



center ^{for}
intercultural
dialogue

ANNUAL REPORT 2014

■ ■ ■ ■ ■ TABLE OF CONTENTS ■ ■ ■ ■ ■

Introduction.....	2
Context of our work in 2014.....	4
Major programmes and achievements.....	5
Overview of main activities in 2014.....	7
Networks and representation.....	12
Mobility opportunities.....	14
Communication and visibility.....	15
Overview of the office.....	16

■■■■■INTRODUCTION■■■■■

MISSION, VISION

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 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.

CID works for building a society based on intercultural dialogue, active citizenship and sustainable development where all people live together in mutual respect. The mission of CID is to promote and support intercultural understanding and cooperation, youth participation and community development by providing educational youth work and volunteering opportunities.

STRATEGIC OBJECTIVES

- ❖ 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

CID remains actively committed to contributing 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 inclusive youth councils on local and national level, ensuring active representation of all youth groups, especially youth with fewer

opportunities. 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

In 2013 and this year, CID has participated in the establishment of 2 important networks on national level: the National Youth Council of Macedonia (NYCM) and the Union of Youth Workers (UYW).. The Union is actively working to lobby for the recognition of youth work in Macedonia and support for the professional development of youth workers. Throughout the year, several meetings were held with representatives of Macedonian NGOs for drafting a Youth Work Strategy and other documents that will lead to the standardization of youth work. CID is also active in the National Campaign against Hate Speech Online in Macedonia, by organizing workshops and activities on the topic of hate speech; this year CID organised the 3rd School against Hate Speech, out of which annually dozens of multiplying activities are happening all around Macedonia.

On international level, CID is a member of 3 international networks and actively contributes to promoting citizenship on European and global level. CID is member of Service Civil International (SCI), Youth for Exchange and Understanding (YEU), and UNITED for Intercultural Action.



CONTEXT OF OUR WORK IN 2014

2014 has been an important year for CID in terms of strengthening partnerships on national and international level and 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 builds efforts for youth development.

In 2014 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.

The inter-community relations and intercultural dialogue in 2014 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 2014 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 ACHIEVEMENTS ■■■■■

❖ CID supports Youth Participation and Youth Policy

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 youth wings of political parties. In 2014 the LYC of Kumanovo continued the process of monitoring the implementation of the local youth strategy, adopted in the previous year.

Strengthening the 2 national networks that were established in 2013 was a priority for CID this year. National Youth Council of Macedonia is a network representing the youth organizations and organizations working for young people in the country, and the Union for Youth Work represents 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.

❖ CID as a Provider of quality Youth Work

CID is running a youth support system in Kumanovo known as the “MultiКулти” 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 programme-based approach was supported throughout the year by the international EVS volunteers, who were developing and implementing activities together with the youth workers. Among the workshops that were running this year were workshops initiated by the Educational Youth Forum: Street Law and Debate Clubs.

❖ 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 and in 2014 we have supported a new network of civil society in South East Europe, called the Association for Integration Valorization Activism and Reconciliation – AIVAR. The network started operating 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 and the only accredited organisation for workcamps, 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.

YOUTH WORK AND YOUTH POLICY

of the Programme by gathering the views and experience of the beneficiaries over the 7 year period 2007-2014. This started with an online survey, 'The Impact of the Youth in Action Programme on Youth Work', then came the Seminar and was followed immediately by the Conference both titled, 'Look Beyond: The Role of the Youth in Action Programme in Youth Work Development.' The respondents to the Survey and the participants of the Seminar and Conference included; young people, youth workers, youth researchers, policy makers, representatives of various institutions such as the European Commission, SALTO Resource Centres, the Council of Europe Youth Department, and the European Union – Council of Europe Youth Partnership.

More information about the project can be found here: www.lookbeyond.cid.mk



HUMAN RIGHTS EDUCATION

❖ "Training for Trainers: Using Bookmarks when working with young people"

CID is an active supporter of the No Hate Speech Campaign of the Council of Europe; this year CID promoted the usage of the "Bookmarks" manual on how to develop educational activities to counter hate speech. The training was held in Ohrid, Macedonia, between the 14-21 of December 2014, and gathered around 20 representatives of NGOs and activists. As a result, all the participants had to organise multiplying activities in their own communities, using the Bookmarks as a methodological resource. The training was organised with the technical and financial support from the OSCE Mission to Skopje.

