



center ^{for}
intercultural
dialogue

... dedicated to diversity ...

Annual Report 2013





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INTRODUCTION

The Center for Intercultural Dialogue (CID) is civil society organization working to promote intercultural acceptance and active citizenship through capacity building processes, education and youth work. The organization's work focuses on many aspects which are of interest for young people: from provision of services and information, to research and support for policy-making and networking.

Center for Intercultural Dialogue works for society of intercultural dialogue, active citizenship and sustainable development where all people live together with mutual respect. The mission of the Centre for Intercultural Dialogue is to promote and support intercultural understanding and cooperation, youth participation and community development by providing educational youth work and volunteering opportunities.

Our strategic objectives are:

- *Promote active citizenship among young people through networking with stakeholders and support in developing mechanisms for active participation*
- *Facilitation and contribution to intercultural dialogue through capacity building for effective partnerships, cooperation and exchange of information*
- *Support the involvement of young people through volunteering, in order to create a culture of active citizenship and citizens initiatives.*
- *Encourage the Solidarity Peace and Human Rights as a culture of living through organized intercultural encounters and processes*



Target Groups

CID works with young people and citizens from diverse religious, ethnic, national and other beliefs who are at the same time creators and beneficiaries of our activities. CID also works with public administration that works with youth, as well as all stakeholders involved in inter-community dialogue and sustainable community development on local, national and international level.

Focus Area

The CID remains actively committed to contribute to the following key issues in educational, cultural and social spheres that will have strong impact on the young people:

- Establishment of a local youth support system consisted of youth centers with professional staff and young volunteers, as well as financial and administrative support from the local government to maintain the level of quality of the work done;
- Further support for development of an inclusive youth councils on local and national level ensuring active representation of all youth groups, especially youth with fewer opportunities. The CID works to develop the youth councils' capacity for youth policy making and youth development in general;
- Increase of quality professional support in education and training for local, national and international users especially through our pool of trainers and international networks;
- Effective participation of youth from Macedonia to international meetings, trainings and education opportunities in order to increase the quality of social programmes, volunteering opportunities, training programmes, democratic decision making, sustainable development and other related topics;
- Quality support in inter-community relations as well as establishment, facilitation and monitoring of effective intercultural dialogue on local, national and international level, specially focused on education, cultural, political and social issues;

Networking

The Center for Intercultural Dialogue is member of 3 international networks and actively contributes on the dialogue and promoting citizenship on European and Global level. CID is member of Service Civil International (SCI), Youth for Exchange and Understanding (YEU), and UNITED against racism.





CONTEXT OF OUR WORK IN 2013

The year 2013 can be described as the year of building national-level coalitions in the youth field. It was an ongoing process of meetings between the youth organizations where all the participants from the different sectors working with youth concluded that we need more space to talk to each other and jointly build efforts for youth development.

In 2013 there was an increased pressure on mainstreaming practices and support for civil society into the legislative and administrative framework of the country. This of course had an impact on the youth and non-formal education area. Several important initiatives were opened that provide platforms for debating what is youth organizing and an organization for young people, which are the quality indicators for youth work and who can be called a “youth worker” in the national context. These issues remain to be answered but the sole fact that many organizations are on board discussing these topics sets the direction for the development of the youth field.

When it comes to youth activism and taking initiatives we can conclude that in 2013 there are signs of apathy, early resignation and detachment from the community among young people. The participation has to be further supported in order to avoid misusing young people as “decoration” for political and civil society processes. This can only be achieved through proper youth work programmes available for every young person in the country.

The inter-community relations and intercultural dialogue in 2013 on local, national, European and global level shows signs of worsening. However more mobility opportunities are becoming available each day as a tool to foster social and cultural cohesion. Locally the trend of ethnic and linguistic divide in schools continues and it is also reflected in media, sports and recently religious practices. Growing intolerance results with street violence and there is a growing emphasis on presenting intercultural dialogue as a presentation of ethnic cultural norms.

For CID, intercultural dialogue is an open and meaningful process aiming to accept cultural diversity as strength for living and working together. As intercultural dialogue among groups is often resulting in a folkloric presentation of superficial layers of culture, CID strongly supports the intercultural dialogue on individual level.

In 2013 there is a lot of work put on evidence based programmes and policies. This is a very good opportunity for promotion of the processes for building, implementing and evaluation of evidence based policies which look at research but also at the feedback from practitioners. In general the space for research and analysis before suggesting a public policy becomes more popular for the civil society sector which can lead to further social and civic development in the country.





MAJOR PROGRAMMES AND ACHIVMENTS OF CID IN 2013

❖ CID support to Youth Participation

CID supported young people to participate in open and structured dialogue with the authorities and take part in decision making processes both on school and municipal level.

On local level CID worked with the Local Youth Council in Kumanovo – the first one in Macedonia which ensured all forms of organized youth are represented including the political party youth organizations. The Local youth council has created a new youth strategy in cooperation with the Municipality, based on the research of the current youth challenges by CID and a facilitation of our team.

Furthermore CID worked in the process of creation of two important national youth networks. The first one is the **National Youth Council of Macedonia as a network representing the youth organizations and organizations working for young people in the country.** The process was regarded as open and very inclusive by the European Youth Forum who is our partner along the way. **A second national network that CID initiated in 2013 was the Union for Youth Work representing youth work providers and people who work with young people (youth workers).** The Union is a step towards recognition and quality assurance of youth work in the country.

