
ANNUAL REPORT FOR 2022

**FOR THE IMPLEMENTATION OF THE ACTION PLAN OF THE NATIONAL
STRATEGY FOR THE DEVELOPMENT OF THE CONCEPT "ONE SOCIETY FOR ALL
AND INTERCULTURALISM"**

- SEVEN STRATEGIC AREAS -



INTRODUCTION:

The preparation of the Annual Report on the implementation of the National Strategy for the Development of the Concept of One Society and Interculturalism is in accordance with the Work Program of the Government of the Republic of North Macedonia 2020-2023. It is within the framework of the Government's commitment to work dedicated to the improvement of intercultural communication between citizens from different cultures, communities, and groups. That is, as stated on the Government's website: "The government, fully respecting the Constitution and international obligations of the Republic of North Macedonia, is dedicated to good inter-neighborly and inter-ethnic relations based on the principles of mutual respect and tolerance, internal cohesion(...)". The strategy aims to fulfill one of the key government priorities: "Full implementation of the Ohrid Framework Agreement and building a civil state with ethnic and social cohesion based on the principles of mutual tolerance and respect". In the context of the application of the new Extension Methodology and the start of the screening process, the focus on good inter-ethnic relations, intercultural dialogue, and the realization of the rights of communities gains even more importance as it represents the first area (chapter 23, basic human rights) of the Cluster " Basics" which is key to progress in negotiations with the European Union. National strategy for the development of the concept of one society and interculturalism, adopted at the 162nd session of the Government held on 05.11.2019, and reviewed by the Commission for Political System and Relations between Communities at the Assembly of the Republic of North Macedonia during a two-day hearing on 03- 04.01 2020. The goal of the development of the concept was and remains the improvement of intercultural communication between different cultures and communities, as well as the implementation of 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. At the session held on January 28, 2020, the Government appointed the Coordinating Body at the Office of the President of the Government in charge of monitoring and reporting on the implementation of the Strategy and Action Plan. This body coordinates the

implementation process of the Strategy for One Society and Interculturalism and plans future activities. At the session held on January 28, 2020, the Government appointed the Coordinating Body at the Office of the President of the Government in charge of monitoring and reporting on the implementation of the Strategy and Action Plan. This body coordinates the implementation process of the Strategy for One Society and Interculturalism and plans future activities. The last change to the Decision took place on August 30, 2022. In 2021 and 2022, the Government adopted the Information with the annual Report on Released Activities for 2020 and 2021 and reviewed and accepted the updated Action Plan for implementation for 2021-2022. In accordance with the determination of the Government of the Republic of North Macedonia for partnership with the civil society in the process of creating and implementing policies, the Coordinating Body, and the bodies in charge of implementing the activities from the Action Plan, cooperated with many Local Governments from the respective areas. Cooperation and permanent contacts were made with the OSCE Mission in Skopje, the Council of Europe, and the Office of the High Commissioner for National Minorities at the OSCE.

In the second half of 2022, the Implementation Evaluation Network composed of civil society representatives was formed, which produced an additional report.

In cooperation with the Office of the High Commissioner for National Minorities at the OSCE, two foreign experts made another independent evaluation with recommendations that were submitted to the Coordinating Body. In this annual report on monitoring the Strategy and the Action Plan (January-December 2022), the progress in the implementation of measures and activities is stated, but in reality the weaknesses are also determined. With the implementation of the National Strategy for the Development of the Concept of One Society and Interculturalism 2020-2022, as well as the overall democratic atmosphere after the political changes in 2017, inter-ethnic, inter-religious, linguistic, and other divisions in Macedonian society have significantly decreased. The Covid-19 pandemic, as well as the energy and economic crisis caused by Russia's military aggression against Ukraine, contributed to some planned activities from the 2020-2022 Strategy not being fully implemented in terms of scope and duration. But at the same time, the success of the policies for the Strategy have been positively affirmed by the relevant international bodies, the specially noted qualities are clearly addressed in the reports on the progress of North Macedonia by the European Commission in 2021 and 2022. The latest opinion of the Advisory Committee of the 2022 CoE Framework Convention for the Protection of National Minorities (RCNM) states that North Macedonia has made significant progress in the legal protection of the rights of persons belonging to national minorities, especially in the field of anti-discrimination and the use of the Albanian language. language in the past few years. However, the Advisory

Committee urgently recommends that "the authorities take further steps towards promoting an integrated society based on respect and trust between different communities." To ensure the sustainability of the One Society for All Strategy, authorities need to ensure high-level political support, solid funding, and accessibility to practitioners in education, the media and civil society, as well as to the public. The report for the period January-December 2022 has been prepared in accordance with the new Guidelines for the structure, content and method of preparation, implementation, monitoring, reporting and evaluation of sectoral and multi-sectoral strategies adopted by the Government of the Republic of North Macedonia in May 2022. (Official Gazette of the Republic of North Macedonia No. 122/2022 of May 30, 2022. The report contains a summary of achieved results, an overview of achieved results in relation to the special goals, challenges, and risks during the implementation of the action plan with recommendations and a tabular overview with an assessment of the degree of implementation of the measures and activities. The report follows and is based on the updated Action Plan 2021-2022, which the Government of the Republic of North Macedonia reviewed and accepted at the 101st session held on 8/24/2021. During the update, several changes were made that did not have a significant impact on the priorities and goals.

- STRATEGIC AREA: EDUCATION -

SUMMARY OF THE RESULTS ACHIEVED IN THE STRATEGIC AREA "EDUCATION"

In the strategic area "education", three priorities were determined, in which good progress can be observed. The activities carried out during 2022 contribute to the fulfillment of commitments to develop intercultural education as a basis for mutual communication and interaction between different ethnic communities. It is particularly important that the Guidelines for the organization of joint classes of students who follow instruction in different languages have started to be applied, with which the focus has been placed on teaching activities and not only on extracurricular ones as was the practice. Standards for intercultural education in secondary education were adopted in January. During 2022, a total of 742 teachers followed the newly accredited training "Multiculturalism in monolingual and multilingual schools", which strengthened their intercultural competencies. From the academic year 2022/2023, the new curricula for the Macedonian language began to be applied for students from other communities for the fourth and fifth grades. For the academic year 2021/22, a total of 59 schools (14 primary and 45 secondary schools) organized courses for learning the language of another ethnic group. The largest attendance is for studying the Albanian and Turkish languages. New curricula for the second, third and fifth grades have been adopted, in which the elements of interculturality have been strengthened. Based on the new curricula, new textbooks have been developed in all five teaching languages, and they use illustrations and examples that are gender and ethnically/culturally sensitive and encourage gender equality, that is, promote interculturalism.

1. OVERVIEW OF ACHIEVED RESULTS

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

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

Achieved results in 2022 towards the fulfillment of Priority Goal 1.1:

According to the data collected from the electronic survey (a total of 302 primary and secondary schools responded to the survey) for the Report on the plan for measuring achievements for improved inter-ethnic cohesion in education for the academic year 2021/22, carried out by the Commission for the Promotion of Inter-Ethnic Integration in Education, notes a significant increase in the total number of participation in extracurricular activities, from 27,674 to 39,107, compared to the previous school year. From the review of the data on the organization of joint extracurricular activities, the activities for interethnic integration in education were realized in balanced groups of students according to gender. It is also evident that the multicultural workshops are particularly suitable for the implementation of extracurricular and extracurricular activities for MIE with the physical presence of the students and online. The largest number of schools, 104 primary and 30 secondary schools, reported that they realized joint sporting activities with the physical presence of students, while in terms of online implementation of extracurricular activities, the largest number, i.e. 52 primary and 14 secondary schools, reported the implementation of joint student sections. The School Integration Teams for the academic year 2021/2022 and for the academic year 2022/2023 (first semester) continue to work at each school, which plan and organize activities that contribute to respect for multiculturalism and the development of intercultural dialogue/interaction and promotion. interethnic integration. On 8.11.2022 The Ministry of Education and Culture announced the Public Call for the awarding of grants to primary and secondary schools for the promotion of multiculturalism, inter-ethnic integration and tolerance for the academic year 2022/2023. with an application deadline of December 9, 2022. In cooperation with partners such as the OSCE, the Open Society Foundation, USAID, the Macedonian Center for Civic Education, the Pestalozzi Children's Foundation and the Nansen Dialogue Center, a series of extracurricular activities were carried out: In the month of September 2022, the implementation of the USAID Project for Inter-Ethnic Integration of Youth in Education (MIMO) implemented by MCGO was completed, within the framework of which more than 4,4000 joint student activities and youth initiatives such as joint lessons, joint sections, activities in partnership, youth actions, creative workshops and public presentations with physical and virtual presence. In partnership with 46 selected municipalities (of which 4 in 2022),

local policies and strategies related to inter-ethnic integration in education and youth participation were developed to ensure resource mobilization and local sustainability. In order to strengthen the democratic climate, more than 420 schools implemented youth initiatives, volunteering activities and civic participation activities and promoted them during civic education open days. In the month of December 2022 The project of the Pestalozzi Children's Foundation - Strengthening multi-ethnic cooperation in municipalities has ended with implementation. The project was implemented in 27 ethnically mixed schools and 9 municipalities (Bitola, Butel, Strumica, Tetovo, Kumanovo, Radovish, Struga, Gostivar and Dolneni). Through grants, 27 project schools were supported for the realization of joint student activities within the school sections, where over 1000 students improved their intercultural competences. Professional support from BRO advisors has been made possible by visiting more than 135 regular and joint classes with over 2500 students following the teaching in different teaching languages. In 2 project schools, it started piloting the adjustment of the organization of teaching in joint shifts of students who study in a different teaching language, according to the recommendations of the concept for basic education. Through the "Start the Change" project implemented 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 framework of the Erasmus+ program (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 elementary and 3 secondary) in the country, were realized covering topics from the area of Civic and intercultural education, such as: Voice of the youth; Socio-emotional competences and emotional health; Youth Activism and Volunteerism and Media Literacy. Throughout the year 2022 (Nansen Dialog 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 incorporating the intercultural dimension and values. With this kind of initiatives, over 3000 students were actively involved, who were actively involved in over 1000 educational initiatives with an intercultural sign.

Within the framework of the Project "Regularly in class: action for the inclusion of Roma in primary education" (the implementation of which ended in the month of October 2022) which was realized by the Open Society Foundation - Macedonia, in cooperation with the Foundation for Educational and Cultural Initiatives Cekor step by step, the Association Center for Educational Support Dendo Vas and the Ministry of Education and Culture (funding from EU funds), grants in the amount of 2,500 euros were awarded to elementary schools to implement projects that encouraged interaction and exchange of knowledge between students and ensured the integration of Roma students, contributed

to the establishment of a positive climate in the school and the transformation of the school space into an inclusive and stimulating learning environment where every child has the opportunity to develop their potential. The grants included didactic materials, school supplies, sports equipment, school furniture, library material, equipment, materials for arranging school yards, as well as small adaptation works for arranging creative and pleasant school corners for learning and socializing of children, parents and teachers.

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

Achieved results in 2022 towards the fulfillment of Priority Goal 1.2:

Regarding the measure 2.1.1.1 Preparation of instructions for organizing joint teaching activities, activities were realized in 2021. On 17.12.2021 The guide was promoted at the event organized by the Ministry of Education, OSCE and USAID. The instruction before the opening is announced with the target participation of the guests to watch joint hours and viewing, organizing and activities, monitoring, support and assessment of joint classes with students who follow teaching in a different language, but also to strengthen the processes of communication and mutual cooperation of all involved parties in the educational system in the direction of creating a climate for realizing joint classes and is intended for all stakeholders in the process of realizing joint teaching hours. The manual contains guidelines for planning joint lessons, activities (forms, methods and techniques) that are planned and used in the organization and implementation of teaching to develop intercultural competence among students, ways of organizing and structuring joint lessons, implementation of joint lessons on distance (on-line), evaluation of students according to the development of intercultural competences... Attached to the Guidelines are a template of a Report for monitoring the joint lesson, the role and tasks of the municipality in supporting schools to organize joint teaching lessons and types of activities for understanding from multiple perspectives. Based on the data from the Report on the Plan for Measuring Achievements for Improved Inter-Ethnic Cohesion in Education for the 2021/22 academic year, prepared by the Commission for the Advancement of Inter-Ethnic Cohesion integration in education, In terms of joint activities in regular classes with students from different languages of instruction, a total of 115 primary schools implemented joint activities, while the number of secondary schools that implemented joint activities in regular classes with students from different languages of instruction is 29. From the data, it can be concluded that both in primary and secondary education, the number of shared lessons with physical presence is significantly higher compared to shared lessons realized online. The largest

number of joint lessons with physical presence were realized by primary schools in the subject of foreign language and the least in IT subjects, while with online teaching the largest number of joint lessons were realized by primary schools in the subjects of foreign languages and art education and the least in the subject of physical education. When it comes to secondary schools, the largest number of shared lessons with physical presence were realized in the subject of practical teaching and the least in musical culture, while with online teaching, the largest number of shared lessons were realized by primary schools in IT subjects and the smallest in the subject of musical culture. In the academic year 2021/2022 in all schools, a total of 9905 lessons were realized (5518 in primary schools and 4387 in secondary schools) including 2818 students from different teaching languages (2277 from primary schools and 541 from secondary schools).

In 2022, within the framework of the Pestalozzi Children's Foundation Project - Strengthening multi-ethnic cooperation in the municipalities, professional support was provided by BRO advisers by visiting more than 135 regular and joint classes with over 2500 students who followed the teaching of various teaching languages. And in 2022 continue to use the intercultural educational platform <https://eduresurs.mk/>, developed by the Nansen Dialogue Center Skopje. An intercultural educational platform has been built and developed as a treasure trove of easily accessible and widely applicable educational content and resources, with the aim of supporting the educational process in grade school.

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

Achieved results in 2022 towards the fulfillment of Priority Goal 1.3:

Within the grants awarded by the Ministry of Education and Culture for inter-ethnic integration for the 2021/2022 school year, schools organized activities in which various municipal/state schools are actively involved. Out of the total of 70 grants awarded for primary schools, 60 grant-winning schools implemented the activities in partnership with another school/s (in the previous school year, 53 grant-winning schools implemented the activities in partnership with another school/s).

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

Achieved results in 2022 towards the fulfillment of Priority Goal 1.4:

In relation to objective 4.1 Strengthening the competences of teachers to work in an intercultural environment and measure 4.1.1.1, "Training of teachers to acquire competences to work in multicultural environments through joint curricular/extracurricular activities", the Bureau for the Development of Education in accordance with its competences for professional development of teachers in the Program for professional development of teachers adopted by the Minister of Education and Science, and prepared on the basis of the Standards for teachers and professional associates in primary and secondary education, has accredited training for developing intercultural competences among teachers. During the year 2022, the training entitled "Multiculturalism in monolingual and multilingual areas" is the next from the side of 742 teachers. In 2022, the implementation of the system for the career development of teachers in primary education continued and 56 new teacher mentors were appointed. The rulebook on the correct standards for the positions of teacher-mentor and teacher-advisor and view of acquisition, the competencies that the teacher-mentor should acquire in the environment are regulated "Creating a stimulating environment for learning", including "developing strategies and activities for multiculturalism, interculturalism and inter-ethnic integration and democratic participation in curricular and extracurricular work". During 2021/22, the Bureau of Education Development conducted a research "The teacher-factor for intercultural education" (development of intercultural competences among primary education teachers) which consisted of two parts: quantitative and qualitative research. The quantitative part referred to the opinions and attitudes of Macedonian and Albanian teachers from primary education, in terms of: Intercultural competencies of teachers; Cooperation between teachers of the two teaching languages; Joint trainings and quality of teaching. An additional goal of the quantitative research was to check the attitude of Albanian and Macedonian teachers towards accepting and respecting the multi-ethnic reality of our country. The qualitative part of the research made it possible to obtain more in-depth knowledge gained through the quantitative research, thus providing additional insight into the attitudes and opinions of teachers regarding the same spheres of education. The research findings lead to recommendations that: Teachers from both ethnic communities should become aware that intercultural competences include the readiness for interaction, based on mutual acceptance and respect, the continuous professional cooperation between teachers from different teaching languages that leads to the improvement of teaching, and not only as a prerequisite for implementation of joint activities with "mixed" groups of students. It is considered only in such a way that the teacher becomes a model of identification for the students who, on the big paths, improve the inter-relationships in society and increase its cohesion. A significant factor for interaction is the establishment of a practice of realization of joint trainings with the participation of teachers from different teaching languages, whereby all represented languages will be respected. Teachers of all

languages of instruction should become aware that the quality of teaching depends more on themselves (their competences and their commitment to the workplace), than on textbooks or institutions. Trainings were continuously conducted with the support of civil society organizations and partners, namely: *"Education of minority ethnic communities"* is a project that the Open Society Foundation-Macedonia (FOOM) implements in partnership with the Administration for the Development and Promotion of Education in the Languages of the Communities and the Bureau of Educational Development. The aim of the project is to provide support to ten schools teaching the languages of minority ethnic communities by improving the competencies of teachers as well as improving 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 framework of the project, more than 400 teachers improved their competencies by participating in the training implemented in partnership with the "Step by Step" Foundation. In addition, a Learning Community has been established in each project school through which teachers learn together, 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 for teachers from different schools with different teaching languages to establish a professional dialogue and exchange their experience. Within the same project, in cooperation with the Metamorfosis 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, as well as formative assessment in conditions of distance teaching. In cooperation with MCGO, within the framework of the USAID Project for MIMO, two online trainings were developed for teachers and professional associates that were uploaded to the Eduino and Inovet platforms: training for the implementation of joint classes and training for the application of intercultural education standards. At the same time, within the Project of the Pestaloci Children's Foundation - Strengthening multi-ethnic cooperation in the municipalities, trainings were conducted for all teachers from 27 project schools on the application of intercultural education standards both in regular teaching and in extracurricular activities. A practicum was developed for teachers to apply the standards for intercultural education.

The training center at the Nansen Dialogue Center Skopje continued with the continuous organization of three cycles of intercultural education training (Module A, Module B and Module C) which were carried out throughout 2022. A cycle of 6 workshops from Module A has been successfully completed. Over 50 teachers, professional associates and educators actively participated in the training dedicated to intercultural education. The training cycle from Module B was also successfully completed and certificates were awarded to two groups of participants. On June 2, 2022, certificates were awarded to

teachers and professional associates who successfully completed the training cycle from Module C. The training was intended for teachers and professional associates from primary and secondary education who teach in all five teaching languages. Several domestic and international lecturers, as well as the partner organization Council for Integrated Education of Northern Ireland, were actively involved in them.

1.5. Priority goal: Increased cooperation between school - parents - students

Achieved results in 2022 towards the fulfillment of Priority Goal 1.5:

As part of the grants awarded by the Ministry of Education and Culture for interethnic integration, schools also organize events in which parents/guardians are actively involved. Within the framework of the Nansen model for intercultural education, continuous cooperation with the students' parents is fostered. It is implemented in accordance with the Annual Program created for parents, as active partners in building an intercultural educational environment, and is available in three languages (Macedonian, Albanian and Turkish) and published at the following link: <https://nmie.org/mk/publikacii/> Within the framework of the project "Regularly in classes: action for the inclusion of Roma in primary education", financed by the EU, the Open Society Foundation - Macedonia and the Association Center for Educational Support Dendo organized roundtables 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 encourage them to attend classes regularly even in pandemic conditions. The roundtables were attended by Roma parents, as well as representatives from the local self-government, primary schools, non-governmental organizations, as well as educational and health mediators. development and promotion of multiculturalism, inter-ethnic integration and tolerance is also the number of parents/guardians involved in these activities.

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

2.1 Priority goal: Improved knowledge of the Macedonian language among students who attend classes in a language other than Macedonian

Achieved results in 2022 towards the fulfillment of Priority Goal 2.1:

In relation to measure 2.1.1.1, "Revision of the curriculum for the study of the Macedonian language as a non-native language in the 4th grade", from the academic year 2022/2023, the new curricula for the Macedonian language began to be applied for students from other communities for the fourth and fifth grade (adopted in December 2021). Measure 2.1.1.3 has also been implemented. "Training of teachers for the revised curriculum". The Bureau for Education Development conducted training for teachers.

