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Summary
“Equitable Ethnic Representation in the State Administration”

Name of Applicant	European Policy Institute – Skopje
Project Title	Equitable Ethnic Representation in the State Administration
Project Duration	12 months
Goal and Objectives	<ul style="list-style-type: none"> • Goal: Contribute to the implementation of the principle of equitable representation in the state administration of the Republic of Macedonia • Objectives: <ul style="list-style-type: none"> - Raising awareness of the needs and opportunities for integration in the workplace in order to realize the principle of equitable representation - Creation of policy instruments for integration and management of diversity in the workplace
Target Audience	Civil servants Decision makers: Secretariat for Implementation of the Ohrid Framework Agreement, Ministry of Information Society and Administration, Government of the Republic of Macedonia, divisions for human resources in state administration units, Committee for Relations among the Communities, Committee of Ministers for Monitoring and Coordination of Activities related to Improvement of Equitable Representation of the Persons Belonging to the Ethnic Communities in the State Administration units and in public enterprises, Agency for Implementation of the Rights of the Communities.
Location	Considering the concentration of the central institutions in the capital Skopje, largest portion of the target group is situated in Skopje. However, the research and advocacy activities will be conducted on the whole territory of the country.
Proposed Outcomes	<ul style="list-style-type: none"> - Conducted analysis of the degree of integration of the persons belonging to the ethnic communities at the work place in the state administration - Comparative analysis of EU best practice on management of diversity and integration at the workplace - Increased level of awareness of the target groups and the general public about the need to introduce a policy of integration and promote diversity at the workplace - Considering applicability and transferring best EU practices for integration and management of diversity at the workplace

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	<ul style="list-style-type: none">- Pivot model case for the introduction of policy instruments and mechanisms for integration and management of diversity at the workplace- Recommendations for public policies and integration of the persons belonging to the communities at the work place in the state administration		
Main Activities	<p>I. Research</p> <ol style="list-style-type: none">1. Collecting data: Existing literature review, survey (with 550-650 employees in the public administration), interviews (with decision makers)2. Analyzing data: Combination of qualitative, comparative and quantitative approach3. Writing of research findings: Discussion paper, Round tables (peer review meeting), finalizing the text of the publication, and publishing it (hard and electronic copy) <p>II. Advocacy</p> <ol style="list-style-type: none">1. Promotion of project activities and results: Informing through EPI's website and social media accounts, broadcasting media, and organization of a final/closing event2. Direct meetings with decision makers		
Budget	Total	From USAID Civil Society Project	EPIs contribution
	42182 USD	38682 USD	3500 USD