




**REPORT
FOR REALIZED ACTIVITIES
IN 2021 FROM
THE NATIONAL STRATEGY FOR DEVELOPMENT OF THE
"ONE SOCIETY FOR ALL AND INTERCULTURALISM" CONCEPT**

March 2022



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 for 2020. 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.

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 since all officials were elected or appointed, which should be part of this complex inter-ministerial body. The Permanent Operational Body, whose main role is to propose measures and activities to the Government on issues related to the development of the "One Society for All and Interculturalism" concept, to review the recommendations and reports of international bodies and commissions, met twice - on 07.07 and on 07.12. 2021, when, respectively, the Annual Report for 2020, i.e. the Semi-annual Report for 2021 were adopted. It also adopted the revised operational forms from the implementation activities. Elsewhere on the agenda, it welcomed the key projects developed within the AP of the strategy, such as the electronic database of relevant international documents aimed at promoting intercultural dialogue and social integration. Important innovations, theoretical and conceptual in the development of this concept in the domestic and world public were discussed, on which relevant textual articles were shared.

The Government of the Republic of North Macedonia at its 101st session held on 24.8.2021 adopted the Information with the Report on realized activities for 2020 from the National Strategy for Development of the One Society for All and Interculturalism concept and reviewed and accepted the Action Plan for implementation for 2021-2022 (updated version). At the 130th session, on December 28, 2021, it adopted the six-month report, January-June 2021, on the implementation of the strategy.

The Coordinating Body for implementation in 2021, according to the needs, had meetings once to three times a month, which in conditions of pandemic were usually maintained through a digital platform. The Body has prepared the Annual Report on the implementation of the Strategy for 2020 and the first half of 2021 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. Throughout 2021, the activities envisaged by the National Strategy were implemented in difficult conditions due to the crisis caused by the pandemic with the KOVID 19 virus, but the continuity was maintained. Many of the planned activities have started to be realized. However, some of the measures could not be implemented due to the financial crisis, caused by the need to adopt special crisis measures that led to cuts and reallocations of certain items in the budgets of the ministries and institutions responsible for some of the activities. Some of those activities were reprogrammed for next year.

Outside of the Strategy implementation related activities, the National Coordinator and the Coordination Body for Implementation were involved in several processes.

During February and March 2021, a series of consultative meetings were held with representatives of the communities to discuss various aspects, issues and possible problems in the preparation and implementation of the 2021 Census. Their remarks were taken into account by the representatives of the State Statistical Office, especially the Census Questionnaire regarding language, ethnicity and religion.

CB is involved in the work of the Subcommittee on Justice and Home Affairs between the Republic of North Macedonia and the European Union, where it regularly reports on its activities, as a basis for the European Commission Progress Report on the Republic of North Macedonia - 2.2.1 Chapter: 23.

During the Monitoring visit to North Macedonia within the 5th cycle from 8-12 November 2021, representatives of the Advisory Committee of the Framework Convention for the Protection of National Minorities, among others, held a meeting with the CB representatives, elaborating on the progress in the implementation of the Strategy that correspond to the recommendations of the Committee for the Promotion of the Rights of the Communities in the country.

Cooperation continued regularly with the Office of the OSCE High Commissioner on National Minorities, Kairat Abdrakhmanov. The Office and the CB implemented a technical assistance project in the work of the National Coordinator, as their support for the implementation of the One Society for All Strategy as an effective framework for improving social cohesion.

The National Coordinator for Interculturalism, One Society, Cultural Development and Interdepartmental Cooperation, Robert Alagjovovski, during 2021 continued his membership in the Expert Group for Intercultural Integration at the Anti-Discrimination Department of the Council of Europe. In several extensive online meetings, the Expert Group prepared and submitted for adoption by the CoE Council of Ministers the Recommendation on Intercultural Integration to the Member States, as well as the Form of the National Strategy for Intercultural Integration.

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 objectives, 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 -

INTRODUCTION

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.

In order to improve this situation and to overcome the identified shortcomings, the Strategy in the field of legal framework has identified the key priorities and objectives, which are the subject of this Report, in terms of measures and activities for their implementation.

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 and establishes new dynamics as needed.

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 2021 for achieving Priority Objective 1.1 and 1.2:

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 Permanent Body of the Government of the Republic of North Macedonia. This activity is carried out continuously, The Ministry and the relevant bodies, the Directorates, the two Agencies are located in the same building and are in constant coordination and communication in the realization of their programs. Their increased and improved activities are reported in more detail in other, more appropriate strategic areas (local government, culture, social cohesion).

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. For the previous generations, as well as for the new generation of students at the Academy, this principle is applied, given the number of students provided in accordance with the Steering Committee decision. The projection of vacancies in the judiciary/prosecution is determined by the Judicial Council and the Council of Public Prosecutors according to their real needs and vacancies and they submit a report to the Steering Committee of the Academy (RNM Law on the Judicial Council and Law on the Council of Public Prosecutors).

In the new draft-Law on the Academy for Judges and Public Prosecutors, which is in parliamentary procedure, this constitutional principle is fully observed. Namely, Article 7 of the Law stipulates that the selection of candidates for admission to the initial training at the Academy, without violating the criteria set by this law, ensures adequate and

equitable representation of citizens belonging to all communities in the Republic of North Macedonia. The manner of conducting the selection aimed at ensuring equitable representation is regulated in more detail by the Statute and bylaws of the Academy. The principle of adequate and equitable representation of the citizens is implemented based on an Academy's Steering Committee decision in a manner that the number of trainees from the ranks of citizens belonging to all communities of the Republic of North Macedonia is determined in relation to the total number of trainees from all appellate areas.

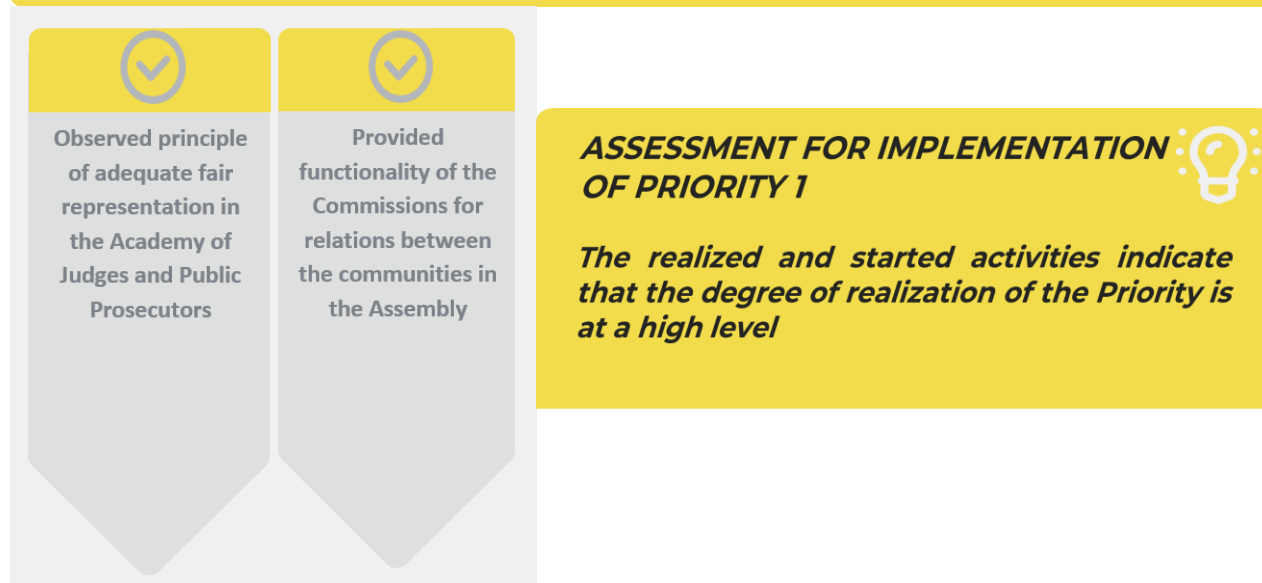
The last planned activity from the first priority of the strategic area "Legal Framework", activity 1.4. Ensuring the functionality of the Committee for Inter-Community Relations in the Assembly of the Republic of North Macedonia has been realized. **The Committee holds regular meetings and reports on the Assembly's website.**

<https://www.sobranie.mk/komitet-za-odnosi-megju-zaednicite-2020-2024.nspix>

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.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 1.1 AND 1.2:



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

Realized activities in 2021 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.).

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"

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 2021 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.

Ministries submitting new laws are involved in the realization of this activity, as well as the amendments to the existing laws. After this point, at the meeting of the Operational Permanent Body for Development of the One Society for All Concept and Interculturalism Concept, it was proposed that the Ministry of Justice establish a working group that will evaluate the laws on a daily basis and check whether they are in correlation with the Strategy. The establishment of this group is in progress (this activity is late).

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 723 persons have filled in the Questionnaire for collecting personal data of persons not registered in the Birth Registry. A total of 318 persons submitted a request for additional registration in the Special Birth Registry, Up to date, the procedure has been completed for 292 persons and they are registered in the Special Birth Registry.

The Law on Unregistered Persons in the Birth Registry has been amended in relation to the deadline for application, i.e. the deadline has been extended for another year and in that period the persons who did not fill in the Questionnaire have the opportunity to fill it out.

As for the rights that belong to them according to Article 11 of the law, at the moment, apart from the social protection rights that they can exercise, other rights are currently being discussed with the line ministries, given the fact that the registration number is not according to Module 11, such as the personal number of the citizens in RNM and can not be accepted in any institution.

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

Implementation of activities – strategic area Legal Framework

Priority 1



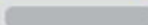


3

Priority 2



4

realized 
 ongoing 
 not realized 

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. 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. Both the Judicial Council and the Council of Public Prosecutors, as participating institutions, also continuously act in accordance with this principle. 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) was adopted by the Parliament of the Republic of North Macedonia. According to the statistics of the Registry Office at the Ministry of Justice, so far 318 persons submitted a request for additional registration in the Special Birth Registry, Up to date, the procedure has been completed for 292 persons and they are registered in the Special Birth Registry.



- STRATEGIC AREA: EDUCATION -



INTRODUCTION

Within the updated Action Plan 2021-2022, several changes have been made in the strategic framework "Education" which do not have a substantial impact on the priorities and objectives and are aimed at their fulfillment. The deadline of the measure: Organization of "Interculturalism Week" with the participation of all schools in the municipality has been changed from the fourth quarter of 2020 to the fourth quarter of 2021, due to the situation with the Covid 19 Pandemic. The measure: Creation of adapted textbooks for learning Macedonian language for the communities has been modified, i.e. instead of textbooks it is planned to develop teaching and didactic materials, and in that direction another measure has been added: Adoption of a Concept for developing textbooks and teaching materials and Methodology for evaluating textbooks and teaching materials. These changes arise from the new Concept for textbooks and other teaching materials (developed in December 2020) on the basis of which a new draft Law on Textbooks and Other Teaching and Didactic Materials has been prepared, which provides for the use of other teaching and didactic materials in the teaching process except for textbooks.. In the updated Action Plan 2021-2022, two new measures have been introduced: "Adoption of national standards for student achievement within which standards for interculturalism are defined" and "Development of standards for interculturalism".

The Report on the implementation of the Action Plan 2021-2022, for the period January-December 2021, 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.

During 2021, a total of 4 measures were realized, and 4 measures are continuously realized, the realization of one measure is ongoing, while two measures have not been realized. Within Priority 1: Ensuring interaction between students from different ethnic communities, two measures are continuously implemented for organizing joint extracurricular activities, the measure for strengthening the competencies of teachers for work in intercultural environment and the measure for organization of joint workshops with students and parents (from different languages of instruction in multilingual schools); the measure for adoption of a Guide for Joint Teaching Activities has been realized, while the measure Organization of the "Week of Interculturalism" has not been realized. Within Priority 2: Improving the learning of the language of the "other" one measure has been realized (the Curriculum has been revised), while the realization of one measure is ongoing (creating a Curriculum for learning the language of the larger communities starting from IV grade). Within Priority 3: Strengthening the Interculturalism Elements in the Curriculum, two measures were realized before the deadline (national standards for student achievement within which interculturalism standards are defined for each period of primary education), while one measure has not been realized (Manual on project activities on the culture and tradition of all communities)

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:

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, multicultural and citizenship**, Artistic expression and culture, and Entrepreneurship and financial literacy. The extracurricular activities in the academic year 2020/2021 were implemented on the basis of the new Concept, but in a modified form (in online format) and with reduced intensity, having in mind that the teaching in this period took place mainly at a distance. The teaching in the first semester of the academic year 2021/2022, took place with the physical presence of the students, with pre-determined protocols.

In the reporting period, due to the Covid-19 pandemic, schools organized extracurricular activities for students related to their personal, socio-emotional and psychological development. These include sections to support students' personal and social development (eg interculture/multiculture, respect for diversity, children/human rights, communication skills, conflict resolution, debate). The Instruction provides guidelines for the activities within the sections to be realized with students from one language of instruction, but also with a group of students who attend classes in different languages of instruction (bilingual or trilingual schools). In case the group of students is from the same school (bilingual or trilingual), the responsible teachers are from the same school and from all languages of instruction represented in the school. If the extracurricular activity includes students from another school (or partner school) who study in another language of instruction, then one or more responsible teachers from the other school should be involved in the planning, organization and implementation of the activity.

Additional criteria to be observed when organizing and implementing extracurricular activities with mixed groups of students:

- balanced groups of students by language of instruction, ethnicity, gender and age;
- balanced use of all languages of instruction and equal and fair treatment of participants from all ethnic/linguistic groups;
- joint selection of topic/activity and objective/product by students from all represented language/ethnic communities;
- work in small ("mixed") groups in an atmosphere of cooperation, and competition is only possible between ethnically/linguistically "mixed" groups;
- creating relationships of positive interdependence - the product of the activities depends on the joint participation of all.

In order to support the schools, the Bureau for Development of Education (BDE) has adopted **Guide for the implementation of online school clubs and sections** and **Guide for the implementation of extracurricular activities through online learning platforms in primary education**. These documents were prepared by a working group established under the USAID Interethnic Integration of Youth in Education Project (MIMO) implemented by the Macedonian Center for Civic Education (MCEC), in cooperation with the BDE. These guidelines have been developed with an objective of indicating the manners of planning, organizing, implementing and recording the activities within the school clubs/sections and extracurricular activities, during the realization of the educational process at a distance. The content of these guidelines was based on the Concept of extracurricular activities in primary education. However, the given guidelines can be used for the realization of certain activities in secondary education (project activities or other activities planned by the Annual Program of the school). The support of the USAID Project in the period March 2020 - June 2021 for improving the quality of distance learning is shown in detail in the following infographic: <http://mk.mcgo.org.mk/wp-content/uploads/2017/09/Improving-the-quality-of-teaching-in-times-of-a-global-pandemic-infographic-MK.pdf>

Within each school, the School Integration Teams for the academic year 2020/2021 and the academic year 2021/2022 (first semester) continue to work, planning and organizing activities that contribute to the respect of multiculturalism and the development of intercultural dialogue/interaction and promoting interethnic integration.

On 29.1.2021 The Ministry of Education and Science announced the **results of the Public Call** for allocation of funds for realization of activities that contribute to the development and promotion of multiculturalism, interethnic integration and tolerance in primary and secondary schools for the academic year 2020/2021. Grants were awarded to 70 primary and 24 secondary schools, which were implemented in accordance with the **Guide with examples** of extracurricular activities that can be realized online.

On 1.11.2021 The Ministry of Education and Science announced the Public Call for Grants to Primary and Secondary Schools for the Promotion of Multiculturalism, Interethnic Integration and Tolerance for the academic year 2021/2022, with deadline until 3.12.2021. With the support of the USAID MIMO project, for the first time the public call is placed on MC Forms, giving schools the opportunity to apply logged in with the official user accounts at @schools.mk.

The activities of the Commission for Strengthening the Capacities for Promotion of Interethnic Integration in Education at the Ministry of Education and Science were also supported by MIMO. The Questionnaire for the Plan for measuring the achievements sent to the primary and secondary schools was revised in order to collect information for the realization of joint teaching and extracurricular activities in the academic year 2019/2020, including questions on the online realization. Based on the answers, a Report on the plan for measuring the achievements for improved interethnic cohesion in education was prepared, and in accordance with the recommendations, the Questionnaire was revised and

submitted to MS Forms. On November 22, 2021 The Questionnaire was sent to the schools to provide their answers on the realization of the activities in the school year 2020/2021, to which 254 schools answered by the end of December.

In cooperation with partners such as the OSCE, the Open Society Foundation, USAID, the Macedonian Center for Civic Education, the Pestaloci Children's Foundation and the Nansen Dialogue Center, a number of extracurricular activities were realized:

In 2021, with the support of the USAID Youth Interethnic Integration in Education Project (YIIE) implemented by MCGO, 15¹ new municipalities and additionally Tearce as a 16th municipality are involved in activities through which Municipal Strategies for Interethnic Integration were prepared in all (IIE) and youth participation by working groups/commissions established by the mayors of the municipalities and put on the agenda of the municipal councils, of which twelve (12) have already adopted the Municipal Strategies, while the remaining four (4) are expected to do the same in a short time. So far, 42² out of 81 municipalities in the country have adopted Municipal Strategies for IIE and youth participation and action plans to support the implementation of extracurricular activities provided in the annual plans of schools and the implementation of joint activities in the community.

YIIE in partnership with the Youth Educational Forum (YEF), continued the cooperation with the municipalities that in 2019 adopted strategies for interethnic integration and youth participation and supported them in the implementation of action plans of strategies and implementation of youth actions with schools at the municipal level. For that purpose, in this period a series of activities with physical presence and distance activities were realized, which resulted in the realization of youth actions in all 10 municipalities: Struga, Sv. Nikole, Probistip, Dolneni, Vrapciste, Tetovo, Gevgelija, Prilep, Veles and Kavadarci.