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

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Measure 2.2.1.1 "Revising the curriculum" was implemented in 2020, but the implementation started gradually in 2021. According to the new curriculum, schools located in municipalities where, apart from Macedonian, there is also a second official language, may, in agreement with the parents, offer students who are taught in another language to learn the second official language as well. language through the optional subject Language of the community from IV to IX dept. as an additional subject. All students who do not follow the teaching of the Albanian language are offered the opportunity in the period VI-IX dept. to learn the Albanian language as an additional optional subject. Based on the Concept and the curriculum, the implementation in the sixth grade will start from the school year 2023/2024. According to the data from the Report on the plan for measuring achievements for improved inter-ethnic cohesion in education for the academic year 2021/22, a total of 59 schools (14 primary and 45 secondary schools) organized courses for learning the language of another ethnicity, and a total of 1084 students visited them and 245 teachers. The greatest attendance was for the study of the Macedonian, Albanian and Turkish languages. Most of the schools that organize courses for learning the language of the "other" are secondary schools in the City of Skopje, where joint classes are also held. As a result of cooperation between the Nansen Dialogue Center Skopje and the Office of the High Commissioner for National Minorities of the OSCE, a unique multilingual platform Fraza.mk was created, quadrilingual conversation book, which enables easy, audio-visual, and interactive familiarization with Macedonian, Albanian, Turkish and Serbian language. The conversation book is freely available and easily applicable for different types of electronic devices, and allows easy and fun familiarization with the four languages.

Priority 3: Strengthening elements of multiculturalism in teaching contents

3.1 Priority goal: Revised textbooks in the direction of getting to know the culture of the "other" and reducing prejudices

Achieved results in 2022 towards the fulfillment of Priority Goal 3.1:

Measures 3.1.1.1 and 3.1.1.2 were implemented during 2020. In relation to the measure 3.1.1.3 adoption of Concept for textbooks and other teaching and didactic materials and Methodology for evaluation of textbooks and teaching materials, preparation of a new Law on textbooks and other teaching and didactic materials, which regulates the legal obligation, is underway for the preparation and adoption of the Concept and Methodology. Based on the new Concept for Basic Education, new curricula for the second grade and for the fifth grade have been adopted, which will be applied in teaching from the 2022/2023 school year (September 2022) and new curricula for the third grade, which will be applied in teaching from the academic year 2023/2024 (September 2023). The development of new curricula for the sixth grade has begun. Curricula are developed by working groups formed by the Bureau, composed of counselors, primary school teachers and university professors. During the entire process of creating the programs, the working groups also consulted with experts from the areas on which the new *Concept is based: gender equality, inclusiveness and multiculturalism*, as well as for the protection of the environment, respect and protection of rights and the like. The curricula for the second, third and fifth grades were developed on the basis of the National Standards and the Standards for Intercultural Education and are based on competencies that students begin to acquire from the first grade and continue to develop in the following grades, above all the competencies that arise from the area with which the teaching subject has a direct connection, but also the transversal competences through which the integration is realized and the full development of the students is possible. In each of the new curricula there is a sub- chapter "Inclusiveness, gender equality/sensitivity, interculturality and cross-curricular integration", which states that when choosing additional materials in teaching, illustrations and examples are used that are gender and ethnically/culturally sensitive and encourage gender equality, i.e. promote interculturalism.

Based on the new curricula, new textbooks for the first, second, fourth and fifth grades have been developed, in which inclusiveness, gender equality and interculturalism are respected. The textbooks are made in all five teaching languages. By Decision of the Minister of Education and Science no. 18-14611/1 from 1.12.2022 a Commission was formed to consider the possibility of promoting the use of the Vlach language in primary education in the Republic of North Macedonia. The Nansen Dialogue Center has created a new [Handbook, "Steps to Interculturalism"](#) to support teachers, professional associates, parents, but also interested individuals in developing an intercultural, inclusive and warm atmosphere in classrooms, in order for everyone to feel welcome, recognized and accepted! The publication is a small guide through intercultural challenges and came about as a result of the desire to overcome numerous dilemmas and sometimes wrong perceptions about the intercultural aspects of the educational process.

3.2. Priority goal: Introduced new project activities for the culture and tradition of all communities

Achieved results in 2022 towards the fulfillment of Priority Goal 3.2:

Measure A 3.2.1.1, "Adopting national standards for student achievement, within which intercultural standards are also defined" has been implemented and these were adopted by [Decision of the Minister of Education and Science](#) no. 08-4176/2 from March 5, 2021 Measure A has also been implemented

3.2.1.2 "Elaboration of standards for interculturalism for each period of primary education". [The standards for intercultural education were adopted by the Decision of the Minister of Education and Science](#) No. 12 - 11647/2 of 8/6/2021. Based on the standards, the new curricula mentioned earlier have also been developed, and the new curricula from the sixth to the ninth grade will also be developed. By Decision of the Minister of Education and Science No. 13 - 459/2 of 13.1.2022. Standards for intercultural education in secondary education have also been adopted. These standards will further be incorporated into the National Standards for the achievements of students in secondary education. Measure A 3.2.1.3 Creation of a manual for the implementation of project activities for the culture and tradition of all communities, has not been implemented during 2022, due to the change in the curriculum for primary education. According to the new curriculum and the new concept for primary education, free activities are organized in schools from the first to the third grade, and from the fourth to the ninth grade, each school offers free electives. Several schools have developed, and

approved by BRO, curricula for the free elective subject "Multicultural Workshops". In relation to measure 3.2.2.1 establishment of a sector in the Ministry of Education and Culture responsible for integrated, inclusive and intercultural education, during the reporting period the Commission for Ministry of Education and Culture at the Ministry of Education and Culture, the highest body in the country responsible for monitoring the implementation of Ministry of Education and Culture activities at the state level, was actively working, ensuring of the sustainability of these activities and a body that organizes the process of awarding grants to schools for the realization of MIE activities every year. The Commission prepared a Report on the implementation of MIO activities for the academic year 2021/2022.

1. CHALLENGES AND RISKS DURING THE IMPLEMENTATION OF THE ACTION PLAN, WITH RECOMMENDATIONS

Despite the fact that the Guidelines for organizing joint teaching activities have been adopted, schools continue to focus on organizing joint extracurricular activities and in the future, more support is needed at the local level in order to organize joint teaching hours. The City of Skopje can be taken as a good example of organizing joint lessons. In multilingual schools, the spatio-temporal organization of teaching is implemented in such a way as to prevent contacts between students studying different languages of instruction, which is why the percentage of students from different languages of instruction who actually meet, make friends and cooperate while in the school desks, although is growing yet there is room for significant improvement. According to the data collected from the electronic survey (a total of 302 primary and secondary students responded to the survey questionnaire schools) for the Report on the plan for measuring achievements for improved inter-ethnic cohesion in education for the academic year 2021/22, carried out by the Commission for the promotion of inter-ethnic integration in education, it was determined that 11.1% of primary schools and 11.9% of secondary schools that submitted a response they have not implemented any activities for interethnic integration in education. During 2021/22, the Education Development Bureau conducted a survey "The teacher-factor for intercultural education" (development of intercultural competences among primary education teachers). The conclusions of the research do not lead to recommendations that: Teachers from both ethnic communities should become aware that intercultural competences include readiness for interaction, based on mutual acceptance and respect, the continuous professional cooperation between teachers of different teaching languages that leads to the improvement of teaching, and not only as a prerequisite for the realization of joint activities with "mixed" groups of students. Special attention, in our educational system, should be paid to the use of different teaching languages. Currently, five teaching languages are used in the country (Macedonian, Albanian, Turkish, Serbian and, more recently, Bosnian). But in conditions

of knowing only the mother tongue, and not knowing other languages, the very contacts between the members of the different communities become more difficult to realize in the absence of a common language.

Recommendations:

- Schools should familiarize themselves with the developed Standards for intercultural education and the Guidelines for organizing joint classes to use as resources in planning and implementing activities to strengthen interethnic integration;
- To conduct training for the inspectors from the DPI on the Guidelines for organizing joint teaching hours;
- To continue strengthening the capacities of institutions at the central level, through an established system of continuous trainings;
- To strengthen the capacities of the teaching, professional and management staff for interculturalism through trainings;
- To develop a Manual for advanced training of principals, in which the module for interethnic integration in education will be elaborated (following the example of the Principal's Training and Examination Program in primary and secondary schools and the Training Manual);
- To consider the possibility and to pilot the adjustment of the teaching organization in joint shifts of students who study in a different teaching language, according to the recommendations of the concept for basic education and according to the spatial possibilities of the schools;
- To promote the learning of the language of smaller communities (a greater promotion is needed between parents, guardians and students for the possibility of choosing the free elective subject Language of the community);
- To adopt a new Concept for the production of textbooks and teaching materials and a new Methodology for the evaluation of textbooks and teaching materials.

1. TABULAR OVERVIEW OF THE IMPLEMENTED MEASURES AND ACTIVITIES WITHIN THE PRIORITY AREA OF EDUCATION

Activity/measure planned for implementation in 2022 according to the Action Plan	Realization status	Brief explanation
Priority 1: Ensuring interaction between students from different ethnic communities and different teaching languages in primary and secondary education		
1.1.1.2. Realization of joint teaching activities in the teaching subjects: Physical and Health Education, Foreign Language, Music	Ongoing (ongoing)	A total of 115 primary and 29 secondary schools realized joint activities in regular classes with

Education, Art Education and Informatics		students from different teaching languages. In the academic year 2021/2022 in all schools, a total of 9905 lessons were realized (5518 in primary schools and 4387 in secondary schools) including 2818 students from different teaching languages (2277 from primary schools and 541 from secondary schools)
Priority 2: Promoting the learning of the language of the "other"		
2.1.1.1 Revising the curriculum for learning the Macedonian language as a non-native language in grade IV	Realized	From the academic year 2022/2023, the new curricula for the Macedonian language for students from other communities for the 4th and 5th grade began to be applied.
2.1.1.2. Creation of teaching and didactic materials for learning the Macedonian language as a non-native language	In progress	Procedures have been implemented for the production of new textbooks in the Macedonian language for students from other communities for the IV and V grades in nine-year primary education.
2.2.1.2 Creating a curriculum for learning the language of more communities starting from IV section.	In progress	A new curriculum is being developed
2.2.1.3. Students studying Macedonian language in multilingual Schools/municipalities have an electoral subject for the language of other ethnic community starting from the 4th grade.	Realized	With the curriculum from the academic year 2021/2022, a free subject elective was introduced Language of the community from grade IV
Priority 3: Strengthening elements of multiculturalism in teaching contents		
3.1.1.3. Adoption of Concept for textbooks and teaching materials and Methodology for evaluation of textbooks and teaching materials	In progress	A new draft Law on textbooks has been prepared, which introduces a legal basis for the adoption of the Concept and Methodology

3.2.1.1 Preparation of standards for interculturalism for each period of primary education	Realized	Standards for intercultural education have been adopted for each period in primary education and standards for intercultural education at the end of secondary education.
3.2.2.1 Creating a sector in the Ministry of Education responsible for integrated, inclusive and intercultural education	It has not been realized	And during 2022 the Commission for the promotion of inter-ethnic integration in education, coordinated by the Ministry of Education and Culture, and whose members include representatives from the Ministry of Political System, BRO, CSOO, DPI, DIC and ZELS, was actively working.

- STRATEGIC AREA: CULTURE -

SUMMARY OF THE RESULTS ACHIEVED IN THE STRATEGIC AREA "CULTURE"

The analysis of the results of the activities realized in 2022 shows an increased fulfillment of the goals integrated in the two priorities from the strategic area of culture. The development of cohesive and inclusive policies continued through the creation of new strategic documents such as the National Development Strategy and the Youth Strategy. But also, through the further implementation and development of specific action plans, such as the AP of the Program for Sustainable Local Development and Decentralization or the Strategy for the Development of Roma, where action plans were created in culture and measures and activities were identified that should promote the culture but also the integration of the most vulnerable community in society. The city of Skopje applied for the largest and most prestigious cultural program, European Capital of Culture, for 2028. The application book passed the first round of selection, with a concept that explicitly advocates for the affirmation and development of mutual respect, understanding and support of cultural diversity in the city. Support for projects and activities that raise awareness and the need for strong intercultural dialogue, mutual understanding, and equal involvement in the cultural and artistic production of

communities increased during the two main competitions, the Annual Program of the Ministry of Culture, and the call of the Agency for the Realization of Rights of the communities. A great step forward was made by the results of the competition at the Ministry of Political System and Inter-Community Relations, where 23 out of 33 of the accepted projects were dedicated to equal opportunities for vulnerable groups and communities, social inclusion, intercultural dialogue, the fight against hate speech, to eliminate nationalism, xenophobia and various forms of discrimination. However, 2022 was also a year with many challenges, with a complex international and domestic social situation, with a new development of nationalist and monocultural narratives, with a prolonged covid crisis and a new financial and resource crisis caused by the military aggression against Ukraine. It caused subsequent budget cuts and restrictions that also affected the implementation of some of the activities, raising the capacities and upgrading the existing resources of the inter/cultural institutions and organizations. However, 2022 was also a year with many challenges, with a complex international and domestic social situation, with a new development of nationalist and monocultural narratives, with a prolonged covid crisis and a new financial and resource crisis caused by the military aggression against Ukraine. It caused subsequent budget cuts and restrictions that also affected the implementation of some of the activities, raising the capacities and upgrading the existing resources of the inter/cultural institutions and organizations.

Based on the experiences gained, some of the unrealized activities should be reprogrammed based on the new strategic framework, and the policies of constant and sustainable values should be increased in order to lead to visible results and permanent changes.

1. OVERVIEW OF ACHIEVED RESULTS

Priority 1: Creating equal opportunities, full accessibility and involvement of all citizens in developing and nurturing interculturalism and building common cultural values and specificities

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

Achieved results in 2022 towards the fulfillment of Priority Goal 1.1:

Because the first measure and corresponding activity from the strategic plan, M1.1./A 1.1. Harmonization of the strategies, cultural policies and other public and operational documents of the local governments and the City of Skopje, with the new strategy for One Society and Interculturalism, is conceived as an activity which is implemented continuously, as a result we will list the Application Book of the city of Skopje for the

largest and most prestigious European cultural program, European Capital of Culture 2028. Because the first measure and corresponding activity from the strategic plan, M1.1./A 1.1. Harmonization of the strategies, cultural policies and other public and operational documents of the local governments and the City of Skopje, with the new strategy for One Society and Interculturalism, is conceived as an activity which is implemented continuously, as a result we will list the Application Book of the city of Skopje for the largest and most prestigious European cultural program, European Capital of Culture 2028.

The application book (available at the following link <https://univerzalna.com.mk/%D0%BF%D1%80%D0%B5%D0%B7%D0%B5%D0%BC%D0%B0%D1%9A%D0%B0/>) is strongly inspired by the intercultural values and rich diversity of

the city. The motto of the program "Culture over division" strongly contains the symbolism of inclusion, togetherness, the need for greater integration of society and the city. The authors of the application book explain the basic concept like this.

"Skopje is a city with a rich cultural and historical heritage that dates back to ancient times. The vision of SK2028 is to use that heritage for unification, for sharing culture, for contributing to the mutual understanding of cultures that are more similar than different. The motto of the Union is "united in diversity". Our city is a prime example of how a multi-ethnic, multi-religious society can function in peaceful coexistence. In Skopje, there are numerous examples of when that heritage is used as a bridge between two and sometimes three communities and their cultures... As soon as you cross the Stone Bridge and enter the Old Bazaar, the largest in the Balkans, inhabited by Macedonians, Albanians, and Turks, who have been living and working in harmony and peace for more than a century, creating new artifacts. The former hammams are national galleries, and the old Ottoman administrative buildings are the biggest cultural centers." In addition, the authors talk about the integration of the Roma, the joint celebration of St. George's Day/Elderly, as well as the custom of the martins, which is a shared Macedonian and Bulgarian folklore heritage. They explain that with their concept they want to overcome the problems the city is facing such as "ethnic divisions, social exclusion, marginalization of vulnerable groups, intolerance, radicalism and extremism". According to them, precisely the multicultural character of the city requires such an approach because any negative ideology of division and hatred can "become a cancer that will destroy the community from within." Their starting point is that there are examples of division, but that the positive examples dominate, that the critical point has not been reached, but that is precisely why now is the time to act in the right direction. Further in the explanation of the concept, the authors talk about the need for equal opportunities for all, because inequality, which is present in many spheres, both economic and social, breaks down the fabric of the community. As another negative term, they also mention

spatial segregation, which leads to division. They talk about the legacy of socialism that Skopje envisioned as open, inclusive, and not a city of divisions and disintegration. The concept is further reflected in the goals of the program. They state, "increasing awareness and citizens' respect for cultural diversity", "increasing the number of marginalized groups and citizens with challenges attending cultural events". Of the four program pillars, one bears the explicit name "Togetherness". In the explanation of the program concept, the solidarity of post-earthquake Skopje is referred to and the concepts of tolerance, dialogue, mutual respect and understanding are mentioned again. Interconnections and inclusive development are goals that the program will achieve through creative activities of different communities, re-use of abandoned spaces, with community art projects, debates, workshops with which citizens will regain the right to the city. The third strategic document whose implementation continued with the establishment of a special coordinating body for monitoring the implementation is the Program for Sustainable Local Development and Decentralization in the Republic of North Macedonia 2021-2026. The program is aligned with the National Strategy for the Development of the Concept of One Society and Interculturalism 2020-2022 in the area of Inclusive Development, gender equality, the availability of services to all citizens, the focus on the most vulnerable categories of citizens, intercultural education, the development of local governments through culture . In 2021, the ten-year National Strategy for the Roma was adopted. As another proof of the Government's commitment to implementation, and not only to the adoption of a strategic framework, in 2022 it was moved to further elaboration of a concrete action plan, as a confirmation of the principles of equality, promotion of the participation of the Roma community in all stages of creation policies, with a combination of mainstream and targeted measures in each area to measure achievement and impact on the community. The preparation of the AC of the Roma Inclusion Strategy 2022-2030 was organized through a participatory process of the ministries and competent institutions that are related to the priority areas of the EU Strategic Framework for the Roma, in consultation with civil society organizations that work on the integration of the Roma in society. In that sense, in October 2022, the National Coordinator was involved in the preparation of 3-year national action plans in the field of culture, civil documentation and anti-Gypsyism in accordance with the Roma Strategy. In the culture section of the working meeting, representatives from the line ministry and civil activists set the 3-year operational goals and activities based on the key challenges in culture.

1. Creation of institutions for the development, nurturing and promotion of Roma culture, language and tradition
2. Creation and improvement of professional cultural artists from the Roma community
3. Increased support of projects related to the development, nurturing and promotion of Roma culture

4. Better promotion and acquaintance of others with Roma culture and reduction of stereotypes and discrimination, hate speech, negative perceptions and anti-Roma narratives in society. Several years of actions, measures and projects were created to lay the foundation for the realization of the strategic ambition. Anti-Gypsyism was discussed as a deeper form of discrimination and initiatives were considered that would encourage awareness and sensitization as well as improve the overall service and services (where subjective access and barriers are the most noticeable). During 2022, the consultations with the competent institutions continued regarding the requests of the Vlach community for the preparation of a special development strategy for the cultural and educational rights of the Vlachs, following the outline of the Strategy for Roma. A draft version of the document was submitted to CT. As a process, it was concluded that it is better to first harmonize the measures and activities that would be implemented, to have a more realistic basis and more effective implementation. In that direction, the Minister of Education established a working group of representatives of the Ministry of Education and Culture and the Wallachian community, for the part of the promotion of educational rights. Consultations are underway with the Ministry of Culture, and meetings are planned with the National Radio and Television for the promotion of information in the Vlach language. Although the final activity M 1.2 Inclusion of LGUs and the City of Skopje in the Intercultural Cities platform will not be realized in 2022, the good cooperation with the IG platform continued through the office of the national coordinator. The reasons for not finalizing the measure are the change of government, which led to personal changes in the highest city authorities, the slow establishment of the new communication, and of course the limited budget due to the crisis, because membership in the network also has financial implications. The National Coordinator was elected in 2022 for a new four-year term of the renamed Committee of Experts on Intercultural Integration of Migrants at the Council of Europe's Anti-Discrimination Sector. In that capacity, he participated in the work of the committee tasked with preparing two documents: Program and instruments for raising the capacities for integration of migrants in support of the implementation of the Recommendation on multilevel policies and management of intercultural integration at the national level CM/Rec (2022) 10, as well as a feasibility study for new legal mechanisms or criteria for comprehensive strategies of inclusion. To deepen the cooperation and raise the international reputation of the country as an example of good practices for intercultural dialogue and integration, the Government, in cooperation with the Ministry of Foreign Affairs, hosted the Second regular meeting of the Committee of Experts, which was held on the 18 October 19, 2022, in Skopje. The committee at the meeting in Skopje worked on the development of the new documents within the general goal "to ensure equality for everyone, yes building an inclusive society, and to enable effective protection against discrimination and hatred and to create an environment where diversity is respected".