❖ CID delivers Educational and Youth Work Activities

CID is offering training and educational consultancy to various public and private institutions and organizations. Our pool of trainers has 7 members with various expertise and experience in working with different groups on different topics. CID is especially active in provision of training courses for leadership, organizational and project development, intercultural dialogue and acceptance, conflict resolution, youth policy, youth participation, European citizenship and social media. CID is also very experienced in moderating networking meetings and development of policy documents such as youth strategies.

In 2013 we have 2 of our pool members selected in the SALTO SEE Resource Center pool of EVS trainers, one trainer in the Council of Europe pool of youth trainers, one member in the European Youth Forum Pool of trainers and a member in each pools of the international organizations we are part of (SCI and YEU).

❖ CID as a Provider of quality Youth Work

CID is running a youth support system in Kumanovo known as the “Multi Култи” youth centers. The concept of the youth centers changed within the year using 2 approaches: the programme based approach and the open volunteer club. The offered programmes in 2013 created space for dialogue among young people. They were the well-known programmes from before such as the Internet radio, arts and crafts programme, leadership and theatre. In cooperation with the Youth Education Forum, in the youth centers from September a new set of programmes is being offered such as the debate programme and street law.

CID also run a set of programmes for new youth workers called the Youth Workers Academy offering well-planned processes for development of basic and advanced competences for quality youth work.

❖ CID facilitates Inter-Community Dialogue

CID is actively facilitating and participating in civil society platforms which enhance the inter-community relations in Macedonia. In Kumanovo CID is focusing on providing support for the Commission for Inter-community Relations and involving other important local stakeholders such as the local institutions, the Municipal Council and the Civil Society Organizations in inter-community dialogue.

In 2013 we have initiated the creation of a new network of civil society in South East Europe called the Association for Integration Valorization Activism and Reconciliation – AIVAR. The network will start operating in 2014 as a platform for sustainable inter-community dialogue and development in the region.



❖ CID encourages a strong European and global cooperation

CID is a member of Youth for Exchange and Understanding, and Service Civil International as well as a supporter of UNITED for intercultural action. CID is one of the most experienced mobility agencies with contact points across Macedonia, ensuring youth mobility through quality educational exchanges. CID is also involved in general mobility of teachers, school support staff, and people on the labor market. CID offers as well international volunteering opportunities through summer camps and long term volunteering in Europe and globally.

In 2013 we have ensured handover between the former representatives of the organization in the international networks towards new representatives. This will ensure that the organization has proper representation in the upcoming years and has opened opportunities for other members of CID to experience European level decision making.

❖ Cooperating with Center for Intercultural Dialogue

The CID worked intensively in building quality partnerships and implementation of joint processes with organizations on local, national, European and global level. The priority was put on establishment of thematic partnerships and cooperation with organizations working in the priority areas similar to the ones of our organization. The following formats of cooperation were especially present:

- **Mobility projects and programmes:** CID approaches mobility programmes believing that learners (young people, unemployed, youth at risk, teachers, youth workers, trainers, decision-makers and others) are stimulated to learn better by exchanging good practices and approaches thus we support such activities.
- **Strategic partnerships:** CID worked intensively towards the establishment of long-term projects for sustainable change targeting an issue related to intercultural dialogue and acceptance, promotion of diversity, active citizens' engagement, Human Rights, democratic participation and European and global cooperation. Within the 2013 a lot of accent was put to open the cooperation on topics of interest to our members which represent an issue within the civil society. As a direct result of this approach CID is involved in the 'No Hate Speech' movement of the Council of Europe, implementing actively events in Macedonia, as well as within the 'ENTER' project of the Council of Europe aiming to develop youth work approaches for social inclusion.
- **Services and support from CID:** Our pool of trainers and facilitators as well as our researchers, project managers and logistics offered their support to other organizations in development of their ideas. CID has been supporting the growth of several organizations working on like-minded topics and is willing to continue to play an active role in the development of civil society.

OVERVIEW OF MAIN ACTIVITIES IN 2013

The activities of CID in 2013 were implemented with following thematic areas: Youth Work and Youth Policy; Community Development; Youth Unemployment; Regional Cooperation; Human Rights Education; Inclusion.

Youth work and Youth Policy

Youth Work Recognition

The initiative for professionalization and recognition of youth work that CID initiated in 2012, continued also in 2013 and managed to unite the major organizations of the youth sector to work on the creation of youth support systems in Macedonia.

The recognition process is focused on defining quality assurance framework of the youth work programs, public recognition of youth work and youth workers in Macedonia. The two main achievements of the project in 2013 were the creation of Union for Youth Work and the Youth Work Fair.

Union of Youth Work

The Union was created as a networking process uniting over 25 organizations- providers of youth work. The Union put main focus on the creation of the legislative framework for youth work and development of quality assurance processes for youth work providers and practitioners. The Union's constitutive assembly was held on the 13th of June in Skopje. The governing board of the Union of Youth Work is composed of 9 members coming from 9 different member organizations all prompt practitioners in the field.



Youth Work Fair



One of the aspects of the Youth Work Recognition process was related to raising the awareness on the need to work on the professionalization and recognition in the sector and create a link among the practitioners and providers of youth work and institutions. This was the aim of the first Youth Work Fair, organised on the 14th and 15th of June, in Skopje. Over 50 practitioners and representatives of institutions took part in the event and discussed about the strategies for professionalization and standardization of youth work; and developed recommendations and guidelines for further next steps on the process.

