



center <sup>for</sup>  
intercultural  
dialogue

# Annual Report

## 2015

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## Abbreviations:

CCIVS – Coordinating Committee for International Voluntary Service

CHRDS – Centre for Human Rights and Development Studies

CID – Center for Intercultural Dialogue

CSO – Civil Society Organisation

DYPALL – Discover Youth Participation at Local Level

EVS – European Voluntary Service

IPA – Instrument for Pre-Accession Assistance

IYNGO – International Youth Non-Governmental Organisation

LLP – Lifelong Learning Programme

LYC – Local Youth Council

NYCM – National Youth Council of Macedonia

OSCE – Organisation for Security and Cooperation in Europe

SCI – Service Civil International

UNITED – United for Intercultural Action, European Network against Racism

UNOY – United Network of Young Peacebuilders

UYW – Union of Youth Work

VET – Vocational Education and Training

YEU – Youth for Exchange and Understanding



## 1. INTRODUCTION

### 1.1. Mission and objectives

**Center for Intercultural Dialogue (CID)** is a civil society organization working to promote intercultural acceptance and active citizenship through capacity building processes, education and youth work. The organization's activity 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.

CID is working to create diverse responsible and cooperative communities where citizens are actively contributing to the social development and integration. Our mission is to ensure sustainable community development by creating opportunities for quality engagement of civil society, advancing learning opportunities, and active involvement of young people and other citizens.

The following objectives were pursued in our activity for the year 2015:

1. To develop and provide quality learning opportunities within non-formal education for diverse groups of learners, through:
  - Local activities in the youth center (workshops, language classes, youth camp meetings)
  - Learning projects (training courses, youth exchanges, study sessions) implemented on local, national and international level
  - Local outdoor initiatives for encouragement or participation of young people (flashmobs, open air events)
  - Sending opportunities (prioritizing important events)
  - Developing the capacity of CID Pool of Trainers (two more trainers added to the network)
2. To offer capacity development of civil society to directly involve citizens in community decision-making through inclusive work-practices and networking opportunities
  - Capacity Building of CSO's and International Organizations
  - Expert meetings with IYNGOs
  - Capacity building and consultancy of representation bodies (Local Youth Councils in 12 Municipalities)
3. To increase quality of education and learning services through encouragement of cross-sector cooperation, lifelong learning programmes and innovative education tools
  - Developing education programs for working with Adult Learners (LLP, VET, Private Sector)
  - Following current trends in the development of NFE on local and international levels (CID and NYCM pools of trainers)
  - Developing quality educational tools (manuals) for working with diverse groups (the Honeycomb training-kit for youth organisations)



4. To facilitate youth support systems as well as participation mechanisms for young people through quality youth work and inclusive policies development
  - Continuous representation of CID nationally in NYCM, LYCK and UYW, as well as internationally in YEU and DYPALL

## **1.2. Target Groups**

CID works with young people and citizens from diverse religious, ethnic, national groups who are at the same time creators and beneficiaries of our activities. Specific activities are designed for youth workers, teachers, adult learners, as well as all stakeholders involved in inter-community dialogue and sustainable community development on local, national and international level: civil society organisations, schools, local governments, representation bodies and networks.

## **1.3. Context of our work in 2015**

A lot of CID's work in 2015 has been focused on local processes: developing partnerships and implementing long-term projects in the area of promotion of intercultural dialogue, strengthening the capacity of civil society organisations, enhancing the cooperation between actors involved in youth work, youth rights, youth education and legislation.

The MultiKulti Youth Center functioned throughout the year, offering training courses, language classes, recreational activities and educational opportunities to beneficiaries from Kumanovo. More than 200 young people joined the activities, special attention being given to raising the visibility of MultiKulti as a provider of quality non-formal education programmes among parents, local authorities and general population of the city.

The violent altercations between police forces and several civilians in May 2015 triggered a wave of alarm and discomfort among the population living in the surrounding area. In the aftermath of the events, CID identified a need to act quickly and alleviate the possible negative effects on the attitudes and communication patterns between various ethnic groups in Kumanovo. The idea of the youth camp that would bring together young people from Macedonian and Albanian schools in the affected area of the city was born from the intent to prevent further alienation of the two communities. CID members and volunteers reacted quickly in an online campaign, supporting the idea that the people of Kumanovo are not fighting and that there is no real danger of an ethnic outburst of violence.

In line with previous efforts to consolidate the image of CID among local, national and international partners and stakeholders, a second edition of the Look Beyond Conference was held in October 2015. It addressed the need of raising visibility of the organisations that are involved in youth work and providing the necessary space for various actors to have a dialogue on issues related to youth work.