In order to promote the achievements, exchange of experiences of the municipalities from 2019, directing and introducing the new municipalities from 2020 in the realization of youth actions, an online event was organized entitled "From local strategy to local youth action" on April 28, 2021. The event promoted student participation in the decision-making process at the local level, stressed the importance of hearing the voice of students and their needs, as well as the importance of youth engagement, student activism and volunteering and how adopted local strategies contribute to and support these activities. The online meeting was attended by representatives of 25 municipalities and students involved in youth actions as well as the Deputy Minister of Education and Science, members of the Commission for Interethnic Integration in Education at the Ministry of Education and Science and guests from USAID and the European Command of the US Army (EUCOM), the Minister of Education and Science and the US Ambassador.

At the same time, the support of 15 municipalities continued with the adopted Municipal Strategies for IIE and youth participation in 2020 in the implementation of the action plans of the strategies and implementation of youth actions. As a result, 124 activities were realized combined with physical presence and distance activity, through which youth actions and initiatives were defined by about 1700 students from 53 schools at the local level in Kocani, Vinica, Negotino, Staro Nagoricane, Berovo, Ohrid, Bogovinje, Resen, Bosilovo, Centar, Aerodrom, Chair, Gazi Baba, Gjorce

¹Dojran, Radovish, Caska, Stip, Zelino, Kicevo, Vailevo, Bogdanci, Kisela Voda, Karpos, Bitola, Suto Orizari, Mavrovo and Rostuse, Debar, Studenicani

² Butel, Veles, Vrapciste, Gevgelija, Gostivar, City of Skopje, Dolneni, Kavadarci, Kumanovo, Prilep, Probistip, Sveti Nikole, Struga, Strumica, Tetovo, Aerodrom, Berovo, Bogovinje, Bosilovo, Vinica, Gazi Baba, Gjorce Petrov, Negotino, Ohrid, Resen, Saraj, Staro Nagoricane, Centar, Chair, Vasileo, Karpos, Stip, Kisela Voda, Dojran, Radovish, Caska, Bitola, Tearce, Kicevo, Stip and Zelino .

Petrov and Saraj. The students presented their priorities before the municipality at an advocacy meeting, of which in ten (10) municipalities the mayors received students, in four (4) municipalities representatives from the municipality, while in the Municipality of Bosilovo the advocacy meeting is expected to be realized in the next period. After the meetings for advocacy of youth actions, they were finalized in five (5) municipalities, namely Berovo, Negotino, Ohrid, Bogovinje and Vinica, with the promotion of the activities to be realized additionally. These youth actions contribute to inter-school cooperation at the local level, enhance the cooperation of students from different languages of instruction, ethnic communities and develop their democratic participation at the local level that contributes to social change.

YIIE in partnership with YEF supported nine (9) primary and secondary schools in the implementation of long-term joint extracurricular activities in partnership and in sections. As a result, the schools realized joint extracurricular activities with mixed groups of students, namely 63 creative activities with distance and physical presence in which 213 students were involved.

This year YIIE used a new approach with schools involved in project extracurricular activities and capacity building/additional activities were implemented with teachers and students for youth activism, volunteering, advocacy and online campaigns, as well as identifying and planning initiatives to improve their schools.. As a result, nine (9)

student initiatives were realized on September 21, 2021. through which the International Day of Peace was marked. For that purpose, in all five (5) phases, 43 activities were realized with physical presence and online in which a total of 1100 students participated.

In 2021, the Center for the Fusion of Ideas (CFI)³ began conducting activities with 22 students (members of the student parliament) from different languages of instruction (Macedonian, Albanian and Turkish) from a total of 10 primary and secondary schools across the country. As a result of CFI activities, 10 activities for positive change emerged. The USAID YIIE Project provides support to help young people realize their ideas. The implemented activities aim to upgrade the capacities of the students who are part of the student parliament and to strengthen the student organization.

MIMO supported 96 primary schools and 94 secondary vocational schools in the implementation of student initiatives arising from the implementation of the revised Civic Education program and schools are encouraged - where there are conditions, the implementation of activities to be conducted with mixed groups of students from different languages of instruction, ethnic communities and more. Students rate their overall experience with the Civic Education subject as very positive (average grade of 8.5 on a scale of 1-10). In addition, the majority of students and teachers find the content very useful, and the activities within the subject are very interesting.

In 2021 the project of the Pestaloci Children's Foundation - Strengthening Multiethnic Cooperation in Municipalities and the USAID Interethnic Integration of Youth in Education Project (MIMO) implemented by MCEC supported 36 schools in the implementation of activities in sections.

Through the project "Start the Change" realized by MCGO, in partnership with INOVA + (Portugal), Forum for Freedom in Education (Croatia), and with the support of the international networks NEPC (Croatia) and SIRIUS (Belgium), within the Erasmus+ Programme (Component 3, Social Inclusion) realized short-term and long-term extracurricular activities in which interethnic integration was represented. Student extracurricular activities and actions, coordinated by teachers and school staff in 5 schools (2 primary and 3 secondary) in the country, were realized covering topics in the field of civic and intercultural education, such as: The voice of young people; Socio-emotional competencies and emotional health; Youth Activism and Volunteering and Media Literacy. A total of 830 students, 74 teachers and school staff and 102 parents from different languages of instruction and ethnic communities participated in the extracurricular activities.

Throughout 2021 (i.e. the second half of 2020/2021 and the first half of 2021/2022) Nansen Dialogue Center Skopje continuously supported over 150 teachers and professional associates from several primary and secondary schools (from 25 municipalities across the country) in the implementation of various educational activities that were enriched by

³ The Center for the Fusion of Ideas (CFI) is an informal youth group in which ambitious students, members of student parliaments in schools, participate in developing and implementing unique and creative ideas and allowing the voice of young people to be heard. The already established school integration teams from the schools cooperate with the members of the Center for Fusion of Ideas and provide support for the implementation of student initiatives.







incorporating the intercultural dimension and values. This type of initiatives actively involved over 3000 students, who were actively involved in over 1000 educational initiatives with intercultural background.

Within the project "Regular classes: action for inclusion of Roma in primary education", implemented by the Foundation Open Society - Macedonia, in cooperation with the Foundation for Educational and Cultural Initiatives Step by step, the Association Center for Educational Support Dendo You and the Ministry of Education and Science (funded by the EU), were awarded grants in the amount of 2,500 euros to a total of 47 primary schools to implement projects that will encourage interaction and exchange of knowledge between students and ensure integration of Roma students, will contribute to establishing a positive climate in the school and transformation of the school space into an inclusive and stimulating learning environment where every child will have the opportunity to develop their potentials. Grants include didactic materials, school supplies, sports equipment, school furniture, library materials, equipment, schoolyard landscaping materials, and small adaptation works to create creative and enjoyable school corners for children, parents, and teachers to learn and socialize.

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, as well as the fact that the academic year 2021/2022, although realized with physical presence, was realized following predetermined protocols, according to which the activities could be realized only with a group of students from the same class, so that there is no possibility for mixing more students from different classes, measure 1.1.1.4. The organization of the "Week of Interculturalism" was not realized. It is proposed to be realized in the second semester of the school year 2021/2022 or in the next school year, which will largely depend on the recommendations for action in conditions of Pandemic.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 1.1

					
Adopted Guide for the implementation of online school clubs and sections	Adopted Guide for the implementation of extracurricular activities through online learning platforms in primary education	Teams for school integration at level of every school continued with work	70 primary and 25 secondary schools received a grant from the MES for implementation of activities for interethnic integration in the academic year 2019/2020	Public Call was announced for awarding grant for implementing interethnic integration activities for the academic year 2021/2022	Realized a number of joint extracurricular activities in the schools supported by the civic sector

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

Realized activities in 2021 for achieving Priority Objective 1.2:

Regarding the measure 2.1.1.1 Preparation of instructions for organizing joint teaching activities, it has been realized. In the reporting period, a working group composed of representatives from the Ministry of Education and Science, BDE, CSOO, City of Skopje, civil society organizations prepared a draft Guide for organizing joint classes. The Guide was supported by the OSCE, the ICMO, the Pestaloci Foundation, and USAID.

The Guide for organizing joint classes is adopted by the Director of the Bureau for Development of Education with no. 02-1437/1 from 20.9.2021 and the Director of the Center for Vocational Education and Training with No. 09-535/1 dated 20.9.2021 the Guide is published on the website of BDE and VET and it is delivered to all schools. On 17.12.2021 The Guide was officially promoted at an event organized by the Ministry of Education and Science, the OSCE and USAID.

The Guide is primarily designed to encourage schools to implement joint classes and easier planning, organizing and conducting, monitoring, support and evaluation of joint classes with students who attend classes in different languages, but also to strengthen the processes of communication and mutual cooperation of all parties involved in the education system aimed at creating a climate for the realization of joint classes and intended for all stakeholders in the process of realization of joint classes. The Guide contains guidelines for planning joint lessons, activities (forms, methods and techniques) that are planned and used in the organization and implementation of the teaching process for developing intercultural competence in students, manners of organizing and structuring a joint lesson, realizing distance (online) joint lessons, evaluation of students according to the development of intercultural competencies. Attached to the Guide is a template of the Report for monitoring the joint lesson/class, The role and tasks of the municipality in supporting the schools to organize joint lessons/classes and Types of activities for perception from several/different perspectives.

Regarding Measure 2.1.1.2. Realization of joint teaching activities in the subjects: during the academic year 2020/2021 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 the academic year 2020/2021 in all schools, a total of 743 hours of classes were realized (189 in the first semester and 554 in the second semester) including 636 students from different languages of instruction. The USAID YIIE project implemented by MCGO in partnership with the OSCE supports the City of Skopje and the schools in the realization of such joint classes. In the academic year 2021/2022 SMUGS Dr. Pance Karagjozov Skopje started with the realization of joint classes.

In 2021, the project of the Pestaloci Children's Foundation - Strengthening the multiethnic cooperation in the municipalities supported the realization of 33 joint distance learning lessons with students from different languages of instruction in 27 primary schools in 9 municipalities. The joint classes were realized within the subjects Civic Education and Society.

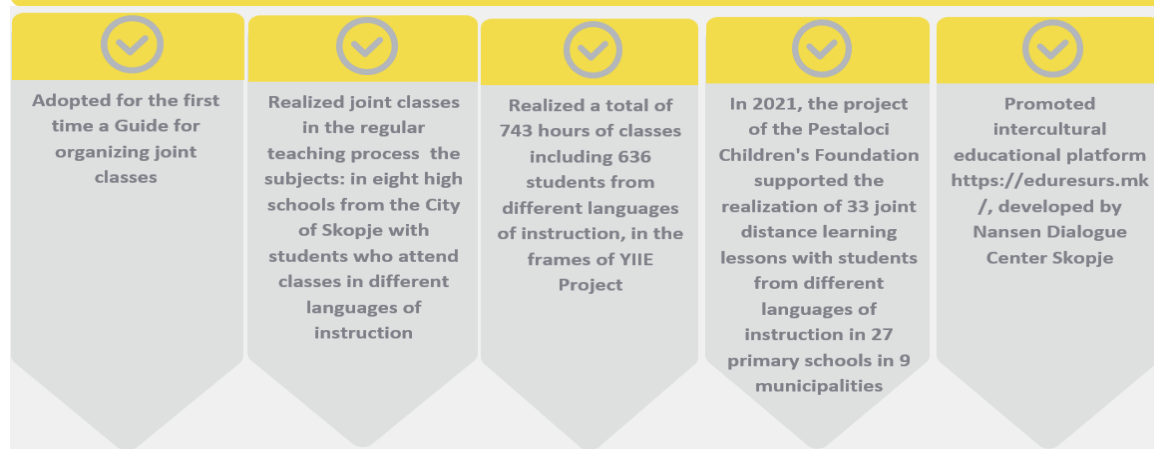
On 07.04.2021 the intercultural educational platform <https://eduresurs.mk/> was promoted, developed by Nansen Dialogue Center Skopje. The intercultural educational platform is built and developed as a treasury of easily accessible and widely applicable educational contents and resources, aimed at supporting the educational process in the primary education. The selected contents are structurally set to follow the educational goals provided for the development period of 6 to 10 years, as one of the stages when students intensively develop and improve many skills, master many cognitive, motor operations and expand various foreknowledge. On 01.12.2021 the Platform was enriched and upgraded with 60 various activities, in support of the teaching process from 6th to 9th grade, prepared by proven practitioners. They are available in Macedonian, Albanian and Turkish for all teachers, associates, parents and other stakeholders. The main feature of the platform is the separately created intercultural recommendations for each of the 180 contents, which promote the linguistic, cultural, gender, physical, social, ethnic peculiarities present in both local and global context.

Identified risks and challenges:

The Guide for organizing joint classes is implemented from the academic year 2021/2022.

Having in mind that the first semester of this school year took place with physical presence following predetermined protocols, according to which the activities could be realized only with a group of students from the same class, so that there is no possibility for mixing more students from different classes, joint classes of students learning a different language of instruction could only be conducted remotely (online) without the possibility of students' physical interaction and socializing.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 1.2



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. Consultations are underway on the manner of establishing children's centers in several planning regions (which will work with groups of children with a special programme for integrated, intercultural and inclusive education)..

Within the grants awarded by the Ministry of Education and Science for interethnic integration for the academic year 2020/2021 the schools organized activities in which various municipal/state schools are actively involved. Out of the total of 70 grants awarded for primary schools, 53 schools receiving grant implement the activities in partnership with another school/s.

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

Realized activities in 2021 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", the above documents: **Guide for the implementation of online school clubs and sections**, **Guide for online learning methodology** and **Guide for organizing joint classes** contain detailed guidelines for teachers to work in multicultural environments through joint teaching/extracurricular activities. In the period May - August 2021, trainings were conducted for all teachers who teach in the first and fourth grade, as well as for all mentor teachers, for the implementation of the new Concept for primary education. Within Module 1, training was conducted on the topic: Interculturalism in education, in order to acquire intercultural competencies in the school, both by teachers and students. The training also contained a number of interactive examples that teachers can then use in teaching with students. The presentations from the trainings with all Modules are available on the BDE website and on the specially created website for all the reforms in the primary education <http://osnovnoobrazovanie.mon.gov.mk>

The Ministry of Education and Science, at the proposal of the BDE, SMI and CSOO, has adopted a Training Programme for professional development of teachers in primary and secondary schools for 2021 ("Official Gazette of the Republic of North Macedonia" no. 63/2021) which also provided training on multiculturalism, non-discrimination and equal opportunities.

Trainings were continuously conducted with the support of civil society organizations and partners, as follows:

"Education of Fewer Ethnic Communities" is a project implemented by the Open Society Foundation-Macedonia (FOSM) in partnership with the Office for Development and Promotion of Education in the Languages of the Communities and the Bureau for Development of Education. The aim of the project is to provide support to ten schools with teaching in the languages of the smaller ethnic communities by improving the competencies of teachers as well as improving the teaching and other educational resources necessary for quality teaching and learning (technical equipment, textbooks and teaching materials, didactic and other materials in the language of instruction). Within the project, more than 400 teachers improved their competencies by participating in trainings realized in partnership with the Step by Step Foundation. Additionally, in each project school, a Learning Community is formed through which teachers jointly learn, progress and help each other. In addition to the regular activities of the learning communities that are organized in each school, regional meetings are also organized in order for the teachers from different schools with different languages of instruction to establish a professional dialogue and to exchange their experience. Within the same project, in cooperation with the Metamorphosis Foundation, four **webinars** were organized related to the digital skills needed for successful online teaching, the security and privacy of online teaching, the creation and sharing of open educational resources and the formative assessment in distance learning.

In 2021, the system for career development of primary school teachers was implemented for the first time and 141 teacher mentors were appointed. The Rulebook on the professional standards for the titles of teacher-mentor and teacher-advisor and the manner of acquisition, regulates the competencies that the mentor teacher should acquire in

the area of "Creating a stimulating learning environment", including "developing strategies and activities for multiculturalism, interculturalism and interethnic integration and democratic participation in teaching and extracurricular activities".

MCGO within the USAID YIIE Project has built the capacity of teachers to conduct extracurricular activities at a distance (online). For that purpose, a total of two (2) trainings were organized with 23 teachers implementing long-term extracurricular activities in sections and partnerships in nine (9) primary and secondary schools. The capacities of the teachers involved in the extracurricular activities were additionally built in the period May-June 2021 for realization of additional activities with students for youth activism, volunteering, advocacy and online campaigns, identification, planning and realization of initiatives for improvement of their schools.

The project also built the capacity of teachers to implement joint distance learning classes through the use of the National Distance Learning Platform. For that purpose, on January 20 and 22, 2021 a total of two (2) trainings were organized with 45 teachers implementing joint classes from seven (7) high schools in the City of Skopje. Then, with the beginning of the new school year 2021/2022, training was organized on November 5, 2021 based on the Instruction for organizing joint classes, where the capacities of 51 teachers and coordinators of the School Integration Teams were built.

