

2016 Annual Report

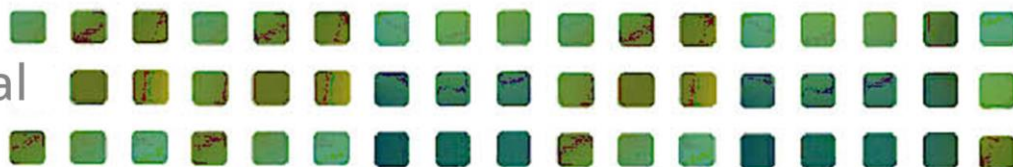
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Learning
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Passion
Discovery
self-esteem
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Share
team
friends
Youth Exchange

Creativity
Diversity
International
Youth
Training Course
Volunteer
Community
EVS
Happiness
Development
Networking
activism
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Making a Difference
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fun connection Youth
dialogue
EVS
social Commitment
Making a Difference
acceptance
fun connection Youth



center for
intercultural
dialogue



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ABBREVIATIONS

ACY – Advisory Council on Youth of the Council of Europe
CCIVS – Coordinating Committee for International Voluntary Service
CHRDS – Centre for Human Rights and Development Studies
CID – Center for Intercultural Dialogue
CoE – Council of Europe
CSO – Civil Society Organisation
DYPALL – Discover Youth Participation at Local Level
ECVET – European Credit System for Vocational Education and Training
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
RYCO – Regional Youth Cooperation Office
SAVA – Solidarity through Action and Voluntary Activities
SCI – Service Civil International
UN – United Nations
UNOY – United Network of Young Peacebuilders
UYW – Union of Youth Work
VET – Vocational Education and Training
YEU – Youth for Exchange and Understanding

INTRODUCTION

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.

❖ Mission and objectives

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 2016:

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)
- ✓ Mobility opportunities (prioritizing important events)
- ✓ Developing the capacity of CID Pool of Trainers (updated on a yearly basis)

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 (LYC)

3. To increase quality of education and learning services through encouragement of cross-sector cooperation, lifelong learning programs 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, toolkits, brochures)

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, SCI, UNOY, UNITED and Eurodesk

❖ 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.

❖ Context of our work in 2016

What describes CID best as an organisation is our commitment to improve the quality and the scope of our activities and programmes. In 2016 this has been very visible: the CID team has grown to 17 full-time and part-time staff members, working in 2 offices. The shift from one-time projects to long-term processes ensured sustainability for our programmes and a greater impact in the areas of promotion of intercultural dialogue and human rights, strengthening the capacity of civil society organisations, enhancing the cooperation between actors involved in youth work, youth rights, youth education and youth policy.

On the local level, 2016 has been a fruitful year for the MultiКулти youth center: following the restoration of the building hosting the youth center, it started functioning seven days a week, from 10:00 to 21:00. The doors of the youth center are open to youngsters from 7 to 18 years old and up, providing workshops, language classes, youth camps, recreational activities and educational opportunities to beneficiaries from Kumanovo. The permanent 3 youth workers were aided by EVS volunteers and interns. More than 200 young people joined the activities and more than 1000 people were indirect beneficiaries of the youth center activities, special attention being given to raising the visibility of MultiКулти as a provider of quality non-formal education programmes among parents, local authorities and general population of the city. The successful implementation of the MultiКулти programmes was ensured with the support of UNDP Macedonia, CIVICA Mobilias, NED and OSCE Mission to Skopje.

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 event, 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. Meaningful dialogue is not ensured through a one-time activity but rather through an ongoing process. For the second time, a youth camp that would bring together young people from Macedonian and Albanian schools in the affected area of the city was organized in Ohrid. This year the initiative

also included language classes for Albanian and Macedonian, with lots of enthusiasts signing up.

One of the processes that boosted more sustainable regional and international cooperation with long-term impact and results was the implementation of 4 long-term KA2 projects supported by Erasmus+ and 1 project supported through the IPA Instrument for Pre-Accession, with a focus on strategic partnership and sustainable development. With a duration from 2-4 years, the projects addressed topics such as youth participation, strengthening the capacity of civil society organisations to implement quality projects, working towards the recognition of youth work and developing tools for self-assessment of youth workers, etc. It presents itself as a good opportunity for CID to share its expertise with other partners and to contribute to the professionalization of the youth work/NGO sector.

On the international level CID kept cooperating with its long-established partners, joining a new project network (UNOY). 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.

