

**Training No. 3 on Intelligence and Security Sector  
Governance and Accountability: Human Rights  
Mainstreaming in Security Sector Reform  
for CSO and Media representatives in North Macedonia**

**13-15 March 2023**  
**Berovo, North Macedonia**

This activity is part of the DCAF-implemented  
**Intelligence and Security Sector Reform Programme in North Macedonia (2021-2026)**



## TECHNICAL INFORMATION

**Background:** DCAF's initial assessment, based on discussions with CSO and Media representatives in North Macedonia, is that there is a need to increase capacities and knowledge on topics addressed within the DCAF Programme, so that local CSOs and Media can engage more effectively the public in studying, discussing and better understanding the need for improved security and intelligence governance and accountability in North Macedonia, and progress required in this area in North Macedonia. During 2022, two basic trainings were conducted by DCAF on Intelligence and Security Governance. In addition, a subsequent focus groups needs assessment proved the necessity of additional trainings focused on in-depth topics related to security sector governance and accountability.

### **Training No. 3, In-depth topic 1: Human Rights Mainstreaming in Security Sector Reform**

#### **Objectives of the Training No. 3:**

- Enhance the knowledge and understanding of representatives of the local CSOs and Media organizations on Human Rights-Based Approach to Security Sector Reform.
- Equip the local CSOs and Media with know-how for promoting a rights-based and gender-responsive SSR processes.
- Stimulate discussion about the role of CSOs and Media in monitoring the observance of human rights obligations of the intelligence and security sector in North Macedonia.
- Empower the local CSOs and Media on how to contribute to better-informed public debate on the ongoing intel and security reforms.

#### **Venue:** [Hotel Manastir Berovo](#)

Accommodation, meals, and organized transport to the venue and back are covered by DCAF

#### **Working Languages:** Macedonian

**Format:** Trainer-led in-person gathering, combination of interactive lectures and practical exercises

#### **Point of Contact:**

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## AGENDA

Day I (Monday) 13 March 2023	
Time	Activity
10:30-	<p>Departing from Skopje (organized transport with minibus)</p> <p>Setting off from Drvo Dekor Skopje</p> <p>Arrival at <a href="#">Hotel Manastir Berovo</a> and hotel check-ins</p> <p>Lunch at the hotel</p>
15:00-16:00	<p>SESSION 1: <b>INTRODUCTION AND SETTING OF THE AGENDA AND EXPECTATIONS</b></p> <ul style="list-style-type: none"> <li>• <i>Welcome, introductions and Icebreaker</i></li> <li>• <i>Recap from the previous training: The Concept of Security Sector Reform and the Principles of Transparency and Accountability</i></li> </ul> <p>Representatives from DCAF</p>
16:00-17:30	<p>SESSION 2: <b>HUMAN RIGHTS (HR) AND SECURITY</b></p> <ul style="list-style-type: none"> <li>• <i>The Concept of Human Rights; The Universalism of HR vs. Cultural Relativism</i></li> <li>• <i>International and Regional Legal Framework Governing HR</i></li> <li>• <i>Human Rights vs National Security (limitations/derogations of HR)</i></li> <li>• <i>Human Rights Based Approach to Security Sector Reform: Definition, Methods and Application</i></li> <li>• <i>Role of CSOs and Media in Monitoring the Adherence to HR by Intelligence and Security Institutions: Shadow Reports, Monitoring, Advocacy, Dialogue Facilitation,,,</i></li> </ul> <p>Presentation by: <b>Metodi Hadji Janev</b> (PhD), University Professor and SSR Expert, Trainer and Facilitator</p>
17:30-19:00	Free afternoon
19:00-20:30	Dinner
Day II (Tuesday) 14 March 2023	
Time	Activity
09:00-11:00	<p>SESSION 3: <b>RIGHT TO PRIVACY AND DATA PROTECTION IN THE ERA OF MASS-SURVEILLANCE</b></p> <ul style="list-style-type: none"> <li>• <i>Defining the Right to Privacy vs. Personal Data Protection</i></li> <li>• <i>Legal and Political Framework/EU Directives</i></li> <li>• <i>Intelligence Sharing and the Right to Privacy</i></li> <li>• <i>Types of Mass Surveillance: Interception of Communications, Mass Hacking, Comms Data Retention, Facial recognition technology (FRT), IMSI catchers,,,</i></li> <li>• <i>The Entry Points for CSOs and Media Oversight of Security Sector in Hindering Mass Surveillance: How to hold Security Actors Accountable?</i></li> </ul>

	Presentation by: <b>Olga Kosevaliska</b> , Associate Professor, Faculty of Law Shtip
11:00-11:30	Coffee Break
11:30-13:00	SESSION 4: <b><u>PRACTICAL EXERCISE</u></b>  Facilitated by: <b>Olga Kosevaliska</b> , Associate Professor, Faculty of Law Shtip
13:00-14:00	Lunch
14:00-15:30	SESSION 5: <b><u>GENDER MAINSTREAMING IN SECURITY SECTOR GOVERNANCE</u></b>  <ul style="list-style-type: none"> <li>• <i>The Concept of Gender and Principle of Equality</i></li> <li>• <i>International Legal Standards for Women, Peace and Security (WPS)</i></li> <li>• <i>Gender Mainstreaming in Security Sector Institutions</i> <ul style="list-style-type: none"> <li>○ <i>The Role of the UNSC Resolution 1325</i></li> <li>○ <i>The Role of Quotas and other Affirmative Measures</i></li> <li>○ <i>Women in Special Police and Army Units: Limits, Challenges and Benefits</i></li> </ul> </li> <li>• <i>Gender Aspects of the Civilian and Democratic Oversight over Security Sector</i></li> </ul> <p>Presentation by: <b>Metodi Hadji Janev (PhD)</b>, University Professor and SSR Expert, Trainer and Facilitator</p>
15:30-15:45	Coffee Break
15:45-17:30	SESSION 6: <b><u>PRACTICAL EXERCISE</u></b> (TBD)  Facilitated by: <b>Metodi Hadji Janev (PhD)</b> , University Professor and SSR Expert, Trainer and Facilitator
17:30-19:00	Free afternoon
19:00-21:00	Dinner
<b>Day III (Wednesday)</b>	
<b>15 March 2023</b>	
<b>Time</b>	<b>Activity</b>
09:00-11:00	SESSION 7: <b><u>SIMULATION (SCENARIO-BASED) EXERCISE</u></b>  Facilitated by: <b>Metodi Hadji Janev</b> , University Professor and SSR Expert, Trainer and Facilitator
11:00-11:15	Coffee Break
11:15 - 12:15	SESSION 8: <b><u>EVALUATION AND REFLECTION GROUPS</u></b>
12:15 - 12:30	<b><u>CONCLUDING REMARKS</u></b> Representatives from DCAF
12:30 -	Lunch
	Departure after lunch