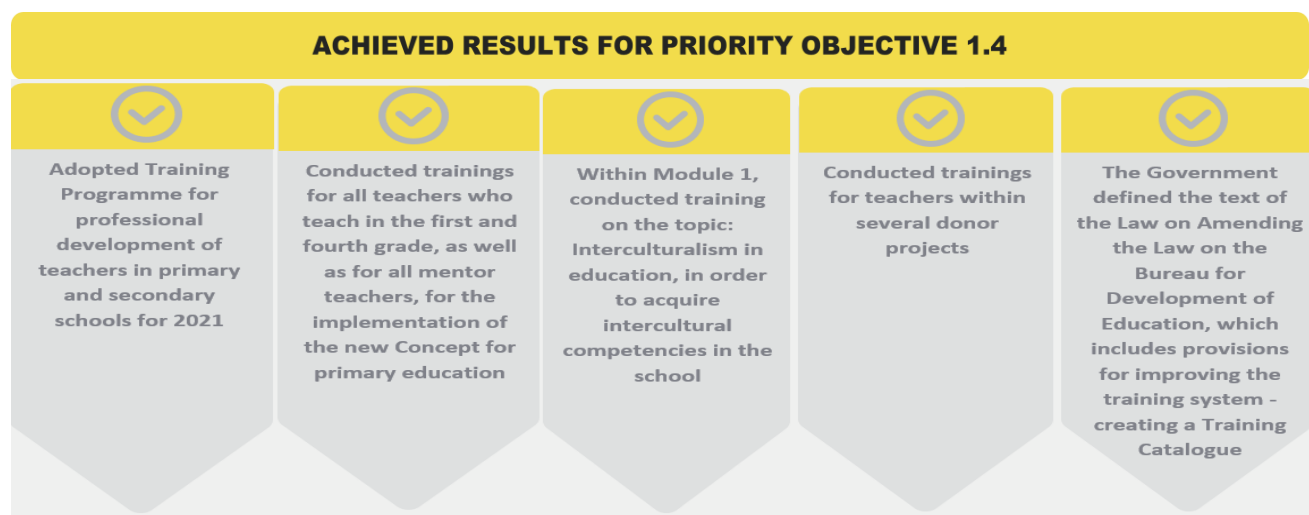
Training was provided for about 300 representatives of school teams to encourage a democratic climate in the school through student initiatives. At the same time, within the project of the Children Pestalozzi Foundation - Strengthening the multiethnic cooperation in the municipalities, two trainings were realized, as follows: training for 107 teachers from 27 primary schools and strengthened and enhanced their intercultural competencies, and training for 74 members of the School Integration Teams on the application of intercultural education standards.

Nansen Dialogue Training Center Skopje continued with the continuous organization of three cycles of trainings for intercultural education (Module A, Module B and Module C) which were conducted throughout 2021. They were intended for teachers and professional associates from the primary and secondary education who teach in all five languages of instruction. The Training Center for Intercultural Education conducted 93 trainings for 294 teachers and professional associates, organized in 20 groups. Several local and international lecturers were actively involved, as well as the partner organization Northern Ireland Integrated Education Council.

At the 66th session, held on April 20, 2021, the Government defined the text of the Law on Amending the Law on the Bureau for Development of Education, which includes provisions for improving the training system - creating a Training Catalogue, which will be planned/accredited and training for acquiring competencies to work in multicultural environments. The counselors from the Bureau in 2021 provide continuous support to teachers for organizing extracurricular activities in accordance with the new Concept for extracurricular activities.

Identified risks and challenges:

Having in mind that in the academic year 2020/2021 - as a result of the Covid 19 Pandemic, the schools mostly functioned with distance (on'line) learning, as well as the fact that the academic year 2021/2022 was realized following predetermined protocols, the trainings were mostly conducted online using various digital tools



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

Realized activities in 2021 for achieving Priority Objective 1.5:

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, continuous cooperation with the students' parents is nurtured. It is implemented in accordance with the Annual Programme created for parents, as active partners in building an intercultural educational environment, available in three languages (Macedonian, Albanian and Turkish) published on the following link: <https://nmie.org/mk/publikacii/>

Within the project "*Regular classes: action for inclusion of Roma in primary education*", funded by the EU, the Foundation Open Society - Macedonia and the Association Center for Educational Support Dendo Vas organized 6 round tables in municipalities with a significant Roma population. These public events aimed to increase cooperation between schools, local authorities and parents but also to motivate parents to enroll their children in school and to encourage them to attend classes regularly and in pandemic conditions. The round tables were attended by Roma parents, as well as representatives of the local self-government, primary schools, non-governmental organizations as well as educational and health mediators.

One of the criteria in evaluating the applications from the Public Call for allocation of funds to schools implementing activities that contribute to the development and promotion of multiculturalism, interethnic integration and tolerance is the number of parents involved in these activities.

Identified risks and challenges:

Having in mind that in the academic year 2020/2021 - as a result of the Covid 19 Pandemic, the schools mostly functioned with distance (on'line) learning, as well as the fact that the academic year 2021/2022 was realized following predetermined protocols, the trainings were mostly conducted online using various digital tools

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 2021 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 Programme for V grade was adopted by Decision of the Minister no. 12-5971/5 of 17.8.2020, and a new Programme for VI grade with Decision of the Minister no. 12-5971/6 from 17.8.2020. The Programmes 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.

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 2021 for achieving Priority Objective 2.1:

Measure 2.2.1.1 "Curriculum Revision" was realized in 2020, but realization began in 2021. 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 from 3.03.2021, whose application started from the academic year 2021/2022. i.e. from September 1st, 2021 for first and fourth grade students.

According to 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 the students who attend classes in another language, to learn the second official language through the elective subject Community Language. Students can choose to learn the community language from grades IV to IX as an additional subject. The Curriculum for the elective subject Community language is being prepared for the 4th and 5th grade.

All students who do not attend classes in Albanian are offered the opportunity in the period VI-IX class to study the Albanian language as an additional elective subject. Based on the Concept and the Curriculum, a new Curriculum in Albanian language will be developed for the VI grade in the second quarter of 2022, having in mind that the implementation of the concept will be staged and successive.

Identified risks and challenges:

The implementation of the new Curriculum started from the academic year 2021/2022, from September 1, 2021, due to which there is a need for greater promotion among parents, guardians and students for the possibility to choose the free elective subject Language of the community.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 2



Implementation of the new Concept for primary education started from the academic year 2021/2022



According to 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 the students who attend classes in another language, to learn the second official language through the elective subject Community Language



Implementation of the new Curriculum started from the academic year 2021/2022

ASSESSMENT FOR IMPLEMENTATION OF PRIORITY 2



The activities realized within Priority 2 contribute to improved knowledge of the Macedonian language among students attending classes in a language other than Macedonian through the adoption of new Curricula and at the same time will contribute to the acquisition of basic communication skills in the language of other ethnic communities by students learning Macedonian in accordance with the new Curriculum

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 2021 for achieving Priority Objective 3.1:

Measures 3.1.1.1 and 3.1.1.2 were realized during 2020. Regarding Measure 3.1.1.3 Adoption of the Concept for textbooks and other teaching and didactic materials and Methodology for evaluation of textbooks and teaching materials, in the first half of 2021 a draft Law on textbooks and other teaching and didactic materials was prepared, in which a legal obligation for preparation and adoption of the Concept and Methodology is regulated (Article 7, Paragraph 4).

The draft Law (Article 7, Paragraph 5) stipulates that "textbooks and other teaching and didactic materials promote equality, respect for human rights, diversity, multiculturalism, democracy, civic participation and critical thinking." The law stipulates that textbooks and other teaching and didactic materials are approved by a Commission in which one member is a representative of the Council for Cooperation and Development of the Civil Sector who should have at least 10 years of experience in the field of non-discrimination, human rights, gender equality and multiculturalism.

Based on the new Concept for primary education, on April 9, 2021, new Curricula for the first grade were adopted, and on May 10, 2021 new Curricula for the fourth grade prepared by working groups formed by the Bureau and composed of counselors, primary school teachers and university professors. Throughout the program development process, the working groups consulted with **experts in the areas on which the new Concept is based: gender equality, inclusiveness and multiculturalism**, as well as environmental protection, respect and protection of rights and the like. The curricula for the first and fourth grade were developed based on the National Standards and are based on competencies that students begin to acquire in the first grade, and continue to develop in subsequent grades, primarily competencies arising from the area in which the subject has direct connection, but also the transversal competencies through which the integration is achieved and the full development of the students is enabled.

In each of the new Curricula there is a subsection "**Inclusiveness, gender equality/sensitivity, interculturalism and interdisciplinary integration**", which states that when selecting additional materials in the teaching are used illustrations and examples that are gender and ethnically/culturally sensitive and encourage gender equality, i.e. promote interculturalism.

Based on the new curricula, new learning materials for the first and fourth grade have been developed, which respect inclusiveness, gender equality and interculturalism. The teaching materials are made in all five languages of instruction, and after many years, the first graders who attend classes in Serbian received teaching materials in their native language. For the first time, the teaching materials were printed in Braille for visually impaired students

The teaching materials for the fourth grade are made in digital, interactive form, while the teaching materials for the first grade are printed in paper form with the support of UNICEF, USAID and the Open Society Foundation-Macedonia. For the inclusion of all students in quality and modern education, the Ministry of Education and Science procured 10,000 tablets, and are intended for fourth grade students who are from socially vulnerable families.

The working groups in the Bureau for Development of Education continued with the creation of curricula for other departments of primary education with the sole purpose of creating professional documents that will be the basis and incentive for teachers for a different approach to teaching and the formation of new open, competent and democratic generations.

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 textbook evaluation. Based on that, the Action Plan 2021-2023 envisages measure 3.1.1.3. "Adoption of Concept for textbooks and teaching materials and Methodology for evaluation of textbooks and teaching materials" with implementation deadline third quarter 2021 - third quarter 2022.



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:

Measure A 3.2.1.1 "Adoption of national standards for student achievement within which standards for interculturalism are defined" was implemented and they were adopted by Decision of the Minister of Education and Science no. 08-4176/2 from 5.03.2021. The National standards are published on the Ministry of Education and Science website, on the BDE website and on the specially created website for the reforms in primary education www.osnovnoobrazovanje.mon.gov.mk.

Measure A 3.2.1.2 "Development of standards for interculturalism for each period of primary education" has been realized. The Standards for intercultural education were adopted by the Minister of Education and Science Decision No. 12 - 11647/2 dated 6.8.2021, and they are published on the website of the BDE and on the specially created website for primary education reforms www.osnovnoobrazovanje.mon.gov.mk. The standards are prepared by a Working Group comprised of representatives from the Ministry of Education, BDE, SMI, CSOO, Youth Education Forum, teachers and university professors. The activities for preparation of the content of the document were realized within the project "Strengthening Multiethnic Cooperation in Municipalities" supported by the Pestalozzi Children's Foundation and the "USAID Interethnic Integration of Youth in Education Project", implemented by the Macedonian Centre for Civic Education (MCEC) in cooperation with the Ministry of Education and Science and the Bureau for Development of

Education. The standards for intercultural education single out the key intercultural competencies that are then developed for each educational cycle in primary education (end of third, sixth and ninth grade). The principles on which

this document is based are derived from one international and several national documents. The international document is a *UNESCO - Manual for Developing Intercultural Competencies*, and the national documents include *the Law on Primary Education*, *the Concept for extracurricular activities in primary education*, as well as the *Concept for primary education*. The following principle was followed in determining the standards: basic concepts from the corpus of multiculturalism and intercultural integration were defined and based on them, appropriate standards were developed. They are type of areas, or basic ideas that the student must adopt from this area until the end of his/her primary education. The standards list the seven basic concepts that fully cover the field of multiculturalism and intercultural integration. These are: Cultural identity; Multiculture; Interculture; Social justice and equality; Stereotypes and prejudices; Peace and Peaceful Conflict Resolution and Globalization.

Since the development of intercultural competencies does not end with the completion of primary education, but is a process that continues in secondary education and further on in life and is part of the process of lifelong learning, draft Standards for intercultural education in secondary education have been developed. These standards will be further incorporated into the National Standards for Student Achievement in Secondary Education.

Measure A 3.2.1.3 Creation of a Manual for realization of project activities for the communities' culture and tradition, has not been realized during 2021.

Regarding Measure 3.2.2.1, establishment of a sector in the Ministry of Education and Science responsible for integrated, inclusive and intercultural education, in partnership with the OSCE and the USAID YIIE Project implemented by MCGO, this process is continuously supported. In the Reporting Period, the Commission for IIE at the Ministry of Education and Science, the highest body in the country responsible for monitoring the implementation of IIE activities at the state level, ensuring sustainability of these activities and a body that organizes the process of awarding grants to schools for realization of IIE activities each year. Rules of Procedure for the work of this body were prepared with the members of the Commission, in order for better functioning and participation of all members in the envisaged activities and in the realization of the Work Plan. Also, the capacities of the members of the IIE Commission at the Ministry of Education and Science were processed for processing the data collected through the PMP questionnaire and preparation of a Report.

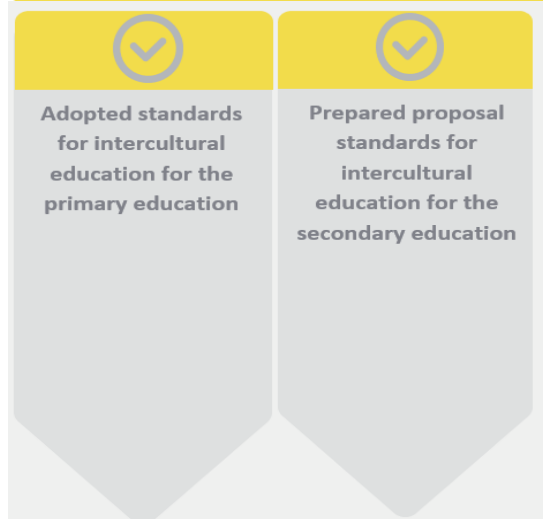
Identified risks and challenges and planned new activities:

In the last draft Report on the realization of teaching and extracurricular activities in schools in the school year 2020/2021, recommendations are given for promotion of IIE in the education system. One of them is institutions capacity building for supporting and monitoring the implementation of IIE in schools.

Having in mind that the Standards for intercultural education in primary education were adopted in August 2021, they are implemented from the academic year 2021/2022 (from September 2021). The implementation of the measure requires strong support at the municipal level and monitoring, support and guidance from the responsible educational institutions.

In addition to the Standards for intercultural education in primary education, it is proposed to adopt the Standards for intercultural education in secondary education at the beginning of 2022.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 3.2



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



Priority 2



Priority 3



realized ■
ongoing ■
not realized ■

SUMMARY OF THE STRATEGIC AREA EDUCATION

The realized activities in 2021 contribute to the fulfillment of the priorities and the priority goals determined by the Strategy, ie to the efforts for development of intercultural education as a basis for mutual communication and integration between the different ethnic communities. Having in mind the recommendations for development of key competencies through the education system and the need for standards for monitoring the development of these competencies, the Ministry of Education and Science, at the proposal of the Bureau for Development of Education in March 2021 adopted, for the first time, National Standards for primary education in which the competencies that students should acquire at the end of primary education are determined. Based on the National Standards in September 2021, Standards for Intercultural Education (in primary education) were developed and adopted, and draft Standards for Intercultural Education (in secondary education) were developed. Guidelines for organizing joint teaching activities have been adopted, in order to encourage schools to implement joint classes and easier planning, organizing, conducting, monitoring, supporting and evaluating joint classes with students attending classes in different languages, but also to strengthen them. the processes of communication and mutual cooperation of all parties involved in the education system. However, the fact that this is a periodic report that refers to a calendar year should be taken into account, and therefore the overall fulfillment of the established priorities and priority objectives is a process that should be upgraded in the coming years.

- STRATEGIC AREA: LOCAL SELF-GOVERNMENT -

INTRODUCTION

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 objectives, six measures and fourteen activities.

The status of realization of the measures and activities as of December 2021 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

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 self-government 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 2022.

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

Implementation status:

- The Ministry of Local Self-Government with the support of the OSCE in the period August-December 2021 prepared an analysis: Commissions for Inter-Community Relations in order to build the One Society for All and Interculturalism concept - How to get a functioning mechanism. The analysis provides an overview of the need for functional Commissions, the reasons for their non-functionality and specific recommendations for improving the legal framework and improving the enabling environment for their functioning at full capacity. For 2022,

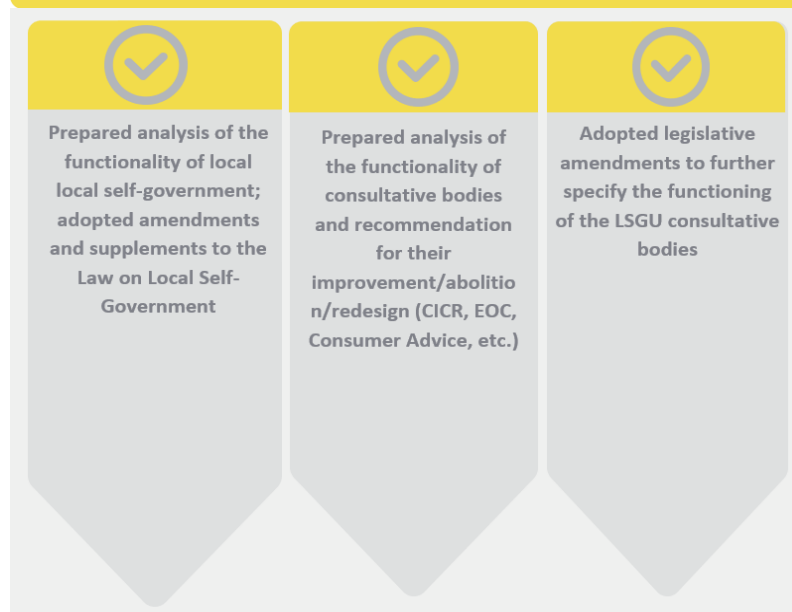
- amendments are anticipated to the Law on Local self-government, taking into account the recommendations of the analysis.
- The conducted assessment of the implementation of the Law on Local Self-Government also includes the functionality of the consultative bodies provided by this Law: the commissions 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 2022.