❖ 3rd School against Hate Speech Online

Another relevant activity under the No Hate Speech Campaign was the 3rd School against Hate Speech Online, held in Berovo, Macedonia, between the 8-12 of October with technical support from the OSCE Mission to Skopje and financial support from the French embassy. The school,

which is a training for multipliers, gathered 25 Macedonian students, youth activists, youth workers motivated in developing their competences in dealing with hate speech; its main aim was to educate youth workers and activists how to deal with discrimination, intolerance, hate speech and the rise of violence and hate crimes through the approach of human rights education. The follow-up activities planned during the training will be implemented in 2015 across Macedonia.

❖ **Training Course “Role of youth work in dealing with the past: overcoming hate in post-conflict countries”**

In April, CID organised a training that aimed to discuss about, raise awareness and develop competences to combat hate, discrimination and calls for violence as issues resulting from the past in post-conflict areas. The project offered space to discuss about the role of youth work in transmitting lessons learned in the targeted area, thus linking those with what it means to live in diversity and respect for human rights. The project started a dialogue about common historical issues, paths of remembrance and created the base for participants to build a model for regional appreciation of diversity and overcoming the historical gaps. It gathered around 20 participants from the Balkan countries who are activists or who would like to work on addressing the topic of hate speech. The training was held in Mavrovo, Macedonia, between the 10th-17th of April, and was supported by the Council of Europe.

COMMUNITY DEVELOPMENT

❖ **Training for youth: “How To Make Advocacy Campaigns”**

CID has supported youth participation in Stip, Kriva Palanka, Sveti Nikole and Kumanovo with weekend workshops in the month of October on how to create and implement an advocacy campaign, as part of a project initiated by the National Youth Council of Macedonia. The workshops focused on understanding lobbying and advocacy as political processes, learning the steps of planning a project/campaign and exploring possible topics of relevance to youth in these regions. As a direct outcome of these workshops, a new youth organisation was established in Kriva Palanka, named [Cik-Cak](#), which was committed to bringing more activities for young people in their local community.

YOUTH UNEMPLOYMENT

❖ **Mobility and Learning: “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 is implementing the project „First work experience for lifelong success”. It focuses 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 brings together diverse institutions and organizations providing learning opportunities (within formal and non-formal education curricula), active in the European field and on local level.

The project started in 2014 and will continue until August 2015. As part of the project, 7 young people from vocational educational institutions will participate in a 2-month mobility in Belgium, Greece, Slovenia, Portugal and Turkey.

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.

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", led 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.



The project ended in 2014, and among the activities organised this year we count the Generic Training and Volunteer Camp for civil society organizations, organized on the 28th-29th of March in Etno Selo, Kumanovo, aiming to strengthen their capacity based on the identified mismatches of needs in the cross-border non-profit sector.

As an outcome of the project, a brochure and a publication were released and published. The publications can be found on www.netwess.org.

❖ E-Region: Development Opportunity

After the completion of NetWess, the regional cooperation with Bulgaria through the European Institute was continued with the project "E-Region: Development Opportunity", between January 2014 and June 2015, under the IPA Cross Border Programme, CCI Number 2007CB16IPO007.

The main activities of the project include 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.

More information about the development of the project can be found at www.eregion.info.

