

ANNUAL REPORT



2018



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 – Developing Youth Participation at Local Level
ECVET – European Credit System for Vocational Education and Training
EU – European Union
EVS – European Voluntary Service
IPA – Instrument for Pre-Accession Assistance
IVS – International Voluntary Service
IYNGO – International Youth Non-Governmental Organisation
LLP – Lifelong Learning Programme
LYC – Local Youth Council
NED – National Endowment for Democracy
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
UNDP – United Nations Development Fund
UNOY – United Network of Young Peacebuilders
UYW – Union for Youth Work
VET – Vocational Education and Training
WB6 – Western Balkans 6 Countries (Macedonia, Serbia, Albania, Kosovo, Montenegro and Bosnia and Herzegovina)
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.

Vision: to create diverse responsible and cooperative communities where citizens are actively contributing to the social development and integration.

Mission: 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.

Objectives:

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, meetings with the volunteer club)
- 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)

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 CSOs and International Organizations
- Expert meetings with IYNGOs
- Capacity building and consultancy of representation bodies (LYC)

To increase quality of education and learning services by encouraging cross-sectoral 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 (NYCM pool of trainers)
- Developing quality educational tools (manuals, toolkits, brochures)

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 International, DYPALL, SCI, UNOY, CIVICUS and UNITED;

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 2018:

What describes CID best as an organisation is our commitment to improve the quality and the scope of our activities and programmes.

On the local level, the already consolidated programmes for youth have continued to ensure a high level of non-formal education services for youth. The youth center, MultiКулти, has offered various workshops through youth clubs (debate, street law, media arts, hiking, arts and crafts, theatre, etc), with the support of international volunteers (workcamp, language classes, workshops on social rights and equality, etc) celebration of public holidays and international events (Youth Day, Peace Day, Human Rights Day, etc.), as well as daily activities that provided youth with a safe space to interact and develop new skills.

On the regional level, the cooperation among WB6 has been strengthened through the provision of grants through the RYCO scheme (Regional Youth Cooperation Office). CID has had a long-term collaboration with partners from 3 other countries in the region on promotion of peacebuilding. 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 in the region.

On the international level, CID kept cooperating with its long-established partners. 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. In 2018 CID has been engaged in 14 strategic partnerships and attended over 20 international events such as conferences, forums between civil society and policy-makers, trainings, seminars, etc. Our collaboration with the networks we are part of has also strengthened the organizational capacity to deliver high-quality services with international-level expertise.

PROJECTS AND ACTIVITIES

01 LOCAL YOUTH WORK

⚙️ YOUTH CENTER MULTIKYATM

In a continuation of the programme established the previous year, the youth center was open on a daily basis, offering young people a weekly programme which usually looked like this: language lessons (Turkish, French, Macedonian, English), Arts and Crafts, Workshops for recycling, Game Day, Movie Day. Most of the activities were organized by the international volunteers, with the help of the youth workers. In 2018, the youth center had 2 full-time youth workers, 5 international volunteers and 1 international youth worker.

Besides the weekly agenda, the youth center hosted the workshops which were part of the following projects: Arts and Crafts (CU TENDA); Street Law, Debate Club and Media Arts Club (multiannual programme implemented as part of the collaboration of Youth Educational Forum and CID); youth activism workshops (Creative Youth Empowerment); other workshops organised by our partners (LEGIS, Municipality of Kumanovo, etc.).

As an outcome from the CID Academy programme, this year the participants self-organised and created several clubs led by them, with the support of a youth worker. The clubs were planned around the following topics: Theater, Hiking, Creative Writing, Arts and Crafts. The hiking and arts and crafts clubs were active during the period of May and June; several hiking workshops and a hiking day were organised by the youth, with the support of the local Mountaineer Club Kozjak 2014. The Arts and Crafts workshops produced several artistic pieces that were displayed in the youth center, prompting the participants to also create compost for the garden located in front of the center. The clubs are multiethnic, and the young leaders are being taught to co-facilitate the meetings using Macedonian, Albanian and other languages spoken by the members.

Traditionally, other important events were celebrated as part of the youth center intercultural programme: Easter and Ramazan were marked with 2 activities that brought people together: an Egg hunt game and the Baklavijada, both treating the participants to delicious treats. In summer, youngsters prepared for D-Fest, a beloved summer festival, by creating a team and by preparing activities for the youth attending the festival, using non-formal education methodology. The volunteers celebrated International Youth Day on August 12th with a concert which offered the opportunity to local aspiring stars to perform in front of the crowd.

BORN 2 RUN 2018

To continue the tradition of bringing people together through sports, this year Born2Run took the form of a 3km and 10km race through Kumanovo. The race was held on October 11th by CID in partnership with Project 2020 CIC and with the support of OSCE Mission to Skopje and the Municipality of Kumanovo, as well as the Police Unit of Kumanovo. The race was preceded by a 1-week youth exchange which brought together youth from Belgium, Italy, the United Kingdom and Macedonia; the youngsters prepared the routes for the race and interacted with local youth through different activities.

CREATIVE YOUTH EMPOWERMENT

As a follow-up process for the multiannual programme CID Academy and the participation in the long-term programme of the CoE – Enter! Access to Social Rights for Young People, Creative Youth Empowerment gives the opportunity to the graduate participants from the last Academy to become mentor and to support a new group of young people to become changemakers. A total of 50 youngsters aged 13-18 from 3 municipalities – Kumanovo, Staro Nagorichane and Lipkovo – have participated in a long-term training consisting of 4 online and offline modules of workshops, aimed at developing a better understanding of decision-making as a process through theatre and at equipping them with the necessary tools to plan and implement an advocacy campaign. The advocacy campaigns have been prepared and will be implemented in January 2019. The project is supported by USAID through the Civic Engagement Project.