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:

- The Ministry of Local Self-Government in cooperation with the OSCE since October 2021 has been working on mapping the mechanisms for civic participation at the local level in order to ensure a sustainable model that will be

- practiced in all LSGUs and that will ensure greater involvement of citizens in decision making. for all priority issues. For 2022, amendments are anticipated to the Law on Local self-government, taking into account the recommendations of the analysis.
- 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.
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Activity 1.2.1.2. Support to LSGUs in establishing mechanisms for consultation and cooperation with CSOs

Implementation status:

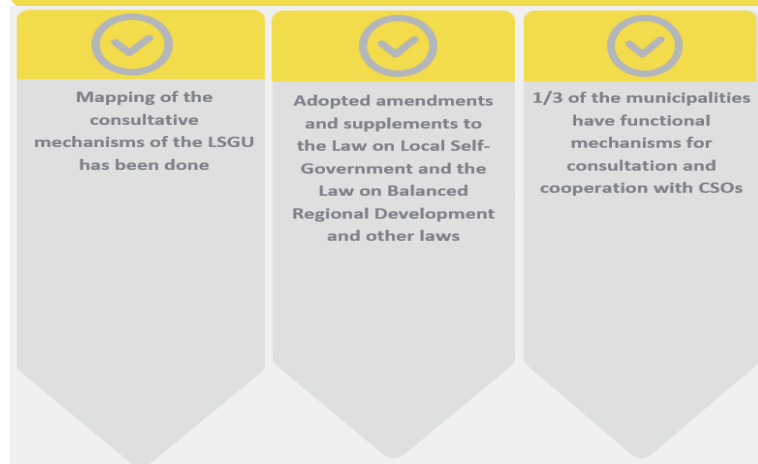
- Within the second phase of the project Strengthening Municipal Councils, which starts in 2022, in cooperation with UNDP, new tools for consultation and cooperation with citizens will be established in another 40 municipalities. In the first phase, in 24 municipalities tools were created to improve the participation of citizens in the work of the 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 second phase of the project (April 2021) Local Democracy in the Western Balkans implemented by UNDP in in another 7 (two from the first phase and five new ones - in the Municipality of Ohrid, the Municipality of Bitola, the Municipality of Gostivar, the Municipality of Kumanovo, the Municipality of Veles, the Municipality of Kocani and the Municipality of Gevgelija) a unique Methodology will be established for transparent and accountable cooperation of the municipalities with the General Assembly and jointly 40 new projects will be implemented. In the first phase 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. With the amendments to the Law on Associations and Foundations, it is planned to provide a mechanism for transparent and accountable financial support to CSOs for all users of public funds.
- 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



Priority objective 1.3. Increased transparency and accountability of municipalities

Measure 1.3.1. Improving the transparency of LSGUs

Implementation status:

- In addition to the existing 24, in another 40 municipalities an electronic mechanism will be established to monitor the implementation of municipal budgets through the publication of quarterly and annual reports. This tool won the third prize for the territory of Europe at the Global Open Government Partnership Summit held in November 2021 in Korea. The tool for the existing 24 municipalities is published on the website of the Ministry of Finance.
- The Ministry of Local Self-Government in cooperation with USAID in 2022 will work on the implementation of standards for transparency at the local level, through which Article 10 of the Law on Free Access to Information on Active Transparency at the local level should be fully operationalized.
- 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 13.1.2. 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 13.1.3. 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.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 1.3



Developed Manual with clear guidelines for active transparency of LSGUs



Adopted amendments to the Law on Local Self-Government with a by Law for improving the active transparency of LSGUs



Realized training for open data of the LSGU

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 2.2.1. Municipality at the service of the citizens

Activity 2.2.2.1. 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 2.2.2.2. 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.

KEY INDICATORS AND RESULTS FOR PRIORITY OBJECTIVE 2.1



Identified services their
incorporation in the
Service Catalog



Access to the services
through the portal
Uslugi.mk

Priority objective 2.2. Increased cooperation of the municipalities for solving the common citizens' needs

Measure 2.2.1. Cooperation of the municipalities for solving the citizens' problems

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 continued with the realization of such activities in the second phase in 40 new municipalities.

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



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.

The decentralization of power continued with the prioritization of fiscal decentralization. The legal changes have been prepared to increase the VAT revenues for the municipalities from 4.5 to 6% as well as the personal income tax from 3% to 6%. Two new mechanisms will also be established, the Equalization System and the Performance System, which will provide support to municipalities with lower fiscal capacity, as well as stimulate municipalities to better manage public finances. In the forthcoming period, the continuation and deepening of the decentralization process will include the transfer of new competencies, as well as the strengthening of the mechanisms for transparent and accountable management of public finances at the local level.

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.



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 National Strategy understands differences as an incentive for building an intercultural society that fosters community, dialogue and harmonious interweaving of cultures. Intercultural ties imply deep respect and understanding for all cultures. In an intercultural society no one remains unchanged because people from different cultures learn from each other. In this regard, interculture should not be seen as a substitute for multiculturalism, but as a new level in cultural relations.

In the National Strategy, within the strategic area of culture, two priorities have been identified and appropriate priority goals and activities.

Within the updated Action Plan 2021-2022, which the Government of the Republic of North Macedonia reviewed and accepted at the 101st session held on 24.8.2021, several changes have been made in the strategic framework "culture" which do not have a substantial impact on the priorities and goals and are aimed at their fulfillment.

The Report on the implementation of the Action Plan 2021-2022, for the period January-June 2021, contains an Overview of the achieved results from the implementation of measures and activities by priority areas, an overview of the measures and activities whose implementation is still ongoing and an Overview of the planned but unrealized measures and activities due to various reasons with an explanation for their non-implementation.

It identifies the risks and challenges that, in the face of a prolonged crisis with the COVID 19 pandemic, created unexpected financial, programme, spatial and institutional challenges to the cultural life of the country, imposing the necessary application of crisis management tactics. However, the Report provides an overview of the achieved results, but also an assessment of how those results contribute to the achievement of the desired goals. This is a periodic report that refers to a calendar year, hence the assessment of the achievement of priority objectives is periodic.

In the second annual cycle of the Strategic Plan, all measures are started with realization, and the processes and deadlines or necessary modifications are reported for each measure and activity separately.

In the second annual cycle of the Strategic Plan all measures have started with realization, and the processes and deadlines or necessary modifications are reported for each measure and activity separately.

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 2021 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. During this period, the Youth Strategy of the City of Skopje was adopted, which was presented to the

National Coordinator and remarks were made on the text, which were then included in the Strategy. Another strategy that has started to be prepared is the Strategy for Development of Culture of the City of Skopje with an Action Plan for 2021-2030. According to the agreed at the meetings with the responsible persons in the Departments of Culture and the Chief of Cabinet of the Mayor of the City of Skopje, the National Coordinator was involved in consultative processes with the team in charge of developing the Strategy. They took place regularly throughout the reporting period. In that sense, interculturalism is one of the basic principles in the Strategy:

"The Strategy strives to achieve territorially based development, build a cohesive and inclusive city, one whole, which through democratization of its cultural resources, and also through the direct participation of citizens will strive to support social cohesion, support the creativity and expression of different communities in society that are dispersed in every part of the city. Skopje unites diversity - different communities and ethnicities with their own tradition, with their specifics, altogether build the cultural core of Skopje. The intertwined differences create an intercultural dialogue that is the basis of coexistence and the future of the solidarity intercultural Skopje. Thus, this strategy is based on a broader and intercultural understanding of culture (...) as a space where the differences and needs of the inhabitants, the city and the peculiarities of its parts in certain municipalities and neighborhoods will meet. It is a space in which the modernity and tradition of Skopje are intertwined (...)".

Accordingly, in the part of the measures, educational workshops and advocacy activities are envisaged, which should encourage the increase of the number of intercultural projects in the city. The Strategy for Cultural Development of the City of Skopje 2021-2030 should be adopted in the third quarter of 2021.

The third strategic document in which the National Coordinator for Interculturalism and One Society was involved and took care of the harmonization with the necessary directions is the Draft-Programme for Sustainable Local Development and Decentralization in the Republic of North Macedonia 2021-2026. The outcome of the participation in several consultative workshops resulted in the fact that the Programme for Sustainable Local Development and Decentralization 2021 - 2026 adequately integrates the goals, priorities and measures set out in the National Strategy for Development of the One Society for All Concept and Interculturalism 2020-2022. The spirit and activities of the Strategy are reflected in all four components of the Programme as well as in the measures and activities that are determined to achieve the priorities. Inclusive development, gender equality, availability of services to all citizens, focus on the most vulnerable categories of citizens, intercultural education, development of local governments through culture, are part of the accents in both texts.

The National Coordinator in the period July-November 2021 was involved in the preparation of the ten-year National Strategy for Roma. According to the conclusions of the meeting of the Ministers for Roma Inclusion, the national strategic framework is based on the principles of equality, promoting the participation of the Roma community in all stages of policy making, reflecting on Roma diversity, combining mainstream and targeted measures in each area, aimed at measuring the achievements and impact on the community. The preparation of the Strategy for Roma Inclusion 2022-2030 was organized through a participatory process of the ministries and competent institutions related to the priority areas of the EU Strategic Framework for Roma, in consultation with civil society organizations working on the integration of Roma in society. Through this process, the document reflects, as much as possible, the steps needed for achieving the inclusive society vision. The development of the cultural rights of the Roma community is included in the fifth strategic goal through five specific objectives.

<u>Strategic objective 5: Development, nurturing and promotion of Roma culture, language and tradition.</u>	
<u>Success indicators: By 2030, institutions have been established to take care of the Roma identity</u>	
SP 1 Creating institutions for development, nurturing and promotion of Roma culture, language and tradition	Success indicators: Created a national and local institution with adequate human and technological resources for the Roma culture development
SP 2 Creation and training of professional cultural artists from the Roma community	Success indicators: By 2030, 1. Encouraged and developed Roma amateurism; 2. Provided for quality staff in cultural and artistic activities (- At least 5-10 year scholarships - theater, fine arts, ethnologists, literary workers, film and drama and music, archaeologists) 3. Creating conditions for employment of 30 -50 persons in the listed activities
SP 3 Increased support for projects related to the development, nurturing and promotion of Roma culture	Success indicators: Development of a programme to support projects related to the development, nurturing and promotion of Roma culture in the amount of initial 2 million denars, with a tendency to grow to 15 million denars
SP 4 Better promotion and acquaintance of others with the Roma culture and reduction of stereotypes and discrimination hate speech, negative perceptions and anomic narratives in the society.	Success indicators: 1. Textbooks that better represent Roma and Roma culture in educational content 2. Cultural products with a more complex representation of the Roma community/identity and culture 3. Better acceptance and recognition of Roma cultural workers and artists

In the second half of 2021, in several consultations with the competent institutions and stakeholders, the requests of the Vlach community for the preparation of a special Development Strategy of the cultural and educational rights of the Vlachs, following the example of the Roma Strategy, were considered. However, in the end, it was recommended not to develop other partial strategies, but those issues that can not be met through the current work of the relevant institutions to be included in the measures and activities of the new strategic cycle of the One Society for All and Interculturalism 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. For better understanding and greater involvement of the City of Skopje and the local self-government units, the Chief of Cabinet of the Mayor of Skopje was nominated and elected Deputy Member of the Strategic Area of Local Self-Government in the Coordination Body. Memorandum of Understanding and Cooperation with the International Network of Intercultural Cities as well as the answer to the intercultural Questionnaire, the first step in the accession procedure is completed. Due to the pandemic year and limited budget, city officials requested membership to take place in 2022, as it also has financial implications. Nevertheless, the good cooperation with the IG platform continued through the National Coordinator Office. The possibility is being considered for North Macedonia and the city of Skopje, possibly ZELS, to be one of the few pilot projects, dedicated to the management of multicultural governance (multilevel governance).

A multi-day online training seminar on the Intercultural Cities Platform dedicated to Alternative Narratives and Intercultural Communication was held in April. Topics covered: How to tell an intercultural story, What is inclusive communication, how to improve the content of communication messages and how to improve media relations. A toolbox

against fake news and other useful materials and presentations were shared. All these contents were further distributed to the relevant departments and sectors in the city.

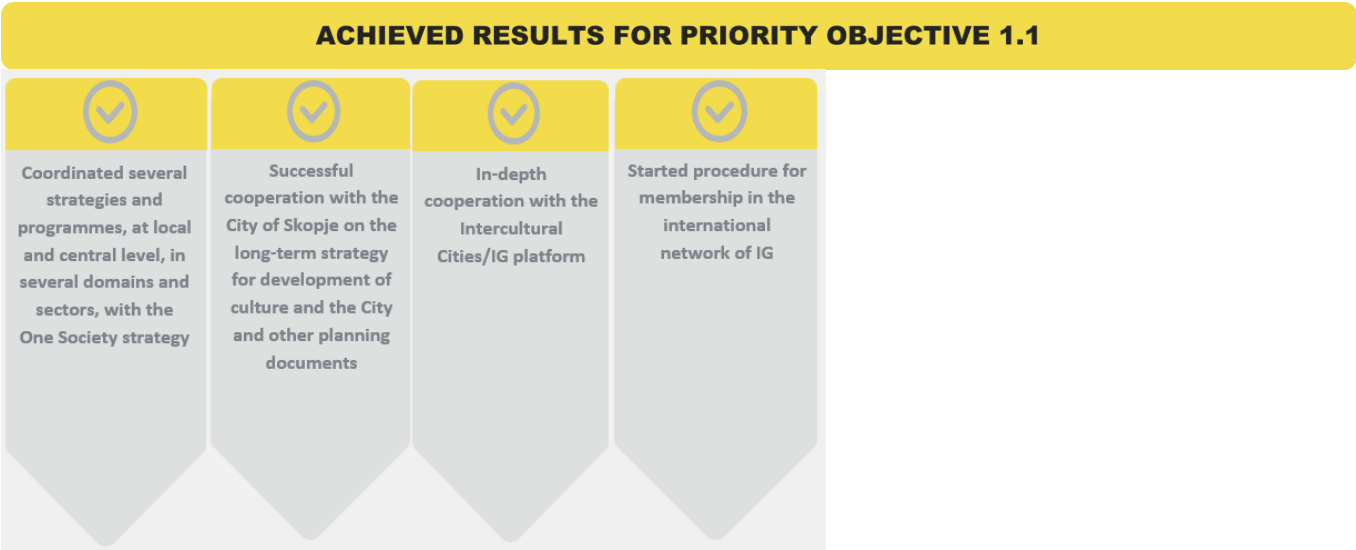
The good cooperation with the IG platform continued through the Office of the National Coordinator. During his two-year term as elected national representative to the Council of Europe's Anti-Discrimination Sector Expert Group on Interculturalism, he regularly participated in several online and one offline conference of the expert group. The expert group prepared and submitted to the CoE Council of Ministers for adoption the Recommendation on Intercultural Integration to the Member States, along with the National Strategy for Intercultural Integration. Upon strong insistence of a member state of the Council of Europe, a series of compromise formulations were introduced in both documents, in the final phase of the

preparation of the documents, whereby the concept of adaptation of migrants to new environments was inserted in the intercultural integration. Another key change was the restriction of the scope of intercultural policies in terms of integration only to current migrants and not to people of migrant origin, or another type of diversity. Accordingly, at the end of 2021, although the mandate and competence of the Expert Group increased, the function was changed, as explained above, and in that sense it grew into a Committee of Experts for Cultural Integration (but only) of migrants. The possibility of North Macedonia and the city of Skopje, possibly ZELS, to be one of several pilot projects dedicated to the management of multicultural governance (multilevel governance) was considered. Nevertheless, with the Committee's new reduced scope, it is uncertain whether the cooperation can continue in a context where the model of interculturalism in the One Society for All concept is much broader than the one imposed by the Council of Europe.

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

Specifically, the implementation of this series of activities, shows how challenges and risks can be unpredictable, external and complicate processes beyond the known and previously identified risks and challenges. Although the main efforts were aimed at overcoming the identified challenges such as: non-fulfillment of deadlines and weak interest from the LSGU. They were reinforced by the objective obstacles created by the spread of the Covid 19 Pandemic. In the first half of 2021, the need to prioritize the ambitious plans of the LSGU and the mayors before the local elections in the fall was added. After the local elections and the change of the holders of power in many local governments, including Skopje, the challenge still remains, whether the new authorities accept the policies of intercultural dialogue and the One Society for All concept. At the same time, an interculturalism charter should be created that incorporates the intercultural principles of social inclusion and integration, and multilevel governance, of the Intercultural Cities international platform, maintaining the broad spectrum of diversity understood according to the One Society for All concept. instead of the newly imposed one, reduced only to migrants.

In that regard, the deadline for implementation of the activities is the same, but the challenge remains to harmonize the concepts and policies, and there is a strong risk that the activities will not be implemented according to the ideas in the initial plan.



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 2021 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 19 Pandemic 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 be 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 arose.

In order to overcome the lack of funds, as an objective obstacle, in the first half of 2021 it was agreed to implement the measure in partnership with the Nansen Dialogue Centre. NDC, as an organization with a solid portfolio in the field of intercultural education, has created a Curriculum that includes relevant intercultural experts in the field of Cultural Diversity Management. A project proposal was prepared, for which, in agreement with the Deputy Prime Minister for European Integration, Mr. Dimitrov, funds were requested from the bilateral package with Norway. These funds are expected to be provided by the end of the year, resulting in successful implementation of the activity in the new time frame во текот на 2022 година.

M 1.2..2 Inclusion of relevant/appropriate contents in the annual Programmes of the national institutions

We will make the analysis of the Annual Programmes of the institutions in accordance with the activities systematized in the work of the Ministry of Culture, i.e. in accordance with the results of the calls for financing, which are also per activities.

