratic development of Roma- Sonce, Tetovo and Women’s Forum Tetovo

**Donor:** UNDP

**Main goal of the project:** work involvement of 10 unemployed Roma and other people with risk from social inclusion for gaining working skills and help of the local citizens

**Specific goals:**

- Support in the care of 25 elderly Roma from the Roma settlements in the Municipality of Tetovo;
- Awareness raising (125 people, mainly women, children and elderly people) about the problem with the domestic violence and the prevention form it, and motivation for reorting to the institutions.

**Results:**

- Enhanced potential of employment of 10 people involved in the programme for gaining working skills
- Improved level of knowledge among the final beneficiaries about the problem with the domestic violence, about its elements, the institutions in charge, the possibilities for employment and other.

**Name of the project: MAK/2014-10-15 – Defining of integrated access for direct protection of the domestic violence victims by the civil organizations**

**Target group:** Organization that provide services to the women, victims of domestic violence

**Activities:**

- assessment of the implementation of the minimum general and specialized standards for adequate protection of women victims of domestic violence

**Time framework:** August, September and October 2015

**Implementation institution:** HERA- Health Education and Research Association

**Partners:** Women’s Forum- Tetovo, Crisis Center “Nadez”, National Council for Gender Equality, Organization of women of City of Skopje

**Donor:** UN WOMEN

**Main goal of the project:** Improvement of the access to qualitative and standardized conditions for support of the victims of domestic violence through integrated access to direct services for support based on minimum standards that the civil organizations who are offering specialized services to the victims of domestic violence should fulfill

**Name of the project: Advocacy for providing sustainability of the specialized services for the victims of domestic violence on the territory of Republic of Macedonia**

**Location:** three regions: Skopje, Polog and Vardar region

**Time framework:** from 15.07.2015 to 15.05.2016

**Implementation institution:** National network to end violence against women and domestic violence

**Partners:** Women’s Forum- Tetovo, Organization of women of City of Skopje, Organization of women of Municipality of Sveti Nikole, Crisis Center “Nadez” and H.E.R.A

**Donor:** USAID and FOSM

**Main goal:** coordinated action of the women civil society organizations related to the issue of gender based violence and domestic violence, for creation of effective policies, improved services and increased institutional and public self-awareness

**Short-term goals:**

- Strengthening of the capacities of the network for more effective advocacy for improvement of the policies and securing sustainable specialized services for the victims of domestic violence
- Establishment of cooperation between the civil organizations and the local self-government on regional level
- Increased self-awareness among major population about the existence of different forms of violence against women, including domestic violence.

**3. SERVICES****Centre for free legal assistance to the victims of domestic violence**

The center for free legal assistance to the victims of domestic violence in Tetovo (CPP) exists and functions within the Association Women's Forum Tetovo since 2002 and provides a unique level of service of its kind for the Tetovo region and the wider western region in Macedonia. The main purpose of CPP is to provide free legal advice and services for the women victims of domestic violence, as well as to educate and to give information on family violence.

The services that CPP provides are fully compliant with the minimum general and specialized standards, which should be met by civil society organizations which offer specialized services in the field of protection of victims of domestic violence. In compliance with the working standards CPP uses standardized documents, such as: The rules of procedure, a standardized procedure for receiving and dealing with victims of domestic violence, questionnaire for reported domestic violence, statement for the free use of personal data, and personalized security plan for victims of domestic violence.

Within the premises of the Association, CPP has a special office which has its own privacy and ensures a gender-sensitive environment.

The CPP professional team is composed of a coordinator and an attorney. The team is consisted only of female members. Despite their expertise in legal matters, the members are well trained in the area of violence against women and domestic violence, and are qualified to handel and provide services for women which are victims of violence.

CPP has established cooperation with other NGOs working in the field of protection of victims of domestic violence, as well as with all institutions in charge of the institutional resolution of the problem of the victim, such as: the social center in Tetovo, the Public Prosecutor, the basic court, the clinical center.

In regard to the cooperation with other organizations and institutions, CPP signs a written Memorandum of cooperation. In accordance with the Law on Prevention and Protection against Domestic Violence, CPP is a member of the multi-sector professional team, which is coordinated by ISWC Tetovo.

The Center for legal aid is a transparent organization which publishes periodical and montly reports for its actions and results, which can be found on the web site of the Association of Women's Forum Tetovo and has an excellent cooperation with the local media to promote the CPP.

#### **4. The activities of Women's Forum in 2015**

(participation in seminars, workshops, trainings and conferences)

-13.01.2015 Promotion of the criteria, terms and topics for standardization of civil society organizations which work with victims of domestic violence - Hotel Porta, Skopje

This event was organized by the Association – Macedonian Women's Rights Centre “Shelter Center” Skopje. From the results of the implemented activities, the Association made an analysis based on the Criteria for standardization of NGOs which work with victims of domestic violence and set the thematic areas which need to be transferred in order to fulfill the standardization criteria by non-governmental organizations which work in the field.

-21-24.01.2015 Visiting of Association Women's Forum Tetovo by partner organization TABORA VZW Belgium

During the visitation, the mutual cooperation was deepening and joint projects were planned by both associations.

