REPORT FOR REALIZED ACTIVITIES IN 2020 FROM THE NATIONAL STRATEGY FOR DEVELOPMENT OF THE "ONE SOCIETY FOR ALL AND INTERCULTURALISM" CONCEPT

June 2021

INTRODUCTION

At the 93rd session, held on October 8, 2018, the Government of the Republic of Macedonia adopted the information on the need to develop a National Strategy for Development of One Society for All Concept and Interculturalism. The preparation and implementation of the Strategy is in line with the Government's Programme, as well as in line with the Government's strategic priorities. It is aimed at improving the intercultural communication in the Republic of North Macedonia between different cultures and communities, as well as to implement through it the recommendations of the international bodies of the United Nations, the Council of Europe, the European Commission, and the Organization for Security and Co-operation in Europe.

The National Strategy for Development of One Society for All Concept and Interculturalism is a document that is being prepared for the first time in the Republic of North Macedonia, and is of particular importance, given the division of society on different grounds. The main goal is promoting ourselves in a society that is both fair and equitable and makes citizens more equal and more equalitarian.

In accordance with the commitment of the Government of the Republic of North Macedonia for partnership with civil society in the process of policy making and implementation, along with direct and substantial participation of civil society organizations in drafting this strategic document, Working Groups were formed consisting of representatives of institutions and civil society who actively participated in the overall process of the Strategy preparation.

The draft text of the Strategy was the subject of extensive consultations and discussions in the period May - June 2019 with citizens, representatives of state institutions, civil society, academia and other stakeholders. The final version incorporates a large part of the submitted comments, suggestions and additions to the public discussions around the country. The document was also subject of discussion at an international conference held in October 2019, including international reviewers' remarks/notes.

At the 162nd session, held on November 5, 2019, the Government adopted the National Strategy for Development of One Society for All Concept concept and Interculturalism. Prior to it, 13 ministries and other key institutions gave their opinion on the text of the Strategy.

On January 3, 2020, the Committee on Political System and Inter-Community Relations at the Assembly of the Republic of North Macedonia discussed the National Strategy at a two-day debate.

At the session held on 28.01.2020, the Government appointed the **Coordination Body at CPMGRNM** in charge of monitoring and reporting on the implementation of the Strategy and Action Plan. This body coordinates the process of implementation of the "One Society for All Concept" and Interculturalism Strategy and plans the future activities. Throughout 2020, the activities envisaged by the National Strategy were implemented in difficult conditions.

There are four reasons for this condition.

First, the calling of the early parliamentary elections on February 12, 2020, and the legal consequences of their calling, as well as their postponement due to the COVID 19 crisis for July 15, 2020.

Second, the crisis caused by the pandemic with the COVID 19 virus led to a significantly or completely reduced institutional capacity, which prevented the systemic interventions indicated in the Action Plan. Most of the planned activities have not even started to be realized, and others could not be realized in full capacity.

Third, the financial crisis and the need to adopt special crisis measures have led to cuts and reallocations to certain items in the budgets of the ministries and institutions responsible for some of the activities, with these activities being postponed to next year.

Fourth, the election of a new Government and the changes in the governmental and institutional leadership led to a stalemate in the staff of the Coordination and Permanent Body for the implementation of the Strategy.

The Coordination Body for Implementation continued the practice established during the preparation of the Strategy to meet once a week, which in the conditions of a pandemic was maintained through a digital platform. For the purposes of monitoring the implementation, an operational Form for data collection and reporting was developed, which in terms of its content and structure builds on the Action Plan of the Strategy and with its help at the level of strategic area, priority ie(s) and objective(s) received:

- clear overview of the degree of implementation of the measures and activities, priority(ies) and objective(s),

- review of the status of implementation of the activities,
- the identified risks and problems that may arise until the end of the implementation of the activity,
- information on the planned new deadline for implementation of the activity,
- outputs and outcomes obtained by implementing the activities.

On December 22, 2020, the two government bodies in charge of implementing the National Strategy for Development of the One Society for All Concept and Interculturalism were formed and continued their work. They have been appointed once all officials, which should be part of this complex inter-ministerial body, were elected or appointed. The Permanent Operational Body of the GRNM for society and interculturalism consists of the Minister of Justice, the Minister of Culture, the Minister of Education, the Minister of Labor and Social Policy, the Minister of Political System and Relations among the Communities, representatives of the Cabinet of the Prime Minister, the Ombudsman, the Director of the Agency for Community Rights Realization, the Director of the Commission for Community Relations, the Chairman of the Commission for Protection against Discrimination, the Director of the Agency for Enforcement of the of Language at least 20% of the Citizens of the Republic of North Macedonia, the President of the Coordinating Body of the CPMGRNM, the President of the Council for Cooperation and Development of Civil Society, as well as representatives of the academic community. The First Deputy Prime Minister Artan Grubi was appointed by the government to lead the body, instead of the Minister of Justice, such was the practice so far, which is a positive novelty in a direction of increasing the political weight of the body. POT, whose main role is to propose measures and activities to the Government regarding issues related to the development of the "One Society for All" Concept and Interculturalism, to review the recommendations and reports of international bodies and commissions. It usually meets four times per year to review the report on the implementation of the Strategy and the Action Plan, but also to review the connection of the priorities with the other strategic documents. Preparations for the first meeting are underway.

Monitoring and reporting on the implementation of the Strategy and the Action Plan is the responsibility of the Coordinating Body at CPMGRNM. The Body has prepared the Annual Report on the implementation of the Strategy for 2020 in relation to the seven strategic areas. The Coordinating Body also reviewed the implementation of the Action Plan of this Strategy and prepared recommendations to the GRNM for taking appropriate measures in the event that due to the Covid 19 pandemic it led to non-implementation or difficulties in implementation; prioritization of key activities in the implementation of this Strategy, and propose new deadlines for implementation of future activities in the general time frame of the Strategy until 2022. The Coordinating Body is involved in ensuring coherence and harmonization of other strategic documents, which are currently in phase of adoption, most recently the Programme for Sustainable Development and Decentralization of Local Self-Government 2021-2026.

The attached Annual Report presents an overview of the progress in the implementation of the Strategy and the results achieved in the period January - December 2020 by strategic areas. The National Strategy consists of seven strategic areas, with an analysis of the situation, priorities and goals, as well as an action part. They, each in their part, declare the priorities as well as the resulting objectives that should contribute to wards enabling this Strategy to change the social reality by initiating processes for a more integrated society.

Each Report by area contains information on the degree of implementation by priority area and the status of implementation of the activities by institutions carrying out activities. When developing the review of the planned and achieved results at the level of strategic area, priority and objective, the indicators for the outputs and outcomes are used, contained in complete Forms from the Coordinators at the cluster level.

It should be emphasized that the revision of the Strategy/AP refers exclusively to the activities, time frame, financial framework and institutions involved in the implementation, without compromising the established strategic and priority goals, and the document briefly explains the need and reasons for revision of the activities. deadlines (proposals for solutions for the activities whose implementation has not started, activities whose implementation has been difficult or laboured, including the activities whose implementation has started but the deadline for their implementation has been exceeded/implementation is ongoing). The Report also contains an assessment of the negative impact of the unrealized activities on the realization of the planned objectives by priority areas, with a brief explanation of the real feasibility, relevance and sustainability of the proposed solutions (redefined activities, deadlines and funding sources) and the expected results. Consideration should also be given to the fact that there is a periodic Report for a calendar year, hence the assessment of the achievement of the priority objectives is periodic.

The further text of the Annual Report provides an Overview of the Realized activities in the seven (7) strategic areas of the Strategy:



- STRATEGIC AREA: LEGAL FRAMEWORK -

The National Strategy for the Development of the One Society for All and Interculturalism Concept, among other things, aims to implement the recommendations of the international bodies of the United Nations, the Council of Europe, the European Commission, as well as the Organization for Security and Cooperation in Europe.

This Strategy takes equality and non-discrimination as one of its basic principles.

In the Republic of North Macedonia, the legal framework for non-discrimination and equality consists of: the Constitution, laws and ratified international agreements. The fundamental values of our constitutional order are: the fundamental freedoms and rights of man and citizen recognized by international law and established by the Constitution. The right to non-discrimination and equality is enshrined in Article 9 of the Constitution, where the fundamental freedoms and rights of man and citizen are enshrined: "Citizens of the Republic of North Macedonia are equal in freedoms and rights, regardless of gender, race, color, of the national and social origin, of the political and religious belief, of the property and the social position". Accordingly, the mission of the National Strategy for Equality and Non-Discrimination 2016-2020, which supports this Strategy, is "Effective protection against discrimination and respect for the principle of equal opportunities and prohibition of discrimination of any person and/or group of persons, based on their personal characteristics, especially the vulnerable social groups ".

However, despite the legal guarantees, the 2018 Report of the European Network of Non-Discrimination Experts identifies a number of shortcomings, both in relation to the legislation in this area and in relation to its implementation in practice. These include the lack of harmonization within national legislation and international standards, the omission of sexual orientation as a basis in legislation, insufficient funding of national human rights institutions, a culture of impunity for hate speech offenses, rule of law issues and reduced trust in institutions, including the judiciary, as well as the lack of independence of the national equality body and attacks on civil society and activists as critical voices.

In order to improve this situation and to overcome the identified shortcomings, the Strategy in the field of legal framework has identified the following:

2.1.2 Key priorities and objectives

Priority 1: Revitalization of the institutions in the country by the legislative, executive and judicial authorities aimed at building and affirming the concept "One Society for All Concept with Developed Interculturalism"

1.1. Priority objective: Strengthened functional institutions that continuously establish and develop the concept "One Society for All Concept with Developed Interculturalism"

1.2. Priority objective: Establishment of a functional network for cooperation and interaction of the institutions responsible for the concept "One Society for All Concept with Developed Interculturalism"

Priority 2: Established efficient and functional system for consistent implementation of legislation that ensures an equal society for all

Priority objective 2.1: Harmonized domestic legal legislation with international documents that are in the spirit of the concept "One Society for All Concept and Interculturalism"

Priority objective 2.2: Establishment of practice of ex ante and ex post evaluation of the legislation

Priority objective 2.3.: Establishment of a permanent body for coordination and evaluation of the

implementation of the legislation and the functionality of the institutions for development of the concept "One Society for All Concept and Interculturalism"

The Report on the results achieved in the period January-December 2020, gives an Overview of the Realized activities by priorities and priority objectives, identifies the risks and challenges (especially taking into account the current situation during Covid 19 pandemic), gives an Overview of the results achieved and assesses their contribution towards the achievement of the set objectives. Consideration should also be given to the fact that there is a periodic Report for a calendar year, hence the assessment of the achievement of the priority objectives is periodic.

Priority 1: Revitalization of the institutions in the country by the legislative, executive and judicial authorities aimed at building and affirming the concept "One Society for All Concept with Developed Interculturalism"

1.1. Priority objective: Strengthened functional institutions that continuously establish and develop the concept "One Society for All Concept with Developed Interculturalism"

1.2. Priority objective: Establishment of a functional network for cooperation and interaction of the institutions responsible for the concept "One Society for All Concept with Developed Interculturalism"

Realized activities in 2020 for achieving Priority Objective 1.1 and 1.2:

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In order to meet the Priority objective 1.1 and 1.2, four activities are envisaged, in the realization of which several stakeholders are involved.

For implementation of the activity 1.1 Coordination of the institutions related to the implementation of the Strategy "One Society for All Concept and Interculturalism", competent, i.e. leading institutions for implementation are the Ministry of Political System and Inter-Community Relations and the Existing body of the Government of the Republic of North Macedonia. This activity is carried out continuously, starting from October 2019.

At the same time, the realization of the activity 1.2 Reaffirmation of the constitutional principle of equitable representation of all communities in the judicial bodies, under the competence of the Academy for Judges and Public Prosecutors, as a leading institution, and the Judicial Council and the Council of Public Prosecutors, as participating institutions, also in continuously act in accordance with the principle of equitable representation of the communities. Namely, in determining the ranking of the latest generation of trainees at the initial training at the Academy for Judges and Public Prosecutors, the principle of equitable representation of all communities has been respected.

As it is known, in the highest act of the state - the Constitution of RNM, in Article 9, as one of the fundamental values of the constitutional order of the Republic of North Macedonia, among others, is: of the state government and other public institutions at all levels... : "In accordance with the Constitution of the RNM is Article 9 of the Law on the Academy of Judges and Public Prosecutors" Pavel Šatev' (Official Gazette of the Republic of Macedonia No. 20/2015, No. 192/15, No. 231/15 and No. 163/2018). Since this Article regulates the principle of adequate fair representation in a general manner, its adjustment is Namely, Paragraph 1 of Article 10a of the Regulations for entrance exam states that: 'In the selection of candidates for admission to initial training in the Academy, without violating the criteria provided by law, appropriate and fair representation of the citizens who belong to The Board of Directors of the Academy of Judges and Public Prosecutors, at the session held on January 22, 2020, adopted the Decision for determining a special quota for the members of the communities.

Realization of Activity 1.3. The formation of Commissions for relations between the communities at the local level, the implementation of which was supposed to start at the beginning of last year, has been prolonged due to the pandemic. Nevertheless, the deadline for implementation, which is until the end of 2021, can still be considered. Competent institutions for the formation of the Commissions for relations between the communities at the local level are the Permanent Body of the Government of the Republic of North Macedonia, the Ministry of Local Self-Government, the Ministry of Justice and the Association of Local Self-Government Units (ZELS).

The last planned activity from the first priority of the strategic area "Legal Framework", activity 1.4. Ensuring the functionality of the Committee for Inter-Community Relations in the Assembly of the Republic of North Macedonia has been realized. The Committee was established, adopted a Work Programme for 2021, met regularly and informed the public about its activities. The Coordination body and the Committee shall maintain regular communication and shall keep each other informed of their activities.

Identified risks and challenges and planned new deadline for implementation of activities:

Apart from the general risks posed by the Covid 19 pandemic, no other risks have been identified. Some of the activities are ongoing, so in some activities the deadline for full implementation of the measures is only extended



2.1 Priority objective: Harmonized domestic legal legislation with international documents that are in the spirit of the concept "One Society for All Concept and Interculturalism"

Realized activities in 2020 for achieving Priority Objective 2.1:

In order to achieve the given priority objective, starting from June 2021, with a period of one year to June 2022, it is planned to prepare a review-analysis of the harmonization of domestic regulations with international standards and jurisprudence related to interculturalism (activity 2.1 .1.).

As a leading institution, the Government of the Republic of North Macedonia needs to appoint experts in the coming period who will work on the development of this activity, including in its implementation the ministries involved in the implementation of the Strategy and the OSCE Mission to Skopje.

By the end of 2021, urgent adoption of a new National Strategy for Equality and Non-Discrimination for 2020-2024 is foreseen (activity 2.1.2). The implementation of the activity is under the competence of the Government, the ministries involved in the implementation of the Strategy, as well as the Commission for Prevention and Protection against Discrimination and the Ombudsman.

2.2 Priority objective: Establishment of practice of ex ante and ex post evaluation of the legislation

Realized activities in 2020 for achieving Priority Objective 2.2:

As an ongoing implementation activity starting from November 2019, the realization of "Ex ante assessment and Ex-post evaluation of the legislation is in line with the values of the Strategy "One Society for All Concept and Interculturalism", under the competence of the Ministry of Justice as a leading institution. Ministries submitting new Laws are involved in the realization of this activity, as well as the amendments to the existing Laws.

2.3. Priority objective: Establishment of a permanent body for coordination and evaluation of the implementation of the legislation and the functionality of the institutions for development of the concept "One Society for All Concept and Interculturalism"

For consistent implementation of the priority objective, three activities are envisaged, two of which have already been implemented. Namely, the activity 2.3.1 Transformation of the ad hoc body for coordination and evaluation of the implementation of the legislation and the functionality of the institutions for development of the "One Society for All Concept and Interculturalism" concept into an existing body of the Government of RNM has been realized. The OPT regularly holds its sessions, as evidenced by the Minutes and the adopted conclusions.