In the drama industry, in theaters as national institutions, despite the relatively small number of projects they receive as official support, it can be noticed that cultural diversity is highly prevalent. Almost all theaters operating in the so-called mixed environments, and the cultural Centres that have received funds for the theater programme have balanced performances, in both Macedonian and Albanian, i.e. include Macedonian, i.e. Albanian, or Turkish directors and authors. An exception is the NI Gostivar Theater, with performances exclusively in Albanian and by Albanian directors. The Ohrid Theater at the Centre for Culture, the Albanian Theater, MNT and Drama have performances in only one language and by mono-ethnic directors, although the theater ensembles themselves are mostly mono-ethnic. The Albanian Theater, however, provides simultaneous translation of its plays into Macedonian.

In the visual arts, there is the same balance between institutions in mixed environments. An exception is the National Gallery in Tetovo, whose Programme is composed exclusively of Albanian authors. Similarly, the Programme of the Centre for Culture in Struga does not include Albanian visual artists from the few who entered the approved

Programme. In the so-called typical mono-ethnic environments, the authors are mostly Macedonians. The exception is the Centre for Culture in Strumica, where the only two author's exhibitions are by a member of the Turkish, i.e. Bosniak community. Cultural diversity is well balanced in the Programme of the most important institution in the field of visual arts NI National Gallery Skopje.

Unlike the Programme for non-institutional users in the folklore activity, which perhaps best expresses the cultural diversity of the country, the folklore activity in the institutions does not express much interest in diversity. Nevertheless, we should mention the Multiethnic Folklore Festival in the mostly mono-ethnic Gevgelija, or the Folklore Workshop for children with special needs in Berovo, projects supported with relatively smaller funds. Regarding the music and stage activity, only the national institutions in multicultural environments, such as Gostivar and Debar, connect their Pprogrammes with the context of the diversity in which they exist. Other institutions do not have programmes explicitly dedicated to interculturalism and diversity.

As an example of good practice we will point out the following activities.

NI Turkish Theater Skopje is an institution dedicated to the cultural development of the Turkish community. In the past period, the institution has employed 10 young people, long-time graduates of the Faculty of Dramatic Arts, one young legal associate and one financial advisor, and thus the Theater has been separated from the legal service of the NI Albanian Theater. They employed a make-up artist, a tailor and a prompter, all necessary for acting independently, and a director through a permanent undertaking. Twelve plays were realized in two years, of which the last six plays in 2020 and 2021, according to the general work protocols during a pandemic. The next big project is the completion of the construction of a building intended for the NI Turkish Theater Skopje, in shell (carbine) phase since 2016, and this year the Ministry of Culture has allocated an amount of 27,000,000 MKD for the facade and rooftop phase.

The specific objectives of the institution are in line with the two strategies, the sectoral and the Strategy One Society for All and Interculturalism:

1. Opportunity for everyone with encouragement for development and creative potential through the care of outstanding artistic experiments and innovation, aimed at investing in the development of the audience.
2. Diversity and cooperation for affirmation of the community culture, along with care of the community language (Turkish language) with mutual understanding, dialogue of individuals-artists which will develop regional and international and cultural cooperation on the principles of partnership and exchange.

The theater realized a play in collaboration with an individual artist and a play in co-production with "Machine Production", as well as two children's plays with their own funds. A student of directing at the FDA has been hired as an assistant director on the project "Cherry Orchard". In terms of decentralized activity, due to the pandemic, travel and guest appearances in cities with higher percentage of the Turkish community were denied, but the ensemble participated with the play "The Famous Florence" and "Uskana-Fest" at the Vojdan Chernodriniski Festival in Prilep, and with the children's play "Rapunzel" in Kicevo.

There are also initiatives for establishing new cultural institutions for the communities. Such are the requests for establishment of a Turkish Cultural Centre, as well as a Roma Theater and a Roma Cultural Centre.

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

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.

As an example of good practice we will point out the following activities.

CA Centre for Intercultural Dialogue (CID) received support for opening a Youth Intercultural Centre in the premises of the NI Centre of Culture "Trajko Prokopiev" in Kumanovo. Youth Centre as a youth service is defined as a place where programmes are prepared and implemented that improve the well-being of young people, the development of personal, social and professional life of young people, information of important interest to young people and other aspects of youth life. They are established in accordance with Article 22 paragraph 3 of the Law on Youth Participation and Youth Policies. The Centre for Intercultural Dialogue (CID) is a youth organization from Kumanovo led by young people, aimed at promoting intercultural acceptance and active citizenship through capacity building processes, non-formal education and youth work.

In the Annual Programme of the Ministry of Culture, the main cultural events, manifestations and festivals and Citizens' Associations of the communities have the support for the project activities implementation. The Ministry also provided money for protection of the most important building of the secular cultural heritage from the Ottoman period, the Palace of Niyazi Bey, where the House of Culture of the Municipality of Resen is currently located.

In June 2021, the National Coordinator held a meeting with representatives of the Committee on Community Relations and members of the Committee on Culture at the Assembly of the RNM to discuss ways for improving the presence of intercultural projects and projects by the community cultures' representatives. It was concluded that trainings in project management should be done, and the possibility of quantifying the percentage that would be guaranteed in the programmes for support of MK for this type of projects was considered.

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

The challenges are not a result of policy changes but are only of a technical nature and with the new deadlines that correspond to the pace of work in pandemic conditions, they will be successfully implemented. The new timeframe for the implementation of the activity Training has been moved from the second to the fourth quarter of 2021, i.e. for the other two activities from the first to the fourth quarter of 2022. The undertaken activities are aimed at eliminating the perceived risks.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 1.2



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 of Culture Directorate and reinforcing its mandate and responsibilities for affirming and promoting the culture of communities in the Republic of Macedonia

After the parliamentary elections, the Directorate got a new Director, a representative of the Bosniak community. At the beginning of 2021, the Directorate, together with the Ministry, moved to new premises, which significantly improved the technical and infrastructural conditions in which it operates. The Programme for Work has been successfully adopted by the parent institution - Ministry of Political System and Inter-Community Relations. The **Directorate** gave an opinion on the Draft Programme for Sustainable Local Development and Decentralization 2021-2026. The Directorate holds regular meetings with other institutions: the National Gallery Skopje, the National Conservation Centre, the Institute for Standardization, the Holocaust Museum, and the representative of the Bosniak National Council. The topics of the meetings are related to the individual contribution of the aforementioned institutions in the direction of affirmation and promotion of the culture of the community members in the Republic of North Macedonia.

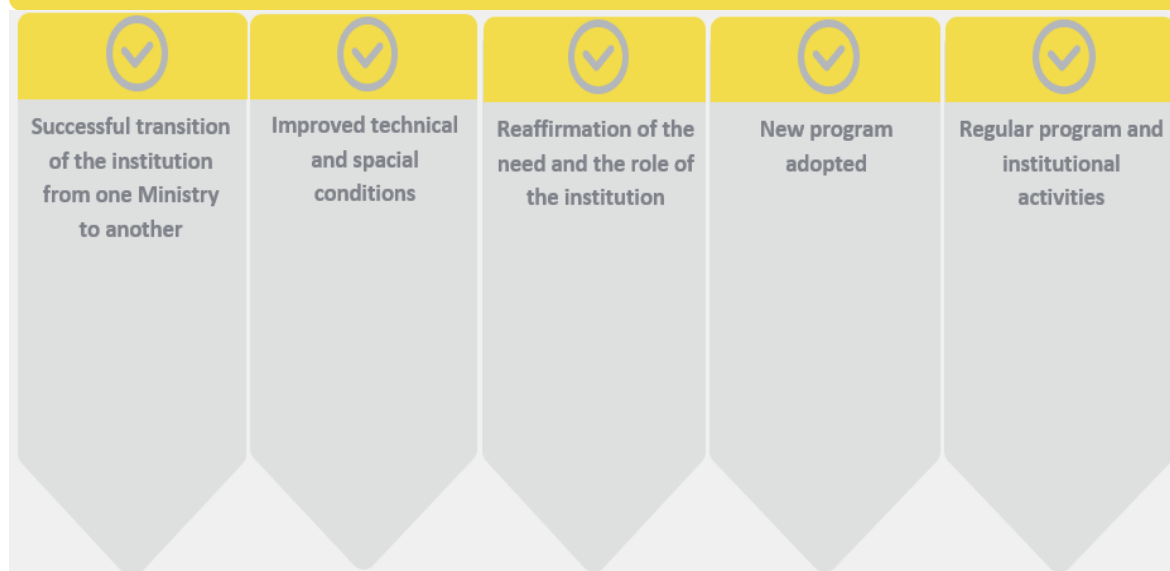
Many of the planned activities were difficult to be realized due to the crisis caused by the COVID 19 pandemic, leading to reduced institutional capacity, but a few were notable:

- Opening of the International Roma Trumpet Festival "Roma Trumpet Fest 2021" in Kumanovo.
- On the occasion of the National Day "September 28 - Bosniak Day", representatives of the institution were hosted together with the Prime Minister Mr. Zoran Zaev to the B&H Delegation, led by Mr. Sefik Dzaferovic - member of the presidency. At the meetings on that occasion, several segments were discussed, such as bilateral cooperation, student exchange between the two countries, economic and social development of countries in the region and the position of Bosniaks in the RSM and their involvement in the social system in R .C.M.
- Celebrating the "20th anniversary of the Ohrid Framework Agreement.
- Coordination meetings with representatives of the communities and with the Deputy Prime Minister Mr. Artan Grubi on the occasion of the organization of the Census 2021.
- Meeting with the Advisory Committee on the Framework Convention for the Protection of National Minorities.
- Participation in the seminar on - Training for creating a Strategic Plan of the Ministry of Political System and Inter-Community Relations.

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 manner and timeframe would be most appropriate for implementing the measure. The new deadline applies to the first to fourth quarter of 2022.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 1.3



ASSESSMENT FOR IMPLEMENTATION OF PRIORITY 1



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 2021 for achieving Priority Objective 2.1:

The planned 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

are realized continuously. In that regard, the Directorate, as a responsible institution and the National Coordinator, hold regular meetings with both the stakeholders and the competent institutions, give recommendations and opinions and direct them towards joint cooperation. However, it should be borne in mind that the institutions and the budget of MK are still in crisis and in a situation of reduced funds and reduced capacity of the institutions.

The analysis of the results of the annual competition of the Ministry of Culture in the part of other users, shows significant diversity and interculturalism of the projects, and acceptance of projects of the members of the communities in the drama activity. In the field of art, although the balance between Macedonian and Albanian artists is solid, projects from members of smaller communities are missing. In the publishing industry, the balance between Macedonian and Albanian publishers and authors is well made. There are a relatively good number of Roma and Turkish publications, and the publications of members of the Vlach and Bosniak communities are insignificantly present. Among the supported editions there is a book that explicitly deals with the concept of One Society for All, by different and diverse authors, and a book on interculturalism and dance. Several books deal with topics close to the Strategy, and the so-called inclusive picture books, and bilingual picture books appear as an innovation.

The presence of intercultural projects, community projects and projects that cover the target groups in the so-called interdisciplinary activity is apparently larger. Almost 50% of the projects are in the spirit of the One Society for All Strategy in this field, where the intercultural dialogue was one of the explicit criteria. Folklore activity remains the activity where cultural diversity, community culture and interculturalism are best represented in the Programme.

Unlike the last two activities, in the music-stage activity, which is among the most extensive, projects that are intercultural or multicultural are almost counted on the fingers. Despite the manageability of the universal language of music and the performing arts, the projects of artists in this field do not seem to show enough curiosity to design projects in the spirit of One Society for All and Interculturalism. Of course, active measures by the institutions can make a turnaround, as shown by the results of the Government's Call for help to the music industry, which we analyze below.

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

This measure received a new time frame, in accordance with the updated Action Plans. It should be noted, however, that in the reporting period for this Form the Agency for Community Rights has announced a Call for funding of the programme activities of associations and foundations. Fifteen associations were selected to support their projects, which are in the interest of the smaller communities.

1. Legis - Skopje
2. Serbian Cultural Centre - Skopje
3. Association for Culture, Common Values and Sustainable Development - DIVAN
4. Roma Community Centre DROM - Kumanovo
5. Citizens' Association for Youth, Democracy and Human Rights - UFUK
6. Serbian community in Macedonia
7. DIVANHANA - Association for Affirmation of Bosniak Women
8. Cultural, Educational and Humanitarian Association - CHINAR TURK
9. Association for Rights and Humanity - INTEGRA NAU
10. Organization of Vlach Businessmen from Macedonia – MANDRA

11. Croatian Community in RNM - ZHRM - Skopje
12. Association of Hungarians in Macedonia - TELEDOM
13. Youth Alliance - Tetovo
14. Vlach Cultural and Artistic Association Pitu Guli - Skopje
15. Roma Youth Centre - Metamorphosis

The supported projects will be realized by the end of 2021. From the attached list it can be seen that many of them are cultural associations or associations with strong cultural portfolios.

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

The activities in the new time frame are taking place according to the planned dynamics.



2.2 Priority objective: Increasing the number of intercultural programmes and projects at central and local level

Realized activities in 2021 for achieving Priority Objective 2.1:

M2.2.1 Intercultural programmes and projects at national and local level

The continuous work of CT in the first half of 2021, contributed for the intercultural dimension, as well as the cultural diversity to be respected in all government calls related to the anti-crisis measures. Thus, in the Fifth Package of economic COVID-19 anti-crisis measures, pop artists and cultural workers in all their diversity were supported. As part of the package, the Government of the Republic of North Macedonia - General Secretariat announced a Public Call for financial support for

the industry and event operators with mandatory engagement of domestic performers for events on topics marking the 30 years of North Macedonia's independence, in the period June - September 2021. Out of the eight criteria for support, five were in the spirit of the One Society for All Strategy:

- Macedonian culture and tradition presented through the identity specifics of the Macedonian people and through the promotion of the Macedonian language;
- The culture and tradition of the Albanian people in North Macedonia and promotion of the Albanian language;
- The culture and tradition of Turks, Roma, Vlachs, Serbs, Bosniaks and all other communities living in North Macedonia and the languages spoken in North Macedonia;
- European and Euro-Atlantic strategic commitments of the country;
- The multicultural character of the society, the mosaic of diversity and the intercultural dialogue;

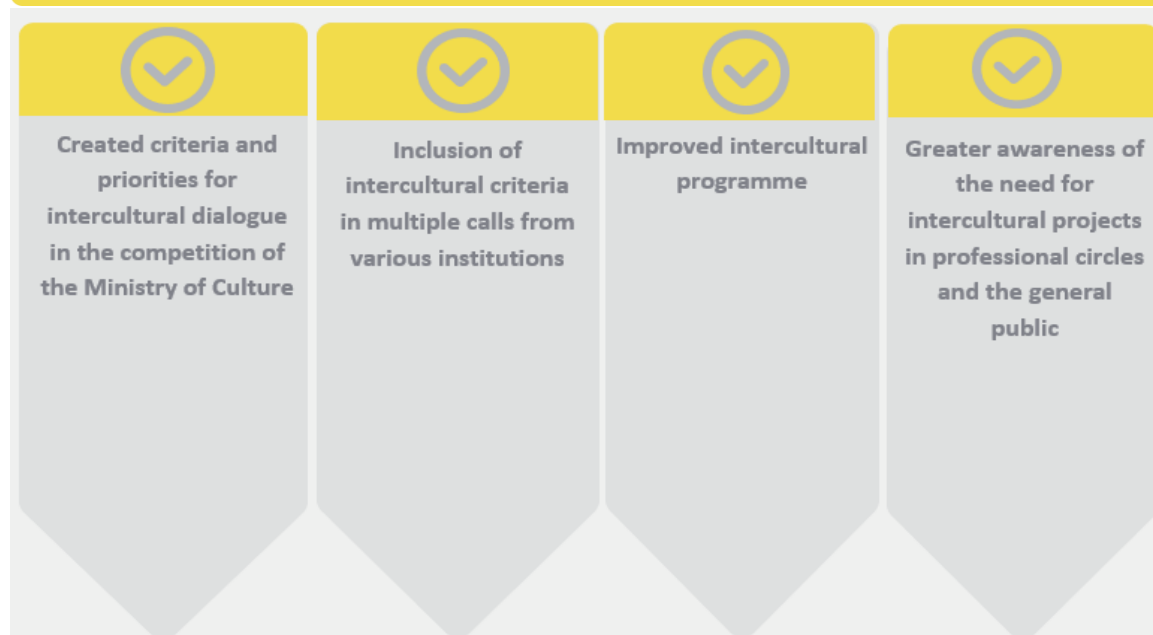
The proposed projects were evaluated by a Commission composed of government employees, and when evaluating the content of the applications, the members of the Commission were guided by the qualitative evaluations of experts in the field of organization and production of content of public interest that were included in the evaluation process. During the evaluation of the received 101 applications, 53 were evaluated in the next phase. Out of 53 evaluated project proposals, by decision of the Government of North Macedonia, funds were approved for 33 projects for organization of public events in the period June - September, for which the Government provided 61,499,421 MKD.

The analysis of the results shows that in 13 of the 33 projects, in the key description of the project, the multicultural character or heritage or diversity of the country is explicitly mentioned, and thus celebrated, i.e. incorporated by these projects. In another 7 projects, the participants, i.e. the performers, are with a different, multicultural background.

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

The activities are taking place according to the planned new dynamics.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 2.2



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

Realized activities in 2021 for achieving Priority Objective 2.3:

M 2..3.1. Involvement in debates, campaigns, community dialogues, lobbying and advocacy efforts for annual and special calls

In all the mentioned calls/competitions, these activities were part of the allowed formats and types of projects, and there was this type of activities in several accepted projects.

As an example of good practice, we will cite the Programme of activities of the NGO Civil Centre for Freedom, in the reporting period, Civil has organized several debate panels, workshops and other public events that fully correspond to the spirit of the One Society for All Strategy.