An increased attention has been given to the process of consolidating the local youth councils and fostering the capacity building among the organisations that are participating. Following the establishment of LYC in 12 municipalities, it was necessary to focus on their functionality and recognition as equal stakeholders in the decision-making process that involves young people. In 2015 CID offered support to the LYC of Kumanovo and Lipkovo in organizing activities and fostering the dialogue with the local authorities; additionally, managing the LYC in other municipalities of Macedonia included offering training capabilities and sharing of good practices.

On the international level CID kept cooperating with its long-established partners, joining a new project network (DYPALL). We are ensuring that more and more young people from various backgrounds are benefitting from the mobility opportunities and are engaging in various dialogue processes with decision-making bodies on European level. CID's efforts to promote intercultural dialogue and meaningful connection between young people and governmental authorities and to push for the recognition of youth work have been echoed and recognized by its international partners through support, joint projects and constant collaboration.





## 2. OVERVIEW OF THE MAIN ACTIVITIES IN 2015

### 2.1. Youth work and youth policy

#### 2.1.1. *“Supporting Youth Policies Institutions and Structures in the host country”*

The project lasted between June and December 2015 and was supported by the OSCE Mission in Skopje, in partnership with the Youth Educational Forum. provided assistance in strengthening the capacities of the selected Local Youth Councils (Kicevo, Bitola and municipality of Centar) as local youth structures and contributed to increasing youth participation in decision making processes at local and national levels. In this sense, specific tailored-made training was organized for 28 youth council members from the selected municipalities who were provided with knowledge and expertise in various topics, such as: creation and implementation of youth policies, youth participation, increased participation in the Municipal Council for local support systems, developing organizational structures and increasing the role of local youth bodies as link between the young people and municipality. Also a conference/seminar for all LYCs in the country was organized in Hotel Montana, Krushevo, 16-18 November 2015. The goal of the seminar was to provide an opportunity to representatives of all local youth councils and relevant stakeholders to share knowledge and experience on the functioning of these bodies and to discuss practices and challenges to be addressed.

#### 2.1.2. *Development of local Youth Policies and Local Youth Participation in 12 Municipalities*

Between January and June CID, together with the Youth Educational Forum, implemented a project in order to advance the position and contribute to solving the issues of the young people and the youth organizations in regard to their involvement in the decision-making processes on local level. It was funded by the European Union (IPA Program – Civil Society Facility), and supported by the municipalities, European Youth Foundation, Coordinating Committee for International Voluntary Service (CCIVS) and others. The activities took place in 12 Municipalities: Centar, Cair, Lipkovo, Veles, Tetovo, Debar, Struga, Bitola, Kicevo, Negotino, Delcevo and Kratovo, in four phases hat included public events, campaigns and public calls.

As outcome of the project, over 300 young people were trained as part of the project activities, increasing the knowledge of the youth activists, developing a matrix for straightening the further collaboration of sharing experiences and knowledge between the youth councils. Moreover, the networking activities facilitated the process of creation of Local Youth Strategies and the promotion of an advocacy plan.

#### 2.1.3. *Promotion of European Programmes for youth and Eurodesk activities*

As part of the Eurodesk network, CID organised several informational events to promote the European educational programmes to young people. Events were held in Kumanovo and Kriva Palanka aiming to get youth engaged through European mobility opportunities. In addition to



that, during the European Youth Week the CID volunteers organised distribution of information materials in Kumanovo and promoted the Erasmus+ programme to young people.

#### *2.1.4. Youth information - Regional strategy for youth information*

The development of this document started as an outcome of the summer academy organized by the National Youth Council of Macedonia, 'Akademija Mladi'. There we went through all the problems and issues a youth organization faces in different regions, as well as the opportunities offered to the youth. Based on what was discussed on the academy with the organizations that were present, CID developed a regional strategy for youth information. This draft strategy was later presented to other regional organizations, institutions and representatives of the local governments, and was a subject of discussions, improvements and adding other important points to the strategy. The final strategy aims to enhance the cooperation between the different stakeholders in order to improve youth information in the north-east region of Macedonia.

#### *2.1.5. MultiKulti Cube*

The most visible and eventful project organized in MultiKulti this year was the „MultiKulti Cube“. From September to December, young people from Kumanovo engaged in a series of activities that would be presented for the public on a physical space made out of metallic cubes. The project's overall aim was creating ground for sustainable inter-ethnic dialogue by fostering intercultural learning and communication among young people, additionally supported by inter-institutional cooperation aiming to promote active youth participation. It was supported by UNDP Macedonia.