Since the preparation of the new strategic cycle from the Strategy for the Development of the One Society and Interculturalism concept is part of the Government's program for 2022, the experiences and work of the Committee were also significant for the Coordinating Body for the implementation and preparation of the new text. Several meetings and exchanges of experiences were held at multiple levels and membership in the Intercultural Cities network was updated, as well as the possibility of a pilot project for multilevel governance for intercultural integration.

1.2 Priority goal: Strengthening the competences and overall capacities and resources of the institutions of culture and art for the creation and implementation of projects that provide culture for all

Achieved results in 2022 towards the fulfillment of Priority Goal 1.2:

The measures and activities foreseen for the achievement of the priority goal 1.2:

M1.2.1. Trainings on diversity management, intercultural mediation, intercultural project management of culture and art institutions and

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

were not realized, again due to the financial obstacles created, this time by Russia's military aggression against Ukraine. In order to overcome the lack of funds, as an objective obstacle from the Covid 19 Pandemic, in 2021 it was agreed that the measure would be implemented in partnership with the Nansen Dialogue Center. NDC, as an organization with a solid portfolio in the field of intercultural education, created a curriculum that included appropriate intercultural experts in the field of Cultural Diversity Management. A project proposal was prepared, for which, in agreement with the Vice Prime Minister for European integration, funds were requested from the bilateral package with Norway. But the provision of the funds did not happen, because in March 2022, the Norwegian government significantly reduced the funds, diverting them for aid to Ukraine.

M 1.2..2 Inclusion of appropriate content in the annual programs of national institutions:

The analysis of the annual programs of the institutions that we do based on the results of the call, published on the website of the construction of a facade and for that purpose 115 530 710 denars were transferred and paid by the Ministry of Culture. In 2022, the NU Turkish Theater of the MTF "Vojdan Chernodrinski" from Prilep had a performance with the play "Vishnova Gradina" directed by Vladimir Milchin, at which the theater received

two awards, namely Hankan Daci for the best young actor and Bedija Begovska for the leading female role .

The Ministry of Culture (<https://kultura.gov.mk/25648/>) shows an improvement in the intercultural program. In drama activity, with theaters as national institutions, despite the relatively small number of projects they receive as official support, it can be noted that cultural diversity is highly represented. Almost all theaters operating in the so-called mixed environments, and the culture centers that received funds for a theater program have balanced performances, both in Macedonian and Albanian, that is, they include Macedonian, that is, Albanian, or Turkish directors and authors. It is noted that the institutions that lacked multicultural authors or directors in the 2021 report now have them: NU Gostivar Theater, Albanian Theater, MNT. In the visual arts there is a tendency for multicultural balance in institutions in mixed environments. NU from Kumanovo, Kichevo, Debar, Prilep, Ohrid. There is no good balance in NU from Struga, Tetovo, and in predominantly monoethnic areas, such as Shtip, Strumica, Kriva Palanka, Gevgelija. For example, at the national gallery from Tetovo, whose program is composed exclusively of Albanian authors, unlike 2021, the gallery has also included in its program a project for the development of fine art among children with special needs, on World Day. Although the programs of these institutions are small, this cannot be a justification for monocultural selection, because some of the institutions have and some of them do not have balanced multicultural programs. Cultural diversity is well balanced in the program of the most significant institution in the field of visual arts, NI National Gallery Skopje, and this year the Museum of Contemporary Arts has a significantly intercultural program, which, within the framework of the renowned international manifestation Manifesta, presented itself with a large project dedicated to Roma visual artists. And the exhibition from the significant Biennale of Youth program is intercultural. The analysis of the institutional users in the folklore activity is almost identical. But unlike the analysis in 2021, they express cultural diversity much better, especially the institutions in Debar, Kichevo, Gostivar and Kumanovo. It is a good fact that the already established manifestations from 2021 have continuity in 2022 as the multi-ethnic folklore festival in predominantly mono-ethnic Gevgelija and the folklore workshop for children with special needs in Berovo. NU Turkish Theater Skopje, an institution dedicated to the cultural development of the Turkish community, remains an example of a good area. For the institution's successes, the President of the State, Stevo Pendarovski, awarded the Charter of the Republic of North Macedonia to NU Turski Skopje theater on March 25, 2022. Bo regarding the new facility of NU Turkish Theater continues The theater has performed at several of the most renowned state festivals. The analyzes of the institution's press clippings show that the performances they realized in 2022 were positively received by the audience, and were also followed by the written and electronic

media, which wrote positive reviews. They fully fit into the repertoire policy and fully met the post-production expectations. However, due to the global energy crisis and a reduction in the budget of the Ministry of Culture, the project "The Process" by Franz Kafka, directed by Jabir Doko, has been postponed until 2024. He could not make any new hires out of the requested four due to the retirement of some of the staff.

M1.2.3 Encouraging cooperation and designing joint cultural activities of cultural institutions with organizations representing these communities and groups:

The analysis of the annual programs of the institutions shows solid cooperation with organizations, folklore societies, informal groups and individuals. However, only a small part of those programs are multicultural and intercultural, although there is a tendency to increase in relation to 2021.

1.3 Priority goal: Strengthening the competences and overall resources of the Administration for affirming and promoting the culture of the members of the

Achieved results in 2022 towards the fulfillment of Priority Goal 1.3:

M 1.3.1 Reorganization and increase of the competences of the Administration for affirming and promoting the culture of the members of the communities in the Republic of North Macedonia. After the parliamentary elections, the Administration got a new director, a representative of the Bosniak community. At the beginning of 2021, the Administration, together with the Ministry, received new premises, which significantly improved the technical and infrastructural conditions in which it operates. The work program has been successfully adopted by the parent institution - the Ministry of Political System and Inter-Community Relations. The administration has already defined a range of activities with which it achieves its mission more successfully. Gives an opinion on programs from his scope of work. It regularly holds meetings and coordination meetings with other institutions such as the National Gallery Skopje, the National Conservation Center, the Holocaust Museum, representatives of Associations and citizens representing smaller communities. The topics of the meetings are about the individual contribution of the above-mentioned institutions in the direction of affirming and promoting the culture of the members of the communities in the Republic of North Macedonia. Representatives of the administration regularly attend cultural manifestations, as well as activities that conveniently mark the communities' national holidays and other important dates. They regularly participate in workshops (such as the one on analyzing the situation and establishing a new strategic framework for the One Society strategy), regional conferences (on the situation of Roma in Europe in Slovenia), on participatory forums (on the impact of the census results and on the situation with

educational rights) and trainings in which they represent the views of the institution, but also contribute to the better realization of the rights of the communities.

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

2.1 Priority goal: Subsidizing programs and contents that advocate for the elimination of nationalism, xenophobia, ethnic restrictions, religious, gender, sex and any other discrimination

Achieved results in 2022 towards the fulfillment of Priority Goal 2.1:

The analysis of the results of the annual competition of the Ministry of Culture for 2022 in the section of other users, shows a significant diversity and interculturality of the projects, and a greater acceptance of projects by members of the communities from 2021. As much as half of the priorities in the annual call contain the goals and thematic areas that are also covered in the Strategy for the Development of the Concept of One Society and Interculturalism:

1. Encouraging intercultural dialogue.
2. Expression, nurturing, and affirmation of the cultural identity of the communities in the Republic of North Macedonia.
3. Encouraging the participation of persons with special needs, persons at social risk, marginalized groups, or groups with fewer opportunities.
4. Promotion of gender equality; Development and dispersion of musical culture at the local level and creation of conditions for balanced development in the Republic of North Macedonia.

Development and promotion of young artists from the Republic of North Macedonia and Promoting domestic, international, and intercultural networking, collaborations, and partnership projects, which contribute to European values and perspectives.

In all activities it can be noted that projects are received by associations of citizens, companies and individuals from all ethnic communities, Macedonian and Albanian artists dominate in a good balance and, unlike the previous year, there are a good number of projects from members of smaller communities. Projects of authors with an intercultural background are also supported. Organizations that have portfolios and

proven excellence in project implementation are recognized and are supported with budgets equal to those of the main beneficiaries. The choice of projects and manifestations from the aspect of decentralization is also good. Not only projects from the capital or larger cities are represented, but also manifestations and projects coming from smaller areas. In that sense, we can state that demetropolization, deconcentration, decentralization, as criteria of the Ministry of Culture, in agreement with the balanced and inclusive development, a priority of the Strategy for One Society, works. In the publishing activity, accordingly, the balance between Macedonian and Albanian publishers and authors is well done, and there is also a good number of Romani and Turkish publications, there are publications, but also manifestations whose bearers are members of the Wallachian, Croatian, Serbian and Bosniak communities. The holders of these projects are supported with several editions in number and amounts equal to the others. There are several translations of Macedonian authors into the Albanian language and several editions from the Albanian language that write directly in the Macedonian language. Several translations of well-known contemporary authors from the Republic of Albania into Macedonian are supported. Like last year, publications that deal with multicultural and intercultural topics are supported, including projects of a publishing house that explicitly does intercultural projects, such as a joint publication in Albanian and Macedonian, even multilingual publications, in the languages of the smaller communities. Inclusive picture books are again present, i.e. editions intended for people with dyslexia. Projects that would place social cohesion as a priority, projects for vulnerable categories of people, marginalized communities, projects for gender equality, the LGBT community, and people with disabilities are significantly more present in the approved projects in the so-called interdisciplinary activity. The folklore activity remains the activity, as in 2021, where the culture of the communities is best represented in the program. The Agency for Realization of the Rights of Communities announced a call for financing the program activities of associations and foundations this year. It contributes to stabilizing the mission and role of this institution and confirms its credibility in the area. In accordance with the size of the financial resources and the proposed budgets for the projects, 11 associations were selected to support their projects, which are in the interest of smaller communities:

1. Association of citizens for the promotion and protection of cultural and spiritual values Legis - Skopje
2. Serbian Cultural Center - Skopje
3. Association of citizens for youth, democracy and human rights - UFUK Skopje
4. Association of Rights and Humanity – INTEGRA NAU
5. Association of citizens Community of Croats in RSM - ZHRSM - Skopje

6. Association Roma Business Information Center of Macedonia Skopje - ZRDICM
7. United for Rural Development Local Action Group ABER 2015 – Kumanovo
8. Association of citizens - Montenegrin Community in the Republic of Macedonia Skopje - ČZRM
9. Organization for social innovation SOLIS - Skopje
10. Association for multicultural integration INCLUZIA - Ohrid
11. Association CENTER FOR ADVANCED RESEARCH Skopje

From the attached list many of them are cultural associations or associations with strong cultural portfolios. In relation to last year's competition, there are also associations that received a project again, but also those that were on the list for the first time.

2.2 Priority goal: Increasing the number of intercultural programs and projects at the central and local level

Achieved results in 2022 towards the fulfillment of Priority Goal 2.2:

- M2.2.1 Intercultural programs and projects at national and local level
- In 2022, the Ministry of Political System and Inter-Community Relations announced a call for financing the program activities of associations and foundations, in the total amount of 20,000,000.00 denars. The call was harmonized through the continuous communication between the Coordinating Body and MPSOZ, whereby three of the ten priority goals were in the spirit of the Strategy: Equality and non-discrimination in all areas of social life;
- Improvement of social cohesion and inter-ethnic tolerance and
- Унапредување на меѓуетничката толеранција и елиминирање на сите видови на дискриминација (расизам, сексизам, дискриминација .
- Ensuring and promoting the values of the Ohrid Framework Agreement (the ethnic, cultural, linguistic and religious identity of the communities).
- As many as two thirds of the specific objectives of the call included the priorities and objectives distributed in the seven priority areas of the Strategy. They were expressed as follows: due to pregnancy, birth or parenting, religious, age discrimination, discrimination due to disability or illness, transgender-LGBT discrimination);
- Promotion of the multi-ethnic character of society, building trust and successful coexistence of the members of the communities at the central and local level;
- Implementation of the principles arising from the Ohrid Framework Agreement;

- Promotion of appropriate and fair representation of members of the communities, in employment in the administration in all central and local public bodies and improvement of interpersonal relations between all employees;
- Facilitating the implementation of the right to use languages and alphabets of the members of the communities;
- Promoting and protecting the cultural heritage of the members of the communities;
- Promotion of inter-ethnic cooperation in the field of culture, sports and education;
- Promotion and improvement of the respect for the identity of the members of the communities;
- Protection against discrimination and inclusion of persons with special needs in education;
- Inclusion of the gender perspective and acceptance of diversity in the creation of policies in education;
- Support in the suppression of hate speech in the public sphere and media reporting;
- Support of innovations in agriculture (research, transfer of advanced technology, digitization), promotion of employment, social inclusion and development of rural areas by encouraging young people and women in rural areas to develop entrepreneurial skills and their own agro self-sustaining businesses;
- Development of education in function of creation of persons who will respect and nurture civil rights, tolerance, diversity, education of the spirit of multiculturalism and interculturalism and training for the needs of the labor market and
- Improving local public services, increasing transparency, accountability and inclusiveness at the local level.

The results of the call were published in the Official Gazette, number 275 of 12/22/2022. The analysis of the results shows that of the approved projects, 23 out of a total of 33 projects incorporate the specific objectives highlighted here, in the spirit of the strategy or are implemented by organizations that both in their name and in their mission reflect its principles, principles and values. Since this is the first time since the establishment of the Ministry that such a call has been published, and because it is one of the calls with the largest budget to date, we consider its design and results to best meet the objectives of this priority of the strategy.

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

Achieved results in 2022 towards the fulfillment of Priority Goal 2.3:

M 2.3.1. Inclusion of debates, campaigns, dialogues in the community, lobbying and advocacy activities in the contents of the annual and special competitions. In all the mentioned competitions, these activities were part of the allowed formats and types of projects, and in several accepted projects there were this type of activities.

On the occasion of the commemoration of the 21st anniversary of the Ohrid Agreement, the Ministry of Political System and Community Relations organizes the School for Young Leaders "Peace Forum Dialogue". Within the framework of the School for Young Leaders, lectures to more than 50 young participants selected by invitation were held by prof. Dr. Lidija Georgieva, prof. Dr. Gordan Georgiev, Jellal Hodzic, Robert Alagjozovski, Prof. Dr. Yusuf Zeineli, prof. Dr. Rizwan Suleimani, Assoc. Dr. VEDIYE RATKOTSERI and Jabir Derala. The professor of the Faculty of Philosophy, Lidija Georgieva, spoke about the Ohrid Agreement and its longevity. Georgieva emphasized that recognition should be given to those who implemented this agreement that brought peace to our country. In his lecture, Prof. Ratkotseri, among other things, emphasized that the tendency of modern democracies is and should be the efficient representation of all social groups in policymaking, decision-making and representation. University professor Yusuf Zeyneli said that thanks to the Ohrid Agreement, we are a safe country and are not threatened by the wars in the surrounding region. The project entitled "Young people learn and promote their rights" was organized by the NGO UFUK Skopje and supported by the Agency for Realization of Community Rights between September 30 and October 2. With the realization of the project, it was successfully helped in raising the awareness and knowledge of the members of the Turkish community in the Republic of North Macedonia regarding the issues related to the rights of the community. The main activity of the project was the organization of several days of training with lectures on basic human rights, minority rights, and the political and legal system by prominent representatives of the academic, judicial, and political public. Training and sessions were organized through the most modern pedagogical methods and maximum interaction was observed. During the training, an informative flyer was prepared on basic human rights and the rights of communities in our country. From August 26-28, 2022, the Center for Advanced Research and the Youth Cultural Center of Bosniaks "Shadrvan" is organizing the Summer School for the Protection of Communities and Multiculturalism, financially covered by the Agency for the Realization of Community Rights. The

following sessions were held: "Identity, multiculturalism, interculturalism" with prof. Dr. Rubin Zemon, "Crisis or Renaissance of Multiculturalism" with Prof. Dr. Nano Ruzhin, "Multicultural Company in the Republic of North Macedonia" with prof. Dr. Anna Chupeska. Within the framework of the School, a forum on the topic "Challenges of the protection of the rights of communities and multiculturalism" was held, where the panelists were: Robert Alagjovovski, national coordinator for interculturalism, one society and cultural development, Jelal Hodzic, deputy director of the Agency for realization of the rights of communities and Indira Hadžibulić, member of the National Council of Bosniaks in the Republic of Serbia and president of the Center for Intercultural Tolerance, Novi Pazar, Serbia. The panel was moderated by Almira Papić, president of "Shadrvan". The Community of Croats in the Republic of North Macedonia (ZHRSM) organized two events in 2022. Regional conference entitled "Representation of minority communities at the state and local level", and, together with the EUROPROSPERA Center for European Research, the project "Implementation of good practices in the promotion of the rights of the Croatian and other minority communities in the Republic of North Macedonia based on the Croatian experiences as EU member state". The project-coordinator Zharko Kamchev from ZHRSM presented the implemented activities related to the project, the proposal-recommendations that will be submitted to the Government, which as public policies, as stated, will lead to determining the legal status of the Croats, as well as other minority communities in the Republic of North Macedonia, their increased representation in the public, economic and political life of the country and contribution to the advancement of the rights of minority communities, in accordance with European standards. And in 2022, the program of activities of ZG Civil Center for Freedom, United in Diversity, as well as the project "Step forward towards a multicultural society" continued, in cooperation with the Ministry of Foreign Affairs and European Affairs of the Grand Duchy of Luxembourg. <https://civilmedia.mk/>

In these activities, Civil regularly monitored, reported and analyzed the activities of the Strategy for the development of the concept of one society and interculturalism. Debate panels, workshops and other public events took place throughout the year, which correspond completely with the spirit of the One Society Strategy. Samet Shabani from Horizon Civitas, Dejan Rizinski from MOF and Melissa Kariman - Romano Avazi spoke on the topic "Multiculturalism, discrimination and tolerance among young people". On the topic "Youth for multiculturalism and (non) discrimination" Selva Mustafi from "Romano Avazi", Sotir Gabeloski Councilor in the Municipality of Krushevo, Dino Blazeski from the UMS of VMRO-NP spoke about young people and their knowledge of multiculturalism, institutional representation, (non)discrimination at the social and institutional level. At the event on the topic "Nationalism on the political street", a

discussion was started on several aspects of the nationalist narrative that has become an accompanying element of the current protests against the European proposal for accession negotiations of North Macedonia for EU membership.

Some of the issues discussed are:

- Do and what responsibility do the inspirers and organizers of the protests have?
- What is the relationship between the nationalist narrative aimed at inter-ethnic relations in the country and the European solution for the start of negotiations with the EU?
- What are the consequences of ethnic hatred of protests after inter-ethnic relations and democratic processes in society in general?
- Are and what measures are taken by the relevant institutions during this period?

