

*First group of recommendations - General perspective*

1. Urgent adoption of the new Law on Prevention and Protection against Discrimination by the Assembly;
2. Establishment of a professional and responsible mechanism for protection against discrimination (Commission for Protection against Discrimination) with greater competencies and capacity for acting with executive powers;
3. To ensure the protection of fundamental human rights and freedoms, it is necessary to urgently harmonize all relevant laws (in the field of substantive and procedural law) with the Law on Prevention and Protection against Discrimination;
4. Establishment of the Secretariat for Equal Opportunities (SEO) in the Government of Republic of Macedonia with precisely determined legal competencies and powers;
5. Providing funds (financial resources) by the Government and other relevant stakeholders (European Union and other international organizations) for the implementation of the principles enshrined in the Istanbul Convention;
6. To impose (as a legal obligation) to natural and legal persons to prepare documents (plan, strategy or policy for equal opportunities) that will contribute to the implementation of European, or national strategic documents.
7. Organizing mandatory training for public office holders (at all levels) for familiarization and application of the basic non-discrimination instruments;
8. In order to achieve greater efficiency in the fight against prejudice and for the implementation of the principles of non-discrimination, it is necessary to organize compulsory trainings for the persons working in the field of providing social services (social workers, civic associations, local self-government units).
9. Within the local self-government, to establish a professional Department for Equal Opportunities, which, among other things, will provide free legal assistance and legal counseling for risk groups (women, unemployed youth, political minorities, ethnic groups, persons belonging to various sexual orientations, victims of violence).
10. Inclusion of the principle of equality and non-discrimination in the process of collective bargaining, especially in the agendas of trade union activities;
11. In order to reduce the impact of stereotypes and prejudices in the whole society, it is recommended that curricula (in formal and non-formal education) should contain the principles of equality and non-discrimination (formed in a didactic manner according to the level of education);
12. By organizing various public platforms (discussions, civic forums, expert debates) it is necessary to promote the principle of non-discrimination and equal opportunities in the labor market with full respect for all concerned groups (women, young unemployed, young unskilled employees who had left prematurely school, adult workers, and other risk groups);

13. To eliminate the inconsistency in the work of the various inspection offices in the domain of the labor market for effective implementation of labor law and the Law on Protection and Combating Discrimination;
14. Work on building a national policy against segregation of students according to their ethnic affiliation.
15. Encouraging greater cooperation between the Ministry of Labor and Social Policy and civic platforms that work in the domain of promotion and implementation of the principles of non-discrimination and equal opportunities.

### **Second group of recommendations: Preventing and combating gender-based discrimination**

1. Adoption of the new Law on Gender-Based Violence and regulation of effective measures for prevention and protection from gender-based violence;
2. Creating a Glossary for gender-related terms and concepts and encouraging greater efforts to use gender-sensitive language in public discourse, especially in the public sector;
3. Introducing mechanisms for greater involvement of women in decision-making processes at all levels;
4. Introduction of gender-responsive principles of selection, employment, and promotion in the public administration in order to prevent gender-based division in the labor market;
5. Practical application of the principles of gender-sensitive budgeting;
6. In order to reduce the gender-based wage and salary gap, effective control mechanisms for the harmonization of the obligation for equal pay for work of equal value (gender-based analysis of the points and complexity of the jobs) should be adopted;
7. Continue the tendency of increasing the minimum wage and salary, especially in labor-intensive industries.