MULTIKУЛТИ'S GOT CHAMPIONS: PING-PONG TOURNAMENT

Initially designed and applied by the two French volunteers who spent six months in the youth center, the project "MultiКулти's got Champions" envisioned a massive ping-pong tournament which took place on the 27th of October in the premises of the 2 primary schools that share the same space: Naim Frasheri and Vuk Karadzic. The project was supported by the French Embassy in Macedonia and was also part of the local actions organized by the participants of BalCAN Change project, supported by Regional Youth Cooperation Office (RYCO) in the Western Balkans. It engaged 68 youngsters from seven primary schools in Kumanovo, who played in mixed teams of one male and one female participant.

The main aim of the project was to encourage young people coming from diverse backgrounds (different ethnicities, different genders, different skills) to engage in intercultural dialogue through sports and recreation; to provide a safe space for the participating youngsters in order for them to increase their teambuilding and healthy competition spirit, as well as respect for values such as fairness, equality, non-verbal communication, discipline, inclusion etc.

The video created as an outcome from the tournament day can be viewed [here](#).

WORKCAMP: AROUND THE WORLD IN 7 DAYS

In Summer, a group of girl guides from Belgium visited Kumanovo and spent a week with local youth, developing fun activities together in the youth center and learning more about intercultural dialogue. The group stayed in Kumanovo between the 3rd and the 10th of July and consisted of 10 young girls aged 16-17 and 3 group leaders over 20. Their motto is: "Around the world in 7 days": in seven days of being in Kumanovo, the girl guides tried to experience the local culture and to share theirs, increasing their intercultural awareness, as well the youngsters visiting the youth center, by facilitating different workshops on intercultural learning.

YOUTH CLUBS: STREET LAW, DEBATE AND MEDIA ARTS

The youth clubs are supported by a multiannual programme ran by Youth Educational Forum and supported financially by USAID. This is a long-term programme mainly for high school students aimed at equipping youth with new skills and competences in a fun environment.

Currently there are 3 fully functional youth clubs held in the premises of the youth center MultiКулти: Street Law (Level 1/National and Level 2/International), Debate and Media Art. Street Law has been very popular among youth for many years now, being implemented in many cities around Macedonia. It educates 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. The Debate club prepares young people to articulate their thoughts eloquently and to back them up with arguments, facilitating their participation in various competitions on local and national level. Media Art is a new club that started running in September and that offers an interactive workshop programme focused on arts.

Besides attending weekly workshops, the members of the youth clubs participate in other activities - they organize visits to the court in Kumanovo, movie nights on relevant topics, attending relevant events and organizing flashmobs, etc.

BRITISH COUNCIL Active Citizens Programme in the Western Balkans

Between 28th of February and 3rd of March we organized a seminar that aimed to introduce the Active citizens programme of the British Council to the 25 participants that took part, and during this 3 day training to develop initiatives and social actions focusing on increasing youth participation in Kumanovo. The participants were from 4 different profiles in order to tackle all relevant stakeholders on the topic and to assure engagement and impact on short and long term with the social actions. Within the training we had: representatives of the City Council of Kumanovo, representatives from the Municipality of Kumanovo, representatives of the youth organizations in Kumanovo and representatives of youth political wings. The training served a common ground where both youth organizations, representatives of political youth wings, City

Council members and municipality administrations, worked together in identifying the issues concerning young people on local level. Furthermore, they worked on developing specific actions and solutions to the issues, where all 4 present stakeholders have a certain role to play in order to make the action successful. As a follow up to the seminar, on the 5th of July a youth festival “Mini Festival” was organized with the help and engagement of all four groups of the engaged stakeholders.

02 STRATEGIC PARTNERSHIPS

⚙️ KA2: ADULT LEARNING: SOCIAL INCLUSION THROUGH ENTREPRENEURSHIP

The 18-month partnership between CID, Out of the Box International from Belgium and Wisamar Bildungsgesellschaft gemeinnuetzige GmbH from Germany aimed to develop the capacity of educators and leaders who are active and experienced in adult learning programmes, to design and deliver educational programmes, to facilitate inclusion and to initiate employability. For this purpose, social entrepreneurship was promoted through adult learning programmes. The project included a training in Germany, a study visit in Belgium and a training for trainers in Macedonia, and several multiplier events in all 3 countries. It was concluded with a final conference held on the 26th of February in Skopje, where the project outcomes were presented to a large variety of stakeholders, such as representatives from the Agency for Employment, from the Ministry of Labour and Social Policy, from local and national-level NGOs, etc. The project was supported by the National Agency for European Educational Programmes and Mobility of Macedonia through the Erasmus+ Programme of the European Commission. The final outcome of the project, a publication on various practices to foster social entrepreneurship education, is available at www.cid.mk/publications, both in English and Macedonian.

⚙️ KA2: YOUTH ALTERNARRATION: COMBATING RADICALIZATION OF YOUNG PEOPLE IN ONLINE SPACES

Started in January 2018, the project lasts for 13 months and aims to empower young people within different geographical regions to conduct capacity building via digital means that relate to their existence in the EU youth policy. The aim of the project is to inform and inspire positive action. The main outputs of the project are:

1. Study: “Radicalisation in Online sphere- forms and prevention practices”.
2. Handbook: Developing Alternative Narratives Through Youth Work.
3. Digital Stories: Videos of Personal Stories and Statistics as a Counter Narrative.

These outputs will serve as tools for youth workers and educational practitioners to use in their work with young people to promote alternative narratives for hate and discrimination as a transversal value. The outputs will be available in 2019 at www.cid.mk/library.