Regarding the second realized activity - 2.3.4. Adoption of a Law that will enable systematic resolution of the issue of persons without documents, the Assembly of the Republic of North Macedonia adopted a Law on unregistered persons in the birth register (Official Gazette 42/2020 of 16 February 2020), thus providing access to social protection, the right to education, health care and the right to employment for a category of citizens who were outside the system.

According to the statistics of the Registry Office at the Ministry of Justice, so far 205 people have applied for additional registration in the Special Birth Registry. Up to date, the procedure has been completed for 72 people and they have received a Certificate from the Special Birth Registry.

Upon obtaining the Certificate, these citizens were issued an ID card, and they were given the opportunity to exercise other rights, such as social and health care and the right to education.

Identified risks and challenges and planned new deadline for implementation of activities:

Apart from the general risks posed by the Covid 19 pandemic, no other risks have been identified. Some of the activities are ongoing, therefore for some activities the deadline for full implementation of the measures is only extended.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 2.3



ASSESSMENT FOR IMPLEMENTATION OF PRIORITY 2

The realized and started activities indicate that the degree of realization of the Priority is at a high level



SUMMARY OF THE STRATEGIC AREA LEGAL FRAMEWORK

Most of the activities outlined in the strategic plan in the area of Legal Framework are either completed or in continuous implementation, after being identified as a priority in the Strategy. The coordination of the institutions related to the implementation of the Strategy "One Society for All and Interculturalism" has been improved. Both the Judicial Council and the Council of Public Prosecutors, as participating institutions, also continuously act in accordance with this principle. By the end of 2021, the adoption of the new National Strategy for Equality and Non-Discrimination is foreseen. Law on Unregistered Persons in the Birth Registry (Official Gazette 42/2020 of 16 February 2020). So far, the procedure has been completed for 72 people and they have received a certificate from the Special Birth Registry. Upon receipt of the Certificate, these citizens are issued an ID card, and they get the opportunity to exercise other rights, such as social and health care and the right to education. - STRATEGIC AREA: EDUCATION -

The National Strategy for the Development of the One Society for All Concept and Interculturalism is a document of special significance, bearing in mind the division of society on various grounds. This document initiated activities whose ultimate goal is to strengthen the processes of communication and cooperation between communities in the direction of creating a society in which everyone will feel like a member of "one society".

One of the principles on the basis of which education is developed, established by the legislation, is: "acceptance of differences, multiculturalism and interculturalism". The introduction of intercultural education is necessary in order to overcome the passive coexistence between the different ethnic and religious communities living in our country and to enable a sustainable way of living together in our multicultural/multiethnic society. To achieve this objective, education must include activities and contents that promote respect for cultural diversity and interaction between students who are members of different ethnic communities and learn the same language or languages of instruction.

Therefore, the National Strategy within the strategic area of Eeducation identifies three priorities and corresponding priority objectives and activities.

Priority 1: Providing interaction between students from different ethnic communities and different language of instruction in primary and secondary education.

In function of the specified priority, the following priority objectives are defined:

- Priority objective: Increased interaction of students from different ethnic communities/languages of instruction through joint extracurricular activities in schools,
- Increased interaction of students from different ethnic communities/languages of instruction through joint teaching activities in at least two different subjects in schools,
- Increasing mutual cooperation between different municipal/state schools,
- Increased collaboration of teachers from different teaching languages,
- Increased cooperation between school parents students.

Priority 2: Improving the learning of the language of the "other"

In function of the specified priority, the following priority objectives are defined:

- Improved level of knowledge of the Macedonian language among students attending classes in a language other than Macedonian,
- Students learning Macedonian are trained in basic communication in the language of other ethnic communities.

Priority 3: Strengthening the elements of interculturality in the teaching content

In function of the specified priority, the following priority objectives are defined:

- Revision of textbooks in the direction of getting to know the culture of "others" and respecting diversity
- Introduction of new project activities in the direction of getting acquainted with the culture and tradition of all communities

The Report on the results achieved in the period January-December 2020, gives an Overview of the Realized activities by priorities and priority objectives, identifies the risks and challenges (especially taking into account the current situation during Covid 19 pandemic), gives an Overview of the results achieved and assesses their contribution towards the achievement of the set objectives. Consideration should also be given to the fact that there is a periodic Report for a calendar year, hence the assessment of the achievement of the priority objectives is periodic.

Priority 1: Ensuring interaction between students from different ethnic communities and different languages of instruction in primary and secondary education

1.1. Priority objective: Increased interaction of students from different ethnic communities/languages of instruction through joint extracurricular activities in schools

Realized activities in 2020 for achieving Priority Objective 1.1:

Teaching and extracurricular activities are an inseparable whole in the educational process that create the necessary preconditions for the student to develop into an open, independent, creative and character person. Within the

educational activity in the schools, various extracurricular activities are organized and realized in accordance with the development needs and interests of the students and their active participation, in order for the school to become a place for socialization of students and an attractive learning environment.

In 2020, the Minister of Education and Science on the proposal of the Bureau for Development of Education with Decision no. 12-2897/2 from 5.3.2020 adopted a new *Concept for extracurricular activities in primary education*, in which special emphasis is placed on the knowledge, skills and values/attitudes that the student should acquire in the following areas: Personal and social development, *Democratic culture, multiculture and citizenship*, Artistic expression and culture, and Entrepreneurship and financial literacy. All students participating in extracurricular activities should be protected from any form of discrimination. This means that extracurricular activities should be conducted in conditions that prevent the student participating in the activity from being exposed to stereotypes, prejudices and discriminatory behavior by classmates, teachers and other adults in the school.

Within each school, a School Integration Team has been formed which plans and organizes activities that contribute to the respect of multiculturalism and to the development of intercultural dialogue/interaction and the promotion of interethnic integration.

70 primary and 25 secondary schools received a grant from the Ministry of Education and Science for implementation of activities for interethnic integration in the academic year 2019/2020. Some of those activities were organized with physical presence during the months of February and March 2020 while others were organized online. In November 2020, the Ministry of Education and Science announced a Public Call for financial support for 95 schools (70 primary and 25 secondary) to implement activities that contribute to the development and promotion of multiculturalism, interethnic integration and tolerance for the academic year 2020/2021. Along with the Call, the Ministry of Education published Guide examples of extracurricular and Science а with activities (https://mon.gov.mk/stored/document/Primer%20za%20online%20aktivnosti v2.pdf) which can be realized online prepared with the support of the USAID Project for Interethnic Integration of Youth in Education (MIMO) realized by the Macedonian Center for Civic Education (MCEC).

In cooperation with partners such as the OSCE, the Open Society Foundation, USAID, the Macedonian Center for Civic Education, the Pestalozzi Children's Foundation and the Nansen Dialogue Center, a series of extracurricular activities were realized: Regarding the measure 1.1.1.2 Preparation of a Programme for joint extracurricular activities, the following activities have been realized:

With the support of the USAID Interethnic Integration of Youth in Education (MIMO) Project implemented by MCEC, 15 Municipal Strategies for Interethnic Integration and Youth Participation were prepared and adopted by working groups/commissions established by the mayors of the municipalities.

In 2020, MCEC within the MIMO Project and in partnership with the Youth Education Forum, supported the municipalities with the already adopted (in 2019) Strategies for Interethnic Integration and Youth Participation to implement the Action Plans of the Strategies. 3 activities were organized with physical presence and 53 activities at a distance, aimed at defining the student initiatives and implementation of youth actions (in 2021) by schools at the local level in 10 municipalities (Struga, St. Nikole, Probistip, Prilep, Veles, Dolneni, Vrapciste, Tetovo, Kavadarci, Gevgelija).

In 2020 MCY within the Project of the Pestalozzi Children's Foundation - Strengthening Multiethnic Cooperation in Municipalities and the USAID Interethnic Integration of Youth in Education Project (MIMO) supported 31 schools in the implementation of activities in sections.

<u>The activities realized within the MIMO Project are presented in an infographic available at the following link:</u> <u>http://www.mcgo.org.mk/wp-content/uploads/2017/09/Component-1-Timeline-1.pdf</u>

Nansen Dialogue Center has developed a Programme for joint extracurricular activities (annual programmes for joint extracurricular activities for primary and secondary education). The Programmes are available in Macedonian, Albanian and Turkish lamguage on the website: <u>https://nmie.org/mk/publikacii/</u>

Regarding Measure 1.1.1.3. Adoption of joint extracurricular activities, it is implemented continuously, i.e. the schools include joint extracurricular activities in the Annual Programmes. In the Law on Primary Education, Article 49 Paragraph (5) stipulates that activities for interethnic integration and joint student initiatives are also planned within the Annual Programme. Additionally, the State Education Inspectorate with the support of the USAID MIMO Project implemented by MCEC made changes in the Manual for Integral Evaluation and the Quality Indicators of the work of the schools with upgraded elements of interethnic integration. The changes in the documents were promoted (https://mk.mcgo.org.mk/vesti/podobreni-indikatorite-za-kvalitet-na-rabota-na-ucilistata/)

The State Education Inspectorate was supported by the USAID MIMO Project implemented by MCEC in revising the ICRU and the instruments in the Manual for Implementation of Integral Evaluation and preparation of a Protocol for implementation of Integral Evaluation in Primary Schools in the Republic of Macedonia in extraordinary circumstances to respond to the changes in laws. Meetings were also held with all SMI inspectors aimed at informing them about the changes and additions to the documents.

Identified risks and challenges and planned new deadline for implementation of activities:

Having in mind that in March 2020, with a Decision of the Government and on the proposal of the Commission for protection from infectious diseases, the schools were closed as a result of the Pandemic Covid 19, measure 1.1.1.4. Organizing a "Week of Interculturalism" was not realized, and it was proposed to be realized in the fourth quarter of 2021. Regarding the measure 1.1.1.1 Preparation of a document - Rulebook for organizing the teaching in the multilingual schools, adoption of a Guide for organizing the teaching in the multilingual schools was proposed, following its preparation in the third quarter of 2021.



1.2. Priority objective: Organizing joint teaching activities in at least two different subjects in the schools

Realized activities in the period January-June 2021 for achieving Priority Objective 1.2:

Regarding the measure 2.1.1.1 Preparation of instructions for organizing joint teaching activities, Nansen Dialogue Center Skopje has prepared a Manual "How to Get Intercultural Education", available in three languages, Macedonian, Albanian and Turkish and can be downloaded from <u>https://ndc.org.mk/wp-content/uploads/2018/11/Kako-do-interkulturno-obrazovanie-MK.pdf</u>

Regarding the measure 2.1.1.2. Realization of joint teaching activities in the subjects: Physical and health education, Foreign language, Music education, Art education and Informatics, during 2020 joint classes were organized in regular classes in seven (7) high schools from the City of Skopje (SUGS Zdravko Cvetkovski, SUGS Dimitar Vlahov, SUGS Josip Broz Tito, SUGS Braka Miladinovci, SUGS Boro Petrushe Arseni Jovkov and SUGS Vlado Tasevski), with students who attend classes in different languages of instruction. The classes were realized in general subjects (English and German language, pedagogy, informatics, sports and sports activities, civic education, fine arts) and vocational subjects (anatomy and physiology of domestic animals; construction, geodesy and other qualification sectors; knowledge of materials , practical training for the profile esthetician for hand and foot care, applied cosmetics). In 2020 in all schools, 307 hours of physical presence and 432 hours of distance were realized. The USAID MIMO project implemented by MCEC in partnership with the OSCE supports the City of Skopje and the schools in the realization of such joint classes.

Identified risks and challenges and planned new deadline for implementation of activities:

Having in mind that in March 2020, by Government Decision and on the Proposal of the Commission for Protection against Infectious Diseases, the schools were closed as a result of the Pandemic Covid 19, measure 2.1.1.2. was realized only

by the schools at the level of the City of Skopje. Therefore, it is proposed to realize it in the second quarter of 2022., by including a larger number of schools and municipalities. The implementation of the measure requires strong support at the municipal level and monitoring, support and guidance from the responsible educational institutions.



1.3. Priority objective: Increasing the mutual cooperation between different municipal/state schools

According to the Action Plan, measures 3.1.1 and 3.1.2 are planned for implementation in 2021 and 2022. Within the grants awarded by the Ministry of Education and Science for interethnic integration, the schools also organize events in which various municipal/state schools are actively involved.

The measure 3.2.1. Revision of the Rulebook for excursions has been implemented. A new Rulebook for excursions and other extracurricular activities in primary education no. 12-13487/1 from 19.11.2019 and amendment of the Rulebook no. 12-11297 / 1 from 15.10.2020 A Rulebook for supplementing the Rulebook for excursions and extracurricular activities in secondary education was adopted with No. 13-11296/1 of 15.10.2020.

1.4. Priority objective: Increased cooperation of teachers who teach in different languages of instruction

Realized activities in 2020 for achieving Priority Objective 1.4:

Regarding the measure 4.1.1.1 "Trainings for teachers to acquire competencies for work in multicultural environments through joint teaching/extracurricular activities", it is continuously implemented with the support of civil society organizations and partners:

The Foundation Open Society - Macedonia within the project Education of the smaller ethnic communities, which is implemented in partnership with the Bureau for Development of Education, organized the following trainings:

Training "Quality pedagogical practice of the 21st century" which was attended by 73 class teachers in order to involve the family and the community in the education of children, inclusion, respect for differences and democracy for each child and his family, as well as creating a learning environment and continuous professional development.

Training "From reading and writing to critical thinking" for 29 teachers from different primary schools across the country who teach the elective Language and Culture of the Vlachs, Language and Culture of the Bosniaks as well as Language and Culture of the Roma.

Social Justice Education Training in which 144 teachers participated in order to get acquainted with the concept of social justice, to understand the importance of respecting diversity between people, to understand the psycho-social basis for creating prejudices and stereotypes, which means discrimination and what needs to be done to overcome these phenomena.

Training "Positive classroom climate" - for 130 grade and subject teachers who are members of the learning communities and for the 10 principals of the targeted primary schools.

Training of the principals from the 10 schools: "Strengthening the role of the principals for creating an inclusive culture in schools".



With the support of the USAID MIMO Project implemented by MCEC in partnership with UNICEF:

- Prepared and adopted Rulebooks for basic professional competencies and standards for teachers and professional associates in areas that contain competencies for interculturalism and are the basis for the preparation of training programmes, professional and career development of this staff.
- Prepared and adopted Rulebooks for teachers and professional associates-trainees and professional competencies for school principals that contain competencies for interculturalism and serve as a basis for further professional development and promotion.

The USAID MIMO project realized by MCEC in cooperation with the OSCE realized trainings and built the capacities of 45 teachers from 7 high schools from the City of Skopje for realization of joint classes. As part of the activities for support of the institutions in the revision of the civic education programme for secondary vocational schools, it realized online trainings with over 100 teachers, in which contents of interculturalism are processed, and which are part of the Guide for teachers of civic education for secondary vocational schools. Also, the Project supported the institutions in preparing Guidelines for the implementation of distance learning and extracurricular activities with included aspects for the implementation of joint activities available in Macedonian and Albanian:

In 2020, the Bureau for Development of Education started with the reform of the training system - creation of a Training Catalogue, in which training for acquiring competencies for working in multicultural environments will be planned/accredited. The advisors from the Bureau and the Center for Vocational Education and Training provide continuous support to the teachers for organizing extracurricular activities in accordance with the new Concept for extracurricular activities.

Identified risks and challenges:

Having in mind that in March 2020, by Government Decision and on the Proposal of the Commission for Protection against Infectious Diseases, the schools were closed as a result of the Pandemic Covid 19, the trainings were mostly realized on-line using various digital tools.



ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 1.4

1.5. Priority objective: Increased cooperation between schools - parents - students

Realized activities in 2020 for achieving Priority Objective 1.5:

During 2020, joint workshops with students and parents (from different languages of instruction in multilingual schools) were continuously realized. Within the grants awarded by the Ministry of Education and Science for interethnic integration, the schools also organize events in which the parents/guardians are actively involved.

Within the Nansen Model for intercultural education, teacher tandems from all schools regularly organize workshops with parents of different ethnic composition, and developed a Programme for parents, available in three languages (Macedonian, Albanian and Turkish) published on the following link: <u>https://nmie.org/mk/publikacii/</u>

Identified risks and challenges:

Having in mind that in March 2020, by Government Decision and on the Proposal of the Commission for Protection againstInfectious Diseases, the schools were closed as a result of the Pandemic Covid 19, the trainings were mostly realized on-lineusingvariousdigitaltools.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 1.5

Developed Programme for parents within the Nansen Model for intercultural education

Realized joint activities of intercultural character ASSESSMENT FOR IMPLEMENTATION OF PRIORITY 1

The activities realized within Priority 1 contributed to the observance of multiculturalism and the development of intercultural dialogue/interaction and the promotion of interethnic integration between students from different ethnic communities and different languages of instruction in primary and secondary education.

Priority 2: Promoting "other" language learning

2.1 Priority objective: Improved knowledge of the Macedonian language among students attending classes in a language other than Macedonian

Realized activities in 2020 for achieving Priority Objective 2.1:

Regarding the measure 2.1.1.1 "Revision of the Curriculum for learning the Macedonian language as a non-native language in IV grade", the measure was implemented, i.e. a new Curriculum was adopted by Decision of the Minister no. 12-5971/4 of 17.8.2020. A new Programmeme for V grade was adopted by Decision of the Minister no. 12-5971/5 of 17.8.2020, and a new Programmeme for VI grade with Decision of the Minister no. 12-5971/6 from 17.8.2020. The Programmemes are published on the Bureau for Development of Education website and are applied from the academic year 2020/2021 (from October 1, 2020).

The measure 2.1.1.3 "Teacher Training on the Revised Curriculum" has been implemented. The Bureau for Development of Education conducted training for teachers during the month of September 2020.

Within the adopted Strategy for Interethnic Integration and Youth Activism, The City of Skopje realized the activity "I speak the language of my friend" in 10 high schools. During the first semester of the school year 2020/2021, 102 students and 56 teachers attended a course in Albanian, 105 students and 15 teachers attended a course in Turkish and 257 students in Macedonian language.



Identified risks and challenges:

Measure 2.1.1.2. "Creating teaching and didactic materials for learning Macedonian as a non-native language" has not been realized, due to the adoption of a new Law on textbooks and other teaching and didactic materials, according to which textbooks in paper form will be used in teaching only for students from first to third grade, and for the other students digital textbooks and various teaching and didactic materials will be used. The aim is for students to gain knowledge from a variety of sources of information, which will develop their critical thinking. The Draft Law was published for public discussion with the general public on the ENER system in March 2021. Therefore, in the revised Action Plan, the deadline was changed for the fourth quarter of 2022.



2.2 Priority goal: Students learning in Macedonian language are trained for basic communication in the language of other ethnic communities

Realized activities in 2020 for achieving Priority Objective 2.2:

Measure 2.2.1.1 "Curriculum Revision" was realized. Namely, the new Curriculum is an integral part of the Concept for Primary Education adopted by Decision of the Minister of Education and Science no. 08-3980/1 of 3.03.2021.

The Open Society Foundation-Macedonia started with the implementation of the project Education of the smaller ethnic communities which aims to contribute to raising the quality of education in the languages of the smaller ethnic communities (Turkish, Serbian, Bosnian). The project is implemented in partnership with the Bureau for Development of Education and in close cooperation with the Foundation for Educational and Cultural Initiatives "Step by Step" (Step by Step) and the Metamorphosis Foundation. The project includes the two primary schools with instruction in Bosnian language (POU "Dituria" from the village of Ljubin, municipality of Saraj and the primary school "Rajko Zinzifov" v. Orizari, municipality of Veles), the three schools with instruction in Serbian language (primary school "Kiril and Metodij v. Kuceviste, municipality of Cucer Sandevo; primary school "Svetozar Markovic" v. Staro Nagoricane, municipality of Saraj Nunicipality of Sudo Pinary School "Kotzatik, Municipality of Centar Zupa; Primary School "Goce Delchev" v. Vasilevo, Municipality of Vasilevo; Primary School "Mustafa Kemal Ataturk" v. Dolno Kolichani, Municipality of Suto Orizari which has the largest number of students attending the elective course Language and Culture of the Roma.

Identified risks and challenges:

According to the new Concept for primary education and the new Curriculum, the schools located in municipalities in which, besides Macedonian, there is a second official language, can, in agreement with the parents, offer to the students who attend classes in another language, to learn the second official language through the elective subject Language of the community. Students can choose to learn the language of the community from IV to IX classes. as an additional subject. All students who do not attend classes in Albanian are offered the opportunity in the period VI-IX class. to study Albanian as an additional elective subject. Based on the Concept and the Curriculum, a new Curriculum will be developed, which in the revised Action Plan is proposed to be in the second quarter of 2022, given that the implementation of the Concept will be phased and successive starting from the first and fourth grade in the school year 2021/2022.



Priority 3: Strengthening the elements of multiculturalism in the Curriculum

3.1 Priority objective: Revised textbooks in order to get acquainted with the culture of the "other" and reduce prejudices

Realized activities in 2020 for achieving Priority Objective 3.1:

During 2020, the measures 3.1.1.1 and 3.1.1.2 were realized, i.e. part of the existing textbooks were analyzed and based on the analysis several textbooks were withdrawn from use (society, civic education, sociology, ethics, geography, Macedonian language for the fifth grade...). Some of the textbooks have been corrected and for some of them process of approving new textbooks is ongoing.

The USAID MIMO project implemented by MCEC supports BDE and MES and supports the activities for creating new teaching material for teachers and students for CSOs for the first year of secondary vocational education. Within these activities, a Guide for Civic Education Teachers for Secondary Vocational Schools has been prepared and is available on the BDE website.

The MIMO project has also supported the process of revision and improvement of the manner of realization of Civic education and preparation of a Concept for civic education, handbooks for teachers and students in eighth and ninth grade in primary education, including transversal topics and contents for interculturalism and Examples with good

practices for student initiatives (<u>http://mk.mcgo.org.mk/wp-content/uploads/2020/10/Primeri-na-dobri-praktiki_MK.pdf</u>)

A new Draft Concept for a textbook and a Methodology for textbook evaluation have been prepared by the BDE with the support of the OSCE, which will be revised in order to expand not only the textbooks but also all teaching and didactic materials. The new draft Law on Textbooks and Teaching Materials lays a legal basis for the adoption of both documents (Concept and Methodology)

The draft Concept for textbooks and other teaching and didactic materials also envisages that they also cover the teaching objectives/expected learning outcomes that directly contribute to the development of democratic culture and intercultural competencies in students. Additionally, in the proposed Methodology for evaluation of textbooks and other teaching and didactic materials, standard 2.6 is introduced, which reads, "The contents and activities in the textbook/teaching and didactic material reflect the multiethnic composition of the country, promote respect for all ethnic communities in the country and support interethnic integration ".

Nansen Dialogue Center has conducted an analysis on 399 textbooks from the regular classes in terms of interculturalism, gender equality, stereotypes and prejudices (analysis from first to fifth grade and from sixth to ninth grade.

Identified risks and challenges and planned new activities:

In order to achieve a more precise definition of indicators/standards for textbooks that will improve the quality of textbooks and other teaching and didactic materials for primary and secondary education, the Bureau for Development of Education with the support of the OSCE conducted research on: Promoting the quality of textbooks in primary and secondary education. The results of the research located the potential challenges for the improvement of the preparation procedures, identified the opinions of the teachers for certain aspects of the quality of the textbooks used, as well as the experiences of the students with the learning from the textbooks. The findings of the research, as well as the analysis of similar documents from other countries, gave a clear direction in the structuring of the Concept for a textbook, which is the basis for the development of a Methodology for textbooks and teaching materials and Methodology for evaluation of textbooks and teaching materials" with implementation deadline third quarter 2021 - third quarter 2022.

ACHIEVED RESULTS FOR F					
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Conducted analysis and determined the actual condition of the textbooks	Textbooks with discriminatory content withdrawn from use	A new proposal Concept for textbooks and other teaching and didactic materials is being developed and a proposed Methodology for their evaluation			

3.2. Introduction of new project activities in the direction of getting acquainted with the culture and tradition of all communities

Realized activities in 2020 for achieving Priority Objective 3.2:

The measure 3.2.1.2 "Revision of the list of compulsory readings for all grades has been implemented, including authors belonging to different communities/gender". The Bureau for Development of Education has established a list of compulsory readings, published on the Bureau's website.

At the proposal of the Bureau, with a Decision of the Minister of Education and Science, national standards for the achievements of students in primary education were adopted, within which standards for interculturalism were defined.

Regarding the measure 3.2.2.1 Establishment of a Department within the Ministry of Education and Science responsible for integrated, inclusive and intercultural education, in partnership with the OSCE and the USAID MIMO Project implemented by MCEC, this process is continuously supported. The Minister of Education and Science by Decision transformed the IIE Working Group at the Ministry of Education and Science into the IIE Commission at the Ministry of Education and Science, the highest body in the country responsible for monitoring the implementation of IIE activities at state level, ensuring sustainability of these activities and also a body that organizes the process of awarding grants to schools for the implementation of IIE activities each year.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 3.2

Defined list of mandatory readings Adopted national standards for the achievements of students in primary education, within the framework of which standards for interculturalism have been defined

ASSESSMENT FOR IMPLEMENTATION OF PRIORITY 3

The activities realized within Priority 3 contribute for the contents and activities in the teaching contents, textbooks, teaching and didactic material and textbooks to reflect the multiethnic composition of the country, to promote respect for all ethnic communities in the country and to support interethnic integration

Implementation of activities – strategic area Education					
Priority 1					
5 2	1				
Priority 2					
=	=				
3	3				
Priority 3					
3	1				
realized ongoing not realized					

Identified risks and challenges with proposed new deadlines and redefined/new activities:

Along with the adoption of the new Concept for primary education, national standards for the achievements of students in primary education have been adopted, within which standards for interculturalism have been defined. In addition, it is proposed in the revised Action Plan to envisage a new measure/activity 3.2.1.2 "Preparation of Standards for Interculturalism for each period of primary education" with an implementation deadline of the fourth quarter of 2022.

In 2020, measure 3.2.1.3 was not implemented. Creation of a Manual for implementation of project activities for the culture and tradition of all communities. Therefore, a new implementation deadline is proposed for the third quarter of 2021.

SUMMARY OF THE STRATEGIC AREA EDUCATION

Realized activities in 2020, contribute to ensuring interculturality in education in various ways: by introducing multicultural content, which promotes the cultural characteristics of all ethnic/religious communities living in our country, by organizing joint teaching and extracurricular activities with "mixed Groups of students learning in different languages of instruction, stimulating partnerships with schools in another language of instruction, through the organization of the overall work of bilingual and trilingual schools that creates conditions for formal and informal communication of teachers and students of different ethnicities through mandatory representation of all languages of instruction in the same shift, through joint professional assets with teachers from all languages of instruction and through joint bodies involving parents from all languages of instruction ... All the above activities provide a solid basis for achieving the identified priorities and priority goals in the National strategy, with the <u>ultimate goal</u> of enabling a sustainable way of living together in our multicultural/multiethnic society. The fact that it is a periodic report that refers to a calendar year should be <u>taken into account</u>, and therefore the overall fulfillment of the established priorities and priority objectives is a process that should be upgraded in the next period, for which new activities and/or new output solutions are determined and proposed and/or redefined. - STRATEGIC AREA: LOCAL SELF-GOVERNMENT -

The system of local self-government in the Republic of North Macedonia is created in accordance with the European Charter of Local Self-Government and the good practices of the member states of the European Union. According to the principles of the Charter, in a democratic society, local self-government is a form of management of local governments in conditions of a high degree of autonomy in decision-making with the participation of citizens. The local authorities, within the framework of their legal competencies, conduct public affairs in the interest of all citizens on the territory of the municipality. In that sense, the Strategy for Development of the One Society for All Concept and Interculturalism, local self-government stands out as a special strategic area in which through specifically defined priorities, measures and activities should be maximized the conditions for equal and equitable access to resources and services for all. citizens in the LSGU, with the participation of the citizens.

For that purpose, the two priorities in the priority area of Local Self-Government, in the Action Plan, are envisaged to be achieved through the realization of six priority goals, six measures and fourteen activities.

Regarding the initial Action Plan, a minimal revision of the measures and activities is proposed in terms of their harmonization with the new Programme for Sustainable Local Development and Decentralization 2021-2026. The same priorities and priority goals remain, and the measures and activities are aimed at their achievement in a realistic time frame. The status of realization of the measures and activities as of December 2020 by priorities and measures is given below:

Priority 1. Promoting local democracy and creating equal Opportunities for all

Priority objective 1.1. Established functional mechanisms for cooperation and understanding between the communities in the local self-government units

Measure 1.1.1. Providing effective platforms for inter-community cooperation and achieving the principle of equal opportunities for all

Activity 1.1.1.1. Improving the functionality of the local self-government Implementation status:

- The Ministry of Local Self-Government in cooperation with UNDP within the project Improving Municipal
 - Governance prepared an analysis of the functionality of local and urban communities with recommendations for its improvement, in terms of improving the status and more detailed definition of responsibilities in the law on local self-government.
 - An evaluation of the implementation of the Law on Local Self-Government was made, where in a wide consultation
 process with all stakeholders it was noted that amendments to the Law on Local Self-Government are needed in
 terms of providing a legal framework that will provide conditions for Improving the functionality of the local selfgovernment in order to better address the priorities of the citizens at the level of the local/urban community to the
 local authorities and their realization.
 - In that sense, the Action Plan for realization of the Programme for Sustainable Local Development and Decentralization envisages preparation of amendments to the Law on Local Self-Government during 2021.

Activity 1.1.1.2. Improving the functionality of consulting bodies in LSGUs: (Commissions for inter-community relations, Commissions for equal opportunities between men and women, Consumer councils) Implementation status:

• The conducted assessment of the implementation of the Law on Local Self-Government also includes the functionality of the consultative bodies provided by this Law: the commissions for inter-community relations and the Consumer Councils. The functionality of the Commissions for Inter-Community Relations was subject to a broader analysis prepared by ZELS, as well as by the CSO ADI-Gostivar. The recommendations arising from these analyzes will be taken into account in the preparation of the amendments to the Law on Local Self-Government.

Activity 1.1.1.3. Amendment of legislation for more precise regulation of the functioning of consultative bodies (election of members, manner of financing, established competencies, etc.)

Implementation status:

• The preparation of the amendments and supplements to the Law on Local Self-Government in the Ministry of Local Self-Government are planned for 2021.



KEY INDICATORS AND RESULTS FOR PRIORITY OBJECTIVE 1.1

Priority objective 1.2. Strengthened partnership between the municipality and the citizens for general welfare

Measure 1.2.1. Establishment of a bridge of cooperation between the LSGU and the citizens

Activity 1.2.1.1. Analysis of the functioning of the LSGU mechanisms for consultation and citizen participation/functionality and sustainability, with recommendations

Implementation status:

• In the framework of the conducted assessment of the implementation of the Law on Local Self-Government, special emphasis was placed on the functionality of the existing consultation mechanisms and the need to develop new mechanisms using new technologies.