-29.01.2015 Informative event for the purpose of sharing of the findings of the assessment report on corruption in Macedonia, Tetovo hotel Liraku

The event was organized by the Association for Democratic Initiatives (ADI) Gostivar. The corruption assessment report represents a comprehensive overview of the state and dynamics of corruption in Macedonia.

-30-31.01.2015 First meeting of grantees and training on public communication, monitoring and reporting within the USAID Civil Society Project - Hotel Romantique Dojran

-16.02.2015 Meeting with the Platform for gender equality - Best Western Hotel Turist, Skopje

During the meeting current projects were presented, uncovered important topics were identified, chronology of activities and a work plan for 2015 was created.

- 04-06. 03.2015 Training for Better Understanding and Access to the European Funds (IPA and Programmes of the EU) within the USAID Project- Civil Society, Hotel "Monastery" - Berovo

- 05.-07.03. 2015 Training- Practical Use of Monitoring and Evaluation- hotel “Monastery”, Berovo- Berovo Within the USAID Project- Civil Society

-06.03.2015 National Conference dedicated to the 20th anniversary of the Beijing Declaration and Platform for Action - Holiday Inn Skopje

The national conference on Beijing +20 was intended to raise the issue of progress achieved in the country in promoting women's rights and gender equality, to remind us of the vision and goals that were set in 1995, to make an overview of the changes at national level that the Platform for Action encouraged, but also to impose a constructive dialogue on the current challenges and future priorities in this area. The event was organized by UN body for gender equality and empowerment of women (UN Women) and the Ministry of Labor and Social Affairs

-09.03.2015 National Conference on the occasion of International Day on Women's Rights, Gender-equal Society: Status and Challenges - Skopje Holiday Inn

During the conference the following issues were reviewed: the impact of women in politics, Economic empowerment, Mechanism for Gender Equality.



-23.03.2015 Meeting with NGOs at the OSCE headquarters in Skopje

The purpose of the meeting was: to discuss and exchange views on the situation of human trafficking in the country, existing weaknesses and challenges, as well as guidelines for improvement of the situation in the wake of the forthcoming visit of the Special Representative and coordinator of OSCE on the combat trafficking.

-27.03.2015 Meeting at GEM Club in Skopje, organized by the Association for Promotion of Gender Equality "Action Zdruzenska" within the project "Gender equality in local budgets" which was supported by the USAID project - Civil Society

The main objective of the meeting was mutual introduction and defining the specific details of cooperation in the implementation of the project activities. During the meeting the participants had the opportunity to familiarize themselves with the content and the dynamics of implementation of the project activities.

-27.03.2015 Presentation of findings of the study "The impact of women in politics at a local level in Macedonia" - Skopje

The purpose of the local consultative workshops was to check the findings of the study, to develop discussion with key stakeholders and identify recommendations for further action and promotion of women's participation in politics. This event was organized by the research organization Reactor-Research in Action, in cooperation with the National Democratic Institute (NDI) and supported by the French Embassy in Macedonia.

- 04/03/2016 Informative meeting of Peace Corps Macedonia - Tetovo

During the event the mission, goals and projects of the Peace Corps in Macedonia were presented. The program for accommodation of volunteers with host families was presented, as well as the call for application for which the Association Women's Forum Tetovo applied.

-17.04.2015 Debate: Equity between men and women, perspectives and challenges - the premises of the Secretariat for European Affairs, Skopje

This debate was organized by the Secretariat for European Affairs in order to accomplish the EU's Agenda 2015 so as to improve the quality of the process of accession in the European Union, guided by the principles of inclusiveness and transparency in its operations. Debate cycle "EU talks "(EU Talks) was started.

-17-19.04.2015, Preparatory Meeting "Introduction to responsible gender planning at the local level" - Hotel Porta, Skopje within the project "Gender equality in local budgets of Action Zdruzenska".

-22.04.2015 Exhibition with an interactive panel discussion on the topic "Modern Dad" in the premises of Centre for Balkan Cooperation Loja Tetovo

On this event, organized by the Swedish Embassy in Skopje, the following topics were discussed: paternity leave, the father's role in the first months of the babies life, the benefits that it has for the family and society in economic and in terms of greater gender equality.

23.04.2015 Debate: Is there freedom for freedom of expression in Macedonia? - Venue for the Youth Education Forum (MOF) Tetovo

A key focus of the discussion was on the degree of freedom of expression, freedom of association, freedom of information and of course, the hate speech in the country. The debate was organized by the NGO Infocentre.

24/04/2015 public debate "Challenges and prospects for gender equality in Macedonia" Hotel Continental Skopje

The event was organized by the Platform for gender equality in collaboration with the CEE Network for Gender Issues and Friedrich Ebert Foundation, office Skopje. The meeting provided a discussion between experts from the region, representatives of civil society and women politicians. The purpose of the debate was to use the results of the debate in order to improve the participation of women in the decision-making process and the promotion of gender equality issues in the platforms and commitment of the political actors.

-24.04.2015 The straightening of the cooperation between civil society organizations for the protection of children from exploitation, Hotel Stone Bridge in Skopje, organized by the Open Gate

The meeting covered the following topics: Child trafficking in Macedonia, The state of child marriages among the Roma population in Macedonia and legislation, negative consequences on psycho-physical health of child marriage, identifying the reasons for the increased vulnerability of children from exploitation and proposed measures for overcoming the situation.