In 2018, the project team attended two transnational meetings, one in Brussels in March and one in November in Manchester, in order to supervise and coordinate the creation of the outputs. The project will finish with a training held in Kumanovo in March 2019, which will also be used as an occasion to disseminate the project outcomes amongst stakeholders.

KA2: YOUTH PARTICIPATION PARKOUR

Youth participation is a phenomenon that is currently trending all around the globe. But what are the mechanisms available to support young people to participate in society on a global level? The project Youth Participation Parkour tried to answer this question through a seminar that happened in May in South Africa, a youth exchange that was held in July in Fiji and a period of implementation of local action plans, that implemented some of the tools identified during the 2 mobilities. The project brought together 11 partners from the following countries: Canada, Ireland, UK, Belgium, Macedonia (implementing partner), DRC, Fiji, South Africa, Estonia, Italy and Cameroon. The partner from South Africa, CIVICUS World Alliance for Citizen Participation, is a global network that has a Youth Action Team, responsible for mainstreaming youth practices into the activity of the network and for supporting organisations around the world to work with youth. During the training in South Africa, CIVICUS hosted in parallel the meeting of another network, AGNA, enriching considerably the collection of good practices in youth participation.

KA2: THE FUTURE OF YOUTH WORK

The Future of Youth Work started in September 2017 and will last until August 2019. It is a partnership between the United Kingdom, Macedonia and Estonia that aims to provide an opportunity to emerging youth workers to gain knowledge, skills and practical experience necessary for supporting youth, especially those from marginal backgrounds (ethnic minorities, low income families, etc.), vulnerable situations (disabilities, linguistic barriers, etc.) and NEET's (not in employment, education and training).

This year a training course for youth workers was held in Estonia between April 20-28, gathering 21 youth workers to be trained on contemporary, unique and progressive approaches to youth work in a variety of fields from social, to outdoor, to intercultural education. The project also foresees several short-term and long-term mobilities for youth workers between the three partners, 2 of which were conducted in November and December of this year: Matej Manevski attended the 2 month mobility in Estonia in 4 different youth centers, while Florim Rexhepi attended the 2 month mobility in Wales working with youth with difficulties in learning.

KA2: YOUTH PARTICIPATION MATTERS – MODELS OF YOUTH PARTICIPATION ON LOCAL LEVEL IN EUROPE

The project brings together 4 partners from Portugal, Macedonia, Italy, Poland and Belgium to discuss the importance and models of local youth participation in Europe. It started in February

2018 and will end in July 2019. In 2018 CID conducted a research as a Mapping exercise on models, instruments and best practices of youth participation on national level, which will be compiled in a publication by the end of the project.

KA2: MIX IT UP, SHAKE IT UP

Mix it up, Shake it up raises a very important issue in youth work – the issue of ensuring its sustainability by supporting the beneficiaries to organize follow-up activities. In the period of 18 months (May 2018-December 2019), the project aims to strengthen the capacities of youth organizations towards a better use of the knowledge and experience of participants in the post mobility period and to develop clear and easily implementable strategies and mechanisms on how to ensure the follow-up and impact in the local community after a youth mobility. The kick-off meeting for the project happened in Wales, on October 29-20.

KA2: DIGIZATION: DIGITAL PARTICIPATION IN YOUTH ORGANISATIONS

Digization started in July 2018 and will last until October 2019; it aims to strengthen the capacity and sustainability of youth organizations by developing modules that address digital participation and use digital tools to reach a wider target group. The project brings together partners from Austria, Macedonia, Belgium and Portugal and will offer mobility for youth workers, as well as the opportunity to contribute to developing a handbook with useful digital tools. The kick-off meeting of the project was held in Austria on September 20-22).

KA3: ROAD TO THE FUTURE

Built around the upcoming Parliamentary elections in the EU, the project aims to encourage and strengthen European-oriented youth participation for a specific democratic milestone, the European Parliament Elections 2019 and on the longer term for the future of Europe. By gathering partners from both EU and non-EU countries, its objective is to raise the overall level of interest in political affairs of young people through promotion of democratic principles and practices. The project started in October 2018 and will last until February 2020. The project coordinator attended the kick-off meeting for coordinating the activity agenda, which was held in Brussels between 25-28 of October.

KA3: INEDU: INCLUSIVE EDUCATION MODELS FOR CHILDREN WITH MIGRANT BACKGROUND IN PRE-SCHOOLS

A new step for CID in 2017 was the KA3 project inEDU, which aims to advocate for policy reform in the area of primary education regarding the integration of children with a migrant background. In 2018, CID has organised several local activities: a training for educators on how to use different educational tools for inclusion of children with migrant background (held between September 19-23 in Kumanovo), implementation of an inclusive curriculum in primary

schools in Kumanovo in November, and organizing a final conference (November 29th). The project coordinator also attended the final partners' meeting, held in Italy between 3-6 December.

KA2: STRATEGIC PARTNERSHIP FOR ADULT EDUCATION - MIGRANTS NOT EXCLUDED (MINE)

MINE is another strategic partnership addressing the integration of migrants, this time with a special focus on adult education. The project aimed to create a network of organisations that can work together in other projects on supporting the integration of migrants; it started in September 2016 and ended in March 2018. This year the implemented activities were a joint staff training in UK in January where 2 staff members of CID took part, sharing the results of the implemented local activities. The project coordinator also attended the final partners meeting, held in Portugal in March. All the outcomes of the project can be viewed at <http://projectmine.eu/>.

YOU ARE WELCOME: EUROPEAN NETWORK FOR INTEGRATION OF REFUGEES AT LOCAL LEVEL AND COMBATING HATE SPEECH

You Are Welcome is a 2-year project supported by the Erasmus+ Programme of the European Commission through "Europe for Citizens", which started in January 2017 that brings together 13 partners to support migrant and refugee integration, community development and promoting evidence-based policy making around migration. The aim of WELCOME is to deconstruct the process of migrants' stigmatization, help communities involved overcome stereotypes and develop counter-narratives for more accurate perceptions of migrants and refugees stemming in participating countries.