The main outcomes of the 2 and a half month workshops: Theatre, Performance, Recycling Arts and Social Rights were presented on the final event that happened in Kumanovo on the 12.12.2015 which gathered more than 300 young people. The project also involved a research that was presented in the last weeks of 2015 and beginning of 2016.

#### *2.1.6. CID Academy*

CID Academy is a tool developed by CID that aims to produce new leaders and activists that would join the organization by engaging them in different processes within the organization. The process is organised to transfer the knowledge and competences of the employees in CID to new members and volunteers. From September 2015 to March 2016, workshops are held on a weekly basis on topics like intercultural learning, effective communication, conflict management, organizing an event and managing a project. The participants get the chance to experience first-handedly the processes of event organizing and project implementation, learning at the same time how to be efficient team players and to coordinate themselves independently.

#### *2.1.7. Local Volunteer Club*

The local volunteer club of CID has been activating as support for the activities organized by CID, but also as an autonomous body that developed and implemented their own projects. Thus in



2015 the volunteer club was active during the International Week Against Racism, the European Youth Week, the Human Rights Week and other relevant dates. Its members implemented activities with the EVS volunteers, participated in workshops organized in MultiKulti and training courses/youth exchanges organized abroad. The membership was open, meaning that anybody could join the club and participate in an activity or develop their own with the support of the CID staff.

## **2.2. Community development**

### *2.2.1. Honeycomb of participation in national level youth organizations*

The project "Honeycomb of participation in national level youth organizations" was a strategic partnership project funded by the Erasmus+ programme, in partnership with TOG (Turkey), Out of the Box (Belgium) CIM Horyzonty (Poland). It lasted between January and December and aimed to enable young people actively involved in the running of youth organizations, to develop their attitudes, improve their skills and receive additional information and knowledge for democratic participation.

In the research phase, more than 200 organisations were surveyed about their internal democratic procedures and the results were published online. Based on the outcomes of the survey, a training kit was developed containing theory and practical activities for youth organisations. The project contained 3 learning activities, structured as training courses and mobility of youth workers.

Besides the training courses held in Poznan and Struga, youth workers from Macedonia, Poland and Turkey had a chance to work in another partner organisation for one month and exchange good practices. In order to disseminate the results, multiplier events were held in November in Macedonia and Poland, and in December in Turkey, aiming to engage as many as possible other organizations to use the products from the project (the survey and the training kit).

The project has improved the capacity of youth organizations (programme, units or boards) to run democratic, efficient and effective processes on national level. Ultimately these improvements should result in an increase of the quality of the activities these organizations run, in their sustainability and in their contribution to youth policy bodies and structures.

### *2.2.2. Look Beyond Conference vol.2*

'Look Beyond 2' was the second edition of the only youth work conference in Macedonia which was organised by CID for the first time in 2014. This year the topic was to explore inclusive youth participation in diverse communities, focusing on youth work and presenting different tools. The main aim of the conference was to provide a space to talk about inclusive youth participation and for networking among organisations.



The conference took place on the 22 of October in the Cultural Centre of Kumanovo, gathering more than 120 participants (representatives of youth organizations from Europe and Macedonia, policy makers, experts, representatives of various institutions and international organisations, youth workers and young people.)

The programme included 2 plenary panels; 6 workshops; 10 guest speakers with the participation of the European Youth Capital Varna, the Novi Sad Youth Capital candidacy, YEU International, National Youth Council of Macedonia, National Agency for Erasmus+ Programme and other guests. The conference also hosted the 3rd Youth work fair as a space to share examples of youth work and networking opportunities.

#### *2.2.3. Inclusive youth participation in diverse communities*

The project "Inclusive youth participation in diverse communities" was implemented by CID between January and October and aimed to encourage active youth participation from minority youth in Macedonia within existing local youth policy processes. It was built to address the identified mismatch between the youth from minority ethnic groups and their actual representation in the youth organizations, local youth councils and in public life in general. CID worked in rural areas and marginalised communities, to engage minority youth and get them involved in youth participation processes.

Within the project CID worked to provide local youth work support (delivery of workshops with local youth from minority background to ensure proper support for them to be engaged in local youth organizations and local youth councils). The project introduced the concept of social rights among linguistic minorities in order to have this young people involved in the community advocating for their rights.

#### *2.2.4. Youth open day*

This event was organized by CID in cooperation with the National Youth Council of Macedonia, on the 26 of March, in the framework of the project 'Inspire Youth Participation'. It was held in the Cultural Center of Kumanovo and gathered around 150 people interested in the NGO sector of Kumanovo and the region.