❖ Youth work and youth policies

MultiKулmu youth center

After the renovation of the youth center, supported by UNDP Macedonia, MultiKулmu started functioning on a daily basis, from 10:00 to 22:00. Upgrading the condition and functionality of the youth center was a key priority for CID in 2016, in order to ensure that young people in Kumanovo will have access to quality educational activities and will have a space to bring to life their own ideas and activities.

As an already established tradition, throughout the year the youth center held 2 seasons of workshops, based on the ideas collected from youngsters. The workshops were run by the youngsters, with support and mentorship from the youth workers. Both seasons of workshops finished with a public event in the main square, containing the presentation of outcomes from workshops like theatre, ecology, motivation and career interest, cartoon drawing, recycling art, etc. In total, the workshops conducted under the "[MultiKулmu Social Youth Services](#)" involved around 130 participants and over 500 people as audience.

Besides the workshops and the daily activities, through the project supported by CIVICA Mobilitas, several activities aimed at attracting youth to the center were organised throughout the year. For instance, the big re-opening of the center was celebrated on May 29th with a Bubble Parade that gathered around 150 youngsters and their parents in front of the center with music, dance and soap bubbles. In July a team from MultiKулmu organised a caravan that took young people to D-Fest, a music festival organised in Dojran. September greeted the young artists of Kumanovo with a Graffiti Fest – a 2 day event in which young and talented enthusiasts filled the inside and outside walls of the center with beautiful graffiti/drawings.

Youth Voice Macedonia

In line with the work in the youth center, [Youth Voice Macedonia](#) was running from February 2016 and was supported by the National Endowment for Democracy (NED). The project aimed at preparing 20 youth leaders through two five-days training courses on youth civic engagement and advocacy to develop their skills for: support recruitment, peer outreach, community mapping, establishing local partnerships, and using online and offline tools for campaigning. As a result, 5 advocacy campaigns were developed in Kumanovo and the surrounding communities that promoted human rights, peace building and conflict resolution.

The advocacy initiatives translated into sports tournaments, panel discussions, workshops, English lessons and creative workshops; a Facebook page was opened to promote activities meant at young people and ran by one of the groups working on the

advocacy initiative. In total around 150 young people from high-schools benefitted from the activities implemented under this project.

The local volunteer club

After the General Assembly that took place in June 2016, it was voted that the volunteer club would be restructured and membership would be defined for various types of beneficiaries of CID's activities. Nevertheless, in 2016 the volunteer club functioned as previously; several activities were organised with the help of the local volunteers, such as the Human Rights Mannequin Challenge for the Human Rights Day and the online campaign "I volunteer because..." for the International Volunteer Day, etc.

Supporting Confidence Building Activities in Kumanovo

For a second year, with the support of the OSCE Mission to Skopje, CID has organized a youth camp in Ohrid, Macedonia. The youth camp gathered 56 participants from 3 primary schools in Kumanovo, from both Albanian and Macedonian communities (Naim Frasheri, Vuk Karadzic, Toli Zordumis) as well as 6 professors, 6 facilitators from CID and 1 coordinator. By taking part in teambuilding activities, artistic workshops, recycling and playing, the participants had the chance to create new friendships and to discover each other through communication and peer learning. Another activity in the project provided the opportunity for interested people to come to the youth center and learn Macedonian and Albanian in interactive classes based on non-formal education. Around 60 people participated in the language classes which lasted for 4 months.



❖ Community development

Youth Work Recognition with Self-Assessment and Accreditation

The KA2 project [Youth Work Recognition with Self-Assessment and Accreditation](#), in partnership with OpportUNITY from UK and Politikos tyrimų ir analizės institutas from Lithuania, entered its second year of implementation. The activities that were implemented this year (2 transnational meetings in Lithuania and Macedonia, training course in UK, study visit in Lithuania) focused on building the capacity of youth workers to provide peer-review of their work and self-assess their competences, as well as developing and trying out specific recognition tools for youth work providers. The final

stage of the project will include publishing a handbook and organizing a multipliers event to disseminate the results of the project.

Democratic governance in youth organization - key to participation

Another KA2 project implemented in 2016 - *Democratic governance in youth organization - key to participation* - with JUB Netherlands, TOG Turkey and Out-of-the-box Belgium, focused on strengthening the capacity and sustainability of youth organizations by developing the competencies of their democratic leadership and management structures. The project targets volunteers, youth workers and employees within organizations in order to improve their communication and ability to better understand such concepts as democracy, participation and leadership, civil society, human rights and citizenship. The activities developed in 2016 included a training course on active participation in Macedonia and a training course on ICT skills in the Netherlands. The project also included the development of a web-portal and promotional leaflets, as well as support for national-level management reforms.