- 24-26.04.2015 "Introduction to budget planning at the local level" Hotel Porta, Skopje  
Second module Project: Gender equality in local budgets.

-22-25.05.2015 Workshop on the development of methodological framework for monitoring the budgeting process at the local level - Tino Hotel-St. Stefan, Ohrid

This workshop was part of the Action Zdrzenska Gender equality in local budgets, in which the Association Women's Forum Tetovo was included as one of the organizations that worked on strengthening their capacities. The workshop covered the following topics: Steps in public advocacy - Monitoring as a tool for successful advocacy; Identifying, purpose, scope, defining the processes and specific issues as a concern of every phase of the planning process in EIS, Development of methods, tools and resources for data collection, Access to public information as a tool for data collection, Frame for procession and systematization of data.

-27.05.2015 Project presentation Cross-border equity and gender mainstreaming - Swiss Diamond Hotel, Pristina, organized by the Kosovo Centre for Gender Studies and Action Association Zdrzenska Skopje.

-24.06.2015 Final Conference- "Introducing respect for diversity and multiculturalism in early childhood development" - hotel Alexander Palace, Skopje

The program "Introduction of respect for diversity and multiculturalism in early childhood development" is implemented in cooperation between UNICEF and the Ministry of Labour and Social Policy with the support of the British Embassy in Skopje. The aim is to introduce respect for diversity in terms of language, culture, ethnicity, disability, socio-economic status in the national program for early learning and development. In ten pilot kindergartens in ten municipalities activities and events were conducted to promote respect for diversity and multiculturalism with children and parents. This final conference will present the results and created materials.

-06.07.2015 Session of the Commission on Equal Opportunities for Women and Men of the Parliament - building of Parliament of the Republic of Macedonia

The topic of the meeting was: New developing strategic objectives and gender equality - equal opportunities on the agenda in Macedonia.

-09.07.2015 Round table within the project "Councillors discuss, citizens read" – How to more transparent local councils? "- Small hall of Tetovo,

This round table was organized by the Centre for Education and Development - CED Tearce, in cooperation with JEF in partnership with the PIU Institute - Skopje, Association YMCA - Tetovo, Student Organization IZLEZ - Skopje and the Macedonian Center for Euro-Atlantic integration - Skopje. On the round table were present the results of the survey, summarizing the state of the municipal website and an open discussion about the need for more public information on the websites of municipalities.

- 22/07/2015 regional forum for cooperation of civil society organizations, activists and other stakeholders Polog Region - Center for Youth Development in Gostivar

This forum was organized by Civica mobilitas. These forums are open to all civil society organizations and individual activists in the region that agree with the values and objectives of Civica mobilitas and are committed to cooperating with other stakeholders to achieve social change.

-28.07.2015 Training on "Strategic Litigation in the Republic of Macedonia-Strengthening of the Role of Civil Society Organizations"

Macedonian Association of Young Lawyers (MYLA) within the "USAID project on protection of human rights" organized a two-day training on "Strategic Advocacy in Macedonia - Strengthening the role of civil society organizations."

The training aimed to strengthen the capacities of civil society organizations that are already active in the field of legal protection of human rights with the concept of strategic litigation (strategic litigation). The training focused on methods and criteria for identifying cases and preparation of advocacy plan by focusing on existing items that MYLA works in the areas of violation of "freedom of movement" and discrimination.

-02.09.2015 Workshop within the action "Citizens for Democratic Reform" – FA CRUJZH Tetovo

-15.09.2015 Final conference project "Access to justice in Macedonia" hotel "Holiday Inn" Skopje

The conference presented the findings of the 18-month monitoring of the implementation of the Law on free legal aid. Within this project, the Foundation and six associations authorized to provide preliminary legal aid performed direct monitoring on the application of the law. By presenting the findings of the monitoring process carried out within this project, contribute to creation of the public policy for the right of access to justice and the right to free legal aid.

-15.09.2015 Meeting: Economic empowerment as a tool for promotion of gender equality in Macedonia Hotel "Stone Bridge", Skopje

This meeting was organized by the platform for gender equality and the office of the Friedrich Ebert Foundation in Skopje. The goal was the promotion of the economic empowerment to be recognized as a key factor that enhances gender equality.

- 17.09.2015- meeting with the members of the Network- Hotel "City Park", Skopje. Presentation of the activities of the project and agreement on the implementation of the implementation of the campaign "16 days activism". At the same time, part of the meeting was the 4<sup>th</sup> assembly of the National network to end violence against women and domestic violence

-17.09.2015- Meeting with the grantees and partners of the USAID project "Procedure for tax exemption", hotel "Porta", Skopje.

-23.09.2015- Conference "Gender equality in Republic of Macedonia" in the framework for development after 2015- planning next steps", hotel "Holiday Inn", Skopje.

Involvement of all stakeholders in the creation of the national priorities in the field of gender equality in the period after 2015

-25-27.09.2015- Training: Advocacy for sustainability of the specialized services, “Timcevski”, Kumanovo. On the training the following themes were discussed: the concept of advocacy, strategy for advocacy, analysis of stakeholders, preparation of plan for advocacy, inclusion of the wider public and media advocacy.