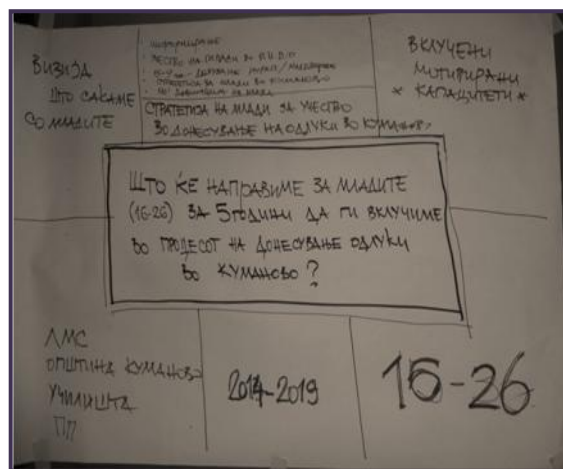
Next steps

The recognition process continues in 2014. The next step of the initiative is to work on the creation of a draft law on youth work. The youth work recognition process is done with the support of National Democratic Institute (NDI) and in partnership with the Agency for Youth and Sport.

Local Youth Strategy of Kumanovo

Center for Intercultural Dialogue has been involved in facilitating the process for creation of the new Strategy for Youth of Kumanovo.

The process was agreed among all key stakeholders such as the Local Youth Council (LMSK) in collaboration with the Municipality of Kumanovo (the City Council and the Mayor's office). The strategy was envisioned for the period 2014-2019. The whole process was supported by the Development Program of the United Nations (as part of the project Youth civic engagement and participation at the local level) and the OSCE Mission to Skopje. The preparation of the strategy was within the period from August to December 2013, ensuring open participatory and inclusive approach.



The process included activities such as local research, training, discussion groups, dialogue sessions which lead to proposing and adopting common solutions. Through the process more than a hundred representatives of the municipality staff, local institutions and youth civil society took part, and over 450 youth were surveyed within the research segment.

The key focus question of the new strategy is how to improve the youth participation in the local decision making. Some of the proposed strategies include administrative support, direct recognition and capacity building of the local youth council, as well as support for youth work programmes on local level.

Seminar 'ACTIVE YOUTH'

The Seminar ACTIVE YOUTH was a 7 day that gathered 30 youth workers and youth leaders from 6 European Countries and developed their understanding and competencies in facilitating active youth participation especially with young people with fewer opportunities. It was organized from 16th to 23rd of June in Mavrovo.

The project put emphasis on participation barriers for young people with disability (physical and sensory) and young people facing socio-economic obstacles. As an outcome participants developed guidelines for youth workers and youth organization how to facilitate active youth participation.

The project was organised in the framework of Youth in Action programme, coordinated by Globallove Youth Trust from the UK, hosted by CID.

Community Development

Support to the sustainable inter-community dialogue

As part of the process to support the sustainable community development, since September 2012 to September 2013, CID was implementing the project 'Model for Multicultural Society' supported by the USAID civil society project.

The project aimed to promote the participation of young citizens in the local community through capacity building of 3 important entities (the youth council, the local youth center and the Commissions for Inter-community

Relations). The project worked on improving the participation of ethnic communities by strengthening the cooperation of the Commission for Inter-Ethnic Relations (CICR) and local government. In this sense the CICR was motivated to create local policies, while at the same time the project offered opportunities for strengthening the capacity of CICR for Prevention of potential ethnic conflicts. The aspect focused on strengthening youth participation in the local community was done through capacity building of the local Youth Council (LMSK) and the school student communities in all primary and secondary schools in Kumanovo.

Finally the project encouraged the active participation of youth in the local community through non-formal education. The programmes for active citizenship through non-formal learning were held in the youth centers. With this approach we were promoting youth work in the existing youth centers "MultiKulti" as a tool to improve inter- ethnic dialogue by encouraging the intercultural learning and communication between young people and building skills for living together in diversity.



Youth Unemployment

Mobility and Learning: "EU work experience to increase employability"

Since July 2013 CID has opened a Leonardo da Vinci programme office within the youth center MultiKulti in order to provide internship opportunities for young unemployed people. Within the project 6 unemployed young people had a practical work experience abroad, acquainting knowledge, skills and qualifications in various areas of their work. Within the project Aleksandra Cvetkovska and Sanja Mihajlovska were part of the Global Love Youth Trust in Cardiff working on daily youth work programmes and issues. Zlata Bojadzieva had the chance for 3 months to work with the Chamber of Agriculture of Kranj. Also Kristina Angelovska and Brankica Zatarakoska were part of the team of the Young European Federalists in Brussels. Finally Sonja Jovanovska went for 6 months at the UNITED for Intercultural Action office in Amsterdam. This practical work experience supported both personal and professional development of the interns.

The project involved hosting partners from Belgium, Netherlands, United Kingdom and Slovenia and a sending partner from Macedonia coordinating the project (CID). It was supported by National Agency for European Educational Programmes and Mobility.

Regional Cooperation

NetWess - “NETworking for Efficient and Sustainable Civil Society across the Border”

Since April 2013 in the framework of the IPA Cross Border Cooperation programme between Macedonia and Bulgaria, CID is implementing the project “NETworking for Efficient and Sustainable Civil Society across the Border”, lead by the European Institute Foundation from Bulgaria.

The overall objective of the project is to promote active cross-border networking and cooperation among the civil society organizations in the cross border region of Macedonia and Bulgaria. The project main focus is on strengthening relations between different actors on both sides of the border, serving as a backbone to cross-border initiatives. The project takes a snapshot of the current civil society sectors – their profiles, levels of activity, current development, obstacles and perspectives – on both sides of the border in the whole cross-border area, by comparing both national situations and finding common ground for future development through joint collaboration and networking.