Activity 1.2.1.2. Support to LSGUs in establishing mechanisms for consultation and cooperation with CSOs

Implementation status:

• Within the project Strengthening Municipal Councils implemented by UNDP, in 24 municipalities tools have been created to improve citizen participation in the work of Municipal Councils (appropriate conditions are provided for direct participation of citizens in Council sessions, equipment is provided for direct transmission to the sessions of the Council, physical access is provided for persons with disabilities, etc.)

- Within the project Local Democracy in the Western Balkans implemented by UNDP in five municipalities (Kumanovo, Strumica, Kavadarci, Gostivar and Resen) a unique Methodology has been established, adopted by the Councils of the five municipalities on the manner of allocation of funds for funding. in a transparent and accountable way by organizing public calls. In the second phase, which starts now, the project will cover two of the old and five new municipalities, with the ambition to expand good practices and be accepted by other municipalities.
- Within the project Effective Mechanism for Civic Participation, implemented by the Foundation for development of the local community Stip in the 11 municipalities from the East planning region are strengthened capacities of local civil society organizations for representation and monitoring of local policies and a sustainable and achievable mechanism is introduced. (Advisory bodies) for participatory decision making at the local level and informing the citizens about the creation of local policies.

Activity 1.2.1.3. Improving the legal framework - Amendments to the Law on Local Self-Government and the Law on Balanced Regional Development

Implementation status:

• On January 27, 2021, a new Law on Balanced Regional Development was adopted, which provides for mandatory consultation of citizens in determining the priority projects for development of the planning region that will be financed from the state budget and other sources in the coming year. A bylaw will regulate the manner of citizen consultation following the example of the Community Forums model.

KEY INDICATORS AND RESULTS FOR PRIORITY OBJECTIVE 1.2					
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Mapping of the consultative mechanisms of the LSGU has been done	1/3 of the municipalities have functional mechanisms for consultation and cooperation with CSOs	Adopted amendments and supplements to the Law on Local Self- Government and the Law on Balanced Regional Development			

Priority objective 1.3. Increased transparency and accountability of municipalities

Measure 1.3.1. Improving the transparency of LSGUs

Activity 1.3.1.1. Guidelines for improving the active transparency of LSGUs and their distribution to all municipalities

Implementation status:

• Within the project Citizen in the First Place, in the implementation of the Center for Change Management, Standards for e-transparency in the LSGU have been developed, as well as guidelines for creating a WEB page in accordance with the standards for E-transparency.

• Due to the operationalization of the Law on Free Access to Public Information in order to ensure active transparency, the Government of RNM at the session held on 07.12.2020 on the Information on the list of documents and information that information holders are obliged to publish on adopted on its WEB pages a Conclusion recommending the LSGU to publish the documents and information listed in Article 10 of the Law on Free Access to Public Information within 30 days on its WEB pages.

Activity 1.3.1.2. Improving the legal framework/Amendments and supplements to the Law on Local Self-Government

Implementation status:

• Amendments and supplements to the Law on Local Self-Government are envisaged for 2021/2022.

Activity 1.3.1.3. Open data training for LSGUs

Implementation status:

- Within the project Citizen in the first place, in the implementation of the Center for Change Management, trainings for open data at the basic level were realized in order for LSGUs to be informed about the provisions of the Law on Data Use from the Public Sector and the usefulness of open data.
- CSO Metamorphosis realizes training for open data in 17 LSGUs, providing them support for development of five data sets in each municipality, for information that the municipality considers to be a priority.



Priority 2. Ensuring equitable access to public services at the local level

Priority objective 2.1 Enhance institutional capacities to deliver public services at local level in line with citizens needs

Measure 2.1.1. Municipality at the service of the citizens

Activity 2.1. 1.1.Identifying the legally defined services provided by the municipalities

Implementation status:

The Ministry of Information Society and Administration has prepared a Catalog of services listing all services arising from the Law, regardless of whether they are the responsibility of the central or local government. The services provided by the LSGU have not yet been published on the E-services portal due to the need for their verification.

Activity 2.1.2..1 Verification of the services by the competent ministries and their publication on the only electronic portal Uslugi.mk

Implementation status:

• The activity will be organized by MISA in cooperation with other competent ministries.





Activity 2.2.1.1. Encouraging IMCs for improving the services

Implementation status:

• Within the After-Covid project, municipalities as drivers of local development, the Ministry of Local Self-Government and the Bureau for Regional Development will help municipalities to establish a model for inter-municipal cooperation in areas related to environmental protection, transport, risk reduction of disasters and other areas that are part of the European Union's regional development policy, which will significantly reduce the costs of providing services to citizens, and thus the costs of local self-government units. The project is implemented in cooperation with UNDP.

KEY INDICATORS AND RESULTS FOR PRIORITY OBJECTIVE 2.2



Increased number of established IMC

Priority objective 2.3 Public services for all

Measure 2.3.1. Improve access to public services

Activity 2.3.1.1. Providing conditions for physical access to all public facilities in the LSGU for persons with disabilities

Implementation status:

• Within the project Strengthening Municipal Councils, in the component for ensuring inclusion and greater involvement of citizens, physical access to public facilities for persons with disabilities is provided. The project will continue with the realization of such activities in the second phase

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Activity 2.3.1.2. Strengthening the capacities of LSGUs for information and access to public information for persons with disabilities

Implementation status:

 In the municipalities of the Northeast and East planning region, the WEB pages have been adjusted for easier use by the visually impaired persons. For the needs of the municipalities from these two planning regions, appropriate Manuals have been prepared for persons with disabilities to exercise the right to free access to public information. The project was implemented by CSO Inclusive from Kumanovo with the support of CSO Metamorphosis

KEY INDICATORS AND RESULTS FOR PRIORITY OBJECTIVE 2.3



municipalities that have adapted the WEB pages and have a designated person to support people with disabilities

ASSESSMENT FOR IMPLEMENTATION OF PRIORITY 2

The realized and started activities contributed towards implementation of the Priority. Most of the activities will be fully implemented in the coming period.

Identified challenges and risks

In January 2021, the Assembly adopted the new Law on Balanced Regional Development, and in March the Strategy for Regional Development 2021-2031, which set new priorities and objectives for the next 10 years for more balanced development of the entire country and to strengthen competitiveness. of the planning regions.

Implementing the policy of balanced regional development is one of the major challenges in ensuring equal access to public resources for all citizens.

In April 2021, the Government adopted the Programme for Sustainable Local Development and Decentralization 2021-2026, which sets out 4 Programme objectives for the development of local self-government.

- Improving the normative framework and financing of the local self-government;
- Innovative and inclusive local economic development;
- Quality local services with full coverage of the population, and
- Increased resilience and sustainable development of local self-government.

Many of the activities envisaged in the Action Plan of the Programme are expected to be implemented with the financial support of the international donor community, through the realization of projects.

In the next period, the continuation and deepening of the decentralization process, with emphasis on fiscal decentralization should result in the transfer of new competencies to the municipalities and above all the transfer of funds and resources that will ensure greater financial stability of local self-government units, but also strengthened mechanisms for transparent and accountable management of public finances at the local level. In April 2021, a Memorandum of Cooperation in the field of fiscal decentralization was signed between the Ministry of Finance and UNDP. The fiscal decentralization envisages improvement of the LSGU financing system by establishing two new mechanisms - system for equalization for financial support of the municipalities with lower fiscal capacity, as well as a performance system to encourage the municipalities that have shown success in implementing the competencies.

In February 2021, the Government established a working group to continue the decentralization process, which carried out preparatory activities to complete the normative framework and a new transfer of competencies and resources. The continuation and deepening of the decentralization process is expected to give a new quality in the provision of services at the local level, through more independent and accountable management, greater inclusion and inclusion. In that sense, the deepening of the decentralization process should provide greater equity in access to resources and services for all citizens.

The implementation of balanced regional and local development policies based on normative acts and new strategic documents is a great challenge, and the risk points are in providing sufficient financial resources for implementation of measures and activities, as well as observing the projected dynamics of implementation in conditions of health crisis. Covid-19.



SUMMARY OF THE STRATEGIC AREA LOCAL SELF-GOVERNMENT

Local self-government is an extremely important segment of the social order, which significantly determines the level of democratization of the society, primarily from the aspect of the involvement of the citizens in decision-making, as well as in terms of equal and equitable access to resources and services for all citizens. These values have a direct impact on building trust between the authorities and the citizens, between ethnic communities and generally on the prosperity of local communities and the state.

Having in mind these key benefits of the local self-government which are in correlation with the One Society for All and Interculturalism concept, priorities, measures and activities are defined in the strategic area of local self-government whose implementation has direct impact on the greater involvement of citizens in management processes at local level, through more functional mechanisms for civic participation, equal access to public information in all LSGUs by improving active transparency using new technologies, as well as greater inclusiveness in access to services through digitalization of administrative services, inter-municipal cooperation to ensure greater coverage of services in a more efficient and economical way and of course facilitating the physical access to the services of persons with disabilities through the removal of physical barriers.

So far, significant progress has been made in all segments, mainly with financial and expert support from the international donor community and the civil society sector.

In a direction of achieving the set priorities and objectives in the next period, the interest and support of the donor community is of exceptional importance. Nevertheless, the biggest challenge that remains is how to make the benefits sustainable after the completion of the projects.

For that purpose, the Strategy for Development of the One Society for All and Interculturalism Concept, in the strategic area of Local Self-Government has as a priority the institutionalization of good practices through amendments to relevant laws and acts at local level, as well as continuous strengthening of local administration capacities of civil society organizations operating at the local level, encouraging their cooperation and raising awareness, that only through transparent and accountable cooperation of local government bodies and local administration with the citizens can provide development and better quality of life for all citizens. - STRATEGIC AREA: CULTURE -

INTRODUCTION

The National Strategy for Development of the One Society for All and Interculturalism Concept as a document prepared for the first time in the Republic of North Macedonia, having in mind the division of society on different grounds, has as its main goal the creation of a fair and just society that makes citizens more equal.

This document, starting from the specific and important role of the culture, as a harbinger and initiator of social change, treats it as one of the seven strategic areas.

The culture part of the Strategy is harmonized with the "Programme for Work of the Government 2017-2020^{"1}, and then with the "National Strategy for Cultural Development in the Republic of Macedonia in the period 2018-2022^{"2}. A key element in both strategies is the strategic direction and priority for the transition "*from multiculture to interculture*". The National Strategy decisively defines the framework of interculturalism as: "This strategy advocates interculturalism rather than multiculturalism. Differences should be an incentive to build an intercultural society that fosters community, dialogue and harmonious interweaving of cultures. Intercultural ties imply deep respect and understanding for all cultures. Intercultural communication means the exchange of ideas, programmes and cultural norms, creating connections that can not be easily broken. In an intercultural society no one remains unchanged because people from different cultures learn from each other. Changing them also means changing the country towards better understanding and cooperation. The most dynamic aspects of modern culture, and such examples already exist in our country, arising precisely from the close ties, experiences, inspiration and interweaving between different cultures. In this regard, interculture should not be seen as a substitute for multiculture, but as a new level in cultural relations. "Interculturalism is not a substitute for ethnicity, it is not a necessary survival, but building."³

Hence, in the National Strategy within the strategic area Culture, two priorities have been identified and appropriate priority objectives and activities.

Priority 1: Creating equal opportunities, full accessibility and involvement of all citizens in the development and nurturing of interculturalism and building common cultural values and specifics;

In function of the stated priority, the following priority objectives are defined:

1.1. Democratization of culture by developing cohesive and inclusive policies;

1.2. Strengthening the competencies and overall capacities and resources of the institutions of culture and art for creating and implementing projects that provide culture for all;

1.3. Strengthening the competencies and overall resources of the Office for Affirmation and Promotion of the Culture of the members of the communities.

Priority 2: Affirmation and development of mutual respect, understanding and support of cultural diversity in the society, in which the cultures of all communities, based on the developed intercultural dialogue, strongly cooperate, complement each other and enrich each other.

In function of the stated priority, the following priority objectives are defined:

2.1. Subsidizing programmes and content that strive to eliminate nationalism, xenophobia, ethnic restrictions, religious, gender, sex and any other discrimination;

2.2. Increasing the number of intercultural programmes and projects at central and local level;

2.3. Increased support for projects and activities that raise awareness and the need for strong intercultural dialogue, mutual understanding and equal involvement in joint cultural and artistic production regardless of differences.

[https://vlada.mk/sites/default/files/programmea/2017-2020/Programmea_Vlada_2017-2020_MKD.pdf, accessed on March 20, 2019]

² Assembly of the Republic of Macedonia, National Strategy for Development of Culture in the Republic of Macedonia in the period 2018-2022, Official Gazette of the Republic of Macedonia, 81 (May 8, 2018)

¹ Government of the Republic of Macedonia, Programme for Work of the Government 2017-2020, Skopje

[[]http://www.slvesnik.com.mk/lssues/8f10a5033d1e49c6bf66e8cedb004fb8.pdf; accessed April 3, 2019].

³ Assembly of the Republic of Macedonia, *National Strategy for Development of Culture in the Republic of Macedonia in the period 2018-2022*, (Chapter 4.3.), 12

The report on achieved results in the period January-December 2020, provides an overview of implemented activities by priorities and priority objectives, identifies risks and challenges (especially taking into account the current situation with the Covid 19 pandemic), provides an overview of achieved results and assessment of how those results contribute to the achievement of the desired goals. The fact that this is a periodic report that refers to a calendar year should be taken into account, hence the assessment of the achievement of priority objectives is periodic.

Priority 1: Creating equal opportunities, full accessibility and involvement of all citizens in the development and nurturing of interculturalism and building common cultural values and specifics;

Priority objective: Democratization of culture by developing cohesive and inclusive policies;

Realized activities in the period January-December 2020 for achieving Priority Objective 1.1:

The first measure and related activity from the Strategic Plan, M1.1/A 1.1. Harmonization of Strategies, Cultural Policies and other public and operational documents of

the local self-governments and the City of Skopje, with the new Strategy One Society for All and Interculturalism, is conceived as an activity that is realized continuously, throughout the time frame of the strategy, as the new documents will be brought from the respective local self-government units and the respective sectors and departments. An initial meeting was held with the responsible persons in the Departments of Culture and the Head of the Cabinet of the Mayor of the City of Skopje. The City of Skopje's Strategy for Culture Development has yet to be prepared and adopted. The National Coordinator for Interculturalism and One Society for All is involved in the process and takes care of the harmonization with the necessary directions. The regular communication of government representatives at the central level and with mayors and other bodies and institutions at the local level emphasizes the need for implementing cultural policies in the spirit of the One Society for All Strategy. In that sense, more and more mayors and councils are involved in activities related to the Strategy, by supporting projects and activities. Their speeches and addresses often contain the principles of the One Society for All concept.

The second important measure that continued with its realization in 2021 is M 1.2 Inclusion of the LSGU and the City of Skopje in the Intercultural Cities platform. The measure envisages the following activities: A 1 2.1. Acceptance of the principles, policies and platform of IG, and A.1.2.3. Membership in the international network of IG. The Memorandum for Accession and Cooperation with the international network is sent to the Mayor's office, with the Culture Department staff preparing the answers to the Intercultural Questionnaire, as first step in the accession procedure. As a kind of pilot project, the City of Skopje would be the first to join the network, followed by establishment of a national network of intercultural cities. In that direction, initial discussions with several mayors have started.