WEBWORK: WEstern Balkan youth WORK(s) for youth Employability! – Regional initiative for a common approach to youth employability

The project WEBWORK: *WEstern Balkan youth WORK(s) for youth Employability! – Regional initiative for a common approach to youth employability*, planned to be implemented between July 2016 and July 2017, had its kick-off meeting in October, in Bosnia; another activity that started in 2016 was conducting a research about the current situation of youth employability in Macedonia. The project aims to improve the quality of youth work in the field of youth employment in the Western Balkan region; - to foster development of programs of non-formal learning for youth employability.

CU TENDA

One of the most longstanding projects – *CU TENDA: Stories, Images and Sounds on the Move; Living Memory of South-Eastern Europe* – has been launched in 2015 and will last for 4 years. The project, supported by the Creative Europe Program and implemented together with partners from Bulgaria, Romania, Italy and Macedonia, focuses on presenting the life of the young Aromanians in Macedonia and their challenges to keep their culture and language alive. This year, two workshops were held from April to December: theatre and arts and crafts. One of the most relevant outcomes of the project was the theatrical piece titled „The Audition”, which was performed 3 times in Kumanovo and once in Krusevo. Besides introducing the audience to the Aromanian culture, the performance gave the opportunity to the young actors to discover their creative abilities and develop an interest for acting.

CS4EU: Civil Society for European Integration

The project [CS4EU](#), supported through the IPA Instrument for Pre-Accession, started in 2015 and is ending in the first part of 2017. By developing this project, CID managed to involve around 40 civil society organisations in Macedonia in a process of improving their sustainability, autonomy and overall capacity to fit into European standards for Community legislation. After holding 5 IdeaLabs – meetings on specific topics, 5 working groups were created consequently, in order to implement advocacy initiatives. As a result, the working groups designed actions plans for the following topics that are relevant to the Macedonian society: segregation of the Roma community, competitiveness of youth on the labor market, the need to have a youth radio and the relevance of having youth work in Macedonia. It was a good opportunity to strengthen the network of civil society organisations working on similar topics and to provide them with the opportunity to learn from positive examples from abroad (through a study visit in Brussels that happened in October), as well as to cooperate for visible results. Among upcoming activities we count the publication of research results from the working groups and a final conference for presentation of results.

ToBeOf: To be or not to be formal

In Partnership with InformaGiovani from Italy and several other partners from Europe, Asia and Africa, CID was working in the past 2 years on the recognition of youth work on global level. The [TOBEOF](#) project, funded by the European Commission under KA2, included a series of youth exchanges, job shadowing activities and training courses, meant at exploring various ways of conducting youth work and sharing good practices among the partners. The second year of the project „To be or not to be formal / TOBEOF” had several activities, and CID was part of 3: training course in Badalona, Spain, youth exchange in Ohrid, Macedonia and evaluation meeting in Palermo, Italy. The project produced a publication on comparative approaches in youth work and practical examples of non-formal activities, ready to be implemented. CID participated in this project overall with over 20 participants, both youth workers with experience and young people who had their first contact with non-formal education.



❖ Human rights education

Hosting the UNITED conference in Struga, Macedonia

For the second time in its history, CID hosted and facilitated the organisation of the UNITED conference in Struga, Macedonia. The 5-day conference, titled „Living together: Transform a divided past into our common future“, was held between 26-31 October and gathered around 75 activists representing civil society organisations from over 25 European countries with the aim to learn about and discuss the topic, exchange ideas and best practices, and to network with other like-minded activists from all over Europe. As a visible outcome, the participants worked together to produce a manual outlining a best practice for work on national reconciliation.

Enabling effective response against hate crime and hate speech

In the best of traditions, CID has continued its cooperation with the OSCE Mission to Skopje for the National Campaign Against Hate Speech Online. Several activities were organized as part of the campaign. With the support of the trainers from CID, 6 training courses and events were organized around Macedonia as a follow-up from the 4th School against Hate Speech. In the framework of the regional cooperation Kumanovo – Lipkovo – Staro Nagoricane, 3 training courses were held in May and June on the topics of hate speech, discrimination, human rights, and hate crime, which were followed by a joint event. The 5th School against Hate Speech took place in Berovo in November, educating a new round of activists about hate speech and hate crime and how to address it; also this year, in December, a meeting was held, to gather the alumni from all the No Hate schools, in order to plan the next joint action plan.