The aim of the event was to promote youth inclusion, participation and information, at the same time offering young people in the region the chance to express their needs and to join one of the organisations participating in the fair. The open day also served as a way to familiarize young people in the region with non – formal education, and the benefits of the same.

#### *2.2.5. Balkan Action/2015*

This year the UN adopted a new list of the Sustainable Development Goals (SDGs) for the next 5 years, and CID was part of the Balkan action/2015 movement. Participants in Kumanovo chose 3 SDGs (ending poverty, tackling inequality and avoiding dangerous climate change) and organized several mobilisation events aiming to raise awareness on the importance of civic space and



broad public participation. The events included meetings across Macedonia, flash mobs in Kumanovo and an event for the 12 August (International youth day) and 24th September (UN General Assembly for the adoption of the Sustainable Development Goals). The Balkan action/2015 was co-facilitated with the Centre for Human Rights and Development Studies (CHRDS) from Serbia and Beyond Barriers from Albania.

#### *2.2.6. Implementation of the Convention on the Children's Rights*

The project, implemented in partnership with SEGA - Coalition of youth organizations, lasted the whole year and targeted young people under 18 in order to enhance their knowledge about children's rights, thus supporting democratic processes. It included activities for advocacy and lobbying for legislative change, supporting the position of the Children's Ombudsman and enhancing the participation of children in schools.

Through this project more than 100 youngsters got directly involved in activities which involved trainings and applying direct democracy principles for participation through creating youth school organizations and implementing different initiatives. The children's ombudsman position was supported through promotional activities and lobbying interests of youth in front of the school staff.

#### *2.2.7. Supporting Confidence building activities in Kumanovo and Lipkovo*

"The altercation that happened in Kumanovo in May triggered a reaction from the local community who expressed their willingness to live together in Kumanovo in respect for each other. In order to engage more people from the Tode Mendol community into the civil society of Kumanovo, CID identified the need to mobilize youth in a stronger inter-ethnic dialogue and to implement joint activities that can be reflected in the daily life of the Tode Mendol community.

The project lasted between September and December and included organizing a youth camp for the youth of the neighborhood, holding intercultural courses and providing capacity-building activities for community cohesion. As a visible result, the number of young people visiting activities of the youth center increased, contributing to improving the linguistic competences of the participants in activities.

### **2.3. Youth unemployment**

#### *2.3.1. First work experience for lifelong success*

After the success of the first project that addressed unemployment by offering internship positions abroad to young people, CID worked further in this direction, implementing the project „First work experience for lifelong success“. It focused on increasing employability by supporting the project beneficiaries to acquire practical experience and learn how to apply skills that have been previously acquired in education schemes. It brought together diverse institutions and



organizations providing learning opportunities (within formal and non-formal education curricula), active in the European field and on local level.

During the Summer period, 7 young people from vocational educational institutions participated in a 2-month mobility in Belgium, Greece, Slovenia, Portugal and Turkey. The participants on this mobility continued being active and involved in different educational activities on local and international level.

The partners of the project were 'Youth for Exchange and Understanding International', 'SCI International', 'Out of the box' – Belgium; 'Krog' – Slovenia; 'TOG' – Turkey; 'USB' – Greece; and 'Youth for Exchange Umbrella' – Portugal.

## **2.4. Regional and international cooperation**

### *2.4.1. E-Region: Development Opportunity*

In order to enhance social cohesion in the cross border region of Macedonia and Bulgaria, CID in partnership with the European Institute from Bulgaria implemented the project 'E-Region: Development Opportunity', between January and June of 2015, under the IPA Cross Border Programme, CCI Number 2007CB16IPO007.

The main activities of the project included E-learning internet courses on the topics: project management, effective communication and professional portfolio, a project study and analysis on the available e-media, CSOs and vocational institutions in the cross border region of Macedonia and Bulgaria, a training course on entrepreneurship and IT skills.

The online courses were attended by more than 200 young people, while the training course involved 80 young people. The outcomes of the project include a publication on the research results and providing support for the entrepreneurial initiatives of the participants.

### *2.4.2. YEU Caravan - Tour of Tolerance - Excuse me, is this hate yours?*

As a member of the YEU network, CID took part in the action „Tour of Tolerance” that involved all the Balkan countries and especially cities affected by wars and conflicts, in one way or another. In October, 30 young people from 14 different countries toured the Balkans with a theatrical performance about (forbidden) love. The project „Is this hate yours?” aims to develop capacities of youth from (post)conflict areas to act as multipliers in their local communities in processes of peace building, intercultural dialogue and struggle against all forms of hate speech in neighboring regions.