- 28.09.2015 National conference: Law restrictions- safe and legal abortion. Conference held on the occasion of the day of 28<sup>th</sup> September- Global day for action for access to safe and legal abortion, organized by H.E.R.A.

-29.09.2015 Public debate “Yearly report on the Strategy for gender equality for 2014- Assembly of the Republic of Macedonia”, organized by Committee on Equal Opportunities between Women and Men of the Republic of Macedonia.

-12.11.2015 Meeting: “Development strategy, plan and strengthening of the cooperation between the civil society organizations responsible for gender based violence, discrimination and post conflict democracy transition in Macedonia- GEM club Macedonia. The meeting was organized by the National Council for gender equality with main goal to improve the cooperation between NGO’s, decision- making bodies and the institution responsible for resolving gender based violence. On the meeting were presented positive practices and experiences for Croatia and EU.

-12.11.2015 Working meeting: Women in politics: Inclusion and impact of the women in politics in Macedonia, organized by Friedrich Ebert Stiftung, Skopje, hptel “Stone Bridge”. On the event were presented the finding from the study of Reaktor: “Women in politics: The road to political functions and the impact on local level”, which are based on representative research and are pointing on the barriers that the women are faced with before and during their political mandates in the local self-government.

-16.11.2015 Public debate- Municipality of Tetovo

The event was organized by the Association for democratic initiatives- Gostivar as part of the project “Analysis of the politics and distribution of local resources between the ethnical communities in the Polog and Pelagonija region”. On the debate the findings from the comparative analysis about the discrimination in the Polog and Pelagonija region were presented. Four municipalities were included within this research: Gostivar and Tetovo (Polog region) and Bitola and Prilep (Pelagonija region).

-18.11.2015 Roundtable debate: Equality in the decision-making and providing services on local level: Strategies for changes- Hotel Impeksel 2, Skopje. On the debate were discussed the possible ways and methods for providing increased autonomy and influence of women in the decision-making on local level. Sistematic policies, resources and practices in the units of local self-government for improvement of the gender equality. The debate was organized as part of the project “Cross-border equality and gender integration”, supported by EU in the framework of the cross-border cooperation between Macedonia and Kosovo, implemented by “Akcija Zduzenska”, Skopje.

-18.11.2015 Conference: Standardization of the specialized services provided by civil society organizations for support of the victims of domestic violence- hotel “Arka”, Skopje.

The conference was organized by H.E.R.A. and the results from the implementation of the standards for integrated access to direct services for support of the victims of domestic violence.

- 23-24.11.2015 Orientation for the collaborators and the families-hosts of volunteers from the Peace corps- hotel "TCC Grand Plaza", Skopje.

The meeting was foreseen as an introduction for the participants by the families that have experience with hosting volunteers from the American Peace corps.

-03.12.2015 Public debate: "Orange the world": Stop the violence against women and girls- State University of Tetovo.

The debate was organized by the Center for education and development, in cooperation with UNDP and the State University of Tetovo.

- 07.12.2015 Meeting with the representatives from the sector for local economic development from Municipality of Tetovo, NGO's and other relevant stakeholders for coordination and harmonization of the action plan for 2016 of the Center for development of the Polog planning region with the operational plan.

- 10.12.2015 Conference: „Violence against women – Part of the agenda of the political parties in republic of Macedonia"- EU Info Centar, Skopje.

The conference was organized by the National network to end violence against women and domestic violence in the framework of the campaign "16 days activism against the violence against women", as part of the project "Advocacy for providing sustainability of the specialized services for the victims of domestic violence on the territory of Republic of Macedonia", supported by USAID.

- 11.12.2015 Working meeting for gender equality and fight against trafficking of people- Municipality of Tetovo.

This meeting was organized by the Ministry of Labour and Social Policy and it was discussed the incorporation of the international standards for gender equality and the responsibilities that Republic of Macedonia should undertake for fulfilment of these standards. One session was dedicated to the trafficking of people, implementation of documents related to protection of victims of trafficking with people, detection of problems and coordination between the relevant intuitions on national and local level.





Ред. број	ПОЗИЦИЈА	Ознака за АОП	И з н о с	
			Претходна година	Тековна година
1	2	3	4	5
23.	а) Помощи, донации и други давања на правни субјекти	227	12850	25748
24.	б) Надомести и помощи на физички лица	228		20008
25.	в) Други помощи и давања	229		
	ПЛАТИ И НАДОМЕСТ НА ПЛАТИ (231 + 232)	230	204151	
26.	а) Вкалкулирани плати	231	204151	
27.	б) Вкалкулирани надомести	232		
28.	Даноци и придонеси кои не зависат од резултатот	233		
29.	Вонредни расходи	234		
	ВКУПНО РАСХОДИ (201+ 211+ 222 + 226 + 230 + 233+ 234)	235	2349111	2112018
30.	Остварен вишок на приходи-добивка пред оданочување (250 минус 235) ако 250 >235	236	392973	323285
31.	Даноци, придонеси и други давачки од добивката	237		
32.	Остварен нето вишок - добивка по оданочувањето (236 минус 237)	238	392973	323285
33.	Вкупно (235 + 236) или (235 + 237) ако 237 е поголемо од 236 = 252	239	2742084	2435303
	ПРИХОДИ ОД ПРОДАЖБА НА ПРОИЗВОДИ, СТОКИ И УСЛУГИ (241+242)	240		
34.	Приходи од продажбата на производи и стоки	241		
35.	Приходи од услуги	242		
36.	Приходи од камати и позитивни курсни разлики	243	66	48
37.	Приходи од чланарини, подароци, Донации и приходи од други извори	244	2009700	2042282
38.	Приходи од кирии и закупнини	245		
39.	Сопствени приходи	246		
40.	Други приходи	247		
41.	Пренесен дел од вишокот на приходите од предходна година	248	732318	392973
42.	Вонредни приходи	249		
	ВКУПНО ПРИХОДИ (240+ 243+ 244+ 245+246 +247+248 +249)	250	2742084	2435303
43.	Непокриени расходи (235 минус 250)	251		
	ВКУПНО (250 + 251) = 239	252	2742084	2435303