3rd Edition of Look Beyond

The 3rd edition of Look Beyond turned into a week of events organised in Skopje, Kumanovo and Krusevo that focused on discussing, promoting and celebrating human rights. Envisioned initially as an event that would bring into discussion an issue relevant to youth work, Look Beyond stayed in line with the tradition, focusing the attention of the public on the work that CID is doing to raise awareness about human rights and how people can enjoy and protect them. Thus the events organized in the framework of Look Beyond vol.3 were the following: workshop on human rights with the participants from the Youth Camp, held in the MultiКулти youth center, quiz night on the topic „Do you know your rights?“ in the local Bar Cube, public event „CUBE: the Exhibition“ in the Cultural Center of Kumanovo, theatrical performance „Audition“ in Krusevo, and the annual meeting of the activists from the NO Hate Speech schools and campaign in Skopje.

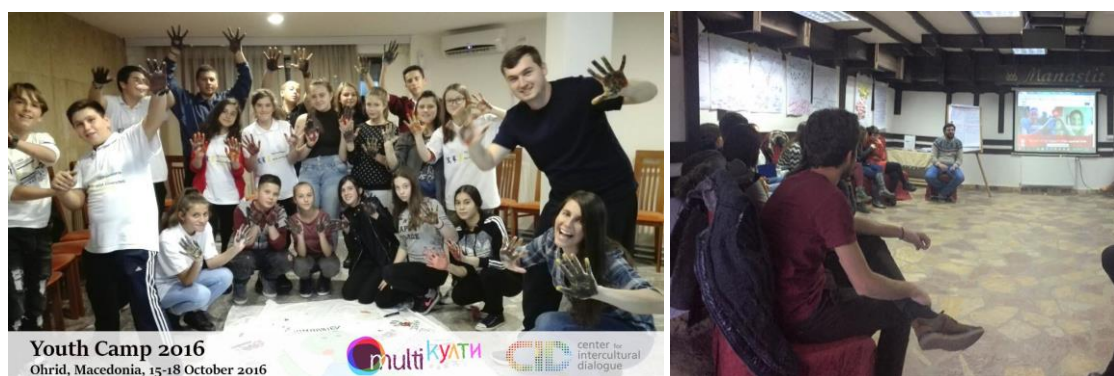
"Street law"

The project „Street law” happens on a yearly basis in several cities around Macedonia; it is implemented by the Youth Educational Forum and supported by USAID. This is a long-term program mainly for high school students aimed to educate youth for civil, political and human rights and freedoms, democracy and the concept of rule of law, the legal system of the Republic of Macedonia, as well as European Union and the European integration process of Macedonia. Besides attending weekly workshops, the members of the ‘Street law’ club visited the primary court and at the end of the program there will be simulation on criminal procedure. In July some of the members of the second edition of ‘Street law’ club in Kumanovo took part in the “Human rights weekend” and as a follow-up activity they, with the support of the trainers as their mentors, organized an event called “Equal rights = equal opportunities”. From October 2016, in parallel with the ‘Street law’ club for beginners, the advanced ‘Street law’ club was established for the members who have successfully attended the club for beginners in the previous two years.

Implementation of the Convention on the Children’s Rights

The project is ongoing since 2011 and is being implemented in partnership with SEGA - Coalition of youth organizations. It targets young people under 18 in order to enhance their knowledge about children’s rights, thus supporting democratic processes. As part of the project, several meetings were organised with the students, with the school principal, with the children’s ombudsman, etc. As a result of workshops held with the students, action plans were designed that should foster active participation of young people by following given indicators.

Through this project, more than 100 youngsters got directly involved in activities that educate them about their rights. The children’s ombudsman position was supported through promotional activities and lobbying interests of youth in front of the school staff.



❖ Capacity building and Pool of Trainers

The pool of trainers of CID comprised 9 senior and junior trainers, who held training activities in Macedonia and abroad. The capacity building of the trainers has been done both internally (via coaching/support from senior trainers) and externally (by attending training for trainers, conferences and activities offered by NYCM, CIVICA Mobilitas, OSCE Mission to Skopje, UNDP, CoE, etc.). For instance, in September Antonio Danilovski, Dragana Jovanovska, Gabrijela Boshkovska and Mila Josifovska attended a training on positive deviance. The training, organized by UNDP Macedonia and held in Skopje, allowed the participants to explore a different and more systematic approach for detecting solutions on certain problems, which should be useful and applicable in the field of youth work. In December, Antonio Danilovski took part in a training on creating methodologies for participative research, held by CIVICA Mobilitas in Skopje.