In Kumanovo, the performance happened on the 6th of October, on the Main Square and in MultiKulti, with dances, theatre, a photo exhibition and a discussion.

### *2.4.3. To be or not to be formal*

Taking youth work and non-formal education beyond European barriers was one of the focuses of CID this year: a two-year project (2015-2016) called „To be or not to be formal” involved

The activity calendar includes mobility for youth workers, drafting guidelines for recognition of non-formal education results, youth exchanges, training of leaders on the use of the guidelines, and job-shadowing. So far, two participants from Spain and Hong-Kong spent two weeks at CID and one Macedonian participant went to Vietnam as a job-shadowing position, while participants from Kumanovo went for a youth exchange in Vietnam.

### 2.5.1. Strengthening National Capacity to Tackle Hate Crime and Hate Speech

One objective of the project was to promote the newly translated educational manual for combating hate speech (Bookmarks/Обележувачи), and to empower youth workers to use it within their work.

Additionally, a two-day training against hate speech for youth wings of political parties was held in Bitola, in order to ensure that the process of raising awareness about hate speech happens on various levels and involves stakeholders from governmental and non-governmental structures.



### 2.5.2. #Zaedno #SeBashku

In May 2015 Kumanovo was under a terrorist attack which resulted with casualties and fear between the ethnic groups living in the city.

As an immediate reaction CID started an online campaign #Together (#Зедно #СеБашку). The campaign motivated CID members to share online pictures together with their friends of different ethnic or religious background in order to fill the space of examples of inter-ethnic dialogue, instead of hate speech and fear.

In addition, several meetings were held with the local community in Tode Mendol (where the MultiKulti youth centre is based) to discuss steps forward in improving the lives of people in the community. As a result, several projects were developed and implemented in the next months.

### 2.5.3. Week against Racism

As part of the cooperation with UNITED for Intercultural Action, CID participated in the Week Against Racism (15-21 March) with several activities. A flash mob was organised on the main square, followed by taking pictures with statements from people of Kumanovo to promote intercultural dialogue. A set of workshops was also held in CID to raise awareness about discrimination in town.



## 2.6. Hosting EVS volunteers

The year 2015 was very fruitful in terms of projects for and with EVS volunteers. Throughout the year, short-term and long-term volunteers engaged in running projects and developed new ones for the purpose of supporting the activities in the MultiKulti youth centre, to get acquainted with the cultural background of Kumanovo and to encourage young people to participate more in mobility and volunteering opportunities.

Over the 12 months 17 EVS volunteers were hosted by CID, through the following projects:

- EVS for Sıyad 4 (Turkey)
- Youth Work in Support for Participation (Finland)
- Parcours: Competences et Engagement (France)
- Move Your Skills (France)
- Volunteering - an act of citizenship (France)
- Volunship: Exchange of practices in European Citizenship through Volunteering (Turkey, Bulgaria, Spain, Romania, Turkey)
- ESTE OESTE (Poland)

Volunteers were a constant presence in MultiKulti, organizing flash-mobs, intercultural events, workshops, cinema days, etc. Together with the local Volunteer Club, they held weekly and monthly activities like quiz nights, intercultural dinners, visits to schools in Kumanovo, activities involving arts. Finally, volunteers were involved in office work as well, helping the staff in designing logos and promotional materials, assisting on workshops and training courses, translating materials and writing reports, etc. We would like to thank our volunteers Ivo, Kubilay, Elena, Sebastian, Krzystof, Katarzyna, Fernando, Andrés, Aurora, Vincent, Çağlar, Sergen, Blandine, Matthieu, Elif, Busra, Sumeye, Blandine and Sahika for their dedication to contribute and to discover the local culture.



### 3. NETWORKS AND REPRESENTATION

#### 3.1. National and international networks

Networking is crucial for effective implementation of our projects, both on national and international levels. In 2015 CID continued to be an active component in the National Youth Council of Macedonia and a key actor in the National Campaign against hate speech online, ensuring that the processes started several years ago will continue producing quality educational opportunities and skilled trainers who will work to implement them.

-In the **National Youth Council of Macedonia**, which was established in 2013, CID had a president of the Board Ivana Davidovska, whose mandate finished in June 2015. Since June, Ivana is a member of the supervisory board of the NMSM. The coordination of the Pool of Trainers is done by Stefan Manevski, a member of CID.

- On the local level, Florim Rexhepi is the president of the **Local Youth Council of Kumanovo**, and together with the OSCE Mission to Skopje CID facilitated the implementation of several projects with the Local Youth Council of Lipkovo.

-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, who organised the 4<sup>th</sup> School against Hate Speech and a training course for youth wings of political parties.