The event was attended by Robert Alagjovovski, National Coordinator for the Development of Culture and Interdepartmental Cooperation, Sretan Dimitrievski from Association - Center for Anti-Terrorism and Peace, Guardian - Kumanovo, Vasko Lazarevski, activist, Biljana Jordanovska and Diana Tahiri from CIVIL. On the topic of "Ethnic hatred from the parliamentary rostrum", MPs Zekir Ramcilović, Ljatife Šikovska and Martin Kostovski spoke about the role of politicians and their understanding of multiculturalism, institutional representation, (non)discrimination at the social and institutional level. At the CIVIL panel "Shuto Orizari, a forgotten municipality", the participants Kurto Dudush, the leader of the political party OPRE Roma, Tefik Mahmut and Albert Memeti from Romalitiko/AVAJA discussed the "persistent discrimination" of the municipality of Suto Orizari by the institutions. On the panel "Differences, (non)discrimination and experiences" were performed by Daniel Petrovski from the "Romano Ilo" Association, Fari Hiseni, spokesperson of Chair Municipality and Bojan Petrovski from the Association for Policies and Activism. At the panel "At whose service is the balancer", questions were raised regarding the balancer in the employment of administrative officers, and in the context of the percentage representation of ethnic communities in the country, the (mis)use of the tool, and possible solutions such as its further functioning, but with a different regulation, or its removal. Participants were the mayor of the municipality of Gostivar and acting the president of the Alliance for Albanians, Arben Taravari, Jelal Hodzic from the Agency for Realizing the Rights of Communities and the president of SDA and the Minister of Information Society and Administration, Admirim Aliti.

CHALLENGES AND RISKS DURING THE IMPLEMENTATION OF THE ACTION PLAN, WITH RECOMMENDATIONS

Circumstances and risks that were present in the previous two years during the implementation of the action plan also dominated in 2022. The worst type of risks that influenced the non-implementation of a series of activities were those that were placed in an external threat during planning and are usually recorded as having a low probability. that they will happen. As external, they are unpredictable, difficult to control and cause a series of consequences. But in 2022 they happened with full intensity and reflected on the implementation of the plan in this strategic area. In the first half of 2022, they were caused by the prolonged duration of the Covid 19 Pandemic, and in the second half of 2022 by the consequences of Russia's military aggression against Ukraine. In various areas, the circumstances created different types of crises, and in culture it mostly led to the reduction of funds for various activities and programs, limited budgets and a restrictive attitude towards new programs, new budget lines, etc. Those restrictive domestic measures were taken by the Government and the Ministry of Culture, but international foundations and organizations also diverted a large part of the funds for projects or activities towards Ukraine, while some of the programs for other regions and countries were reduced. Although in 2021, activities and budgets were updated and new steps were taken, among other things to identify new sources of funds and partners, the new even more complex external situations with significant financial consequences made it impossible to realize them again. The second type of risks are of an internal nature, and although they were correctly identified in the updated action plan, due to their complexity, which refers to the general state and level of business or social culture, they could hardly be overcome, especially combined with specific, one-time circumstances, as changing personal decisions in the government, both at the local and central level. Some of the measures were not implemented with the expected intensity and due to insufficient capacity or lack of interest from the institutions. But it is precisely the discovery of weaknesses and risks and their influence on the fulfillment of the goals in full intensity that leads to the sublimation of the set of recommendations, which, due to the final year of the action plan, should be reprogrammed in the new strategic cycle, 2023-2026.

Recommendations:

- To create explicit budget lines and programs for the realization of the rights of communities and interculturalism, which will not be reduced below a quantified minimum in the event of adverse external influences.
- To reprogram and create new training projects for managing diversity and interculturalism, which will cover management structures in cultural institutions, but also in civil organizations.

- To raise awareness of the importance of cultural diversity, the cultural rights of communities and interculturalism both in institutions at the central and local level, but also in society more broadly
- Institutions to authorize at least one employee to serve as liaison officer and facilitator for intercultural programs
- To create specialized calls and encourage in-depth cooperation, development of cultural diversity and intercultural dialogue in cultural projects.
- To improve cooperation between cultural institutions with organizations representing communities and representatives of other categories of citizens
- To enrich the intercultural content in the annual programs of the national and local institutions,
- To reaffirm the need and role of the Administration for affirming and promoting the culture of the members of the communities and to raise its overall capacities by increasing the powers.

1. TABULAR OVERVIEW OF THE IMPLEMENTED MEASURES AND ACTIVITIES WITHIN THE CULTURE PRIORITY AREA

Activity/measure planned for implementation in 2022 according to the Action Plan	Realization status	Brief explanation
Priority 1: Creating equal opportunities, full availability and involvement of all citizens in developing and nurturing interculturalism and building common cultural values and specificities;		
Alignment of strategies, cultural policies and other public and operational documents with the One Society and Interculturalism strategy	Ongoing	Harmonization continued in the new action plan of the Roma Inclusion Strategy, and in the application book of the city of Skopje for European Capital of Culture 2028 and other documents
Creation of a national IG network	It did not materialize	Due to reduced level of communication with ELS

Membership in the International IG Network	It did not materialize	Due to a lack of financial resources and a reduced level of communication with the LGU
Annual training-module with several sessions, preparation of paper and certification of the representatives of the institutions	It did not materialize	Due to lack of financial resources

Reorganization and increase of competences of the Administration for Affirmation and Promotion of Culture onon the members of the communities in the Republic of Macedonia	Ongoing	The administration has developed a new functional analysis, brings an annual work program that it fulfills. Due to the lack of financial resources, the human and technical resources have not been strengthened so that it can increase its competences.
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Activity/measure planned for implementation in 2022 according to the Action Plan	Realization status	Brief explanation
Priority 2 Affirmation and development of mutual respect, understanding and support of cultural diversity in society, in which the cultures of all communities, based on a developed intercultural dialogue, strongly cooperate, mutually complement and enrich each other.		
Inclusion of appropriate content in the annual programs of national institutions	Ongoing	There is an improvement in the contents of the institutions, although not all institutions have intercultural programs in their portfolios
Encouraging cooperation and designing joint cultural activities of cultural institutions with organizations representing these communities and groups	Ongoing	There is improved cooperation in some institutions, especially those that come from multicultural backgrounds. But even more content is needed at a larger number of institutions, especially those that come from more homogeneous environments
Creation of an annual competition for the affirmation and promotion	Partially	A special competition at MK is not created, although there is an

of the culture of the members of the communities in the Republic of North Macedonia		improvement of accepted projects in the Annual Program. A new call was created at MPSOZ and the Call at AOPZ continued
Inclusion of debates, campaigns, community dialogues, lobbying and advocacy activities in content in annual and special competitions	Realized	In all the mentioned competitions, these activities were part of the allowed formats and types of projects, and in several accepted projects there were this type of activities.
Intercultural programs and projects at the national and local level	Realized	There is a significantly larger number of intercultural programs and projects that are implemented by different entities, with different partners and in decentralized conditions.

- STRATEGIC AREA: YOUTH -

**SUMMARY OF THE RESULTS ACHIEVED IN THE STRATEGIC AREA
"YOUTH"**

Through the realized activities for the year 2022, a serious contribution was made towards the realization of the foreseen priorities and goals determined in the youth cluster within the framework of the National Strategy for one society and interculturalism.

The year 2022 had a solid realization of the planned activities, but it is still one part of the entire corpus of activities that should be implemented in order to contribute to the creation of tolerant youth, but also to eliminate nationalism, xenophobia, ethnic constraints, religious, gender, gender and any other discrimination. The main focus remains on reducing hate speech and crime, joint coordination at the institutional and extra-institutional level, because it is not enough just to change social consciousness, but concrete deeds and actions, youthful enthusiasm, aspirations, but above all knowledge, yes are placed in the function of the overall development of society. The successful implementation of the Law on Youth Participation and Youth Policies is a strong incentive to implement all these activities in the coming period in a participatory and joint mechanism with young people, knowing that we already have established youth centers, functional youth councils, appointed youth officers and offices for young people. The main challenge remains the key institutions in the field of youth and youth policies open the doors for the youth voice to penetrate, to turn ideas into initiatives, and initiatives into concrete projects that mean better today, but also tomorrow for the youth in the Republic of North Macedonia. The realization of the activities for 2022 is a good sign and basis for achieving the goals and priorities in the Strategy with identified future steps, greater experience, lessons learned, revised action plans, new deadlines, political will and exit solutions.

1. OVERVIEW OF ACHIEVED RESULTS:

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

1.1 Priority goal: To reduce and eliminate the level of violence, intolerance, hate speech and hate crime, including by authorities/institutions against citizens and vulnerable groups

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 in Skopje conducted a campaign to inform

the public about the consequences of the speech of hatred, promoting non-violence and tolerance, especially among young people. For the needs of the campaign, advertising spots were prepared, billboards and video messages were rented in order to reach the largest number of young people. The campaign can be seen at the following link: <https://www.facebook.com/prekinigokrugot/>. For the needs of this campaign, 8 forums were organized across the country and advertising material, leaflets and brochures were distributed. Also, in cooperation with the OSCE Mission in Skopje, an advertisement and video were prepared and published to the public through the public service, traditional and new media. In addition to this, in 2022 the so-called "**red button**" **continued to function, 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 operation. The adoption of legislation - the Law on Youth Participation and Youth Policies continues to be implemented and based on its adoption and provisions, future youth policies are created, the status of the rights and obligations of young people is regulated, as well as their organization, actions, and ways of financing. As part of the monitoring of the implementation of the Law, research was conducted regarding the degree of implementation and all shortcomings were determined, but also the real needs were mapped to motivate local governments to be active actors in the framework of youth issues.

Within the framework of this priority group, the measure that envisages the preparation of a manual for current measures against violence and hate speech and hate crime and its distribution in educational and cultural institutions and sports federations was not implemented.

Priority 2: Reduction of ethnocentrism among young people and isolation of different monogroups, participation in joint activities and mutual interaction from hatred

2.1. Priority goal: Advancement of curricula and techniques in primary, secondary and higher education, including practical teaching in secondary and higher education

Achieved results in 2022 towards the fulfillment of Priority Goal 2.1:

Within the framework of this priority goal, measure 1 Organizing extra-curricular activities with all ethnic groups of young people and their connection and acquaintance with religious ones, the Ministry of Education and Culture in 2022 also carried out analyzes in the area of the need for practical teaching and creation of programs for the

needs of young people. For this purpose, an analysis was carried out for the application of practical teaching in secondary and higher education, with a special emphasis on the free activities of students, and CSEO (Center for Vocational Education and Training) was included here. Within the framework of this measure, training and retraining of the teaching staff in all schools in the municipalities with a mixed ethnic composition were carried out for extracurricular activities and the use of free time of young people in secondary education and religious education, and a new concept for extracurricular activities was adopted and training was carried out for the teachers. However, there was no organization of youth sports camps, and the expected results were not achieved.

Regarding measure 2: Revising curricula and other contents in which sources of stereotypes and hatred are identified, an analysis of curricula in secondary education was also carried out in 2022 and a working group was formed that works on a new Concept for secondary education. For this purpose, a draft version of the text of the Law on Secondary Education was prepared, where national standards for student achievement will be determined. According to national standards, output results will be defined, and new modern curricula will be developed.

In 2022, an analysis of the accredited academic programs of the universities was conducted and a working meeting was organized with the Rectors regarding the process of revising the curricula of the Universities in RSM.

2.2 Priority objective: Consistent and consistent implementation of policies for one society and interculturalism that apply to young people

Results achieved in 2022 towards the fulfillment of Priority Goal 2.2:

Regarding measure 1: Strengthening preventive measures for the suppression of violence, hate speech and intolerance among young people, the new National Youth Strategy (2023 – 2027), which began to be drafted in 2022, precisely locates the needs of young people at local, regional and national level, but also to young people from various ethnic and social groups (youth with disabilities, members of non-majority groups, high school students and students). In addition, MTSO implemented a mentoring program through which a young person is compared, especially if he develops anti-social behavior, with a friendly person outside the family as a positive role model. This measure is implemented every year within the framework of the MTSP program.

In 2022, the family therapy program continued to be implemented, which improved relationships and communications between family members, as well as offering help to

the parent and child to overcome the problem of deviant behavior and intolerance. MTSP has a series of social services in accordance with the Law on Social Protection, namely services for professional help and support, counseling services, community services and services for non-family protection, which include advisory work, prevention, mitigation and overcoming the consequences of the resulting social individual and family problems, vows during divorce, 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. In 2022, the service (call center) continued to function to support young people - victims of violence, hate speech and hate crime through a developed system for reporting domestic violence, mobbing or harassment. In relation to the activities of measure **2: Mechanism for creating a policy for realization, creating projects for interculturalism among young people**, only the legal and by-laws and regulations and other adopted documents relating to the rights of young people have been harmonized.

2.3. Priority goal: Youth with equal opportunities and their involvement in decision-making processes

Achieved results in 2022 towards the fulfillment of Priority Goal 2.3:

Regarding **measure 1**: Inclusive process of involvement of young people at the local and regional level in the social system, in 2022 a campaign for equal opportunities for young people was promoted, especially for vulnerable categories of young people (youth with disabilities, youth from correctional homes, sexually abused youth, youth who beg, young people addicted to narcotics) by several institutions if it is known that the issue of equal opportunity is horizontal and applied by the entire government system. In 2022, the Agency for Youth and Sports supported projects with an emphasis on social and ethnic inclusion, and for this whole Agency allocated almost 6,000,000 denars and almost 20 organizations were supported.

2.4. Priority goal: Established system to detect hate speech and hate crime at local and national level

Achieved results in 2022 towards the fulfillment of Priority Goal 2.4:

Regarding the **measure** Establishing functional youth centers in 2022 together with the Union for Youth Work, 4 non-conventional events were organized in the form of a world café, quiz night, gamification and direct contact, and the new website of the Agency for Youth and Sports is up and running with aim of clearer and more detailed promotion of

the activities of the youth centers. The Agency for Youth and Sports, in accordance with the Law on Youth Participation and Youth Policies, opened youth centers in Kavadaraci, Kumanovo, Probishtip, Ohrid, Bitola, and ten more municipalities are in the process of opening. According to the Law, every municipality must put into operation at least one youth center within 5 years. There are already youth centers in the municipality of Centar, municipality of Gostivar and municipality of Chair.

In 2022, in parallel with this process, opportunities were created for developing the capacities of young people, getting to know interculturalism, joint fight against hate speech, hate crime, building social ties and creating a society according to them. For all this, according to 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.

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

Achieved results for 2022 towards the fulfillment of Priority Goal 2.5:

Within the framework of measure 1: Elimination of segregation and discrimination of young people from different ethnic and sociocultural origins in 2022, an analysis was made of the degree of segregation and discrimination of young people, especially various categories of young people and those who are not part of the educational process, as well as made a comparison of the existing penal legal regulations to eliminate this negative phenomenon among the young population. In addition to this, in 2022, the action WEEK against segregation and discrimination of young people was promoted in 8 planning regions with precisely determined contents and activities of the action and the organization of an internet campaign through social networks (FB, Twitter and others) through the AMS project "European Week" of sports.

2. CHALLENGES AND RISKS DURING THE IMPLEMENTATION OF THE ACTION PLAN WITH RECOMMENDATIONS

Although almost 3 years have passed since the adoption of the Law on Youth Participation and Youth Policies, the main challenge remains the implementation of the provisions relating to local self-government units. What is also a challenge and needs to be worked on in the coming period is intensifying and systematizing cooperation between institutions, but also increasing the budget for support for youth, if it is known that for this year we have a reduction in the youth item in the Youth Agency and sports. According to the latest data from the census, which clearly indicate that as a country we are "aging", it is necessary for all the key institutions for youth to start treating young

people as their partners and to open their doors so that the young people can feel important and work together to build of mutual trust with each other. When dealing with the key issues of the rule of law, the fight against corruption, building a culture of integrity and economic growth, the knowledge and energy of young people must be considered, and a strong determination must be shown to them that change is happening for them. to stay here and create their present and future. It remains crucial that the Agency for Youth and Sports strengthens its role within the government system, develops new capacities and builds partnerships to be able to realize the activities and all that is foreseen as measures of the government program. It is important to think about a new approach, modern and open to the Youth Sector, and implement a greater number of policies that will lead to advocacy, instead of only "declarative" commitments. The new National Strategy that should be completed in the first quarter of 2023 gives a new direction in defining the needs of young people and it is the right moment to define the priorities of young people and where we want to see them in the coming period, but also we as institutions and decision makers to commit that we will deliver the set activities and results, we will provide more finance for them, opportunities and conditions and they will sit at the same table with us, we will make decisions together, because there is no time to waste. It is important for the Ministry of Political System and Community Relations to take a leadership role in promoting non-violence, tolerance and intercultural communication among young people and eliminating hate speech and hate crime in cooperation with the Ministry of Internal Affairs, with the support of the civil sector and international organizations.

The priorities must remain on the reduction of hate speech and hate crime, joint coordination at the institutional and non-institutional level, because it is not enough just to change social consciousness, but concrete deeds and actions, youthful enthusiasm, aspirations, but above all knowledge, to be put to the function of the overall development of society. Joint and coordinated action and precise cooperation are needed in order to be able to achieve results and restore the trust of young people in the institutions.

Recommendations:

- Intensification and systematization of cooperation between institutions in relation to youth issues;
- Increasing the budget by 50% for the youth item within the Youth and Sports Agency in order to successfully and consistently implement youth policies and projects;

- All relevant institutions that are related to young people should treat young people as their partners and open their doors so that young people can feel important and work together to build bilateral trust with each other;
- Youth and forms of youth organization should be included and consulted on key issues regarding rule of law, fight against corruption, building a culture of integrity and economic growth;
- Agency for youth and sports to strengthen its role within the government system, to develop the existing and create new capacities and to build partnerships in order to be able to realize the activities and all that is foreseen as measures of the government program;
- To introduce a reorganization of the youth sector in the Agency for Youth and Sports through a new, modern and open approach and to implement a greater number of policies that will lead to representation, instead of only "declarative" commitments;
- Civil organizations and forms of youth organization to be actively involved in implementing the activities and to provide them with a working environment to use their potential
- Actively support and ensure maximum implementation of the National Youth Strategy 2023-2027;
- The government, including all institutions and decision-makers, commit to deliver the set activities and results, provide more finances, opportunities and conditions for young people and the National Youth Strategy and sit at the same table with them, make decisions jointly;
- The Ministry of Political System and Inter-Community Relations to take a leadership role in promoting non-violence, tolerance and intercultural communication among young people and eliminating hate speech and hate crime in cooperation with the Ministry of Internal Affairs, with the support of the civil sector and international organizations ;
- The priorities must remain on the reduction of hate speech and hate crime, joint coordination at the institutional and non-institutional level, because it is not enough just to change social consciousness, but concrete actions and actions, youthful enthusiasm, aspirations, but before all knowledge, to be put to the function of the overall development of society.