As part of the project in 2013 the CID conducted a research in Eastern regions of Macedonia related to the state of play of the civil society. The research included an overview of the current state of civil society (organizations profiles, scope of activities, challenges and perspectives for development). Its results were presented on 4 meetings with representatives from civil society from the border region, outlining the challenges in the sector and opportunities for networking.

The project continues in 2014 with new set of activities. For further info please visit the project website: www.netwess.org

‘SHOPSKA’ - Study Visit to Balkan

As part of the CID membership in SCI SAVA Working group, from 21st to 27th of April, we organized the project ‘Shopska Study Visit’, focused on exploring opportunities of the volunteering associations in cross border region of Macedonia, Bulgaria, Serbia and Kosovo, so called Shopska Region. The name of the project comes from the salad called Shopska, common for the region targeted by this project. The aim of the study visit was to explore the potentials of the volunteering associations and youth groups in the region to work together in developing common strategies to tackle the high inequality and lack of opportunities in the region. The study visit involved 28 activists from 10 European Countries that visited the organizations in Bujanovac and Vranje (Serbia), Kosovo, Kumanovo (Macedonia) and Sofia (Bulgaria);.

SAVA stands for Solidarity through Activism and Volunteer Activities; It is a working group of the Service Civil International, focused on collaboration and peace building in the Balkan region, whereas CID is a member since 2008. The project was implemented with the support of the European Youth Foundation of the Council of Europe.

Seminar “Lessons learnt from youth regional cooperation”

The main aim of the Seminar “Learnt Lessons in Youth Regional Cooperation” was to encourage and create opportunities for representatives of youth sector to share experiences and knowledge on youth cooperation, and engage them in a dialogue to identify good practices of regional cooperation. It gathered representatives of 36

different organizations, from the EU Member States and neighboring countries (Albania, Azerbaijan, Armenia, Austria, Bosnia and Herzegovina, Belgium, Belarus, Bulgaria Croatia, Czech Republic, Estonia, Georgia, Greece, Hungary, Ireland, Italy, Lithuania, Malta, Macedonia, Moldova, Kosovo, Netherlands, Portugal, Poland, Romania, Russia, Serbia, Slovakia, Slovenia, Spain, Sweden, Turkey, UK, and Ukraine). It was organized in Mavrovo, from 9th to 17th of October 2013.

During the seminar participants identified best practices in youth regional cooperation of the period 2007-2013 and worked to define a regional cooperation strategy for the period 2014-2020 in the field of youth and social cohesion. The seminar's main outcomes were presented at a final conference that engaged the project participants and local stakeholders in a dialogue for regional youth cooperation from the aspect of social cohesion.

The project was implemented in the framework of Youth in Action Programme supported by the European Commission.

YU SEE - Young people networking in the South Eastern Europe

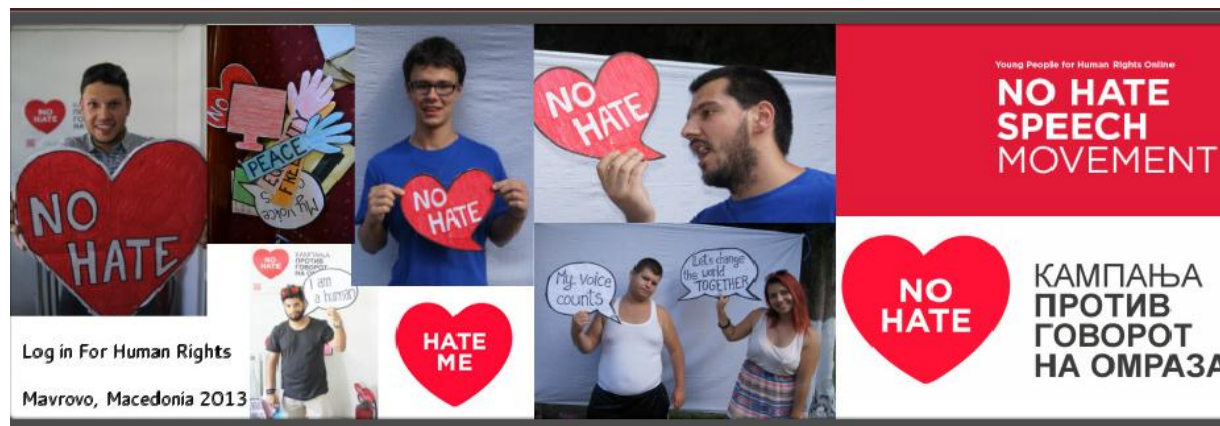
YU-SEE is a two year project aiming to connect the organization from the South Eastern Europe. The project is lead by the 'No Excuse' Slovenia and is realized in different phases, with events taking place in each of the involved countries (Croatia, Slovenia, Macedonia, Bosna and Hecegovina and Serbia). As part of the project in July the CID hosted the working meeting aiming to evaluate the progress of the project and plan steps further. The project continues in 2014, with action days organized in each of the partners' countries aiming to raise the participation of young people in the local community.

Human Rights Education

National Training Course in Human Rights Education

As a follow up of the National Training Course for Human Rights Education (NTCHRE) organized in 2012, in 2013 CID has organized for the second time the NTCHRE in Macedonia this time with the focus on Human Rights Online. The training for trainers on preventing hate speech online, took place in Mavrovo from the 1st to 7th of October and developed competences of 25 multipliers and trainers to provide educational activities on HRE in schools and youth centers.

The project was supported by the Youth Department of the Council of Europe and it was implemented in partnership with the national campaign committee of the No Hate Speech Campaign in Macedonia. Since this was an course which was coordinated and part of the national campaign committee of the No Hate Speech Campaign in Macedonia, it helped raise the visibility of the campaign among different youth NGOs and institutions, and as well to encourage more activists to join in and support the national and European campaign.