On the international level, CID expanded its membership to four European and global networks:

1. **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. Currently Matej Manevski is the Vice-President of the network; in 2015 CID took part in the project „Is this hate yours?“, that happened all over across the Balkan region.

2. **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. CID is acting as a sending organisation for work camps through SCI.

3. **UNITED for Intercultural Action** is a European network against nationalism, racism, fascism and in support of migrants and refugees. Matej Manevski was part of the preparatory team for the "(Re)Act for equal opportunities online and offline" study session organised together with UNITED and Stefan Manevski participated at the Conference "Overcome all borders: UNITED against Intolerance" which took place in Malaga in May 2015, aiming to encourage networking for new projects in the field of anti-racism.



4. **Developing Youth Participation at Local Level (DYPALL)** is a network that was established in 2015 and includes 22 European partners from 17 countries. DYPALL stands for the creation of effective and sustainable involvement of youth on decision-making with and in cooperation with local authorities through the development of strategies, the building of structures and relations of trust between actors. Milos Ristovski represented CID in the steering Committee of DYPALL.

5. **Eurodesk** is the main source of information on European policies and learning mobility opportunities for young people, present in 34 European countries. CID is the official representative for Eurodesk in the North-Eastern region of Macedonia, with Dragana Jovanovska as the contact person. The activities organized in the framework of this network include presentations of the Erasmus+ Programme in Kumanovo, Kriva Palanka and Lipkovo, promotion of the European Youth Portal, celebration of the Youth Day, etc.

### **3.2. External representation**

CID was 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:

❖ The **University on Youth and Development**, an annual event that gathers more than 200 young people from all around the world, happened in Molina, Spain in September. Members of CID (Matej Manevski, Milos Ristovski, Stefan Manevski, Marija Krstevska) were present in different roles during the event as core team, trainers, participants. The topic of this year's 16<sup>th</sup> edition was *Youth.org - Actors for Change*.

❖ CID through Stefan Manevski was present at the **European Youth Week final event** that happened in May 2015 in Brussels. It showcased good practice projects from the Erasmus+ programme; CID's project was shortlisted as a good practice from Macedonia.

❖ The **2<sup>nd</sup> European Youth Work Convention** was the biggest youth event of 2015 organised in Brussels, Belgium in April, where the current trends and future developments of youth were discussed.

❖ On May 8<sup>th</sup>, CID (through Milos Ristovski) was part of the high-level conference **"Tolerance Trumps Hate – The fundamental values of the Council of Europe provide an answer to polarisation"**, held in Brussels by The Belgian Chairmanship of the Committee of Ministers of the Council of Europe. It discussed recommendations on how to counteract hate speech, online and off-line, and on how to prevent radicalisation and extremism. The experience of the youth campaign No Hate Speech Movement is an important contribution to these recommendations.



❖ Milos Ristovski also represented CID at the **‘Beyond barriers’** Youth policy seminar on social inclusion of young people in vulnerable situations in South East Europe, organised in October in Mostar, Bosnia and Herzegovina, by the Council of Europe.

In August CID was part of the **United Nations Youth Peace and Security forum** held in Jordan, which for the first time discussed the role of young people in peace-building and created a declaration that later became a UN Security Council resolution on youth and peace.

❖ CID was also present at the **UNOY - Young Peacebuilders Forum** held in Hague in November, through Aleksandra Cvetkovska. The forum explored the topic “Ensuring Quality of Youth Peace Work”, with a research report into Monitoring, Evaluation and Learning in youth peace organisations.

❖ The **10<sup>th</sup> and 11<sup>th</sup> Africa-Europe Training for Youth Organizations** (taking place in January and November 2015) is part of the Africa-Europe University on Youth and Development; the events gathered around 100 participants and aimed to encourage cooperation between youth networks in the two continents using global education. Both events were organised by the North South Centre of the Council of Europe. CID was represented in the training by Stefan Manevski (as trainer) and Elena Ceban (as participant).

❖ As a national contact person for Eurodesk, Dragana Jovanovska participated in a **Eurodesk Multipliers Seminar**, held in Mollina, Spain, between 19-22 October 2015. The four-day seminar served as a good opportunity for networking, sharing of good practices and developing new instruments for efficiently delivering information to young people.

❖ Matej Manevski participated in the EU Structured Dialogue conference on the topic of **"Empowering young people for political participation in democratic life in Europe"**, held in Riga between 23–26 of March. He also represented CID at the EUCIS-LLL Annual Conference **"Lifelong Learning. Paving the way for learning and qualifications"**, held on the 16<sup>th</sup> of June in Luxembourg. The **Enter! Youth Meeting** was part of the long-term training on social inclusion for young people in disadvantaged areas. CID brought a group of young people and representatives of the youth sector to a conference in Strasbourg to exchange good practices and to network.