HOSTING INTERNATIONAL VOLUNTEERS

In 2014 CID hosted 11 EVS volunteers, through the following projects:

- Volunship: Exchange of practices in European Citizenship through Volunteering (Macedonia) – ***Kubilay Han Kalkan, Ivo Gospodinov, Sebastian Irimescu, Elena Ceban***
- Volunteering - an act of citizenship (France) – ***Matthieu Audebert***
- ESTE OESTE (Poland) - ***Katarzyna Sokolowska and Krzysiek Denisiuk***
- EVS for the Future (Turkey) – ***Ayşe Büşra and Elif Irmak***
- Youth Work in Support for Participation (Finland) – ***Aurora Salmi***
- EVS for Sıyad 4 (Turkey) - ***Atalay Mahir***
- Worldwards (Germany) – ***Vincent Brock***



The volunteers became an important support for the local youth center. They spent their summer preparing activities for the local youth coming to MultiКулти: daily games, outdoor and indoor sports competitions, recycling, etc. Sebastian Irimescu developed a resource pack including the methodology of developing activities in the youth center, which is available [here](#). In the Fall period, when MultiКулти was only open for programme-based activities, the volunteer organised regular meetings with the local Volunteer Club, in order to commemorate important international days (International Day against Antisemitism – November 9th, International Volunteer Day – December 5th), and socializing with them in the office.

■■■■ NETWORKS AND REPRESENTATION ■■■■

Networking on both national and international levels is of utmost importance for CID, as it provides space for sharing of good practices, consolidation of partnerships and policy reform. 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 2014, CID continued its work supporting the following national level platforms:

- ❖ ***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 is currently the president of the National Youth Council.
- ❖ ***The Union of Youth Work***, one of the most inspiring processes that CID is a part of since June 2013. Stefan Manevski from CID is currently president of the board of the Union.
- ❖ ***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 2014 we have been active in 3 European and global networks:

- ❖ ***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. 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. Andrea Ugrinoska represented CID at the Peace Messenger training organised by SCI Germany between 28 Nov-7 Dec 2014 in Berlin, Germany.
- ❖ ***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.
- ❖ ***UNITED for Intercultural Action*** is a European network against nationalism, racism, fascism and in support of migrants and refugees. Florim Rexhepi from CID attended the conference "Your Vote Can UNITE – Campaigning Against Populism and Racism", held between 7 - 12 April 2014, near Athens, Greece.

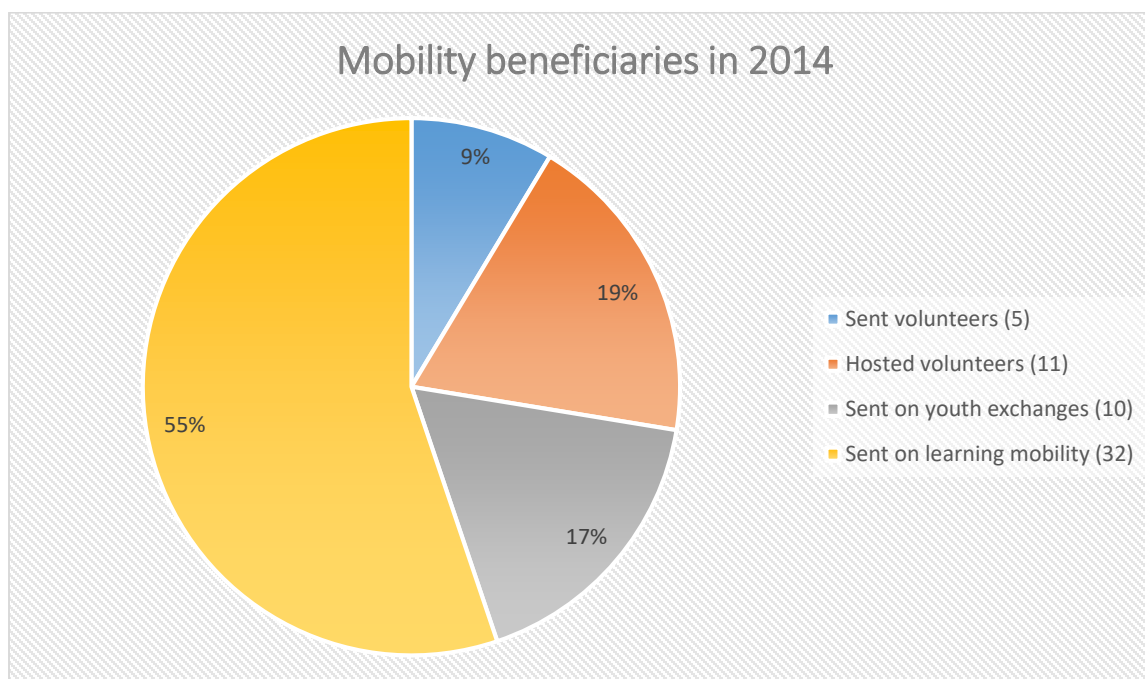
CID was also present on several important meetings, training courses and other events within Europe and globally which have given us a new impetus towards the achievement of our organizational objectives:

- ❖ **Milos Ristovski** was part of the 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.
- ❖ **Gabrijela Boshkov** represented CID at the 2nd European Youth Conference: Strengthening the Recognition of Non-Formal Education in European Youth Work, held in Weimar, Germany, between 10-14 October. The conference focused on supporting the exchange and development of common tools, instruments and strategies to increase quality of non-formal education.
- ❖ On November 19-21 the Council of Europe (CoE) held a seminar on the European Youth Portfolio as a tool for recognition and self-assessment of youth workers. The seminar took place in Strasbourg, France and gathered 35 participants from European institutions, youth organisations, as well as representatives from Youth Agencies and Ministers of CoE member states. **Aleksandra Cvetkovska** represented CID and its activity on the seminar.
- ❖ On December 11th the Metamorphosis Foundation organized the 10th International Conference "E-Society.mk: Human Rights on the Internet". The conference gathered over a hundred people in the City Hall of Skopje with the aim to discuss the freedom of expression, hate speech and privacy in the digital world. While being at its 10th anniversary, the conference provides an overview of activities and practices that enhance the protection and promotion of human rights on the internet. **Milos Ristovski** from CID presented the national No Hate Speech Campaign – an action aimed at educating the society to get rid of the hate speech – and the activities planned for the nearest future.

■■■■■MOBILITY OPPORTUNITIES■■■■■

In the year 2014 CID has been a partner on more than 20 international educational activities. The total amount of people that used the sending service is 42 learners and 16 volunteers. Out of these, 32 youth leaders participated in training courses, conferences and seminars, and 10 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.

Also in 2014 we sent 5 EVS volunteers mainly on long-term project which is quite important for provision of the opportunity to volunteer abroad for young people from Macedonia. The volunteers who participated in international volunteering projects abroad in 2014 were: ***Nabojsa Stojanoski, Magdalena Sazdovska, Denis Dimirievski, Goce Grozdanov and Blazen Maleski.***



■■■■ COMMUNICATION AND VISIBILITY ■■■■

In 2014 CID has been present on various social media platforms, as follows:

- ❖ CID Facebook page, where we publish photos from events and activities, create events, manage groups such as the volunteer club, mobility opportunities, etc.: <https://www.facebook.com/CenterForInterculturalDialogue/>
- ❖ MultiКулти Facebook page, where local activities are announced and photos from workshops and events in MultiКулти are published: <https://www.facebook.com/MultiKultiYouthCenter/>
- ❖ Facebook page of the project E-Region: Development Opportunity: <https://goo.gl/qzT7Wa>
- ❖ Twitter of CID: <https://twitter.com/cidmk>

Also, 4 webpages were maintained and updated throughout the year:

- ❖ www.cid.mk: official CID webpage (runs in English)
- ❖ www.multikulti.mk: webpage for the youth center (runs in Macedonian and Albanian)
- ❖ www.eregion.info: webpage dedicated to the E-Region project
- ❖ www.netwess.org: webpage dedicated to the NetWess project

Besides these, CID was sending a monthly newsletter to update our subscribers regarding past activities, upcoming activities and stories from beneficiaries of our projects.

In the local media, CID has appeared several times on local radio and TV (K3, Radio Bravo), which can be found on the [official YouTube channel of CID](#).

OVERVIEW OF THE OFFICE

In 2014, the structure of CID has been the following: Executive Board president, 1 office manager, 1 financial manager, 1 financial assistant, 3 project officers, 1 coordinator of external educational programmes and volunteers, 1 logistics 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.