3. TABULAR OVERVIEW OF THE IMPLEMENTED MEASURES AND ACTIVITIES WITHIN THE YOUTH PRIORITY AREA

Activity/measure planned for implementation in 2022 according to the Action Plan	Realization status	Brief explanation
Priority 1: Promoting non-violence, tolerance and intercultural communication among young people and eliminating hate speech and hate crime		
1.1. To reduce and eliminate the level of violence, intolerance, hate speech and hate crime, including by authorities/institutions towards citizens and vulnerable groups	Realized	<ul style="list-style-type: none"> •• Conducted a campaign to inform the public about the consequences of hate speech, promoting non-violence and tolerance, especially among young people. For the purposes of the campaign, advertising spots were prepared, billboards and video messages were rented in order to reach the largest number of young people. • The so-called "red button" continues to function, 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 operation. • Implementation of legislation - Law on youth participation and youth policies continues to be implemented and based on its implementation and provisions, future youth policies are created, the status of the rights and obligations of young people is regulated, as well as their organization, actions and methods of financing.
Priority 2: Reduction of ethnocentrism among young people and isolation of different monogroups, participation in joint activities and mutual interaction from hatred		
2.1. Improvement of curricula and techniques in primary, secondary and higher education, including practical teaching in secondary and higher education	Realized	<ul style="list-style-type: none"> • In 2022, conduct analyzes in the area of the need for practical teaching and creation of programs for the needs of young people. For this purpose, an analysis was carried out for the application of practical teaching in secondary and higher education, with a special emphasis on the free activities of students, and CSEO (Center for

		<p>Vocational Education and Training) was included here. Within the framework of this measure, training and retraining of the teaching staff in all schools in the municipalities with a mixed ethnic composition were carried out for extracurricular activities and the use of free time of young people in secondary education and religious education, and a new concept for extracurricular activities was adopted and training was carried out for the teachers.</p> <ul style="list-style-type: none"> • In 2022, an analysis of curricula in secondary education was also carried out and a working group was formed to work on a new Concept for secondary education. For this purpose, a draft version of the text of the Law on Secondary Education was prepared, where national standards for student achievement will be determined. According to national standards, output results will be defined and new modern curricula will be developed. In 2022, an analysis of the accredited academic programs of the universities was conducted and a working meeting was organized with the Rectors regarding the process of revising the curricula of the Universities in RSM.
<p>2.2. Consistent and consistent implementation of policies for one society and interculturalism that apply to young people</p>	<p>Realized</p>	<ul style="list-style-type: none"> • The new National Youth Strategy (2023 – 2027), which began to be drafted in 2022, precisely locates the needs of young people at the local, regional and national level, but also of young people from various ethnic and social groups (youth with disabilities, members of of non-majority groups, high school students and students).

		<ul style="list-style-type: none">• In addition, MTSO implemented a mentoring program through which a young person is compared, especially if he develops anti-social behavior, with a friendly person outside the family as a positive role model. This measure is implemented every year within the framework of the MTSP program.• In 2022, the family therapy program continued to be implemented, which improved relationships and communications between family members, as well as offering help to the parent and child to overcome the problem of deviant behavior and intolerance. MTSP has a range of social services in accordance with the Law on Social Protection, namely services for professional assistance and support, counseling services, community services and non-family protection services, which include advisory work, preventing, mitigating and overcoming the consequences of the social problems of an individual and family, divorce settlement, 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.• In 2022, the service (call center) continued to function to support young people - victims of violence, hate speech and hate crime through a developed system for reporting domestic violence, mobbing or harassment.
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<p>2.3. Youth with equal opportunities and their involvement in decision-making processes</p>	<p>In progress</p>	<ul style="list-style-type: none"> • In 2022, a campaign for equal opportunities for young people was promoted, especially for vulnerable categories of young people (youth with disabilities, young people from correctional homes, sexually abused young people, young people who beg, young people addicted to narcotics) by several institutions if it is known that the issue of equal opportunity is horizontal and applies to the entire government system.
<p>2.4. Established system to detect hate speech and hate crime at local and national level</p>	<p>In progress</p>	<ul style="list-style-type: none"> • In 2022, together with the Union for Youth Work, 4 non-conventional events were organized in the form of a world café, quiz night, gamification and direct contact, and the new website of the Youth and Sports Agency is in operation with the aim of clearer and more detailed promotion of the activities of youth centers. • The Agency for Youth and Sports, in accordance with the Law on Youth Participation and Youth Policies, opened youth centers in Kavadaraci, Kumanovo, Probishtip, Ohrid, Bitola, and 10 more municipalities are in the process of opening. According to the Law, every municipality must put into operation at least one youth center within 5 years. There are already youth centers in the municipality of Centar, municipality of Gostivar and municipality of Chair. • In 2022, parallel to this process, opportunities were created for developing the capacities of young people, getting to know interculturalism, joint fight against hate speech, hate crime, building social ties and creating a society according to

		<p>them. For all this, according to 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.</p>
<p>3.1.1.3. Reduced segregation and discrimination of young people</p>	<p>In progress</p>	<ul style="list-style-type: none"> • In 2022, an analysis was made on the degree of segregation and discrimination of young people, especially various categories of young people and those who are not part of the educational process, as well as a comparison was made of the existing criminal legal regulations to eliminate this negative phenomenon among the young population. • In addition to this, in 2022, the action WEEK against segregation and discrimination of young people was promoted in 8 planning regions with precisely determined contents and activities of the action and the organization of an internet campaign through social networks (FB, Twitter and others) through the AMS project "European sports week".

- STRATEGIC AREA: SOCIAL COHESION-

**SUMMARY OF THE RESULTS ACHIEVED IN THE STRATEGIC AREA:
"SOCIAL COHESION"**

Within the strategic area of social cohesion, two priorities and corresponding priority goals and activities have been identified, in which solid progress can be observed. It is

especially important to note that in 2022 several laws were finalized which are the quintessence for the efficient functioning of the state administration. and they are also the catalyst of the started processes: Law on Administrative Officers and Law on Employees in the Public Sector, as well as In connection with the Balancer in August 2022, data from the last census in 2021 was entered, which is filled in the balancer collator, which is an integral part of the Annual Employment Plans of institutions in the public sector In 2022, 44 new services were added to the National Service Platform. Furthermore, passport, ID card, driver's license services are fully digitized. The number of registered users on uslugi.gov.mk reached 87,388, (that is, about 24,742 new users this year alone. Regarding the second priority, important strategic documents were adopted: the Strategy for Gender Equality 2022-2027, the Strategy for Equality and Non-Discrimination 2022-2026, The strategy for the inclusion of Roma 2022-2030 and the opening of the Gender Responsive Center, which is part of the Ministry of Labor and Social Policy. The activities carried out during 2022 contributed to the fulfillment of the commitments for the promotion of social cohesion and integration with sustainable and inclusive socio-economic balanced regional development, ensured gender equality, non-discrimination and equal opportunities based on all diversity and inclusion of the gender perspective in the legal regulation.

1. OVERVIEW OF ACHIEVED RESULTS

Priority 1: Promotion of sustainable and inclusive socioeconomic balanced regional development

1.1. Priority goal: Strengthening the overall capacities and resources of the subjects in the function of security

Results achieved in 2022 in the direction of fulfilling priority objective 1.1:

In 2022, agreements were concluded for the financing of 150 projects in municipalities in all eight planning regions, with a total value of about 900 million denars for the development of planning regions, villages, specific areas, urban areas and for reducing disparities in and between planning regions. The projects are financed from the budget program for balanced regional development.

Within the framework of the Sustainable and Inclusive Balanced Regional Development project, the capacities of the Development Centers in the eight planning regions are being strengthened through continuous training and project preparation. A grant scheme is also provided for the implementation of specific projects that are financed with funds from the Swiss government and the Ministry of Local Self-Government.

In 2022, seven projects in the planning regions have been financed with a total value of 2.5 million Swiss francs.

1.2. Priority goal: Strengthening the overall capacities and resources of the subjects in order to ensure sustainable development

Results achieved in 2022 towards the fulfillment of Priority Goal 1.2:

The Ministry of Information Society and Administration in the area of digitization created two most important strategies: National Strategy for Cyber Security 2023-2026 and National Strategy for ICT 2023-2027.

In cooperation with the Ministry of Education and Science and the ITU (International Telecommunication Union), we launched the initiative for the project "protecting children online", which is an important project to strengthen the safety of children on the Internet at the national level.

About 580 datasets have been published on the Open Data platform, of which 180 have been published and updated during this year. In the meantime, contracts were signed with 27 new institutions on the interoperability platform, which will make cooperation between institutions more efficient and promising. Regarding digital services, the number of digital services in the National Service Platform reached 226 services, (where only during this year we managed to add about 44 new services). Furthermore, during this year, important services were digitized such as are services for passport, identity card, driver's license, etc. The number of registered users on uslugi.gov.mk reached 87,388 (that is, about 24,742 new users this year alone).

The Ministry of Information Society and Administration provided free training for administrative officers and citizens on "Cyber Hygiene". Also, with the support of the OSCE mission and in cooperation with the government, an electronic course was developed aimed at strengthening intercultural competence and managing diversity in

public institutions - Publication of the interculturalism course on the LMS (Learning Management System) platform for online training.

Furthermore, MIOA participated in the Open Working Group on Security and Use of Information and Communication Technologies (OEWG) established by the UN General Assembly. On this occasion, North Macedonia, in agreement with the EU and its member states, adhered to the comments and proposals shared by the member states and agreed to the adoption of the final version of the General Assembly Resolution on the annual progress report.

1.3. Priority goal: Harmonized legal regulation with different institutions with policies for balanced regional development

Achieved results in 2022 towards the fulfillment of Priority Goal 1.3:

The Ministry of Information Society and Administration has priority goals for advancement, growth and development in the field of digitization, public administration and the media. Several laws have been finalized that are essential for the efficient functioning of the state administration, and they are also the catalyst for the initiated processes: The Law on Administrative Officers and the Law on Public Sector Employees whose new versions were published in ENER in September 2022, which enable the depoliticization of the administration, a meritocratic system of employment and evaluation, fair and adequate representation and professionalism of the administration. Also, the drafting of the Law on Senior Management Service - which ensures professionalism and increases the responsibility of institutions in decision-making - is in the final stage. The new strategy for reforms in public administration (2023-2030) has been drawn up and the piloting of the project for the reorganization of the state in three ministries, namely the Ministry of Information Society and Administration, the Ministry of Economy, and the Ministry of Agriculture, and believing in the benefits of this process, we believe that by 2024 all ministries will begin reorganization. The draft version of the Law on Wages is being prepared and for the first time in the country the concept of this law was defined at a government session. This law is an essential and inevitable law to regulate the salaries of employees in the public sector, including joint-stock companies, and despite its complexity, our efforts continue in 2023 to complete it.

Priority 2: Promotion of social cohesion and integration ensuring gender equality, non-discrimination and equal opportunities based on all diversity

2.1 Priority objective: Respect and promotion of social cohesion and integration of the concept of gender equality, non-discrimination and equality on all grounds and diversity

Achieved results in 2022 towards the fulfillment of Priority Goal 2.1:

The strategy for gender equality 2022-2027 was adopted on 28.07.2022 by the Assembly of the Republic of North Macedonia and was published in the Official Gazette of the RSM no. 170/2022. The strategy, as a broad strategic framework, unites all areas of action to achieve gender equality by integrating the gender perspective in policies and strategies, suppressing stereotypes and violence against women, improving the position of women in all spheres of public and private life. By adopting this Strategy, the Republic of North Macedonia strives to improve the state of gender equality in 13 priority areas.

The National Strategy for Equality and Non-Discrimination 2022-2026 has been developed, which was adopted by the RSM Government on May 25, 2022. The national strategy for equality and non-discrimination is the key strategic document in the national policy for equality and non-discrimination. The goal of the Strategy is to ensure continuous development in the realization of these rights without discrimination on any basis. The Second Index 2020 for gender equality for the Republic of North Macedonia has been prepared, which has been submitted to the European Institute for Gender Equality for approval, after which it will be promoted.

The draft Law on Gender Equality was developed with expert support from the OSCE Mission and a wider working group composed of members from state institutions and civil society organizations from the area. The law was imposed on ENER in September 2022. In the period from October to November 2022, eight regional public hearings were held (Gostivar, Kumanovo, Bitola, Shtip, Strumica and Skopje) with stakeholders: coordinators and Commissions for equal opportunities and the civil sector from different regions of the RSM territory.

Within the framework of the project "Promotion of Diversity and Equality in North Macedonia" of the Council of Europe, in the component for anti-discrimination and protection of vulnerable groups, Recommendations were prepared for the harmonization of 13 laws with the Law on Prevention and Protection from Discrimination.

In order to prepare the Strategy for the inclusion of the Roma 2022-2030, working groups were formed from the relevant line ministries, which worked individually according to the established methodology for the preparation of the Strategy. In that direction, two two-day workshops were held with representatives from the relevant line ministries and

civil society organizations. The Strategy for Roma Inclusion 2022-2030 was submitted and adopted by the Government of the Republic of North Macedonia.

In order to prepare National Action Plans for the priority areas within the Strategy for Roma Inclusion 2022-2030, two two-day workshops were held with representatives from the relevant line ministries and civil society organizations. During 2022, the process of implementation of the Law on unregistered persons in the birth register continued. According to the latest data from the Directorate for Keeping Registers, by June 2022, around 320 people have received a special birth certificate, of which 115 people have a special identification document in the period from 2020 - 2022, and for 100 people, they are in the regular procedure.

In relation to the Balancer, data from the last census conducted in 2021 have been entered, which are used to fill in the balancer collocator, which is an integral part of the Annual Employment Plans of institutions in the public sector.

2.2. Priority goal: Promotion and inclusion of the gender perspective in legislation and compliance with the concept of "One society and interculturalism"

Results achieved in 2022 in the direction of fulfilling Priority Goal 2.2:

In March 2022, the Resource Center for Gender Responsive Policymaking and Budgeting began to function. Until now, 31 trainings have been carried out and 401 people employed in the public sector have been trained.

In terms of gender-responsive budgeting and inclusion of the gender perspective, 18 trainings were held in which 200 administrative officers participated in the process of preparing strategic and budget plans, as well as administrative officers with relatively short work experience. The aim of the trainings is to improve the capacities of civil servants in the field of gender equality and gender-responsive budgeting.

Also, 13 trainings in the area of non-discrimination were organized in the Center in which 201 administrative officials at the national and local level and Roma mediators participated. In addition to trainings, meetings, consultative meetings and public debates were held at the Center.

A website of the Resource Center for Gender Responsive Policymaking and Budgeting has been created, where more than 250 publications in the field of ROB and RE, trainings and events have been published. Also, a Facebook and Instagram profile has been created for the promotion of the activities that are held in the Resource Center.

In the direction of the implementation of the Law on prevention and protection from violence against women and family, the following were prepared: Draft Program for

reintegration of women victims of gender-based violence and domestic violence; and Draft Protocol for mutual cooperation (Article 12). Furthermore, the by-laws for:

- Rulebook on the form, content and method of integrated collection of statistical and administrative data on the situation with gender-based violence against women and domestic violence, based on sex, gender, age, community membership, place of residence and other data (Article 28 paragraph 6));
- Rulebook on the method of issuing consent to the Initial and Continuing Education Program for gender-based violence against women and domestic violence implemented by the entities from Articles 18, 19, and 20 of this law. (Article 17 paragraph 2);
- Rulebook on the form, content and manner of keeping a register of trained persons for the implementation of initial and continuous education on gender-based violence against women and domestic violence. (Article 17 paragraph 3)
- Rulebook on the form and content of analysis and statistical processing of data from the system of social rights and services on the situation with gender-based violence against women and family violence (Article 28 paragraph 4);
- Rulebook on the content and method of collecting and keeping special records in the courts on the number of cases of gender-based violence against women and victims of domestic violence based on sex, gender, age, ethnicity, disability, residence and other grounds, as well as data relevant to monitoring the situation with gender-based violence against women and family violence (Article 29);
- Rulebook on the content and method of collecting and keeping special records in the public prosecutor's offices on the number of cases of gender-based violence against women and victims of domestic violence based on sex, gender, age, ethnicity, disability, residence and other grounds, such as and data relevant to monitoring the situation with gender-based violence against women and family violence (Article 30).

These by-laws are being developed with the expert support of UNFPA.

The Inclusion of Roma children project has been implemented for 15 years. In the academic year 2021/2022, tripartite agreements for cooperation and implementation of the project were signed with 20 municipalities and JOUDG. In 20 municipalities, 20 mediators were hired to raise parents' awareness of the importance of education. In one municipality, 1 Roma caregiver was hired to facilitate the process of socialization of Roma children in kindergartens with the support of the Roma Education Fund. As of June 2022, 247 children exempted from payment in 20 municipalities (20 kindergartens) were included. Within the project Inclusion of Roma children in JOUDG, Roma children covered through exemption with participation is 247 or a total of 60% of the predicted target of 390 for the school year 2021/2022.

In the part of supporting basic education for Roma, the Ministry of Education and Science is hiring 40 Roma educational mediators from 28 municipalities in our country within the academic year 2022/2023. They have an obligation to help and take actions to improve awareness of the possibilities and access to schools, conduct regular meetings to sensitize the population and employees in primary schools to the specifics and needs of vulnerable groups in the field of education, regularly cooperate with professional associates and teachers to improve the achievements of the students, undertakes activities to reduce the dropout of the educational process of the students. This measure has been implemented since 2018 and it started as a measure from the NAP for education in accordance with the then National Strategy for Roma 2014 - 2020, so that only after one year of implementation it became a public policy and was defined in the Law on Basic Education under Article 37. Comparatively with the past year 2021/2020, the number of hired Roma educated mediators has increased by five or from 35 to 40 people.

As a priority area in supporting educational processes for Roma and increasing the quality of knowledge of Roma students, the Ministry of Education for the fiscal year 2023, the academic year 2022/23 provided funds for the hiring of Pedagogical Assistants, a measure that should be implemented in this current year.

According to the project "Regularly in class: Action for the inclusion of Roma in primary education" financed by the European Union, the Ministry of Education and Culture in cooperation with the Open Society Foundation and Step by Step provided scholarships for Roma children enrolled in the first grade whose parents are recipients of GMP, which will enable the inclusion of as many Roma children as possible in primary education, and will also reduce the financial costs of Roma families related to the schooling of their children. Through the project, support was provided to 645 Roma students by awarding 1515 scholarships for the last 3 school years in the period from 2019 to October 2022, when the project was actually finalized.

In the section supporting the secondary education of Roma, the Ministry of Education and Science awards scholarships for Roma students in public and private secondary schools in the Republic of North Macedonia and for the academic year 2022/2023, a Competition was announced for the awarding of 950 scholarships for Roma secondary students in 4 categories (according to the generally achieved success of the students). The Ministry of Education and Science has been awarding scholarships to Roma students since 2008, and this measure has become a public policy since 2016 and is defined in the Law on Student Standards under Article 54. Compared to the last school year, the number of scholarships has increased by 50, due to the increase in the number of Roma students attending classes in secondary schools. At the same time, the measure according to the Competition for enrollment in secondary schools must be mentioned here, according to which students from the Roma ethnic community can enroll in a certain public secondary school if they have up to 10% less points than the number of

points provided for according to the Competition for the respective curricula and programs and if they satisfy the additional criteria for the examination of knowledge and skills in the respective school.

As of December 2022, 13 families or a total of 89 people, of which 29 adults and 60 children between the ages of 1 and 17, have been taken care of in the reception center in Vizbegovo. In order to improve the condition of the persons placed in the center, during the reporting period (June-December) 2022, activities were undertaken in the field of employment, social protection and education. In the academic year 2022/2023 in the regional school "St. Kliment Ohridski" in Vizbegovo, a total of 34 children are enrolled in primary education, of which 8 children in the first grade, 2 children in the second grade, 8 children in the third grade and 16 children in the fifth grade. 2 people are temporarily employed (2 families), and both people are engaged as construction workers.

Able-bodied people are motivated and regularly report to AVSRM as active job seekers. The number of active job seekers is 22 people. A total of 4 families exercise the right to a guaranteed minimum income, child and education allowance.

Continuous efforts are being made to strengthen economic sustainability, socialization and resocialization of families. Professionals from the Centers for Social Work, the Ministry of Labor and Social Policy and two Roma NGOs are involved in the work with these families.

During 2021, according to the Report of the Employment Agency of the Republic of North Macedonia, through the project "Activation of vulnerable groups on the labor market", through Component 1. - Counseling and motivation program, 640 job seekers were included in the psychosocial service support, while 230 received mentoring support. Through Component 2 - Program to support the employment of through training, a total of 91 unemployed persons were included in training for occupations in demand on the labor market, 20 persons were employed within the framework of the wage subsidy measure; 7 people were involved in the internship program. Времетраење на проектот е од 36 месеци. Вкупниот буџет на проектот изнесува 4.191.401 евра.