Panels:

On June 2, 2021, a public event/panel was held on the topic "Can we work together?" Where participants discussed the benefits of having different communities work and live together. The panel was attended by activist Lisa Bauta Shaqiri, actress Vladanka Dimkovska and Vanko Ordanoski, a business owner in the IT sector.

The Republic of North Macedonia is a country inhabited and created by citizens of different ethnic and religious backgrounds, which is a special and interesting challenge on an individual and social level. The participants at the event, each from their own professional and personal perspective, exchanged their experiences and views on the importance of multiculturalism in their work and intimate environments.

A panel discussion on "Respect the Diversity to Deal with the Discrimination" was held on September 21, 2021. The panel was attended by Maja Ravanska, Editor-in-Chief of the street magazine Face to Face, and activist Guzim Nuhiu.

The panel addressed institutional, media and social (gender, ethnic, social) (non) discrimination, respect for diversity in institutions, media and society, as well as better communication between different groups and communities and a recommendation for non-discrimination practices in all aforementioned aspects.

Respect the diversity to deal with the discrimination

<https://civilmedia.mk/vo-zhivo-panel-na-tsivil-preku-pochituvane-na-razlichnostite-do-spravuvane-so-diskriminatsijata/>

The concept of equality and equity is key to our multicultural society

<https://civilmedia.mk/kontseptot-na-ednakvost-i-pravichnost-e-kluchen-za-nasheto-multikulturno-opshtestvo/>

Ravanska: We as a society still can not recognize discrimination

<https://civilmedia.mk/ravanska-nie-kako-opshtestvo-se-ushte-ne-mozheme-da-ja-prepoznaeme-diskriminatsijata/>

Nuhiu: There are more things that unite us than divide us

<https://civilmedia.mk/nuhiu-poveke-raboti-ne-spojuvaat-otkolku-shto-ne-razdeluvaat/>

Equality and non-discrimination a challenge to the multicultural society we live in

<https://civilmedia.mk/video-panel-na-tsivil-ednakvosta-i-nediskriminatsijata-predizvik-za-multikulturnoto-opshtestvo-vo-koe-zhiveeme/>

Grubi and Alagjovovski at the CIVIL event: European values are a possible mission

<https://civilmedia.mk/grubi-i-alagjovovski-na-nastanot-na-tsivil-evropskite-vrednosti-se-vozmozhna-misija/>

Multiculturalism and European values in the media

<https://civilmedia.mk/multikulturalizam-i-evropski-vrednosti-vo-mediumite/>

youth and European values

<https://civilmedia.mk/vo-zhivo-arsovska-stojkoski-i-stojcheska-na-panelot-na-tsivil-za-mladite-i-evropskite-vrednosti/>

Dzundeva, Mahmut and Shabani at the CIVIL panel: European values are an achievable goal

<https://civilmedia.mk/dhundeva-mahmut-i-shabani-na-panelot-na-tsivil-evropskite-vrednosti-se-dostizhna-tsel/>

Multiculture: The Social Responsibility of Intellectuals and Artists in Promoting Diversity

<https://civilmedia.mk/multikultura-opshtestvenata-odgovornost-na-intelektualsite-i-umetnitsite-vo-promoviraneto-na-razlichnostite/>

Equality and non-discrimination a challenge to the multicultural society we live in

<https://civilmedia.mk/video-panel-na-tsivil-ednakvosta-i-nediskriminatsijata-predizvik-za-multikulturnoto-opshtestvo-vo-koe-zhiveeme/>

Panel: Non-discrimination and multiculturalism in schools

<https://civilmedia.mk/vo-zhivo-zapochna-panelot-nediskriminatsija-i-multikulturalizam-vo-uchilishtata/>

Workshops:

European values and multiculturalism at the local level, CIVIL workshop in Veles

<https://civilmedia.mk/evropskite-vrednosti-i-multikulturata-na-lokalno-nivo-rabotilnitsa-na-tsivil-vo-veles/>

and in Kumanovo

<https://civilmedia.mk/evropskite-vrednosti-i-multikulturata-na-lokalno-nivo-rabotilnitsa-na-tsivil-vo-kumanovo/>

As part of the CIVIL Initiative "Make a Difference, Respect Diversity", video messages on multiculturalism were recorded with 8 public figures, along with statements by civil society activists.

The musician and activist Kristina Arnaudova, the actor Pero Arsovski, the beekeeper Atidze Muratova, the musician Jambo Agushev, the activist Rita Behadini, the artist Agim Poshka, the pianist Dunja Ivanovska and the activist Blendi Hodai, each in their own way, addressed the citizens with messages of respect for diversity, valuing multiculturalism and promoting European values.

Pero Arsovski: Each ethnic group, respecting others, managed to remain its own

<https://civilmedia.mk/arsovski-sekoj-etnikum-pochituvajki-gi-drugite-uspeal-da-si-ostane-svoj/>

Atidze Muratova: Whether someone has black or white skin, the heart is the same for everyone

<https://civilmedia.mk/atidhe-muratova-bez-razlika-dali-nekoj-ima-tsirna-ili-bela-kozha-srtseto-e-isto-kaj-site/>

Agim Poshka: Lets live with each other, not next to each other

<https://civilmedia.mk/poshka-da-zhiveeme-edni-so-drugi-ne-edni-kraj-drugi/>

Dunja Ivanova: Respecting diversity is the only way to a society with true cultural values

<https://civilmedia.mk/ivanova-pochituvaneto-na-razlicnostite-e-edinstveniot-pat-kon-opshtestvo-so-vistinski-kulturni-vrednosti/>

Hodai: Lets look at diversity as added value

<https://civilmedia.mk/hodai-na-razlicnostite-da-gledame-kako-na-dodadena-vrednost/>

Arnaudova: Anatomically we are all absolutely the same

<https://civilmedia.mk/arnaudova-anatonski-site-sme-apsolutno-isti/>

Behadini: Differences make us more beautiful!

<https://civilmedia.mk/behadini-razlikite-ne-pravat-poubavi/>

CIVIL video magazine on the "Make a Difference: Respect Diversity" initiative, its meaning, activities and human warmth

<https://civilmedia.mk/video-zhurnal-na-tsivil-za-initsijativata-napravi-razlika-pochituvaj-gi-razlicnostite-za-znacheneto-aktivnostite-i-chovechkata-toplina/>

In 2021, the organization held two major conferences:

1. Conference "Green Society for All", on the topics of green values and policies, anti-nationalism, social justice, media, disinformation and hate speech.

<https://civilmedia.mk/edinstvo-na-idei-i-aktsija-na-konferentsijata-zeleno-opshtestvo-za-site/>

2. From declarations to reality - participation in policy making, raising awareness and activism for European values, multiculturalism and non-discrimination

<https://civilmedia.mk/od-deklaratsii-do-realnost-uchestvo-vo-kreirane-politiki-podigane-na-svesta-i-aktivizam-za-evropskite-vrednosti-multikulturalizam-i-nediskriminatsija/>

Several statements by mayors with messages of respect for diversity were also recorded:

Merko: Struga is "Little Europe" in one city

<https://civilmedia.mk/merko-struga-e-mala-evropa-vo-eden-grad/>

Nikolov: Multiculturalism is in the basis of the functioning of the municipality of Stip

<https://civilmedia.mk/nikolov-multikulturalizmot-e-vo-osnovata-na-funktsioniraneto-na-opshtina-shtip/>

Taravari: The multiethnic structure of Gostivar is similar to that of North Macedonia

<https://civilmedia.mk/taravari-multietnichkata-struktura-na-gostivar-e-slichna-kako-na-severna-makedonija/>

Dimitrievski: Kumanovo is a multiethnic municipality and represents Macedonia in a nutshell

<https://civilmedia.mk/dimitrievski-kumanovo-e-multietnichka-opshtina-i-ja-pretstavuva-makedonija-vo-malo/>

On December 29, 2021, CIVIL held a multimedia event promoting the 68-minute documentary, which houses the activities of the "Make a Difference, Respect Diversity" initiative.

The documentary contains messages for respecting diversity and promoting multiculturalism and European values in our society, from public figures who were part of this project. The event was attended by some of the participants in this

extremely positive initiative, as well as associates and activists of CIVIL.

<https://civilmedia.mk/tsivil-ja-proslavi-razlichnosta/>

M 2.3.2. Involvement in debates, campaigns, community dialogues, lobbying and advocacy efforts in the contents of the Annual Programmes of national and local institutions

is realized, but in a much reduced intensity, 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 local self-governments and the redirection of part of the funds for the implementation of the urgent Covid 19 measures to help artists and cultural workers.

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

The new time frame for implementing the activity has been moved from the second quarter of 2021 to the fourth quarter of 2022.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 2.3



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.

Implementation of activities – strategic area Culture

Priority 1



Priority 2



realized 
 ongoing 
 not realized 

SUMMARY OF THE STRATEGIC AREA CULTURE

The realized activities in 2021 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 -

INTRODUCTION

According to the updated Action Plan, the entire part dedicated to the Law on Youth Participation and Youth Policies is exempted, since the Law has been fully implemented and the obligation provided in the Action Plan regarding the Agency for Youth and Sports has been fulfilled and realized. Regarding the events that were planned to be held with physical presence, they were withdrawn from the Action Plan, due to the COVID 19 pandemic, but with the opening and relaxation of the measures, they will start with realization, because the competent youth institution predicted a good budget and thus, for the first time, the concept "One Society for All" receives financial support within the budget of the Agency for Youth and Sports. The Action Plan focuses on substantial reforms and positive changes that will contribute to changing the social consciousness and through concrete actions and actions, youthful enthusiasm, aspirations, but above all knowledge, to be put in function of the overall development of society.

The Report on the implementation of the Action Plan for 2021 contains a detailed overview of the achieved results from the implementation of measures and activities by priority areas, overview of measures and activities whose implementation is still ongoing and overview of planned but for various reasons unrealized measures and activities with explanation for their non-implementation.

The fact that certain measures will start to be implemented in 2022 should be taken into account, hence the assessment of the achievement of the priority objectives refers only to 2021.

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 for 2021 for achieving Priority Objective 1.1:

Within this Priority objective, Measure 1. - Informing the public about the consequences of hate speech and hate crime, especially among young people,

The Agency for Youth and Sports in cooperation with the OSCE Mission to Skopje conducted a campaign to inform the public about the consequences of hate speech, promoting non-violence and tolerance, especially among young people. For the needs of the campaign, commercial videos were made, billboards and video messages were rented in order for the message to reach as many young people as possible. The campaign is available at the following link: <https://www.facebook.com/prekinigokrugot/>

- **A1.1.** Organizing 8 public forums with the youth in 8 planning regions in the country and promotion through advertising material, leaflets, brochures – realization of activities is ongoing
- **A1.2.** Preparation of an advertising video and its distribution to the public through the media – realization of activities is ongoing
- **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 has not been realized, but in the budget for 2022 donor funds are provided for the realization of this activity







Regarding **measure 2: 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**

- **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, **the activity has been realized**
- **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, **the activity has 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 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 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	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	Adopted Law on Youth Participation and Youth Policies and its active implementation by AYS	Conducted campaign "Stop the Circle"

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 non-violence among young people.

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** Organizing extracurricular activities with all ethnic groups of young 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 has been realized 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 has been realized 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 has not been realized 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 has not been realized, due to lack of financial resources

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 has been realized. 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 is ongoing, and cooperation has been established with the Student Representative Bodies.

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

The realized activities have contributed to the solid realization of the activities, but still we must work in a coordinated and dedicated manner for the full realization of this priority objective. I expect in 2022 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



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: Strengthening preventive measures to combat violence, hate speech and intolerance among young people**

- **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, **is being implemented, in accordance with the needs for gathering information for the creation of a new national strategy for youth, which is expected to start being implemented in March, 2022.**
- **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, **has been realized by the MLSP.** The realization of this measure is continuous..
- **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, **has been realized.** 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 (https://mtsp.gov.mk/uslugi-i-prava-ns_article-socijalni-uslugi-koi-se-obebeduvaat-soglasno-so-zakonot-za-socijalnata-zashtita.nsp). 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 **have not been realized,** 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 **has been realized**, as the MLSP has developed a system for reporting domestic violence (<https://www.mtsp.gov.mk/specijalizirani-uslugi-za-zrtvi-na-semejno-nasilstvo.nspk>), reporting mobbing or harassment (<https://mobing.mtsp.gov.mk/>). The realization of this measure is continuous.
- **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) **has not been realized**.

Regarding the activities from **Measure 2: Mechanism for creating a policy for realization, creating projects for interculturalism among young people**

- **A2.1** Harmonization of Laws and byLaws and regulations and other adopted documents related to the rights of young people **has been realized**
- **A2.2** Organizing 8 trainings for young people in all planning regions for project management for social inclusion and interculturalism **is in the implementation phase, since the AYS provided funds for realization of such activities.**
- **A2.3** Preparation of an electronic guide for project management of young people for social inclusion and interculturalism **has not been realized, due to lack of financial resources.**

Identified risks and challenges:

As these are more specific activities that require strong coordination, budget resources and participation, the implementation of these activities is significantly weaker than other priority objectives. However, it is encouraging is that the budget for 2022 provides budget funds within the Agency for Youth and Sports and I expect an increase of trust, cooperation and coordination between institutions, aimed at motivating the decision makers that this Strategy is a reality.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 2.2

		
Developed system for reporting domestic violence https://www.mtsp.gov.mk/specijalizirani-uslugi-za-zrtvi-na-semejno-nasilstvo.nspk)	Introduced preventive measures for suppression of violence, hate speech and intolerance among young people introduced and Call Center established	Conducted research for the needs of young people in order to include the results in the draft text of the new Strategy on Youth

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) is partially realized, knowing that not only AYS, but also other institutions make campaigns and promotional videos aimed at raising the awareness of equal opportunities among young people.
- **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 has not been realized.
- **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 has not been realized.
- **A1.5** Establishment of a model for financing youth projects with an emphasis on social and ethnic inclusion is in the implementation phase, since the AYS provided funds within its budget to support such projects..

Regarding the activities 1.2, 1.3, 1.4, they have not been realized due to the pandemic with COVID 19, but I expect them to be realized and most importantly these things to be budgeted within the AYS. In 2022, efforts will be made to start the realization of these activities in accordance with the available opportunities and capacities.

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

There is poor implementation here, as it requires serious financial support, but it is also 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 2022 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 in 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 non-violence, tolerance and interculturalism has not been realized.
- **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 has been realized.

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 has not been realized
- **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 has not been realized, because youth centers are yet to open.
- **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 has not been realized
- **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 is in the implementation phase, since the AYS provided funds within its budget to support such projects..

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,

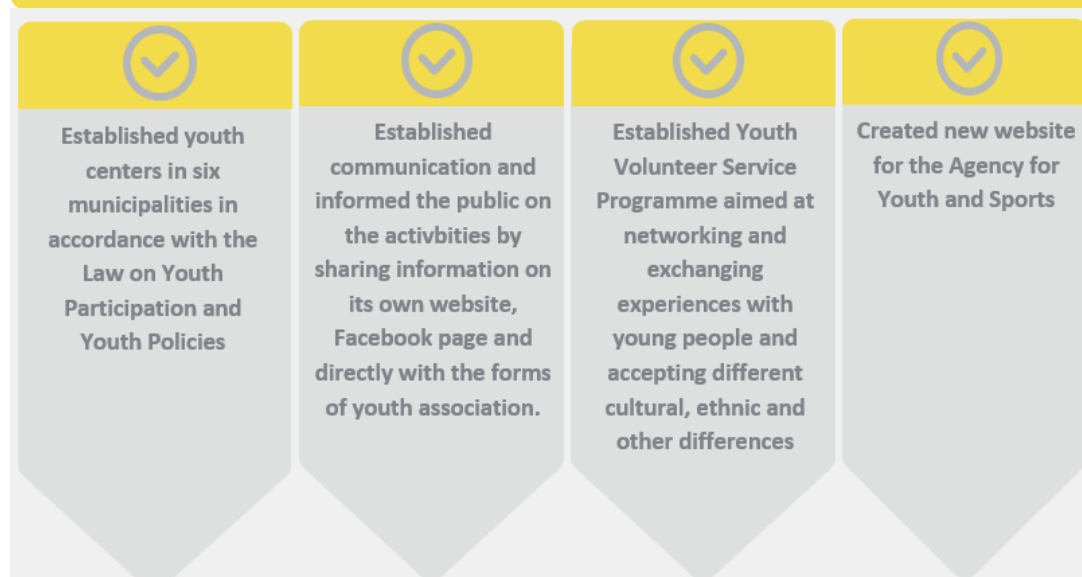
opportunities are opened for capacity building of young people, learning about interculturalism, joint combat against hate speech, hate crime, building social ties and creating a society tailored to them. For all this, in accordance with activity 2.3, the Agency communicates all these activities and 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:

Within this priority objective there is poor implementation, primarily due to poor coordination, intertwining with the same measures within different institutions. I expect in the forthcoming period, with the budget that the Ministry of Finance allocated to the AYS, to start realization of some of the activities, especially in the part of trainings and capacity development of the youth centers.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 2.4



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

Realized activities in 2021 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 **is in a phase of realization**

- **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) **has not been realized**
- **A1.3** Free psychological counseling for young people with antisocial and deviant behavior and development of empathy, solidarity and soft skills **has not been realized**
- **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) **is realized through the project of AMC "European Sports Week"**.