The activities organised in 2018 were the following:

- Workshops in the transit center Tabanovce between May 14-15 which brought together local volunteers and refugees;
- Online campaign: collecting personal stories from locals who have experienced migration; the outcomes of the campaign are collected in a publication named "[Crossroads: Stories of Migration](#)".
- Videos: creation of two videos - The Girl Who Had No Choice and Welcome to Kumanovo. Local amateur actors from Kumanovo participated in the filming process. The videos are available [here](#).
- Offline campaign – celebration of the International Day of Peace on September 21st, aimed at raising awareness on the importance on combating Hate Speech and the propaganda against refugees, as well as making the locals aware on the hardships that refugees are going through and the importance on supporting their integration.

KA2: STAND UP AGAINST BULLYING

Started in September 2016, the 2-year project aims to map and develop various educational approaches that tackle bullying in schools. The project consists of several mobilities of teachers and students that work together in order to assess the situation in their local communities and to develop joint activities. This year CID implemented several local activities in partnership with the technical VET school Nace Bugjoni and the primary school Toli Zordumis and the Municipality of Kumanovo. The activities included a presentation of project activities on the main square on May 9th, Europe Day, with promo materials from the project; a presentation session about different types of bullying with high-school students on April 25th; a workshop with primary school students about bullying and a photo contest on the topic of bullying among youth on May 14th. The project ended with a partners' meeting held in Romania at the end of June.

STEP TO CHANGE, BUILD THE COMMON PATH. A GLOBAL INITIATIVE TO EMPOWER YOUTH ORGANISATIONS AND TO VALORISE THE IMPACT OF VOLUNTEERING

STEP to Change was an 18-month strategic partnership implemented by the international network CCIVS, aiming to empower IVS organisations according to each regions' needs in terms of organizational management and impact measurement and improvement. It included a global diagnosis and the basis for the Monitoring and Empowerment System of the CCIVS, using a tool called "the Pentagon".

As part of this project, CID hosted an international training, organised a field-visit in the youth center MultiКулти and a 1-day training with other board and staff members of the organisation. The training took place between January 24-February 2, and provided a great opportunity for the organisation to do a thorough evaluation of its strengths and weaknesses and to focus on improving its performance in the upcoming months.

CU TENDA: STORIES, IMAGES AND SOUNDS ON THE MOVE; LIVING MEMORY OF SOUTH-EASTERN EUROPE

One of the most long-lasting 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 on arts and crafts were held from September to November in the youth center MultiКулти, in order to explore Aromanian storytelling through a creative approach and to create crafty traditional objects. Additionally, the exhibition of traditional Aromanian elements of dressing and handcrafts called "Stories with Aromanians" has reached Krusevo in

October and Skopje in November. In parallel, CID developed a publication named "Vlachs (Aromanians) in Macedonia", available on www.cid.mk/library, both in English and Macedonian.

03 REGIONAL COOPERATION

⚙ SHIFT TOWARDS ONLINE AND OFFLINE ENTREPRENEURSHIP COMMUNITY

The 15-month cross-border project represented an important milestone in CID's activity to promote quality online education. SHIFT is a project and a platform at the same time, offering young people a multitude of possibilities, from online courses on project management, business and entrepreneurship, etc. to a list of local companies that provide their story of success to an updated list of working, studying and volunteering opportunities. The project concluded with a final conference, held on the 11th of January in Kumanovo. It gathered relevant stakeholders from the Agency of Employment, from the Municipality of Kumanovo, as well as from social enterprises which were showcased as good practices and institutions and NGOs that could support social entrepreneurship. More information is available on www.shiftlearning.net.

⚙ BALCAN CHANGE

With the creation of the Regional Youth Cooperation Office (RYCO) in the Western Balkans, more opportunities to organize exchanges of youth and to support volunteering have been provided to civil society organisations and to schools. BalCAN Change is one of the first projects financed through the RYCO funding scheme. The aim of the project is to contribute to the reconciliation process in the Balkan region by building the capacity of young people to engage in peacebuilding activities and to advocate for intercultural dialogue in their own communities. It started in July 2018 and will end in February 2019, including partners from Macedonia, Serbia, Montenegro and Kosovo* (*This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.).

In order to support young people to promote peace in their own communities, the project brought together 32 youngsters for a 1-week youth Academy called "Peace Ambassadors", held between 19-23 September in Ohrid, Macedonia. The academy was followed by the implementation of 4 local action plans by the participants, with the support of mentors. CID has organised two activities as part of the local action plan: a ping-pong tournament in local primary schools and an exhibition of postcards on the topic of peace. The final activity, a regional Caravan that will showcase the results of all the local activities, will take place in February 2019.

PROMOTION OF TOLERANCE AND NON-DISCRIMINATION

The annual programme supported by the OSCE Mission to Skopje contained activities that were implemented between March and December 2018. The Project's overall goal is to stimulate and support different mechanisms for effective response to hate speech and hate crimes, in order to protect the rights of all citizens. It supports different national stakeholders to work on implementing and improving the legislation enacted to combat hate crime and hate speech, advance the capacities of relevant institutions and civil society organizations to tackle these phenomena and expand the regional cooperation among concerned institutions. The activities organised this year were the traditional annual School against Hate Speech at its 7th edition (held between October 15-19 in Krusevo), a series of training courses on media literacy and tools for combatting hate speech in Tetovo (May 10th), Kratovo (September 20), open days against hate in Skopje (November 27th) and Kumanovo (June 20th), and conferences in Shtip (April 17th), and Kumanovo (June 21st). The activities were planned as a result of the evaluation of the previous programme, as well as follow-up activities from the 6th School against Hate Speech.