2.3. Priority goal: Functional organs and bodies for promoting equal opportunities for women and men and preventing discrimination on different grounds

Achieved results in 2022 towards the fulfillment of Priority Goal 2.3:

Results achieved in 2022 towards the fulfillment of Priority Goal 2.3:

Pursuant to Article 11 paragraph 4 and paragraph 5 of the Law on Equal Opportunities for Women and Men ("Official Gazette of the Republic of North Macedonia" no. 6/2012 and 166/2014), state administration bodies and local self-government units are obliged to officially determine person coordinator and deputy coordinator for equal opportunities for women and men who will coordinate the affairs of the state authority, for the establishment of equal opportunities. According to the data submitted to MTSP-Equal Opportunities Sector, there are 46 coordinators for equal opportunities of state administration bodies, and 75 coordinators have been appointed at the local level and 70 Commissions for equal opportunities for women and men have been formed.

In accordance with the National Strategy for Equality and Non-Discrimination 2022-2026, the Government of RSM adopted a Decision on the establishment of the National Coordinating Body for monitoring non-discrimination situations and the implementation of laws, by-laws and strategic documents in this area (Official Gazette No. 218 from 10.10.222). On 21.12.2022, the first constitutive session was held where the better functioning of the NCT in the coming period was discussed in order to implement the goals of the Strategy for equality and non-discrimination.

In accordance with legal obligations, the Commission for Prevention and Protection from Discrimination submitted a Report on the work of the commission for the year 2021 for consideration in the Assembly of the Republic of North Macedonia. According to the data from the Report in 2021, the Commission for Prevention and Protection from Discrimination in 2021 acted on a total of 167 submitted complaints, of which 14 complaints were based on sexual orientation, gender identity and social origin and determined discrimination in 8 cases. In 2022, 39 complaints were submitted and discrimination based on sexual orientation and gender identity was determined in 22 cases.

2.4. Priority goal: Increased awareness and understanding in the entire society about the concept of gender equality and the concept of equality and non-discrimination

Results achieved in 2022 in the direction of fulfilling priority objective 2.4:

The Ministry of Labor and Social Policy, in cooperation with the OSCE Mission, prepared two electronic learning modules (basic and advanced) for the implementation of the Law on Prevention and Protection from Discrimination. They have been submitted to the Ministry of Information Society for placement as generic trainings in the electronic training system. After setting up a new LAN system for E-training, MIOA will put it into operation.

Within the framework of the Dutch project, the campaign "We are with you" - Together against violence against women and girls consists of social media posts, web banners,

advertising material, etc. The campaign was broadcast on National Television, social media, has its own page on Instagram, web banners on portals, etc.

Also within the framework of the project, e-modules for trainings on gender-based violence and domestic violence were established for various service providers and multi-sectoral trainings for trainers to deal with professional structures in the areas of: social protection, police, health, judiciary, education and civil sector and media. The purpose of electronic learning through the material, contents, tests, audio and video materials, is to help and support the learning of the participant, to confirm and improve the acquired knowledge and to spread the learned and acquired knowledge.

The e-modules contain an introduction to gender and domestic violence:

- Concept, definitions of gender-based violence and domestic violence
- Regulation and definitions of gender-based violence and domestic violence according to international documents
- Definitions according to national legislation
- System for the protection of victims of gender-based violence and family violence

In cooperation with UNFPA, the campaign "You are not alone" is implemented. Within the framework of this campaign, in accordance with the Communication Strategy that we prepared together, several activities are carried out, video messages, animated videos are recorded, events are organized at the local level, etc. The events are attended by representatives from the MTSP (from the departments for equal opportunities and from Social Protection) as well as from the Centers for Social Work.

Under the motto "Recognize, block and report digital and other forms of violence against women and girls", a campaign "16 days of activism against gender-based violence" for 2022 was launched. The focus of this year's campaign in the Republic of North Macedonia is on digital and other types of violence against women and girls, the fight against machoism and toxic masculinity and the role of public security structures in the fight against violence against women and girls as a prerequisite for reducing gender-based violence.

Roma information centers as institutional centers that represent a link between the Roma community and institutions at the local level for the needs of citizens during the period from January to June 2022, a total of 1362 services were provided. (social protection - 1085, health - 161, education - 12, employment - 27, personal documentation - 24, housing - 45 and other - 5). By the end of 2022, eight Roma Information Centers (Gostivar, Delčevo, Kočani, Vinica, Negotino, Kičevo, Bitola and Šuto Orizari) will be functioning, in which 9 (nine) informants are engaged.

For the needs of the Ministry of Labor and Social Policy and for the needs of licensed providers of social services, within the framework of the project, Support for the modernization and deinstitutionalization of social services, financed by the EU, two

easy-to-read documents have been prepared that cover social services, assistance and home care and day care for people with disabilities.

Within the Project for the Improvement of Social Services supported by the World Bank, 34 projects are supported through which conditions for the development of social services are created. Half of the selected municipalities are rural areas. The scope of users of social services is about 1300 at the local level in a total of 41 municipalities.

The Ministry of Labor and Social Policy opened 11 new kindergartens in the country during 2022.

In relation to people with disabilities, the Ministry of Labor and Social Policy is developing modern policies through the introduction of the International Classification of Functioning, Disability and Health. In 2022, 311 people used personal assistance social services, while 678 people used help and home care services. . The government of North Macedonia marked the International Day of Persons with Disabilities - December 3. The event was organized by the National Coordinating Body for the Implementation of the UN Convention on the Rights of Persons with Disabilities, in cooperation with the Ministry of Labor and Social Policy, the National Council of Disability Organizations of Macedonia and the German Society for International Cooperation - (GIZ).

The "Block Hate" campaign; Share the love" was implemented within the framework of the project "Promotion of diversity and equality in North Macedonia", which is part of the program "Horizontal Facility for the Western Balkans and Turkey 2019-2022", financed by the European Union and the Council of Europe.

1. CHALLENGES AND RISKS DURING THE IMPLEMENTATION OF THE ACTION PLAN WITH RECOMMENDATIONS

The inclusion of the gender perspective in policies, strategic plans and non-discrimination is one of the priorities to which the Government of the Republic of North Macedonia is committed.

The implementation of strategic documents in the field of gender equality contributes to the realization of these priorities and enabling equal opportunities for women and men in all areas of social life.

Despite the fact that we have a solid legal framework for gender equality and non-discrimination, gender stereotypes and traditional gender roles are still dominant in the country. In a period of 25 years, only 18 women have been elected mayors in local elections, compared to 642 male mayors. The gender gap in the employment rate among persons aged 20 to 64 is 17.5%.

Recommendations:

- Adoption and implementation of the Law on Gender Equality;
- Establishment of the secretariat for gender equality;
- Establishment of new services for victims of violence;
- Preparations for the establishment of an information management system for women victims of violence;
- Advancement of the Law on Prevention and Protection from Discrimination in the direction of greater independence and functionality of the Commission for Prevention and Protection from Discrimination;
- Harmonization of the legal regulation with the Law on Prevention and Protection from Discrimination;
- Preparation of a special strategic goal in the National Strategy for Equality and Non-Discrimination 2022 - 2026 (annex) for LGBTI+;
- Amending and supplementing the Law on Civil Registry, which should enable legal recognition of gender;
- Building capacities and raising public awareness;
- To initiate changes and additions to the Law on Prevention and Protection from Discrimination in order to adjust the misdemeanor procedure for determining mechanisms according to which the Commission will monitor the application of the recommendations in order to eliminate the established discrimination.

The recommendations and activities that should be undertaken are aimed at improving the condition of people at social risk, reducing poverty and involving vulnerable categories, people with disabilities and young people in exercising their social rights.

1. TABULAR OVERVIEW OF THE IMPLEMENTED MEASURES AND ACTIVITIES WITHIN THE PRIORITY AREA OF SOCIAL COHESION

Activity/measure planned for implementation in 2022 according to the Action Plan	Realization status	Brief explanation
Priority 1: Promotion of sustainable and inclusive socio-economic balanced regional development (RRD)		
Financing of projects to improve the regional infrastructure	realized	A grant scheme is also provided for the implementation of specific projects that are financed with funds from the Swiss government

		and the Ministry of Local Self-Government.
Created an electronic system for monitoring investments in RRR	realized	Implementation of the project Sustainable and inclusive balanced regional development. The first component through which the electronic system for coordination in the planning, implementation, monitoring and evaluation of the policy for balanced regional development was developed was implemented through the project unit of the Vice Prime Minister for Economic Affairs, while the remaining three components through the Ministry of Local Self-Government, in constant coordination with the Swiss agency for development and cooperation
Organizing trainings, seminars, etc.	realized	Within the framework of the Sustainable and Inclusive Balanced Regional Development project, the capacities of the Development Centers in the eight planning regions are being strengthened through continuous training and project preparation.
Priority 2: Promotion of social cohesion and integration with ensured gender equality, non-discrimination and equal opportunities based on all diversity		
Functional analysis of the balancer in relation to the concept of a society	realized	August 2022, data from the last census conducted in 2021 was entered, which is filled in the balancer collator which is an integral part of the Annual

		employment plans of institutions in the public sector
Upgrade of the existing system	continuity	<p>Several laws have been finalized that are essential for the efficient functioning of the state administration, and they are also a catalyst for the processes that have started:</p> <p>Law on Administrative Officers and Law on Public Sector Employees; whose new versions were published in ENER in September 2022, this week will be in the government procedure, and which allow for the depoliticization of the administration, a meritocratic system for employment and evaluation, fair and adequate representation and professionalism of the administration. We are also in the final stage of drafting the Law on Senior Management Service - which ensures professionalism and increases the responsibility of institutions in decision-making.</p>
Infrastructure projects in settlements of marginalized ethnic communities	Realized	<p>The project for the improvement of social services supported by the World Bank, The project for the improvement of social services supported by the World Bank, 34 projects are supported through which conditions are created for the development of social services co. Half of the selected municipalities are rural areas. The scope of users of social services is</p>

		about 1300 at the local level in a total of 41 municipalities. The Ministry of Labor and Social Policy opened 11 new kindergartens in the country during 2022.
Provided health services, social protection	Realized	Roma information centers as institutional centers that represent a link between the Roma community and institutions at the local level for the needs of citizens during the period from January to June 2022, a total of 1362 services were provided. (social protection - 1085, health - 161, education - 12, employment - 27, personal documentation - 24, housing - 45 and other - 5). By the end of 2022, eight Roma Information Centers will function (Gostivar, Delčevo, Kočani, Vinica, Negotino, Kičevo, Bitola and Šuto Orizari), in which 9 (nine) informants are engaged
Adequate conditions for education provided (preschool, primary and secondary)	Realized	The Inclusion of Roma children project has been implemented for 15 years. In the academic year 2021/2022, tripartite agreements for cooperation and implementation of the project were signed with 20 municipalities and JOUDG. In 20 municipalities, 20 mediators were hired to raise parents' awareness of the importance of education. In one municipality, 1 Roma caregiver was hired to facilitate the process of socialization of Roma children in kindergartens with the support of the Roma Education Fund. As of June 2022, 247 children exempted

		<p>from payment in 20 municipalities (20 kindergartens) were included. Within the project Inclusion of Roma children in JOUDG, Roma children covered through exemption with participation is 247 or a total of 60% of the predicted target of 390 for the school year 2021/2022.</p> <p>According to the project "Regularly in class: Action for the inclusion of Roma in primary education" financed by the European Union, the Ministry of Education, in cooperation with the Open Society Foundation and Step by Step, provided scholarships for Roma children enrolled in first grade whose parents are GMP recipients. Through the project, support was provided to 645 Roma students by awarding 1515 scholarships for the last 3 school years in the period from 2019 to October 2022, when the project was actually finalized.</p> <p>Within the academic year 2022/2023, the Ministry of Education is hiring 40 Roma educational mediators from 28 municipalities.</p>
<p>Analysis of the situation regarding the involvement of members of marginalized groups in the private sector</p>	<p>Realized</p>	<p>During 2021, according to the Report of the Employment Agency of the Republic of North Macedonia, through the project "Activation of vulnerable groups on the labor market", through</p>

		<p>Component 1. - Counseling and motivation program, 640 job seekers were included in the psychosocial service support, while 230 received mentoring support. Through Component 2 – Program to support the employment of through training, a total of 91 unemployed persons were included in training for occupations in demand on the labor market, 20 persons were employed within the framework of the wage subsidy measure; 7 people were involved in the internship program.</p> <p>The duration of the project is 36 months. The total budget of the project is 4,191,401 euros.</p>
Economic development - introduction of quotas/percentages of public procurement funds at the central level that will be intended for marginalized and discriminated groups. This positive discrimination through certain quotas of 20% will apply to all non-majority communities, but also to women within the framework of gender equality, as well as to persons discriminated against on all grounds	unrealized	
Priority 3. Functional organs and bodies for the prevention of discrimination on different grounds		
Analysis of the state of operation of the KZD	Realized	Adopted Report on the work of the Commission for Protection against Discrimination 2021
Priority 4. Increased awareness and understanding in the entire society about the concept "One society and interculturalism"		

<p>Campaign for Gender Equality</p>	<p>Realized</p>	<p>The Center for Gender Responsiveness, which is part of the Ministry of Labor and Social Policy, conducts training in order to strengthen the capacities of the public administration from a gender perspective. In addition to the trainings, the Resource Center in its electronic and physical library has a large number of publications that contribute to increasing gender sensitivity and obtaining a better picture of what is happening in the world and in our country, which practices are positive and which should be avoided. In 2022, 31 trainings were carried out and 401 people employed in the public sector were trained.</p>
<p>Campaign against domestic violence</p>	<p>Realized</p>	<p>MTSP together with UNDP created the first mobile application for help and support to victims of violence "Be safe", available in Macedonian, Albanian and Roma languages. The campaign "We are with you - Together against violence against women and girls", which aims to raise awareness about violence and also encourage reporting it. Under the motto "Recognize, block and report digital and other forms of violence against women and girls", a campaign "16 days of activism against gender-based violence" for 2022 was launched. The focus of this year's campaign in the Republic of North Macedonia is on</p>

		digital and other types of violence against women and girls, the fight against machoism and toxic masculinity and the role of public security structures in the fight against violence against women and girls as a prerequisite for reducing gender-based violence.
Campaign for ethnic and religious tolerance	realized	The Commission for Prevention and Protection from Discrimination and the EKAJ Foundation held a Regional Conference on "How to better protect minorities from discrimination"
Campaign for non-discrimination of persons with special needs, old and infirm persons	realized	The national observance of the International Day of Persons with Disabilities - December 3. The event was organized by the National Coordinating Body for the Implementation of the UN Convention on the Rights of Persons with Disabilities, in cooperation with the Ministry of Labor and Social Policy, the National Council of Disability Organizations of Macedonia and the German Society for International Cooperation - (GIZ).
Campaign for non-discrimination of persons based on sexual orientation	realized	The "Block Hate" campaign; Share the love" was implemented within the framework of the project "Promotion of Diversity and Equality in North Macedonia", which is part of the program "Horizontal Facility for the Western Balkans and Turkey 2019-2022", financed by the European Union and the Council of Europe.

- STRATEGIC AREA: LOCAL SELF-GOVERNMENT -

SUMMARY OF ACHIEVED RESULTS IN THE STRATEGIC AREA "LOCAL SELF-GOVERNMENT"

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

Taking into account these key benefits of local self-government, which are correlated with the concept of one society and interculturalism, priorities, measures and activities are defined in the strategic area of Local Self-Government, the realization of which has a direct impact on the greater involvement of citizens in the management processes of local level, through more functional mechanisms for citizen participation, equal access to public information in all LGUs, by improving active transparency by using new technologies, as well as greater inclusiveness in access to services through digitization of administrative services, inter-municipal cooperation for the purpose of providing a greater coverage of services in a more efficient and economical way and, of course, facilitating physical access to services for people with disabilities through the removal of physical barriers.

So far, significant progress has been achieved in all these segments, mainly with financial and expert support from the international donor community and the civil sector. Quantitatively expressed, in Priority 1. Promotion of local democracy and creation of equal opportunities for all the planned 9 activities, 8 have been implemented,

and one activity is in the process of implementation. In Priority 2. Ensuring fair access to public services at the local level, out of a total of 5 planned activities, 4 have been implemented, and one is in the implementation phase.

1. OVERVIEW OF ACHIEVED RESULTS

Priority 1: Promotion of local democracy and creation of equal opportunities for all

1.1 Priority goal: Established functional mechanisms for cooperation and understanding between communities in local self-government units

Results achieved in 2022 in the direction of fulfilling priority objective 1.1:

Measure 1.1.1. Providing effective platforms for cooperation between communities and realizing the principle of equal opportunities for all

Activity 1.1.1.1. Improving the functionality of the local self-government

Implementation status:

- The Ministry of Local Self-Government in cooperation with UNDP within the framework of the project Improvement of Municipal Management 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 for local self-government.
- An evaluation of the implementation of the Law on Local Self-Government was also made, where in a broad consultative process with all stakeholders it was noted that amendments and additions 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 the Action Plan for the realization of the Program for Sustainable Local Development and Decentralization, the preparation of amendments and additions to the Law on Local Self-Government has been moved to 2023.

- Activity 1.1.1.2. Improving the functionality of consultative bodies in LGUs: (Commissions for relations between communities, 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 relations between communities in the function of building the concept of One Society and Interculturalism - How to a functional 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 for improving the enabling environment for their functioning in full capacity.
- In 2022, the OSCE, in cooperation with the Ministry of Local Self-Government, prepared a manual for municipalities and citizens: "I and the Commission for Relations between Communities" and held a training session for representatives of the Commissions and municipalities for the purpose of correct application of the Law and raising public awareness about the functions of the Committees and the ways in which their work can be improved.
- For 2023, it is planned to prepare amendments and additions to the Law on Local Self-Government, considering the recommendations from the analysis and from the manual.
- Within the framework of the evaluation of the implementation of the Law on Local Self-Government, the functionality of the consultative bodies provided for by this Law is also covered: the Commissions for Relations between Communities and Consumer Councils. The recommendations resulting from the evaluation of the Law will also be considered during the preparation of amendments and additions 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 (choice of members, method of financing, established competences, etc.)

Implementation status:

- The preparation of amendments and additions to the Law on Local Self-Government in the Ministry of Local Self-Government is planned for 2023.
 - Key indicators and results for priority objective 1.1
- 1. An analysis of the functionality of local self-government has been prepared and amendments to the Law on Local Self-Government have been adopted.**

2. Prepared analysis of the functionality of the consultative bodies and recommendations for their improvement/abolition/redesign (KOMZ, KEM, Consumer Councils, etc.).
3. Legal amendments have been adopted to specify the functioning of LGU consultative bodies.

1.1 Priority goal: Strengthened partnership between the municipality and citizens for general well-being

Measure 1.2.1. Establishing a bridge of cooperation between LGUs and citizens

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

Implementation status:

- The Ministry of Local Self-Government in cooperation with the OSCE made a mapping of the mechanisms for citizen participation at the local level to provide a sustainable model that will be practiced in all LGUs and that will ensure greater involvement of citizens in making decisions on all priority issues.
- A comparative analysis has been prepared for different mechanisms of consultation and their application, as well as for the effects they provide.
- For the year 2023, in cooperation with the OSCE, it is planned to create mechanisms for consultation in 2 pilot municipalities and to support their functioning.
- Within the framework of the evaluation of the implementation of the Law on Local Self-Government, special emphasis was placed on the functionality of the existing mechanisms for consultation and the need to develop new mechanisms using new technologies.
- During the preparation of amendments and additions to the Law on Local Self-Government, the recommendations from the analyzes made from the assessment of the Law and from good practices will be considered.