CID trainers are also part of national and international pools of trainers (NYCM, YEU International, CoE), delivering quality training activities on a regular basis. To mention several: in September Matej Manevski, Milosh Ristovski and Neal Raimi facilitated a training on identification and tackling of hate speech for the Sector for Internal Affairs of the Tetovo Police; in July Matej Manevski facilitated the 4-day training „Local youth policies, local youth participation and youth work (Kicevo, Bitola and Centar)”, organized by the OSCE Mission to Skopje in Berovo, Macedonia. The training explored topics such as what is youth participation, what is the Youth Policy and how do we develop it, what is youth work, basic training for understanding the concepts for local youth councils, etc.



❖ Hosting EVS volunteers and Interns

In 2016 CID hosted 4 EVS volunteers, under 2 projects:

- Volunteering for Acceptance and Tolerance (supported by the Macedonian National Agency)
- Intercult'ural (in partnership with Planete Volontaire, France)

The two volunteers from France (Andreea Stetco and Dorian Girod) developed their activity in the youth centers in Kumanovo and Staro Nagoricane, their project focusing on rural development, while the 2 volunteers from Turkey and Finland (Onur Caliřcan and Jannika Jyrkinen) visited regularly the refugee camp on the Northern border in order to implement activities with the youngsters in the camp. The four volunteers worked together to deliver interesting activities to the youth of Kumanovo, by organizing movie nights, open debates, sports tournaments, human libraries, etc. One major event organized by the volunteers was „Open Doors for Social Inclusion”, held on the 27th of November in MultiКулти. The event included a photo exhibition from the refugee camp, a living library discussing migration and a public debate about life for rural young people in Macedonia.

The projects were implemented involving several local partners, such as Legis, Red Cross - Macedonia, Svetozar Markovic school.

Throughout the year CID also hosted 2 interns who were receiving Erasmus+ scholarships – Slobodan Djurovic and Francois –Xavier Rocca. The interns worked in the administrative office, in partnership with project managers, and assisted in the implementation of several projects, as well as in the organisation of events.

We would like to thank Jannika, Onur, Andreea, Dorian, Francois and Slobodan for working alongside the CID team and for being part of this experience.



❖ National representation

Networking is crucial for effective implementation of our projects, both on national and international levels. In 2016 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 continues to be an active member. Matej Manevski and Milosh Ristovski participated as delegates of CID on the General Assembly in October. As a member of the network, CID stressed out the importance of the accountability of the Secretariat towards the member organisations. Also Matej, Milosh and Neal held a workshop with the youth wings of the political parties in September in Mavrovo, Macedonia, supported by NYCM and focused on mainstreaming youth policies in the programs of the political parties. CID has 6 trainers in the NYCM pool of trainers: Matej Manevski, Dragana Jovanovska, Florim Rexhepi, Deniz Memedi, Jovana Josimovska, and Antonio Danilovski.

- 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, Florim Rexhepi and Neal Raimi, who organised the 5th School against Hate Speech and several training activities for representatives of NGOs, institutions such as the police, youth wings of political parties, etc.

- CID has been closely following the work of the [Youth Work Association](#), in which Gabrijela Boshkov activated as a board member in 2016. Our trainers got engaged in consultative meetings on competences of youth workers in the process of youth work recognition.

- CID also took part in all the meetings with the [National Agency for European Educational Programmes and Mobility of Macedonia](#). On the 7th of December Mila Josifovska and Florim Rexhepi participated at the ECVET conference, organized as an informational event for the following application period. On the 15th of November she attended the Round Table - 20 years of EVS: Visa for Volunteers” event, where CID was mentioned as an expert organization in such issues and representatives from Ministries of Internal and Exterior Affairs, as well as Ministry for Social Politics. Together with Elena Ceban, Mila attended the events „20 years EVS: My Story” and „20 years EVS – A look

in the past and towards the future”, on the 12th and 16th of December, respectively; the latter was an award giving ceremony for the 5 most successful stories, where CID's project „Volunship: Exchange of practices in European Citizenship through Volunteering” got one of the awards.