Сметководител: Име и презиме \_\_\_\_\_

ЕМБГ

Сметководител: Име на фирма \_\_\_\_\_

ЕМБС

Во \_\_\_\_\_

Лице одговорно за составување на М.П. Раководител

На ден \_\_\_\_\_

Билансот



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\_\_\_\_

Период

5 | 4 | 0 | 0 | 5 | 4 | 8 | 7 | 4 | 6 | 3

Идентификационен број  
(ЕМБС)

Контролор

\_\_\_\_

Резервни кодекси

# БИЛАНС НА СОСТОЈБАТА

## Здружение ЖЕНСКИ ФОРУМ

АЗИВ НА НЕПРОФИТНАТА ОРГАНИЗАЦИЈА

ЕДИШТЕ Тетово

на ден 31.12.2015 ГОДИНА

(во денари)

Д	ПОЗИЦИЈА	Ознака за АОП	И з н о с			
			Претходна година	Тековна година	Нето (5-6)	
			Бруто	Исправка на вредноста		
	2	3	4	5	6	7
А К Т И В А						
А. ПОСТОЈАНИ СРЕДСТВА ( 002+003+008+009)		001	308813	308813		308813
I. НЕМАТЕРИЈАЛНИ СРЕДСТВА		002				
МАТЕРИЈАЛНИ СРЕДСТВА (004 до 007)		003	308813	308813		308813
Земјшта и шуми		004				
Градежни објекти		005				
О п р е м а		006	308813	308813		308813
Други материјални средства		007				
II. МАТЕРИЈАЛНИ И НЕМАТЕРИЈАЛНИ ВЛОЖУВАЊА ВО ПОДГОТОВКА		008				
III. ДОЛГОРОЧНИ ФИНАНСИСКИ ВЛОЖУВАЊА		009				



Д 2.	ПОЗИЦИЈА	Ознака за АОП	И з н о с			
			Претходна година	Тековна година		Нето (5- 6)
				Бруто	Исправка на вредноста	
			4	5	6	7
	2	3				
	Б. ПАРИЧНИ СРЕДСТВА, КРАТКОРОЧНИ ПОБАРУВАЊА					
	И АКТИВНИ ПРЕСМЕТКОВНИ СМЕТКИ (011+018+019+020+021+022+023+024)	010	1359591	954758		954758
	I. ПАРИЧНИ СРЕДСТВА (012 до 017)	011	392973	327485		327485
	Жиро-сметка	012	392973	309479		309479
	Благајна	013		18006		18006
	Девизна сметка	014				
	Извоени парични средства и акредитиви	015				
	Нерезидентна девизна сметка	016				
	Други парични средства	017				
	II. ХАРТИИ ОД ВРЕДНОСТ	018				
	III. КУПУВАЧИ	019				
	IV. ПОБАРУВАЊА ЗА ДАДЕНИ АВАНСИ, ДЕПОЗИТИ И КАУЦИИ	020				
	V. КРАТКОРОЧНО - ФИНАНСИСКИ ПОБАРУВАЊА	021				
	VI. ДРУГИ КРАТКОРОЧНИ ПОБАРУВАЊА	022	234300	234300		234300
	VII. ПОБАРУВАЊА ЗА ПОВЕЌЕ ПЛАТЕНИ ДАНОЦИ И ПРИДОНЕСИ	023				
	VIII. АКТИВНИ ВРЕМЕНСКИ РАЗГРАНИЧУВАЊА (025+026+027)	024	732318	392973		392973
	Однапред платени разграничени трошоци	025				
	Пренесен вишок на приходи од претходната година	026	732318	392973		392973
	Други активни временски разграничувања	027				
	В. МАТЕРИЈАЛИ, РЕЗЕРВНИ ДЕЛОВИ, СИТЕН ИНВЕНТАР, ПРОИЗВОДСТВО, ПРОИЗВОДИ И СТОКИ (029 до 034)	028				