LOG IN for Human Rights

"LOG IN for Human Rights" was 12 day Seminar for multipliers that aimed to empower youth leaders, volunteers and activists to fight exclusion and discrimination in the cyber space and promote active youth participation and human rights using IT & Social Media. It was organised from 23rd of July to 6th of August in Mavrovo. The project contributed to raising awareness about hate speech and discrimination online and understanding its consequences for democracy and human rights.

The project was part of the National No Hate Speech Campaign and it was implemented with the support of European Youth Foundation of the Council of Europe. As an outcome a national conference on the topic of combating hate speech online was organized in partnership with the national campaign committee.

For further info please visit the project blog <http://loginforhumanrights.weebly.com/>

Combating hate speech online- Workshops on Digital Media

In September within the MultiKulti youth center we held a workshop on Digital media and recognizing hate speech online for young people from Kumanovo. The workshop was part of a larger project which is coordinated by the Liberal Alternatives Institute. The workshops were organized with high school students in Kumanovo and motivated them people to react against hate speech online. These workshops were part of the annual programme of the Youth Center MultiKulti.

Inclusion

Training course accessible project cycle management

The project Accessible Project Cycle Management was a 9 day Training Course for 30 youth workers and youth leaders from 10 European Countries (Austria, Azerbaijan, Croatia, Poland, Turkey, Ukraine, Spain, Kosovo, Serbia and Macedonia). The training course was implemented from 15th to 24th of May, and equipped participants with competences to develop projects cycles driven by the notion of inclusion and accessibility. It directly included young people facing socio-economic obstacles.

The project was implemented in the framework of Youth in Action Programme of the European Commission.

Youth exchange "Youth for Outdoor Inclusion"

The Youth Exchange "Youth for outdoor inclusion" gathered 60 young people from 12 European Countries (UK, Turkey, Slovenia, Serbia, Romania, Poland, Moldova, Albania, Italy, Croatia, Armenia and Macedonia). It was held in Mavrovo from 5th to 14th of November. The exchange offered a chance to talk about youth inclusion and how sport and outdoor activities can give a contribution to the youth development, especially for youth with special needs and youth with fewer opportunities. Participants experienced the potential of sport and outdoor activities, which can influence both the perception of the environment around them and their development of leadership skills.

The event was organized in the framework of Youth in Action programme, and locally in partnership with the National Scouts Association.



Training youth workers to work with youth at risk

The “Training for trainers fostering social inclusion and employability of institutionalized youth” aimed to develop competences of trainers and youth workers active and experienced in designing and delivering educational programmes to facilitate inclusion, initiate employability and work with marginalized youth. The project put specific focus on working with youth at risk such as young people in orphanages, day care centers, juvenile delinquency institutions, prisons etc. It was implemented from 16th to 23rd of August and gathered youth workers and youth leaders from 14 youth organizations from Europe (UK, Croatia, Hungary, Poland, Slovenia, Turkey, Spain, Belgium, and Romania). Within the project a visit was made to the minors’ prison in Ohrid, the social work center in Ohrid and the Council for prevention in Struga.

The project was implemented in the framework of Youth in Action Programme, supported by National Agency for European Educational Programmes and Mobility.

Youth Exchange ‘Www.Nature.EU’

The ‘Www.Nature.EU’ was an environmental and outdoor based youth exchange organized from 23rd to 30th October in Ohrid, Macedonia. The youth exchange aimed to raise awareness about environmental issues and explored the possibilities to act toward sustainable living culture. The youth exchange involved 24 participants from 3 Countries (Macedonia, Czech Republic and UK).

The project was organised in the framework of Youth in Action programme, lead by Global love Youth Trust form UK and hosted by CID.





NETWORKS and REPRESENTATION in 2013

The Networking of CID within 2013 was of high importance, since it allows working together with different organizations. The focus in the past year was put on national and local networking as well as on further development of quality cooperation on international level.

In 2013 the following national level platforms, network and other cooperation processes were established:

1. **The National Youth Council of Macedonia**, where CID has been very active in the past finally was established in June 2013. Ivana Davidovska from CID was elected president of the National Youth Council. CID also supported the implementation of the Capacity building and Sustainability training in cooperation with the European Youth Forum.
2. **The Union of Youth Work** is probably one of the most inspiring processes that CID is a part of. In June 2013 the union was created. Stefan Manevski from CID was elected president of the board of the Union.
3. **The National Campaign against hate speech online** (Campaign for Human Rights online) has started in Macedonia as part of the European movement coordinated by the Council of Europe. CID is present in the National Campaign Committee with Matej Manevski and Milos Ristovski

On European and global level our work also focused on cooperating within the networks we are part of. In 2013 we have been active in 3 European and global networks:

1. **Service Civil International (SCI)** is a peace organisation and one of the world's largest international volunteering networks. SCI has ninety years of experience in coordinating short- and long-term volunteering projects in all continents. In 2013, Matej Manevski was working as the coordinator of the SAVA – Balkan working group of SCI.
SAVA is a Working Group of Service Civil International (SCI International) that is focused on working with the Balkan (SEE) region. SAVA stands for Solidarity through Action and Voluntary Activities. CID also hosted the SCI Study visit for Balkans called the study visit to Shopska region, and also Milos Ristovski participates in the educational team for the upcoming study session of SCI to be held in Council of Europe Youth Center Budapest next year.
2. **Youth for Exchange and Understanding (YEU)** works to promote peace, understanding and co-operation between the young people of the world, in a spirit of respect for human rights. YEU is a member of the European Youth Forum which is the independent platform for INGyOs and NYCs in Europe. As part of activities in YEU, CID hosted the annual Youth Convention in summer 2013 in Kumanovo, Mavrovo, Struga and Skopje. The convention was facilitated by Matej Manevski, Magdalena Manevska and Mila Karadafova and logistically supported by Dragana Jovanovska, Katerina Gjorgievska and Tomi Stojanovic. CID also participated in the YEU annual assembly represented by Katerina Gjorgievska. Two trainers from CID, Matej Manevski and Nik Paddison are also part of the YEU People for Education and Training (Trainers Pool).
3. **UNITED for Intercultural Action** is a European network against nationalism, racism, fascism and in support of migrants and refugees. CID remains a very close partner with the network and was represented on their annual conference in Prague by Stefan Manevski. In 2013 our youth worker Florim Rexhepi joined the UNITED Secretariat in Amsterdam for one year supporting their work and learning directly from the network.

CID was also present on several important meetings, training courses and other events within Europe and globally which have given us a new impetus towards the achievement of our organizational objectives:

Enter! Promoting Social Rights for all Young People. 'Enter' is long-term training course (2012-2014) is a project of the Council of Europe which promotes access to social rights for young people, in particular of those exposed to social exclusion, discrimination and violence, through a variety of local, national and European interventions involving policy-makers, youth work actors and young people. **Milos Ristovski** is one of the participant-youth workers, working on inclusion project in the local youth work system in Kumanovo. Within the project a

conference promoting the objectives of the training was held in November 2013 in Strasbourg. The conference was attended by Deniz Memedi.

No Hate Speech Movement; Training course for young online activists - is organized by the Council of Europe Youth Department. It takes place between February 2013 and March 2014, comprising of a residential seminar in April 2013 in the European Youth Centre Budapest, e-learning based training and initiatives to support the campaign against hate speech online of the Youth Department of the Council of Europe. Among the 30 online activists taking part is Matej Manevski from CID working against hate speech online and to promote and defend human rights online. Within the No Hate Speech movement a pan-European conference was held in November 2013 which was attended by Stefan Manevski and Matej Manevski.

On the occasion of 50th anniversary of Switzerland's accession to Council of Europe a **Study Trip to Switzerland** was organized from 1-7 May, 2013 with 50 young people from 11 countries. Ivana Davidovska had the opportunity to represent CID within this study trip and get inspired for cooperation with the Swiss youth sector.

In February 2013 the European Youth Foundation of the Council of Europe (EYF) initiated a launching seminar **"EYF Re-loaded"** promoting their new system in Strasbourg. The seminar presented the strategic use of EYF grants to best meet the needs of young people in all Council of Europe countries and achieve open and informal networking between the EYF team and the people running projects with EYF grants. Milos Ristovski from CID presented our experience and proposals towards the European Youth Foundation.

The **1st official meeting of PET** (People for Education and Training) of Youth for Exchange and Understanding took place in Tolo, Greece in April 2013. The event was hosted by N.A.K Hellas and CID was represented by Matej Manevski a trainer in the Pool of trainers of YEU.

The **9th Africa-Europe Training Course** took part from 3-11 May in Mindelo, Cape Verde. It was organised by the North-South Centre of the Council of Europe aiming to bring together European and African youth organizations and support development of cooperation between them. Stefan Manevski represented CID within this training course.

The fourth **Training Course for Youth leaders of the African Diaspora Living in Europe** was organised by the North-South Centre of the Council of Europe in co-operation with the African Diaspora Youth Network in Europe (ADYNE) in Tunisia from 1-8 July. CID supported Zora Prudence Ebale Nikoloska to take part. The course aimed at strengthening the role of young people particularly youth leaders and youth workers from the African Diaspora active in youth organizations.

CID through Stefan Manevski was also present at the **High-level Conference on tolerance and anti-discrimination** of the OSCE and hosted in Tirana from 20-22 May. The conference looked at the implementation of the existing commitments on combating manifestations of discrimination and intolerance, including preventing and responding to hate crimes.

From 29 November to 6 December 2013, Milos Ristovski and Aleksandra Davidovska took part in the training course **"Youth Takes the Floor"** in Faro, Portugal. This training course aimed to allow youth leaders, youth workers and local officers to work together developing their competences to create spaces where youth can work with municipalities in the development of their communities.

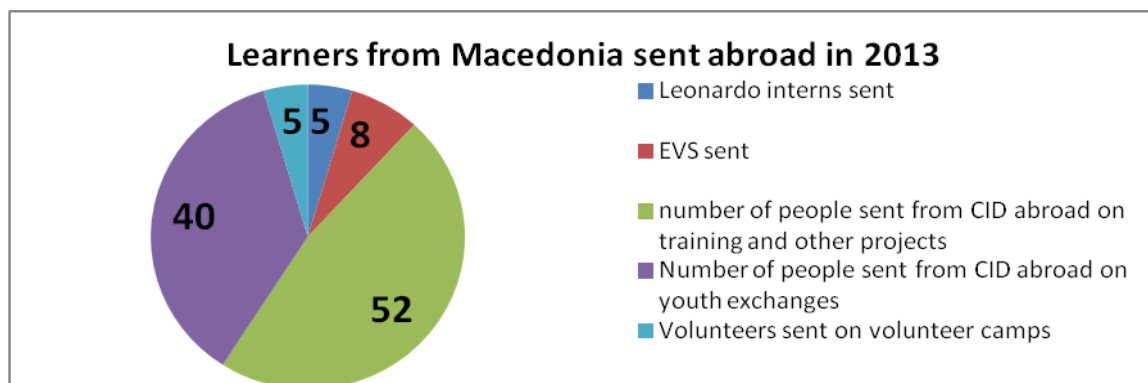
Stefan Manevski took part in the seminar titled **"Working with Trainers III"** in Sofia, Bulgaria in September 2013 aiming to discuss the role and functions of trainers' pools within the Youth in Action programme and their applicability within different National Agencies and national contexts.