- Matej Manevski represented CID at [the Agency for Youth and Sports](#) for the RYCO working group, which had several meetings throughout the year. The working group worked on the preparation and contribution towards the development of RYCO, a regionally-owned structure that leads and coordinates youth cooperation in the Balkan region and that has representatives from both government bodies and youth organisations.

❖ International representation

On the international level, CID expanded its membership to five 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 IYNGOs and NYCs in Europe. Matej Manevski became the President of the network following the General Assembly held in November in Brussels; the PET Pool of Trainers of YEU grew, having Matej Manevski, Milosh Ristovski and Stefan Manevski as senior trainers and Dragana Jovanovska and Florim Rexhepi as junior trainers. Also Daniel Carter organized and facilitated a youth exchange in Cardiff, UK, between 1st and 9th of December, focusing on sharing tales of migration in an exhibition. Filip Janevic attended the 35th YEU Convention in July, titled „Europe from scratch”, as a facilitator, and Marija Krstevska, Angela Veljkovska and Bojan Stojkovski were involved in the long-term project RESTART: rethinking, assessing, activating and evaluating youth organizations, which involved several training courses and local actions.

[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 and is also involved in the SAVA working group: Dragana Jovanovska became a board member of SAVA in 2016 and Neal Raimi attended the international committee meeting in Gelsenkirchen, Germany in December. Also Stefan Manevski attended the annual meeting of the YUWG working group of SCI, between 12-15 November in Sofia, Bulgaria.

[3. UNITED for Intercultural Action](#) is a European network against nationalism, racism, fascism and in support of migrants and refugees. For the second time in the past couple of years, CID hosted the UNITED conference titled „Living Together” in Ohrid,

Macedonia in October, and Florim Rexhepi attended the conference „ Moving Stories: Narratives of Migration Crossing Europe”, held in April in Torino, Italy.

4. Developing Youth Participation at Local Level (DYPALL) is an informal network established in 2015 that includes 22 European partners from 17 countries, both from the NGO sector and from local/regional administrations, education bodies, etc. 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. CID has been one of the main drivers behind the establishment of the network and Milosh Ristovski continued to represent CID in the Steering Committee of DYPALL. In October CID was the main partner organizing a study session in Strasbourg, with Dragana Jovanovska as a trainer. Also Bojana Trajkovska and Elena Ceban participated in the first international DYPALL conference in Portugal in April.

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, conducting the campaign „Time to move”, etc.

6. UNOY Peacebuilders is a global network strengthening sustainable youth-driven peacebuilding that connects 70 youth peace organizations across 45 countries. Their goal is to create a world where young people have the opportunity and skills to contribute to peace. Aleksandra Cvetkovska has attended the UNOY Young PeaceBuilders Forum, held in The Hague on 20-24 September.

➤ Throughout 2016 Milosh Ristovski represented CID in the Advisory Council on Youth of the Council of Europe. Milosh is a member of the Bureau of the ACY, his mandate will last in 2017 as well. Among the meetings he attended in 2016 we recall the meeting on Internet Governance of the Committee for Media and Information Society and the expert meeting on drafting the Committee of Ministers recommendation on Youth Work.

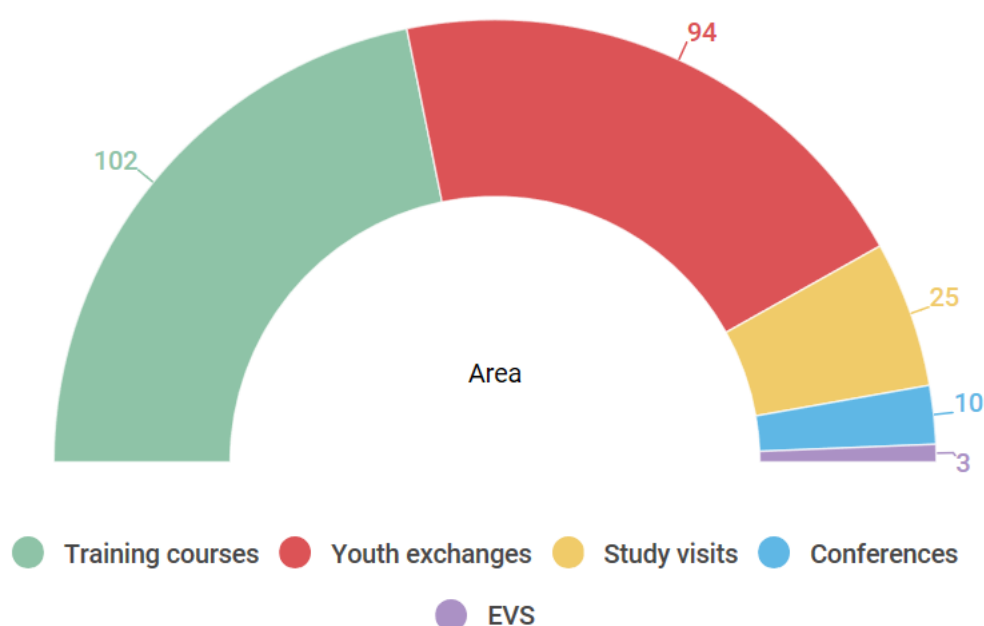
➤ Matej Manevski attended the International Conference on the Prevention of Violent Extremism through Education: Taking Action, held in New Delhi, India, on the 19th and 20th of September 2016, by the UNESCO Mahatma Gandhi Institute of Education for Peace and Sustainability. The conference consisted of interactive plenary sessions and working groups which provided participants with the opportunity to engage in dialogue, exchange good practices in preventing violent extremism and establish contacts.