Identified risks and challenges and planned new deadline for implementation of activities:

The identified risks and challenges in relation to the activities remain the same: non-fulfilment of given deadlines/weak interest from the LSGU/non-fulfilment of criteria. They were reinforced by the objective obstacles created by the spread of the Covid 19 Pandemic and the measures taken by the Government at the proposal of the Commission for Protection against Infectious Diseases. The reduced work capacity of the central and local government bodies, the focus of intervention Covid 19 measures, the corresponding

slowdown of the international partners resulted in need for new deadlines for activities implementation. After discussions with the stakeholders, it was concluded that the challenges are not a result of policy

changes but only of a technical nature, and thus the new deadlines that correspond to the pace of work of domestic and international institutions in a pandemic will be successfully implemented. The new time frame for implementation has been moved from the first to the fourth quarter of 2021. The following steps are already planned and implemented: presentation of the strategy in ZELS, meetings with the responsible persons in the departments of culture and other responsible persons in the LSGU and the City of Skopje; creating a list of documents to be harmonized; working on and monitoring the documents changes.



ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 1.1

1.2 Priority objective: Strengthening the competencies and overall capacities and resources of the institutions of culture and art for creating and implementing projects that provide culture for all

Realized activities in 2020 for achieving Priority Objective 1.2:

The measures and activities envisaged for achieving the Priority Objective 1.2 are interrelated. According to the original plan, they were to be realized one by one. Nevertheless, the measure and the activity:

M1.2.1. Diversity management training, intercultural mediation, intercultural project management of cultural and art institutions

A 1.2.1.1. Annual training module with several sessions, preparation of work and certification of the representatives of the institutions

is not realized, due to the objective obstacles created by the spread of the Covid 19Pandemic and the measures taken by the Government and the Ministry of Culture, in accordance with the recommendations of the Commission for Protection against Infectious Diseases. Due to the reduced, and in some cases interrupted work of the institutions, the adjustment of the working hours of the employees in the institutions, it was estimated that it will not possible to fulfill this measure in the full capacity. At the same time, due to the reduction of the budget of the Ministry of Culture and the diversion of part of the funds for the implementation of the urgent Covid 19 measures to help artists and cultural workers, the problem of lack of adequate funds occured.
M 1.2..2 Inclusion of relevant/appropriate contents in the annual Programmes of the national institutions

M1.2.3 Encourage cooperation and design of common activities of cultural institutions representing all communities and societal groups

were realized only partially, and not systematically, as a result of the trainings. In that sense, the national institutions were encouraged to cooperate and devise joint cultural activities of the cultural institutions with organizations representing these communities and groups in the proposals of the Annual Plans, but not necessarily taking into account the new unfavorable conditions in which the institutions survive in the midst of the health crisis challenges, which also reflected onto the institutional capacity and the possibility for planning in turbulent circumstances.

Identified risks and challenges and planned new deadline for implementation of activities:

After the discussions with the stakeholders, it was concluded that the challenges are not result of the policy changes but are only of a technical nature and that with the new deadlines that correspond to the pace of work in conditions of a pandemic, they will be realized successfully. The new time frame for the implementation of the activity Training has been moved from the second to the fourth quarter in 2021, i.e. for the other two activities from the first to the fourth quarter of 2022.



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Encouraged cooperation among cultural institutions with organizations representing all communities and representatives of other categories of citizens	Inclusion of appropriate content in the annual programmes of national institutions, in accordance with the conditions of the health crisis	Improved intercultural programme

1.3 Priority objective: Strengthening the competencies and overall resources of the Directorate for Affirmation and Promotion of the Culture of the community members

M 1.3.1 Reorganization and increase of the competencies of

The Directorate for Affirming and Promoting the Culture of the Members of the Communities in the Republic of Macedonia

As a particularly important institution in the implementation not only of the Ohrid Framework Agreement, which regulates the rights of non-majority communities in the Republic of North Macedonia⁴, and the establishment of the Secretariat for the Implementation of the Ohrid Framework Agreement⁵, but above all for promotion of their culture, is the establishment of The Directorate for Affirming and Promoting the Culture of Communities⁶. Established in 2002, the Directorate sets the following as its basic objectives: affirmation and promotion of the culture of the smaller communities in the Republic of Macedonia separately; preserving the identity, culture and customs of the communities in the Republic of Macedonia and enabling cooperation of all ethnic communities in the Republic of Macedonia for mutual acquaintance of the cultures, customs, language and traditions. However, the overview of the Directorate staff (as of 2008, the Directorate employed 29 civil servants, of which: 26 from the Albanian community, 1 from the Roma community, 1 from the Bosniak community and 1 from the Macedonian community) shows that it is mainly aimed at the Albanian ethnic communities. This is in favour of the inappropriate application of the concept of multiculturalism, which, in such an organization, leads to unequal treatment of the members of the smaller communities.

Therefore, in the Action Plan of the Strategy, we envisaged the measure

M 1.3.1 Reorganization and increase of the competencies of The Directorate for Affirming and Promoting the Culture of Communities in the Republic of Macedonia

With the amendments to the Law on Organization and Work of the State Administration Bodies, the Directorate became a body within the Ministry of Political System and Inter-Community Relations. In that sense, in 2020, the transition of the Directorate from the premises of the Ministry of Culture to MPSO was in progress. The new Law and the new set-up did not violate the measure; on the contrary, it was strengthened. With the transfer to the new premises, the expected result of improved spatial and technical infrastructure was realized. It was confirmed by the Minister and the First Deputy Prime Minister that the human resources will be resolved as soon as possible, after the deployment of the remaining employees in the Ministry. There is interest from several foreign organizations for implementation of a joint project for increasing the capacity of the Directorate, in a similar way as it was done with the Agency for Community Rights Realization.

Identified risks and challenges and planned new deadline for implementation of activities:

Due to the necessary transition of the institution from one ministry to another, a need emerged for extending the deadline. A series of working meetings and consultations were held, in order to define what maner and timeframe would be most appropriate for implementing the measure. The new deadline applies to the first to fourth quarter of 2022.

⁴ "Ohrid Framework Agreement", 13 August 2001 [http://www.siofa.gov.mk/data/file/Ramkoven_dogovor_mk.pdf]

⁵ http://www.siofa.gov.mk/mk/ The new Ministry of Political System and Inter-Community Relations takes over the responsibilities of this Secretariat

⁶ Assembly of the Republic of Macedonia, Art. 15 of the "Law on Promotion and Protection of the Rights of the Members of the Communities that Are Less Than 20% of the Population in the Republic of Macedonia". *Official Gazette of the Republic of Macedonia* LXIV (92) (July 22, 2008), 1-3 [http://www.slvesnik.com.mk/Issues/ED8DC7AF8F917D4B9704F49E8EFCD0DB.pdf; accessed 1 April 2019 [http://kultura.gov.mk/ministerstvo/] The Administration is also moving to the new Ministry of Political System and Inter-Community Relations.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 1.3



ASSESSMENT FOR IMPLEMENTATION

The realized and started activities contributed to the realization of the priority: Creating equal opportunities, full accessibility and involvement of all citizens in the development and nurturing of interculturalism and building common cultural values and specifics.

Priority 2: Affirmation and development of mutual respect, understanding and support of cultural diversity in the society, in which the cultures of all communities shall, on the basis of developed intercultural dialogue, strongly cooperate, complement each other and enrich each other.

2.1 Priority goal: Subsidizing programmes and content that strive to eliminate nationalism, xenophobia, ethnic restrictions, religious, gender, sex and any other discrimination;

Realized activities in 2020 in order to meet Priority Objective 2.1:

The envisaged measures

M2.1.1 Inclusion of relevant contents in the Annual Programmes of the national institutions

M 2.1.2 Encourage cooperation and design of common cultural activities of cultural institutions with organizations representing these communities and groups

Which were supposed to contribute to subsidizing programmes and content that seek to eliminate nationalism, xenophobia, ethnic restrictions, religious, gender, gender and any other discrimination were realized only partially and not systematically, as a result of reduced resources, reduced capacity of institutions, the urgency of the priority to protect the most vulnerable artists and cultural workers with special Covid measures, and also due to the transition of the Administration between the two ministries. In that sense, the national institutions were encouraged to cooperate and design joint cultural activities of the cultural institutions with organizations representing these communities and groups in the proposals of the Annual Plans, but not necessarily taking into account the new unfavorable conditions in which the institutions survive in the midst of health crisis challenges, which also affected the institutional capacity and the possibility of planning in turbulent circumstances. The programmes have been improved, but the measure remains to be fully implemented in the coming period.

M2.1.3 Annual call for affirmation and development of culture of different communities in the Republic of North Macedonia

has not been realized, due to the objective obstacles created by the spread of the Covid 19 Pandemic and due to the reduction of the budget of the Ministry of Culture and the redirection of part of the funds for the realization of urgent Covid 19 measures to help artists and cultural workers, the problem of lack of adequate funding occured.

Identified risks and challenges and planned new deadline for implementation of activities:

After the discussions with the stakeholders, it was concluded that the challenges are not the result of policy changes but are only of a technical nature and that with the new deadlines that correspond to the pace of work in conditions of a pandemic, they will be realized successfully. The new time frame has been moved for the implementation of the activities from the second to the fourth quarter in 2021, i.e. from the first to the fourth quarter of 2022.



ASSESSMENT FOR IMPLEMENTATION OF PRIORITY 2

The realized and started activities contributed to the realization of the priority: Affirmation and development of mutual respect, understanding and support of cultural diversity in the society, in which the cultures of all communities, based on developed intercultural dialogue, strongly cooperate, complement each other and enrich each other. Most of the activities are in the initial phase but have a solid basis to be fully implemented in the coming period.

SUMMARY OF THE STRATEGIC AREA CULTURE

The realized activities in 2020 contributed to the realization of the priorities and objectives set in the National Strategy. We can affirm that we work dedicated to creating equal opportunities, full accessibility and involvement of all citizens in developing and nurturing interculturalism and building common cultural values and specifics, and that we democratize culture by developing cohesive and inclusive policies. The results of the competitions, as a typical form of support in culture, testify to increased support for projects and activities that raise awareness and the need for strong intercultural dialogue, mutual understanding and equal involvement in joint cultural and artistic production regardless of differences. The legal changes and the subsequent activities strengthen the competencies and the overall resources of the Office for Affirmation and Promotion of the Culture of the members of the communities. In the programmes of institutions and other actors in culture, there is an increased subsidy of programmes and contents that strive to eliminate nationalism, xenophobia, ethnic restrictions, religious, gender, gender and any other discrimination. The presence of projects that strive for affirmation and development of mutual respect, understanding and support of cultural diversity in the society is improved, in which the cultures of all communities, based on the developed intercultural dialogue, strongly cooperate, complement each other and enrich each other.

All the above activities provide a solid basis for achieving the identified priorities and priority objectives in the Strategy. It should be borne in mind that this is a periodic report, and the overall fulfillment remains to be upgraded and implemented in the next period, for which output solutions are identified, the next steps are provided and new deadlines are set.

- STRATEGIC AREA: YOUTH -

The young people in the Republic of North Macedonia have made, are making and will make the changes in the country and as such, they want to move forward towards building a society tailored to them. Young people are the driving force of modern democracies that should be in function of the "watchful eye" which will be a constant corrective and carrier of democratic change and progress of society. The young population in RSM faces serious challenges resulting from the unfavorable and inconsistent social and economic situation. It has a negative impact on her positive outlook on her own future. One of the most important challenges for a young person is how to get a decent job and how to realize himself within his profession and career aspirations.

For young people to have the desire and motivation to work, it is necessary to offer them the opportunity to work, to have real competition, where they can compete with knowledge, ideas and solutions, to be given space and opportunity to have their role and to influence social trends, to encourage youth activism, but without using the process of selectivity. Our society, in order to prove that the world really remains young, needs to do much more than empty efforts to actively involve young people in social and economic life. The efforts should be heard every day, but also the challenges and opportunities that young people can only offer by building bridges of friendship and community should be understood.

Therefore, it is not only necessary to change the social consciousness, but also to put concrete deeds and actions, youthful enthusiasm, aspirations, but above all knowledge, in the function of the overall development of the society. Young people must be included so that they do not distance themselves from society.

Therefore, in the National Strategy within the strategic area of youth, two priorities have been identified and appropriate priority goals and activities.

Priority 1: Promoting non-violence, tolerance and intercultural communication among young people and eliminating hate speech and crime

In function of the stated priority, the following priority objective was determined:

 Reduce and eliminate the level of violence, intolerance, hate speech and hate crime, including by bodies/institutions towards citizens and vulnerable groups

Priority 2: Reducing ethnocentrism among young people and isolating different monogroups, participating in joint activities and interacting with each other

In function of the stated priority, the following priority objective was determined:

- Improving the Curricula and techniques in primary, secondary and higher education, including practical teaching in secondary and higher education
- Consequent and consistent implementation of policies for a society and interculturalism that apply to young people
- Young people with equal opportunities and their involvement in decision-making processes
- Established system for detecting hate speech and hate crime at local and national level
- Reduced segregation and discrimination of young people

The Report on achieved results in the period January-December 2020, provides an overview of Realized activities by priorities and priority goals, identifies risks and challenges, especially in the period of KOVID 19 pandemic, provides an overview of achieved results, but also an assessment of how those results contribute in achieving the desired goals. The fact that this is a periodic report that refers to a calendar year should be taken into account, hence the assessment of the achievement of priority goals is periodic.

Priority 1: Promoting non-violence, tolerance and intercultural communication among young people and eliminating hate speech and crime

1.1. Reduce and eliminate the level of violence, intolerance, hate speech and hate crime, including by bodies/institutions towards citizens and vulnerable groups

Realized activities in the period (January-June 2021) for achieving Priority Objective 1.1:

Within this Priority objective, <u>Measure 1. - Informing the public about the consequences of hate speech and hate crime,</u> <u>especially among young people,</u> the implementation of the activities was slow, especially in the part of cooperation with the Agency for Youth and Sports along with the lack of budget funds to implement the activities of measure 1. However, February-March, the period when the Covid 19 pandemic started and together with all restrictive measures, we were not able to organize any public forums with young people in the planning regions. According to the revision of the Action Plan, they will be organized in accordance with the protocols and in joint coordination with the AMC and civil society organizations..

- A1.1. Organizing 8 public forums with the youth in 8 planning regions in the country and promotion through advertising material, leaflets, brochures <u>has not been realized</u>
- A1.2. Preparation of an advertising video and its distribution to the public through the media has not been realized
- A1.3 Initiative for establishing a special department in the Ministry of Internal Affairs that will work on recognizing and dealing with hate crime and hate speech. This department / would have special training for recognizing the special ones. Regarding this initiative, its implementation is ongoing and it is positive that the Ministry of Internal Affairs has introduced the so-called "red button", where citizens can report hate crime, hate speech and if there is any form of violence. The e-mail address cybercrime@moi.gov.mk is in function
- A1.4 Preparation of a manual of all current measures against violence and hate speech and hate crime and its distribution in educational and cultural institutions and sports federations <u>has not been realized</u>

Regarding **measure 2**: <u>Approach to the preparation of youth legislation (which is in line with EU recommendations and obligations under the NPAA) as soon as possible to prepare a comprehensive lex specialis-Law that will regulate the status and rights at the same time and the obligations of the youth, but also their organization, action and ways of financing, it has been fully realized</u>

- A2.1 Conduct research that will locate the needs of young people at local, regional and national level, but also young people from various ethnic and social groups (young people with disabilities, members of non-majority groups, high school and university students) as well as comparative analysis of the domestic with the European legislation, the activity has been realized
- A2.2 Organizing a dissemination process through 8 workshops and 8 public debates at local, regional and national level in all planning regions, <u>the activity has been realized</u>
- A2.3 Establishment of an inter-ministerial working group for drafting a Law on Youth that will work on the process
 of dissemination and implementation after the adoption of the Law regarding interculturalism and intercultural
 learning, <u>the activity has been realized</u>

The Law on Youth Participation and Youth Policies was adopted on January 27, 2020. The Agency for Youth and Sports, as a competent institution for implementation of the provisions of the Law, is working on its implementation, more precisely in the part of youth participation in the process of creating youth policies and decision-making concerning them, strategic documents at national and local level, the activities and measures undertaken by the state administration bodies and the local self-government units for promotion of the position of the youth in the society, along with informing and joint planning of activities related to and for the youth.