## И з н о с

бр.	ПОЗИЦИЈА	Ознака за АОП	И з н о с			
			Претходна година	Бруто	Тековна година Исправка на вредноста	Нето (5- 6)
1	2	3	4	5	6	7
2.	Материјали на залиха	029				
3.	Резервни делови	030				
4.	Ситен инвентар	031				
5.	Производство	032				
6.	Производи	033				
7.	С т о к и	034				
	Г. НЕПОКРИЕНИ РАСХОДИ ( 036+037)	035				
8.	Непокриени расходи - загуба од Поранешни години	036				
9.	Непокриени расходи - загуба од тековната година	037				
	Д. СРЕДСТВА НА РЕЗЕРВИ (039 + 040)	038				
30.	Парични средства на резервите	039				
31.	Пласмани и побарувања од резервниот фонд	040				
	Г. СРЕДСТВА ЗА ДРУГИ НАМЕНИ	041				
32.	ВКУПНА АКТИВА (001+010+028+035+038+041)	042	1668404	1263571		1263571
33.	ВОНБИЛАНСНА АКТИВА	043				

Ред број	ПОЗИЦИЈА	Ознака на АОП	И з н о с		
			Претходна година (почетна состојба)	Износ на денот на билансирање (тековна година)	5
1	2	3	4	5	
	ПАСИВА:				
	I.ИЗВОРИ НА ДЕЛОВНИТЕ СРЕДСТВА	044	308813	308813	
34.	а) Деловен фонд	045	308813	308813	
35.	II.РЕВАЛОРИЗАЦИОНА РЕЗЕРВА	046			
	III.ДОЛГОРОЧНИ ОБВРСКИ ( 048 до 050)	047			
36.	Долгорочни кредити од банки во земјата	048			
37.	Долгорочни кредити од странство	049			
38.	Други долгорочни обврски	050			
	IV.КРАТКОРОЧНИ ОБВРСКИ И ПАСИВНИ ПРЕСМЕТКОВНИ СМЕТКИ ( 052 до 061)	051	234300	238500	
39.	Хартии од вредност	052			
40.	Добавувачи	053			
41.	Обврски према државата и други институции за даноци и придонеси и други обврски	054		4200	
42.	Краткорочни - финансиски обврски	055			
43.	Други краткорочни обврски	056	234300	234300	
44.	Краткорочни обврски спрема меѓународни организации	057			
45.	Обврски за примени донации во пари од меѓународни организации	058			
46.	Обврски за примени донации во натура од меѓународни организации	059			
47.	Други обврски спрема меѓународни организации	060			
48.	Обврски за плати	061			
	V.ПАСИВНИ ВРЕМЕНСКИ РАЗГРАНИЧУВАЊА ( 063 до 065)	062	1125291	716258	
49.	Пасивни временски разграничувања пресметани и однапред наплатени приходи	063	732318	392973	

Ред број	ПОЗИЦИЈА	Ознака на АОП	И з н о с		
			Претходна година (почетна состојба)	Износ на денот на билансирање (тековна година)	
1	2	3	4	5	
50.	Дел од вишокот на приходите пренесен во наредната година	064	392973	323285	
51	Други пасивни временски разграничувања	065			
52.	VI.РЕЗЕРВЕН ФОНД	066			
53.	VII.НЕРАСПРЕДЕЛЕН ДЕЛ ОД ВИШКОТ НА ПРИХОДИТЕ - ДОБИВКАТА	067			
54.	VIII.ИЗВОРИ НА СРЕДСТВАТА ЗА ДРУГИ НАМЕНИ	068			
	ВКУПНА ПАСИВА (044+046+047+051+062+066+067+068)	069	1668404	1263571	
55.	ВОНБИЛАНСНА ПАСИВА	070			

Сметководител: Име и презиме

ЕМБГ


Сметководител: Име на фирма

ЕМБС

Лице одговорно за составување на билансот

Раководител

а ден







		(< или = АОП 002 од БС)			
9.	002д	Набавна вредност на патенти, лиценци, концесии, заштитни знаци и останати слични добра	613		
10.	009д	Ревалоризација на патенти, лиценци, концесии, заштитни знаци и останати слични добра	614		
11.	028д	Исправка на вредност на патенти, лиценци, концесии, заштитни знаци и останати слични добра	615		
12.		Сегашна вредност на патенти, лиценци, концесии, заштитни знаци и останати слични добра (< или = АОП 002 од БС)	616		
13.	002д	Набавна вредност на софтвер со лиценца	617		
14.	009д	Ревалоризација на софтвер со лиценца	618		
15.	028д	Исправка на вредност на софтвер со лиценца	619		
16.		Сегашна вредност на софтвер со лиценца (< или = АОП 002 од БС)	620		
17.	002д	Набавна вредност на компјутерски софтвер развиен за сопствена употреба	621		
18.	009д	Ревалоризација на компјутерски софтвер развиен за сопствена употреба	622		
19.	028д	Исправка на вредност на компјутерски софтвер развиен за сопствена употреба	623		
20.		Сегашна вредност на компјутерски софтвер развиен за сопствена употреба (< или = АОП 002 од БС)	624		
Ред. бр.	Група на сметки, сметка д=дел	Позиција	Ознака на АОП	Износ	
				Претходна година	Тековна година
1	2	3	4	5	6
21.	002д	Набавна вредност на набавени бази на податоци	625		
22.	009д	Ревалоризација на набавени бази на податоци	626		
23.	028д	Исправка на вредност на набавени бази на податоци	627		
24.		Сегашна вредност на набавени бази на податоци (< или = АОП 002 од БС)	628		
25.	002д	Набавна вредност на бази на податоци развиени за сопствена употреба	629		
26.	009д	Ревалоризација на бази на податоци развиени за сопствена употреба	630		
27.	028д	Исправка на вредност на бази на податоци развиени за сопствена употреба	631		
28.		Сегашна вредност на бази на податоци развиени за сопствена употреба (< или = АОП 002 од БС)	632		
29.	005	Набавна вредност на останат нематеријален имот	633		
30.	009д	Ревалоризација на останат нематеријален имот	634		
31.	028д	Исправка на вредност на останат нематеријален имот	635		
32.		Сегашна вредност на останат нематеријален имот (< или = АОП 002 од БС)	636		
33.	010д	Земјишта	637		