- Antonio Danilovski represented CID at the Peer learning seminar on cross-sectoral policy approaches in Western Balkans, held in Budva, Montenegro by the Council of Europe, on the 26th and 27th of October 2016, the seminar focused on creating a plan for improving the cross-sectorial collaboration in the Western Balkans, and Antonio participated in all the working groups, where he shared the experience of Macedonia in cross-sectoral cooperation.
- Matej Manevski, Emir Coric, Liljana Pecova Ilievska represented CID in Budapest, Hungary, on the seminar organized by Hope for Children Hungary (National Campaign Committee for the No Hate Speech Movement Hungary), between 29th of April and 4th of May 2016. The seminar aimed at exploring the development and capacity building of the Hate Speech Watch and of its internal protocol, as well as on improving the visibility and external communication of the Hate Speech Watch.
- CID had an extensive representation at the University on Youth and Development in Molina, Spain, organized by the North South Center of the Council of Europe. Stefan Manevski was the Joint programme coordinator, Matej Manevski and Milosh Ristovski were trainers and Marija Krstevska, Bojan Stojkovski and Angela Veljkovska were participants.
- Matej Manevski attended the Unequal Europe Symposium, held by the Youth Partnership Secretariat between CoE and EU in Budapest, Hungary, between 30 May – 4 June 2016. The Symposium took a cross-sectoral approach and drew learning from how young people experiencing social exclusion and multiple forms of discrimination are supported in education, employment, health and police. Participants looked at the role youth work plays in the lives of young people falling through the system and made proposals on what to improve.
- Stefan Manevski facilitated the event „Europe- Western Balkans Youth Meeting "Connecting Youth Work and Youth Policy", held by SALTO South East Europe Resource Center in Ljubljana, Slovenia between 26th and 28th of September. The Europe-Western Balkans Youth Meeting "Connecting Youth Work and Youth Policy" aimed at following-up the recommendations of the Western Balkans Youth Conference “Connecting Youth” in the field of youth work and youth policy and building a specific action plan.
- Stefan also attended the CIVICUS Youth Action Team meeting in Johannesburg, South Africa, on 1-5 December 2016. The Youth Action Team’s primary role is to provide strategic, informed advice on how youth participation issues can be better mainstreamed in CIVICUS’ programmes, and on how CIVICUS can develop new activities to strengthen youth voice in civil society. Working with the support of the Youth Action Team, CIVICUS intends to build new partnerships and secure increased resources to scale up new initiatives on youth participation. Stefan Manevski was selected within the team for a 3-year mandate until 2019.

MOBILITY OPPORTUNITIES

Mobility has always been an important element of CID's activity. In 2016, 229 young people had the opportunity to join a mobility activity such as a training course, conference, youth exchange, volunteering, study visit, etc. Out of 229, 37 participated in activities organized by and in partnership with the networks CID is part of.

People who took part in international activities reported to have more confidence in speaking a foreign language, to be more interested in getting involved in activities that tackle personal development and community development, to have enlarged their network of friends and to feel more autonomous. More testimonies from participants and EVS volunteers can be found on the following link: www.cid.mk/our-stories-mobility and www.cid.mk/evs.