CID MOBILITY OPPORTUNITIES in 2013

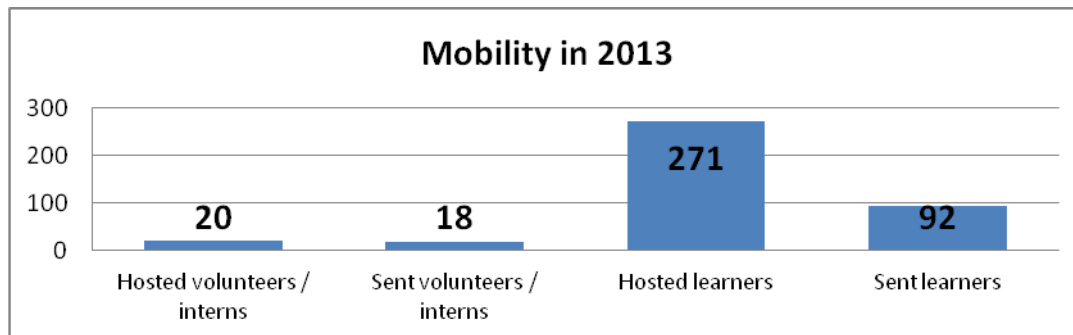
In the year 2013 CID has been partner on more than 32 international educational activities. The total amount of people that used the sending service is 92 learners and 18 volunteers/interns. Out of these, 52 youth leaders participated in training courses, conferences and seminars, and 40 young people had their first mobility experience within a youth exchange. These young people had a chance to explore the topics of Intercultural Learning, volunteering, youth participation, European citizenship, healthy life styles, Media, and other topics.

A new aspect of our work was the focus made on internships. With the approval of Leonardo da Vinci project CID managed to send 5 interns abroad and also host 1 intern through the Erasmus practical work experience opportunity. Within the 2013 CID also sent 5 volunteers on the international volunteering camps of the Service Civil international which is a number that can be improved in the upcoming years.

Finally in 2013 we sent 8 EVS volunteers mainly on long-term project which is quite important for provision of the opportunity to volunteer abroad for young people from Macedonia. Our volunteers for 2013 are Ivana Lumakovska (Ireland), Bojan Stojkovski (Slovenia), Bojana Boshkovska, Marijana Jachevska, Kristijan Ilievski (Poland), , Florim Rexhepi (Netherlands), Natasha Shurkova (Bulgaria)



In 2013 there were a record number of hosted learners as a result of the mobility projects which CID hosted in Macedonia. The number is 3 times higher than the sent learners. This is due to the hosting of large events of the European networks where we are part of, but also due to the increased number of organizations and institutions which would like to attend the training courses and other educational activities in CID. Our work on external educational programmes in CID will be strengthened in the next years in order to achieve balance in this aspect as well. With regards to volunteering and long-term programmes there is a balance of sent and hosted volunteers.

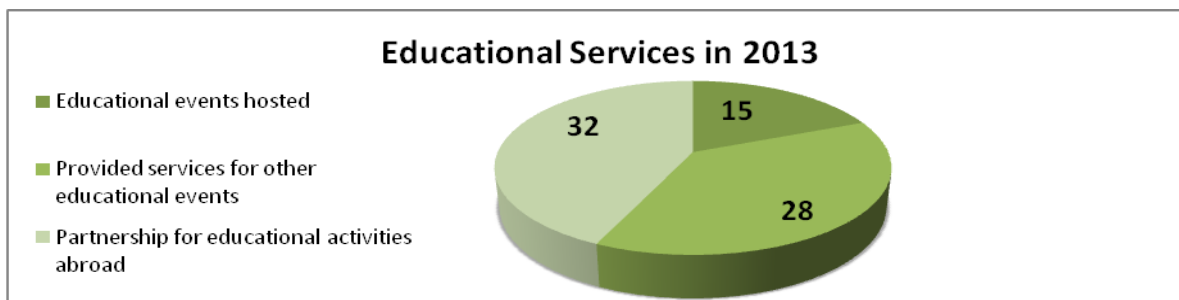


PROVISION of EDUCATIONAL ACTIVITIES in 2013

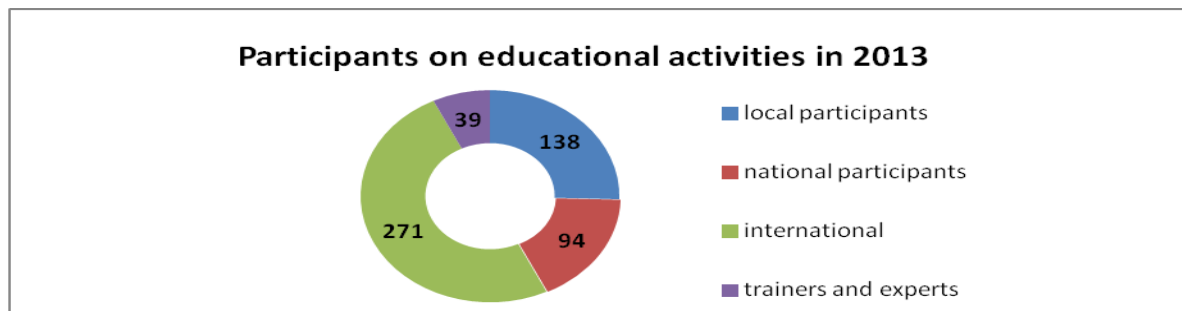
In 2013 CID pool of trainers and experts was very active and regularly providing expertise internally in CID and to externally to partner organizations and contractors. The members of the pool have been contracted for 28 educational events. Also some of the members of the CID pool are also represented in the SALTO SEE Pool of Trainers (Ivana Davidovska and Stefan Manevski), Council of Europe Pool of trainers (Ivana Davidovska) and European Youth Forum Pool of trainers and Facilitators (Stefan Manevski). CID has 2 trainers in the Pool of trainers of Youth for Exchange and Understanding (Matej Manevski and Nik Paddison) and one trainer in the Service Civil International (Milos Ristovski). Our pool of trainers offering external services this year enlarged with Magdalena Manevska who worked on a training course in Ukraine focusing on Project Management.