❖ The **"MOJU YOU(th)NIVERSITY"** was a training course that offered a space for debate, networking, training and exchange of experiences of youth workers and leaders. The training aimed to develop capacity of youth project organisers and facilitators to create inclusive exchanges for young people and had Stefan Manevski as a trainer.

❖ CID had its representatives attending the **Study Visit to Brussels “Innovative Cross-Sectorial Policies for quality, active youth participation”** which aimed to introduce participants to practices of cross-sectorial policy development in the youth field. It provided a space for youth workers and other professionals from youth organizations to get familiar with cross sectorial policies and institutions at the EU level and equip them with tools to advocate for a better policy for youth in

their own community and field of action. The study visit included meetings with representatives from European Institutions, as well as educational sessions that stimulated exchange of best practices among participants.

❖ Florim Rexhepi represented CID at the **Evaluation and Follow-up Conference**, where participants discussed the evaluation of the No Hate Speech Movement campaign at the European level and identified measures for its follow-up and sustainability of the results in youth, human rights and education and media related policies.

❖ The **Seminar “Unfolding Youth Work in the Council of Europe”** was held in Strasbourg in November. The aim of the seminar was to make a contribution to the process of recognition of youth work throughout Europe, by launching the revised European youth work Portfolio and discussing the dissemination and promotion of the Portfolio in the member states of the Council of Europe, in youth organisations and in other services. Aleksandra Cvetkovska attended the seminar as a representative of CID.

❖ The **Conference ‘European Platform for Learning Mobility’** held in Istanbul in September had CID presenting its work through Stefan Manevski on recognition of youth work and the outcomes of the youth work research done in Macedonia.

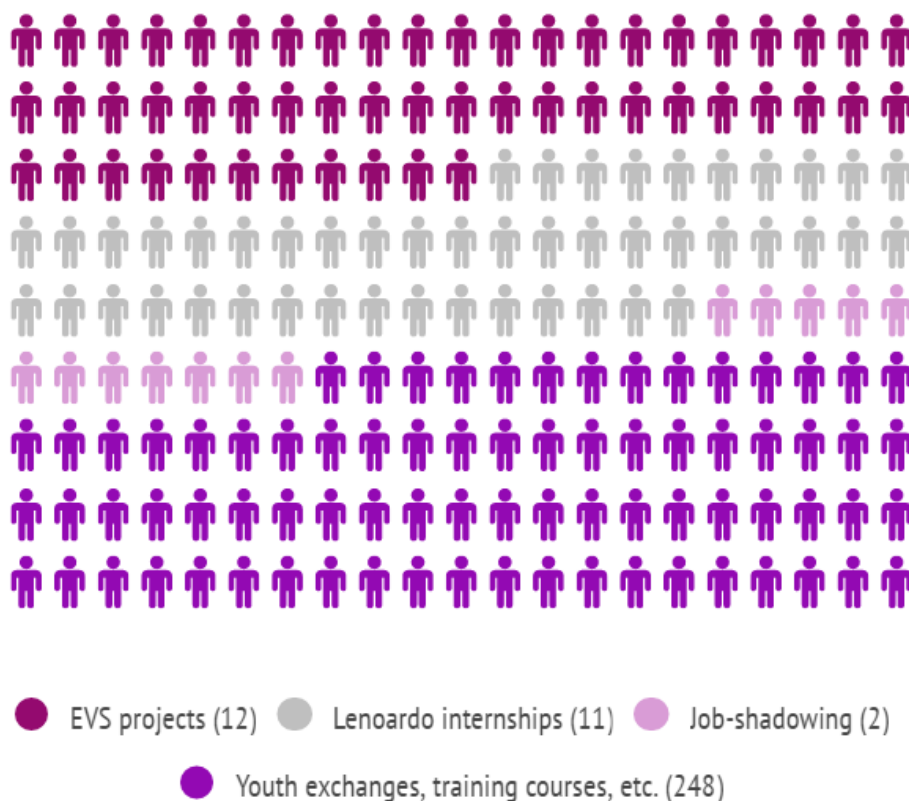


## 4. MOBILITY OPPORTUNITIES

The Sending Service of Center for Intercultural Dialogue has continued to serve the beneficiaries with the same tempo as the previous years. In 2015 young people from Macedonia took part in 81 mobility opportunities, among which youth exchanges, training courses, job shadowing and youth-worker mobility. They had a chance to explore the topics of Intercultural Learning, volunteering, youth participation, European citizenship, healthy life styles, Media, and other topics.