EUROPEAN YOUTH EVENT

The European Youth Event, a festival held once every two years, brings together youth from all over Europe and beyond for a 2-day marathon of discussions, sessions, workshops, musical/theatre/circus performances, rap battles, games and simulations, all with the purpose of bridging the gap between youth and policy-makers, and collecting fresh and innovative ideas on how to improve the life of Europeans in all aspects. The event took place on June 1-2 and was held inside and next to the European Parliament building in Strasbourg, France.

This year CID took part in EYE2018 with a group of 10 enthusiastic and dynamic young people who organised a workshop on better inclusion of refugees in the local communities. Called „The CHANGEMAKERS: Find the key to a better Europe“, the workshop aimed at inspiring young people to believe that they are the potential changemakers, that the real change happens not only behind closed doors of parliament and governmental departments, but in everyday life, in the decisions that we as citizens make when we face the community.

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. 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. This year several workshops were organised in the primary school Hristijan Todorovski Karposh and the gymnasium Goce Delchev, with a focus on promoting tolerance, educating youth about stereotypes, debating about children's rights and access to them, etc.

05 VOLUNTEERING AND INTERNSHIPS

⚙ International and European Voluntary Service

In 2018, CID hosted 5 international volunteers, under the following projects:

- ▲ Shape Tomorrow with Youth (Cihat Kir)
- ▲ Overcome Obstacles by Volunteering vol.3 (Elif Kirca, Sebnem Kecici)
- ▲ Service Civique (French Gov. Programme) (Marie Affouard, Marie Guenole)

The volunteers who stayed in Kumanovo were developing activities in the youth center. On a daily basis, they were preparing activities for the youngsters that were visiting the open youth center (creative workshops, playing sports and games, celebrating international days, etc.). Together with local youth, the volunteers were involved in preparing activities such as movie nights, intercultural nights, Turkish and French lessons, drama workshops, a living library, flashmobs and cooking nights, etc.

⚙ INTERNSHIPS

This year CID offered several internship opportunities:

The partnership with the SABA Private High-School in Kumanovo resulted in four internship positions for high-school students from Kumanovo. The interns went through a tailor-made programme that supported them in developing skills that will boost their employability by using diverse tools for writing, design, promotion, creating an Europass CV and becoming an active citizen. The internships took place in the months of October, November and December.

Through an Erasmus+ partnership, CID hosted an international intern (Barış Özdemir) in the period June-August 2018, who assisted the Mobility Officer in their duties and who also contributed with activities for youth in the youth center.

An internship in Communications and PR was offered to a local intern for the month of June (Milosh Dimkovski). The intern joined several events and learned how to provide media coverage for events and initiatives, and was updating the Facebook and Instagram pages of the organisation.

Finally, a Welsh youth worker (Michael G. Board) joined the team of the youth center for the Summer months, supporting the team in creating activities for the local youth and in diversifying the programme of the youth center.

NETWORKS, REPRESENTATION AND CAPACITY BUILDING

01 NATIONAL REPRESENTATION AND CAPACITY BUILDING

Networking is crucial for effective implementation of our projects, both on national and international levels. In 2018 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. Mila Josifovska and Nami Isaki participated as delegates of CID on the General Assembly of NYCM in May and November, respectively. Mila also attended the event for the presentation of the Western Balkan Youth Cooperation Platform, organized on the 28th of July in the Agency of Youth and Sports, Skopje. Together with Marija Krstevska, Mila also took part in the first National Youth Conference “Why Law on Youth?”, held on the 20th of December in Skopje, which opened a space for presenting the recommendations on the Law on Youth, one of the most important processes for young people that are being realized in our country. Dragana Jovanovska and Lindita Rexhepi are part of the expert group for the creation of Law on Youth and Youth Participation in Macedonia, led by the Parliament of the Republic of Macedonia.

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 Nami Isaki, who organized the 7th School against Hate Speech and several training activities for representatives of NGOs, institutions, activists, etc.

CID has been closely following the work of the *Union for Youth Work*, established in 2013. This year the UYW was involved in the national process of creation of a law on youth work. CID submitted the organizational standpoint on youth work, which was used to create the Union’s standpoint on the issue in the negotiations with the government.

Mila Josifovska was a representative and a speaker on the Public Debate on the draft proposal on Law on Personal Income Tax, organized by the Finance and Budget Committee on the 6th of December in the Parliament of the Republic of Macedonia. The public debate gathered the opinions and amendments of the experts, institutions, professors, chambers of commerce, foreign investors, organisations and individuals, in regards to the draft proposal of the Law on Personal Income Tax. Mila shared CID’s standpoint that no personal income tax should be

imposed on reimbursements of travel costs for educational mobilities offered by educational institutions/organisations, especially having in mind young people with fewer opportunities. CID's recommendations were included in the draft law, and eventually voted on in the final version of the law.

Mila Josifovska and **Mario Denkovski** attended the event organised by Center for the Roma Community (DROM) on the 31st of October in Kumanovo, as part of the project Inclusion of Roma Children in Education. The host presented the outcomes of the project and facilitated a short discussion on what can be improved and which further steps should be taken to include Roma children in education and in society in general.

Nami Isaki attended two meetings on the topic "Dialogue on Hate Speech in the Media", organized by the OSCE Mission to Skopje between the 31st of October – 1st of November in Mavrovo, and the second meeting on 18th of December in Skopje. The main aim of the meetings was the creation of an informal network against hate speech.