Identified risks and challenges and planned new deadline for implementation of activities:

Having in mind that in the months of February-March 2020, by decision of the Government, and at the proposal of the Commission for Protection from Infectious Diseases, the organization of any events with physical presence was impossible. However, it is a challenge to work on increased coordination and engagement of the competent institutions and

adjustment in accordance with the new revised plan and the current situation. I expect that in the forthcoming period there will be even greater realization of those activities envisaged in the Measures

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 1.1

Introduced the socalled "red button", where citizens can report hate crime, hate speech and if there is any form of violence. The e-mail address cybercrime@moi.go v.mk is in function Adopted Law on Youth Participation and Youth Policies and its active implementation by AYS

Adopted Act for internal organization through which a Research Center will be established that will work on research and analysis in close coordination with the civil society, domestic and international institutions on different topics related to the youth

ASSESSMENT FOR IMPLEMENTATION OF PRIORITY 1

The Realized activities contributed to partial realization of the priority, although for the first time the Law on Youth Participation and Youth Policies is provided and youth policies are created at all levels and in all institutions, . In the past period, the Agency for Youth and Sports and the OSCE Mission to Skopje have started implementing a campaign that aims to eliminate the level of violence, intolerance and nonviolence among young people, guided by the pursuit of interests and strengthens the participation of young people in policy-making processes, but on the other hand lacks campaigning and affirmation of activities and measures that lead to the elimination of violence, intolerance, hate speech and hate crime. Priority 2: Reducing ethnocentrism among young people and isolating different monogroups, participating in joint activities and interacting with each other out of hatred

2.1 Improving the Curricula and techniques in primary, secondary and higher education, including practical teaching in secondary and higher education

Realized activities for achieving Priority Objective 2.1:

In the framework of this priority objective, **Measure 1** <u>Organizing extracurricular activities with all ethnic groups of young</u> people and their connection and introduction to religion, every year the Ministry of Education and Science conducts analyzes primarily on the need for practical training and creating Programmes for the needs of young people.

- A1.1 Analysis for the application of the practical teaching in the secondary and higher education, with special
 emphasis on the free activities of the students is ongoing and here it is important to insert and include the CSOO
 (Center for Vocational Education and Training
- A1.2 Compulsory trainings and additional trainings of the teaching staff in all schools in the municipalities with
 mixed ethnic composition for extracurricular activities and use of free time of young people in secondary education
 and religious education <u>has been realized</u> and a new concept for extracurricular activities has been adopted and
 training for teachers. However, regarding the informal activities and extracurricular programmes, they are not
 within the competence of the Ministry of Education and Science and therefore the visit to the facilities is realized
 through extracurricular activities or excursions.
- A1.3 Organizing 6 youth sports camps with emphasis on the educational part and overcoming the differences between young people with the participation of different ethnic and social groups, as well as with famous athletes <u>has not been realized</u> as the organization of sports camps and trainings was not possible due to the KOVID 19 pandemic and the recommendations made by the Commission. However, here as well, for the past year there was a lack of intensive cooperation and that resulted in a low level of realization of the activities for fulfilling the priority objective.
- A1.4 Compulsory training in 3 modules (at the beginning of the school year) of the parents of children in primary and secondary schools for intercultural learning and introduction to the concept of hate speech in 8 planning regions <u>has not been realized</u>

Regarding Measure 2: Revision of Curricula and other contents in which sources of stereotypes and hatred are identified:

- **A2.1** Analysis of Curricula in secondary education <u>has been realized</u>. A working group has been established within the Ministry of Education and Science, working on a new Concept for secondary education. Based on the concept, national standards for student achievement will be set. According to the national standards, the output results will be defined and new modern Curricula will be developed
- A2.2 Analysis of the accredited academic Programmes of the universities has been realized.
- A2.3 Organizing working meetings with the Rectors, deans about the process of revising the Curricula of the Universities in RNM has been realized.
- **A2.4** Creation of an electronic newsletter an electronic newspaper for all high schools and universities that will serve to inform the news in education <u>has not been realized</u>, although_cooperation has been established with the Student Representative Bodies and this activity is yet to be worked on.

Identified risks and challenges and planned new deadline for implementation of activities:

Having in mind that in the months of February-March 2020, by decision of the Government, and at the proposal of the Commission for Protection from Infectious Diseases, the organization of any events with physical presence was impossible. However, it is a challenge to work on increased coordination and engagement of the competent institutions and adjustment in accordance with the new revised plan and the current situation. I expect in the forthcoming period to have even greater realization of those activities provided in the measures, with a special aspect of adapting the Curricula to the current situation, but also maintaining a minimum quality for students and joint coordination with teachers, parents and other target groups.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 2.1

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Realized and adopted a new concept for extracurricular activities and training for teachers, as well as started a process for a new newspaper	A Working Group has been established to work on a new Concept for Secondary Education. Based on the concept, national standards for student achievement will be set. Accordingly	Developed new Curricula and established cooperation with Student Representative Bodies

2.2 Priority objective: Consistent and consistent implementation of the policies for One Society for All Concept and Interculturalism that refer to the young people

Realized activities for achieving Priority Objective 2.2:

Regarding **Measure 1**: <u>Strengthening preventive measures to combat violence, hate speech and</u> <u>intolerance among young people</u>

- A1.1 Research that will locate the needs of young people at local, regional and national level, but also young people from various ethnic and social groups (young people with disabilities, members of non-majority groups, high school and university students) as well as a comparative analysis of domestic with European legislation, has been realized
- A1.2 Organizing a mentoring Programme through which a young person is compared, especially if he/she develops
 antisocial behavior, with a friendly person outside the family as a positive example, <u>has been realized by the MLSP</u>.
- A1.3 Introduce a family therapy Programme these Programmes aim to improve relationships and communications between family members, as well as to offer help to the parent and child to overcome the problem of deviant behavior and intolerance, <u>has been realized</u>. This measure is implemented continuously. The MLSP has a range of social services in accordance with the Law on Social Protection, such as professional assistance and support services, counseling services, community services and out-of-family care services, which include counseling work, prevention, mitigation and overcoming the consequences of social Individual and family problems, divorce counseling, family mediation for families with broken family relationships, psycho-social support for victims of domestic violence, psycho-social treatment of perpetrators of domestic violence and other specialized types of counseling (<u>https://mtsp.gov.mk/uslugi-i-prava-ns_article-socijalni-uslugi-koi-se-obezbeduvaat-soglasno-so-zakonot-za-socijalnata-zashtita.nspx</u>). However, here there is an opportunity to create a mentoring programme within the social protection section which will be aimed at strengthening the preventive measures to combat violence, hate speech and intolerance among young people.
- A1.4 8 Trainings (in planning regions) for developing social skills through mixed groups of men and women, with the help of an expert to have conversations with young people with antisocial behavior <u>have not been realized</u>, due to the COVID 19 pandemic and due to the restrictions and protocols introduced
- A1.5 Establishment of a service center (call center) for support of young people victims of violence, hate speech and hate crime <u>has been realized</u>, as the MLSP has developed a system for reporting domestic violence (<u>https://www.mtsp.gov.mk/specijalizirani-uslugi-za-zrtvi-na-semejno-nasilstvo.nspx</u>), reporting mobbing or harassment (<u>https://mobing.mtsp.gov.mk/</u>).

A1.6 Training - 2 in 8 planning regions of the members of the Ministry of Internal Affairs (police), educational structures (professors, teachers and educators), further professional trainers (especially those working with youth staff) <u>has not been realized</u>.

Regarding the activities from Measure 2: <u>Mechanism for creating a policy for realization, creating projects for</u> <u>interculturalism among young people</u>

- A2.1 Harmonization of Laws and byLaws and regulations and other adopted documents related to the rights of young people <u>has been realized</u>
- A2.2 Organizing 8 trainings for young people in all planning regions for project management for social inclusion and interculturalism <u>has not been realized.</u>
- A2.3 Preparation of an electronic guide for project management of young people for social inclusion and interculturalism <u>has not been realized</u>,

Identified risks and challenges and planned new deadline for implementation of activities:

Having in mind that in the months of February-March 2020, by decision of the Government, and at the proposal of the Commission for Protection from Infectious Diseases, the organization of any events with physical presence was impossible. However, it is a challenge to work on increased coordination and engagement of the competent institutions, municipalities and adjustment in accordance with the new revised plan and the current situation. I expect in the forthcoming period to start with the realization of those activities that have not been realized, but it is still crucial to increase trust, cooperation and coordination between institutions, to motivate decision makers that this Strategy is a reality, but also to provide financial resources for realization, if there is a budget rebalance.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 2.2 Introduced preventive Developed system for Conducted research for reporting domestic measures for the needs of young violence suppression of violence, people in order to (https://www.mtsp.gov. hate speech and include the results in the mk/specijalizirani-uslugiintolerance among draft text of the new za-zrtvi-na-semejnoyoung people Strategy on Youth introduced and Call nasilstvo.nspx), **Center established** reporting mobbing or harassment (https://mobing.mtsp.g ov.mk/)

2.3. Priority objective: Young people with equal opportunities and their involvement in decision-making processes

Realized activities for achieving Priority Objective 2.3:

Regarding Measure 1: Inclusive process of youth involvement at local and regional level in the social system

- A1.1 Promoting a Campaign on equal opportunities for young people, especially for vulnerable categories of young people (young people with disabilities, young people from correctional facilities, sexually abused young people, young people begging, young people addicted to drugs) <u>has not been realized.</u>
- A1.2 Organizing 8 panel discussions in the planning regions, with emphasis on the youth from rural areas and their opportunities at the local level <u>has not been realized.</u>

- **A1.3** Organizing 8 youth camps with educational and sports contents in all planning regions, with the participation of experts, sports workers and religious leaders (connecting the regions) has not been realized.
- A1.4 8 trainings in each planning region for civil society organizations for better monitoring and reporting of hate speech and intolerance <u>has not been realized</u>.
- A1.5 Establishment of a model for financing youth projects with an emphasis on social and ethnic inclusion <u>has not</u> <u>been realized.</u>

Regarding the activities 1.2, 1.3, 1.4, they have not been realized due to the pandemic with KOVID 19, but I expect them to be realized and most importantly these things to be budgeted within the AMC.

Regarding the activity 1.1, the campaign has not been realized, but still there is a well-established organizational sector "Sector for Equal Opportunities" which has already realized certain activities that are a good basis for the realization of this activity. Activity 1.5 has not been implemented and a model for financing youth projects with an emphasis on social and ethnic inclusion has not been established.

Identified risks and challenges and planned new deadline for implementation of activities:

Having in mind that in the months of February-March 2020, by decision of the Government, and at the proposal of the Commission for Protection from Infectious Diseases, the organization of any events with physical presence was impossible. However, it is a challenge to work on increased coordination and engagement of the competent institutions, municipalities and adjustment in accordance with the new revised plan and the current situation. I expect in the forthcoming period to develop a strong will and motivation for the realization of those activities envisaged in the measures, which have not been realized so far.

Due to unrealized activities, no results have been achieved for priority objective 2.3

2.4. Priority objective: Established system for detecting hate speech and hate crime at local and national level

Realized activities (January-June 2021) for achieving Priority Objective 2.4:

Regarding measure 1: Establishment of an academy of young leaders within the AMC:

- A1.1 Preparation of an analysis that will justify the need to introduce an academy of young leaders to promote nonviolence, tolerance and interculturalism <u>has not been realized</u>
- A1.2 Organizing a working meeting between all competent institutions (experts) and civil society organizations to
 determine the need to organize an Academy for young leaders to promote non-violence, tolerance and culturalism
 <u>has not been realized</u>

The activities have not been realized, due to lack of funds in the AMC budget, non-engagement and due to the VOVID 19 pandemic.

Regarding measure 2: Establishment of functional youth centers:

- **A2.1** Organizing 8 trainings for young people to acquire skills of young people for promotion of modalities against hate speech, hate crime, intolerance and disrespect for the other <u>has not been realized</u>
- A2.2 Organizing campaigns in all planning regions in the country, with the participation of young people in the promotion of equal opportunities for all, non-violent communication and interculturalism as well as organized action against hate speech and hate crime through youth centers <u>has not been realized</u>
- A2.3 Development of a website for promotion of the activities of the academy and the youth centers through AMC has been realized
- A2.4 Organizing 4 unconventional events in the form of world café, quiz night, gamification and direct contact through stories of victims of hate crime <u>has not been realized</u>
- A2.5 Awarding small grants (10) for projects in cooperation between schools from the 8 planning regions that would include short mobility and visits to various religious buildings <u>has not been realized</u>

The Agency for Youth and Sports in accordance with the Law on Youth Participation and Youth Policies started with the opening of youth centers in four municipalities: Kumanovo, Bitola, Kavadarci and Bitola. According to the Law, each municipality must put into operation at least one youth center within a period of 5 years. There are already youth centers in

the municipality of Centar, the municipality of Gostivar and the municipality of Cair. In parallel with this process, opportunities are opened for capacity building of young people, learning about interculturalism, joint combat against hate speech, hate crime, building social ties and creating a society tailored to them. For all this, in accordance with activity 2.3, the Agency communicates all these activities and informs the public by sharing information on its own website, Facebook page and directly with the forms of youth association. Regarding the activities related to organizing events and trainings, they have not been realized, due to the COVID 19 pandemic and the introduced restrictions.

Regarding **Measure 3**: Establishment of a Youth Volunteer Service Programme aimed at networking and exchanging experiences with young people and accepting different cultural, ethnic and other differences, the activities **have not been realized**.

Identified risks and challenges and planned new deadline for implementation of activities:

Having in mind that in the months of February-March 2020, by decision of the Government, and at the proposal of the Commission for Protection from Infectious Diseases, the organization of any events with physical presence was impossible. However, it is a challenge to work on increased coordination and engagement of the competent institutions, municipalities and adjustment in accordance with the new revised plan and the current situation. I expect in the forthcoming period to develop a strong will and motivation for the realization of those activities envisaged in the measures, which have not been realized so far.

2.5. Priority objective: Reduced segregation and discrimination of young people

Realized activities for achieving Priority Objective 2.5:

Within **measure 1**: Elimination of segregation and discrimination of young people of different ethnic and socio-cultural background

- **A1.1** Preparation of an analysis of the degree of segregation and discrimination of young people, especially the various categories of young people and those who are not part of the educational process, as well as a comparison of existing criminal legislation to eliminate this negative phenomenon among young people <u>has not been realized</u>
- A1.2 Production of promotional material (brochures, leaflets, T-shirts, hats) for conducting a campaign among young people on the consequences of segregation and discrimination based on gender, ethnic, social level of young people and its distribution through youth centers (in schools, universities, sports and cultural events) <u>has not been</u> realized
- A1.3 Free psychological counseling for young people with antisocial and deviant behavior and development of empathy, solidarity and soft skills <u>has not been realized</u>
- A1.4 Promoting an action SUNDAY against segregation and discrimination of young people in 8 planning regions with precisely defined contents and activities of the action and organizing an internet campaign through social networks (FB, Twiter and others) <u>has not been realized</u>

Within measure 2: Promotion of information and educational activities through the public media service

- A2.1 Promoting and broadcasting an educational show on segregation and discrimination of young people, tolerance and interculturalism among different ethnic groups of young people <u>has not been realized</u>
- A2.2 Organizing 8 sports tournaments in all planning regions where teams of young people with mixed ethnic, party
 and religious backgrounds and from all social backgrounds will compete in order to convey the message of
 elimination of segregation and discrimination <u>has not been realized</u>
- A2.3 Print banner and sports T-shirts with a message from the sports event, as well as flyers and brochures that will be distributed at the event and their promotion will go to educational institutions as part of the campaign <u>has not</u> <u>been realized</u>

The activities within these measures were not realized by the responsible body due to lack of funds, political moments and the COVID 19 pandemic.