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 70 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 6 webpages:

- the official webpage of CID – www.cid.mk – which was restructured in June; it is updated with information about activities, descriptions of projects, the monthly newsletter, as well as the mobility opportunities. The webpage is available in English at the moment.
- the official webpage of MultiКулти – www.multikulti.mk – re-created in 2016 with content related to the activities that the center offers, plus the possibility to register, access polls and conversations and participate in online courses.

Besides the main pages, 5 project-related pages are active:

- Civil Society for European Integration – www.cs4eu.org
- Honeycomb of Participation in National Level Youth Organizations – www.honeycomb.cid.mk
- E-Region: Development Opportunity – www.e-region.eu
- Look Beyond – www.lookbeyond.cid.mk
- Youth Work Recognition with Self-Assessment and Accreditation: www.youthwork.pro

The Monthly Newsletter, 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 over 4600 followers and the MultiКулти center page [MultiКулти Младински Центар / Qendër Rinore](#), with 2400 followers.

OVERVIEW OF THE OFFICE

Following the General Assembly held in December 2015, the structure of CID was voted as follows: Youth Work Department, Community Development Department, Pool of Educators and Researchers and Volunteer Club; the Executive Board of CID was comprised of 6 members: Dragana Jovanovska, Matej Manevski, Mila Josifovska, Milosh Ristovski, Bojana Trajkovska and Florim Rexhepi, with Milosh Ristovski as Executive Director and Dragana Jovanovska as Secretary General.

The following staff positions on full time and part time engagement in the CID office for 2016 were: project officers – 6; project assistants – 2; youth workers – 4; financial manager – 1; financial assistant – 1; mobility officer – 1; PR officer – 1; logistics officer – 1.

2016 marked a significant increase in the capacity of CID, with the following indicators: the number of full-time and part-time staff members has increased to 17; 2 offices were used as working spaces: the administrative office and the youth center; the youth center was fully refurbished, being supplied with a new kitchen, a ping-pong table, a TV and a projector; in terms of office supplies, a new color printer/scanner was added, as well as an action camera.



LIST OF ACTIVE MEMBERS

CID Staff

Aleksandra Cvetkovska
Aleksandra Mihajlovska
Aleksandra Tasic
Antonio Danilovski
Bojana Trajkovska
Daniel Carter
David Aleksovski
Dragana Jovanovska
Elena Ceban
Filip Janevic
Fisnik Jakupi
Gabrijela Boshkov
Ines Fetterley
Ivana Davidovska
Keti Doncevska Ilic
Matej Manevski
Mila Josifovska
Milosh Ristovski
Nami Isaku
Neal Raimi
Stefan Manevski

CID Academy, facilitators and volunteers

Anastasija Manasijevska
Angela Aleksandrovska
Angela Veljkovska
Anita Beqiri
Arta Abduli
Besart Shabani
Bojan Stojcevic
Bojan Stojkovski
Dario Korolija
Gabrijela Boshkov
Hana Miftari
Helena Zguma
Marija Krstevska
Mario Denkovski
Marina Krstic
Marko Kusinski
Milan Dimitrievski
Monika Spasovska
Sara Ilic
Sara Zafirovska
Stefan Petrovski
Tamara Lazarevska
Teodora Mladenovska
Valon Sakipi
Vlera Zendeli
Bojana Andronovic

LIST OF ACTIVE MEMBERS

BALANCE SHEET FOR THE FINANCIAL YEAR 2016

Income statement	MKD
Membership and fundraising revenues	19,289,431
Other revenues	801,440
Income surplus remaining from previous year	979,098
Interest rates and exchange difference revenues	12,306
Expenses for materials, services and amortization	2,611,963
Other expenses	10,055,660
Employee expenses (salaries and fees)	1,105,545
Capital and other assets	27,546
Fundraising, donations and other expenses	933,074
Surplus transferred to next year - pretax profit:	6,348,487
Net surplus - after-tax profit	<u>6,348,487</u>

Expenses for materials, services and amortization	MKD
Expenses for raw material and other materials	205,942
Electricity and fuel expenses	143,393
Equity investments	26,206
Transport expenses	823,327
Postage costs	145,295
Rental costs	419,515
Accommodation expenses	495,948
Promotion expenses	237,890
Other stationery expenses	114,447
Total expenses for materials, services and amortization	<u>2,611,963</u>

Other expenses	MKD
Bank expenses	92,441
Project implementation expenses	4,928,024
Contractor expenses	320,667
Intellectual and other services	4,472,959
Negative exchange differences	146,755
Procurement of furniture, computer equipment and other	27,546
Gross salaries	1,105,545
Other expenses	94,814