

Plan of annual activities for 2024 stemming from the 2023-2024 Memorandum of Understanding between the OSCE Mission to Skopje and the State Commission for the Prevention of Corruption

Program: DEMOCRATIZATION

| Activity | Description of the activity | Responsibility | Period of implementation (tentative) |
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| Activity 1. Raising the awareness of mayors about the concept of integrity as a corruption prevention policy | | | |
| In order to promote the integrity policy and ensure commitment of the top management in the LSGUs, the OSCE Mission and the SCPC will organize four regional briefing sessions for mayors from all 81 local self-government units. Those who have already signed the Integrity Policy Declaration will have the opportunity to familiarize themselves with the remaining obligations to implement the elements of the integrity system. The remaining 13 mayors will be introduced to the concept and will be encouraged to sign the integrity policy. The briefing sessions will be delivered by the President/ members of the State Commission for Prevention of Corruption and OSCE Democratization staff. | 1. Defining the dates for the regional sessions for Mayors with the SCPC | OSCE/SCPC | May 2024 |
| | 2. Booking of hotels for the regional meetings | OSCE | May 2024 |
| | 3. Sending out invitations and establishing direct contacts for confirmation of attendance | SCPC | June 2024 |
| | 4. Holding of four regional meetings with Mayors | OSCE/SCPC | Jun - Sep 2024 |

Activity 2. Support to the implementation of the elements of the integrity system in the local self-government units

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| <p>The Mission and the SCPC will further support local administrations to strengthen the integrity system. Technical experts will be engaged and four two-day training sessions will be organized for integrity officers, covering all elements of the integrity policy and helping to overcome implementation challenges. In addition, a Handbook on Preventing Conflicts of Interest in the local self-government units will be developed, in which most frequent cases with questions and answers processed in the SCPC will be presented for local officials seeking clarification on real, potential or apparent conflicts of interest in various areas. The publication will be prepared in three languages and posted on the OSCE and SCPC websites.</p> | 1. Production of ToRs for engaging experts for the upcoming trainings on the elements of the integrity system in LSGUs and the Conflict of Interest Manual in the LSGUs | OSCE / SCPC | Mar 2024 |
| | 2. Specifying dates and dynamics for organizing regional trainings on the elements of the integrity | OSCE / SCPC | May – Aug 2024 |
| | 3. Selection and contracting of experts from the OSCE Mission’s roster for the trainings on the elements of the system of integrity | OSCE / SCPC | June 2024 |
| | 4. Production of the curriculum / presentations for the upcoming trainings on the elements of the integrity system in LGUs | OSCE/SCPC/ Experts | Jul - Aug 2024 |
| | 5. Holding of four regional two-day trainings for integrity officers and local administrations on the integrity system elements | OSCE/SCPC/ Experts | Sep – Oct 2024 |
| | 6. Negotiating the structure of the Manual with the selected expert | SCPC/ LSGUs/ Expert | May 2024 |
| | 7. Development of the Manual on Preventing Conflict of Interest in the local self-government units | Expert | Jun-Aug 2024 |
| | 8. Translation of the Manual into Albanian and English, and proofreading in Mac/ Alb/ Eng | Service provider / OSCE | Sep – Oct 2024 |
| | 9. Publication design and publishing on SCPC and OSCE websites | Service provider / OSCE | Oct – Nov 2024 |

Activity 3. Gender analysis of the State Commission for Prevention of Corruption

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| <p>The Mission will support the SCPC for the first time to carry out activities to mainstream the gender component in the creation, implementation, monitoring and evaluation of anti-corruption policies in the work of the SCPC. In 2024, a gender analysis of the State Commission for the Prevention of Corruption will be conducted, which will be the first gender analysis of this anti-corruption body in North Macedonia and the wider region. Gender analysis of the SCPC will be based on a customized Methodology for the inclusion of gender aspects in the work of the SCPC, taking into account the UNODC guidelines for the inclusion of the gender perspective in anti-corruption projects/programs.¹</p> | 1. Selection and contracting of a National Expert for conducting the SCPC gender analysis from the OSCE Mission's roster | OSCE | May 2024 |
| | 2. Preparation of Methodology for gender analysis | National Expert | Jun 2024 |
| | 3. Desk research / existing documentation and legislation | National Expert | Jun/ Jul 2024 |
| | 4. Field research with internal and external stakeholders and organizing the first workshop to sensitize SCPC employees and members with the gender dimension of the anti-corruption work and policies | National Expert / OSCE / SCPC | Sep 2024 |
| | 5. Preparation of the analysis/report | National Expert | Oct 2024 |
| | 6. Final workshop to finalize the gender analysis report and its adoption by the SCPC | National Expert / SCPC / OSCE | Oct 2024 |
| | 7. Translation of the report into Albanian and English language and proofreading in Mac/Alb/Eng | Service Provider / OSCE | Nov 2024 |

¹ [Mainstreaming Gender in Corruption Projects/Programmes \(unodc.org\)](https://www.unodc.org/en/publications-and-materials/2019/01/Mainstreaming-Gender-in-Corruption-Projects/Programmes/)

Activity 4. Gender Equality Training for Equal Opportunities Coordinators in SCPC (no budget implications)

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| <p>Based on the request received from the SCPC, the Mission will design and deliver an introductory training program on the topic of gender equality and gender aspects of the corruption. The training will be conducted by the OSCE staff and participants will be the Coordinator and Deputy Coordinator for Gender Equality in the State Commission for Prevention of Corruption. Prior to the training delivery, the Mission will conduct a training needs assessment. This activity will precede the implementation of the first gender analysis of the State Commission for Prevention of Corruption in the second half of 2024.</p> | 1. Coordination meeting for agreeing the dynamics of the training program with the representatives of the SCPC | OSCE /SCPC | Mar 2024 |
| | 2. Conducting training needs assessment | OSCE | Apr 2024 |
| | 3. Designing the training program | OSCE | May 2024 |
| | 4. Training program delivery | OSCE / SCPC | Jun-Sep 2024 |
| | 5. Preparation of a report with lessons learned and an action plan with recommendation for incorporating the gender perspective in the work of the SCPC | OSCE/SCPC | Oct 2024 |