In 2013 CID hosted 15 educational activities (training courses, seminars, youth exchanges and other formal of educational activities). This number represents only the activities that last more than 2 working days and does not include the one-off workshops which are counted as events. In 2013 our pool was very active in provision of services for other organizations – a total of 28 educational activities were implemented abroad. We compared this number to the 32 partnership projects where CID was involved by sending participants and ensuring their preparation and follow-up.

The pool offers services to institutions such as SALTO SEE Resource Center, Council of Europe- Directorate for Youth and Sport, Macedonian National Agency for European Educational Programmes and Mobility and others. Among the organizations in 2013 we have provided external expertise to the Young European Federalists sections in Greece, Sweden, France and Norway, the Institute for Ukrainian Studies (UA), Global Love Youth Trust (UK), Service Civil International, Realization (HR), European Movement (ISL), and Roma Youth Center and Bujrum Center for Rural Development (MK).



Within the hosted 15 educational events of the Center for Intercultural Dialogue in 2013, a big diversity of learners was involved. The following data shows that there is a balance between the learners from Kumanovo (local beneficiaries), learners from other towns in Macedonia (national beneficiaries), and learners from Europe attending our educational events.



OVERVIEW OF THE OFFICE

In 2013 CID has undergone changes in the Secretariat (Office) of the organization which were voted and approved by the Assembly of members in August 2013.

Until the summer 2013 we had an office managed by the Executive Director with project officers working on specific topics. Following the changes, the office is now managed by the Office Director, while the Executive Decisions are made by the Executive Board. This change was made in order to ensure that there will be enough space and capacity to deal with the implementation of initiatives and processes on local, national and European level at the same time.

Currently within CID office the following are the staff positions on full time and part time engagement: Executive Board president, Office Manager, Financial Manager, 3 Project officers, Coordinator of external educational programmes and volunteers, Logistical and administrative officer and 2 Youth workers.

In terms of working space, the organization operated in 2 locations during the year. The office and administrative building was located in the legal address of the organization and the youth center MultiКулти was used for all youth work related programmes. In partnership with other organizations some of the local youth work processes were also held at their premises representing a model of the youth work system that Kumanovo needs to sustain in the future.



DRAFT INCOME OVERVIEW for 2013 (final account closing is to be made on 31.12.2013)

<i>Projects / Programmes</i>	<i>Source of Funding</i>	<i>Amount in EUR</i>
Seminar Learnt Lessons in Youth Regional Cooperation	EU -Youth in Action - EACEA	27664
Youth Exchange Youth for Outdoor Inclusion	EU -Youth in Action - EACEA	33809
Training Course Accessible project cycle management	EU -Youth in Action - EACEA	18714
Training for Trainers: Fostering social inclusion and employment of institutionalized youth	EU- Youth in Action - Macedonian NA	17073
Leonardo Da Vinci programme – People in Labor Market: EU work experience to increase employability	EU - Lifelong Learning - Macedonian NA	23438
European Voluntary Service: Ajde Makedonija: Exchange of European experience in Youth Work	EU- Youth in Action - Macedonian NA	8610
Project: NETWESS - NETworking for Efficient and Sustainable Civil Society across the Border	EU- IPA Cross Border Programme MK-BG	42519
Activities implemented as part of Europe Day 2013	EU Delegation in Skopje	3750
European Voluntary Service: Think and act outside your world	EU - Youth in Action - Belgian NA	2688
Hosting of Educational Activities in Macedonia (Partnership Projects)	EU - partnership based projects	13500
National Training Course in Human Rights Education	Council of Europe - Youth Department	4990
International Seminar Log in for Human Rights	Council of Europe - EYF	10000
Process for recognition of Youth Work and creation of the Union for Youth Work	National Democratic Institute	3968
Project: Enhancing Advocacy Capacities of the Local Youth Council - Kumanovo	OSCE Mission to Skopje	2738
Project: Creation of the local Youth Strategy of Kumanovo	UNDP (project Youth civic engagement and participation at the local level)	4618
Income from offered services to other organizations/ institutions	Various	9550
Fees and members contributions	Various	1450
	TOTAL for 2013	229079

Secured funding for 2014

<i>E-Region : Development Opportunity</i>	<i>EU - IPA Cross border programme MK-BG</i>	<i>54315</i>
<i>Role of Youth in Action in Youth Work Development</i>	<i>EU - Youth in Action - EACEA</i>	<i>33055</i>
<i>Development of local youth policies and local youth participation in 12 municipalities</i>	<i>EU - IPA Civil Society Facility</i>	<i>TBC</i>
	<i>TOTAL secured for 2014</i>	<i>87370</i>