Activity 1.2.1.2. Support of LGUs in establishing mechanisms for consultation and cooperation with CSOs

Implementation status:

- In the second phase of the "Strengthening of Municipal Councils" project, which started in 2022, in cooperation with UNDP, new tools for consultation and cooperation with citizens are being established in another 40 municipalities. In the first phase, tools were created in 24 municipalities to improve the participation of citizens in the work of the Municipal Councils (appropriate conditions were provided for direct participation of citizens in the Council sessions, equipment was provided for direct transmission of the Council sessions, physical access for people with disabilities, etc.)
- In the second phase of the project "Local democracy in the Western Balkans" implemented by UNDP (April 2021 until now), in 7 more (two from the first phase and in 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 Kočani and the municipality of Gevgelija) or in a total of 10 municipalities so far, mechanisms for transparent and accountable cooperation of the municipalities with the State Government have been established and another 40 new projects will be jointly implemented. In the first phase, in five municipalities (Kumanovo, Strumica, Kavadarci, Gostivar and Resen), a unique Methodology was established, adopted by the Councils of the five municipalities, for the method of allocation of dedicated funds for financing CSOs in a transparent and accountable manner 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 framework of the project Effective Mechanism for Citizen Participation, implemented by the Foundation for the Development of the Local Community Shtip in the 11 municipalities of the Eastern Planning Region, the capacities of local civil society organizations for advocacy and monitoring of local policies have been strengthened and a sustainable and viable mechanism has been introduced (Advisory bodies) for participatory decision-making at the local level and informing citizens about the creation of local policies.

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

Implementation status:

Key indicators and results for priority objective 1.2

- On January 27, 2021, a new Law on Balanced Regional Development was adopted, which provides for mandatory consultation of citizens when determining the priority projects for the development of the planning region, which will be financed from the State Budget and from other sources in the coming year. The

method of citizens' consultation is regulated by a by-law, following the example of the Forums in the community's model.

1. Mapping of the consultative mechanisms of LGUs was done

2. 1/3 of the municipalities have functional mechanisms for consultation and cooperation of CSOs

3. Amendments and additions to the Law on Local Self-Government and the Law on Balanced Regional Development and other laws have been adopted

1.1 Priority goal: Increased transparency and accountability of municipalities

Measure 1.3.1. Improving the transparency of LGUs

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

Implementation status:

- Based on the Government's Conclusion, the Ministry of Local Self-Government in cooperation with USAID prepared a Code for Transparency at the local level in 2022. The Code contains detailed guidelines for the information that, in accordance with the Law on Free Access to Public Information, the Law on Local Self-Government and other substantive laws, municipalities are obliged to publish on their web pages, on the method of publication as well as on the dynamics of their updating, in order to ensure active transparency for the work of local authorities and local administration and for the services provided by the municipality. The code has been published on the website of the Ministry, it was presented to the local authorities at a special event, and training for local administration employees is planned for 2023.
- In addition to the existing 24, in 2022 an electronic tool will be established in another 40 municipalities to monitor the implementation of municipal budgets through the publication of quarterly and annual reports. The tool has been published on the WEB page of the Ministry of Finance and for the time being it is possible to find data on the implementation of the municipal budgets for the first 24 municipalities and for another 16 that joined on their own initiative.
- This tool at the Global Open Government Partnership Summit held in November 2021 in Korea won the third prize for the territory of Europe. Due to the operationalization of the Law on free access to information of a public nature in the function of ensuring active transparency, the Government of RSM at the session held on 07.12.2020 after the Information on the list of documents and

information that the holders of information are obliged to publish on their WEB pages adopted a Conclusion recommending to LGUs within 30 days to publish on their WEB pages the documents and information specified in Article 10 of the Law on Free Access to Public Information.

Activity 1.3.1.2. Improvement of the legal framework/Amendments to the Law on Local Self-Government

Implementation status:

Amendments to the Law on Local Self-Government have been moved to 2023.

Activity 1.3.1.3. Open data training for LGUs

Implementation status:

- Within the framework of the Citizen First project, in the implementation of the Center for Change Management, trainings on open data were carried out at the basic level to inform LGUs about the provisions of the Law on the use of data from the public sector and about the usefulness of open data data.
- GO Metamorfosis implements open data training in 17 LGUs, which have been provided with support for the creation of five data sets in each municipality, for information that the municipality considers to be a priority.

Key indicators and results for priority objective 1.3

1. Prepared manual with clear guidelines for active transparency of LGUs
2. Adopted amendments to the law on local self-government with a bylaw to improve the active transparency of LGUs
3. Realized training for open data of LGUs

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

2.1 Priority goal: Strengthened institutional capacities for the delivery of public services at the local level, according to the needs of citizens

Measure 2.2.1. Municipality at the service of citizens

Activity 2.2.2.1. Identification of the services established by law that are provided by the municipalities.

Implementation status:

- The Ministry of Information Society and Administration has prepared a catalog of services that lists all the services that derive from the Law, regardless of whether they

are the responsibility of the central or local government. The services provided by ELS 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 single electronic portal Services.mk

Implementation status:

- The activity will be organized by MIOA in cooperation with other competent ministries.

Key indicators and results for priority objective 2.1

1. Identified services and their incorporation into the catalog of services

2. Access to the services through the portal Services.mk

2.2 Priority goal: Increased cooperation of municipalities to solve common needs of citizens

Activity 2.2.1.1. Encouraging MOS to improve services.

Implementation status:

- Within the framework of the projects After covid-municipalities as drivers of local development, in 2022 with the support of the Ministry of Local Self-Government and the Bureau of Regional Development, 9 new forms of municipal cooperation will be created in the following: Civil protection: Kriva Palanka and Rankovce, Kavadarci and Negotino, Struga and Vevcani, Dojran and Valandovo, Prilep and Dolneni – equipment for firefighting services was purchased, an online application was made for reporting the risk of accidents. Digitization of general services: Radovish and Konche, the municipalities from the Eastern planning region (11) and Veles with 4 other municipalities from the Vardar region - digitalization software has been developed of 30 municipal services. Local economic development with a focus on agriculture - Strumica and Vasilevo.
- The project is implemented in cooperation with UNDP.

Key indicators and results for priority objective 2.2

1. Increased number of established MOS+

2.2 Priority objective: Public services for all

Measure 2.3.1. Improving access to public services

Activity 2.3.1.1. Provision of conditions for physical access to all public facilities in LGUs for persons with disabilities

Implementation status:

1. Within the framework of the Strengthening of Municipal Councils project, in the component for ensuring inclusiveness and greater involvement of citizens, physical access to public facilities for persons with disabilities is provided.
2. The project continued with the implementation of such activities in the fourth phase in 40 new municipalities, or a total of 64 municipalities.

1.1 Priority goal: Increased transparency and accountability of municipalities

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

Implementation status:

• In the municipalities of the North-Eastern and Eastern planning regions, the web pages have been adjusted for easier use by the visually impaired. For the needs of the municipalities of these two planning regions, appropriate manuals have been prepared for persons with disabilities to exercise the right to free access to information of a public nature. The project was implemented by the NGO Inkluziva from Kumanovo with the support of the NGO Metamorfosis.

Key indicators and results for priority objective 2.3

1. **Increased number of public facilities in the LGU with physical access to persons with disabilities**
2. **An increasing number of municipalities have adapted their web pages and have a designated person to support people with disabilities.**

1. CHALLENGES AND RISKS DURING THE IMPLEMENTATION OF THE STRATEGY ACTION PLAN WITH RECOMMENDATIONS

For the achievement of the set priorities and goals in the next period, the interest and support of the donor community is extremely important. But the biggest challenge is how to make the achieved benefits sustainable even after the completion of the projects. For this purpose, the Strategy for the development of the concept of one society and interculturalism, in the strategic area of Local Self-Government, has foreseen activities that should lead to the institutionalization of good practices through amendments and additions to the relevant laws, as well as acts at the local level. In 2022, the Ministry of Local Self-Government, with the

support of UNDP, prepared a Methodology, and in 2023, after the evaluation of the implementation of the Law on Local Self-Government, it plans to open a broad public hearing with the relevant target groups to improve the law. This activity is foreseen in this Action Plan, to incorporate the recommendations from the analyzes and other prepared documents into the Law on Local Self-Government, which would improve the functionality of the bodies and mechanisms that have a direct impact on citizen participation and relations between the communities of local level. Also of great importance is the continuous strengthening of the capacities of the local administration and civil society organizations that operate 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 citizens can ensure development and a better quality of life for all citizens. Starting from the experience in the implementation of the current Action Plan, and taking into account that the local self-government units are independent in the creation and implementation of local policies, for the next strategic period the question should be opened whether the local self-government cluster should remain as a separate one, or it should be incorporated in all other clusters, by areas, in which the local self-government has significant competences and should be involved more directly in the creation and implementation of the activities.

**TABULAR OVERVIEW OF THE IMPLEMENTED MEASURES AND ACTIVITIES
WITHIN THE PRIORITY AREA OF LOCAL SELF-GOVERNMENT**

Activity/measure planned for implementation in 2022 according to the Action Plan	Realization status	Brief explanation
Priority 1. Promotion of local democracy and creation of equal opportunities for all		
Activity 1.1.1.1. Improving the functionality of the local self-government	Realized Continuously	An analysis has been prepared for 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

		<p>Self-Government was also made, where in a broad consultative process with all stakeholders it was noted that amendments and additions to the Law on Local Self-Government are needed in terms of providing a legal framework that will provide conditions for improvement of 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 the Action Plan for the realization of the Program for Sustainable Local Development and Decentralization, the preparation of amendments and additions to the Law on Local Self-Government has been moved to 2023.</p>
<p>Activity 1.1.1.2. Improving the functionality of consultative bodies in LGUs: (Commissions for relations between communities, Commissions for equal opportunities between men and women, Consumer Councils)</p>	<p>Realized Continuously</p>	<p>An analysis has been prepared: The commissions for relations between communities in the function of building the concept One society and interculturalism-How to a functional 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 for improving the enabling environment for their functioning in full capacity.</p> <p>In 2022, the OSCE, in cooperation with the Ministry of Local Self-Government, prepared a manual for</p>

		<p>municipalities and citizens: "I and the Commission for Relations between Communities" and held a training session for representatives of the Commissions and municipalities for the purpose of correct application of the Law and raising public awareness about the functions of the Committees and the ways in which their work can be improved. For 2023, it is planned to prepare amendments and additions to the Law on Local Self-Government, taking into account the recommendations from the analysis and the manual.</p>
<p>Activity 1.1.1.3. Amendment of legislation for more precise regulation of the functioning of consultative bodies (choice of members, method of financing, established competences, etc.)</p>	<p>In progress</p>	<p>The preparation of amendments and additions to the Law on Local Self-Government is planned for 2023</p>
<p>Activity 1.2.1.1. Analysis of the functioning of LGU mechanisms for consultation and participation of citizens / functionality and sustainability, with recommendations</p>	<p>Realized</p>	<p>A mapping of the mechanisms for citizen participation at the local level was done in order to provide a sustainable model that will be practiced in all LGUs and that will ensure greater involvement of citizens in making decisions on all priority issues. A comparative analysis has also been prepared for different mechanisms of consultation and their application, as well as for the effects they provide.</p> <p>For the year 2023, it is planned to create consultation mechanisms in 2 pilot municipalities in cooperation with the OSCE and to</p>

		<p>support their functioning. Within the evaluation of the implementation of the Law on Local Self-Government, special emphasis was placed on the functionality of the existing mechanisms for consultation and the need to develop new mechanisms using new technologies.</p>
<p>Activity 1.2.1.2. Support of LGUs in establishing mechanisms for consultation and cooperation with CSOs</p>	<p>Realized</p>	<p>New tools for consultation and cooperation with citizens are being established in another 40 municipalities. In the first phase, tools were created in 24 municipalities to improve the participation of citizens in the work of the Municipal Councils (appropriate conditions were provided for direct participation of citizens in the Council sessions, equipment was provided for direct transmission of the Council sessions, physical access for people with disabilities, etc.) In the second phase of the project "Local democracy in the Western Balkans" implemented by UNDP (April 2021 until now), in 7 more (two from the first phase and in five new ones - in the municipality of Ohrid, the municipality of Bitola, the municipality of Gostivar, the municipality of Kumanovo, municipality of Veles, municipality of Kočani and municipality of Gevgelija) or in a total of 10 municipalities so far, mechanisms for transparent and accountable</p>

		cooperation of the municipalities with the State Government have been established and another 40 new projects will be realized jointly.
Activity 1.2.1.3. Improvement of the legal framework - Amendments to the Law on Local Self-Government and the Law on Balanced Regional Development	Realized In progress	A new Law on Balanced Regional Development has been adopted, in 2023 they will proceed with the preparation of amendments and additions to the Law on Local Self-Government
Activity 1.3.1.1. Guidelines for improving the active transparency of LGUs and their distribution to all municipalities	Realized	Based on the Government's Conclusion, the Ministry of Local Self-Government in cooperation with USAID prepared a Code for Transparency at the local level in 2022. The Code contains detailed guidelines for the information that, in accordance with the Law on Free Access to Public Information, the Law on Local Self-Government and other substantive laws, municipalities are obliged to publish on their web pages, on the method of publication as well as on the dynamics of their updating, in order to ensure active transparency for the work of local authorities and local administration and for the services provided by the municipality. The code has been published on the website of the Ministry, it was presented to the local authorities at a special event, and training for local administration employees is planned for 2023.

<p>Activity 1.3.1.2. Improvement of the legal framework/Amendments on The Law on Local Self-Government</p>	<p>Realized In progress</p>	<p>An evaluation of the implementation of the Law on Local Self-Government has been made, after which a consultation process for amendments and additions to the Law will be approached.</p>
<p>Activity 1.3.1.3. Open data training for LGUs</p>	<p>Realized Continuously</p>	<p>Trainings have been implemented in 17 municipalities</p>
<p>Priority 2. Ensuring fair access to public services at the local level.</p>		
<p>Activity 2.2.2.1. Identification of the services established by law that are provided by the municipalities</p>	<p>Realized</p>	<p>A register of services has been created in which all services created by law, including services at the local level, have been entered.</p>
<p>Activity 2.2.2.2. Verification of the services by the competent ministries and their publication on the single electronic portal Services.mk</p>	<p>In progress</p>	<p>A working group has been formed that works on the verification of services and their publication on the E services portal.</p>
<p>Activity 2.2.1.1. Encouraging MOS to improve services</p>	<p>Realized</p>	<p>9 new inter-municipal collaborations have been established in the areas of protection and rescue, e-services and local economic development.</p>
<p>Activity 2.3.1.1. Provision of conditions for physical access to all public facilities in the LGU for persons with disabilities</p>	<p>Realized</p>	<p>Within the framework of the Strengthening of Municipal Councils project, in the component for ensuring inclusiveness and greater involvement of citizens, physical access to public facilities for persons with disabilities in 64 municipalities has been provided.</p>
<p>Activity 2.3.1.2. Strengthening the capacities of LGUs for information and access to information of a public nature for persons with disabilities</p>	<p>Realized</p>	<p>The WEB pages of the municipalities from the North-Eastern and Eastern planning regions have been adjusted for</p>

		easier access for people with impaired vision.
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- STRATEGIC AREA: LEGAL FRAMEWORK -

**SUMMARY OF THE RESULTS ACHIEVED IN THE STRATEGIC AREA
..LEGAL FRAMEWORK"**

In the priority area Legal framework, two priorities were determined, while most of the activities outlined in the strategic plan have been implemented. It is important to note that the training of the eighth generation of initial training students at the Academy for Judges and Prosecutors has begun, a new National Strategy for Equality and Non-Discrimination for 2022-2026 has been adopted, the deadline for submitting applications

for registration in the registry book has been extended births relating to unregistered persons.

1. OVERVIEW OF ACHIEVED RESULTS

Priority 1: Revitalization of institutions in the state by the legislative, executive and judicial authorities in order to build and affirm the concept "One society for all with developed interculturalism"

1.1 Priority goal: Strengthened functional institutions that continuously establish and develop the concept "One society for all with developed interculturalism"

1.2 Priority goal: Establishing a functional network for cooperation and interaction of the institutions responsible for the concept "One society for all with developed interculturalism;"

Results achieved in 2022 in the direction of fulfilling Priority Objective 1.1 and 1.2.:

Implementation of activity 1.2 "Reaffirmation of the constitutional principle of fair representation of all communities in the judicial authorities", is under the authority of the Academy of Judges and Public Prosecutors, as a leading institution, and the Judicial Council and the Council of Public Prosecutors, appear as participating institutions. This activity is also carried out continuously. Namely, when determining the ranking list of the eighth generation of initial training students at the Academy for Judges and Public Prosecutors, just as for previous generations, the principle of fair representation of all communities is respected. The projection for vacancies in the judiciary/prosecutor's office is determined by the Judicial Council and the Council of Public Prosecutors according to actual needs and vacant positions and submits a report to the Management Board of the Academy. The principle of adequate representation is realized on the basis of a decision of the Academy's Board of Directors in such a way that the number of listeners from the ranks of citizens belonging to all communities is determined in relation to the total number of listeners from all appellate areas According to the data received from the Academy of Judges and public prosecutors, the initial training is followed by 97 trainees, of which 65 are female and 32 are male. According to ethnicity, 64 Macedonians, 24 Albanians, 3 Turks, 4 Serbs, 1 Vlax and 1 Bosniak are following the training. The implementation of activity 1.3 Formation of commissions for relations

between communities at the local level is in accordance with the provisions of the Law on Local Self-Government. Pursuant to Article 55 of the Law on Local Self-Government, in the municipality in which at least 20% of the total number of residents of the municipality determined in the last population census are members of a certain community, a commission for relations between communities is established. According to the results of the census in 2021, and in connection with the provisions of the Law on Local Self-Government, 17 units of local self-government are obliged to constitute commissions for relations between communities. This obligation follows the local elections held at the end of 2021. During 2022, and from the inspection of the official websites in the month of January 2023, of the listed 17 local self-government units, only 7 have constituted commissions for relations between communities. Based on the census conducted in 2021, 5 units of local self-government are obliged to make changes in their statutes and provide for the establishment of commissions for relations between communities, as they meet the requirements of Article 55 of the Law on Local Self-Government.

The Committee for Relations between Communities in the Assembly of the Republic of North Macedonia" held 6 sessions, which it reports on the website of the Assembly. <https://www.sobranie.mk/detali-na-komisija.nspix?param=13936bcb-e2fe-4a22-9649-0b5190771753>

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

2.1 Priority goal: Harmonized domestic legal regulation with international documents that are in the spirit of the concept "One society for all and interculturalism"

Achieved results in 2022 towards the fulfillment of Priority Goal 2.1:

Within this priority, activity 2.1.1 "Elaboration of a review-analysis on the harmonization of the domestic regulation with international standards and jurisprudence relating to interculturalism" is foreseen. As a leading institution, the Government of the Republic of North Macedonia should have determined an expert/s who will work on the development of this activity, and the ministries involved in the implementation of the Strategy as well as the OSCE Mission in Skopje should be involved in the implementation. THIS ACTIVITY HAS NOT BEEN REALIZED / HAS NOT BEEN STARTED. According to the planned activity 2.1.2, a new National Strategy for Equality

and Non-Discrimination for 2022-2026 was adopted. The realization of the activity is under the competence of the Government, the ministries, the Commission for Prevention and Protection from Discrimination and the Ombudsman. The strategy builds on the previous Strategy 2016-2020 and expresses the readiness of the Republic of North Macedonia to advance the state of equality and non-discrimination, emphasizing togetherness across differences and one society for all, and defines the goals, activities, measures, indicators, and responsible institutions for its implementation at the central and local level. By adopting this document, which is the fourth in a row, a broad strategic framework is established that unites all areas of action to achieve equality and non-discrimination. It is published on the website of the Ministry of Labor and Social Policy. <https://www.mtsp.gov.mk/dokumenti.nspix>

2.2 Priority goal: Establishing practice of ex ante and ex post evaluation of the legal regulation

Achieved results in 2022 towards the fulfillment of Priority Goal 2.2:

Activity 2.2.1 "Ex ante assessment and Ex-post evaluation of the legislation whether it is in accordance with the values of the Strategy "One society for all and interculturalism". has not been implemented/ has not been started. Ministry of Justice in 2021 informed the National Coordinating Body that according to the provisions of ZORODU, this activity is not under the competence of the ministry. The Ministry of Justice does not provide an assessment or analysis of the material provisions of laws from other ministries, except in the part of misdemeanor provisions, that is, criminal provisions, which are the legal competence of the Ministry of Justice. Each ministry, within its competences, for its laws, should take care of this activity.