Ivana Stojcevska took part in the Project writing training - Regional programme on local democracy on the Western Balkans (ReLoad), organized by Municipality of Kumanovo and UNDP from 29th to 31st of October in the premises of Kruzna sala – Komitet. Main aim of the training was to give detailed instructions on how to apply for the call that Municipality and UNDP opened.

Mila Josifovska took part in the event "Exchange of ideas: Let's talk about youth - what's the plan?" organized by REACTOR - Research in Action on the 25th of September in Public Room, Skopje. The event was conceived as an organized breakfast where the attendees had the opportunity to be part of 5 different discussions: youth and health; youth, policies and civil society; youth and education; unemployment, social policies and youth guarantee; outcomes from the research as part of the project.

Nami Isaki attended the Civil Society Forum organized by FES Skopje and by the European Fund for the Balkans between the 8th – 9th of October in Skopje. The forum brought together representatives of civil society organisations from the Western Balkans to revisit the engagement of civil society in the Berlin Process.

Mila Josifovska and **Elena Ceban** attended the visit by the Conference of INGOs of the Council of Europe organized by Council of Europe and hosted by European Policy Institute (EPI) on the 26th of March in Skopje. The event focused on discussing the state of the art of civic participation in Macedonia and to explore different national and local mechanisms which allow NGOs to take part in public policies and the decision-making process in Macedonia.

Besart Shabani was selected as a participant in the LEAD MK Academy 2018/2019 programme, supported by USAID. He attended the training held between the 30th of October - 5th of November in Hotel Scardus, Popova Shapka. The main aim of the training was to equip young people with skills, knowledge, and networks that will enable them to become leaders in

advancing public interests at the community, regional, or national level. Besart will be organizing his local activity in the first part of 2019.

Mila Josifovska attended the Final Conference – “URGENT - Urban Regeneration: European Network of Towns” organized by the Municipality of Kumanovo on the 26th of June in Komitet, which served the purpose of presenting the project outcomes.

Andrijana Ilievska and the international volunteers attended the NGO Fair “Together for a better society”, organized by Volunteer Center Skopje on the 5th of December in St. Kliment Ohridski National & University Library, Skopje. The fair gathered around 60 organizations from Macedonia and organized 3 thematic forums on volunteering - a tool for civic activism, building the capacities of young people, and how to recruit volunteers – and a wrap-up plenary forum.

Marija Krstevska and **Elena Ceban** attended the Reception by French Embassy "Assessment and perspectives of the ten years cooperation with the civil society", organized by the French Embassy on the 7th of December in Skopje. The main aim of the event was the celebration of ten years of cooperation between the French Embassy and the Macedonian civil society.

Andrijana Ilievska attended the info day about the Erasmus+ programme, organized by the National Agency for European Educational Programmes and Mobility on the 30th of October in the restaurant “Bela Dona”, Kumanovo. On this event representatives of the NA gave detailed information about KA1 and KA2 projects, as well as instructions on how to apply for them. They also announced that EVS was incorporated into the new programme, European Solidarity Corps, and that Macedonian youth organisations and youngsters can still take part in it.

Marija Krstevska and **Dragana Jovanovska** attended the Civica Mobilitas annual event, organized by Civica Mobilitas on the 30th of November and the 1st of December in Skopje. The main aim of the event was the presentation of the achievements and networking. CID has been a Civica Mobilitas grantee for 2017/2018.

Dragana Jovanovska attended the Regional Youth Cooperation Office’s first strategy development event entitled “Strategic Dialogues – a Better Region Starts with Youth” between 20th – 22nd of March in Skopje, organized in cooperation with the Agency for Sport and Youth. The event defined the basic framework of RYCO’s work programme for the three upcoming years (2018 – 2020).

02 INTERNATIONAL REPRESENTATION

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. This year Matej Manevski completed his mandate as President of the network, while Nami Isaki was elected as Vice-President of the Executive Board during the

annual General Assembly of the network, held in Portugal between December 12-15. Nami also attended the yearly YEU Convention, held between June 19th – July 2nd in Portugal and Spain, and the training course held in the framework of the 19th University on Youth and Development, between the 7th-15th of September in Mollina, Spain.

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 and Elena Ceban continued their mandates in the coordination team of SAVA; Arta Abduli attended the Branch Coordinators Meeting between the 26th - 30th of August in Barcelona, Spain. Dragana Jovanovska as part of the pool of trainers of SCI, attended the Service Civil International Pool of trainers meeting between 26th – 28th of October in Brugge, Belgium. The meeting was envisioned to bring together the trainers from the Pool of trainers of the network, in order to discuss the capacities of the pool, as well to map the strategic priorities and inline them with the priorities of the organization.

UNITED for Intercultural Action is a European network against nationalism, racism, fascism and in support of migrants and refugees.

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. CID has participated in various training activities and study sessions throughout the year, involving also representatives from the Municipality of Kumanovo. Marija Krstevska facilitated the DYPALL Study Session held in the Youth Centre of the Council of Europe in Budapest, between November 18-23, which aimed to increase the mainstreaming of youth policy development at local and regional level, to allow all the stakeholders engaged in such processes to have more awareness of mechanisms and instruments that can increase youth engagement on policy development and increase the impact of such policies at local and regional level.

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. This year Dragana Jovanovska as part of the advocacy team of UNOY, together with a representative from the Secretariat were present at the launching of the Progress report on Youth, Peace and Security and the current situation of the role of young people in building peace as part of the UN Security Council Resolution 2250. As part of the advocacy mission Dragana also

presented the work of CID and our efforts to create safe and peaceful society on a UN side event.

Dragana Jovanovska and **Florim Rexhepi** took part in the Western Balkans Youth Conference that was held in Prishtina, Kosovo* on the 26th and 27th of March. The Conference focused on how to support youth organizations in the Western Balkans region by presenting best practices of the youth projects and the Western Balkan youth policies, by sharing local experiences, as well as by jointly deliberating about how to include young citizens of this region in the Berlin process – as policy designers and/or monitors as well as beneficiaries. (*This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.).