34.	019д	Ревалоризација на земјишта	638		
35.		Сегашна вредност на земјишта ( < или = АОП 004 од БС)	639		
<b>Б.МАТЕРИЈАЛНИ СРЕДСТВА</b>					
36.	010д	Шуми	640		
37.	019д	Ревалоризација на шуми	641		
38.		Сегашна вредност на шуми ( < или = АОП 004 од БС)	642		
39.	016	Набавна вредност на превозни средства	643		
40.	019д	Ревалоризација на превозни средства	644		
41.	029д	Исправка на вредност на превозни средства	645		
Ред. бр.	Група на сметки, сметка д=дел	Позиција	Ознака на АОП	Износ	
				Претходна година	Тековна година
1	2	3	4	5	6
42.		Сегашна вредност на превозни средства (< или = АОП 007 од БС)	646		
43.	013д и 014д	Набавна вредност на информациска и телекомуникациска опрема <sup>2)</sup>	647		
44.	019д	Ревалоризација на информациска и телекомуникациска опрема	648		
45.	029д	Исправка на вредност на информациска и телекомуникациска опрема	649		
46.		Сегашна вредност на информациска и телекомуникациска опрема ( < или = АОП 006 од БС)	650		
47.	014д	Набавна вредност на компјутерска опрема <sup>3)</sup>	651		
48.	019д	Ревалоризација на компјутерска опрема	652		
49.	029д	Исправка на вредност на компјутерска опрема	653		
50.		Сегашна вредност на компјутерска опрема ( < или = АОП 006 од БС)	654		
51.	017д	Набавна вредност на повеќегодишни насади	655		
52.	019д	Ревалоризација на повеќегодишни насади	656		
53.	029д	Исправка на вредност на повеќегодишни насади	657		
54.		Сегашна вредност на повеќегодишни насади ( < или = АОП 007 од БС)	658		
55.	017д	Набавна вредност на основно стадо	659		
56.	019д	Ревалоризација на основно стадо	660		
57.	029д	Исправка на вредност на основно стадо	661		
58.		Сегашна вредност на основно стадо (< или = АОП 007 од БС)	662		
59.		Книги, уметнички дела, споменици на култура	663		
Ред. бр.	Група на сметки, сметка д=дел	Позиција	Ознака на АОП	Износ	
				Претходна година	Тековна година
1	2	3	4	5	6
60.		Драгоцени метали и камења	664		

2 Уреди со електронска контрола, како и електронски компоненти кои претставуваат дел од овие уреди (радио, телевизиска и комуникациона опрема и апарати).

3 Хардвер и периферни единици, машини за обработка на податоци, печатари, скенери и слично.

61.		Антиквитети и други уметнички дела	665		
62.		Други скапоцености	666		
		<b>В. РАСХОДИ</b>			
		<b>I. Материјални расходи</b>			
63.	407д	Набавна вредност на продадени материјали и делови ( < или = на АОП 208 од БПР)	667		
64.	407д	Набавна вредност на продадените трговски стоки ( < или = на АОП 208 од БПР)	668		
65.	408д	Наемнини на земјиште ( < или = на АОП 209 од БПР)	669		
		<b>II. Други расходи</b>			
66.	414д	Отпремнини за пензија ( < или = на АОП 216 од БПР)	670		
67.	414д	Подароци за деца ( < или = на АОП 216 од БПР)	671		
68.	414д	Помош за семејствата на вработените ( < или = на АОП 216 од БПР)	672		
69.	414д	Помош за вработените ( < или = на АОП 216 од БПР)	673		
70.	414д	Јубилејни награди ( < или = на АОП 216 од БПР)	674		
71.	417д	Издатоци за авторски хонорари ( < или = на АОП 219 од БПР)	675		
72.	417д	Издатоци за повремени и привремени работи ( < или = на АОП 219 од БПР)	676	1397727	1374152
		<b>III. Помошти, донации и други давачки</b>			
73.	450д	Помошти, донации и други давања на субјектите во добра и услуги ( < или = на АОП 227 од БПР)	677	12850	25748
74.	451д	Надомести и помошти на физичките лица во добра и услуги ( < или = на АОП 228 од БПР)	678		20008
75.	455д	Други помошти и давања во добра и услуги ( < или = на АОП 229 од БПР)	679		
		<b>IV. Плати и надомест на плати</b>			
76.	460д	Плати ( < или = на АОП 231 од БПР)	680	137943	
Ред. бр.	Група на сметки, сметка д=дел	Позиција	Ознака на АОП	Износ	
1	2	3	4	Претходна година	Тековна година
77.	460д	Придонеси на плати ( < или = на АОП 231 од БПР)	681	55325	
78.	460д	Даноци на плати ( < или = на АОП 231 од БПР)	682	10883	
79.	461д	Надомести на плати ( < или = на АОП 232 од БПР)	683		
80.	461д	Даноци на надомести ( < или = на АОП 232 од БПР)	684		
81.	461д	Придонеси на надомести ( < или = на АОП 232 од БПР)	685		
		<b>Г. ПРИХОДИ</b>			
82.	720	Приходи од камати ( < или = на АОП 243 од БПР)	686	66	48
83.	721	Приходи од позитивни курсни разлики ( < или = на АОП 243 од БПР)	687		
84.	730д	Приходи од членарини ( < или = на АОП 244 од БПР)	688		