2.3. Priority goal: Establishing a permanent body for coordination and evaluation of the implementation of legislation and the functionality of institutions for the development of the concept "One society for all and interculturalism"

Achieved results in 2022 towards the fulfillment of Priority Goal 2.3:

Within the framework of activity 2.3.4, the Assembly of the Republic of North Macedonia adopted the Law on unregistered persons in the birth register (Official Gazette of RSM No. 42/2020, 305/2020 and 178/2021). With the amendments to the law made on 4.8. In 2021, the deadline for submitting requests for registration in the birth register has been

extended until June 30, 2022. It provides 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. As of June 30, 2022, i.e. in the foreseen time frame, 350 requests for registration in the register were submitted and the same number of registrations were carried out.

1. CHALLENGES AND RISKS DURING THE IMPLEMENTATION OF THE STRATEGY ACTION PLAN WITH RECOMMENDATIONS

Challenges:

- In the action plan, several authorities appear as leading institutions, among which there is no communication line for the delivery of data required for an adequate analysis for the realization of the plan.
- The method of submitting the data from the participating institutions and the deadline for submitting the data to the institution in charge of collecting the data is not regulated.
- The municipalities do not have official websites that refer to the work of the commissions and their programs.

Risks:

- Due to inadequate communication and coordination, there is a risk of inadequate and incomplete collection of necessary data.
 - **Recommendations:**
 - An active and leading role of the Ministry of Political System and Inter-Community Relations, where it will be the drafter and proposer of all laws related to the Strategy of One Society for All and Interculturalism.
 - Establishment of communication lines between the participating institutions and the leading institution (Ministry of Political System and Relations between Communities).
 - Establishing an appropriate protocol for the method and deadline for submitting the necessary data related to the indicators.
 - All units of local self-government where, according to the data from the last census, have 20% members from ethnic communities, on their official website publish the composition of the commissions, their annual programs related to the relations between the communities, as well as the realized activities and for them to inform the Committee for relations between communities in the Assembly of the Republic of North Macedonia in the form of annual reports. This requires an amendment to the legal legislation.

- Acquaintance of municipalities with the legal obligation to establish commissions for relations between communities and its importance.
- Adequate training of the municipal administration and council members regarding the One Society for All Strategy and interculturalism.

1. TABULAR OVERVIEW OF THE IMPLEMENTED MEASURES AND ACTIVITIES

Activity/measure planned for implementation in 2022 according to AP 2022	Realization status	Brief explanation
Priority 1: Revitalization of institutions in the state by legislative, executive and judicial authorities in function of construction and affirmation of the concept "One society for all and developed interculturalism"		
1.2 Reaffirmation of the constitutional principle of fair representation of all communities in judicial authorities.	Realized	The principle of adequate representation is realized based on a decision of the Management Board of the Academy in such a way that the number of listeners from among citizens belonging to all communities is determined in relation to the total number of listeners from all appeal areas. 97 students are following the training.
1.3 Formation of commissions for relations between communities at the local level.	Partially Realized	According to the results of the 2021 census, 17 local self-government units are obliged to form committees. Only 7 municipalities have established committees.
1.4 Ensuring the functionality of the Committee for Relations between Communities in the Assembly.	Realized	The committee consists of 19 members and for maintenance informs her at sessions the public on the website of the Assembly.
Priority 2: Established and functional system for consistent implementation of legal regulation that ensures an equal society for all		

2.1.1. Preparation of an overview analysis of the harmonization of domestic regulation with international standards and jurisprudence relating to interculturalism	It has not been realized	The RSM government has not yet determined external experts who will work on the development of this activity, and the OSCE Mission in Skopje should also participate in the same.
2.1.2 Adoption of a new National Strategy for Equality and Non-Discrimination for 2020-2024	Realized	A new National Strategy for Equality and Non-Discrimination for 2022-2026 has been adopted. With this document, which is the fourth in a row, a broad strategic framework is established that unites all areas of action to achieve equality and non-discrimination.
2.2 Establishing a practice of ex ante and ex post evaluation of the legal framework		
2.2.1 Ex ante and ex post evaluation of the legal regulation whether it is consistent with the values of the strategy	It has not been realized	The Ministry of Justice is not competent to give an assessment or analysis of the material provisions of the laws of other ministries, except in the part of misdemeanor provisions, that is, criminal provisions. which are the legal competence of the MoJ. Each ministry, within its competences, for its laws, should take care of this activity.
2.3 Establishment of a permanent body for coordination and evaluation of the implementation of the legislation and the functionality of the institutions		
2.3.4 Enactment of a law that will enable a systematic solution for	Realized	With the amendments to the Law on Unregistered Persons in the Birth Register

persons without documents		<p>(Official Gazette of RSM No. 42/2020, 305/2020 and 178/2021) dated August 4, 2021, the deadline for submitting requests has been extended until June 30, 2022. year. It provides 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. In the foreseen time frame, 350 requests for registration in the register were submitted and the same number of registrations were carried out.</p>
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-STRATEGIC AREA: MEDIA-

SUMMARY OF ACHIEVED RESULTS IN 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 and independent media is an extremely important segment for the development of a democratic society. As a supporter of democratic processes, the RSM Government, through the Strategy for One Society for all and interculturalism, pledged to build a multicultural society in the spirit of respect for cultural pluralism, intercultural communications and to strengthen the fight against hate speech in the media and the citizens' media literacy.

In the strategic area "media", two priorities were established, in which good progress can be seen. The majority of the planned activities have been started and are continuously being implemented in order to fulfill the priorities 1. Advancement of the media space as a function of timely, impartial and objective information to the citizens, promotion and development of interculturalism and media pluralism, and priority 2. Strengthening of media literacy among citizens of all ages. The activities implemented during 2022 contribute to strengthening the fight against hate speech in the media and the introduction of media literacy in the educational process. To facilitate a coordinated approach in the effective addressing of hate speech, and with the support of the OSCE, a draft version of the Memorandum of Cooperation of the members of the Network for Combating Hate Speech in the Media and on the Internet has been prepared. There is a visible result with the introduction of media literacy in the educational process, specifically from the school year 2022/2023, the new curricula for the second and fifth grades are being applied in teaching. Last year, media literacy was introduced into the curricula for the first and sixth grades, and with the support of experts, work is also underway on the new curricula for the other grades in primary education, which will also include topics on media literacy, media culture and critical thinking. However, some of the planned activities are delayed or unrealized. Insufficient and untimely engagement of the involved parties is one of the reasons for the delay that I want to address here, as well as the cooperation with the involved parties. Namely, despite numerous attempts to get in touch with the management of the Public Service (MRT), there was no feedback on the updated status of the measures and activities, for the implementation of which the competent institution is the MRT. Therefore, the biggest challenge remains the democratization and reform of the National Radio Television, given that we have a Program Council and Management with an expired mandate, and in the RSM Assembly the process is still blocked and the selection of new members of the MRT Council is not a priority. Council of AAVMU. The government will continue to appeal to the MPs to activate and finalize this process as soon as possible. Within the framework of the updated Action Plan 2021-2022, several changes have been made in the strategic area "media" that do not have a substantial impact on the priorities and goals and are in the direction of their fulfillment. The deadline for certain measures has been changed to effectively realize the planned activities, but certain activities have not been implemented for objective reasons.

OVERVIEW OF ACHIEVED RESULTS

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

Priority 1: Advancement of the media space as a function of timely, impartial and objective information to citizens, promotion and development of interculturalism and media pluralism

1.1 Priority objective: A reformed public broadcasting service that fosters interculturalism

Achieved results in 2022 towards the fulfillment of Priority Goal 1.1:

The role of the public broadcasting service is directly related to the fulfillment of the democratic, social and cultural needs of every society and represents a factor of cohesion in society. Its function as a factor of social cohesion means that it contributes to the integration of all parts of society, that it serves the entire population and not only certain groups. This means that it meets the needs of the older and the younger, the richer and the poorer, the more educated and the less educated, and the groups with special interests (cultural, religious, scientific, social, economic, sports, etc.) and society. In other words, the public service has an obligation to serve the interests of all citizens. But the reality is different, despite the new hires during the past years, the programs in the languages of the non-majority communities in the public service function as separate parallel newsrooms that focus primarily on their own ethnic community, without collaborating with other newsrooms and produces a joint program. Hence, the need for continuous support in changing work practices in newsrooms, organizational setup, cooperation between newsrooms and strengthening of their capacities, as well as implementation of policies for equal representation of the programs of different social communities is perceived. Some of the activities had delayed deadlines, to complete their implementation by the 4th quarter of 2022. However, despite numerous attempts to contact the management of the Public Service, there was no feedback on the updated status of the measures and activities, for which realization competent institution is MRT. Therefore, apart from measure 2.1 Strengthening the capacities of journalists and media workers in the program service in the Albanian language and in the Turkish, Romani, Vlach, Serbian and Bosnian language newsrooms through new employment and training, including the creation of multilingual content, which was mentioned in the previous report noted as ongoing, the rest of the activities will be considered unrealized.

1.2.1.2 Priority goal: Strengthening the fight against hate speech and strengthening the spirit of interculturalism in the media space

Results achieved in 2022 towards the fulfillment of Priority Goal 1.2:

In order to fulfill this priority goal, several public discussions and workshops have been organized, and a large number of publications have been prepared with conclusions and guidelines for the promotion of social connection in dealing with hate speech. The regulatory framework related to hate speech includes provisions in several laws, but the body for self-regulation in the media is also competent to react in such cases. Regarding activity 2.1.1 Creating a strategy and action plan of the Network for combating hate speech in the media, the members of the Network, at the workshops organized by the OSCE, agreed that there is no need for additional strategies in this period. To facilitate a coordinated approach in effectively addressing hate speech, a draft version of the Memorandum of Cooperation of the members of the Network for Combating Hate Speech in the Media and on the Internet has been prepared. The main goal of this network is the prevention of the spread of hate speech in the public sphere, strengthening the professional and ethical performance of journalistic activity and raising the awareness of the wider population about the negative consequences of hate speech. The memorandum of cooperation provides for the establishment of a working group composed of representatives of all stakeholders, institutions, and the civil sector, with precisely defined obligations for acting within the scope of their competences. The implementation of the activities from this priority goal is ongoing and will continue in continuity. Regular coordination of all stakeholders with the authority to address hate speech continues through meetings of the Network for Combating Hate Speech in the Media and public discussions with its members. The database of the decisions of the Council for Ethics in the Media in Macedonia (SEMM) has been updated, in which cases of hate speech in the media can also be clearly searched. Considering that the Network for Combating Hate Speech is facing the absence of financial support for its functioning, talks are being held to secure budget funds, as well as funds from collaborators and donors. The full implementation of the measure requires strong support and cooperation of all involved social actors, especially support, guidance, and action by the responsible institutions.

1.3 Priority goal: Upgraded capacities and increased professional skills and knowledge of employees in private media and developing and promoting interculturalism

Achieved results in 2022 towards the fulfillment of Priority Goal 1.3:

In this priority goal for the realization of the measure 1.3.1 Initiating programs and activities for informal education for interculturalism and inclusiveness in the media, two activities are foreseen. According to the Action Plan, activity 1.3.1.1 Synthesizing and

upgrading existing curricula for interculturalism education in the media was planned to start in the 1st quarter of 2022. While the activity 1.3.1.2 Analysis of the structure of employees in the private media in terms of diversity and training and support for the purpose of getting closer to the public, this activity is planned from the first quarter of 2022 to the end of the 3rd quarter of 2022. These activities were not realized for objective reasons.

1.4 Priority goal: Enriched program content for inclusive reporting on ethnic and cultural identity and other diversities of members of all communities in the country

Achieved results in 2022 towards the fulfillment of Priority Goal 1.4:

Measure 1.4.1 Encouraging the production of content in the media for the affirmation of ethnic and cultural identities and other diversities provides for determining models and mechanisms to support the production of content of public interest that affirms ethnic and cultural identities and other diversities. This activity was planned to start in the first quarter of 2022 and to be realized by the 3rd quarter of the same year.

The activity has not been realized considering the still current crisis, and the biggest risk was the provision of financial resources from the budget or from the donor community for this type of projects.

Priority 2: Strengthening media literacy among citizens of all ages

2.1 Priority goal: Built awareness for critical understanding of contents related to interculturalism and the fight against hate speech

The need for media literacy stems from the fact that modern means of mass communication enable the 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 battle them, and citizens will be able to analyze, think critically and independently make decisions and judgments based on facts. This is exactly why media literacy and acceptance of diversity is key. The planned activities for the fulfillment of this priority goal have already been realized and their realization is recorded in the report for 2021.

2.2 Priority objective: Introduction of media literacy approach in the educational system and non-formal education

Achieved results in 2022 towards the fulfillment of Priority Goal 2.2:

In 2022, the USAID-funded media literacy project "Youth Think" continued to be implemented by IREX and project partners (Macedonian Media Institute, Institute for Communication Studies and Youth Educational Forum), and supported by MON and BRO. Within the framework of the project, adaptation of the media literacy program Learn to Discern is being carried out by IREX in 17 countries. With the support of experts from this project, the Ministry of Education and Culture and the Ministry of Education and Culture worked on the new curricula in which media literacy was introduced, but they will also develop the curricula for the other grades in primary education, which will also include topics on media literacy and media culture. and critical thinking. From the academic year 2022/2023, the new curricula for the second and fifth grades are applied in teaching. In [the new mother tongue curricula for the second grade, four topics/areas are foreseen](#), of which the fourth topic/area is Media Literacy and Media Culture. Learning outcomes are determined with the curriculum, and in Media Literacy and Media Culture, four outcomes are arranged: the student differentiates and lists different types of media; understands media messages and differentiates between reporting, advertising, and giving instructions; identifies and interprets information and messages in media content and creates short media messages for reporting, instruction and advertising. In the new mother tongue curricula for the fifth grade, three topics/areas are foreseen, of which the third topic/area is Media Culture and Media Literacy. Learning outcomes are determined with the curriculum, and in the area of Media Culture and Media Literacy five outcomes are set: the student is capable of distinguishing between traditional and digital media and explaining their advantages and disadvantages; distinguish between 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 truth of information on the Internet and social networks. Media literacy training was organized in May and August 2022. 105 teacher-trainers disseminated the training to 2,785 primary education teachers from the 2nd and 5th grades of all teaching languages across the country (a total of 119 training courses were organized in cooperation with BRO). In the month of December, new curricula for mother tongue for the third grade were developed, which will be applied in teaching from the academic year 2023/2024. They provide four topics/areas, of which the fourth topic/area is Media Literacy and Media Culture. Learning outcomes are determined with the curriculum, and in the area of Media Literacy and Media Culture five outcomes are

set: the student is able to cite examples to explain/describe how the media affects users; explain how to safely use a mobile phone to access information through applications; to search and find necessary information on the Internet by using keywords; to create simple media content by connecting text with illustrations. In 2022 the evaluation of the knowledge and skills of the third graders for media literacy by the State Examination Center (DIC) was conducted as an integral part of the National Assessment in the current year. The final report is expected to be ready in November 2023. In addition to the compulsory subjects in teaching, according to the new Concept for Basic Education, free optional subjects are also introduced from the fourth grade. For this purpose, the BRO prepared a [Guide for optional subjects, which provides the guiding principles of the optional subjects](#), the method of determining the optional subjects in the school, the preparation of the curricula for the optional subjects, the selection and organization of the optional subjects, the planning and realization of the teaching, as well as the method of monitoring and evaluating the achievements of the students. Critical thinking, media literacy, media culture, among other things, should be developed through the free optional subjects. In the higher education section, 4 faculties received a grant within the "Young Thinkers" project for integrating media literacy into study programs. In 2022, the second edition of KAIROS, a scientific journal on media literacy, was published. In the non-formal education sector, 22 youth clubs established by the Youth Education Forum (YEF) have integrated media literacy into their curriculum, which is being implemented for around 1000 secondary school students from across the country in two-hour weekly sessions between October 2022 and June 2023. A Media Literacy Handbook for Parents/Caregivers aimed at parents/caregivers of children aged 5-10 is being prepared (expected to be published in early 2023).

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

- 2.1. Visits to newsrooms for primary and secondary school students
- 2.2. Workshops for building critical awareness with journalists - instructors
- 2.3. Creating joint products from teams of students

These activities were delayed due to the situation with the covid 19 epidemic and the bans on grouping with physical presence. The new scheduled deadlines were within the 1st quarter of 2022. The activities have not been implemented.

CHALLENGES AND RISKS DURING THE IMPLEMENTATION OF THE ACTION PLAN WITH RECOMMENDATIONS

The insufficient and untimely engagement of the involved parties is one of the reasons for the delay in the implementation of certain measures and activities, as well as the lack of cooperation between the involved parties. The biggest challenge remains the democratization and reform of the National Radio Television, given that we have a Program Council and Management with an expired mandate, and in the RSM Assembly the process is still blocked and is not a priority, the election of new members of the MRT Council and the Council of AAVMU. The government will continue to appeal to the MPs to reactivate and finalize this process as soon as possible. Some of the activities take place on an ongoing basis, and some are carried out continuously, while for certain activities a longer term is needed for the implementation of the measures in their entirety. In addition, 2022 was a year with many challenges, with a complex international and domestic social situation conditioned by the financial and energy crisis, therefore some of the planned activities were delayed and some remained unrealized. Based on the previous analysis and the experiences gained, some of the unrealized activities should be included in the new strategic framework and sufficient funds should be provided for the full realization of the set goals.

1. TABULAR OVERVIEW OF THE IMPLEMENTED MEASURES AND ACTIVITIES WITHIN THE PRIORITY AREA OF MEDIA

Activity/measure planned for implementation in 2022 according to the Action Plan	Realization status	Brief explanation
Priority 1: Advancement of the media space as a function of timely, impartial and objective information to citizens, promotion and development of interculturalism and media pluralism		
Analysis and assessment of the capacities of the newsrooms for intercultural reporting and the needs for training and further training of journalists and media workers in NRT for intercultural reporting	unrealized	
Establishing models involving all stakeholders in the field of	unrealized	

interculturalism development and the fight against hate speech		
Organizing and delivering trainings in the field of interculturalism and the fight against hate speech	unrealized	
Supplementing the Code of Ethics and/or creating rules and principles for the affirmation of interculturalism	unrealized	
Strengthening the capacities of journalists and media workers in the program service in the Albanian language and in the editorial offices in the Turkish, Romani, Vlach, Serbian and Bosnian languages through new employment and training, including the creation of multilingual content.	in progress	
Creating models for cooperation between the editorial offices of NRT in order to affirm interculturalism	unrealized	
Creating a strategy and action plan of the Network for Combating Hate Speech in the Media	redefined and realized	
Cooperation and coordination of members of the Network in education for recognizing and addressing hate speech in the media	ongoing continuously	
Responsible institutions to publish regular periodic reports regarding their activities in this area	ongoing continuously	
Synthesizing and upgrading existing curricula for	unrealized	

interculturalism education in the media		
Analysis of the structure of employees in private media from the perspective of diversity and training and support for the purpose of approaching the general public	unrealized	
Establishing models and mechanisms to support the production of content of public interest that affirms ethnic and cultural identities and other diversities	unrealized	
Priority 2: Strengthening media literacy among citizens of all ages		
Analysis of current practices for interculturalism education through initiatives for citizens' media literacy	realized	
Creation of a resource base/register of practices and training modules for media literacy and a register of actors/stakeholders in this field	realized	
Analysis of the curricula of different subjects from the aspect of intercultural competences	realized	
Creation of new curricula (successively starting from the first and fourth grades from the academic year 2021/2022) which will incorporate transversal competencies for media literacy and interculturalism in accordance with the National Standards for Student Achievement		

Conducting teacher trainings for the new curricula	realized	
Development of teachers' manuals and didactic materials in printed or electronic form for the new curricula that will include elements of media literacy, interculturalism and respect for diversity Visits to newsrooms for primary and secondary school students	realized	
	unrealized	
Workshops for building critical awareness with journalists - instructors	unrealized	
Creating joint products from teams of students	unrealized	