A total number of 248 beneficiaries have gained knowledge and skills in the area provided with the mobility in the UK, Belgium, Turkey, Lithuania, Portugal, Croatia, Italy, Cyprus, Estonia, Austria, Slovakia, Germany, Greece, Poland, Spain, Czech Republic, Serbia, Netherland, Finland, France, Romania, Vietnam, Slovenia and Ireland. On top of that, 11 volunteers have been sent on both long-term and short-term services in the framework of the Erasmus+ programme, in Poland, Slovakia, Romania, Germany, Portugal, Austria and Turkey.

### Beneficiaries sent abroad in 2015:





## 5. VISIBILITY AND COMMUNICATION STRATEGY

CID is ensuring the visibility of its projects and activities through various channels, both online and offline. At the moment four active webpages and three Facebook pages (described below) are being updated weekly: over 50 news articles and 20 photo galleries were published throughout the year. Additionally, CID cooperated with the local and national media outlets (TV channels and newspapers), which produced around 25 press-releases and TV spots.

This year CID has been managing 4 webpages:

- the official webpage of CID – [www.cid.mk](http://www.cid.mk) – which is updated with information about activities, descriptions of projects, the monthly newsmail, as well as the sending opportunities for international mobility. The webpage is available in English.

- the webpage of the project "Honeycomb of Participation in National Level Youth Organizations" - [www.honeycomb.cid.mk](http://www.honeycomb.cid.mk) – where all the updates regarding the projects are posted, including the publications and the media gallery from the organised activities.

- the webpage of the project "E-Region: Development Opportunity" – [www.e-region.eu](http://www.e-region.eu) – is available in three languages (Macedonian, English and Bulgarian) and offers updates on the activities organised in the framework of the project, as well as press-releases, the full content of the online courses, photo galleries and publications.

- the webpage for the annual conference "Look Beyond" – [www.lookbeyond.cid.mk](http://www.lookbeyond.cid.mk) – is offering updates for each year's programme, guest speakers, publications and activities. This year has been the second edition of the conference, organised on the topic of democratic youth participation.

The Monthly Newsmail, a tradition started in 2012, is an efficient communication tool that delivers the most important news on implemented activities, shares best practices and stories of success with more than 3000 individuals and institutions that are subscribed to the mailing list.

Additionally, all updates and photo galleries are available on the Facebook page [Center for Intercultural Dialogue](#), which reaches around 3500 users. The Multi- Култи Youth Center has an online presence on the Facebook page [Multi-Култи младински Центар/ Multi-kulti Qendër Rinore](#).



## 6. OVERVIEW OF THE OFFICE

Following the restructuring of the office which was voted and approved during the CID General Assembly in December 2014, CID reinforced its flat structure by naming a legal representative (the Secretary General) and dividing the staff into several departments: Youth Department, Social and Educational Development, Pool of Educators and Researchers, local youth center and local volunteer club.

The following staff positions on full time and part time engagement in the CID office for 2015 were: Secretary General, Administration and Logistics Officer, Financial Manager, 3 Project officers, Mobility Officer and volunteers, 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.



## 7. List of active members

### CID Office

Aleksandra Cvetkovska  
Aleksandra Mihajlovska  
Boban Panzevski  
Bojana Trajkovska  
Dragana Jovanovska  
Elena Ceban  
Filip Janevic  
Gabrijela Boskov  
Ivana Davidovska  
Keti Ilic  
Matej Manevski  
Mila Josifovska  
Milosh Ristovski  
Nami Isaku  
Stefan Manevski

### CID Academy and local volunteers

Angela Aleksandrovska  
Angela Veljkovska  
Anita Bekiri  
Besart Shabani  
Bojan Stojcevic  
Dejan Jordanovski  
Elena Ralic  
Helena Zguma  
Marija Krstevska  
Marko Kusinski  
Sara Ilic  
Stefan Kraljevski  
Tamara Lazarevska  
Valon Sakipi

## 8. Balance sheet for the financial year 2015

Expenditures	1879686
Materials	402575
Transportation	212731
Publications and other representation expenditures	717552
Rent	524051
Other services	22777

Other expenditures	7208761
Bank fees	73973
Travel costs	3815709
Per diems	2315475
Loss for exchange rate	28931
Other expenditures	974673

Capital and other assets	70110
Equipment	70110

Salaries and services provided	699949
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Total expenditures	9858506
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Income from services	484880
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Income from donations, presents and other sources	10067328
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Balance from previous year	180966
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Other income	104430
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Total income	10837604
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