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 **has not been realized**
- **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 **has not been realized**
- **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 **has not been realized**

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

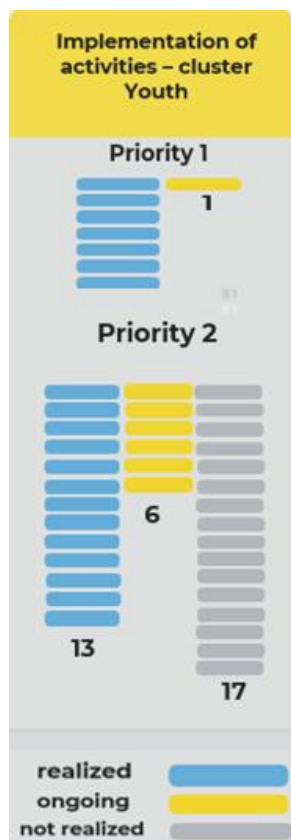
The main challenge is to work on increased coordination and engagement of the competent institutions, municipalities and adjustment in accordance with the new revised plan and the current situation. I expect in 2022 to develop a strong will and motivation for the realization of those activities envisaged in the measures, which have not been realized so far.

Due to unrealized activities, no results have been achieved for priority objective 2.5

ASSESSMENT FOR IMPLEMENTATION OF PRIORITY 2



The realized and started activities provide an excellent basis for the implementation of the action plan in 2022. 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 2021, 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.

2021 had quite a solid realization of the planned activities, but still it is a part of the whole corpus of activities that need to be realized in order 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.

The successful implementation of the Law on Youth Participation and Youth Policies is a strong incentive for all these activities in the coming period to be realized in a participatory and joint mechanism with young people, knowing that we already have established youth centers, functional youth councils, appointed youth officers and young.

The main challenge remains the key institutions in the field of youth and youth policies, opening the doors for the youth voice to get through, 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.

The realization of the activities for 2021 is a good sign and basis for achieving the Strategy objectives and priorities and having in mind that we are slowly "coming out" of the COVID-19 pandemic, the realization of the activities remains high on the priorities for 2022, with identified future steps, greater experience, lessons learned, revised Action Plans, new timelines, political will and exit solutions.



- STRATEGIC AREA: MEDIA -



INTRODUCTION

The media is a powerful tool through which the concept of interculturalism is transmitted and nurtured in social practice. The definition of media pluralism also contains cultural pluralism, i.e. the fair presentation and expression of different cultural and social groups in the media. The access of different communities to the media is part of their fundamental human right to freedom of expression. The constitutional and legal framework of the Republic of North Macedonia (RNM) guarantees the members of the different cultural communities the right to freedom of expression, as well as the establishment of autonomous and independent media. The regulation specifically obliges the public service broadcaster to broadcast various programs intended for all sections of society and to meet the informational, educational, cultural and other needs of members of different cultural groups and communities. Although the commercial and non-profit media have less legal obligations than the public broadcasting service, they also carry out a public activity and have an obligation to broadcast a program that takes care of cultural diversity.

Consequently, one of the commitments of the Government is to build a multicultural society in the direction of greater intercultural communication and building a spirit of respect and cultural pluralism, which, among other things, encourages programme content that will include representatives of all communities living in the Republic of North Macedonia.

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

Promotion 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.

Within the updated Action Plan 2021-2022, several changes have been made in the strategic area "media" that do not have a significant impact on priorities and goals, and are aimed at achieving them. The deadline of certain measures was changed in order to effectively implement the envisaged activities.

The Report on the implementation of the Action Plan 2021-2022, for the period January-December 2021 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 periodi

1.1. Priority objective: Reformed public service broadcaster that fosters interculturalism

In order to achieve this priority objective, several meetings were held, activities planned for 2021 were started, having as an outcome the following results:

A positive step towards the reform of NRT is the broadcasting of a fourth channel with an increased volume of content and content that is broadcast in the languages of the non-majority communities with the following terms:

- | | |
|---------------------------------|--|
| - Programme in Turkish language | 10:00-15:30, 19:30 -01:00 |
| - Programme in Romani language | 08:00-08:30, 15:30 -16:00, 17:30-18:00 |
| - Programme in Serbian language | 09:30-10:00, 17:00-17:30, 19:00-19:30 |
| - Programme in Bosnian language | 09:00-9:30, 16:30-17:00, 18:30-19:00 |
| - Programme in Vlach language | 08:30 -09:00, 16:00-16:30, 18:00-18:30 |

Previously, only the Turkish newsroom had a Programme every day, while the newsrooms of other communities had a Programme only three days a week.

This Agreement stipulates that a Programme in Croatian language will be broadcast on the 4th channel of NRT, and HRT will be able to broadcast a Programme in Macedonian language. This is a big step towards broadcasting a programme in the languages of the communities that are not mentioned in the preamble of the Constitution and that fall into the category of "others".

Regarding Measure 2. Creating a systemic solution and implementing reforms in the public broadcasting service in the field of interculturalism, there are concrete results in activity 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 language newsrooms through new employments and trainings, including the creation of multilingual content.

NRT, through a public announcement, provided new employments in the newsrooms that broadcast programmes of the non-majority communities. This is a significant step forward in improving the capacity of the newsrooms that broadcast the programme of the smaller communities, which should be welcomed. Of course, the further strengthening of the newsrooms that produce programmes in the languages of the smaller communities should be encouraged, along with cooperation between the newsrooms and the joint production of content.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 1.1



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

Despite new hires and staffing, the language programmes of non-majority communities in the public service function as separate parallel newsrooms that focus primarily on their own ethnic community and that "frame" and "observe" events predominantly from the perspective of their own community.

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 RNM, the planned measures and activities in function of this priority objective were not realized within the foreseen deadlines. Therefore, the start deadlines were postponed, in order to complete their implementation by the 4th quarter of 2022 (as follows in the table presentation of the Action Plan).

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

We often witness that in the TV news and certain portals, hatred and intolerance are encouraged on ethnic, but also on party grounds, and we encounter various types of discrimination every day. The Council of Europe emphasizes the need to raise awareness among 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. Hate speech in RNMacedonia is growing in 2020 and 2021, especially online. The regulatory framework regarding hate speech includes provisions in several laws, but the media self-regulatory body is also competent to react in such cases. The issue of misinformation is not legally regulated, but is within the competence of the self-regulation and the fact-checking services.

In order to fulfill the Priority objective "Strengthening the fight against hate speech and strengthening the spirit of interculturalism in the media space", several public discussions and workshops were organized, and the publication "Social connection and involvement in dealing with hate speech" was prepared, with conclusions and guidelines for promoting social cohesion in dealing with hate speech.

In the period from **June to October 2021**, meetings were organized with the media in different regions of the country, where they debated the most common tendencies of violation of the Code of Journalists, the need to address hate speech, upgrade the ethical framework, etc.

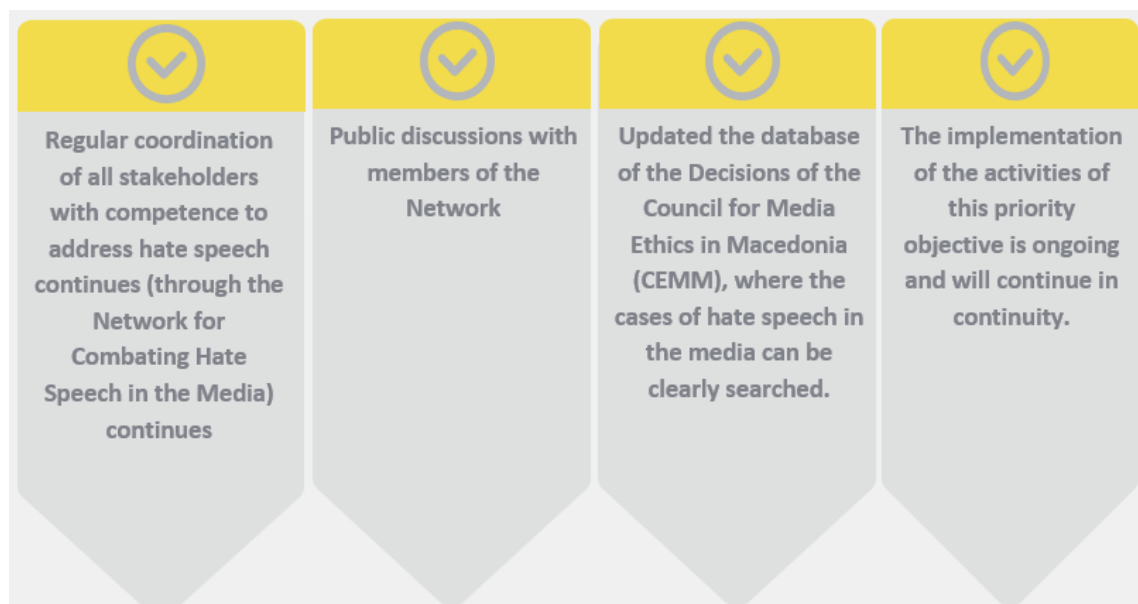
An analysis has been made of the manner in which the media in North Macedonia use social media to inform the public and the challenges they face. This publication also addresses the problem of hate speech in the media. Available in: Macedonian Albanian and English.

On December 21, a public session and lecture was organized within the teaching of the Institute for Communication Studies. The session also discussed the problem of misinformation and hate speech on social networks and its overflow in the media.

During this period, the Macedonian Institute for Media (MIM) was prepared and published a "REGULATORY AND SELF-REGULATORY FRAMEWORK FOR DEALING WITH HATE SPEECH AND DISINFORMATION IN NORTH MACEDONIA" This document is an overview of the basic legal and self-regulatory mechanisms that relate to these topics, as part of the project "Resistance: Civil Society for a Media Without Hate Speech and Misinformation".

Let us remind that at the end of 2020, the publication "Hate speech - International and National Legal Framework" was published, with special reference to the media. <https://www.semm.mk/dokumenti/publikacii/840-govor-na-omraza-megjunarodna-i-nacionalna-pravna-ramka-so-poseben-osvrt-na-mediumite>

KEY INDICATORS AND RESULTS FOR PRIORITY OBJECTIVE 1.2



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.

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

1.3.1.2Анализа на структурата на вработените во приватните медиуми од аспект на различностите и обуки и поддршка заради доближување до пошироката јавност, оваа активност е планирана од првиот квартал од 2022 заклучно со 3 квартал 2022 година.

In this priority objective for realization of Measure 1.3.1 Initiating programmes and activities for non-formal education for interculturalism and inclusion in the media, two activities are envisaged.

According to the Action Plan, the activity 1.3.1.1 Synthesis and upgrading of the existing Curricula for education for interculturalism in the media is planned to start in the 1st quarter of 2022.

1.3.1.2Analysis of the structure of employees in the private media in terms of diversity and training and support to reach out to the general public, this activity is planned from the first quarter of 2022 to the third quarter of 2022.

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

Planned activities for achieving this priority objective:

Measure 1.4.1 Encouraging the production of content in the media for the affirmation of ethnic and cultural identities and other differences envisages Establishing 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 first quarter of 2022 and to be realized by the 3rd quarter of the same year.

Identified risks and challenges:

The establishment of models and mechanisms for supporting the production of content of public interest that affirms ethnic and cultural identities and other differences will be carried out through a public discussion with all stakeholders, but given the ongoing crisis with the Covid virus19, the biggest risk is securing of funds from the budget or from the donor community for this type of projects

ASSESSMENT FOR IMPLEMENTATION OF PRIORITY 1



The realized and started activities contribute to the realization of the priority. In order to create more favorable conditions for their implementation, some of the activities have postponed deadlines, but those that are being implemented are already showing concrete results and indicators.

Some of the activities are ongoing, while for certain activities the deadline for full implementation of the measures has been extended.

Priority 2: Strengthening media literacy among citizens of all ages

2.1 Priority objective: Built awareness for critical understanding of content related to interculturalism and the combat against hate speech

The need for media literacy stems from the fact that modern means of mass communication enable easy placement of misinformation and maliciously fabricated manipulations that contaminate public discourse and mislead citizens. If we create generations that have more knowledge and skills to deal with fake news, we will be better prepared to fight them, and citizens will be able to analyze, think critically and make decisions and judgments based on facts on their own. That is why media literacy and acceptance of diversity is crucial.

In order to fulfill this priority goal, the activities envisaged by Measure 2.1.1 Realization of scientific research to determine the factual situation with the levels, perceptions and understanding of the concept of interculturalism, are realized by the organizations working in the field of media literacy (MIM and ICS). Noting that there is a register of actors/stakeholders in this field, but the database/Registry of resources with practices and training modules for media literacy is an ongoing process.

Based on these previously prepared analyzes, it was determined that it is necessary to approach the introduction of media literacy in the education system and non-formal education.

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

Realized activities for achieving Priority Objective 2.2:

After a preliminary analysis of the curricula of different subjects and a prepared document with recommendations by the Macedonian Media Institute (MIM) in cooperation with the Bureau for Development of Education (BDE), in March 2021 by the Minister of Education and Science were adopted for the first time National Standards for Student Achievement at the end of primary education, divided into eight areas, according to the European Framework for Lifelong Learning. Media literacy is regulated by national standards in the first area "Language Literacy", in the fourth area "Digital Literacy" and in the sixth area "Society and Democratic Culture".

Based on the National Standards, in May 2021, new curricula for the first and fourth grade were adopted, prepared by working groups established by the Bureau for Development of Education,, composed of counselors, primary school teachers and university professors.

The new Curricula in the native language for the first grade envisage four topics/areas, of which the fourth topic/area is Media Literacy and Media Culture. The Curriculum also defines learning outcomes, and in the area of Media Literacy and Media Culture, two outcomes are regulated: the student should be able to extract information from different types of media with the help of the teacher and understand the content of a theatrical play about children and/or a puppet show.

The new curricula in the native language for the fourth grade envisage three topics/areas, of which the third topic/area is Media Culture and Media Literacy. The Curriculum also defines learning outcomes, and in the area of Media Culture and Media Literacy, two outcomes are regulated: the student is able to search, extract and use information from different media and to understand and convey the message of a cultural event (visited or announced).

Based on the new Curricula, new learning materials for the first and fourth grade have been developed. The teaching materials are made in all five languages of instruction.

In December 2021, new Curricula for the second and fifth grade were adopted, prepared by working groups formed by the Bureau for Development of Education, and composed of counselors, primary school teachers and university professors. Draft curricula were submitted for comments to experts. from the Media Literacy Project "Young People Think".

The new Curricula in the native language for the second grade envisage four topics/areas, of which the fourth topic/area is Media Literacy and Media Culture. The curriculum also defines learning outcomes, and in the area of Media Literacy and Media Culture, four outcomes are regulated: the student distinguishes and lists different types of media; understands media messages and distinguishes between reporting, advertising and giving instructions; identifies and interprets information and messages in media content and creates short media messages for reporting, guidance and advertising.

The new Curricula in the native language for the fifth grade envisage three topics /areas, of which the third topic/area is Media Culture and Media Literacy. The curriculum also defines learning outcomes, and in the area of Media Culture and Media Literacy, five outcomes are regulated: the student is able to distinguish between traditional and digital media to explain their advantages and disadvantages; distinguish facts and opinions in media content and create media content using facts and opinions and use simple ways to verify information and photos from the Internet; the student develops awareness of the consequences of excessive use of social networks and the need to check the veracity of information on the Internet and social networks.

In addition to the compulsory subjects in teaching, in accordance with the new Concept for primary education, free elective subjects from the fourth grade are introduced. For that purpose, the BDE has prepared a Guide for free elective subjects which gives the guiding principles of free elective subjects, the way of determining the free elective subjects in the school, the preparation of the Curricula for the elective subjects, the selection and organization of the free elective subjects, the planning and realization of the teaching, as well as the way of monitoring and evaluating the achievements of the students... Through the free elective courses, among other things, the critical thinking, media literacy, media culture should be developed ...

In the reporting period, the new USAID-funded Media Literacy project "Youth Thinking" was officially launched, which will be implemented by IREX and the project partners (Macedonian Institute for Media, Institute for Communication Studies and Youth Education Forum), and supported by MES and BDE. The project will work on adapting the Learn to Discern media literacy program implemented by IREX in 17 countries. The idea is to adapt the whole concept to the Macedonian needs and the needs of the project, and to adapt it to the opportunity to get involved in formal education, but also for activities in non-formal education.

With the support of experts from this project, the Ministry of Education and Science and the BDE are working on new curricula for other departments in primary education, which will also include topics on media literacy, media culture and critical thinking.

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.

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.

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




Implementation of activities – strategic area Media

Priority 1



Priority 2



realized 
 ongoing 
 not realized 

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.

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), several consultations and debates were held 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 can be clearly searched. Documents have been prepared and publications have been issued with conclusions and guidelines for promoting social networking in dealing with hate speech, as well as an overview of the basic legal and self-regulatory mechanisms that address these issues.

There is a visible result with the introduction of media literacy in the educational process, specifically in the programs for first, second, fifth and sixth grade and with the support of experts we are working on new curricula for other departments in primary education, which will also be introduced topics on media literacy, media culture and critical thinking.

Civil society organizations such as Civil, which implement projects and campaigns to raise awareness among citizens and respect for diversity, promote multiculturalism and European values, are also to be welcomed. Within this project, public discussions were organized with public figures, representatives of civil society organizations, videos and messages about coexistence, non-discrimination and acceptance of diversity were produced.



-STRATEGIC AREA: SOCIAL COHESION-

INTRODUCTION

Within the updated Action Plan 2021-2022, insignificant changes have been made in the strategic framework "Social Cohesion" regarding the deadlines and updating of certain activities, which do not have a substantial impact on the priorities and goals and are aimed at their fulfillment.

In the National Strategy, within the strategic area of social cohesion, two priorities have been identified and appropriate priority goals and activities.

The annual report on the implementation of the Action Plan contains an overview of the achieved results from the implementation of the measures and activities by priorities and priority goals, with an overview of the status of the activities, identified risks and challenges.