Marija Krstevska attended the conference “Media and Value Based Conflicts Exchange” organized by Media Diversity Institute Western Balkans, part of the network European Network for Non-Violence and Dialogue, held between the 26th - 28th of March in Belgrade, Serbia. The aim of the event was to discuss the role of media in current (and past) conflicts across Europe and to initiate conversation on potential solutions. The exchange gathered individual experts and civil society representatives from Europe to discuss how media influence conflicts in society, to evaluate the situation in different parts of Europe, compare and brainstorm on the solutions.

Florim Rexhepi took part in the seminar “Youth Councils – local and international realities” organized by Polish National Agency in Konstancin-Jeziorna, Poland from 9th to 13th of April. The seminar’s aim was to learn about the realities of Youth Councils operating in different countries and exploring the possibility of future networking. It was a good ground for cooperation and sharing experiences with different European organizations and institutions that work in the field of advocating youth issues.

Florim Rexhepi was representing CID as project partner on the Preparatory Meeting “Activists Against Xenocide” organized by Kreisau-Initiative between 13th and 15th of April in Berlin, Germany. The meeting aimed to plan the upcoming youth exchange in Krzyzowa Poland.

Marija Krstevska took part in the Conference “IVS for Climate Justice. Don’t just say it! Do it! Volunteering to Create a Network of Knowledge through Ecological & Sustainable Practice”, organized by CCIVS between 21st - 25th of April in Paris, France. The Conference was the first activity of the project, intended for visibility/networking and included a forum on this subject in UNESCO. The project overall seeks to provide new skills in the field of environment and sustainability whilst taking into account ways in which the network can tackle poverty reduction and health promotion issues.

Dragana Jovanovska attended the Second Europe-Western Balkans Youth Meeting: “The Berlin process – A new impetus for youth work?”, organized by The SALTO South East Europe Resource Centre in partnership with the German, Macedonian and Slovenian National Agencies and the Contact Point for Erasmus+: Youth in Action in Montenegro, ADP-Zid, and held in Podgorica, Montenegro between 23rd and 25th of May. The meeting focused on fields where youth work can

play an important role: Youth participation and engagement and Civil/Citizenship education (with European dimension) and Social inclusion.

Marija Krstevska attended the Third Regional Youth Forum organized by European Movement in Serbia - local branch Novi Sad, the European Fund for the Balkans, the Belgrade Fund for Political Excellence, and in partnership with the Regional Youth Cooperation Office (RYCO) and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) – ORF Promotion of EU Integration, under the general sponsorship of the Prime Minister of Serbia Ms. Ana Brnabić. The Forum is supported by the Foreign and Commonwealth Office of the United Kingdom of Great Britain and Northern Ireland, while additional indispensable support was also provided by the Provincial Government of Vojvodina, the City of Novi Sad and the Regional Cooperation Council. The event was held between the 29th of June – 1st of July in Novi Sad, Serbia. The Regional Youth Forum is an annual conference which brings together 200 young opinionated leaders from WB6, with a proven record of making an impact in their communities and give them that place of knowledge and dialogue in order to engage in discussions on salient topics and develop solutions based on previous knowledge and active social participation.

Dragana Jovanovska and **Florim Rexhepi** attended the Pilot training “Leaders against Intolerance and Violent Extremism” organized by OSCE and held as two modules of in-person training over one week each – the first one between 2nd and 6th of July in Vienna, Austria, the second one between 10th and 14th of September in Warsaw, Poland, and an interim period between the modules. The objective of the first module was to identify a relevant action idea, and the planning steps required to bring this action idea to fruition. During the interim period, the participants worked back home and autonomously planed the action idea in more detail, with support by the course facilitators and limited seed funding. In the second module, the participants reconvened to share successes and difficulties, in order to finalize the project for action.

Dragana Jovanovska attended the Western Balkans Summit on 9th of July in London, UK. At the London Summit, the fifth convened under the Berlin Process, Heads of Government and Ministers from the Berlin Process countries aimed to help the Western Balkans region make progress on economic stability, including through digital and entrepreneurship, 2) security cooperation, including tackling corruption and organized crime, and 3) outstanding bilateral and legacy issues. This year was an important one for the Western Balkans. Momentum has been building, encouraging the region on its Euro-Atlantic trajectory, from the Commission’s Western Balkans Strategy in February, to the Western Balkans Digital Conference in Skopje in April, to the EU-Western Balkans Summit in Sofia in May. The London Summit was built on these events, and many of the themes, in support of the region.

Dragana Jovanovska attended the Civil Society and Youth Forum at the Summit on 9th of July in London. It began with a “Question Time” style panel discussion and audience debate with Foreign Ministers from the Western Balkans and representatives from civil society and youth

organizations. Afterwards “Spotlight” events ran jointly organized with civil society, covering topics including discrimination in the region (gender inequality, LGBT rights) and media freedom.

Dragana Jovanovska and **Matej Manevski** took part in the Meeting of SALTO SEE pool of accreditors that was held between 20th and 22nd of September in Podgorica, Montenegro. The programme was designed focusing on assessing the past work of the accreditors’ pool and seeing how to improve it for the future. Based on their input, the meeting focused on the accreditation procedure and how to make it more efficient with the recent changes from the European Voluntary Service into the European Solidarity Corps.

Dragana Jovanovska took part in the MenEngage Membership Meeting from 18th to 20th of October in Vienna, Austria. On the meeting it was discussed content matters, strategy issues, cooperation with and accountability towards women’s rights organizations and other social movements and further organizational development matters to strengthen the influence and impact as a regional network of the MenEngage Global Alliance. A new Steering Committee for the upcoming two years was elected.