85.	730д	Приходи од придонеси ( < или = на АОП 244 од БПР)	689		
86.	730д	Приходи од подароци ( < или = на АОП 244 од БПР)	690		
87.	730д	Приходи од донации ( < или = на АОП 244 од БПР)	691	1974700	2042282
88.	731	Приходи од други извори ( < или = на АОП 244 од БПР)	692		
89.	750д	Приходи од изработка на основни средства во сопствена режија ( < или = на АОП 246 од БПР)	693		
90.	750д	Приходи од изработка на делови и ситен инвентар во сопствена режија ( < или = на АОП 246 од БПР)	694		
<b>Д. ПОСЕБНИ ПОДАТОЦИ</b>					
91.		Просечен број на вработени врз основа на состојбата на крајот на месецот	695	1	

Во \_\_\_\_\_

На ден \_\_\_\_\_

Лице одговорно за составување на образецот

Одговорно лице на непрофитната  
организација


Контролор

Период

1 2 3

4 5 6 7 8 9 10 11

1 13 14 15 16 17 18 19 20 21 22 23 24 25 26

Вид  
работаИдентификационен број  
(ЕМБС)

Резервни кодекси

Назив на непрофитната организација, **Здружение ЖЕНСКИ ФОРУМ**Седиште, **Тетово**

## БЕЛЕШКА ЗА

## РАСПОРЕДУВАЊЕ НА РЕЗУЛТАТОТ

за периодот од **01.01 до 31.12.2015** година

(во денари)

Ред. број	ПОЗИЦИЈА	Ознака а АОП	И з н о с	
			Претходна година	Тековна година
1	2	3	4	5
1.	А. ОСТВАРЕН НЕТО ВИШОК--ДОБИВКА	351	392973	323285
2.	а) Дел од вишокот-добивка за покривање на загуба од претходни години	352		
3.	Б. ОСТАТОК ОД НЕТО ДОБИВКАТА ЗА РАСПОРЕДУВАЊЕ ( 351 минус 352 )	353	392973	323285
4.	а) Дел за резервниот фонд	354		
5.	б) Дел за деловниот фонд	355		
6.	в) Дел за плати	356		
7.	г) Дел за други намени	357		
8.	д) Дел за пренос во наредната година	358	392973	323285
9.	ѓ) Нераспределен дел од вишокот на приходите-добивката	359		
10.	А. НЕПОКРИЕНИ РАСХОДИ - ЗАГУБА ВО ТЕКОВНАТА ГОДИНА	360		
11.	Б. НЕПОКРИЕНИ РАСХОДИ - ЗАГУБА ОД ПОРАНЕШНИ ГОДИНИ	361		
12.	В. ВКУПНА ЗАГУБА ЗА ПОКРИВАЊЕ (360+361) = (363+364+365+366)	362		
13.	а) Покривање на загубата со дотации	363		
14.	б) Покривање на загубата со отпис на побаруванјата на доверителите	364		
15.	в) Покривање на загубата со намалување на резервите	365		
16.	г) Непокриени расходи - загуба	366		

Сметководител: Име и презиме \_\_\_\_\_

ЕМБГ

Сметководител: Име на фирма \_\_\_\_\_

ЕМБС

Во \_\_\_\_\_

Лице одговорно за составување на



\* Раководител

\_\_\_\_

\_\_\_\_

Период

Контролор

5	4	0	0	5	4	8	7	4	6	3															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26

Вид  
работа

Идентификационен број  
(ЕМБС)

Резервни кодекси

Назив на непрофитната организација **Здружение ЖЕНСКИ ФОРУМ**

Адреса, седиште и телефон **Тетово**

Единствен даночен број **4028001126799**

**СТРУКТУРА НА ПРИХОДИ ПО ДЕЈНОСТИ (СПД-РЕКАПИТУЛАР)**

во периодот од 01.01 до 31.12. 2015 година

НКД (Национална класификација на дејности)			Остварени приходи (во денари) <sup>3</sup>
Ред. бр.	Класа <sup>1</sup>	Назив <sup>2</sup>	
1.	<b>94.99</b>	Дејности на други организации врз база на зачленување, неспомнати на друго место	2435303
2.			
3.			
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10.			
11.		<b>ВКУПНО ПРИХОДИ (= АОП 250)</b>	<b>2435303</b>

Во _____ На ден _____	Лице одговорно за составување на образецот	<b>МП</b>	Раководител
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