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

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 the period January-December 2021 for achieving Priority Objective 1.1:

The project Sustainable and Inclusive Balanced Development, financially and technically supported by the Swiss Government, continuously conducts trainings for the employees in 8 Centers for Development of the Planning Regions. At the same time, one innovative and one development project are implemented annually in each planning region.

The projects are selected in an inclusive way, with the participation of the citizens through the organization of Community Forums, at the level of the planning region. This increases the awareness of the importance of balanced regional development, strengthens the capacities of the Development Centers and other competent institutions for preparation of quality projects, selected in a transparent and inclusive manner, with the participation of citizens, but also transparency in the procedures in the stage of their implementation.

As part of the measures implemented within this priority goal, the Ministry of Information Society and Administration, on 17.09.2021, on ENER - (Unified National Register) published the new draft laws, as follows: Draft Law on Administrative Servants and Draft Law for public sector employees.

Regarding Measure 1. Promotion of the "One society for All and Interculturalism" concept through BRD for achieving social cohesion, for activities item 1.1 Information meetings with public administration employees and item 1.2. Organizing trainings, seminars, etc.

The learning management system is a software application, ie an electronic platform that offers training content. It is a web-based system for accessing learning content "anytime, anywhere". It can be accessed from anywhere via the Internet and from any "smart" mobile device, through multiple browsers. The system enables registration of users - administrative staff, for monitoring e-trainings, testing, as well as automatic issuance of a certificate for completed training, at the following link: <https://lms.mioa.gov.mk/login/index.php>

In the context of content maintenance, the OSCE Mission to Skopje, in cooperation with the Government of RNM, and with the Memorandum of Cooperation with MISA, signed in 2019 and action plan for 2020, implemented an activity - design of E-training for Interculturalism. The entire material was previously approved by the Government of RNM, more specifically by

Mr. Robert Alagjovovski who is the National Coordinator for the One Society for All Strategy. The ownership of the E-training for Interculturalism is transferred from the OSCE Mission to MISA, based on a donation agreement. There are no additional activities for the reporting period.

The project that ended on June 30, 2021 was related to the establishment of a System for coordination in the planning, implementation, monitoring and evaluation of the policy for balanced regional development (SiReRa) which originates from the goals of the Government for development of all regions in Macedonia and with providing better living conditions for all citizens. The project is implemented in coordination with the Deputy Prime Minister in charge of economic affairs, coordination with the economic departments and investments and the Ministry of Local Self-Government, with financial support from the Embassy of Switzerland.

Successful implementation of the project Sustainable and inclusive balanced regional development. Part of the first component through which the electronic system for coordination in planning, implementation, monitoring and evaluation of the policy for balanced regional development (SiReRa) was developed was implemented through the project unit of the Deputy Prime Minister for Economic Affairs Fatmir Bitiqi, while the other three components through self-government, in constant coordination with the Swiss Agency for Development and Cooperation.

The memorandum covered activities related to the "Programme for Sustainable and Inclusive Regional Regional Development and is structured in three components aimed at achieving specific goals, as follows:

- Component 1: The Government allocates and implements funds for balanced regional development in a transparent and predictable manner in accordance with the level of development of the planning regions.

Component 2: The needs and requirements of citizens, including vulnerable categories of citizens, are systematically included by the Regional Councils in the regional development planning process.

Component 3: Regional Development Centers in all eight planning regions, especially the less developed ones, improve their effectiveness and efficiency.

An electronic system and a clear picture for equitable distribution of funds in the regional development have been established

The planning regions and the centers of the planning regions are continuously supported with innovative and investment projects, renovation of schools, playgrounds, as part of the work done through the SiReRa system.

The digitalization in this part enables based on the obtained data to make decisions how much budget will be allocated, in which area and in what way it will be further spent through the centers for regional development. If there is a discrepancy in the distribution of funds in the future, there is an opportunity to adapt the programs of the involved institutions according to the needs, where the least was invested, to invest more, so that all citizens get equal access to the services they need and quality of life, he noted.

The total value of the project is about 5 million Swiss francs, of which 3.3 million are funded through the Swiss Embassy, the Swiss Confederation, and the remaining funds are from the budget of the Government of the Republic of North Macedonia.

According to the Memorandum of Understanding, the Cabinet of the Deputy Prime Minister in charge of economic affairs and coordination of economic departments is responsible for the implementation of component 1, while the Ministry of Local Self-Government is responsible for the implementation of components 2 and 3.

The project agreement included the realization of the following activities:




- Established IT-based system for monitoring the implementation of national funds for balanced regional development.
 - Establishment of a project implementation unit (PIU).

- Project management - ESP coordination and system integration.
 - Alignment of regional policy with other sectoral policies.
 - Technical management of the system establishment.
- Procurement of system integrator and licenses for the first phase of implementation (national level) .
 - Procurement of software and licenses.
 - Integration of the Regional Policy System.
- Increase transparency regarding the allocation of the regional development budget.
 - Website design, setup and management.
 - Raising awareness through media and print materials.
- Increasing the capacity of stakeholders.
 - Organizing trainings for system administrators (line ministries, centers for regional development, municipalities).
 - Analysis of the results of the System and monitoring of the measures for further improvement of the budget distribution according to the level of development of the planning regions (round tables).
 - Strengthening the Technical Group of the National Council for Balanced Regional Development to improve inter-ministerial cooperation.
 - A series of joint regional development policy planning workshops including annual joint planning and harmonization of regional development programs and annual results-sharing workshops.
 - Thematic trip for knowledge transfer.

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

- Covid 10 is still a major challenge for planning limited meetings and trainings.
- For the same reasons, there is still no annual plan within the responsible departments where these activities are planned.

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

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 1.1					
 Conducted trainings for the employees in 8 planning regions Development Centers	 Annually implemented one innovative and one development project in each planning region. The projects are selected in an inclusive way	 Prepared new Law on Administrative Servants and Draft Law on Public Sector Employees submitted to ENER in September 2021	 Implemented activity - design of Interculturalism E-training for the administration	 Established electronic system and a clear picture for equitable distribution of funds in regional development (SiReRa) have been	 Increased transparency regarding the allocation of the regional development budget

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

Realized activities in 2021 for achieving Priority Objective 1.2:

Within the same project Sustainable and Inclusive Balanced Development, financially and technically supported by the Swiss Government, activities are being carried out for strengthening the capacities and resources of the entities in the function of providing sustainable RRR, for the purpose of which focused trainings are held for employees in the eight Centers for development of the planning regions.

The selected annual projects that are implemented are selected in an inclusive manner, through the organization of Community Forums. This increases the awareness of the importance of balanced regional development. The capacities of the Development Centers and other competent institutions for preparation of quality projects, selected in a transparent and inclusive manner, with the participation of the citizens, but also transparency in the procedures in the phase of their implementation.

In the part of Measure 1. Creating legal possibilities for using RRR funds, activity 1.1 Functional analysis of the balance sheet in relation to the One Society for All concept and 1.2. Upgrading the current system, In accordance with the draft Law on Public Employees, Article 46 provides the Methodology for planning employment in the public sector in accordance with the principle of adequate and equitable representation of members of the communities. Paragraph 2, line 4 of the draft Law on Public Employees states the following: established by the central government, and which perform the activity, ie competence at the central level and / or through the regional units or other organizational units at the local level, ie according to the data from the last conducted population census at the level of the local self-government unit in which that institution is located in the institutions of the public sector which are established by the central or local government, and which perform the activity, ie the competence on local or regional level. "

Having in mind the principle of equal access to jobs in the public sector, adequate and equitable representation, which is enshrined in Article 9 of the same law which states: "Jobs in the public sector are available to all interested candidates who meet the requirements for those jobs, under equal conditions and equal access. "

Regarding the above, it can be noted that the draft Law on Public Employees observes the concept of equitable representation and one society for all.

Identified risks and challenges:

The implementation of the projects was carried out in most cases with limited capacities and limited resources, organized without special promotional activities.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 1.2

		
The selected annual projects that are implemented are selected in an inclusive way, through the organization of Community Forums	Increased awareness of the importance of balanced regional development and strengthened capacities of the Development Centers for preparation of transparent and inclusive projects	The Draft Law on Public Employees observes the concept of equitable representation

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

Realized activities in 2021 for achieving Priority Objective 1.3:

The Strategy for Regional Development 2021-2031 has been adopted. The strategic document has been prepared in consultation with all relevant institutions.

10 workshops were organized, by areas, in order to ensure harmonization of sectoral policies and their implementation to contribute to more balanced development of the country by including this criterion in the allocation of public funds.

An electronic system for monitoring all allocations from the state budget to the planning regions has also been prepared, in order to monitor the financial support so that through the mechanisms for regional development, based on specific data to influence the development of less developed planning regions and municipalities.

Identified risks and challenges:

Complete implementation of the electronic system in accordance with updated information from all parties involved remains a challenge.

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 1.3



Adopted Strategy for
Regional
Development 2021-
2031



Prepared electronic
system for monitoring
all allocations from
the state budget

ASSESSMENT FOR IMPLEMENTATION OF PRIORITY 1



The activities carried out within Priority 1 contributed to greater awareness in public administration and society as a whole about the concept "One society and interculturalism" and the importance of balanced regional development, strengthening entities in order to ensure sustainable RRR and preparation of key documents as a regional development strategy of the Republic of North Macedonia 2021-2031 and a Law on Balanced Regional Development was adopted. The Census was conducted, which will be the basis for the preparation of a new Methodology and new Criteria in further regional development.

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

Realized activities in the period January-December 2021 for achieving Priority Objective 2.1:

Realized activities in the period January-December 2021 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. Following the received comments, the Working Group continues to work on improving the text of the Law.

A new Strategy for Gender Equality has been prepared, which is in parliamentary procedure.

The Law on Non-discrimination has been adopted.

A new Non-Discrimination Strategy is being prepared.

The preparation of Emoduli for non-discrimination in cooperation with the OSCE and MISA is also underway.

Trainings on gender-based violence are being implemented.

Trainings on gender responsive budgeting and gender policies were conducted and preparations are being made for the establishment of a training center.

- Drafting a new Law on Gender Equality
- A new Strategy for Gender Equality 2021-2026 has been prepared
- Harmonized laws with non-discrimination are: Law on Primary Education, Law on Child Protection and Law on Social Protection
- The Criminal Code is being amended.
- New Strategy for Non-Discrimination is being prepared
- Information of the Government on adopted e-training for gender equality was adopted
- Trainings on gender-based violence for officials at national and local level:

- Realized 3 trainings for trainers for a program based on gender-based violence for specialized services for 3 modules:
 - module for women and children
 - module for perpetrators
 - general module for raising awareness among professionals
- Realized 3 trainings for providers of specialized services for victims of gender-based and domestic violence, intended for the Centers for Social Work, Office for Social Activities and representatives of civil society organizations that are providers of specialized services for victims of gender-based and domestic violence.

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, which has been adopted by the Government and submitted to the Parliament of the Republic of North Macedonia.

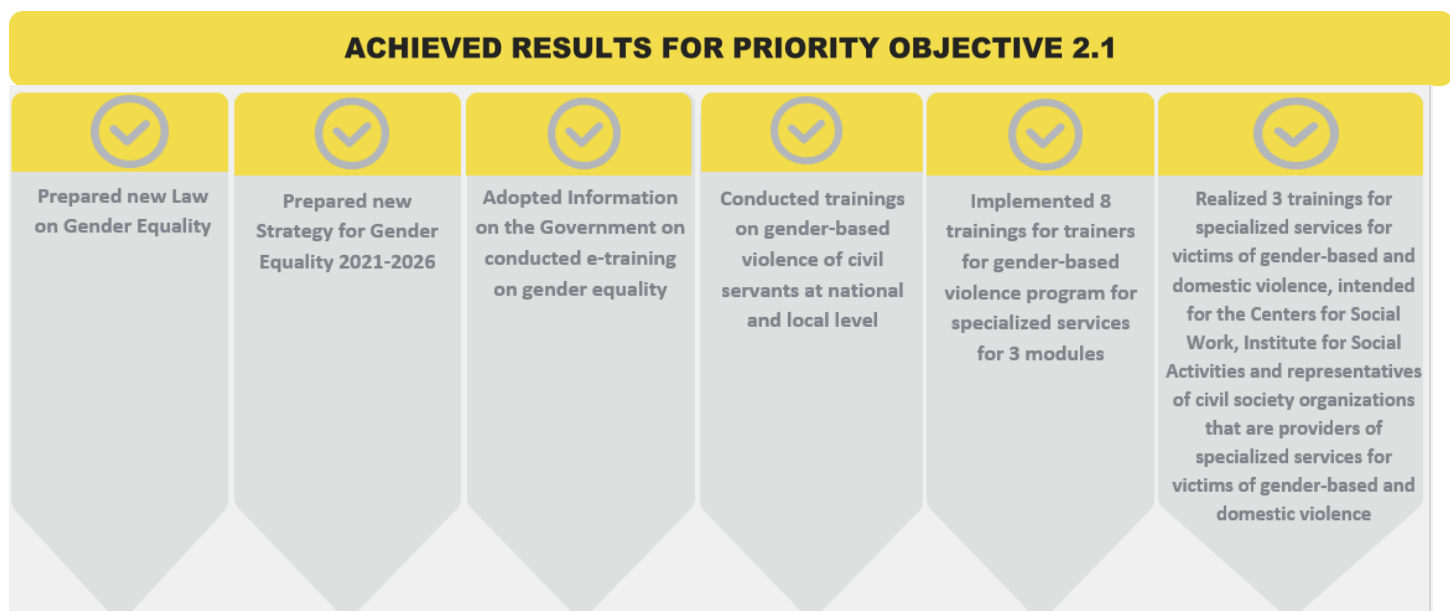
Regarding non-discrimination, the Law already has an obligation to harmonize the legislation with the new law by the end of 2022. So far, harmonized laws with non-discrimination are: **Law on Primary Education, Law on Child Protection and Law on Social Protection.**

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

Also this year, the process of preparing EM Modules for non-discrimination started. The law establishes a training center for gender responsive budgeting and gender policies.

Identified risks and challenges:

Due to Covid 19, change to the trainings implementation dynamics is proposed, fully harmonized with the measures.



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 2021 for achieving Priority Objective 2.2:

The Committee is fully operational and has adopted its own work program, and meets regularly and holds meetings to inform the public.

More details on this activity in the area legal framework.

Identified risks and challenges:

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 2.2



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 first composition of the Commission for Prevention and Protection against Discrimination (CPPD), established in accordance with the Law on Prevention and Protection against Discrimination on January 25, 2021.

Identified risks and challenges:

The absence of greater sensitization of the local population regarding the initiation of proceedings before the Commission

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 2.3



2.4 Priority objective: Increased awareness and understanding in the whole society about the gender equality concept and the equality and non-discrimination concept.

Realized activities in 2021 for achieving Priority Objective 2.4:

The Public Call for support of projects from the municipalities within the Roma Strategy by the Ministry of Transport and Communications has been announced. The Public Call for granting social housing in Strumica was also announced.

20 Roma health mediators have been hired for the first time 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 Open Society Foundation - Macedonia together with its partners the Association Center for Educational Support Dendo Us and the Foundation for Educational and Cultural Initiatives announced a step by step competition for Roma students enrolled in the first grade in the academic year 2021/2022.

The Call for scholarships for Roma high school and university students from the Ministry of Education and Science has been announced.

A Memorandum of Cooperation was signed for the implementation of a matching fund in the amount of 2 million Euros in cooperation with the Government and REDI.

The first social recycling company by REDI has been established

Identified risks and challenges:

- Not adopted Strategy for Roma and inadequate budget for NAP implementation

- Insufficient activities and misunderstood promotions of affirmative actions by public and local officials

ACHIEVED RESULTS FOR PRIORITY OBJECTIVE 2.4

**Frequent use of the
One Society for All
concept in all related
Strategies**

**Stimulated
affirmative action**

ASSESSMENT FOR IMPLEMENTATION OF PRIORITY 2

The realized activities within the frames of Priority 2 were fully implemented according to the planned dynamics. Prepared legal solutions and strategies that point to the promotion of social cohesion. Activities for gender equality, non-discrimination and creation of equal opportunities on the basis of all differences have been initiated.

The activities carried out within this Priority enabled the improvement of the legal regulation and harmonization with the One Society for All concept, greater respect for the concepts of gender equality and non-discrimination on all grounds, effective prevention of discrimination on various grounds as well as increased awareness and understanding of concepts.



SUMMARY OF THE STRATEGIC AREA SOCIAL COHESION

Significant progress has been made so far in all these segments. The interest and support of the civil sector and the donor community is crucial in the future. To this end, the Strategy for Development of the One Society for All and Interculturalism Concept, in the strategic area of Social Cohesion has as a priority the continuation of positive practices that give results as well as the institutionalization of good practices, as well as continuous strengthening of the capacities of administration and civil society organizations. which act at the local level, encouraging their cooperation and raising awareness that only through transparent and accountable cooperation can be provided development and better quality of life for all citizens.

The implemented activities contributed to greater awareness in the public administration and the whole society about the "One Society for All and Interculturalism" concept and the importance of balanced regional development, strengthening the entities in order to ensure sustainable BRD and preparation of key documents as a Strategy for regional development. Macedonia 2021-2031 and a Law on Balanced Regional Development was adopted. The Census was conducted, which will be the basis for the preparation of a new Methodology and new Criteria in further regional development.

The prepared legal solutions and strategies that point to the promotion of social cohesion, activities for gender equality and non-discrimination and the creation of equal opportunities on the basis of all differences, enabled the improvement of legislation and harmonization with the One Society for All concept, greater respect for equality and non-discrimination on all grounds, effective prevention of discrimination on various grounds as well as increased awareness and understanding of concepts.

27 different activities have been implemented in this area, achieving cohesion is in the right direction, with the ultimate goal of enabling a sustainable way of living together in our multicultural society.