Nami Isaki attended the Peer-learning Seminar on Youth Work in SEE, organized by the EU-CoE youth partnership from the 13th to the 15th of November in Ljubljana, Slovenia. The seminar aimed to make a contribution to strengthening youth work in the region, by analyzing its state of play and identifying the support needed from youth work policy, and in turn will consider the crucial role that youth work can play in supporting youth policy at different levels.

Dragana Jovanovska was a speaker on the Lisbon Forum “Youth, Peace and Security: Uplifting youth engagement in peace and democratic processes in the Euro-Mediterranean Region.” on the topic of youth engagement organized by The North-South Centre of the Council of Europe and held on the 15th and 16th of November in Lisbon, Portugal. It brought together high-level representatives from governments, parliaments, local and regional authorities and organized civil society from Europe and neighboring regions, as well as from international organizations, to discuss topics closely related to the core priorities of the Council of Europe and promote interdependence, create partnerships and foster solidarity, especially in light of recent events that are a shared concern for the European and Mediterranean regions.

Arta Abduli attended the European Arab Youth Forum of the Alliance of Civilizations organized by the Council of Europe, the League of Arab States and the Ministry of Culture and Sports of Qatar between the 22nd - 27th of November in Doha, Qatar. The main aim of the forum was to provide space for young people from both regions to exchange expertise and knowledge on the topic of Human Rights through coexistence among cultures and civilizations and by empowering young people to facilitate intercultural dialogue in an environment respectful of Human Rights.

Dragana Jovanovska took part in the Consultative meeting “Intercultural Learning and educational approaches and practices of the European Youth Centre” between 4th and 6th of December in Budapest, Hungary. The consultative meeting explored past and current approaches towards intercultural learning and non-formal education, related educational

practices and quality standards and their application in the activities at the European Youth Centre.

MOBILITY OPPORTUNITIES

Mobility has always been an important element of CID's activity. In 2018, 194 young people had the opportunity to join a mobility activity such as a training course, conference, youth exchange, volunteering, study visit, etc. Out of these 194, 7 youngsters volunteered in workcamps, 6 youngsters participated in short-term and long-term volunteer projects, and 181 participated in short-term mobility.

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 and feedback from participants and EVS volunteers can be found on the following link: www.cid.mk/our-stories-mobility and <http://cid.mk/our-stories-evs/>



To experience, to explore, to learn - this is what EVS is about. It is a life-changing adventure that every young person should try.

MONIKA SAZDOVA



VISIBILITY AND COMMUNICATION STRATEGY

CID is ensuring the visibility of its projects and activities through various channels, both online and offline. At the moment, eight active webpages and two Facebook pages (described below) are being updated regularly: over 160 news articles and open calls 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 10 press-releases and TV spots.

This year CID has been managing 2 official webpages:

the official webpage of CID – www.cid.mk – 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 – 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
- SHIFT – www.shiftlearning.net
- Youth Work Recognition with Self-Assessment and Accreditation: www.youthwork.pro
- E-Region: Development Opportunity – www.e-region.eu
- Honeycomb of Participation in National Level Youth Organizations – www.honeycomb.cid.mk
- Look Beyond – www.lookbeyond.cid.mk

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 2000 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 6700 followers and the MultiКулти center page, with over 2900 followers.



OFFICE: PREMISES AND STAFF

In 2018, CID developed its activity in 2 premises: the administrative office, located on the address Kiril I Metodij 7L and the youth center, located at Vuk Karadzic 19A.

The executive staff of CID was comprised over the year by: 1 financial officer and 1 assistant, 2 youth workers, 4 project coordinators, 1 PR officer, 1 administrative and logistics officer, 1 mobility officer and volunteer coordinator.

In March, the Executive Board of CID had an extended meeting (March 16-18 in Bansko, Bulgaria) where the following topics were discussed: the evaluation and feedback from CID staff shared during the previous office meeting, project evaluation and planning, strategic planning for the youth center programme, the learning needs assessment of staff members, etc.

In December, the staff of the organisation attended a 3-day training aimed at enabling them to independently perform their daily duties within the organisation. The topics that were covered were project development, going through an application, resource management, usage of organizational memory, networking on local/national/regional and European/international level, financial management and archiving of documentation, project coordination, communication with different stakeholders, team work and brainstorming on the new structure of the youth center. The training was held between December 15-17 in Kratovo.

FINANCIAL STATEMENT FOR 2018

Expenses	MKD
Material expenses, services and amortization	3.405.029,00
Material expenses	379.757,00
Energy expenses	179.700,00
Other services	209.905,00
Transport and transportation services	1.138.171,00
Outlay for publicity, propaganda and representation	960.018,00
Leasing	537.478,00
Other expenses	9.375.411,00
Provision for salary trade	116.445,00
Interest of credits and debts	57,00
Official Travelling expenses	964.868,00
Compensation for workers' and citizens' expenses	3.818.548,00
Negative exchange differences	16.634,00
Other expenses	4.458.859,00
Capital and other means	18.450,00
Means for construction objects	18.450,00
Salaries and compensations for salaries	498.684,00
Total expenses	13.297.574,00
Realized extra incomes- pre-taxation profit	6.898.027,00
Taxes, benefits and other imposts of profit	14.791,00
Realized extra net profit	6.883.236,00

Incomes	MKD
Incomes of selling items, goods and services	239.799,00
Incomes of interests and positive exchange differences	256,00
Incomes of memberships, gifts, donations and incomes of other sources	15.868.000,00
Incomes of rentals and leaseholds	13.600,00
Transported part of the extra income from the previous year	4.073.946,00
Total incomes	20.195.601,00