Identified risks and challenges and planned new deadline for implementation of activities:

Having in mind that in the months of February-March 2020, by decision of the Government, and at the proposal of the Commission for Protection from Infectious Diseases, the organization of any events with physical presence was impossible. However, it is a challenge to work on increased coordination and engagement of the competent institutions, municipalities and adjustment in accordance with the new revised plan and the current situation. I expect in the forthcoming period to develop a strong will and motivation for the realization of those activities envisaged in the measures, which have not been realized so far.

Due to unrealized activities, no results have been achieved for priority objective 2.3

ASSESSMENT FOR IMPLEMENTATION OF PRIORITY 2

The realized and started activities provide an excellent basis for full implementation in the future. Establishment of youth centers, mechanism for youth volunteer service in order to network and exchange experiences among young people and acceptance of various cultural, ethnic and other differences, introduced preventive measures to combat violence, hate speech and intolerance among young people, the established Call Centre, the adopted Law on Youth Participation and Youth Policies are a well-established system that will be upgraded and based on which other planned activities will be implemented in the coming period



SUMMARY OF THE STRATEGIC AREA YOUTH

Through the realized activities in 2020, a contribution was given to the realization of the foreseen priorities and goals set in the youth cluster within the National Strategy for One Society for All and Interculturalism.

It can be summarized that the adoption of legislation regulating issues of youth participation and youth policies for the first time in 30 YEARS is a step forward in creating intercultural societies tailored to young people. The key institutions in the field of youth and youth policies open the doors for the youth voice to penetrate, the ideas to be turned into initiatives, and the initiatives into concrete projects that mean better today and tomorrow for the youth in the Republic of North Macedonia.

Within the Action Plan, all activities are intended to contribute to the creation of tolerant youth, but also the elimination of nationalism, xenophobia, ethnic restrictions, religious, gender, gender and any other discrimination. The main focus remains on reducing hate speech and crime, joint coordination of institutional and extra-institutional level, as it is not enough just to change the social consciousness, but concrete deeds and actions, youthful enthusiasm, aspirations are needed, but above all knowledge, to be put in function of the overall development of the society.

Young people are the ones who must be included, so that they do not distance themselves from society and they are the locomotive that will move towards creating intercultural dialogue, promoting non-violence, tolerance and intercultural communication among young people and eliminating hate speech and crime from hatred, along with Reduction of ethnocentrism among young people and isolation of various monogroups, participation in joint activities and mutual hatred interaction.

The challenges are ahead of us, the above activities are an excellent basis for achieving the objectives and priorities in the Strategy and since this is a periodic report, in a year that no one imagined would be as it is, with COVID 19 pandemic, the realization of activities remain high on the 2021 priorities, with identified future steps. -STRATEGIC AREA: MEDIA-

The access of different communities to the media is part of their fundamental human right to freedom of expression, and free and independent media are one of the pillars of a democratic society. The media is a powerful tool through which the concept of interculturalism is transmitted and nurtured in social practice. Intercultural communications are not possible without the media, which play a major role in intercultural development and education.

We often witness that in the TV news and certain portals, hatred and intolerance are encouraged on ethnic, but also on party basis, and we encounter various types of discrimination every day. The Council of Europe emphasizes the need to increase the awareness of media professionals of the need for intercultural dialogue and cooperation across ethnic, religious and linguistic boundaries, with a view to promoting a culture of tolerance and mutual understanding.

Therefore, in the National Strategy within the strategic area of media, two priorities have been identified and appropriate priority objectives, measures and activities.

Priority 1: Promotion of the media space in function of timely, impartial and objective information of the citizens, promotion and development of interculturalism and media pluralism

In function of the stated priority, the following priority objectives are defined:

- 1.1 Reformed public service broadcaster that fosters interculturalism
- 1.2 Strengthening the combat against hate speech and strengthening the spirit of interculturalism in the media space
- 1.3 Upgraded capacities and increased professional skills and knowledge of the employees in the private media and development and promotion of interculturalism
- 1.4 Enriched programme contents for inclusive reporting on the ethnic and cultural identity and other differences of the members of all communities in the country

Priority 2: Strengthening media literacy among citizens of all ages

In function of the stated priority, the following priority objectives are defined:

- 1.1 Developed awareness of critical understanding of content related to interculturalism and the combat against hate speech
- 1.2 Introduced approach to media literacy in the education system and non-formal education.

The report on achieved results in the period January-December 2020, provides an overview of Realized activities by priorities and priority objectives, identifies risks and challenges (especially taking into account the current situation in the Covid 19 pandemic), provides an overview of achieved results and assessment of how these results contribute to the achievement of the desired objectives. The fact that this is a periodic report that refers to a calendar year should be taken into account, hence the assessment of the achievement of priority objectives is periodic.

Priority 1: Promotion of the media space in function of timely, impartial and objective information of the citizens, promotion and development of interculturalism and media pluralism

1.1 Priority objective: Reformed public service broadcaster that fosters interculturalism

The practicing of the rights of the non-majority communities in the media sphere is regulated by the Law on Audio and Audiovisual Media Services and the National Radio and Television (NRT) as a public service has the greatest legal obligations regarding the linguistic diversity and cultural identity of the communities in the country. The law stipulates that NRT is obliged to develop and plan a programme scheme in the interest of the general public, and the programmes should be intended for all segments of society without discrimination, while taking into account specific social groups. In addition,

according to the Law, NRT provides at least one television programme service in Macedonian language, one programme service in the language spoken by at least 20% of the citizens and which is different from the Macedonian language, as well as one TV programme service that will broadcast programmes in the languages of other non-majority communities. However, research shows that with such a programme setting, segregation is deepened and hence the need for support in changing work practices in newsrooms, organizational setup, cooperation between newsrooms and strengthening their capacity, as well as implementing policies for equal representation of programmes of different social communities.

Planned activities in 2020 for achieving Priority Objective 1.1:

Regarding the **Measure 1**. Creating and building internal capacities for affirmation of interculturalism in the public broadcasting service, the following activities are envisaged:

1.1. Analysis and assessment of the capacities of the newsrooms for intercultural reporting and the needs for training and retraining of journalists and media workers in NRTV for intercultural reporting;

1.2 Establishing models involving all stakeholders in the field of development of interculturalism and the combat against hate speech;

1.3. Organizing and delivering trainings in the field of interculturalism and the combat against hate speech;

1.4. Amending the Code of Ethics and/or creating rules and principles for affirmation of the interculturalism.

Regarding the **Measure 2**. Creating a systemic solution and implementing reforms in the public broadcasting service in the field of interculturalism, the following activities are envisaged:

2.1. Strengthening the capacities of journalists and media workers in the Albanian language programme service and in the Turkish, Romani, Vlach, Serbian and Bosnian newsrooms through new employments;

2.2. Creating models for cooperation between the newsrooms in NRTV aimed at affirming the interculturalism.

Identified risks and challenges and planned new deadline for implementation of activities:

Having in mind that the implementation of the new Law on Audio and Audiovisual Media Services, especially in the part that covers the professionalization of the Public Service and the Media Agency, through election of new members of the NRT Council and AAVMU Council is still blocked in the Parliament of NRT, the planned measures and activities in function of this priority objective were not realized within the foreseen deadlines. Therefore, the Report for 2020 was noted the need for the implementation of most of the activities to start in the 3rd quarter of 2021, in order to complete their implementation by the 4th quarter of 2022 (as follows in the tabular presentation of the Action Plan).

An additional challenge in the crisis caused by Covid 19 is the provision of budget funds for new employments in NRT. A positive step towards the reform of NRT is the launch of a channel with an increased duration and content that is broadcast in the languages of non-majority communities.

KEY INDICATORS AND RESULTS FOR PRIORITY OBJECTIVE 1.1



1.2 Priority objective: Strengthening the combat against hate speech and strengthening the spirit of interculturalism in the media space.

The civil society sector is a major pillar of non-formal education, promotion and research in the field of inclusive reporting and diversity. Numerous civil society organizations and networks of organizations within its mission have planned to work with the media, advocating for equality, non-discrimination and respect for basic human rights. Some of them have a very important role in promoting the concept of interculturalism in the media and in the formal and informal education of journalists. On January 30, 2019, a Network for Combating Hate Speech in the Media was established in Skopje, initiated and coordinated by the Council for Media Ethics in Macedonia (CEMM). This Network unites ministries, institutions, organizations, media and other stakeholders with a common goal, prevention of the spread of hate speech in the public sphere, strengthening the professional and ethical practice of journalism and raising awareness of the general population about the negative consequences of the speech of hatred.

Realized activities in 2020 for achieving Priority Objective 1.2:

Regarding the **Measure 1**. of this priority goal, Regular coordination of all stakeholders with competence to address hate speech (through the Network for Combating Hate Speech in the media), the activities are ongoing and will be implemented continuously.

As for the Network, in the absence of financial support for its functioning, attempts are made to show its existence through various activities. In the past period, the following activities have been realized:

A research has been prepared through which the international and domestic legal framework regarding hate speech in the media is analyzed, with recommendations available here: <u>https://semm.mk/1proekti/tekovni-proekti/kanadski-fond-za-ravoj/aktivnosti/840-govor-na-omraza-megjunarodna-i-nacionalna-pravna-ramka-so-poseben-osvrt-na-mediumite</u>

Regarding the activity **1.1.** Creating a strategy and action plan of the Network for Combating Hate Speech in the media An initial conversation was held with an OSCE representative for cooperation on the need to develop an Action Plan of the Network.

Regarding the activity **1.2.** Cooperation and coordination of the members of the Network in the education for recognizing and addressing hate speech in the media We are currently working on an analysis of the practices of connecting the self-regulatory body with other actors in dealing with hate speech in the media. Debates have been organized with members of the Network from the institutions (AVMS. Ombudsman), from the civil sector that works on the affirmation and protection of human rights, from higher education institutions, media organizations, etc. These debates focused on identifying ways to coordinate action against hate speech in the media and identifying opportunities for mutual cooperation.

Regarding the activity **1.3.** Responsible institutions to publish regular periodic reports on their activities in this area, a database of decisions of the Council for Media Ethics in Macedonia (CEMM) has been prepared, in which cases of hate speech in the media can be clearly searched <u>https://complaints.semm.mk/</u>

Identified risks and challenges and planned new deadline for implementation of activities:

Given that the Network for Combating Hate Speech is facing a lack of financial support for its functioning, it is necessary to provide funds from collaborators and donors.

The implementation of the measure requires strong support and cooperation of all stakeholders involved in social life, especially support, guidance and action by the responsible institutions.

KEY INDICATORS AND RESULTS FOR PRIORITY OBJECTIVE 1.2

Regular coordination of all stakeholders with competence to address hate speech continues (through the Network for Combating Hate Speech in the Media)

Research through which the international and domestic legal framework regarding hate speech in the media is analyzed, with recommendations Debate with members of the Network (ABMU, Ombudsman, civil society working on affirmation and protection of human rights, higher education institutions, media organizations) Established database of the Decisions of the Council for Media Ethics in Macedonia (CEMM), where the cases of hate speech in the media can be clearly searched.

1.3. Priority objective: Upgraded capacities and increased professional skills and knowledge of the employees in the private media and development and promotion of interculturalism

Initiating non-formal education programmemes and activities for interculturalism and media inclusion According to the Action Plan, the activities are planned for realization in 2021 and 2022. Synthesizing and upgrading existing curricula for intercultural education in the media Analysis of the structure of employees in the private media in terms of diversity and training and support to reach out to the general public

1.4. Priority objective: Enriched Programmeme contents for inclusive reporting on ethnic and cultural identity and other differences of members of all communities in the country

The establishment of models and mechanisms to support the production of content of public interest that affirms ethnic and cultural identities and other differences will be carried out through public discussion with all stakeholders, but given the ongoing crisis with the Covid 19 virus, the biggest risk is securing of funds for this type of projects from the budget or from the donor community.

Planned activities in 2020 for achieving Priority objective 1.4:

Measure 1.4.1 Encouraging the production of content in the media for affirmation of ethnic and cultural identities and other differences envisages Establishment of models and mechanisms to support the production of content of public interest that affirms ethnic and cultural identities and other differences. This activity is planned to start in the second quarter of 2021 and to be realized by the 3rd quarter of the same year.

ASSESSMENT FOR IMPLEMENTATION OF PRIORITY 1

The realized and started activities contribute to the realization of priorities. For justified reasons, some of the activities have not been started, but those that are being implemented are already showing concrete results and indicators.

A strong democratic society means, among other things, that citizens have access to accurate and timely information. In addition, they should have the skills to analyze, contextualize, relate to other information, think critically and be able to evaluate their quality and as a result, the information they receive from various sources (which is not always accurate and well-intentioned) to make their own decisions and fact-based judgements. There are countless sources of misinformation and malicious manipulations today that contaminate public discourse and mislead people.

That is why media literacy is crucial, how to think critically and thus reduce the negative impact of misinformation and fake news. Media literacy does not only mean getting to know or acquiring knowledge about different devices and technologies, but it should enable citizens to think critically, to be able to make rational judgments, to analyze the complex reality in which we live, to be able to distinguish opinions from facts.

For achieving this priority objective, the activities envisaged by Measure 2.1.1 Realization of scientific research in order to determine the factual situation with the levels, perceptions and understanding of the concept of interculturalism, two activities are envisaged, as follows:

2.1.1 Analysis of the current practices for education for interculturalism through the media literacy initiatives of the citizens

2.1.2 Creating a Database/Register of resources with practices and training modules for media literacy and a register of actors/stakeholders in this area

These activities are ongoing and will be implemented by the end of the 4th quarter of 2021.

2.2 Priority objective: Introduced approach to media literacy in the education system and non-formal

Realized activities in 202 for achieving Priority Objective 2.2:

Measure 2.2.1 Curriculum for interculturalism and diversity within the existing subjects in formal education envisages the following activities:

- 1.1. Analysis of the curricula from different subjects from the aspect of intercultural competencies is already a completed activity and a document with recommendations has been prepared by the BDE in cooperation with MIM
- 1.2. Development of new curricula (successively starting from the first and fourth grade of the academic year 2021/2022) in which transversal competencies for media literacy will be incorporated
- 1.3. Conducting trainings for teachers for the new curricula
- 1.4. Development of manuals for teachers and didactic materials in printed or electronic form, for the new curricula that will include elements of media literacy
- 1.5. Development of a programme for free and elective courses and extracurricular activities for schools of media literacy and interculturalism

Identified risks and challenges:

Measure 2.2.2 Initiating and encouraging joint activities for schools, media and civil society provides for the implementation of the following activities:

- 2.1. Visits to newsrooms for primary and secondary school students
- 2.2. Critical awareness building workshops with journalists instructors
- 2.3. Creating students and teams joint products

These activities have been postponed due to the situation with the Covid epidemic 19 and the still current bans on grouping with physical presence. The new planned deadlines are within the 1st quarter of 2022.

If the situation with the epidemic does not go in a better direction, it will be necessary to find modes for the realization of these activities and eventually implement them without physical presence, online.

KEY INDICATORS AND RESULTS FOR PRIORITY OBJECTIVE 2.2



ASSESSMENT FOR IMPLEMENTATION OF PRIORITY 2

The realized and started activities contribute to the realization of priorities. For justified reasons, some of the activities have not been started, but those that are being implemented are already showing concrete results and indicators.



SUMMARY OF THE STRATEGIC AREA MEDIA

The access of different communities to the media is part of their fundamental human right to freedom of expression, and free independent media are one of the pillars of a democratic society. We remain committed to the task of: Promoting the media space in order to timely, impartial and objective information of citizens, promoting and developing interculturalism and media pluralism, as well as strengthening media literacy among citizens of all ages.

Having in mind that the implementation of the new Law on Audio and Audiovisual Media Services, especially in the part that covers the professionalization of the Public Service and the Media Agency, through election of new members of the NRT Council and AAVMU Council has been blocked in the Assembly of RNM for a long time, the planned measures and activities in function of this priority goal were not realized within the foreseen deadlines. These are processes that can be slightly influenced given the division of power in the wider fabric of society. But, as we expect those processes to be unlocked an hour soon, we propose the implementation of some of the activities to start already in the 3 quarter of 2021, in order to successfully implement them. Most of the activities outlined in the strategic plan are in continuous implementation, and concrete results have been achieved: a new channel has been introduced with increased volume and content broadcast in the languages of non-majority communities, regular coordination of all stakeholders with competence to address Hate speech (through the Network for Combating Hate Speech in the Media), a survey was prepared to analyze the international and domestic legal framework regarding hate speech in the media, recommendations were made to all stakeholders, several consultations were held and debates with members of the Network from the institutions (AVMS, Ombudsman), from the civil sector that works on the affirmation and protection of human rights, from the higher education institutions, the media organizations. A database of the decisions of the Council for Media Ethics in Macedonia (CEMM) has been prepared, in which the cases of hate speech in the media should be clearly searched. All the above activities provide a solid basis for achieving the identified priorities and priority goals in the Strategy. It should be borne in mind that it is a Word for periodic report, where the full fulfillment remains to be upgraded and implemented in the next period for which output solutions have been identified, next steps are provided and new deadlines are set.

-STRATEGIC AREA: SOCIAL COHESION-

The need for this Strategy in the Republic of North Macedonia arose from widespread estimates that the state functions through divided and separate societies.

The ability of the society to ensure the well-being of all its members, to minimize inequalities and to avoid divisions, contributing to key aspects of social cohesion: a sense of community; the perception that society is just; desire and willingness to participate in public and political life; a positive attitude towards marginalized groups and those groups that are not part of the dominant culture in society. In the National Strategy, within the strategic area of Social Cohesion, two priorities have been identified and appropriate priority goals and activities.

Priority 1: Promoting sustainable and inclusive socio-economically balanced regional development (BRD)

In function of the stated priority, the following priority goals are determined:

- Increased awareness in public administration and society as a whole about the "One Society for All and Interculturalism" concept and balanced regional development
- Strengthening the overall capacities and resources of the entities aimed at ensuring a sustainable BRD
- Harmonized legal regulations in different institutions with the policies for balanced regional development

Priority 2: Promoting social cohesion and integration with provided gender equality, nondiscrimination and equal opportunities on the basis of all diversity

- Respecting and promoting the concepts of gender equality, non-discrimination and equality on all grounds of diversity
- Promotion and inclusion of the gender perspective in the legislation and harmonization with the "One Society for All and Interculturalism" concept
- Functional bodies and bodies for the promotion of equal opportunities for women and men and the prevention of discrimination on different grounds
- Increased awareness and understanding in the whole society about the gender equality concept and the equality and non-discrimination concept.

The Report on achieved results in the period January-December 2020, provides an overview of Realized activities by priorities and priority goals, **identifies risks and challenges**, especially in the period of KOVID 19 pandemic, provides an overview of **achieved results**, but also an assessment of how those results contribute in achieving the desired goals. The fact that this is a periodic report that refers to a calendar year should be taken into account, hence the assessment of the achievement of priority goals is periodic.

Priority 1: Promoting sustainable and inclusive socio-economically balanced regional development (BRD)

1.1 Priority objective: Increased awareness in public administration and society as a whole about the "One Society for All and Interculturalism" concept and balanced regional development

Realized activities in 2020 for achieving Priority Objective 1.1:

Informative meetings with the public administration employees and Organizing trainings, seminars, etc., were not realized.

According to the Action Plan, these activities are planned for realization in 2021 and 2022.

The activities remain the same and within the Strategy for BRD information activities and trainings and seminars with the public administration will be implemented in support of the realization of the priority objevctive.

Identified risks and challenges and planned new deadline for implementation of activities:

- Covid 19 is still a major challenge for planning limited meetings and training.
- For the same reasons, there is still no Annual Plan within the responsible departments where these activities are planned.

Challenges within these activities is to anticipate the realization and the possibility of conducting online activities and trainings.

1.2 Priority objective: Strengthening the overall capacities and resources of the entities aimed at ensuring a sustainable BRD

Realized activities in 2020 for achieving Priority Objective 1.1:

Software for monitoring the financial allocations from the public sector to the planning regions has been prepared, with an objective of having at disposal specific data for each planning region.

Implemented one investment and one innovative project, along with activities for inclusion of Community Forums, funded by the Swiss Government co-financed by the Ministry of Local Self-Government and the Office of the Deputy Prime Minister for Economic Affairs, in each planning region

Identified risks and challenges:

Having in mind the Covid Pandemic 19, there were changes in the dynamics of project implementation and no special promotional activities were organized.



Within the project Sustainable and Inclusive Balanced Regional Development, funded by the Swiss Government and cofinanced by the Ministry of Local Self-Government and the Office of the Deputy Prime Minister for Economic Affairs, component 1, software has been prepared to monitor all financial allocations from the public sector to planning regions, in order for the policy of balanced regional development to be implemented on the basis of specific data for each planning region.

Within the same project, one investment and one innovative project are implemented in each planning region, and the priority projects in the planning regions are defined through an inclusive decision-making model - Community Forums.

1.3 Priority Objective: Harmonized legal regulations in different institutions with the policies for balanced regional development

Realized activities in 2020 for achieving Priority Objective 1.3:

The activities for organizing the preparation of a Functional Analysis of the legal framework and the allocation of funds on the basis of BRD and Amendments to the specific legal framework by institutions harmonized with the Law on BRD, **have not been realized.**

According to the Action Plan, these activities are planned for realization in 2021 and 2022.

The activities remain the same.

In the mentioned period, in function of the priority objective, the following activities were realized:

- Prepared and adopted Strategy for Regional Development 2021-2031 by the Assembly

- A new Law on Balanced Regional Development has been adopted
- The adoption of secondary legislation is also planned.

Identified risks and challenges:

Lack of focus in the institutions regarding the amendment of the specific Legal Framework harmonized with the Law on BRD and the need for a more comprehensive approach as a potential risk



ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 1.3

With the support of the project Sustainable and Inclusive Balanced Regional Development, a new Strategy for Regional Development 2021-2031 has been prepared, which is in parliamentary procedure.

A new Law on Balanced Regional Development has been adopted, which in addition to the planning regions, villages and areas with specific development needs, will finance development projects in urban areas, institutionalize community forums as a mechanism for citizen consultation and improve coordination by introducing the SIRERA financial allocation monitoring system.

In accordance with the transitional and final provisions of the Law, bylaws will be adopted in the coming months.

The lack of new statistics due to the census not taking place is a serious challenge in the implementation of the policy of balanced regional development. Hence the need for updating the Strategy and adopting new bylaws immediately after the organizing the upcoming census and publishing the data from it.

ASSESSMENT FOR IMPLEMENTATION OF PRIORITY 1

The realized activities within the frames of Priority 1 contribute to the fostering of social cohesion and promotion of the inclusive socio-economically balanced regional development

Priority 2: Promoting social cohesion and integration with provided gender equality, nondiscrimination and equal opportunities on the basis of all diversity

2.1 Priority objective: Respecting and promoting the concepts of gender equality, non -discrimination and equality on all grounds of diversity

Realized activities in 2020 for achieving Priority Objective 2.1:

A new Law on Gender Equality has been prepared and submitted for opinion to the Venezuelan Commission, the European Commission, the OSCE/ODIHR and the UN. Hiring a Coordinator for Gender Equality is envisaged in all bodies of the state administration and municipalities.

A new Strategy for Gender Equality has been prepared.

The Law on Non-discrimination has been adopted.

The Criminal Code is being amended and a new Non-Discrimination Strategy is being prepared.

Electronic training modules for gender equality have been prepared within MISA. E-modules for non-discrimination are also being prepared.

Trainings on gender-based violence are being organized. A training centre for gender responsive budgeting and gender policies has also been established.

Identified risks and challenges:

Due to Covid 19, possible change of the dynamics of organizing the trainings. In the revised Action Plan, the deadline should be changed in the fourth quarter of 2022.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 2.1



A completely new Law on Gender Equality is being prepared. A draft text of the law has already been prepared and submitted for opinion to the Venice Commission, the European Commission, the OSCE/ODIHR and the UN. The law will provide for the promotion of the mechanisms for gender equality at national and local level by systematizing the position of coordinator for gender equality in all state administration bodies and municipalities. The Law will also provide an obligation for all other ministries to comply with the new concept of gender equality. The Law is expected to be adopted by the end of 2021.

A new Strategy for Gender equality has been prepared and will be submitted to the Government in March.

Regarding non-discrimination, the Law that was adopted in October 2020 already has an obligation to harmonize the legislation with the new Law by the end of 2022. So far, harmonized laws with non-discrimination are: Law on Primary Education, Law on Child Protection and Law on Social Protection.

An amendment to the Criminal Code is under way. The new strategy for non-discrimination will be made this year. There are also electronic training modules for gender equality already established through MISA which will be promoted this year.

Emodules for non-discrimination will be developed this year as well. Trainings on gender-based violence have started. The law establishes a training center for gender responsive budgeting and gender policies.

The gender equality modules are for civil servants at both national and local levels.

2.2 Priority Objective: Promotion and inclusion of the gender perspective in the legislation and harmonization with the "One Society for All and Interculturalism" concept

Realized activities in 2020 for achieving Priority Objective 2.2:

Realized activities for preparation of analysis of the working conditions of the Committee for Inter-Community Relations and activities undertaken for improving the functionality of the Commissions for Inter-Community Relations at local level. They are reported for in the areas of Legal Framework, i.e. Local Self-Government.

Identified risks and challenges:

In the revised Action Plan, the deadlines of some of the activities have been changed accordingly.

2.3 Priority Objective: Functional bodies and bodies for the promotion of equal opportunities for women and men and the prevention of discrimination on different grounds

Realized activities in 2020 for achieving Priority Objective 2.3:

Within this priority objective, the Commission for Protection against Discrimination was established. The new Law on Gender Equality will provide for the promotion of the mechanisms for gender equality at national and local level by systematizing the position of/hiring Coordinator for Gender Equality in all state administration bodies and municipalities. The Law will also provide an obligation for all other ministries to comply with the new concept of gender equality.

Identified risks and challenges:

In the revised Action Plan, the deadline should be changed for the fourth quarter of 2021.



Realized activities in 2020 for achieving Priority Objective 2.4:

In December, a social housing project was announced in the municipality of Kocani. In cooperation with the EU Delegation, several significant interventions were carried out in Vinica, Veles and Suto Orizari. Intervention of the atmospheric sewerage in Suto Orizari has been announced. The implementation of several projects within the IPA in the field of social housing has started in the following municipalities: Prilep for the settlement Trizla, Bitola for Bair, Kicevo and Stip.

14 Roma health mediators have been hired and this year, for the first time, Roma health mediators in the municipalities of Vinica, Kavadarci and Karpos are included.

Implementation of the project for children involved in preschool education continues in cooperation with the Roma Education Fund.

Within the project Regular classes: action for inclusion of Roma in primary education, the Foundation Open Society -Macedonia together with its partners the Association Center for Educational Support Dendo Us and the Foundation for Educational and Cultural Initiatives announces a step by step competition for scholarships for 333 Roma students enrolled in the first grade in the academic year 2020/2021. 880 scholarships were awarded to Roma students in secondary education.

Identified risks and challenges:

In the revised Action Plan, the deadline should be changed for the fourth quarter of 2022.

The activity with the functional analysis of the balance was announced but no activity was realized. The need to upgrade the current system is more than necessary. In this direction are the annual plans for employment within the institutions in accordance with the proportional representation. The system creates opportunities for certain abuses and at the same time does not improve the efficiency in the representation of the smaller communities.



ASSESSMENT FOR IMPLEMENTATION OF PRIORITY 2

The realized activities within the frames of Priority 2 contribute to the fostering of social cohesion with encouraged activities for gender equality, nondiscrimination and creation of equal opportunities on the basis of all diversity

Increased awareness in public administration and society as a whole about the "One Society for All and Interculturalism" concept and balanced regional development is **a key strategic area**. The planned activities were not implemented due to Covid 19. The same activities remain within the Priority Objective, as the responsible parties should determine within the regular activities and sessions and information and work with the public administration on the topic related to "One Society for All and Interculturalism" concept and balanced regional development.

A new Strategy for Regional Development 2021-2031 has been prepared. A new Law on Balanced Regional Development has been adopted, which will finance development projects in urban areas, institutionalize community forums as a mechanism for citizen consultation, and improve coordination through the introduction of the SIRERA financial allocation monitoring system.

The bylaws will be adopted in the coming months. The lack of new statistics due to the census not taking place is a serious challenge in the implementation of the policy of balanced regional development. Hence the need for updating the Strategy and adopting new bylaws immediately after the organizing the upcoming census and publishing the data from it. Preparing a

functional analysis of the legal framework and the allocation of funds on the basis of BRD is an activity that is crucial for the strategic area.

Strengthening the overall capacities and resources of the entities in order to ensure sustainable BRD as a strategic area remains a priority. The activities are partially realized and they are planned to be realized through project activities.

When implementing the Operational Plan for Active Programmes and Measures for Employment and Labour Market Services implemented by the Employment Agency of the Republic of North Macedonia, within each Phase, the criterion for equal regional representation is taken into account in order to contribute to a balanced local development (Principle 3) as well as Principles 1 and 2 (Principle 1. Dealing with the negative effects and consequences on the labor market and employment caused by the COVID-19 pandemic; Principle 2. Diversity and inclusion for all social categories in the private sector in accordance with equitable and adequate representation on ethnic, gender, religious, racial or other grounds as well as the inclusion of all vulnerable categories of citizens, in accordance with the standards and practices of the United Nations and the International Labour Organization) contributing to "Participatory Affirmation" of the active population in the labour market. The observance of the stated principles is performed by setting quotas for each employment center according to the eight planning regions.

The formation/defining of quotas by planning regions for support is done according to the coefficient determined by the gross domestic product per capita per planning region, according to the latest available data of the State Statistical Office.

In addition to the above quotas used to encourage balanced regional development (Principle 3), the mechanism of "Participatory Affirmation" (Principles 1 and 2) is applied, which provides equitable representation in the process of implementing the measure self-employment and is realized by forming lists according to the data from the completed Questionnaires.

A completely new Law on Gender Equality is being prepared and submitted for opinion to the Venice Commission, the European Commission, the OSCE/ODIHR and the UN. The Law is expected to be adopted by the end of 2021. A new Strategy for Gender Equality has been prepared.

The Law on Non-Discrimination was adopted in October 2020 and it will be harmonized with the legislation with the new Law by the end of 2022. So far, harmonized laws with non-discrimination are: Law on Primary Education, Law on Child Protection and Law on Social Protection.

An amendment to the Criminal Code is under way. A new Strategy for Non-discrimination is being prepared. Trainings on gender-based violence are being organized. A training center on gender responsive budgeting and gender policies has been set up. The Commission for Protection against Discrimination has been established. The preparation of the new 10-year Strategy for Roma has started.



SUMMARY OF THE STRATEGIC AREA SOCIAL COHESION

All the above activities provide a solid basis for achieving the identified priorities and priority goals in the National Strategy with the ultimate goal of enabling social cohesion, and a sustainable way of living together in our multicultural society. The fact that it is a periodic report that refers to a calendar year should be taken into account, and therefore the overall fulfillment of the identified priorities and priority goals is a process that should be upgraded in the next period, for which new activities and new output solutions are determined and proposed and redefined.